Deciphering the Cybersecurity Job Market

Building the pipeline through informed data-driven approaches

Cyber Seek™
www.cyberseek.org

## Employer Demand for Cybersecurity Workers Outpaces Supply
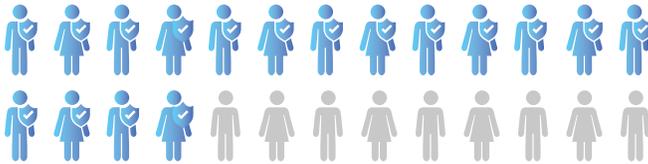
Nearly 500,000 Cybersecurity Job Postings[1] By U.S. Employers
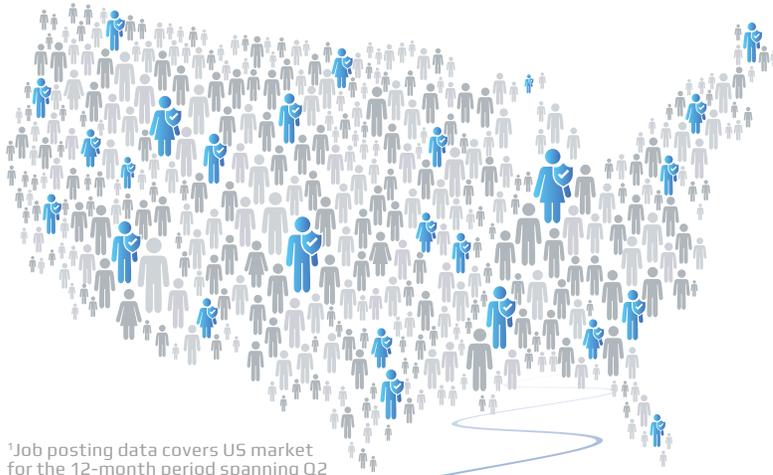
[1]Job posting data covers US market for the 12-month period spanning Q2 2024 to Q1 2025 | Source: Lightcast

Taking Action: Expanding the Pipeline

Cybersecurity feeder roles

Entry-level roles

Mid-level roles

Advanced-level roles

CyberSeek Career Pathways
From entry-level to advanced-level, CyberSeek provides detailed information about job role skillsets, certifications, salaries, and more.
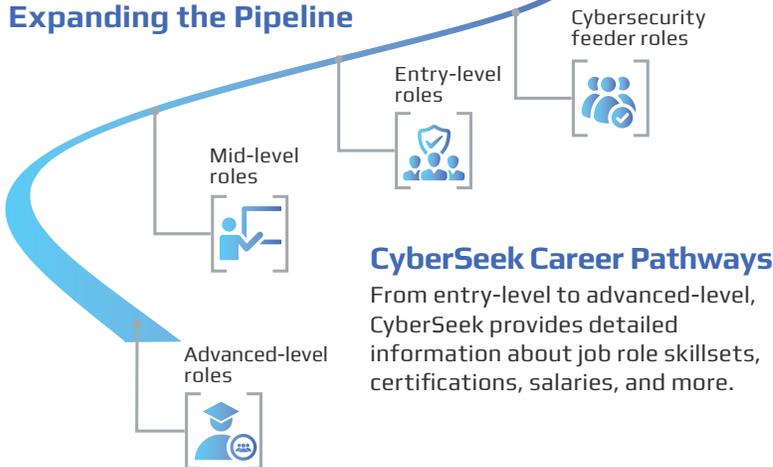

Cybersecurity Jobs
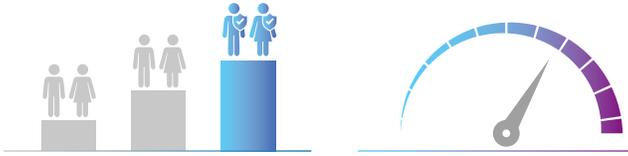
Takes **21%** longer to fill than other tech jobs

Geographic Concentration
Compare the concentration of cybersecurity job demand across state and metro area locations

National Average **1.0**   High Cybersecurity Jobs Concentration
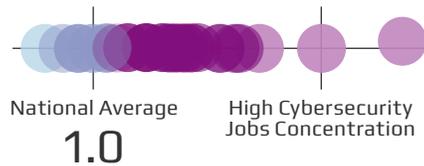
Top Cybersecurity Job Titles
Compare employer demand for top cybersecurity job titles

Cybersecurity Engineer   Cybersecurity Analyst   Penetration Tester
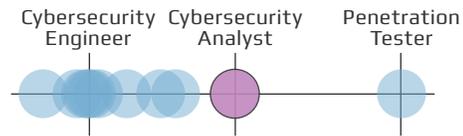
Job Openings by NICE Framework Work Role Categories

Oversight and Governance (OG) **339,237**	Implementation and Operation (IO) **313,042**	Design and Development (DD) **312,421**	Protection and Defense (PD) **229,866**
			Investigation (IN) **19,065**

Note: the NICE Workforce Framework for Cybersecurity Categories are not mutually exclusive — one job could perform multiple roles within the framework. Data shown are not intended to be aggregated.

CyberSeek.org is freely available to users through a public-private partnership.

CyberSeek is a joint initiative between the National Initiative for Cybersecurity Education (NICE), led by the National Institute of Standards and Technology (NIST); Lightcast, a leading provider of job market analytics and strategic intelligence; and CompTIA, the leading provider of vendor-neutral technology training and certifications.

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Overcoming Data Shortfalls to Quantify the Full Cybersecurity Ecosystem

CyberSeek is a unique tool designed to decode the relationship between job seekers and employers hiring for in-demand cybersecurity skills.

CyberSeek launched in 2016 through a public-private partnership of NICE, Lightcast and CompTIA. Since that time, CyberSeek generated more than 5 million unique views among cybersecurity professionals, job seekers, students, employers, educators, policymakers and other stakeholders using the platform for detailed, actionable data about the cybersecurity jobs market.

The interactive set of maps, tools, and career pathways aligned to the National Initiative for Cybersecurity Education Workforce Framework for Cybersecurity (NICE Framework) is an important step towards addressing one of the most critical workforce challenges of our time.

Leverage real-time job posting and social profile data

Define cybersecurity workforce in terms of job titles, skills, and credentials required

Map cybersecurity jobs to NICE Framework to create common language

Cybersecurity Education and Training Providers

www.cyberseek.org/training.html
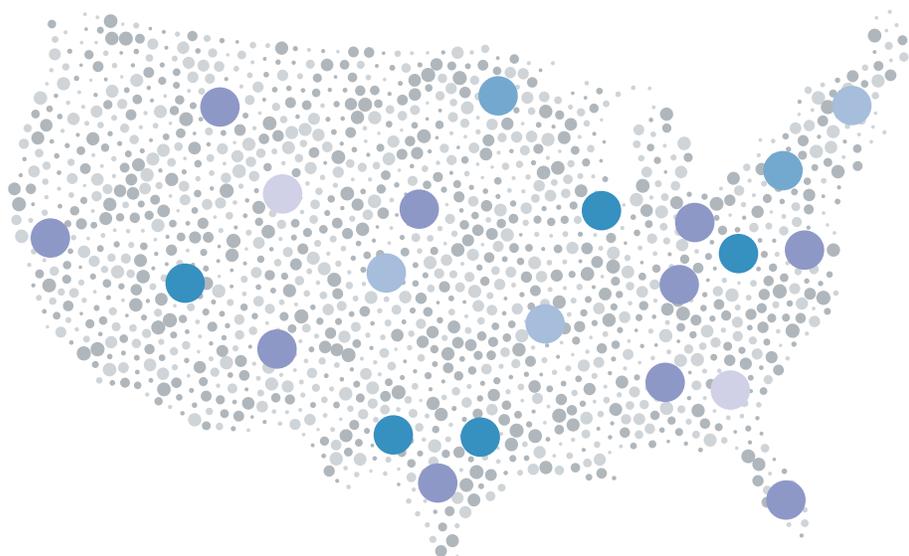
- Associate Degree
- Cybersecurity Career Training
- Bachelor's Degree
- Industry-Recognized Certification
- Graduate

NIST | NICE

About NICE: NICE, led by the National Institute of Standards and Technology (NIST), is a partnership between government, academia, and the private sector focused on cybersecurity education, training, and workforce development.

▶ www.nist.gov/nice

Lightcast

About Lightcast: Lightcast is the world's leading authority on job skills, workforce talent, and labor market dynamics, providing expertise that empowers businesses, education providers, and governments to find the skills and talent they need and enables workers to unlock new career opportunities.

▶ www.lightcast.io

CompTIA

About CompTIA: CompTIA Inc. is the leading global provider of vendor-neutral information technology (IT) training and certification products. CompTIA unlocks potential in millions of aspiring technology professionals, career changers and students through best-in-class learning solutions, industry-recognized certifications and career-readiness resources.

▶ www.comptia.org