Closing the professional skills gap – The role of private entities.

The Problem – Whose is it?

Skills Gap – People lacking the appropriate Skills

- Approx 50% of Businesses have a Skills gap

- 160,000 vacancies – Employment is increasing at 10% annually

- Annual Shortfall of c. 14,000

- Lack of Career Pathways – Confusion - Language

Skills Shortage – Number of people available to work in Cyber Security Roles

- 3-5 Years experience are the most difficult to fill (60% of postings 2-6 yrs)

- Salaries – Benefits – Training and Development – Culture – Job Satisfaction

- Diversity

www.crest-approved.org

The Challenge – Whose is it?

- Increasing Costs to businesses

- Commercialisation of Cybercrime

- Lack of Career Pathways

- Language – Job Roles

- Confusion around Career Entry

- Competing for Talent

- Retaining Talent

- Scalability – What does good look like?

- How do people learn?

- Are young people different nowadays? – Motivations and Opportunities

- Will AI play a part in all of this?

Some Ideas for Discussion

- **Public Private Partnerships**
  - CyberFirst
  - Cyber Discovery
  - Universities
- **Private**
  - CyberMillion – Immersive Labs
  - IT Fundamentals – COMPTIA
  - Cyber Youth Singapore
  - Hack the Box – Try Hack Me
  - The Community – CybersecurityandGrowth.substack.com
- **Public**
  - Magashimim (StarTech/Mamriot) – Israel

- **ENISA**
  - ECSF Role Profiles
  - ECSF
  - European Cybersecurity Challenge