



Conference & Expo  
June 3-5, 2024 • Dallas, TX



# WILL MARKOW

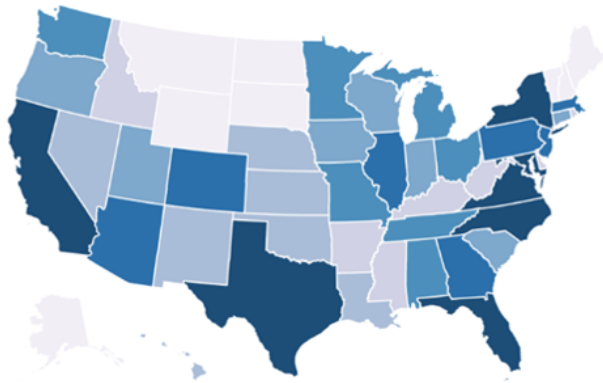
VICE PRESIDENT OF APPLIED RESEARCH - TALENT  
LIGHTCAST

THE TALENT GAP ACCORDING TO  
CYBERSEEK

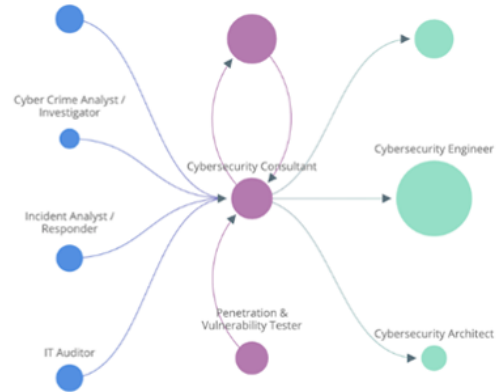
#NICECyberCON24

# Cyber Seek

Interactive Map



Career Pathway





~470,000

cyber job postings in the past 12 months



~1.2 million

existing cyber workers

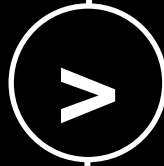


85%

of cyber talent demand can be met with available supply



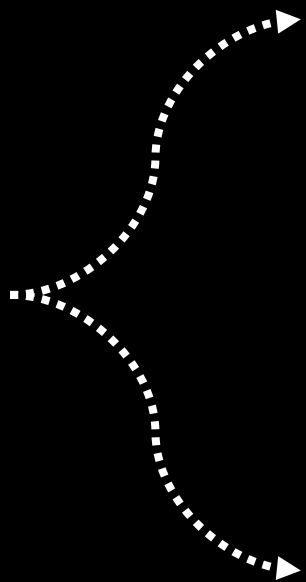
# New NICE Framework Data



- ✓ Updates reflect latest NICE Framework
- ✓ Demand broken out by category and work role
- ✓ Career pathway roles mapped to new Framework



**~225k**  
Total cybersecurity  
supply-demand gap



For every 100 entry-level cyber job openings there are

**112**

entry-level cyber workers

For every 100 experienced cyber job openings there are

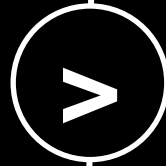
**77**

experienced cyber workers



# Skills-Based Hiring Toolkit

(forthcoming)



- ✓ Frameworks to support skills-based initiatives for employers
- ✓ Recommended action steps for multiple stakeholders
- ✓ Pro tips to maximize the impact of skills-based hiring



**SHARE YOUR FEEDBACK AND STORIES!**

CYBERSEEK OFFICE HOURS  
NICE BOOTH @ 9:45 AM

