

Cybersecurity Talent Demand Subsides

Although regional opportunities remain

Key Takeaways

- The demand for cybersecurity talent has cooled in the United States, with a 28% year-over-year (YoY) decrease in the share of cybersecurity related job postings as of February 2024.
- The District of Columbia, Maryland, and Virginia (DMV) area remains the most concentrated area of demand for cybersecurity talent. Other states seeing an increase in the share of cybersecurity job postings are Washington (+29% YoY), Connecticut (+20% YoY), and North Carolina (+4% YoY)
- The share of professionals working in cybersecurity jobs is steadily increasing, with some states like Indiana (+2.7% YoY) and Arkansas (+2.3% YoY) experiencing the sharpest growth.
- There is an opportunity to promote skills-first hiring in cybersecurity, as 7% of all cybersecurity job postings do not require a 4-year degree and the potential cybersecurity workforce is 73% larger than the active one.
- There is a need to close the gender gap in cybersecurity, as only 18% of professionals in cybersecurity roles are women. The states/regions with the highest share of women in cybersecurity roles are District of Columbia (30%), Maryland (21%), and Virginia (21%).

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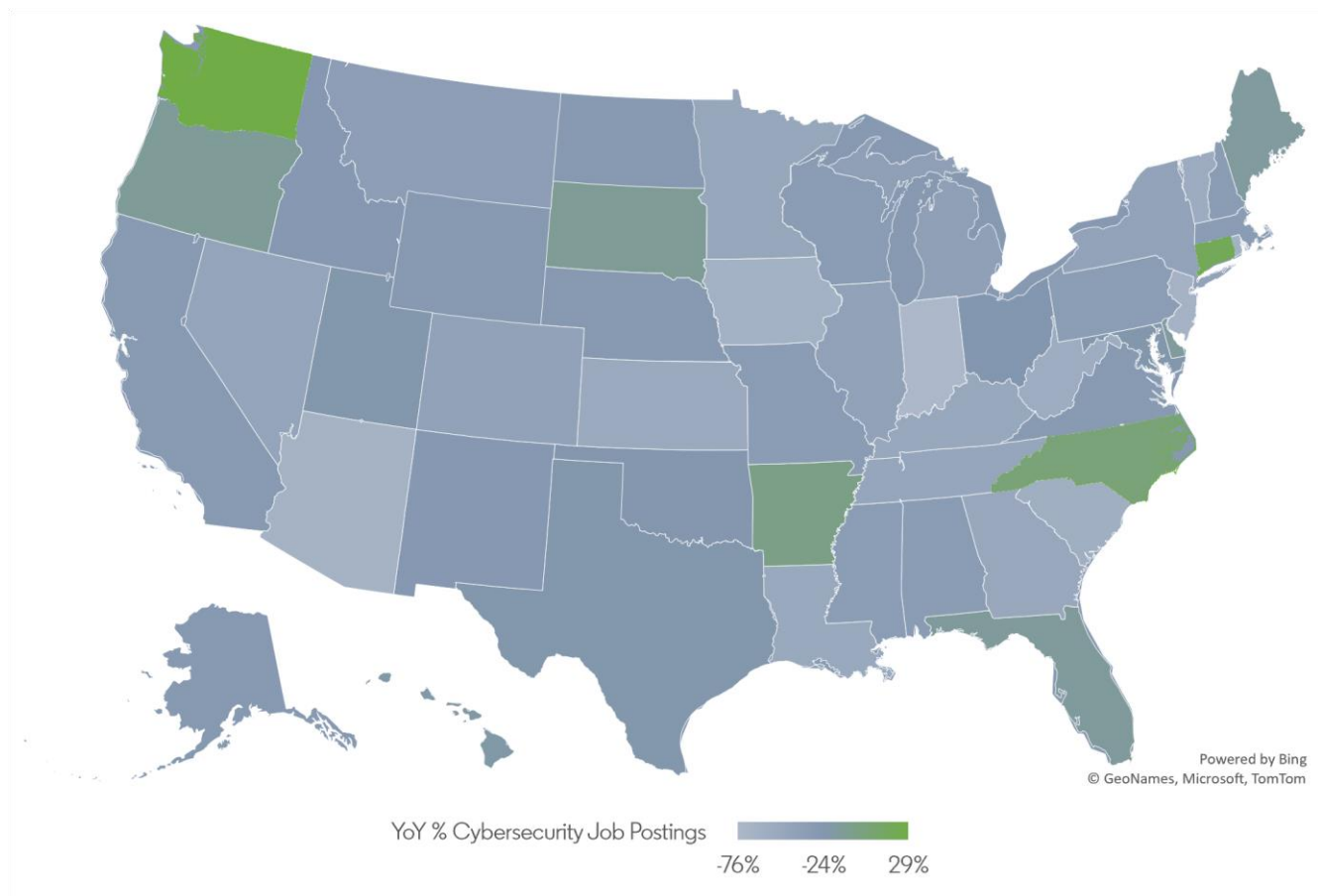
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Cooling demand for cybersecurity talent

Latest data from LinkedIn's Economic Graph Research Institute shows that the demand for cybersecurity talent has cooled. As of February 2024, the share of cybersecurity related jobs in the United States overall has decreased by 28% year-over-year (YoY) compared to February 2023. While roughly 1 in every 100 job postings are cybersecurity related, this is a far cry from 1.7% of jobs in the US falling into this category 2 years prior in February 2022.

We are seeing cooling demand in the share of cybersecurity job postings reflected across most states with a YoY% decline, except for Washington (29% increase), Connecticut (20% increase), and North Carolina (4% increase) all highlighted in green below.

YoY% Change in Share of Cybersecurity Job Postings as of Feb 2024



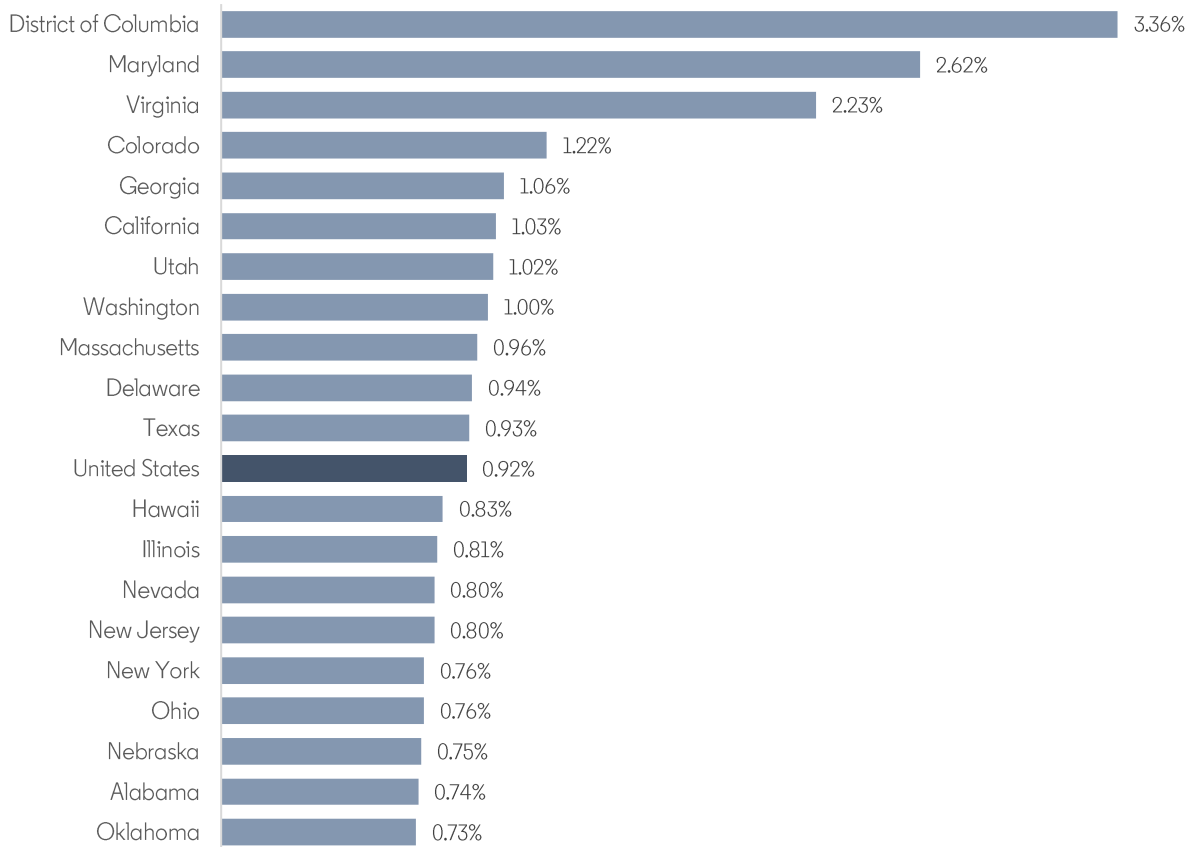
Source: LinkedIn Economic Graph

The District of Columbia, Maryland, and Virginia (DMV) area continues to be the most concentrated area of demand for cybersecurity talent, with some of the highest share of cybersecurity job postings in the country. 3.4% of all job postings in the District of Columbia are cybersecurity related followed by

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Maryland (2.6%) and Virginia (2.2%). Colorado (1.2%) and Georgia (1.1%) round out the top 5 states with the highest concentration of cybersecurity job postings.

Share of Cybersecurity Job Postings (Top 15 States + D.C.)

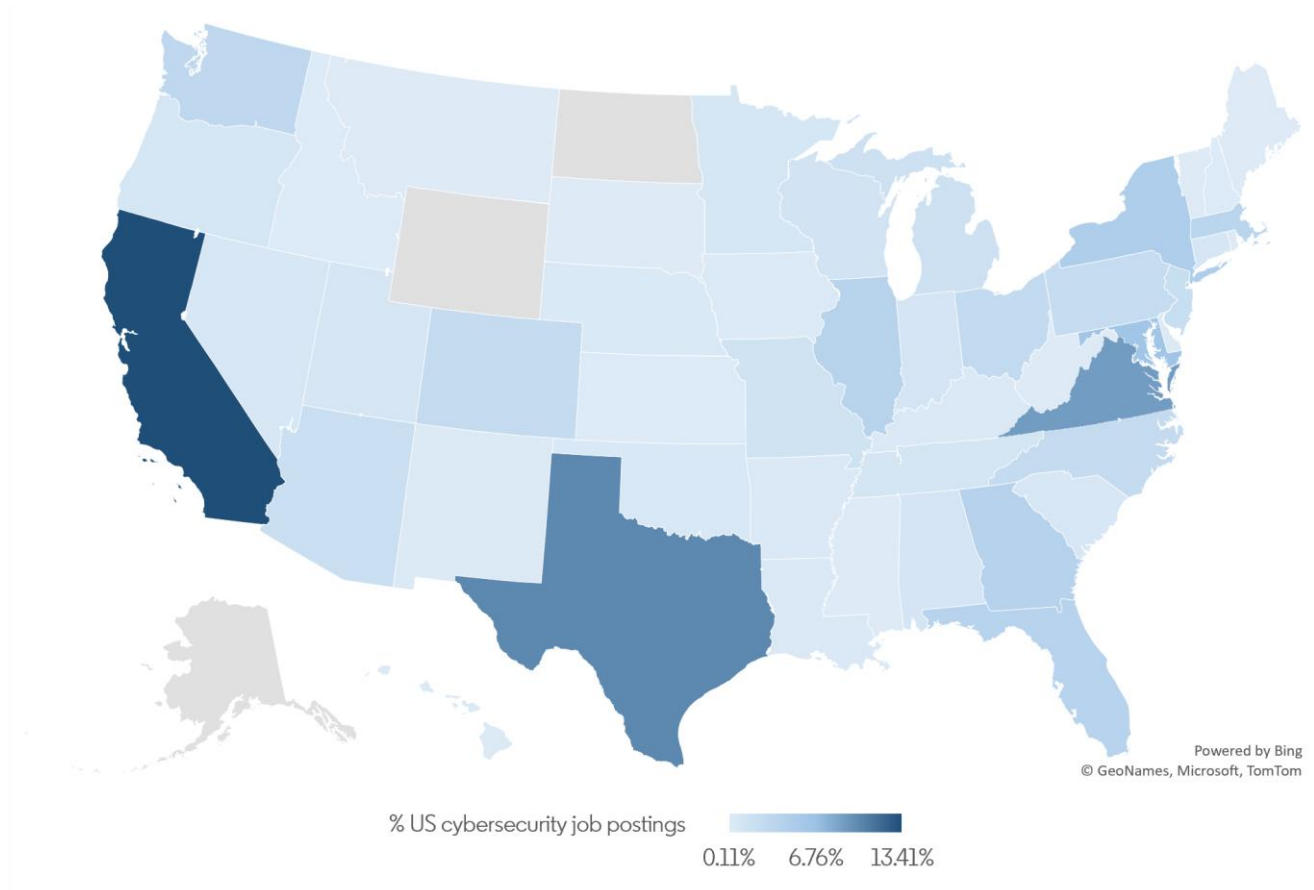


Source: LinkedIn Economic Graph

In the chart below, we also show the distribution of cybersecurity jobs across the US i.e. the percentage of cybersecurity jobs in the US that are in a particular state or the District of Columbia.

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Geographic Distribution of Cybersecurity Jobs in the United States



Source: LinkedIn Economic Graph

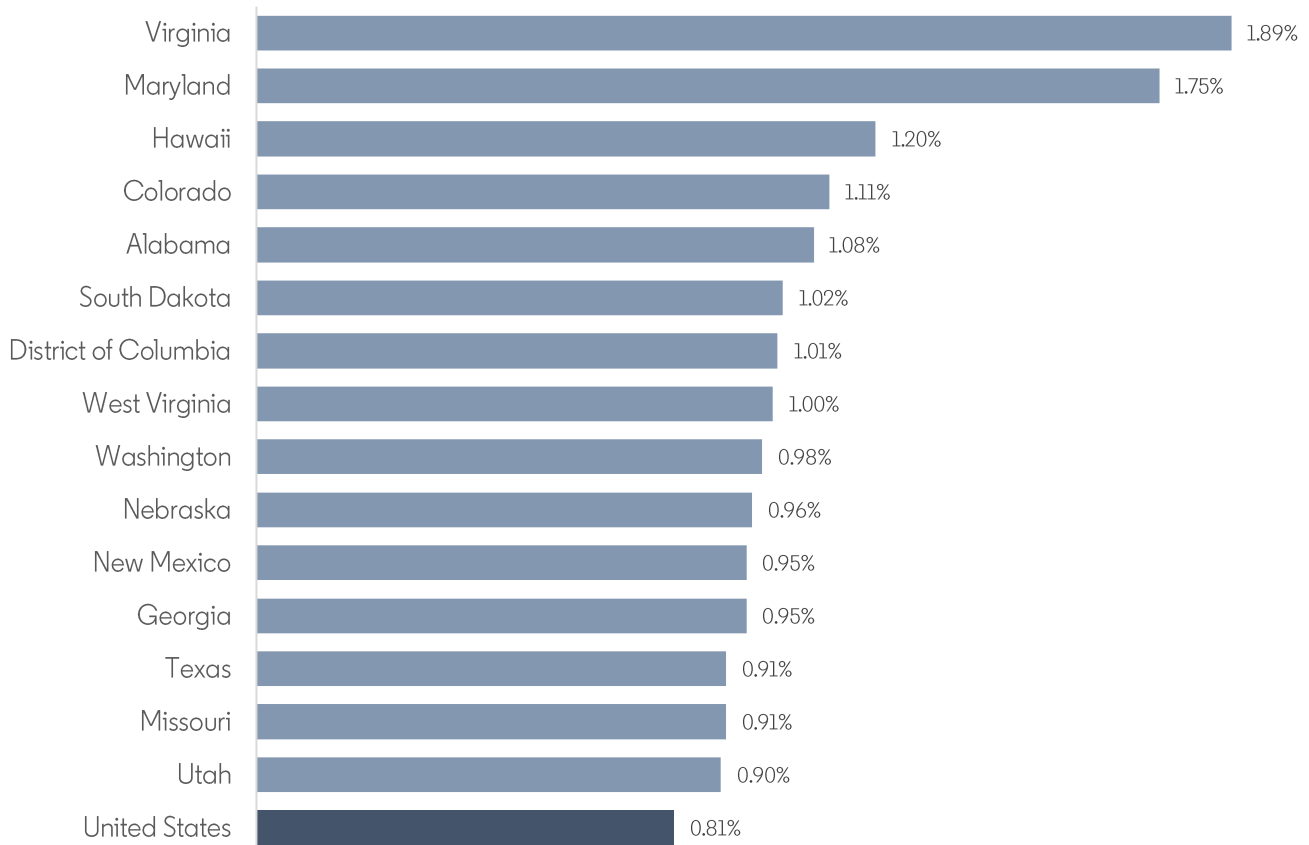
Cybersecurity workforce growing steadily

On the other side of the talent marketplace, the share of professionals in the United States working in cybersecurity jobs is steadily increasing (+0.47% year-over-year), with 0.81% of all professionals working in the area.

While Virginia (1.9%) and Maryland (1.8%) lead the way, with over 1.5% of professionals in those states working in cybersecurity jobs, the increase in this workforce has been sharpest in Indiana (+2.7% YoY) and Arkansas (+2.3% YoY). The share of cybersecurity professionals in the District of Columbia decreased slightly in year-over-year terms (-1%). Rhode Island (-1.5%) and Iowa (-1.5%) experienced the largest declines in the share of professionals working in cybersecurity jobs in their state.

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Share of Cybersecurity Professionals (Top 15 States)

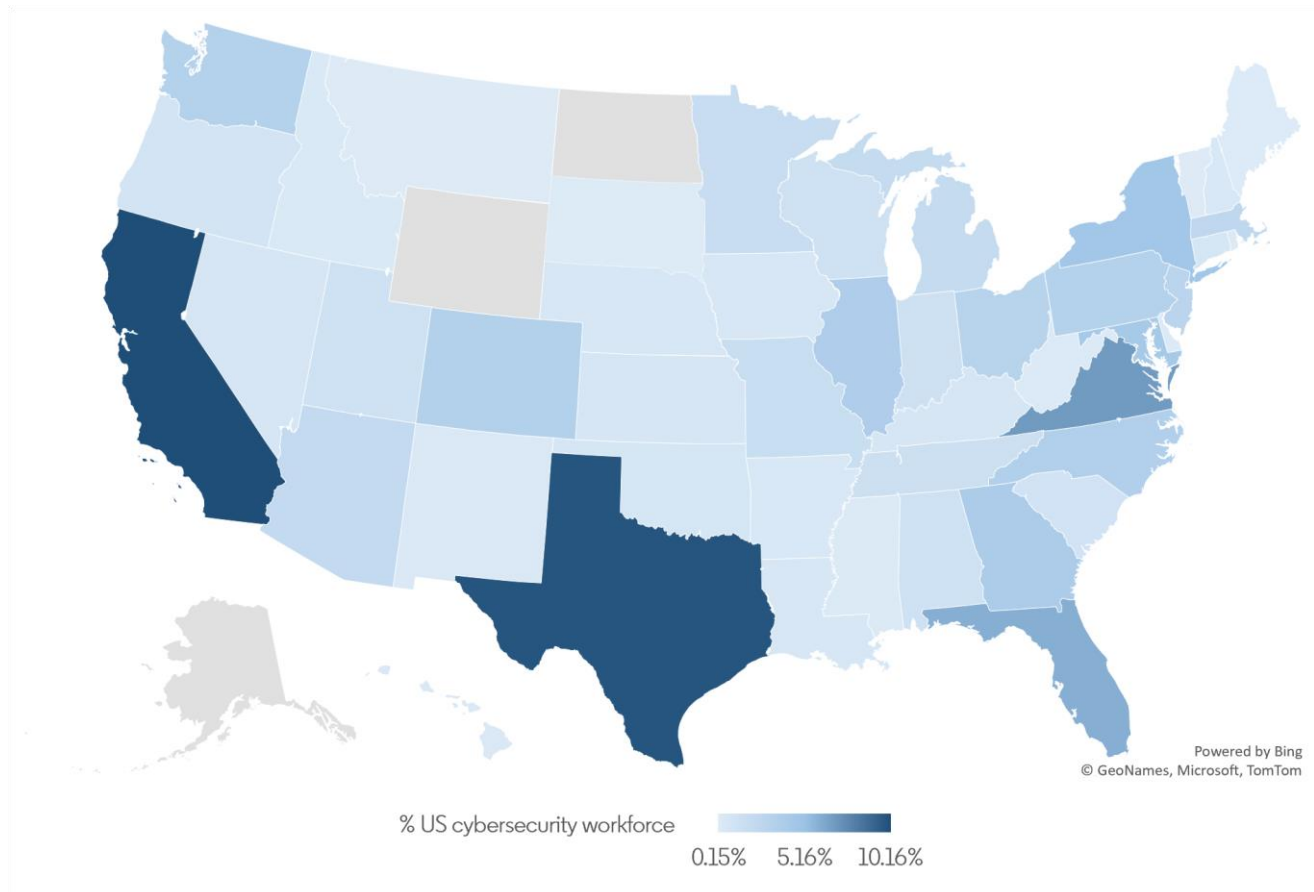


Source: LinkedIn Economic Graph

In the chart below we also show the distribution of cybersecurity talent across the US i.e. the percentage of cybersecurity talent in the US that are in a particular state or the District of Columbia. Unsurprisingly, the top states are the most populous ones with California (10.2%) and Texas (9.9%) together composing more than 1 in 5 cybersecurity talents in the US.

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Geographic Distribution of Cybersecurity Talent in the United States



Source: LinkedIn Economic Graph

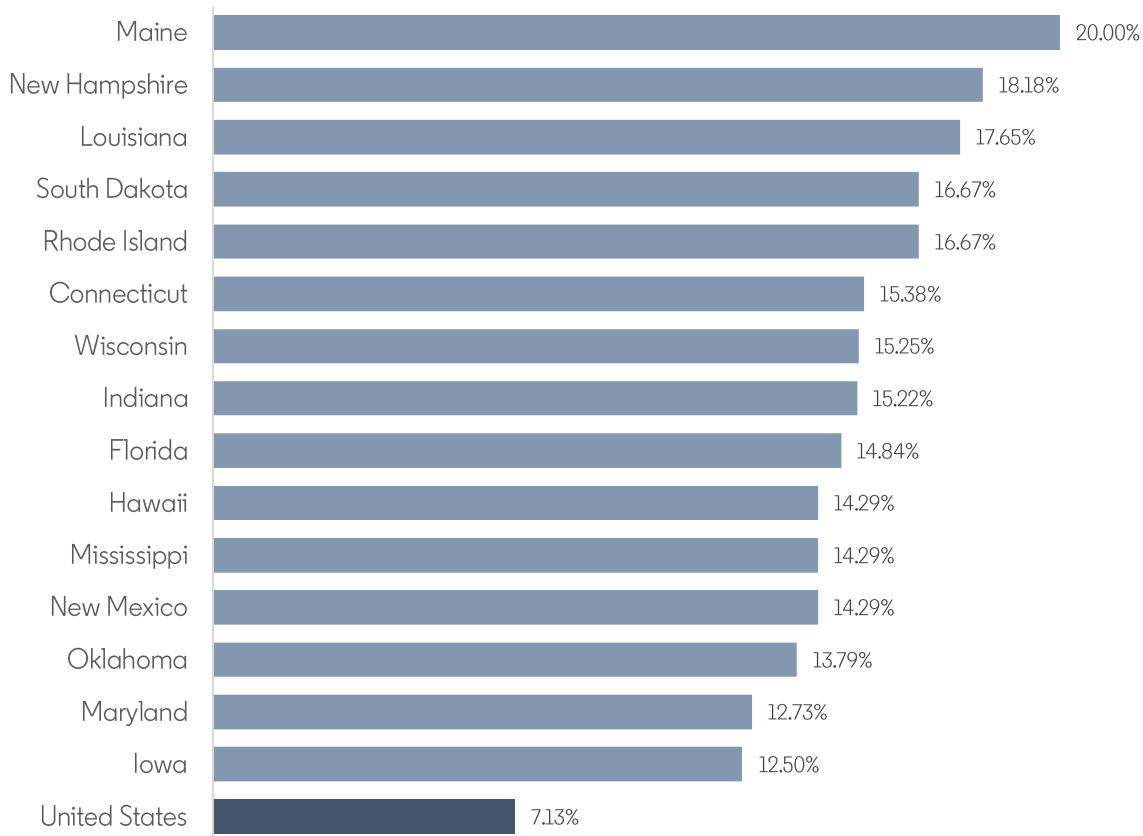
Opportunities to promote skills-first hiring

[In a previous report](#), we highlighted the opportunity for skills-first hiring in cybersecurity with a 40% increase in jobs not requiring 4-year degrees between 2016 and 2022 in the United States. Currently, 7% of all cybersecurity job postings in the United States do not require a 4-year degree.

Maine leads the way in skills-first hiring, with 1 in 5 job postings for cybersecurity not requiring a 4-year degree, followed by New Hampshire (18%), Louisiana (17.7%), South Dakota (16%), and Rhode Island (16%).

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Share of Cybersecurity Job Postings not Requiring 4-Year Degrees (Top 15 states)



Source: LinkedIn Economic Graph

Approaching hiring in a skills-first manner can also help expand the pool of available talent. Based on the latest data, the share of members with at least one cybersecurity skill or certification on their profiles (potential cybersecurity workforce) is 73% larger than the active cybersecurity workforce (0.81% of the workforce in the United States). The states where the potential cybersecurity workforce is largest compared to the current share of members working in cybersecurity jobs are New Yorker (104% larger), Florida (99% larger), the District of Columbia (96% larger), California (94%), and South Carolina (92%).

Closing the gender gap in the cybersecurity workforce

Our prior work also pointed out the need to close the gender gap in cybersecurity. As it stands, 18% of professionals in cybersecurity jobs in the United States are women. The gap is wider in some states than others, as evident from the map below.

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Methodology

- Our work represents the world seen through LinkedIn data, drawn from the anonymized and aggregated profile information of LinkedIn's 1 billion members around the world. As such, it is influenced by how members choose to use the platform, which can vary based on professional, social, and regional culture, as well as overall site availability and accessibility. In publishing these insights from LinkedIn's Economic Graph, we want to provide accurate statistics while ensuring our members' privacy. As a result, all data show aggregated information for the corresponding period following strict data quality thresholds that prevent disclosing any information about specific individuals.
- Data in this report focuses on the United States only.
- We have included data from 2021 onwards in this analysis.
- Members are considered 'Cybersecurity Professionals' if they hold one of the NICE aligned LinkedIn Occupations that we have identified as being Cybersecurity related. Further, if a member does not currently hold one of these selected occupations, and has ≥ 1 cybersecurity skill or certification completed, they are considered 'Potential Cybersecurity Professionals' for the purposes of this analysis.
- Similarly, jobs are considered 'Cybersecurity Jobs' if the standardized occupation assigned to them is one of the selected occupations. Further, a job explicitly not requiring a 4-year degree is defined as a paid job containing the keywords like "no degree", "GED", "high school degree", or "associate's degree" in the job description.