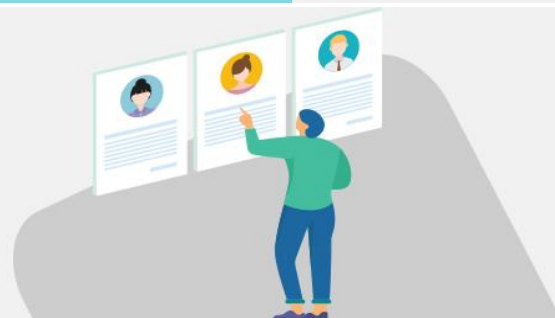


WHERE HAVE ALL THE CYBER SECURITY WORKERS GONE?



According to a 2017 Global Information Security Workforce Study, the global shortage of Cyber Security resources is expected to reach 1.8 million by 2022. In 2018, Deloitte and the Toronto Financial Services Alliance released a joint study on the cyber talent challenges in Canada which concluded that the demand for cyber talent in Canada is increasing by 7% annually, with organizations needing to fill some 8,000 cyber security roles between 2016 and 2021.

What is the reason for the skills shortage?

Research indicates that there are many reasons for the skills shortage, including:

- Underinvestment in education and training (e.g. few cyber security degree programs exist)
- The cyber security industry's inability to market itself as an attractive place to work (also lack of awareness of job opportunities)
- More lucrative opportunities available outside Canada
- Technology evolving faster than training and education programs
- Escalating volume of cyber threats
- Gender gap in Science, Technology, Engineering and Mathematics (STEM) programs

What do we do?

Since our lives are now controlled by bits and bytes, the Cyber Security skills shortage is an immediate threat to all of us. We are highly aware of the critical skills shortage in Cyber Security and are working with our private sector and academic partners to identify opportunities to promote digital literacy. We recognize that the demand for qualified cyber security professionals is surging, and that this global shortage represents an immediate and growing opportunity for Canada's highly educated workforce.



This article has been in collaboration between the Government of Canada, Get Cyber Safe and Government of Ontario.