Cybersecurity Skills Gap Report 2020
The skills gap remains one of the biggest challenges within the cybersecurity industry. To gain more perspective on what organizations are experiencing, Tripwire partnered with Dimensional Research to survey 342 security professionals on this issue. This study explores hiring trends, how security teams are changing, and how they plan to address the issue in the face of growing cyber threats.

**Participant Demographics**

**Company Size**
- 36%: 100–1,000 employees
- 28%: 1,000–5,000 employees
- 36%: More than 5,000 employees

**Job Level**
- 30%: Executive
- 47%: Team manager
- 23%: Individual contributor

**Security teams continue to be understaffed**

How would you characterize the size of your current security team?

- Grossly understaffed: 2%
- Slightly understaffed: 16%
- The right size: 66%
- Overstaffed: 15%
83% say their security teams are feeling more overworked

Does your security team feel more overworked going into 2020 compared to last year?

Larger organizations, which you might assume have more resources, are experiencing the skills gap issue even more acutely than smaller organizations

Does your security team feel more overworked going into 2020 compared to last year? (By company size)

100–1,000 Employees

1,000–5,000 Employees

More than 5,000 Employees
85% say it’s harder to hire IT security staff now than a few years ago

In your experience, is it harder to hire IT security staff with needed skills and expertise now than it was a few years ago?

IT teams continue to report a wide range of problems in finding expertise

How is your organization experiencing or expecting to experience problems finding IT security staff with needed skills and expertise?
The skills required to be a great security professional are continuing to change

Have the skills required to be a great security professional changed in the past few years?

August 2017
- Yes: 82%
- No: 19%

December 2019
- Yes: 94%
- No: 6%

The importance of expertise with hybrid infrastructure continues to increase

How do you expect the importance of security expertise with hybrid (cloud/on-prem) infrastructure to change in the next two years?

- Increase dramatically: 54%
- Increase somewhat: 40%
- No change: 6%
- Decrease: 1%

August 2017
- Increase dramatically: 54%
- Increase somewhat: 40%
- No change: 6%
- Decrease: 1%

December 2019
- Increase dramatically: 60%
- Increase somewhat: 34%
- No change: 1%
- Decrease: 5%
CISOs have widely differing levels of involvement in day-to-day operations

Of the 85% that have a CISO, how involved is yours in day-to-day technical security operations?

- Deeply involved: 53%
- Somewhat involved: 20%
- Not involved: 14%
- Only involved when there is a serious issue: 13%

How would you rate your CISO’s level of involvement in day-to-day security responsibilities?

- Deeply involved: 50%
- Somewhat involved: 40%
- Not involved: 10%

93% of IT security professionals are interested in understanding wellness issues

In recent years, there has been more of a focus at conferences and in online communities among security professionals on managing work stress and mental health. Is this a topic that is interesting to you?

- Very interested: 44%
- Somewhat interested: 49%
- Not interested: 7%
Because of a shortage of skills, security teams are hiring more people without existing security expertise

Most security professionals are in agreement that they need to do better

Managed services are a good option for addressing the security skills gap

9 out of 10 security teams (91%) expect to invest in IT security expertise in 2020
Strong interest in managed services for security continues

Has your company invested in managed services for security?
- Yes: 60%
- No: 40%

(if no) Is your company likely to invest in managed services for security in the future?
- Yes, Definitely: 77%
- Yes, Maybe: 14%
- No: 8%

94% would benefit from outside help

Would your company benefit from outside help (consulting, managed services, outsourcing, etc.) in any of the following areas of security?

- Security assessment: 64%
- Pen testing: 55%
- Vulnerability management: 54%
- Monitoring attack surface: 40%
- Security configuration management: 34%
- None of these—we have the needed expertise in-house: 5%
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