Over 1,200 leaders from organizations around the world shared their thoughts and experiences about key concerns, recruitment, diversity, and issues around the cybersecurity skills gap and security awareness.

**The Impact of the Cybersecurity Skills Gap in 2022**

Cybersecurity affects every organization:
- 80% experienced a breach in the last 12 months
- 64% suffered five or more breaches
- 19% experienced breaches resulting in loss of revenue, recovery costs and/or fines

Recruitment and retention of talent is a problem:
- 60% struggle to recruit cybersecurity talent
- 67% agree the skills shortage creates additional cyber risk
- 66% have a board recommending increases in IT and cybersecurity headcount

Organizations are looking for individuals with certified skills:
- 95% believe tech-focused certifications have a positive impact
- 81% prefer to hire people with certifications
- 91% are willing to pay for certifications

Organizations are looking for more diversity:
- 89% have diversity goals as part of their hiring practices
- 75% implemented formal processes to hire more women
- 81% say hiring minorities is a top three challenge, followed by veterans at 53%

Raising cybersecurity awareness remains a key challenge:
- 52% believe their employees lack the necessary knowledge
- 66% are looking for a security awareness and training program