



**An Roinn Comhshaoil,
Aeráide agus Cumarsáide**
Department of the Environment,
Climate and Communications

SFI Public Service Fellowship 2023

1. Name of Governmental Department or Agency
Department of the Environment, Climate & Communications
2. Title of the Project
DECC3 Market Research and Analysis of Cyber Security Skills
3. Description of the Project
Undertake market analysis for cyber skills to better understand supply and demand, the effectiveness of current interventions and priorities for future policy and strategy.
4. Project Scope
<p>The shortage in the Irish labour market of individuals with cyber skillsets is a strategic risk for the State, as it impacts on the capacity of Government, critical national infrastructure, and enterprises to employ the personnel needed to manage and implement cyber security in their organisations. Labour market challenges also act as a brake on the development of Ireland’s cyber security sector, which has ambitious plans¹ to grow from an estimated 7,350 to over 17,000 by 2030.</p> <p>At EU level, the EU Commission² has identified the need to address the cybersecurity skills gap through developing metrics and key performance indicators and assessing the role of skills frameworks in articulating needs.</p> <p>While there has been significant growth in training, apprenticeships and educational courses in cybersecurity in recent years, there is a lack of data and metrics as regards uptake and progression into industry. There is also a need to understand the demand side as regards skills sought and whether the application of cybersecurity skills frameworks can assist in matching demand with supply. Finally, there is a need for an understanding of which interventions are likely to be most effective in closing the cyber skills gap for a professional workforce.</p>
5. Skills/Expertise Required
The applicant would need to have a good understanding of market research techniques and economics along with policy analysis. An interest in cybersecurity policy development would be desirable.

¹ “Achieving Our Cyber Potential 2030”, Cyber Ireland, Position Paper, [State of the Cyber Security Sector in Ireland 2022 \(cyberireland.ie\)](https://www.cyberireland.ie)

² “Closing the cybersecurity talent gap to boost the EU’s competitiveness, growth and resilience”, EU Commission, 18 April 2023, <https://digital-skills-jobs.europa.eu/en/cybersecurity-skills-academy>

6. Expected Outputs of Project

A Report setting out the rate of uptake, including demographics, of cybersecurity training, apprenticeship and educational initiatives and progression into industry, encompassing suggested metrics and key performance indicators for further monitoring and assessment. The Report would comment on the applicability of skills frameworks and their role in matching supply to demand. The Report would take into account relevant EU developments and opportunities and work being undertaken to develop a national strategy on the development of the cybersecurity industry in the State. Finally the Report presentation would include infographics and be easily accessible in various digital formats.

7. Working Arrangements

The individual would be accommodated at the Department's Head Office as part of the Cyber Security and Internet Policy Division and would work closely with the Capacity Building Team in the Resilience Directorate of the National Cyber Security Centre.

Location: Dublin

8. Expected Timeline

The person would be required to work on a full-time basis for 6 months from early Q1 2024 to Q2 2024.

9. Contact Details

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