

**.AGORIA**

# FUTURE WORKFORCE

**SASKIA VAN UFFELEN**

**Manager Future Workforce Agoria**

**Belgian Digital Skills Lead  
National Coalition Lead Skills & Jobs**



 **CyberHub**  
Belgium

*“Largest cyber security operation ever in  
Belgium: 2410 organizations from critical  
sectors take action”*

**NIS2**

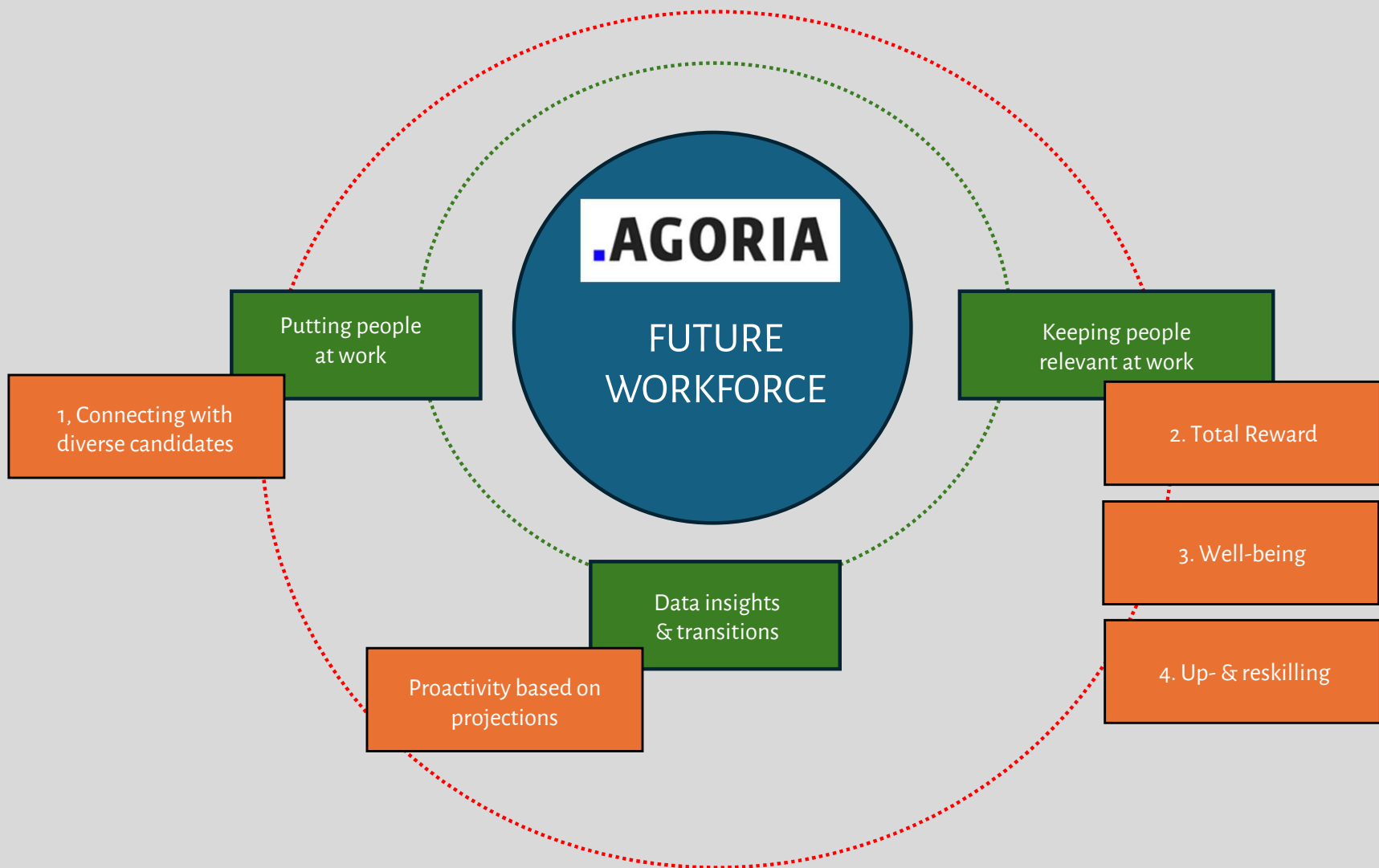
**DORA**

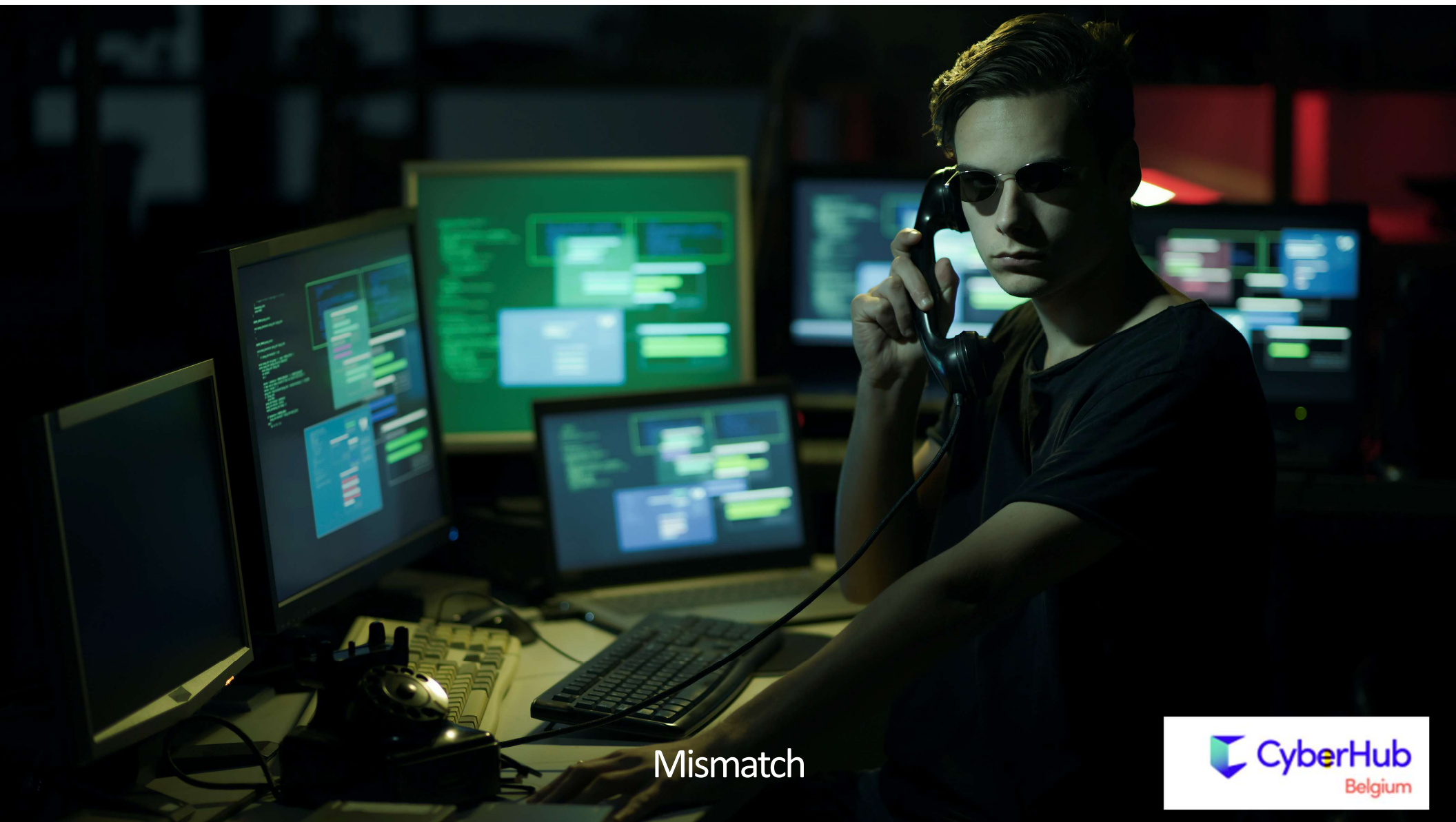
**CRA**



A person wearing a dark blue hoodie and a white mask with black eye cutouts, standing in front of a dark, industrial background with glowing blue lines and dots, resembling a complex network or data structure.

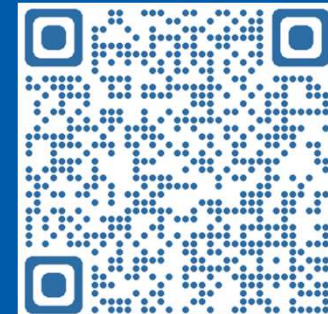
30% vs 5% - 9%





Mismatch

# European Cybersecurity Skills Framework (ECSF)



• **The ECSF Role Profiles document** – Listing the 12 typical cybersecurity **professional role profiles** along with their identified titles, missions, tasks, skills, knowledge, competences.

• **The ECSF User Manual document** – Providing guidance and practical examples on how to leverage the framework and benefit from it as an organisation, provider of learning programmes or individual.

<https://www.enisa.europa.eu/topics/education/european-cybersecurity-skills-framework>



# Cybersecurity Roles by Color Classification



## Green Roles



Roles in cybersecurity design, architecture, and education.

## Yellow Roles



Analytical and research roles, often involved in threat assessment and auditing.

## Red Roles

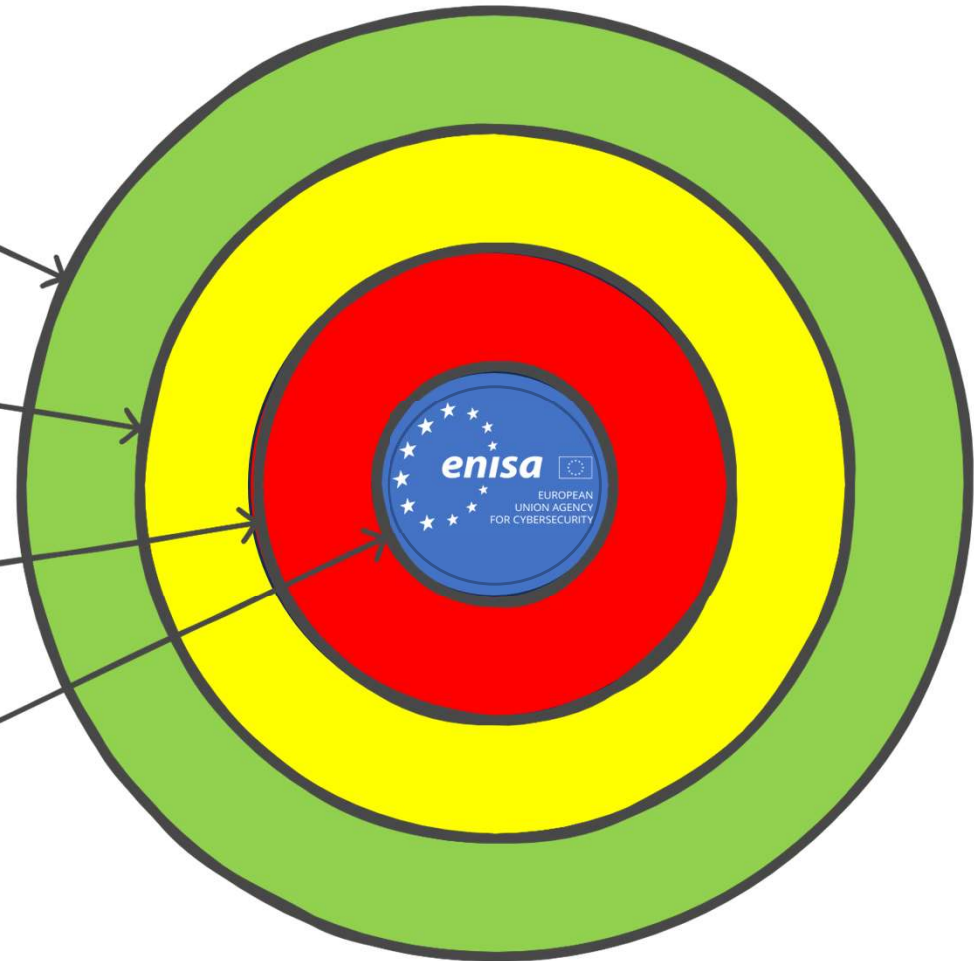


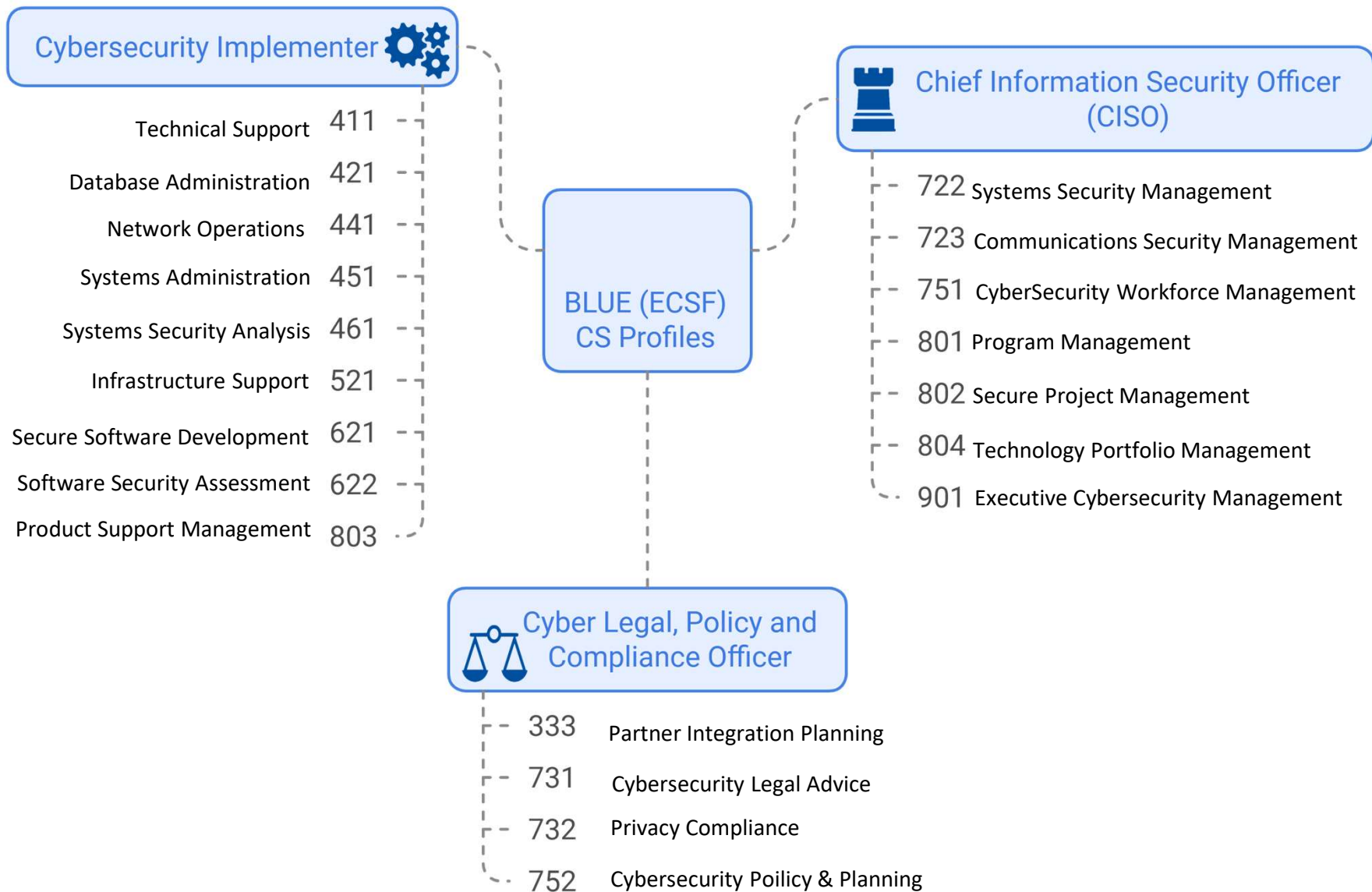
Roles involved in rapid intervention and incident management

## Blue Roles



Roles involving the management and implementation of security policies







## 1. Human skills

Communicating (295)  
Dealing with problems (257)  
Collaborating in team & networks (210)

## 2. Cybersecurity skills

Incident management (291)  
Access controls identity management (214)  
Information systems and network security (205)

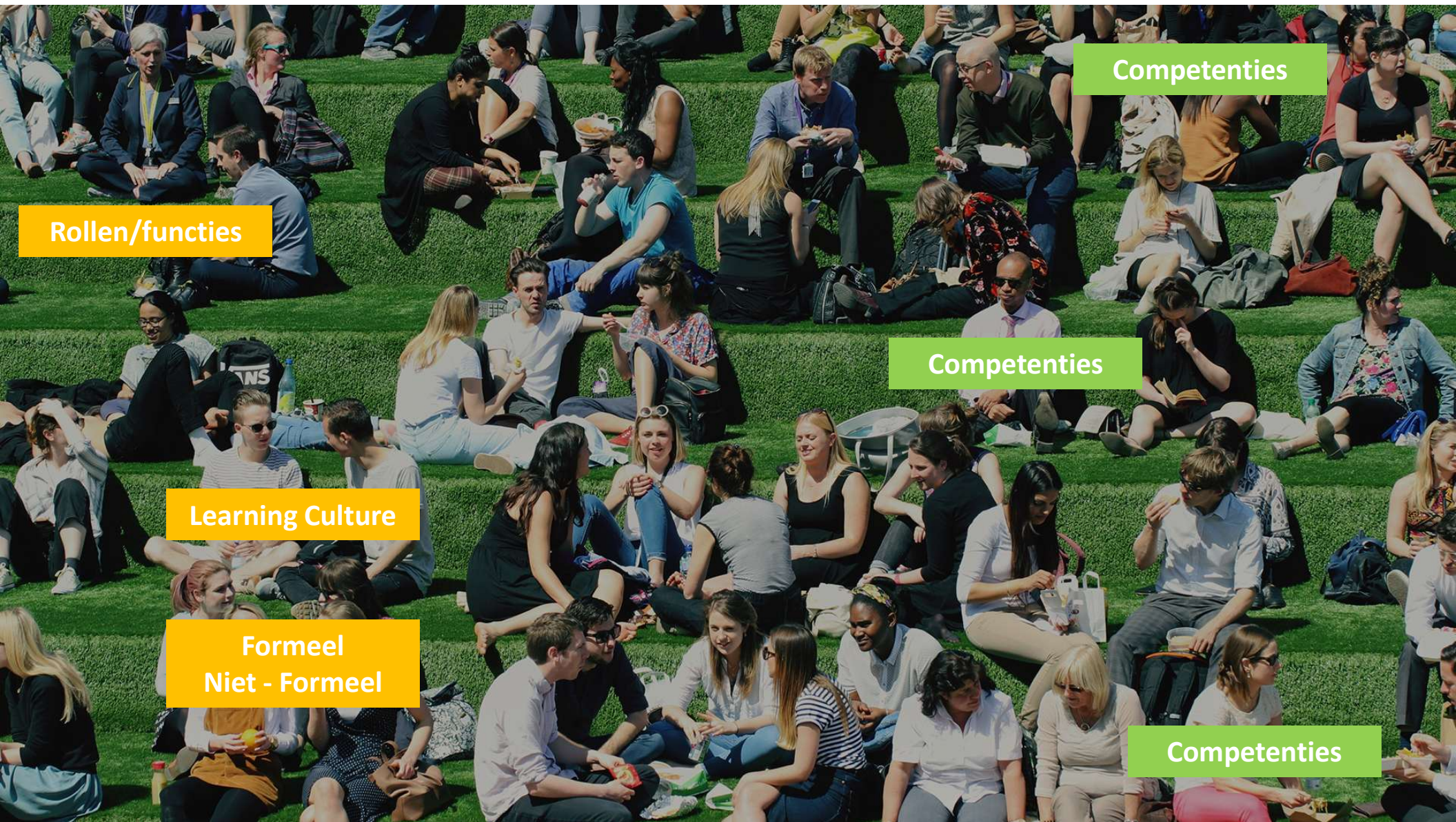
## 3. IT related skills

Data analysis (202)  
System administration and integration (190)

## 4. Organizational skills

Project management (261)  
Risk management (180)





Rollen/functies

Competenties

Competenties

Learning Culture

Formeel  
Niet - Formeel

Competenties



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