2024 Q4
Montana
Cybersecurity Job
REPORT

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Annual Review

UNIVERSITY OF
MONTANA
CENTER FOR CYBERSECURITY
WORKFORCE & RURAL POLICY

CYBER
MONTANA

The **2024 Montana Cybersecurity Job Report: *Annual Review*** provides current and historical Montana cybersecurity employment data for the year of 2024. In addition to detailed data on the number and location of job postings in Montana, this report includes growth projections, breakdowns of in-demand skills, and in-state vs. out-of-state opportunities.

Information is collected from labor market analytics firm Lightcast, the U.S. Bureau of Labor Statistics and Cyberseek.org, a joint effort sponsored by Lightcast, CompTIA, and the National Initiative for Cybersecurity Education (NICE). This report focuses on 16 BLS Standard Occupation Classifications:

- Computer and Information Systems Managers (SOC code 11-3021)
- Computer Systems Analysts (SOC code 15-1211)
- Information Security Analysts (SOC code 15-1212)
- Computer and Information Research Scientists (SOC code 15-1221)
- Computer Network Support Specialists (SOC code 15-1231)
- Computer User Support Specialists (SOC code 15-1232)
- Computer Network Architects (SOC code 15-1241)
- Database Administrators (SOC code 15-1242)
- Database Architects (SOC code 15-1243)
- Network and Computer Systems Administrators (SOC code 15-1244)
- Computer Programmers (SOC code 15-1251)
- Software Developers (SOC code 15-1252)
- Software Quality Assurance Analysts and Testers (SOC code 15-1253)
- Web Developers (SOC code 15-1254)
- Web and Digital Interface Designers (SOC code 15-1255)
- Data Scientists (SOC code 15-2051)

The quarterly **Montana Cybersecurity Job Report** is a joint effort of the University of Montana's Center for Cybersecurity Workforce & Rural Policy and CyberMontana, a legislatively funded initiative focused on furthering cybersecurity education, enhancing cybersecurity literacy statewide, and expanding the cybersecurity pipeline by connecting IT professionals and students with jobs across Montana.

EXECUTIVE SUMMARY

As we close out 2024, **The Montana Job Report: Annual Review** steps back from our quarterly updates to look at the bigger picture and examine how Montana's cybersecurity workforce changed over the past year. We highlight what grew, what shifted, and what these trends signal as we move into 2025.

Our best data continues to show that:

- Approximately **2% of Montana's 560,000 workers is specifically trained in cybersecurity or IT-related fields** (US Bureau of Labor Statistics, 2025).

- These **11,000 specialists are concentrated in Software Development (22%), User Support (20%) and IT Managers (13%).**

- **Systems Analysts, Network Support Specialists, and Network/Computer Systems Administrators contribute an additional 26%** of the total.

- **The remaining 19% of the cybersecurity workforce is distributed across other job categories.**

The NICE Framework Oversight/Governance and Implementation/Operation Work Role Categories are well-represented in our state.

Future editions of **The Montana Job Report** will highlight data that supports the education institutions preparing tomorrow's workforce, the employers fighting to attract and retain top tech talent, and the job seekers building their future in Montana's evolving technology landscape.

Drop us a note at info@cybermontana.org and let us know what else you'd like to see in upcoming reports. We're always glad to hear from our readers!

Laura Haacke - CyberMontana SAT Special Project Coordinator
Carly Cushman - CyberMontana SAT Special Project Coordinator
Shelby Feirstein - CyberMontana Graduate Assistant
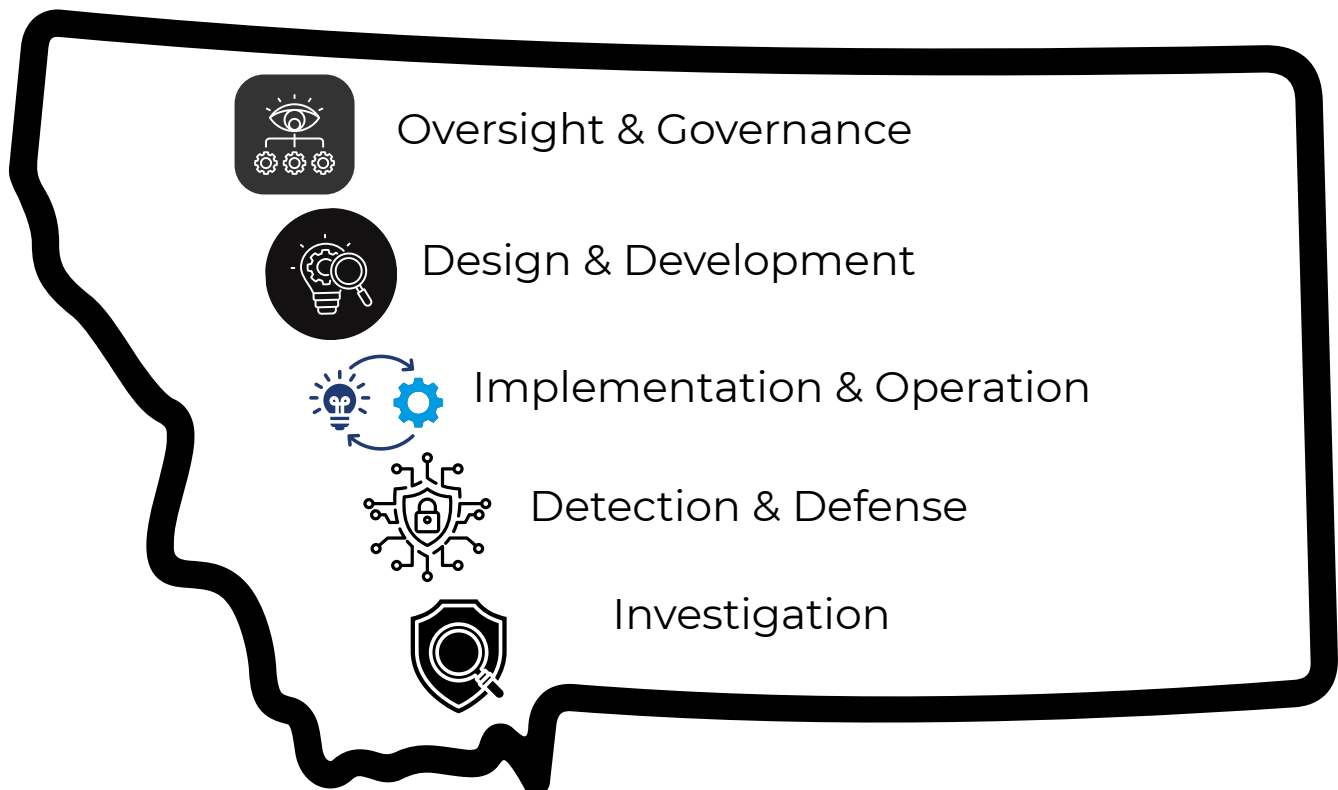**Josh Pike** - CyberMontana Graduate Assistant
Dianne Burke - CyberMontana Director and Co-Director of the UM Center for Cybersecurity Workforce & Rural Policy

CYBERSEEK AND THE
NICE FRAMEWORK

CyberSeek provides industry-leading information on state and national cyber-related employment. It's important to note that CyberSeek data is annualized - the fine print reveals that job opening figures are reported *over a rolling 12-month period*, not for a given point in time. Divide those numbers by 12 to see the monthly average of job postings.

The CyberSeek data categorizes job postings into the NICE Framework. This framework encompasses 6 work role categories and 52 job titles that describe the workforce structure in the cybersecurity industry.

The NICE Framework (National Initiative for Cybersecurity Education), created by the **National Institute of Standards and Technology (NIST)** gives the cybersecurity world a shared language for roles, skills, and career pathways by organizing the field into 52 defined roles. It helps employers, educators, and job seekers stay aligned on what today's cyber jobs require, how different roles fit into the broader workforce, and how demand shifts over time.

Oversight & Governance

Design & Development

Implementation & Operation

Detection & Defense

Investigation

Cybersecurity Is...

Not just about stopping data breaches,. Cybersecurity supports Montana's workforce by protecting the data and systems we rely on and building resilience as threats continue to change.
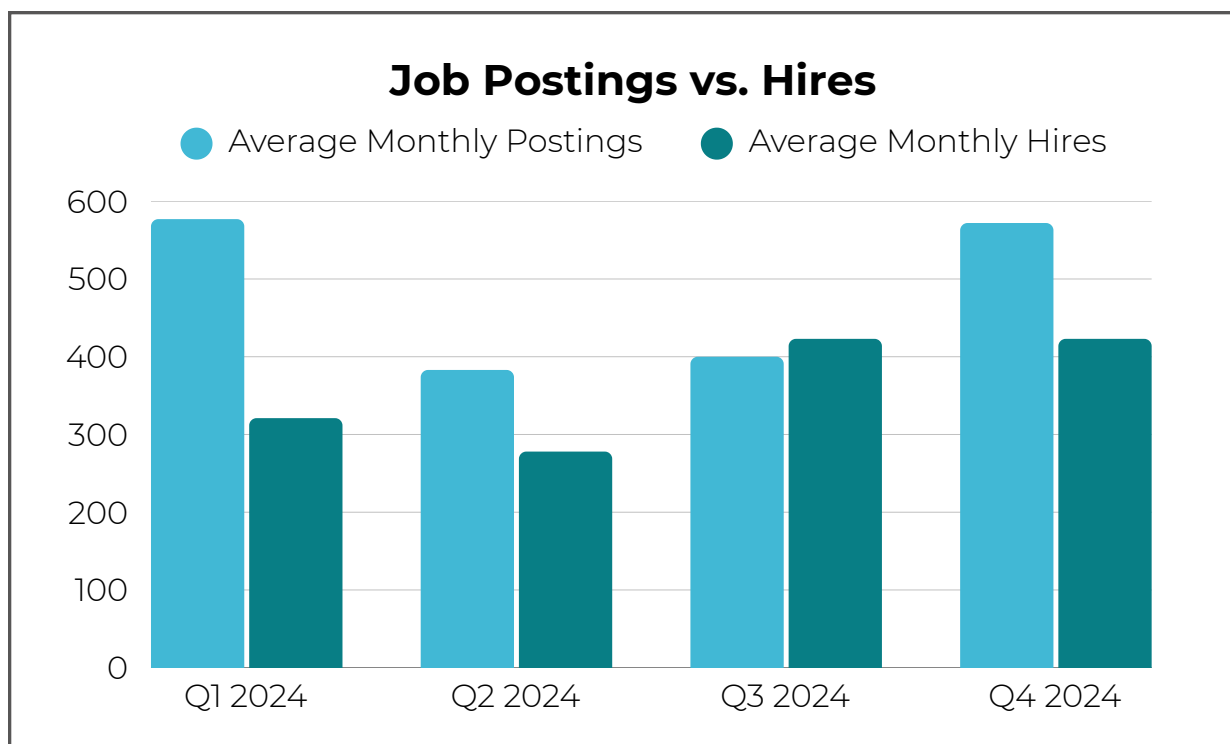
The Problem: Security threats continue to rise and evolve, and the cybersecurity workforce in Montana is not large enough to meet the current needs.

The Gap: Even as the number of hires increase, open job postings outpace hires every quarter. This is proof that demand is greater than supply.

Why This Matters: Job seekers are in demand! Based on the quarter averages below, Montana has fewer total cybersecurity jobs than larger states, but skilled professionals face less competition, often leading to faster hiring and strong job security.

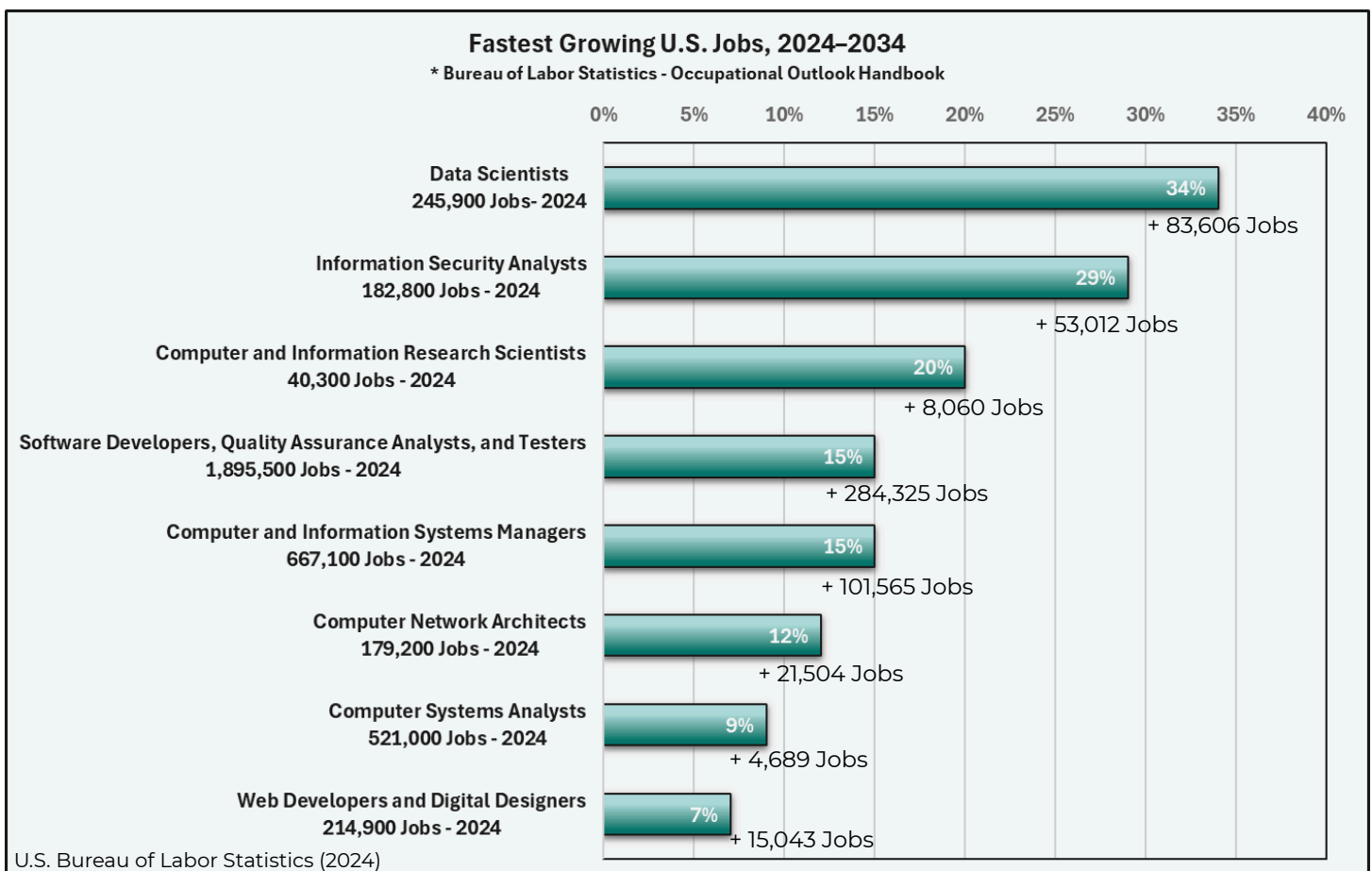Average Statewide Job Postings (monthly): **483**

Average Statewide Job Hires (monthly): **361**

Job Postings vs. Hires

● Average Monthly Postings ● Average Monthly Hires

(Bar chart by quarter Q1 2024–Q4 2024)

Fastest Growing U.S. Tech Jobs, 2024–2034

The Bureau of Labor Statistics projects major growth across data and cybersecurity roles. **Data Scientists lead with 35%** growth and over 83,000 new jobs, followed by **Information Security Analysts at 29%**. Other high-growth areas include **Research Scientists (20%), Software Developers (19%), and Network Architects (12%)**.

With the **overall U.S. job growth rate at 4%**, these tech roles are expanding far faster than the national average. This surge reflects a nationwide shift toward data-driven innovation and stronger cyber defense. For Montana, it signals clear opportunity, especially in cybersecurity, data science, and systems management, where demand will keep outpacing supply.

Fastest Growing U.S. Jobs, 2024–2034
* Bureau of Labor Statistics - Occupational Outlook Handbook

Job	Growth	New Jobs
Data Scientists 245,900 Jobs- 2024	34%	+ 83,606 Jobs
Information Security Analysts 182,800 Jobs - 2024	29%	+ 53,012 Jobs
Computer and Information Research Scientists 40,300 Jobs - 2024	20%	+ 8,060 Jobs
Software Developers, Quality Assurance Analysts, and Testers 1,895,500 Jobs - 2024	15%	+ 284,325 Jobs
Computer and Information Systems Managers 667,100 Jobs - 2024	15%	+ 101,565 Jobs
Computer Network Architects 179,200 Jobs - 2024	12%	+ 21,504 Jobs
Computer Systems Analysts 521,000 Jobs - 2024	9%	+ 4,689 Jobs
Web Developers and Digital Designers 214,900 Jobs - 2024	7%	+ 15,043 Jobs

U.S. Bureau of Labor Statistics (2024)

LOCATED?

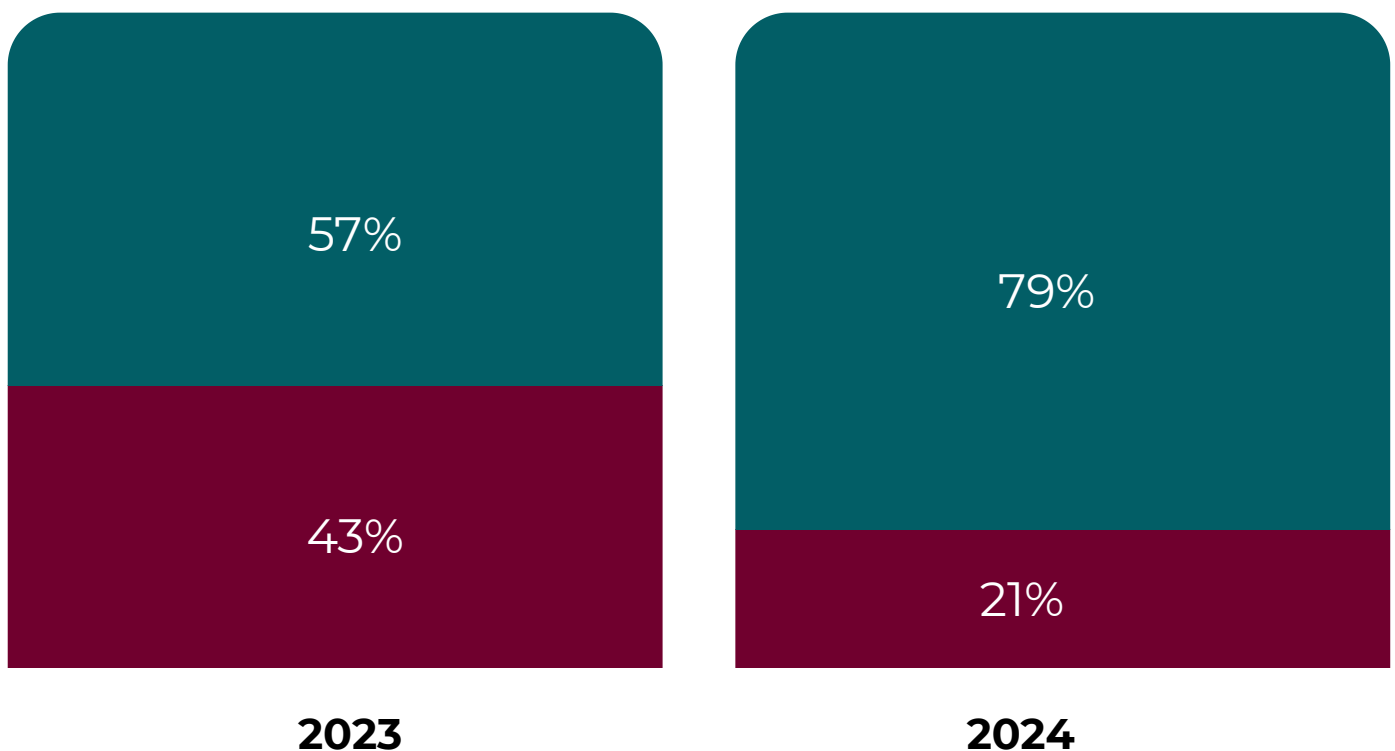## Job Location In-State vs. Out-of-State

With online recruiting and the rise of remote work, it can be challenging to identify where a business is physically located. As one might expect, many companies advertising for employees in Montana don't have any local offices.

This chart compares job postings from companies with offices in Montana to those without. **Out-of-state companies dominate job postings, rising from 57% to 79% from 2023 to 2024.**
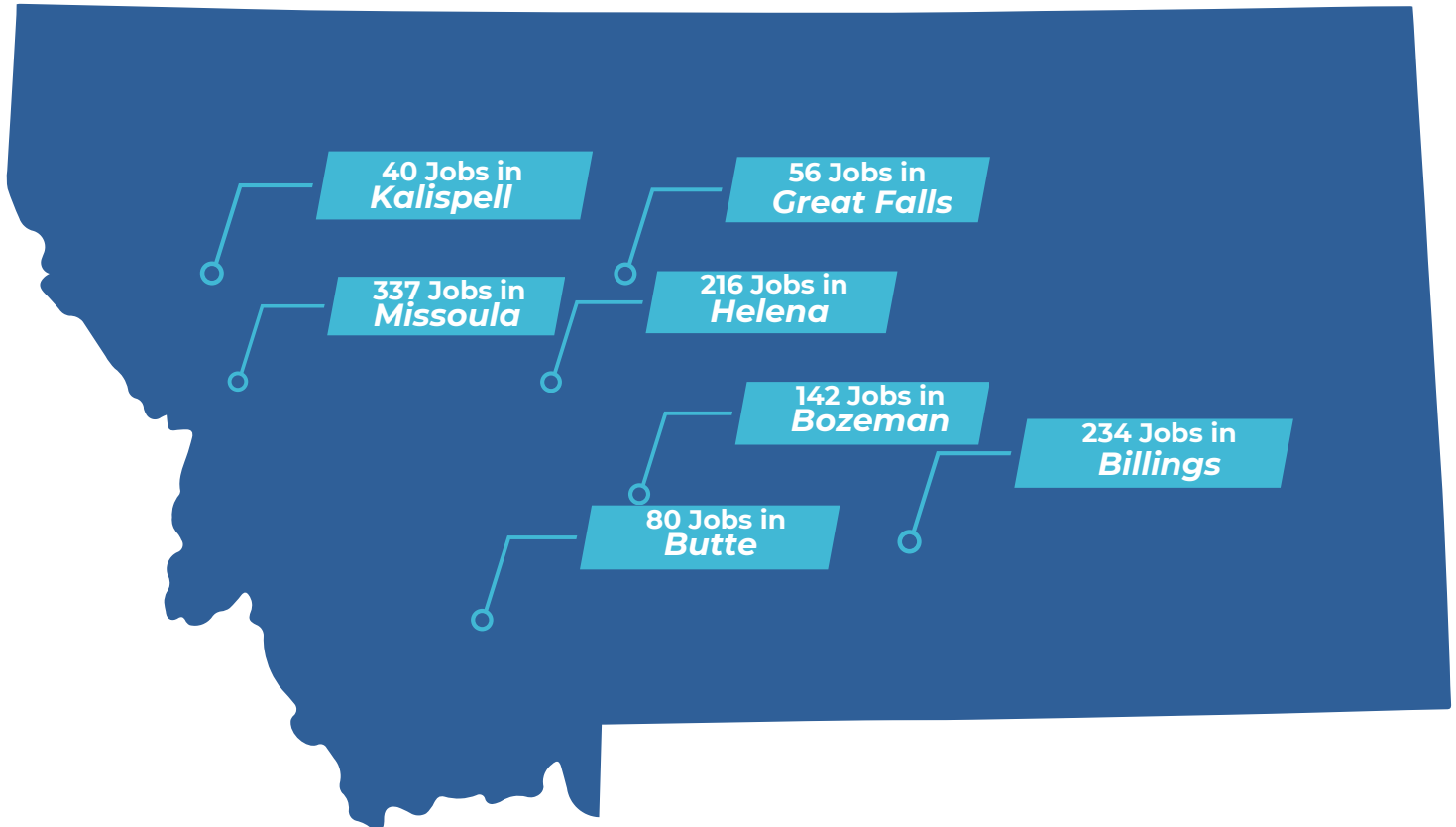
Larger companies tend to recruit employees from every state, often advertising in either the largest city or the state capital.

Physical Location

● In Montana   ● Out-of-State

57%

43%

79%

21%

2023

2024

Of the 5,796 unique job postings for the year 2024, 1,226 were physically located in Montana. 90% of jobs located in Montana were advertised in these 7 cities.
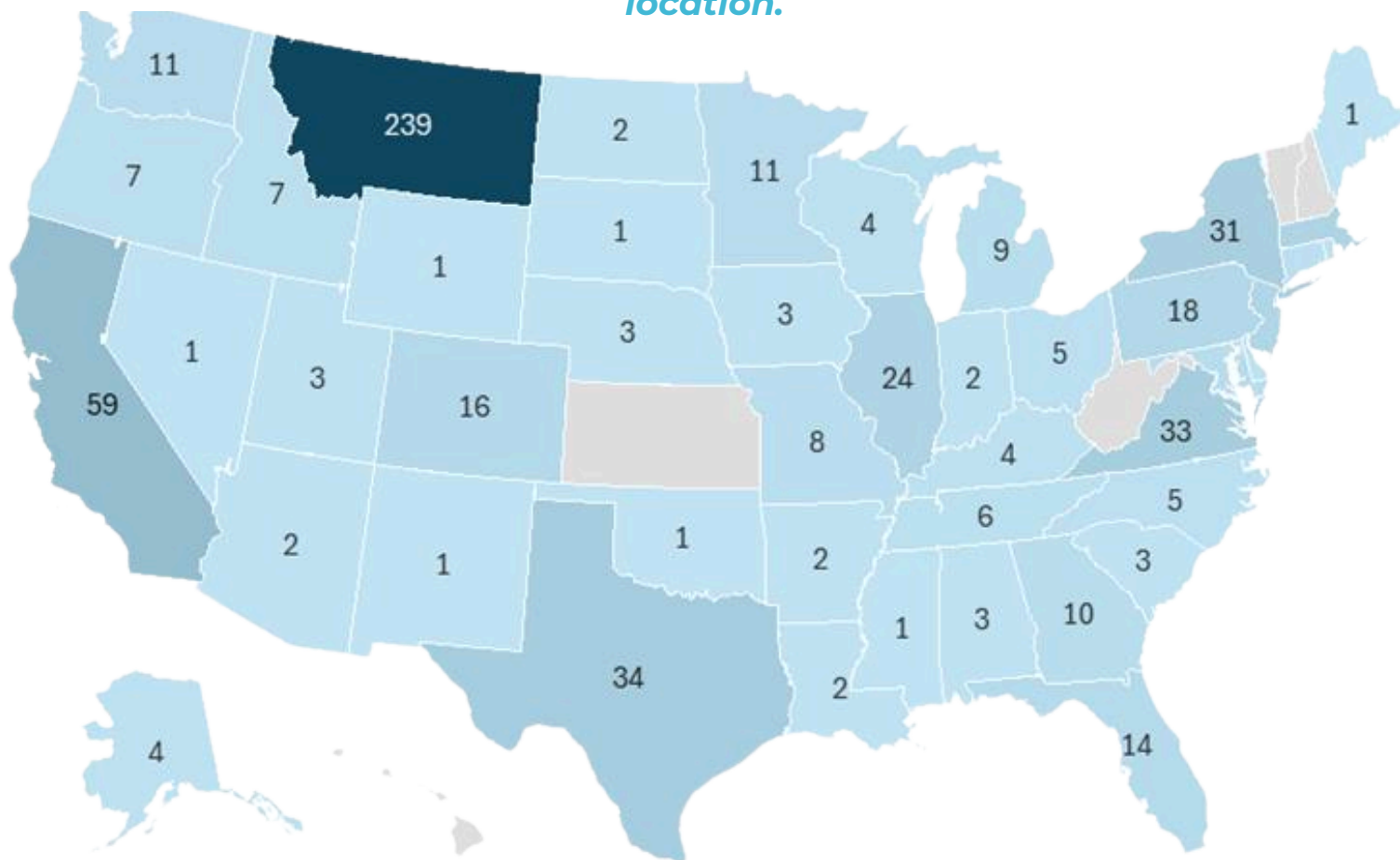
40 Jobs in **Kalispell**

56 Jobs in **Great Falls**

337 Jobs in **Missoula**

216 Jobs in **Helena**

142 Jobs in **Bozeman**

234 Jobs in **Billings**

80 Jobs in **Butte**

Top Montana Employers for 2024

State of Montana (136 Jobs)- Helena
Providence (99 Jobs)- Missoula
Providence St. Joseph Health (69 Jobs)- Missoula and Kalispell
Intermountain Health (63 Jobs)- Butte
NorthWestern Energy (59 Jobs)- Missoula
Montana State University (37 Jobs)- Bozeman
Glacier Bank (30 Jobs)- Billings
Snowflake Computing (30 Jobs)- Bozeman
First Interstate Bank (30 Jobs)- Billings
Billings Clinic (28 Jobs)- Billings

47% of the job postings physically located in Montana come from the top 10 employers listed to the left.

Of the 727 unique companies posting this year, 671 were U.S.-based, 12 were international, and 44 were staffing agencies that did not list a location.

The total reflects all job postings in Montana, though some positions are located outside the U.S and some staffing agencies do not specify.

Top Companies Hiring in 2024

Oracle (611 Jobs)- Austin, TX
Meta (157 Jobs)- Menlo Park, CA
GovCIO (147 Jobs)- Fair Oaks, VA
Ford (134 Jobs)- Dearborn, MI
Humana (128 Jobs)- Louisville, KY
Prime Therapeutics (108 Jobs)- Eagan, MN
Intel (91 Jobs)- Santa Clara, CA
Lumen Technologies (90 Jobs), Monroe, LA
Cardinal Health (65 Jobs)- Dublin, OH
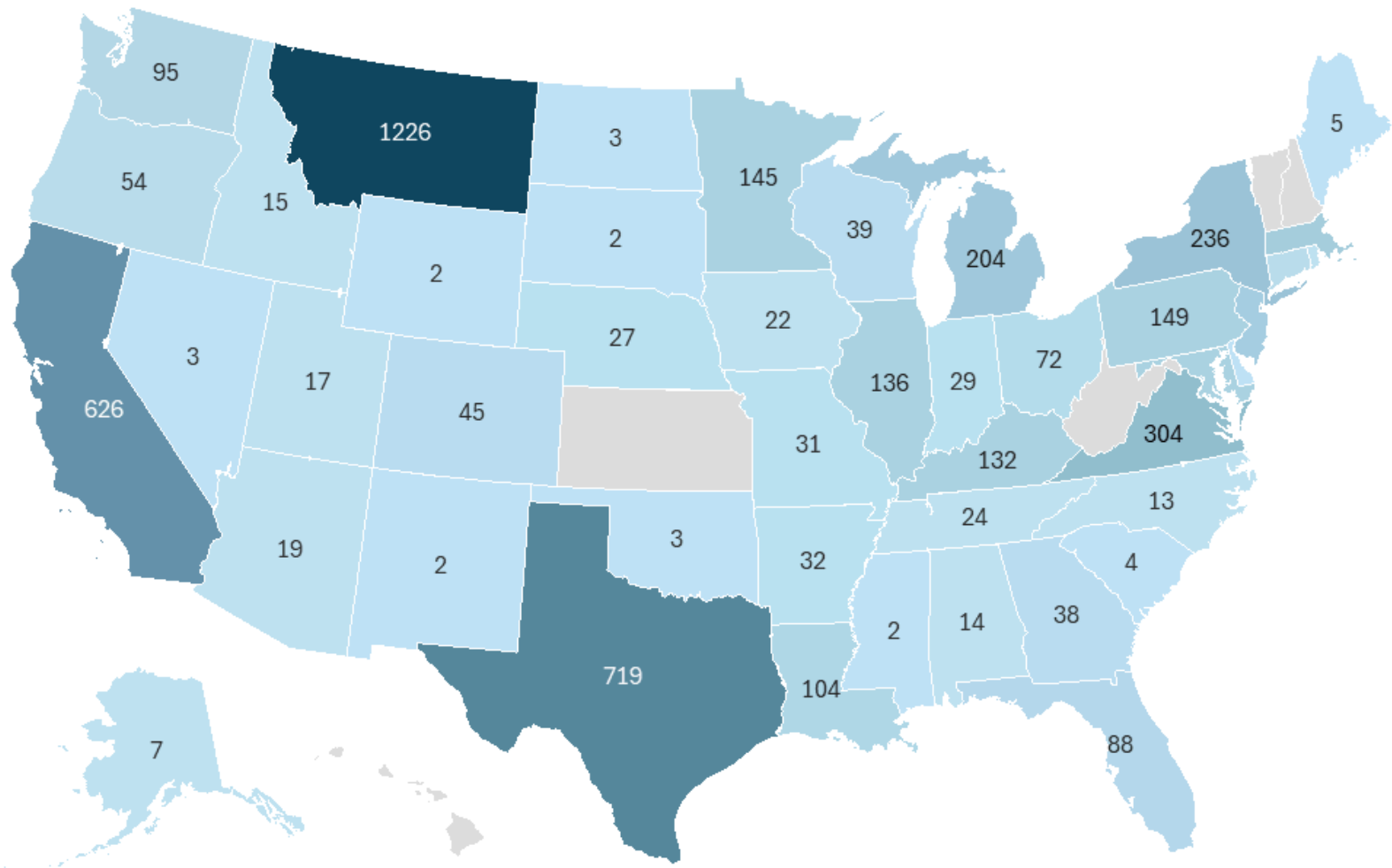**Cribl** (57 Jobs)- San Francisco, CA

	Total	In-State	Out-Of-State
Job Postings	5,796	1,226	4,570
Employers	727	239	671

In 2024, Montana had 5,796 unique job postings. Of those, 5,328 originated from within the United States, 30 came from outside the country, and 438 were posted by staffing firms or government sources without a listed location. The map below shows the U.S. sources.

The total reflects all postings in Montana, though some positions are located outside the U.S and some staffing agencies do not specify the location.

Staffing Agencies

Staffing agencies are companies that match job seekers with employers. Companies use staffing agencies because they provide a faster, more efficient, and lower-risk way to hire employees. The agencies will handle tasks like posting jobs, reviewing applications, running background checks, and interviewing candidates.

The following information provides insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce.

Technical Skills
# of Postings with Qualification

SQL (Programming Language)- 22
Python (Programming Language)- 19
Agile Methodology- 18
Project Management- 17
Software Engineering- 16
Automation- 15
Software Development- 15
Scalability- 14
Data Analysis- 13

Lightcast (2024)

Transferable Skills
% of Total Postings

Management- 32
Problem Solving- 28
Communication-28
Troubleshooting (Problem Solving)- 25
Leadership- 23
Operations- 22
Customer Service- 19
Planning- 15
Research- 15

Lightcast (2024)

Software Skills
% of Total Postings

SQL (Programming Language- 21
Python (Programming Language)- 18
Java (Programming Language)- 13
Amazon Web Services- 13
Microsoft Azure- 12
Operating Systems- 11
Application Programming Interface (API)- 9
JavaScript (Programming Language)- 9
Microsoft Office- 9
Microsoft Excel- 8

Lightcast (2024)

Helpful Tip!

Technical skills are specific performance-based skills that are measurable through training or education. Software skills are a specific type of technical skills focused on proficiency, whereas transferable skills are interpersonal abilities to interact with others and complete your work.

Cybrary

Cybrary is a self-paced learning platform that helps people build practical, industry-relevant skills for tech and cybersecurity careers. More than 3 million professionals use Cybrary, including learners from 96% of Fortune 1000 companies.

Cybrary offers:
- Expertly curated learning paths
- On-demand courses
- Hands-on practice

Skill Paths

- Topic-specific learning pathways
- 'Learn, Practice, Prove' model
- Interactive activities
- *Credly* digital badges provided upon completion
- 20 total skill building trainings

Certification Prep Paths

- Certification Prep Training & Courses
- First time certification acquisition & renewal
- Prep for 20 of the most in-demand industry certifications:
- Video courses
- Interactive virtual labs
- Practice tests

Mission Readiness

- 12 Threat-Informed Security Trainings
- Exclusive course offerings aligned to the MITRE-ATT&CK Framework
- Level up analytical and hands-on skills
- Tactical, hands-on experience in the Threat Actor Campaign course

CyberMontana supports learners every step of the way.

We provide a full-year Cybrary license at no cost to Montana learners - a benefit valued at nearly $600.

Our team helps you set goals, choose the right courses, map out a career or certification pathways, and get the most out of your training.

Support is available for both private- and public-sector learners.

To learn more or request a license, visit **cybermontana.org** or email **info@cybermontana.org**.

CyberMontana provides this job report summarizing current and historical cybersecurity job postings in the state of Montana.

The Key Takeaways for the 2024 Year Job Report are:

- In 2024, there were **5,796 jobs advertised** and **4,332 were filled.**

- Of these jobs, **1,226 were physically located in-state**. **90% of them were advertised in the 7 largest cities in Montana.**

- **727 employers advertised in Montana. 239 were located here and 488 were located elsewhere.**

Additional Key Takeaways for 2024:

- Demand for cybersecurity, data, and software talent continued to grow, with Developers and Engineers leading employer needs.

- Employers most often requested SQL, Python, Agile skills, and strong communication and leadership abilities.

- **CyberMontana** expanded workforce development support through free Cybrary licenses and hands-on training opportunities.