

Women in CyberSecurity (WiCyS)



A community of women, men, allies, and advocates that support the WiCyS mission to **recruit, retain and advance women in cybersecurity** as part of a **workforce solution**.

4.8M cybersecurity professionals are needed worldwide— a **19% increase** year-over-year.

ISC2 Workforce Study, Sept 2024

As baby boomers retire by 2030, organizations **risk losing critical cybersecurity expertise**.

World Economic Forum, Apr 2024

Cyber roles see **attrition rates 8% higher** than other industries, weakening security and increasing costs.

STIG.net, Jan 2024

Many women in cybersecurity hit a glass ceiling **6–10 years** into their careers, contributing to attrition.

WiCyS/Aleria, Jan 2024

Cyber roles take **21% longer** to fill than other IT jobs.

CyberSeek, May 2024

WICYS MEMBERS

HIGH-PERFORMING
FUTURE-READY

According to the **2025 SANS Workforce Study**, 52% of organizations cite skills as their biggest concern, versus headcount.

This growing emphasis on skills over sheer numbers highlights the **value of WiCyS members**, who are **highly skilled and uniquely positioned** for advanced roles in cybersecurity.

According to the **WiCyS/N2K Cyber Talent Study (April 2025)**, WiCyS members consistently **outperformed** all other participants in all seven NICE workforce framework categories and **excelled in 17 of 20** specialty areas, demonstrating **advanced technical and leadership readiness**.

This is especially notable in the following specialty areas:

- Cybersecurity Management
- Executive Cyber Leadership
- Legal Advice & Advocacy
- Risk Management
- Strategic Planning & Policy

BEING A WICYS MEMBER
WILL HELP **ELEVATE AND ADVANCE**
YOUR CYBERSECURITY CAREER!

WORKFORCE DEVELOPMENT & INITIATIVES

WiCyS fosters meaningful connections, career growth and professional advancement through a wide range of **accessible, data-informed programs** designed to support cybersecurity professionals at **every stage of their journey**.



WICYS IS A STRATEGIC SOLUTION

TO THE NATIONAL & GLOBAL
CYBERSECURITY WORKFORCE SHORTAGE.

ANNUAL CONFERENCE

The **WiCyS Annual Conference** is the go-to event for cybersecurity professionals, students and organizations. The conference is the flagship event for workforce development and to **recruit, retain and advance women in cybersecurity**.

WICYS COMMUNITY & IMPACT

11k+
Members

72
Professional Affiliates

39k+
Newsletter Subscribers

103
Countries

314
Student Chapters

45k+
Webinar Subscribers

Fiscal Year
2024:

101
Programs with **41k**
Participants



113k+



25k+



7k+



12k+



2k+

Women in CyberSecurity (WiCyS)

where the recruitment, retention and advancement of women in cybersecurity HAPPENS!

Become a WiCyS Member:
<https://www.wicys.org/benefits/>

