

# 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

**68**  
Professional Affiliates

**40k+**  
Newsletter Subscribers

**107**  
Countries

**315**  
Student Chapters

**46k+**  
Webinar Subscribers

Fiscal Year  
**2025:**

**123**  
Programs with **50k+**  
Participants



117k+



25k+



7k+



13k+



2k+

## Women in CyberSecurity (WiCyS)

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

Learn More:  
<https://www.wicys.org/support/strategic-partnerships/>

