

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

Recruiting a \$60K employee can cost up to **3-4x** the salary (\$180K+) when factoring in lost productivity, managerial time, and other soft costs.

SHRM, April 2022

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 MEMBERS

HIGH-PERFORMING
FUTURE-READY

10% Proven Performance Edge

WiCyS members show a **10% performance edge**, scoring above average across 16 out of 20 NICE Framework specialty areas.

20% Critical Thinking Advantage

WiCyS members show **20% higher critical thinking performance** and stronger cyber warfare and penetration testing skills.

32% Lower Attrition Rate

WiCyS members have a **32% lower attrition rate**, giving employers a measurable retention advantage in the hiring process.

64% Higher Levels of Satisfaction

WiCyS members employed at strategic partner organizations reported **64% higher levels of satisfaction** than those at non-partner organizations.

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

69
Professional Affiliates

42k+
Newsletter Subscribers

110
Countries

331
Student Chapters

49k+
Webinar Subscribers

Fiscal Year
2025:

123
Programs with

50k+
Participants



122k+



25k+



7k+



13k+



2k+

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

Women in CyberSecurity (WiCyS)

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

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

