

# 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**.

EARLY CAREER	MID CAREER	SR. CAREER	ALL CAREER LEVELS
<ul style="list-style-type: none"><li>Capture the Flag Cybersecurity Awareness</li><li>Google CyberSecurity Certificate</li><li>GRC Program</li><li>ISC2 Fall/Spring Camp</li><li>Security Training Scholarship</li><li>Student Chapters</li><li>Target Cyber Defense Challenge</li><li>Vulnerability Disclosure Program</li></ul>	<ul style="list-style-type: none"><li>Advisory Committee Opportunities</li><li>AI Learning Series</li><li>Create Your Leading Edge</li><li>GRC Program</li><li>Professional Affiliates</li><li>Speakers Bureau</li><li>Stage Ready (Public Speaking Fellowship)</li></ul>	<ul style="list-style-type: none"><li>Advisory Committee Opportunities</li><li>AI Learning Series</li><li>Leadership Symposium</li><li>Media/Speaking Engagements</li><li>Professional Affiliates</li><li>SANS Executive Cyber Exercise</li><li>Senior Leaders Network</li><li>Stage Ready (Public Speaking Fellowship)</li></ul>	<ul style="list-style-type: none"><li>CPE Credits</li><li>Conference Scholarships</li><li>CyberGenIQ Assessment</li><li>Member Portal Access</li><li>Regional Events</li><li>Research and Resources</li><li>Skills Assessment</li><li>Virtual Career Fairs</li><li>24/7 Job Board</li></ul>

## 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

**43k+**  
Newsletter Subscribers

**113**  
Countries

**345**  
Student Chapters

**54k+**  
Webinar Subscribers

Fiscal Year  
**2025:**

**123**  
Programs with

**50k+**  
Participants



**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/>

