FourOne Insights

Winning with WiCyS

Quantifying the Impact of WiCyS Membership

As the cybersecurity workforce evolves rapidly, employers face growing challenges in recruiting, developing, and retaining talent. A new report from FourOne Insights and Women in CyberSecurity (WiCyS), *"The ROI of Resilience,"* shows that third-party organizations play a critical role in helping workers and firms navigate these changes. Among them, **WiCyS stands out as a key institution that strengthens professional networks, accelerates skill development, and improves labor market outcomes for both individuals and employers**.

WiCyS Offers Critical Resources to Individuals

In cybersecurity, success depends not only on technical expertise but also on access to **professional networks**, **peer learning**, and **industry insights**. This is where WiCyS plays a critical role.

Report findings highlight the value WiCyS provides to its members:

- **77%** say WiCyS helps them build valuable professional connections
- **61%** say they gain valuable research and industry insights
- **59%** report learning new skills through the organization

By comparison, only **49%** of respondents say their employers provide comparable opportunities to build professional connections.

WiCyS members have

32% lower attrition

than the Fortune 500

Source: FourOne Insights analysis of Lightcast data

Value of WiCyS Membership to Individuals

Share of Respondents

77% — Building valuable professional connections

61% — Receiving valuable research and insights

59% — Learning new skills

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WiCyS Drives Significant Value to Organizations

The value of WiCyS extends beyond individual members. Employers that provide access to membership organizations such as WiCyS experience measurable bottom-line benefits.

On average, these firms:

- Fill cybersecurity roles **16% faster**

- See employee tenure **increase by 9%**

- **Avoid $71,800** in lost productivity per worker

Furthermore, **WiCyS member organizations have 32% lower attrition in cybersecurity roles** than Fortune 500 employers overall.

These outcomes reflect the broader ecosystem role played by organizations like WiCyS. By facilitating peer learning, knowledge sharing, and professional visibility, they help workers build capabilities and relationships that strengthen organizational performance.

Value of WiCyS Membership to Organizations

16%
Faster Time to Fill

$71,800
Avoided productivity losses

WiCyS Delivers Win-Win Value Across the Cybersecurity Ecosystem

These outcomes reflect the broader role played by WiCyS across the cybersecurity ecosystem. By facilitating peer learning, knowledge sharing, and professional visibility, WiCyS helps workers build capabilities and relationships that **strengthen individual career outcomes, deliver bottom-line value to organizations, and enhance resilience throughout the entire cybersecurity talent**

About the Research

This work is informed by research conducted by FourOne Insights for the research report, *"The ROI of Resilience: How Cybersecurity Talent Management Best Practices Improve the Bottom Line."* This study integrates data from several sources, including a survey of cybersecurity and HR leaders, qualitative interviews, and company-level data from Lightcast job postings and career histories to connect specific talent practices with business outcomes. Avoided productivity losses were estimated using a proprietary analytic approach that translates observed differences in time to fill and average tenure into conservative estimates of productively loss avoided.

For the full report, please visit wicys.org or fouroneinsights.com.