

# 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



### 14.5% Proven Performance Edge

WiCyS members show a **14.5% performance edge** across 60 core competencies utilizing a hard skills assessment.



### 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.



### \$125K Return on Investment

WiCyS Strategic Partners leveraging WiCyS skills-based employment practices and resources generate an **ROI of \$125,000** per employee's tenure.



## 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

**70**  
Professional Affiliates

**45k+**  
Newsletter Subscribers

**113**  
Countries

**364**  
Student Chapters

**56k+**  
Webinar Subscribers

Fiscal Year  
**2025:**

**123**  
Programs with

**50k+**  
Participants



133k+



25k+



7k+



16k+



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/>

