

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**.

Deployment of powerful models like Mythos and GPT-5.4-Cyber is **triggering a hiring surge** for cybersecurity professionals who can defend against AI-accelerated threats.

New York Times 2026

60% of cybersecurity leaders state that lacking the right **technical skills** is now a more severe challenge than lacking enough staff.

SANS/GIAC 2026

There are only **74 qualified cyber workers** available for every **100 open roles** in the U.S., leaving a dangerous gap in our national defense.

CyberSeek/Lightcast 2026

Driven by the rise of complex AI, cybersecurity **job postings surged 11%** in the first quarter of 2026 alone.

Glassdoor/NYT 2026

Cybersecurity roles have a **14% higher turnover rate** compared to IT roles overall.

FourOne Insights 2026

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
- Capture the Flag - Cybersecurity Awareness - Google CyberSecurity Certificate - GRC Program - ISC2 Fall/Spring Camp - Security Training Scholarship - Student Chapters - Target Cyber Defense Challenge - Vulnerability Disclosure Program	- Advisory Committee Opportunities - AI Learning Series - Create Your Leading Edge - GRC Program - Professional Affiliates - Speakers Bureau - Stage Ready (Public Speaking Fellowship)	- Advisory Committee Opportunities - AI Learning Series - Leadership Symposium - Media/Speaking Engagements - Professional Affiliates - SANS Executive Cyber Exercise - Executive Leaders Network - Stage Ready (Public Speaking Fellowship)	- CPE Credits - Conference Scholarships - CyberGenIQ Assessment - Member Portal Access - Regional Events - Research and Resources - Skills Assessment - Virtual Career Fairs 24/7 Job Board

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.



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

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

114
Countries

369
Student Chapters

58k+
Webinar Subscribers

Fiscal Year
2025:

123
Programs with

50k+
Participants



134k+



26k+



8k+



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/>

