



Women in Cyber Mentorship Programme

Become a change maker in cybersecurity



A Global Challenge

There is a well-documented gap in the cybersecurity workforce around the world and the need for cybersecurity professionals remains high. In 2021 the number of unfilled cybersecurity positions will be at 3.5 million.

In addition, the field is suffering from a significant lack of expert women as they currently make up approximately only 24% of the cybersecurity workforce. There are even fewer women holding managerial or senior positions in this area.



(Cybersecurity workforce gap by region, [ISC2 data, 2021](#))

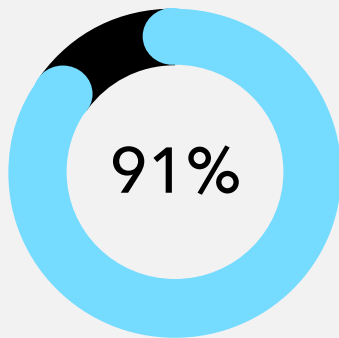


Solution

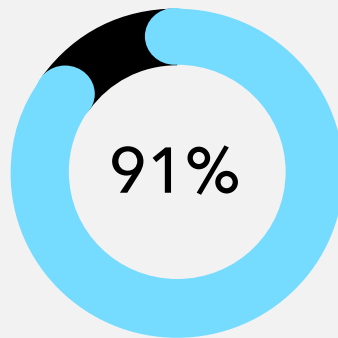
There is a need to enable women to be trained and supported to take on opportunities in the cybersecurity sector across all stakeholder groups (government, private sector, technical community, civil society/ academia). The goal is to work **to close the workforce gap, fostering more inclusivity in what has been primarily a male-dominated field. Ultimately, the objective is to ensure a more secure cyberspace for all.**

The WiC pilot program, launched in March 2021 by ITU, the Forum for Incident Response Teams ([FIRST](#)), with the support of [EQUALS](#), has matched expert women mentors from all over the world and 70 mentees from 18 different countries (in the Arab and African regions). The impact has been significant.

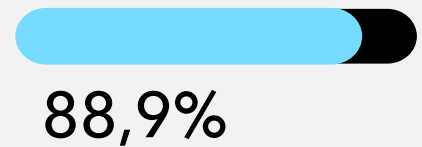
Mentors and mentees have built strong relationships, which helps to consolidate a long-lasting network for all. In addition, mentees have advanced in their careers thanks to the **knowledge sharing and skills development of the WiC program.**



Of mentees agreed that ITU's WIC programme has enabled them to have a clearer perspective in their career goals in cybersecurity.



Of mentees agreed that ITU's WIC programme has been effective in helping them improve their personal development.



88,9% of mentees were able to apply the hard and soft skills assimilated during the mentorship program in their careers.



Future

This program aims to expand to more regions and **enhance the quality and diversity of skills** for women in the field through more training sessions, inspirational keynote events, and a repository of substantive materials. In addition, an online platform to support mentorship activities, relationships, and potential job opportunities is in progress.

In 2022, we are set to launch the second edition of the WiC mentorship programme, expanding it to also include participants from Asia-Pacific region.

The goal is to build the WiC program to meet needs at **local, regional and global levels**. This will help increase the number of women employed in the cybersecurity field through targeted awareness-raising and capacity development and **build a specialized workforce of women graduates and junior professionals with role models, training and guidance**. Empowering women with realistic opportunities to improve their skill sets and pursue career opportunities in this field is a major impact of this program and for future editions of WiC.

Opportunities to partner

Support from across stakeholder groups is essential to ensure this program's success. **Thus, we are reaching out to governments, organizations, companies, academic institutions and technical community entities to raise awareness and seek support and funding.**

Potential partners can become part of the WiC organizational family by contributing as donors and/or supporting the implementation of the programme.

These are the categories of partners:

01	CO-ORGANIZER	Provides funding mentors/mentees/speakers/trainers
02	FUNDING PARTNER	Provides a financial support (donor)
03	SUPPORTING PARTNER I	Solely provides mentors/mentees
04	SUPPORTING PARTNER II	Solely provides speakers/trainers
05	OUTREACH PARTNER	Promotion regionally/awareness-raising

PLEASE CONTACT US
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