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# ATTRACTING WOMEN INTO CYBER SECURITY IN THE UK



**AN OVER VIEW OF THE SHORTAGE OF WOMEN IN THE CYBER  
SECURITY WORKFORCE**

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## WHERE WE ARE

“

Women only represent 11% of the WORLD's information security workforce.”

Women's Society of Cyberjutsu (WSC)

“

The industry perception of cyber culture has been beset by stereotypes, including the notion that cyber teams are made up of young, hoodie-wearing males, typing away at highly technical work in dark basements. This perception needs to change because it's simply not accurate. ”

Deloitte

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# BACKGROUND

Cyber Security across the UK has around **10%** of females within the industry.

This is drastically lower than other technology areas and we want to take a look at why and how to address this.

Fundamentally Cyber Security is deemed to be a “Techno Geek” area and one that few females might enjoy, yet the range and diversity of the Cyber Security industry is such that there are literally 100’s of different career paths and avenues available:

## CAREER PATHS

- Threat Management & Forensics
- Engineering & Architecture
- Design
- Policy & Strategy
- Management Consulting
- Education & Training
- Risk Analytics & Management
- Research
- Law
- Operations & Security Management





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# HOW TO ADDRESS THE SHORTAGE OF FEMALE SKILLS IN THE INDUSTRY:

## GRASS ROOTS ATTRACTION

### Secondary Schools:

Having a School Ambassador is fundamentally the very best way of future proofing the attraction of females into the Cyber Security industry. Speaking to local schools and running workshops, events and competitions would be the very best way to attract females into the industry from a grass roots perspective. Setting a challenge that will need real thought process would be great and competitions, where there are no right or wrong answers might be best. Cyber Games are another great concept. Then the best ones could spend a day with you learning what goes on in the real world. At the very least you have shown that Cyber Security is much more than just a Techno Geek career.

### University:

This is where the real attraction starts. Your Ambassador represents your business and attracting the stars of tomorrow is within your hands. They aren't going to come to you and YOU have to go and get them. With the majority of Graduates unsure of their chosen career path it is the optimal time to engage with local universities to run more advanced competitions, workshops and also offer "paid" short term summer apprenticeships to those studying the right STEM subjects.

### Marketing:

Create a Newsletter for both School & University enquiries or anyone really where you can keep them informed of your industry news, wider topics, what is going on in you company, upcoming vacancies. Obviously graduate intake should correspond with availability. This is a great way to promote new challenges to keep the engagement and will create the future stars for your business.



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# HOW TO ADDRESS THE SHORTAGE OF FEMALE SKILLS IN THE INDUSTRY:

## CROSS INDUSTRY ATTRACTION

There may well be many industries where the cross sector skill could be easily transferable and furthermore.

Areas such a Risk Analytics is one such area. Whilst a core function for all banks there may be superstar skills within there that are easily transferable. Giving your staff the option of a short term move would be an option.

From outside of the industry there are industries around GIS, Risk Analytics, Traffic Management, National Security where there are candidates with transferable skills or ready made skills and they will more than likely be a very cost effective option.



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# CONCLUSION

Speak with your HR team to see where your last 100 hires came from to start to build up a picture of your talent attraction pool.

Companies that make the effort to understand this changing landscape will find themselves better positioned in the long run to help close the talent gap in this niche for Women.



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