



The cyber skills shortage and developing women in cyber across the East

Nicky Whiting, Director of Consultancy

Who we are

Bulletproof is a trusted provider of innovative cyber security and people-powered solutions. Our cyber security services are the best way to stay ahead of the hackers, take control of infrastructure and protect business-critical data.

- Penetration Testing
- Detection & Response
- Training & Awareness
- Compliance Services

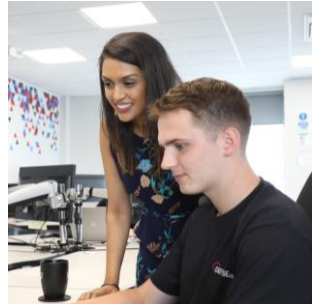
Our credentials include:



HM Government
G-Cloud
Supplier



Agenda



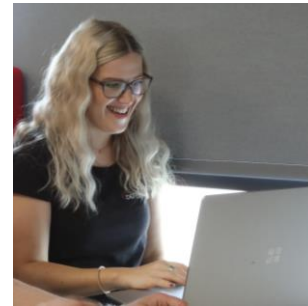
Cyber skills shortage



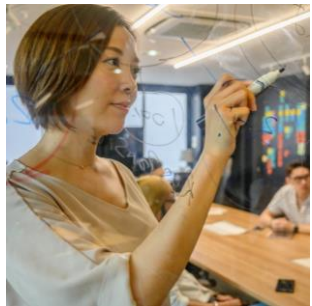
Initiatives



Why women are a focus



What can we do?



The numbers

Cyber skills shortage



Cyber skills shortage

43% of UK tech leaders stated that they lacked the cybersecurity talent they required.

TECH MONITOR

Cyber staff shortage of **3.5 million worldwide** by 2021.

INFOSEC

Why women are a focus



Why women?

- Women have more cyber qualifications than men **(28% vs 20%)**
- More women have post-grad degrees than men **(52% vs 44%)**
- Increased profitability
- Different perspective
- Lower churn

Question...

What is the current % of women working in cyber?

The numbers

25%



22%



Department for
Digital, Culture,
Media & Sport

11%

escalla

Reduced to 8% for the UK

6%

My division



Initiatives



Initiatives



Cyberfirst Girls
GCHQ/NCSC



Women in Cybersecurity
WiCys

- All female training – **GCHQ/NCSC**
- Industry initiatives
- And lots more...

What can be done?





Recruitment



Workplace



Get them early



Industry

Recruitment

- Ads
- Gender decoder
- Imagery
- Case studies
- Interview training
- Interview panels
- Social media

Question...

What have you done RE: recruitment?

Workplace

- Equal pay
- Opportunities – promotion/highlighting
- Mentoring
- Culture and environment
- Flexibility
- Workgroups – involvement of wide group
- Blogs/videos/social media PR exercises

Question...

How are you tackling this in your workplace?

Get them early!

- Parents
- Schools
- Universities
- Internships
- Apprentices
- Role models

Industry

- Our sector has a lot to do
- We've got to do the work
- Build relationships
- Develop initiatives
- Provide opportunities
- Communicate

Q&A



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