**The Challenge and Opportunity**

The challenges that society and companies are facing in cybersecurity are tremendous. Women are significantly underrepresented in today’s tech workforce. Globally, only **11% of the cybersecurity workforce are women**, this despite a huge workforce with higher education and advanced skill sets. Worse yet, there is a worrying decline in the numbers, **with entry-level and staff level shortages singularly noticeable**. With regard to the current threat landscape that we face, doing better at what we did before is not an option. We need a rethink, from the ground up, examining our base principles.

Academic studies are not necessarily a predicator of success in the job. And even the best preparation needs real-life, real-world experience. Throughout the history of progress in human civilisation, we have used an **apprenticeship model and real-work immersion** to master a professional domain.

**The Program**

CyberWayFinder is a return to basics, and an exponential change. It is based on these principles:

1. **Hire women into existing cyber teams**, even as they are in the process of acquiring knowledge and necessary skill set, with sponsoring organisations;
2. **Provide academic and structured industry knowledge via evening and weekend classes for three years**, and having them pass industry-recognised certification exams (SSCP, CCSK, CISSP, etc.) as proof of advancement.
3. **Engage with senior cybersecurity mentors** who have decades of industry experience to provide support and guide their individual development.
4. **Challenge with real-life, and real-world problems in the workplace**, providing direct and immediate value to the companies.

**More Info and Contact**

Our mission is to create opportunities for a diverse talent pool into careers in cybersecurity, as we believe that this will create more innovative, cognitive-diverse and better-performing, effective teams. If you or your organisation would like to be part of such an initiative, please contact us at info@cyberwayfinder.com, or through our website at www.cyberwayfinder.com, as well as through LinkedIn.