

OWASP Frankfurt Mentoring Program

Program Framework

Silvia Gutierrez

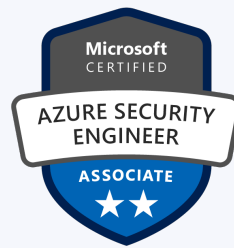
- Senior Software Security Developer and IT Security Consultant
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Cybersecurity Talent Gap



ABOUT RESEARCH NEWS LISTS RADIO

Cybersecurity Jobs Report: 3.5 Million Openings In 2025

(ISC)² CYBERSECURITY WORKFORCE STUDY

A critical need for cybersecurity professionals persists amidst a year of cultural and workplace evolution

2022



We estimate the size of the global cybersecurity workforce at 4.7 million people – the highest we’ve ever recorded. According to our research, however, the cybersecurity field is still critically in need of more professionals. To adequately protect cross-industrial enterprises from increasingly complex modern threats, organizations are trying to fill the **worldwide gap of 3.4 million cybersecurity workers**. To fully contextualize the state of cybersecurity in 2022, we’ll analyze the field through multiple lenses.

me number or openings in

Statistic is reverberating in cybersecurity:
5 million unfilled cybersecurity jobs globally by

the prediction has come true and the world’s open
stadiums.

50,000 workers — with around 465,000 of them
ted by the National Initiative for Cybersecurity
Standards and Technology in the U.S. Departmen

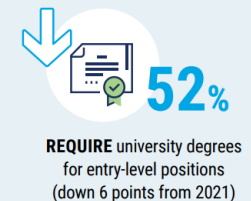
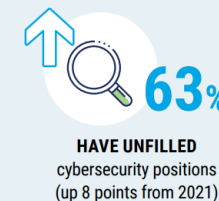


State of Cybersecurity 2022: Cyber Workforce Challenges

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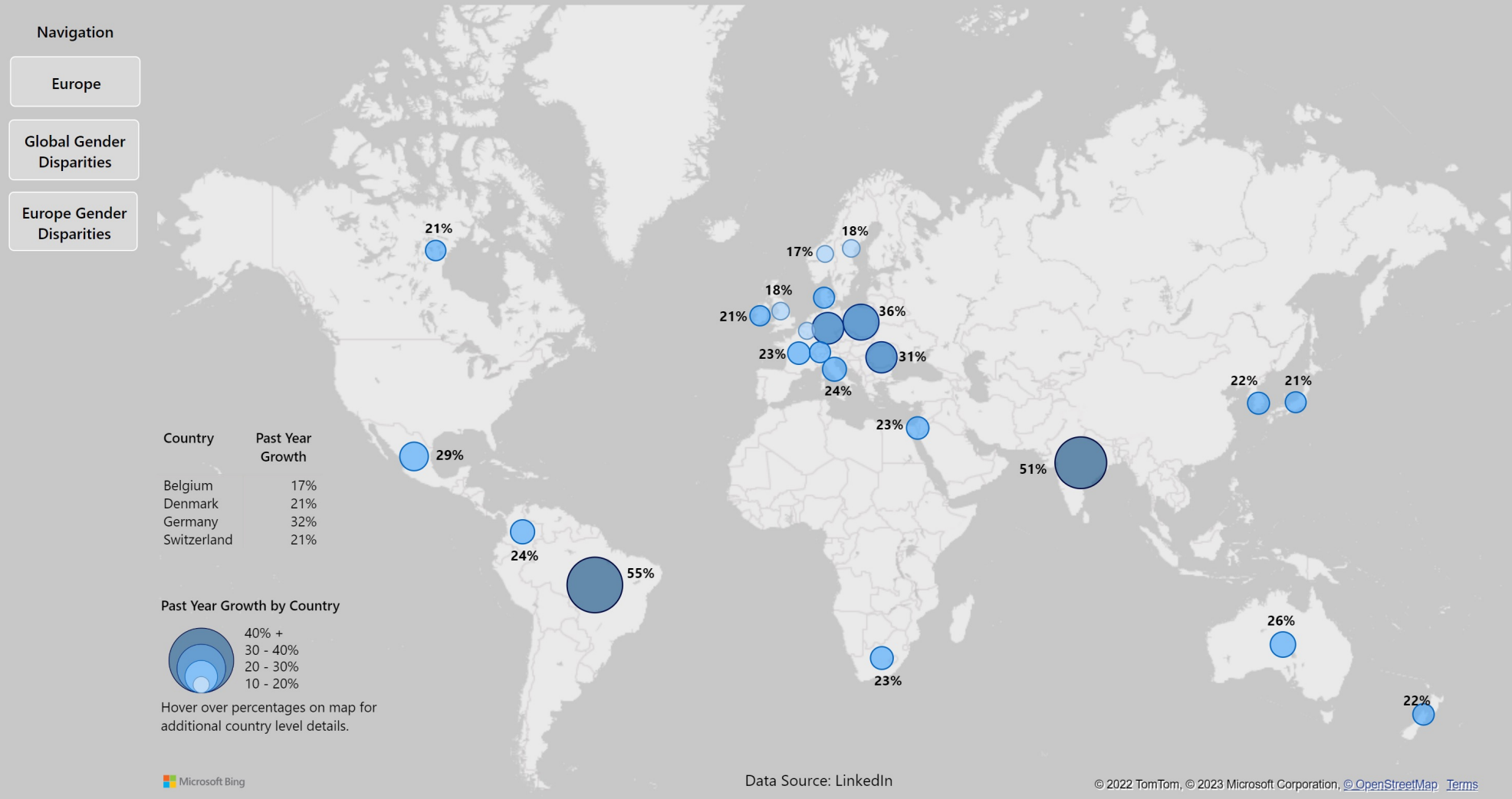
Hiring Challenges



1 IN 5

say it takes **MORE THAN 6 MONTHS**
to find qualified cybersecurity candidates
for open positions

Demand for cybersecurity skills has increased ~29% over the past year.



Source: Microsoft <https://blogs.microsoft.com/blog/2022/03/23/closing-the-cybersecurity-skills-gap-microsoft-expands-efforts-to-23-countries/>

Demand for cybersecurity skills has increased ~22% over the past year.

Navigation

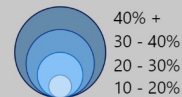
Worldwide

Global Gender
Disparities

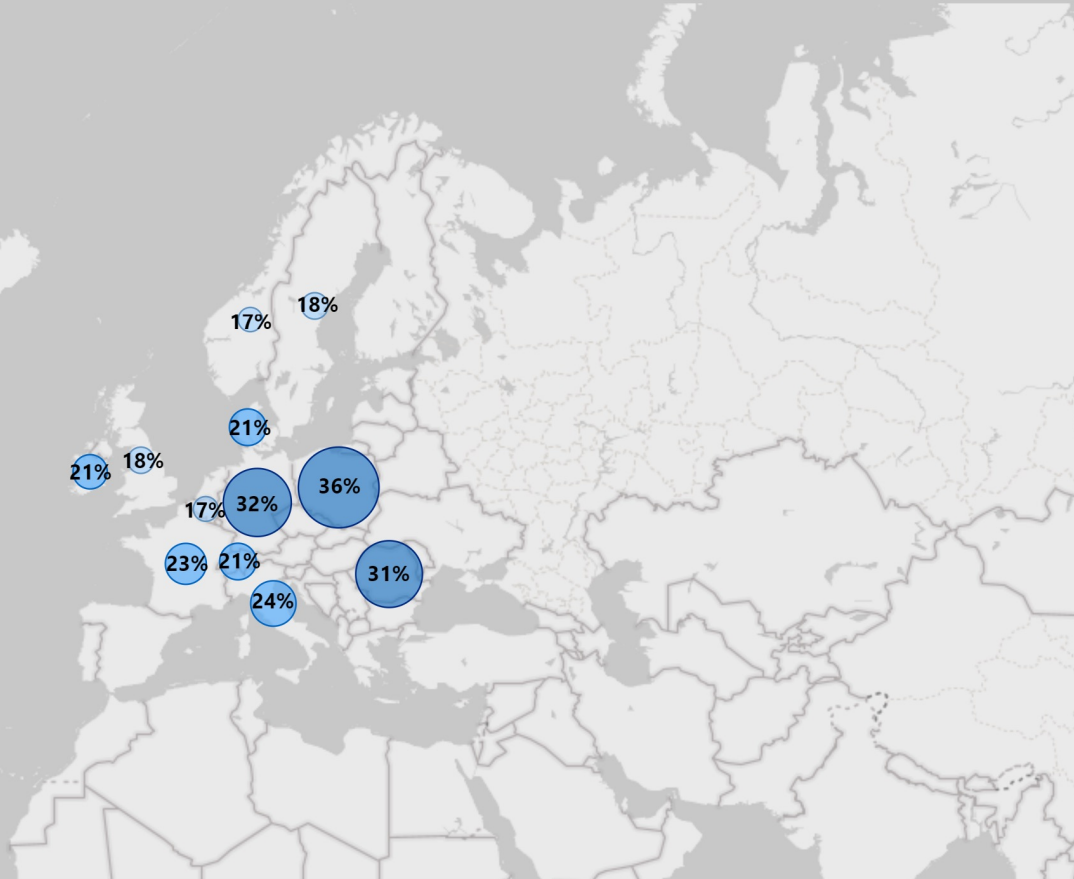
Europe Gender
Disparities

Country	Past Year Growth
Belgium	17%
Denmark	21%
France	23%
Germany	32%
Ireland	21%
Italy	24%
Norway	17%
Poland	36%
Romania	31%
Sweden	18%
Switzerland	21%
United Kingdom	18%

Past Year Growth by Country



Hover over percentages on map for
additional country level details.



Microsoft Bing

Data Source: LinkedIn

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Source: Microsoft <https://blogs.microsoft.com/blog/2022/03/23/closing-the-cybersecurity-skills-gap-microsoft-expands-efforts-to-23-countries/>

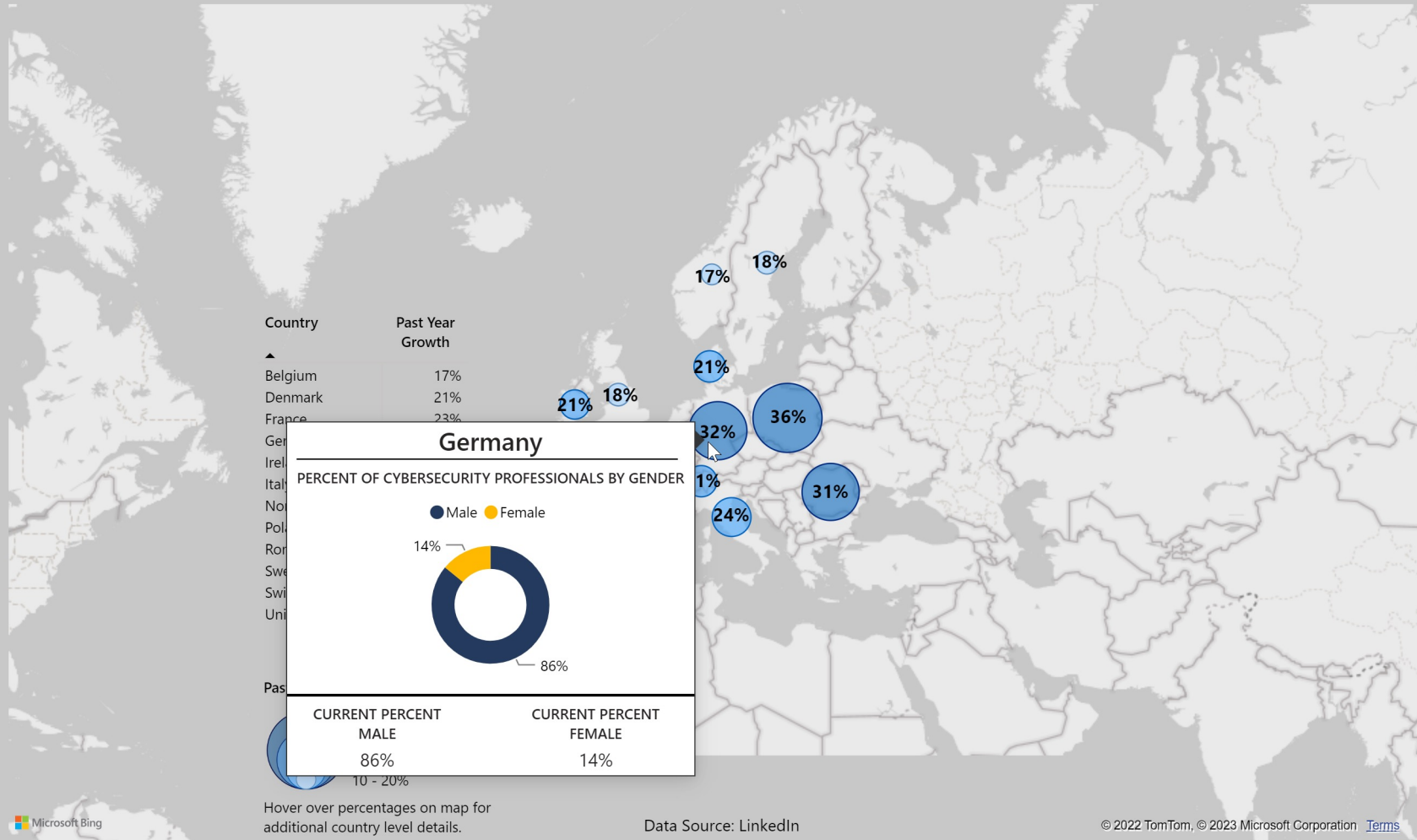
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Navigation

Worldwide

Global Gender
Disparities

Europe Gender
Disparities

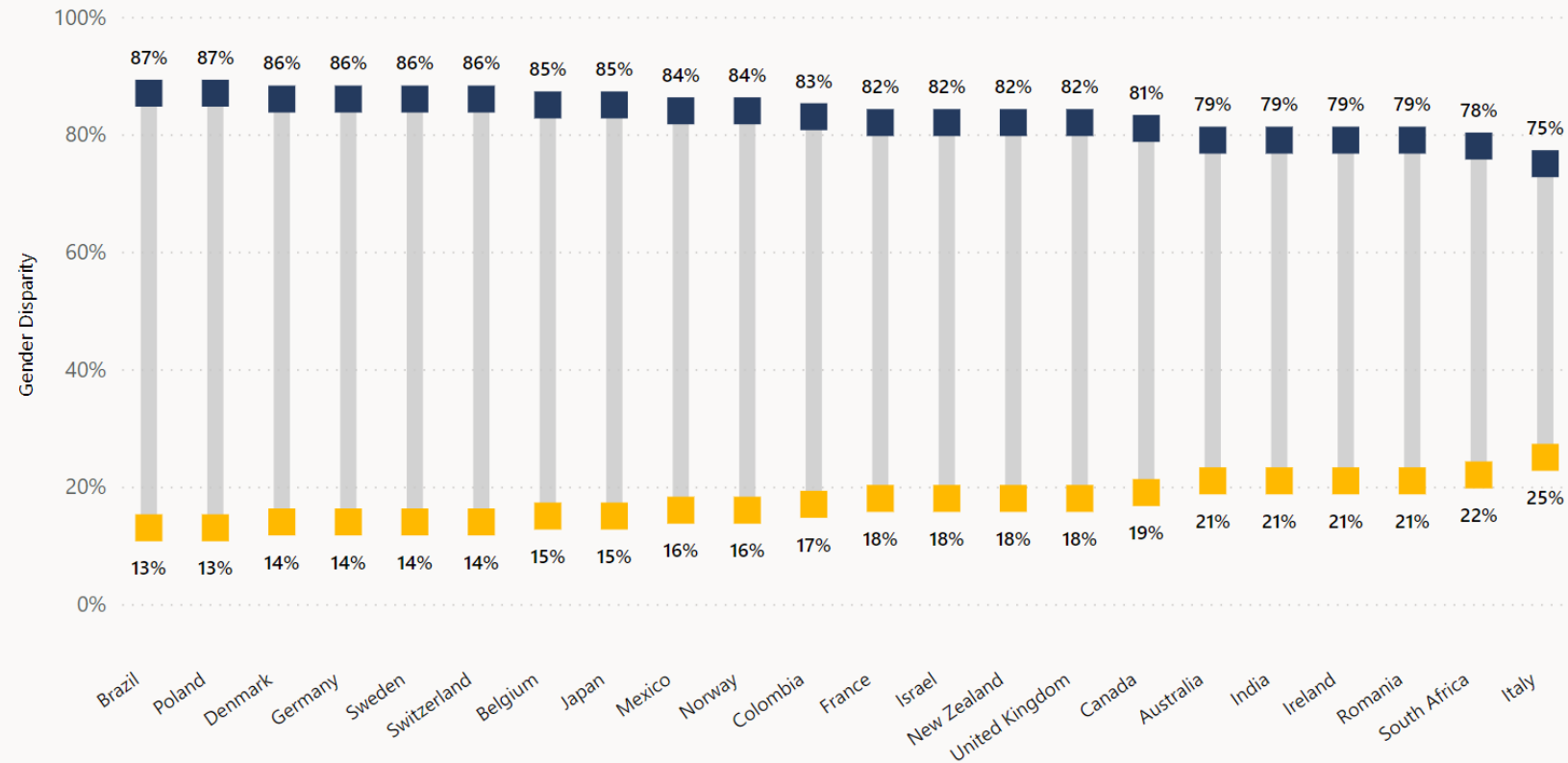


Source: Microsoft <https://blogs.microsoft.com/blog/2022/03/23/closing-the-cybersecurity-skills-gap-microsoft-expands-efforts-to-23-countries/>

Gender Disparity by Country - Global

Percent of Cybersecurity Professionals by Gender

■ Male ■ Female

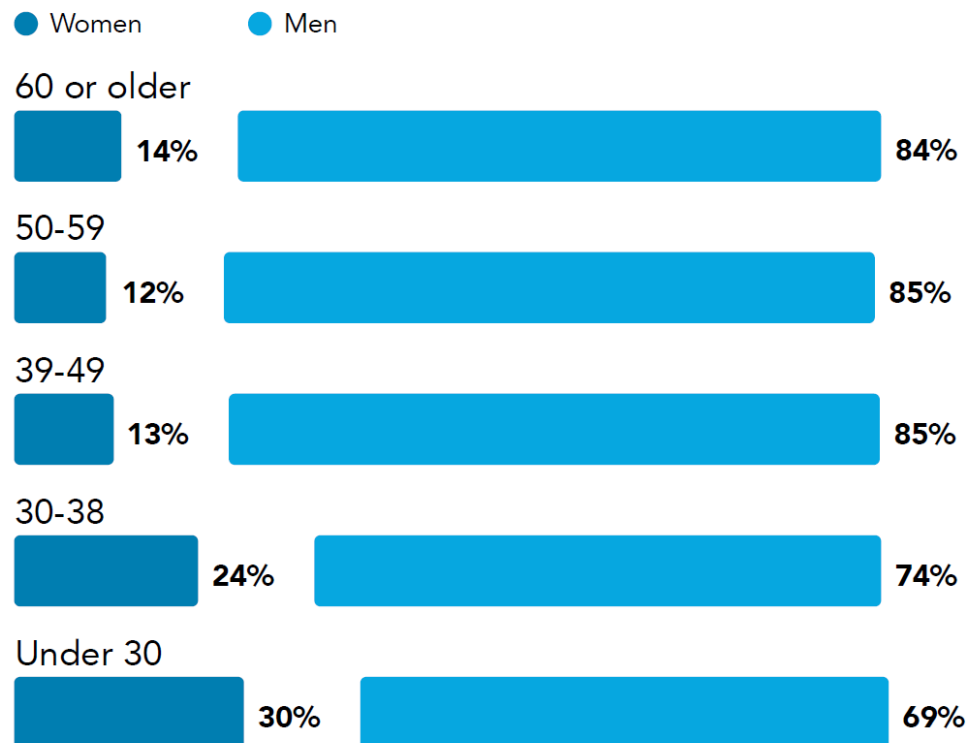


Data Source: LinkedIn

Note: Gender disparity data unavailable for South Korea.

Source: Microsoft <https://blogs.microsoft.com/blog/2022/03/23/closing-the-cybersecurity-skills-gap-microsoft-expands-efforts-to-23-countries/>

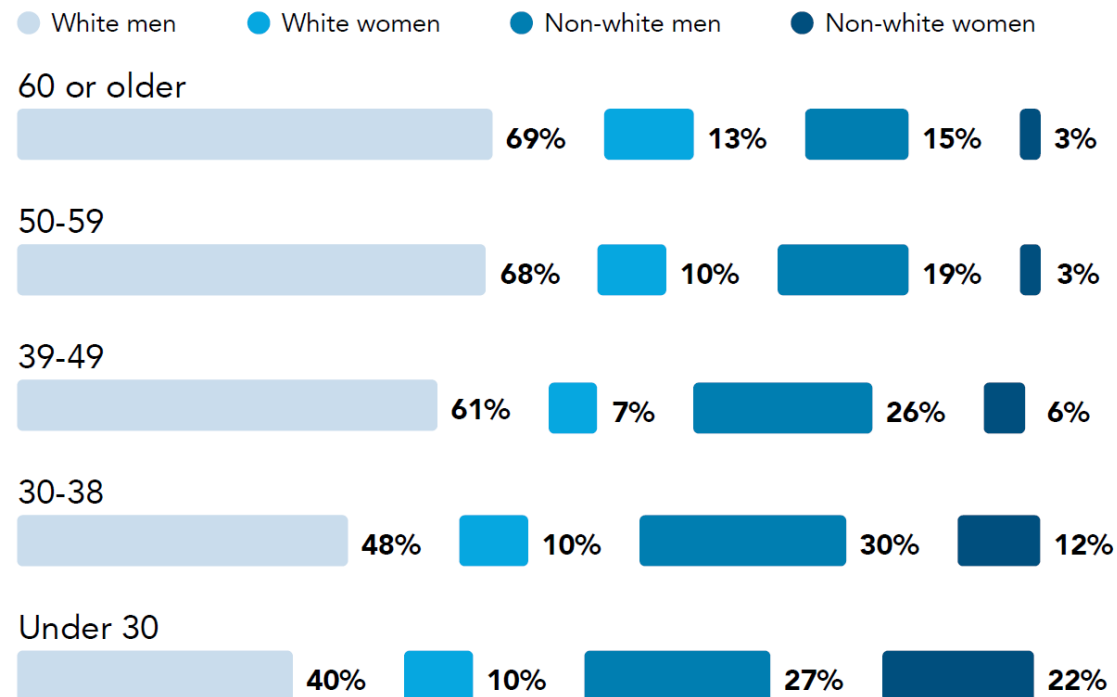
Age Group by Gender



Base: 11,155 global cybersecurity professionals

Note: The demographic distributions of gender, race and ethnicity should be considered a representation of the survey sample and not necessarily reflective of the cybersecurity industry as a whole.

Age Group By Race And Gender



Base: 4,266 cybersecurity professionals in the United States, Canada, United Kingdom and Ireland

Note: The demographic distributions of gender, race and ethnicity should be considered a representation of the survey sample and not necessarily reflective of the cybersecurity industry as a whole.

(ISC)² Cybersecurity Workforce Study, 2022

Source: (ISC)² Cybersecurity Workforce Study 2022 <https://www.isc2.org/Research/Workforce-Study#>

OWASP Frankfurt Mentoring Program



PLAN

1. Objectives and Indicators

- Purpose: **Focused on promoting diversity and inclusion within the InfoSec/AppSec industry and allow people from different backgrounds to change their career into security and encouraging contribution to OWASP projects and the OWASP community.**
- Type of mentoring: Group mentoring (1 mentor - group of mentees). Mentor-guided and mentee-driven.
- Tracks: Builders (developers), Breakers (testers, red team), and Defenders (DevOps, blue team).
- Timeline: min 6 months - max 12 months, Ideal: 8-10 months.
- Frequency to meet: 1 per month (1-1.5h).
- Setting: preferably virtual for mentoring, hybrid or face-to-face for workshops and events
- Flexibility about how the mentor-mentees are going to work.
- Indicators:
 - How many mentors?
 - How many mentees?
 - How many successful partnership created?

2. Eligibility criteria and Enrollment process

Mentor:

- Define requirements for be mentor: skills, experience, be able to commit time. Paid OWASP member
- Outline **benefits to be mentor**:
 - Developing mentoring/coaching skills
 - Enhancing communication skills
 - Enhancing leadership skills
 - Enhancing delivering feedback skills
 - Becoming a good listener
 - Increased self-confidence
 - Increased self-awareness
 - Gain new and different perspectives
 - Networking opportunities
 - Personal satisfaction
- Define enrollment process for mentors

Mentee:

- Define requirements for be mentee. Paid OWASP member
- Outline **benefits to be mentee:**
 - Developing technical knowledge or skills
 - Being supported, encouraged and empowered in professional development
 - Being helped to identify and achieve career goals
 - Gain new and different perspectives
 - Increasing self-confidence
 - Increasing self-awareness
 - Networking opportunities
- Define enrollment process for mentees.

3. Communication

- Teaser, Let people know that the program is coming and is going to be here soon
- All the benefits for mentors and mentees
- How easy is going to enroll
- Ongoing communications: take advantages of events/webinars, advertisement, newsletter, enrollment reminders

4. Matching/Peering

- Define matching criteria, matching questions.
- Profiles mentors/mentees

IMPLEMENT

1. Setup enrollment

- Make it easy

2. Communicate the program

- Objectives, structure of the program, commitment...

3. Enroll mentors & training for mentors

- Mentors should be enroll first before starting enrolling mentees to make sure to get a good solid pool of mentors
- Training for mentors: one session
 - To make sure the mentors fully understand what their role is, the program...
 - Clarify questions
 - Advice on how to be a good mentor

4. Enroll mentees & training for mentees

5. Matching

6. Formal Kick-off

7. Formal Closure/Celebrating together

EVALUATE

- How many mentors enrolled?
- How many mentees enrolled?
- How many relationships were made?
- Make sure mentor-mentees had their first meeting
- Mentee-Mentor Midpoint Survey (after 3 months)
- Mentee-Mentor Exit Survey (after 6 months)

MANAGE

- Mentoring Program Manager
- Marketing: Keeping the program alive
 - slack workspace only for mentors
 - slack workspace for all mentors/mentees. Channels: general, announcements, resources, celebrate...
- Credit mentors.. e.g Mentor of the month/quarter