OWASP Frankfurt Mentoring Program

Program Framework
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Cybersecurity Talent Gap

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

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

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Gender Disparity by Country - Global

Source: Microsoft [https://blogs.microsoft.com/blog/2022/03/23/closing-the-cybersecurity-skills-gap-microsoft-expands-efforts-to-23-countries/]
Source: (ISC)² Cybersecurity Workforce Study 2022 [https://www.isc2.org/Research/Workforce-Study#](https://www.isc2.org/Research/Workforce-Study#)
OWASP Frankfurt Mentoring Program

MENTORING

SUCCESS
DIRECTION
GOAL
MOTIVATION
MENTOR
TRAINING
SUPPORT
ADVICE
MENTORING
KNOWLEDGE
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 being a mentor: skills, experience, and ability to commit time. Paid OWASP member.
- Outline benefits for being a 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