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# Can Neurodiversity help close the job gap in Cyber Security?

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# Today's Challenges

- Cybersecurity attacks growing in an exponential rate
- Increased government regulations on data privacy
- Worldwide cybersecurity workforce shortage

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# Job Demands

- Globally, the shortage of cybersecurity professionals is estimated to be 3.5 Million by 2025
- USA alone has 714,548 total cybersecurity job openings (2022)

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# Neurodiversity in the cybersecurity workplace

- Neurodiversity describes how the brain learns, thinks, and responds to others and its environment.
- Neurodiversity Paradigm - The umbrella term given to name the conditions within Neurodiversity.
- Neurotypical - A person with neurocognitive standards. Undiagnosed or neurotypical person.
- Neurodivergent: Having neurocognitive functions outside of cultural norms. A person with a medical diagnosis or consistent symptoms. This is how many individuals with a Neurodiverse condition like to be referred to.
- Neurodiverse refers to individuals with varying neurocognitive functioning. Neurotypical, autistic, and dyslexic persons.
- Neurocognitive describes how a person processes information or situations. Ability to process, retain, and retrieve information.
- Neurovarient – Another term often used to describe normal variation in human brain function. This term can be favored over neurodiversity.
- Neurominority – A term describing the minority of individuals who are affected by a condition included in the neurodiversity paradigm. It reflects they are the minority of individuals who's brain function and cognitive process are different.
- Allistic – term used to describe 'non autistic' individuals.

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# Neurodiversity in the cybersecurity workplace

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# Achieving this vision

- Individuals with autism have a unique set of valuable skills which can help to meet the cybersecurity skills shortage.
- They often possess valuable traits such as “attention to detail, the ability to focus for long periods and identify patterns, photographic memory, integrity, and honesty.”