

3.4 Risks and Lessons Learnt

Category	Risks	Likelihood (High/ Medium/ Low)	Impact (High/ Medium/ Low)	Mitigating measures
Labour	Labour demand for cybersecurity skills is not sufficient or sustainable to absorb project beneficiaries.	L	M	<p>The project will carry out communication and awareness-raising campaigns on the benefits and challenges of working on cybersecurity, targeting students, professionals from other fields and the general public, highlighting the social and economic value of this activity, and integrating a gender, HRBA, and disability-inclusive perspective;</p> <p>Creating collaborative platforms and networks between actors involved in the cybersecurity sector, such as businesses, universities, research centres, public administrations and social organisations, facilitating the exchange of information, experiences and job opportunities;</p> <p>Organising cybersecurity talent recruitment and selection events and activities, such as fairs, competitions, hackathons, etc., to identify and recruit the most suitable candidates for each position and company.</p>
Labour	Difficulties in identifying and contracting cybersecurity mentors or coaches with the necessary experience and capacity to implement the project activities.	M	M	<p>Exchange of specialists will be created between El Salvador and Panama to speed up the specialisation of project staff.</p> <p>Taking advantage of the alliance with a top-level company in the cybersecurity sector so that, at the first stages of the project, specialists will be facilitated by signature and speed up the process of transferring and building capacity in the country.</p>
Connectivity and technological infrastructure	The connectivity and technological infrastructure is not sufficient or trusted to ensure access to and quality of cybersecurity services and training of	M	H	<p>Develop feasibility study to expand and install a CReC in El Salvador with emphasis in cybersecurity and Artificial Intelligence (AI).</p> <p>To collaborate with the SIP and the IDB lending operation, with which a data centre will be promoted at national level.</p>