

Developing military cyber workforce in a conscript armed forces : recruitment, challenges and options

Sömer, Tiia; Lorenz, Birgy; Ottis, Rain 14th International Conference on Cyber Warfare and Security (ICCWS 2019) : Stellenbosch University, South Africa, 28 February - 1 March 2019 : proceedings 2019 / p. 413–421 <http://toc.proceedings.com/48113webtoc.pdf>
["ICCWS 2019"](#)