Accelerating Cyber Careers

Pre-Proposal Conference
Wednesday, September 4th, 2024

1:00 PM – 2:00 PM

Mary Keller

Director, Office of Strategic Initiatives
Division of Workforce Development and Adult Learning
Maryland Department of Labor

Agenda

- Welcome
- Housekeeping Items
- Accelerating Cyber Careers Background
- Eligibility, Funding, and Period of Performance
- Priority Areas
- Application Format and Submission
- Awards and Timeline
- Reporting Requirements
- Questions and Next Steps

Housekeeping Items

- Please include your name and organization in the chat.

- Remain on mute.

- Questions may be typed into the chat.

- All questions and answers received during this conference will be posted on the Accelerating Cyber Careers [website](#) by Friday, September 13, 2024. FAQs will be updated periodically.

- This presentation will be shared with attendees via email after the conference.

Accelerating Cyber Careers Background

- ACC is the first initiative launched through the Talent Innovation Fund (TIF), enacted by the Maryland General Assembly in 2024

- TIF is meant to increase access to high quality job training to meet skill needs in Maryland's prominent and emerging industry sectors, including:

  - **Cybersecurity**
  - Healthcare
  - Biotechnology
  - Manufacturing
  - Artificial intelligence

- TIF is administered jointly between the Governor's Workforce Development Board and Maryland Department of Labor.

Accelerating Cyber Careers Background

- Goal is to bolster the talent pipeline of highly-skilled cybersecurity professionals by providing in-demand training that incorporates the use of a **cyber range**.

- Cyber Ranges are interactive, simulated platforms and representations of networks, systems, tools, and applications.

- Successful applicants will:
  - Engage stakeholders, including employer and industry partners, in curriculum and scenario development; and
  - Demonstrate that training will lead directly to employment, credential attainment, and/or advancement in the industry.

- Applicants **MUST** include detailed letters of commitment from **five** employer partners.

Accelerating Cyber Careers Background

Applicants are responsible for developing a recruitment to placement framework, including:

- Recruitment and Screening
- Case management
- Wrap-around services
- Career Coaching
- Job Placement and Advancement

Applicants are **strongly encouraged** to partner with organizations to support these functions.

- Examples include Local Workforce Development Areas, Non-Profit Organizations, For-Profit Sector Businesses, Industry Associations, Local and Regional Economic Development Entities, and Registered Apprenticeship Sponsors

Eligible Applicants

- Employers
- Institutions of Higher Education
- Tax Exempt Organizations (non-profit organizations)
- Public Agencies (units of state, local, and/or municipal government)
- Local Workforce Development Boards
- Registered Apprenticeship Sponsors
- Residents of the State of Maryland

Funding and Period of Performance

- $1.8M available, no funding ceiling
- Grant is based on reimbursable funding
- 36-month period of performance, with the option of 12 months for planning and 24 months of performance
- Allowable costs include:
  — Supportive Services
  — Subsidized wages
  — Grantee's administrative costs
  — Costs associated with training (capital costs associated with outfitting cyber range infrastructure, instructor costs, curriculum development, materials and supplies, certification costs, etc.)

Priority Areas of ACC

- Serving populations typically underserved in cybersecurity

- Bridge programming for graduates of two- and four-year institutions of higher education and military

- Industry-driven programming with clear employer engagement during the development of and throughout project

- Clear and direct pathways to unsubsidized employment that provide family-sustaining wages

Priority Areas of ACC

- Career advancement strategies including consideration of Registered Apprenticeship

- Braided or leveraged funding from public, private, and/or philanthropic funding streams and/or in-kind support

- Demonstrated willingness to provide use of cyber range for purposes other than occupational training (e.g. capture the flag events, immersion activities)

- Geographic diversity

- Regional consortiums

Application Format and Submission

To be considered for grant funds, applicants <u>must</u> submit:

- Attachment A (Narrative)
- Attachment B (Budget)
- At least five letters of commitment from employer partners

Optional

- Letters of commitment from other entities (see Section IIC)

Application Format and Submission

- All application materials should be submitted in a **single email** to Mary Keller (mary.keller@maryland.gov) by 11:59 PM on October 4, 2024.

- Attachment A (narrative) should not exceed 20 pages (letters of commitment do not count towards 20-page max)

- Attachment B may be submitted as a standalone document in native excel format.

- No template. See **Section II – General Provisions and Other Requirements** for required information.

- Strongly encourage including prompts for clear review.

Attachment A - Narrative

Narrative must include:

- Target region and geographic scope for project, including Labor Market Information

- Target population for training

- Information on employer engagement around skills gap identification, curriculum development, key uses of cyber range

- Plan for development of curricula including specific information on training

- Description of employer engagement around connecting students to employment

- Capabilities and technical specifications of cyber range

- Security posture of the user cyber range environment

Attachment A - Narrative

- Description of how students will be recruited for training
- Detailed description of supportive services offered, including what entity will provide these services
- Past performance on a similar project
- Expected outcomes over a 36-month period of performance
- Detailed timeline for planning and implementation
- Description of how the project will infuse and advance equity
- Sustainability plan
- Description of leveraged resources used to support the project

Supportive Services

- Assistant obtaining a driver's license

- Transportation assistance

- Uniforms, tools, related equipment – this may include access to technology or internet

- Child or dependent care

- Application Fees

- Clothing for Interviews or Job Fairs

- Stipends

- Other Supportive Services deemed necessary and approved by Labor

Performance Outcomes

Within the narrative, the applicant must identify the following:

- Total number of participants placed into training;
- Total number of participants who receive hands-on training on a cyber range;
- Total number of participants who earn an industry-recognized credential;
- Total number of participants who complete training; and
- Total number of participants placed into unsubsidized employment.

Applicants may offer other metrics they will track.

Attachment B - Budget

- Template can be found on Accelerating Cyber Careers [website](#).

- Note there are two tabs: Budget Summary Form and Estimated Quarterly Expenditure. Both must be complete.

- Do not remove the formulas that are built in.

- Be as thorough as possible in the budget narrative.

- Leveraged Resources may be cash or in-kind.

Reporting Requirements

- Grantees will be required to track the ongoing progress of the training program on a **quarterly** basis.

- Monthly reports will consist of the following:

  — Narrative Report (programmatic)

  — Invoice (fiscal)

- Templates to be provided by Labor upon award

Awards and Timeline

Event	Date(s)
Solicitation Released	August 27, 2024
Pre-Proposal Conference	September 4, 2024
Applications due to MD Labor	October 4, 2024
Review Process	October 2024
Awards Announced	October 2024
Grants Start	November 1, 2024
Period of Performance	November 1, 2024 - October 31, 2027

Questions and Next Steps

- If your organization decides to move forward with developing a proposal, please submit an **Intent to Apply** notification to Mary Keller- an informal email is fine.

- If you choose **not** to submit an application and want to provide feedback for the purposes of improvement toward future grant opportunities developed by Labor, please email Mary Keller.

- All questions and answers received during this conference will be posted on the Accelerating Cyber Careers website by Friday, September 13, 2024. FAQs will be updated periodically.

- Questions will be accepted via email through **September 25, 2024**.

Thank you!

For questions on today's presentation, contact:

Mary Keller

Mary.keller@maryland.gov