



Getting Young People Engaged in Cybersecurity Registered Apprenticeship Program

Summary

ICF seeks to build the capacity of Registered Apprenticeship Programs (RAP) serving in-school youth ages 16-24 to enroll young people in a registered cybersecurity apprenticeship program. Through this effort, ICF seeks to enroll 225 youth apprentices a year or 1,100 in five years. The goal of this strategy is to develop, improve, and expand the number of in-school youth enrolled in a RAP.

Grant Submission Deadline: Continuous

Grant Period: September 2019 – June 2020

Funding Amount: Up to \$80,000 a year for 5 years (\$400,000 total) is available for Registered Apprenticeship Programs to enroll 225 new RAP apprentices a year or 1,100 total. Funding is allocated and will be annually invested in projects that are reasonable, feasible, and appropriate. ICF will reimburse \$350 for each new enrolled youth in a Registered Apprenticeship Program to the apprentice business/sponsor.

Project Overview

In June 2019, with support from the U.S. Department of Labor, Employment and Training Administration, Office of Apprenticeship, ICF launched the Cybersecurity Youth Apprenticeship Intermediary (CYAI) initiative to expand the number of Cybersecurity Registered Apprentices. ICF was awarded a contract to focus on cybersecurity.

ICF seeks to support education institutions wanting to expand the number of cybersecurity registered apprentices. Between September 2017 and August 2018, there were more than 300,000 cybersecurity job openings nationally in the private and public sectors. Hiring managers noted only 25% of applicants were qualified for these positions. ICF's CYAI incentive program is designed to address this critical cybersecurity shortage by increasing the number of in-school youth age 16-24 enrolled in a cybersecurity Registered Apprenticeship Program (RAP). Cybersecurity RAPs provide participants with on-the-job training while they learn the cybersecurity craft and receive industry-recognized credentials and certifications.

The goal of this strategy is to expand the number of cybersecurity youth registered apprenticeship programs and improve the quality of existing RAPs through customized technical assistance. To ensure these programs are successful, ICF wants to customize programs to meet the needs of their local employer

ICF is inviting RAP and education institutions interested in developing a Registered Apprenticeship program to apply for funding to develop or expand their cybersecurity apprenticeship program. In addition to financial support, selected awardees will receive technical support related to outreach, recruitment, orientation, training, curriculum, employment engagement, placement, and retention. Awardees will also have their profile raised through participation in challenge competitions, apprenticeship forums, and involvement in a community of practice.





Selected Sites Requirements

- Currently a Registered Apprenticeship Program or Applying to be a Registered Apprenticeship Program
- Designate a lead contact for the project who can serve as a liaison.
- Serve Youth between the ages of 16-24 at time of enrollment into the RAP.
- Submit participant information to ICF
- Partnerships with committed employers to place RAP participants
- Host, or willingness to host employer meetings, conferences, or forums connecting employers with apprentices
- Share innovations and lessons learned with broader apprenticeship community
- Participate in annual ICF-supported regional cybersecurity competition (a one-day or multi-day event)
- Develop a strategy to implement program beyond the term of the grant.

Responsibilities of ICF:

ICF will provide technical assistance to education institutions as they look to expand or develop their cybersecurity Registered Apprenticeship Program. This will include:

- Facilitating regular technical assistance calls with each education institution
- Providing opportunities for peer learning and exchange with awardees through monthly conference calls and peer-to-peer matching;
- Assisting awardees to engage employers in placing Registered Apprenticeship Programs participants
- Assisting in building brand awareness of the CYAI program
- Hosting apprenticeship forums to connect youth to employers
- Holding or supporting regional competitions to raise visibility of youth enrolled in the program.





Funding Opportunity

ICF will hold a continuous rolling application process until all \$80,000 have been obligated annually to enroll 225 young people ages 16-24 in a cybersecurity Registered Apprenticeship Program. Funds will be replenished in June 2020 to enroll an additional 225 registered apprentices. Selected sites will receive a portion of the funds based on the number of young people they are able to document and share with ICF. Documented information must include:

- Apprentice Last Name
- Apprentice First Name
- Apprentice Middle Name
- Apprentice Suffix
- Employment Status
- Date of Birth
- Apprentice Registration Date
- Apprentice State Date
- Gender
- Apprentice Street Address
- Apprentice City
- Apprentice State
- Apprentice 5-Digit Zip Code
- Primary Telephone
- Ethnicity/Race
- Veteran Status
- Apprentice Education Status
- Occupation 8-digit O*NET Code
- Entry Wage
- Expected Completion Date

Programs applying to become awardees should have a proven record of success in registering young people into a RAP.

Once selected, awarded RAPs will remain in the eligible pool for funding and not need to submit a new application each year.





Proposal Instructions

To be considered for a grant award, applicants are required to submit the following:

Completion of Application Cover (attached)

1. *Completion of Application Cover (attached)*
2. A narrative (1-2 pages) that includes the *a description of the Cybersecurity Registered Apprenticeship Program*: This should include information on the program, the number of participants currently enrolled, certifications earned, number of students seeking funding for support, program duration, and the names of companies that attendees are placed in. Also provide information on the technical assistance the RAP would be interested in receiving from ICF.

Selection Process and Criteria

ICF will review proposals and select awardees on a rolling basis. Selection criteria will be based on:

- Employers commitments in writing to sponsor Registered Apprentices, with details on number of registered apprentices that start and complete their apprenticeship.
- Demonstrated performance as a Registered Apprenticeship Program
- A strong commitment to enrolling young people in a Registered Apprenticeship Program and placement in cybersecurity careers
- Demonstrated commitment to host an apprenticeship forum and/or employer engagement conference
- Support to expand the cybersecurity Registered Apprenticeship brand through involvement in a challenge competition and participation in sharing of promising practices.

Application Submission

If you have questions or would like more information, contact: CYAI at CYAI2024@icf.com

Please submit all application materials to ICF at: CYAI2024@icf.com





Application Cover

Name of Registered Apprenticeship Program: _____

Contact Name: _____

Address: _____

Phone: _____ Email: _____

Is the Applicant Currently a Registered Apprenticeship Program: Yes No

*If yes, provide Information to Confirm Registered Apprenticeship

*If no, provide information about becoming a Registered Apprenticeship Program

Is the Cybersecurity Program a Newly Developed Registered Apprenticeship Program: Yes No

Is this an expansion application of an existing Cybersecurity Registered Apprenticeship Program:

Yes No

Projected number of students that will enter Cybersecurity Registered Apprenticeship as a result of ICF funding: _____

Reimbursements will be based on participant information shared with ICF. Do you agree to share required information with ICF Yes No

* ICF will reimburse \$350 for each new Registered Apprenticeship participant entered into the NPRS tracking system. (Pre-apprenticeship is not an eligible reimbursable expense.)

Do you have industry support for enrollees Yes No

* If yes, attach a letter of support from each employer committing to sponsor and hire a cybersecurity registered apprentice

Are you willing to encourage participants to engage in a challenge competition, supported by ICF:

Yes No

Are you willing to host an employer engagement meeting or apprenticeship forum? : Yes No

Upon Award Awardees will need to provide:

- W-9
- Signed Copy of CYAI Program Manual

