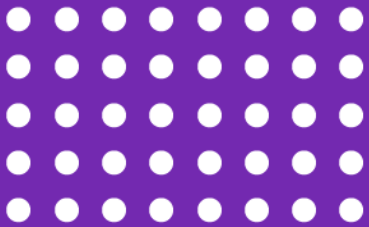


Applicant's Webinar: NICE RAMPS Funding Opportunity

June 13, 2023



Susana
Barraza



Rodney
Petersen



Danielle
Santos



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Welcome and NICE Overview

Susana Barraza
NICE Program Manager

Mission of NICE

To energize, promote, and coordinate a robust community working together to advance an integrated ecosystem of cybersecurity education, training, and workforce development.



Values of NICE

Seek Evidence

Pursue Action

Challenge Assumptions

Embrace Change

Stimulate Innovation

Foster Communication

Facilitate Collaboration

Share Resources

Model Inclusion

Measure Results





Strategic Alignment with Key Strategies

Rodney Petersen
Director of NICE

NICE Strategic Plan

Goal #1: Promote the Discovery of Cybersecurity Careers and Multiple Pathways

Goal #2: Transform Learning to Build and Sustain a Diverse and Skilled Workforce

Goal #3: Modernize the Talent Management Process to Address Cybersecurity Skills Gaps

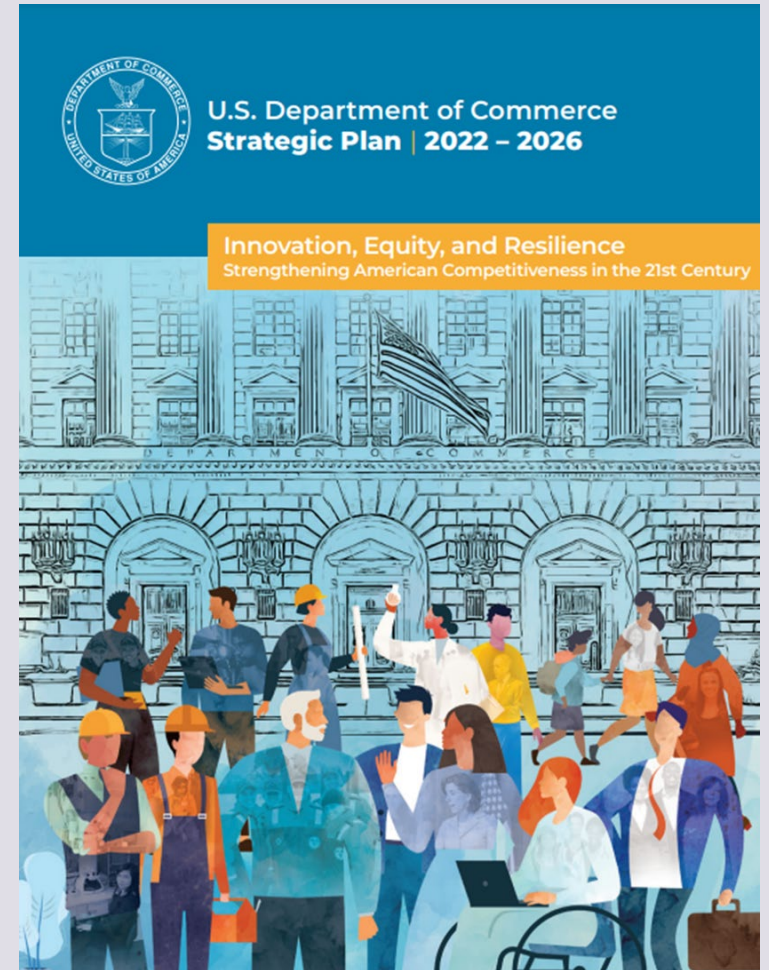
Goal #4: Expand Use of the Workforce Framework for Cybersecurity (NICE Framework)

Goal #5: Drive Research on Effective Practices for Cybersecurity Workforce Development

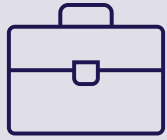


Department of Commerce's Strategic Plan

Objective 2.2: Build sustainable, employer-driven career pathways to meet employers' need for talent and to connect Americans to quality jobs



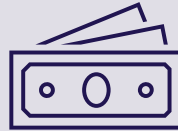
Department of Commerce and the Department of Labor's “Good Jobs Principles”



Recruitment
and Hiring



Diversity, Equity,
Inclusion, and
Accessibility (DEIA)



Pay



Benefits



Skills and Career
Advancement



Job Security and
Working Conditions



Organizational
Culture



Empowerment
and
Representation



UNITED STATES DEPARTMENT OF COMMERCE



UNITED STATES DEPARTMENT OF LABOR

GOOD JOBS PRINCIPLES

Good jobs are the foundation of an equitable economy that lifts up workers and families and makes businesses more competitive globally. They allow everyone to share in prosperity and support local communities and the entire U.S. economy. Workers know the value of a good job that provides stability and security for them and their families. All work is important and deserving of dignity. Many companies recognize that providing good quality jobs – that make them an employer of choice – creates a clear competitive advantage when it comes to recruitment, retention, and execution of a company's mission.

The Departments of Commerce and Labor have partnered to identify what comprises a good job. These eight principles create a framework for workers, businesses, labor unions, advocates, researchers, state and local governments, and federal agencies for a shared vision of job quality.

Recruitment and Hiring: Qualified applicants are actively recruited – especially those from underserved communities. Applicants are free from discrimination, including unequal treatment or application of selection criteria that are unrelated to job performance. Applicants are evaluated with relevant skills-based requirements. Unnecessary educational, credentials and experience requirements are minimized.

Benefits: Full-time and part-time workers are provided family-sustaining benefits that promote economic security and mobility. These include health insurance, a retirement plan, workers' compensation benefits, work-family benefits such as paid leave and caregiving supports, and others that may arise from engagement with workers. Workers are empowered and encouraged to use these benefits.

Diversity, Equity, Inclusion, and Accessibility (DEIA): All workers have equal opportunity. Workers are respected, empowered, and treated fairly. DEIA is a core value and practiced norm in the workplace. Individuals from underserved communities do not face systemic barriers in the workplace. Underserved communities are persons adversely affected by persistent poverty, discrimination, or inequality, including Black, Indigenous, people of color; LGBTQ+ individuals; women; immigrants; veterans; individuals with disabilities; individuals in rural communities; individuals without a college degree; individuals with or recovering from substance use disorder; and justice-involved individuals.

Empowerment and Representation: Workers can form and join unions. Workers can engage in protected, concerted activity without fear of retaliation. Workers contribute to decisions about their work, how it is performed, and organizational direction.

Job Security and Working Conditions: Workers have a safe, healthy, and accessible workplace, built on input from workers and their representatives. Workers have job security without arbitrary or discriminatory discipline or dismissal. They have adequate hours and predictable schedules. The use of electronic monitoring, data, and algorithms is transparent, equitable, and carefully deployed with input from workers. Workers are free from harassment, discrimination, and retaliation at work. Workers are properly classified under applicable laws. Temporary or contractor labor solutions are minimized.

Organizational Culture: All workers belong, are valued, contribute meaningfully to the organization, and are engaged and respected especially by leadership.

Pay: All workers are paid a stable and predictable living wage before overtime, tips, and commissions. Workers' pay is fair, transparent, and equitable. Workers' wages increase with increased skills and experience.

Skills and Career Advancement: Workers have equitable opportunities and tools to progress to future good jobs within their organizations or outside them. Workers have transparent promotion or advancement opportunities. Workers have access to quality employer- or labor-management-provided training and education.

Highly Effective Workforce Investments...

- Are employer led
- Are guided by multiple community partners
- Include wrap-around services
- Increase diversity, equity, and inclusion
- Prioritize proven earn and learn models
- Lead to stackable, industry-recognized credentials
- Measure and evaluate outcomes
- Build sustainable systems and partnerships
- Connect workforce development to economic development
- Are coordinated across the federal government
- Encourage the use of other government and private funding



Regional Alliances and Multistakeholder Partnerships to Stimulate (RAMPS) Cybersecurity Education and Workforce Development

Danielle Santos

NICE Manager of Communications & Operations

Purpose and Scope

2016 Pilot Program

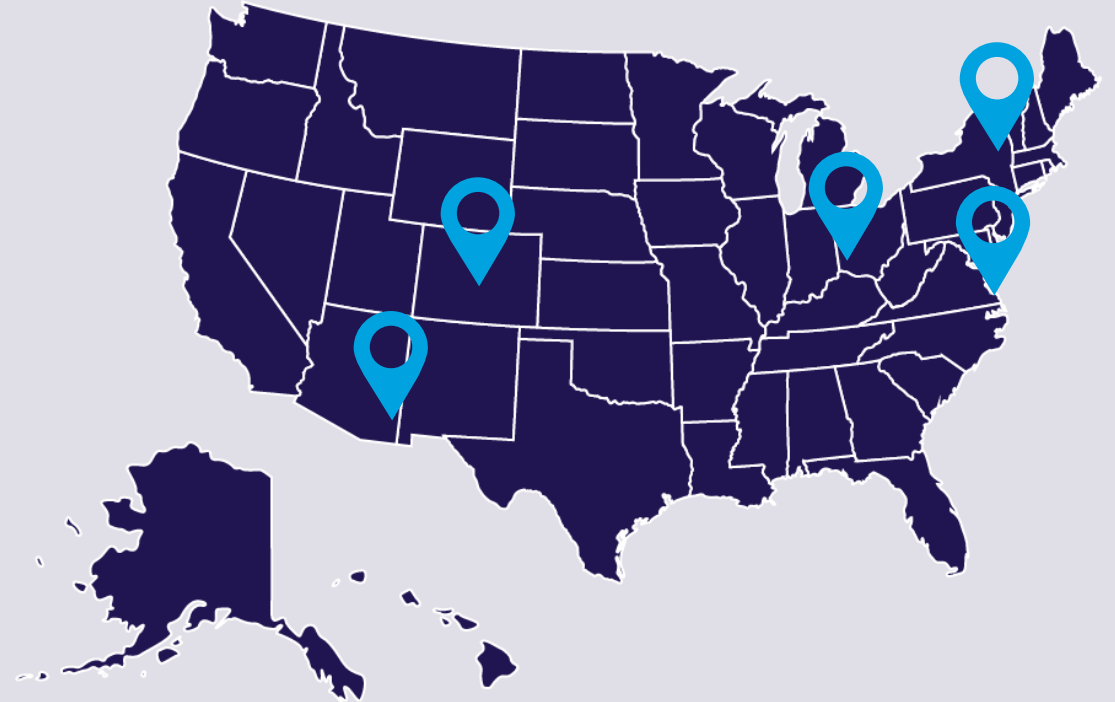
Southwest Region: Arizona Statewide Cyber Workforce Consortium

Western Region: Cyber Prep Program

Central Region: Cincinnati-Dayton Cyber Corridor (Cin-Day Cyber)

Mid-Atlantic Region: Hampton Roads Cybersecurity Education, Workforce, and Economic Development Alliance (HRCyber)

Northeast Region: The Partnership to Advance Cybersecurity Education and Training (PACET)



A Roadmap for Successful Regional Alliances and Multistakeholder Partnerships to Build the Cybersecurity Workforce

NISTIR 8287

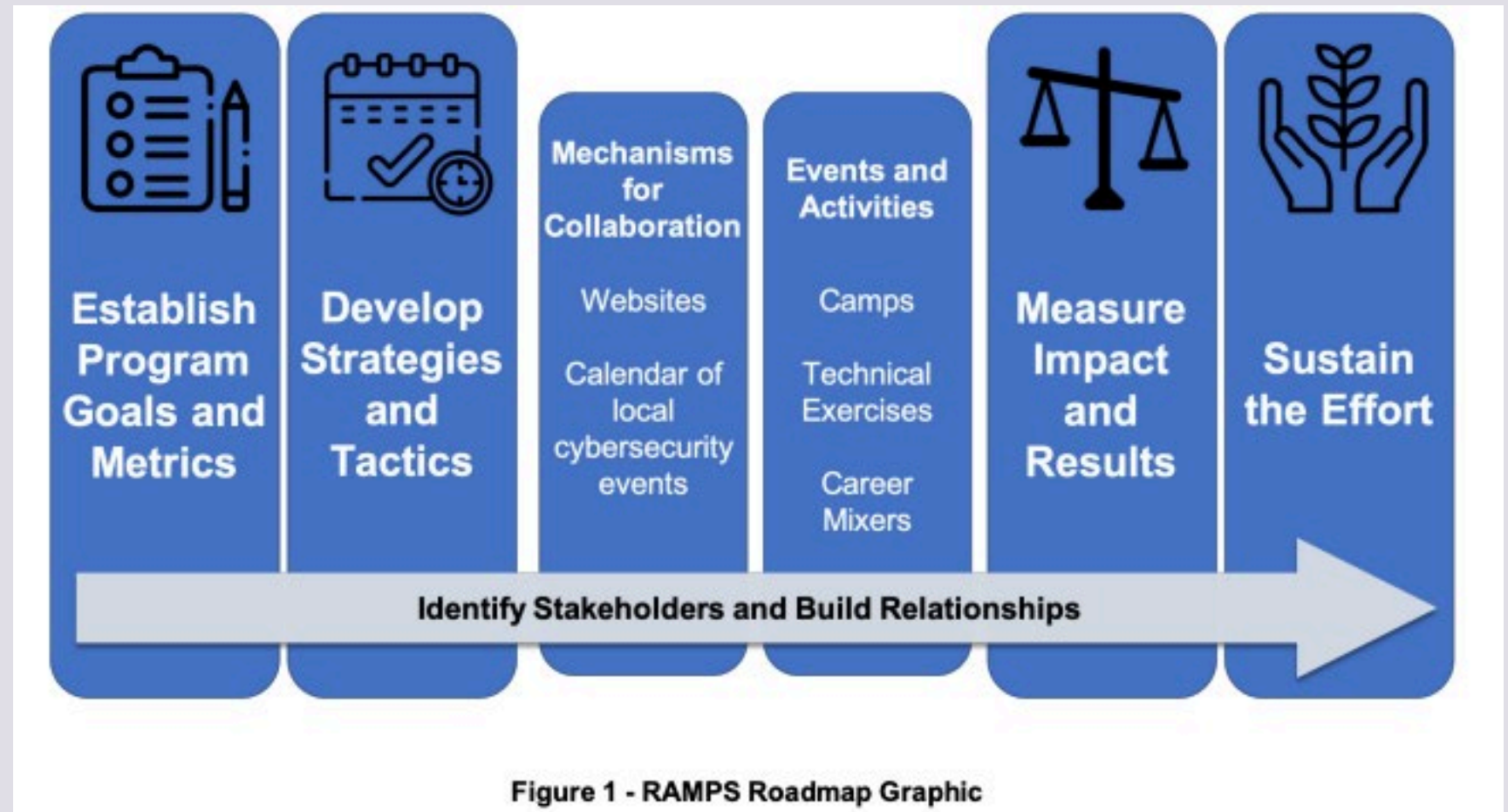


Figure 1 - RAMPS Roadmap Graphic

<https://doi.org/10.6028/NIST.IR.8287>

2023 RAMPS Notice of Funding Opportunity

Eligible Applicants: **all non-Federal entities**

- non-profit organizations
- for-profit organizations incorporated in the United States
- state, local, territorial, and Indian tribal governments
- accredited institutions of higher education
- foreign public entities and foreign organizations

**individuals and unincorporated sole proprietors are not considered “non-Federal entities” and are not eligible to apply under this NOFO*

Program Requirements

- Plan to establish a multistakeholder education and workforce partnership that includes, at minimum:
 - One institution of higher education or nonprofit training organization
 - One local employer or owner or operator of critical infrastructure
- Partnerships are encouraged to have participation from one or more:
 - Federal Cyber Scholarship for Service programs
 - National Centers of Academic Excellence in Cybersecurity programs
 - Advanced Technological Education programs
 - Elementary and secondary schools
 - Training and certification providers
 - Economic development organizations
 - Other community organizations

Applicants Project Must

- Demonstrate how the activity aligns with the Department of Commerce Strategic Plan, meets the Effective Workforce Investment Criteria, and advances the Good Jobs Principles.
- Prioritize Diversity, Equity, Inclusion, and Accessibility as an essential requirement in strategies intended to diversify the cybersecurity workforce and reach underserved and underrepresented communities.
- Ensure that the partnership is employer-led, community-focused, learner-centered, standards-based, and outcomes-driven.
- Describe planned initiatives that align to the goals and objectives of the NICE Strategic Plan or help support the strategies of the NICE Implementation Plan.
- Advance uses of the NICE Framework, including through demonstration of how the stakeholders intend to use the NICE Framework.
- Identify the workforce needs of the local economy and assess such workforce in accordance with the NICE Framework, including ideas for how the multistakeholder organization would leverage the CyberSeek job heat map and career pathways.

Applicants Project Must (cont.)

- Identify opportunities available and recruit employers to support paid internships, externships, apprenticeships, or cooperative education programs in conjunction with education and training providers in the local community.
- Identify how it would collaborate with one or more Center of Academic Excellence in Cybersecurity (CAE), Advanced Technological Education (ATE) programs, or Federal CyberCorps Scholarship for Service (SFS) institutions located in the region.
- Define metrics that will be used to measure the success of their efforts. Metrics should include but not be limited to the number of CAE and ATE programs that participate in the program, outcomes of workforce demand and supply assessment, increases in diversity and inclusion, outcomes of recruitment activities, timeliness of milestones reached, etc.



Application Contents and Evaluation Criteria

Application Content – Required Forms

- SF 424, Application for Federal Assistance
 - SF-424A, Budget Information - Non-Construction Programs
 - SF-424B, Assurances - Non-Construction Programs
- CD-511, Certification Regarding Lobbying
- SF-LLL, Disclosure of Lobbying Activities (if applicable).

Application Content - Technical Proposal

- Project Narrative (15 pages maximum)
 - Executive Summary (no more than 2 pages)
 - Project Approach and Project Execution Plan
 - Project Impacts and Evaluation
 - Qualifications
 - Dissemination Plan
- Resume(s) of Key Personnel (2 pages per person)

Application Content - Technical Proposal (cont.)

- Budget Narrative and Justification
 - Information needed for each budget category is as follows:
 - Personnel, Fringe Benefits, Travel, Equipment, Supplies, Contractual (i.e., Contracts or Subawards, Other Direct Costs, Indirect Costs
- Indirect Cost Rate Agreement
- Letters of Commitment
- Current and Pending Support Form

Evaluation Criteria

- Rationality of Execution and Strength of Partnerships (35 points)
- Project Impact and Dissemination of Results (35 points)
- Staff and Institution Capability to Perform the Work (15 points)
- Match of Budget to Proposed Work (15 points)



Administrative Requirements

Nicole Saulnier
NIST Grants Officer

General Rules of Thumb...

Budget format

- Costs should be placed under the applicable budget categories of Personnel, Fringe Benefits, Travel, Equipment, Supplies, Contractual, Other, and Indirect Charges.
- The total dollar amounts listed under each budget category in the Budget Narrative must match the dollar amounts listed on the SF424A.
- Cost computations and written justification must be provided for all costs in the Budget Narrative.
- The Budget Narrative and the SF-424A should include both Federal and Non-Federal amount as part of the required 50% cost share under the NOFO.
- Best estimates are acceptable.

Budget Narrative Content

a. Personnel

- Name or TBD
- Job title
- Commitment of effort on the proposed (average number of hours per week or percentage of time)
- Salary rate
- Description of the role and the work to be performed

* Consultants/contracted personnel should be listed under the Contractual budget category.

* Include sufficient time for reporting requirements.

Budget Narrative Content

b. Fringe Benefits

- Identified separately from salaries and wages.
- Based on rates determined by organizational policy.
- Costs included as fringe should not be charged under another cost category.

c. Travel

- Include: destination; travel dates or duration of trip; names of travelers or number of people traveling; transportation rate; lodging rate; subsistence rate (per diem); and description of how travel is directly related to the project.
- For travel that is yet to be determined or destinations that are not known, provide best estimates based on prior experience.
- Become familiar with the Fly America Act if proposing foreign travel

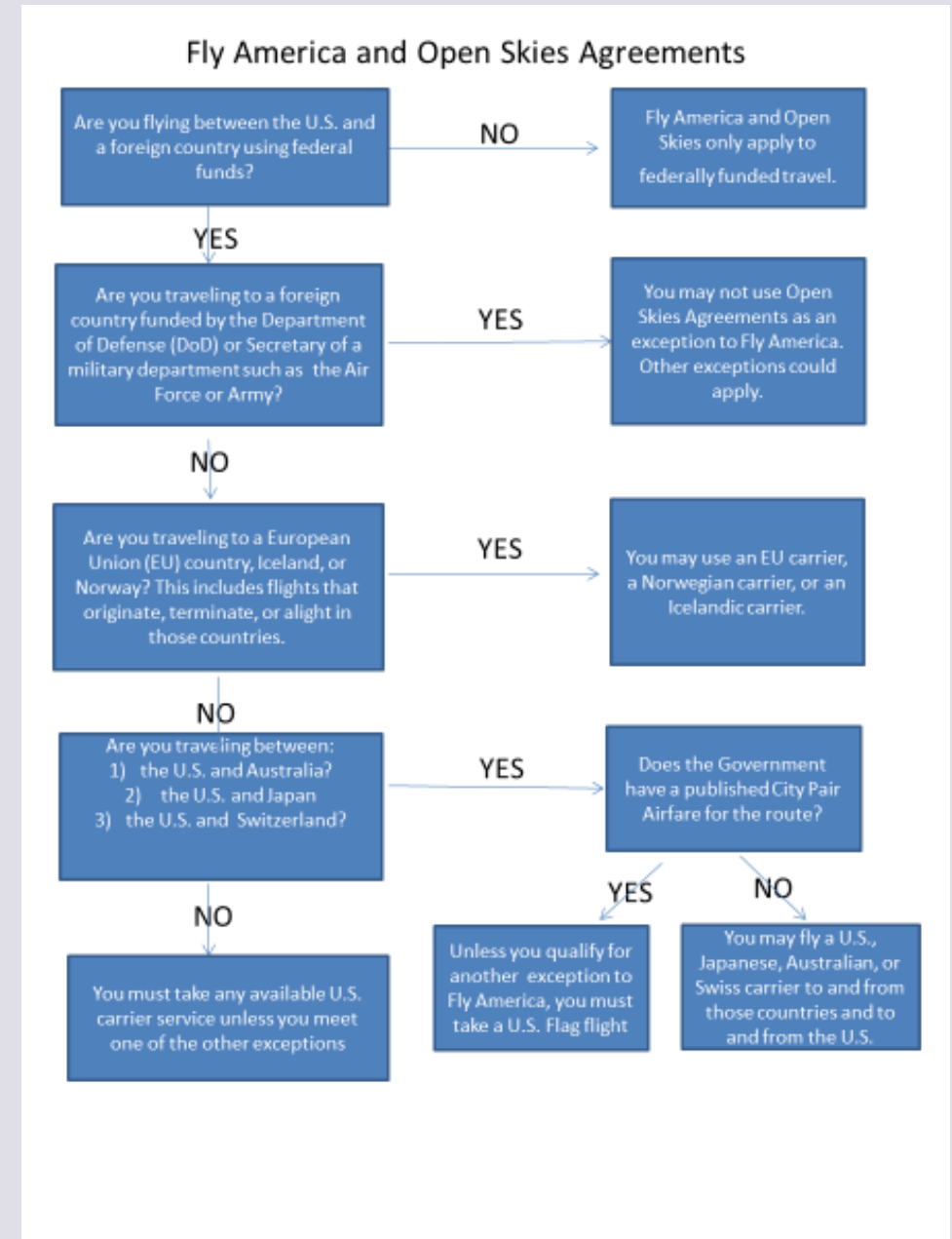
Fly America Act

49 U.S.C. 40118

All air travel funded by the federal government under Financial Assistance is required to use a "U.S. flag" air carrier service.

There are some circumstances where it's not reasonable to use a U.S. flag air carrier, and you can make an exception to the Fly America Act. Please review policy for specifics.

However, ticket cost and convenience are NOT exceptions to the Fly America Act.



Budget Narrative Content

d. Equipment

- Defined as: property with an acquisition cost of \$5,000 or more and expected service life of more than one year (unless the organization has established lower levels).
- Items that do not meet the threshold for “equipment” may be placed under the Supplies budget category.
- Identify each piece of equipment, the cost, and provide a description of how it will be used and why it is necessary for the successful completion of the project.
- Prorate costs for equipment that will be used for other purposes besides project-related effort.

e. Supplies

- Identify each supply item and provide a breakdown of costs by quantity or unit.
- Describe the necessity of the cost for the completion of the project.

Budget Narrative Content

f. Contractual

- Treat each contract or subaward as a separate line item.
- Describe the services provided and the purpose.
- Describe the necessity of the contract or subaward.
- Describe how costs were determined
- For contracts, identify if the contract is sole sourced or competed.

Budget Narrative Content

Contracts vs. Sub Awards

The primary distinction between a sub-recipient and a vendor is the performance of programmatic work.

Sub-recipient

- Performs substantive portion of the programmatic work
- Involved in the design and conduct of the project
- Usually on cost-reimbursement
- Flow-through of OMB/CFR and award requirements
- No fee or profit can be charged on the grant for subrecipients

Subaward

An award of financial assistance made under an award by a recipient to an eligible sub-recipient or by a sub-recipient to a lower tier sub-recipient (DoC Grants Manual).

Vendor

- Provides the goods and services within normal business operations
- Provides similar goods or services to many different purchasers
- Operates in a competitive environment
- Not subject to Federal programmatic compliance requirements
- Profit can be charged

Contract (via a Vendor/Procurement)

Principal purpose of the relationship is the acquisition by purchase, lease, or barter, of property or services (DoC Grants Manual).

Budget Narrative Content

g. Construction

- Not an allowed cost under this program.

h. Other Direct Costs

- Costs that do not easily fit into the other cost categories (e.g. conference registration costs).
- Identify the cost and provide a breakdown of the cost by quantity or unit.
- Describe the necessity of the cost for the completion of the project.

Budget Narrative Content

i. Indirect Costs

- Indirect costs include business expenses that are not readily identified but are necessary for general operation and conduct of activities.
- Indirect cost rates are negotiated with the recipient's cognizant Federal agency. (Agency that provides the most Federal funding)
- For applicants without a negotiated rate:
 - Use the 10% De Minimis Rate, authorized by 2 CFR 200.414.
 - Establish a negotiated rate with NIST
 - For additional information about negotiating an Indirect Cost Rate, please contact Judy Inserra at gmdaudit@nist.gov

Allowable Costs

- Direct costs for technical work
 - Salaries of technical personnel on the project
 - Equipment used on the project (prorated)
 - Materials and supplies
- Travel to NICE Conferences
- Audits – Single Audits are required by an external auditor if an NFE expends more than \$750K in a fiscal year from all Federal awards. See Federal Single Audit requirements under 2 CFR 200 Subpart F.
- Accounting system certification - if a recipient has never received Federal funding, a certification that indicates whether the recipient has a functioning financial management system meeting the provisions of 2 CFR 200.302 may be required from a CPA. Sample will be provided at time of award.

Cost Share or Matching

Under 2 CFR 200.306 (b):

All Federal awards, any shared costs or matching funds and all contributions, including cash and third-party in-kind contributions, must be accepted as part of the non-Federal entity's cost sharing or matching when such contributions meet all of the following criteria:

- (1) Are verifiable from the non-Federal entity's records;
- (2) Are not included as contributions for any other Federal award;
- (3) Are necessary and reasonable for accomplishment of project or program objectives;
- (4) Are allowable under [subpart E of this part](#);
- (5) Are not paid by the Federal Government under another Federal award, except where the Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;
- (6) Are provided for in the approved budget when required by the Federal awarding agency; and
- (7) Conform to other provisions of this part, as applicable

In-Kind as Cost Share

- Examples of In-Kind that can be used as the required Cost Share would be:
 - An organization donating an employee's time to the project. The employee is paid by their own organization and not charged to the federal award. The employee would need to track their time for this project and it should be reflected in the accounting records. The expense for the employee's time on the project would qualify as an In-Kind contribution and can be attributed to the non-federal cost share.
 - Work or Event space is donated. The In-Kind amount would be the prevailing rate for the space or what you would have paid if it was rented.
 - Donated items are eligible as In-Kind and should use the fair market value of goods and services and must be documented

Unallowable Costs

- Profit and fees
- Application writing and/or development
- Contingency fees
- Any cost disallowed by 2 CFR Part 200
- Any cost not required for the approved work

Submission Requirements

- Applications must be submitted at Grants.gov. Paper applications will not be accepted.
- Applicants should carefully follow specific Grants.gov instructions to ensure that all attachments will be accepted by the Grants.gov system.
- Applicants may not submit replacement pages and/or missing documents once an application has been submitted. Any revisions must be made by submission of a new application that must be received by NIST by the submission deadline.
- Applications are due by 11:59pm ET on August 7, 2023.

Award Requirements

- [OMB Uniform Guidance, 2 C.F.R Part 200](#)
- [Department of Commerce Financial Assistance Standard Terms and Conditions Dated November 12, 2020](#)
- Specific Award Conditions (SAC) specific to NICE and each cooperative agreement

Payment of Grant Funds

- Award funds are paid electronically through the Automated Standard Application for Payment (ASAP) system managed by the US Treasury.
- Enrollment will be required if not already enrolled.

Reporting Requirements

SF425 Federal Financial Reports

- Semi-annual basis for the periods ending March 31 and September 30 of each year
- Reports will be due within 30 days after the end of the reporting period
- A final financial report is due within 120 days after the end of the project period

Performance (Technical) Reports

- Semi-annual basis for the periods ending March 31 and September 30 of each year
- Reports will be due within 30 days after the end of the reporting period
- A final technical report is due within 120 days after the end of the project period
- Each report submitted by a regional alliance or partnership shall include the following:
 - An assessment of efforts made by the regional alliance or partnership
 - The metrics used by the regional alliance or partnership to measure the success of the efforts of the regional alliance or partnership under the cooperative agreement

Questions?

Subject Area	Point of Contact
Programmatic and Technical Questions	Danielle Santos Phone: 202-308-3909 E-mail: nice@nist.gov with '2023-NIST-RAMPS-01' in subject line
Technical Assistance with Grants.gov Submissions	grants.gov Phone: 800-518-4726 E-mail: support@grants.gov
Grant Rules and Regulations	Nuria Martinez Phone: 301-975-6215 E-mail: nuria.martinez@nist.gov

Helpful Information


Deadline to Apply: Monday,
August 7, 2023 by 11:59pm ET

Link to opportunity on
Grants.gov:

[https://www.grants.gov/web/
grants/view-
opportunity.html?oppld=3485
50](https://www.grants.gov/web/grants/view-opportunity.html?oppld=348550)

LEARN MORE

- NICE Webinar: Community-Based Partnerships for Cybersecurity
 - June 21, 2023, 2-3PM ET
 - Register at nist.gov/nice/webinars
- 2016 RAMPS Pilot Programs and NIST Publication on Roadmaps to Successful RAMPS
 - Learn more at nist.gov/nice/ffo
- 2023 RAMPS Program:
 - Webinar recording
 - Grants.gov information
 - ASAP.gov information
 - nist.gov/news-events/events/2023/06/applicants-webinar-nice-ramps-funding-opportunity

NLST }  **NICE**