

Workforce Innovations for a New Nevada - Program Application

The Workforce Innovations for a New Nevada (WINN) Fund was established to provide programs of workforce recruitment, assessment or training to the benefit of new or expanding companies in Nevada.

This application is to be completed by a representative of an Authorized Provider who wishes to provide a WINN Program.

Funding is provided to Authorized Providers in Nevada. Entities not approved in advance of the WINN Application may be asked to submit additional information.

Authorized Provider Information

Authorized Provider Name

Reno Technology Academy, Multnomah University

Address

1100 Kietzke Lane

Address Line 1

Address Line 2

Reno Nevada 89502

City

State

Zip Code

Point of Contact

Steve

First

Andreano

Last

Phone

(775) 770-0307

Email

steve.andreano@renotechnology.academ
y

Company Information

Name each company for which the applicant will provide the proposed program, including the number of primary jobs created and the hourly wage expected to be paid to persons employed in these jobs.

Company 1	
Company Name	NV Business ID
Blackridge Technology	NV20111231428
Primary Point of Contact	
Brian	Wilcox

First	Last
POC Phone	POC Email
	bwilcox@blackridge.us
Industry	Estimated Associated Capital Investment
Technology	
Number of New Jobs to be Created	Average Hourly Wage (New Jobs)
15	\$50.00

Company 2

Company Name	NV Business ID
NV Energy	NV19831015840
Primary Point of Contact	
Mary	Simmons
First	Last
POC Phone	POC Email
	msimmons@nvenergy.com
Industry	Estimated Associated Capital Investment
Technology	
Number of New Jobs to be Created	Average Hourly Wage (New Jobs)
2	\$45.63

Letters of Support

Upload letters of support from participant companies here. Templates can be obtained online or by emailing sbostwick@diversifynevada.com.

Statement of Need

Describe the need to develop and/or support existing training program. Include detail about employer openings and existing workforce pipelines.

With the growth of the Internet-of-Things (IoT), Smart Manufacturing, and Industry 4.0, the need for cybersecurity professionals to secure vital data will increase over the next two years and beyond. Blackridge Technologies and NV Energy have identified the need to hire cybersecurity professionals for their operations over the next two years at an average starting wage of \$41.52 per hour (over \$86,300 average annual salary). Additionally, the City of Reno and Click Bond support enhanced cybersecurity education focus to prepare Nevadans for current and future opportunities in this critical, growing field.

Reno Technology Academy, a program of the Multnomah University in Reno, NV, has worked with these employer partners, EDAWN and NVIE to design curriculum that addresses the current Internet-of-things (IoT) needs of these and other companies preparing Nevada to be a destination-of-choice for this growing, critical sector of the global economy. In meeting with dozens of Nevada companies throughout the state, we created a preliminary framework for training that will prepare Nevadans in the practical skills necessary for placement in high-paying cybersecurity opportunities. Through these meetings, it became clear the growth of Industry 4.0 and the decision of future high tech companies to locate in Nevada will be largely determined by the state's ability to develop a strong cybersecurity talent pipeline.

In the next two years, this program can fill the expressed need for CyberSecurity IoT Specialists by certifying up to 25 candidates in these skills. The capacity of the program can easily scale to meet increased job demand. This program will prepare highly trained Cyber Security Specialists with detailed knowledge and experience aimed at securing data environments across a wide landscape of industries.

Program Objectives and Outcomes

Program Design

Reno Technology Academy's Cybersecurity program contains hands-on curriculum appropriate for ensuring a skilled workforce in essential facets of cybersecurity including: computer hardware, software, anti-hacking fundamentals, and Edge to Cloud security to support the IoT and other industries.

The curriculum listed below is proposed coursework developed in conjunction with Reno Technology Academy, NVIE, and a subsection of Cybersecurity and other companies in Nevada. This coursework will be revised, created, and finalized through the collaboration of Reno Technology Academy, NVIE, and the entire group of companies supporting this grant.

Proposed Curriculum: 43 Units = approximately 645 Hours Of Curriculum

A+ Computer Technology: 4 Units
Network+ Network fundamentals including WiFi: 4 Units
Security + Fundamentals: 4 Units
Intro to Linux and Kali Linux: 3 Units
Intro to VMWare and Vmware workstation and Fusion: 3 Units
MicroSoft - Windows 10 and HyperV: 3 Units
Cyber Security Analyst fundamentals: 4 Units
Penetration Testing+: 3 Units
Ethical Hacking Fundamentals: 3 Units
Integrated Security Technologies and Threat Grid protection: 4 Units
Orchestrating Security for IOT: 4 Units
Delivering Advanced Security Capabilities from Edge to Cloud for IoT: 4 Units

We plan to continue certifying Cybersecurity Specialists beyond the two year period of this first cohort. Additionally, once a strong pipeline of talent is established, it is our desire to help Nevada strategically position itself as a long-term global leader in Cybersecurity through collaboration with NSHE 2-year and 4-year institutions by seamlessly transitioning the curriculum into minor/major Cybersecurity programs. We are also exploring the possibility of eventually taking these courses into the Washoe County School District and other High Schools throughout the state. Developing these programs statewide would position Nevada as a preferred Cybersecurity destination. It will also provide Nevada a competitive advantage in IoT, Smart Manufacturing, and Industry 4.0.

Describe the training solution(s) developed in partnership with the employer partners.

Recruitment

Marketing campaigns (e.g. radio, TV, print, social media) will be tailored to reach diverse audiences, promote awareness of education opportunities, and direct interested individuals to apply for consideration in the program. We will work with DETR, workforce development partner offices, community development groups in order to ensure a diverse applicant base. Announcements will also be posted on diverse websites, social media, etc.

Examples of successful efforts include but are not limited to:

- Posting job announcements in multiple languages
- Advertising on non-English speaking radio stations
- Implementing social media campaigns
- Holding events at local churches, schools, Tribal centers or other community gathering places where traditionally underserved or underrepresented segments of the community are likely to frequent

In addition to marketing campaigns, Reno Tech Academy will reach out to engage diverse organizations who can distribute openings to their members. Our plans to ensure that

In addition to the strategies outlined above, specific initiatives will be utilized to recruit segments of the population that may be under served. These initiatives will be outlined in the Workforce Diversity Action Plan.

Describe your plan to recruit training candidates.

Workforce Development Integration

Reno Technology Academy will partner with NVIE to connect with industry and design/deliver curriculum which meets their needs. We will also work with DETR's Bureau of Vocational Rehabilitation, JOIN, the Nevada Department of Corrections, and other agencies/economic development groups to align our efforts with the needs of the state. Reno Technology Academy provides a host of training certificates, many of which are already integrated into the WIOA system through the Eligible Training Provider List.

Describe your plan to ensure alignment with workforce development programs. Include details on plans to leverage resources.

Job Placement

Reno Technology Academy will connect with industry through Nevada Industry Excellence (NVIE) for placement of candidates who have successfully completed the certification program. Additionally, Reno Technology Academy will open their classrooms and labs to industry professionals to meet students and see their hands-on capabilities, in order to fill potential openings within their organizations. This will help link students with industry professionals who may be able to offer them employment. Reno Technology Academy will design and host "Industry Days" and "Career Days" to enable a collaborative student-educator-employer dynamic to foster successful placements.

Reno Technology Academy will also partner with local and state agencies for assistance in placement of students who successfully complete the program.

Describe your plan to ensure placement of trained individuals, with employer partners and within industry.

Outcomes

Reno Technology Academy's goal is to certify 25 Cybersecurity Specialists over the next two years, achieving an attrition rate of 20% or less for students entering the program (the national attrition average for STEM-related curriculum is 67%). The average pay for these positions is projected to be \$41.52. It is our goal to position Nevada as a center of Cybersecurity Excellence to support the growth of industry and to attract cybersecurity companies to start or relocate their businesses to Nevada.

List measurable goals this project will pursue. Projected completers of training and placements in employment must be delineated here.

Other Partners

Include information on other partners in this project who are not employer partners or the training provider.

Partner 1

Agency

Nevada Industry Excellence

Contact

Mark Anderson, manderson@nvie.nevada.edu

Describe role in

- Determining interest/need level of industry in cybersecurity curriculum
- Connect Reno Technology Academy with industry for support letters
- Assist in navigating relationships with government, industry, education, for workforce integration
- Develop and refine curriculum through feedback, meetings, and consistent follow-up with industry
- Provide guidance in recruiting, job placement, and achieving necessary outcomes
- Promote curriculum through their industry outreach
- Assist in statewide portability of certification, conversion to associates and majors programs at Nevada System of Higher Education Institutions
- Assist in scaling, sustaining, and updating program to meet industry needs following initial two-year period
- Other guidance and leadership as needed

Partner 2

Agency

Economic Development Authority of Western Nevada

Contact

Nancy McCormick

Describe role in

- Assist in connecting Reno Technology Academy with industry support
- Assist in navigating relationships with economic development
- Promote program through their industry outreach

Workforce Diversity Action Plan

For each target population, explain your plan to promote access and workforce diversity. Include measurable goals in each section.

Veterans

We will work with public and private agencies to recruit veterans and veteran families for education opportunities for this grant.

This may include reaching out to and posting on veteran-based job sites, including but not limited to:

- o Fallon Naval Air Station
- o Nevada National Guard
- o Nevada Green Zone Initiative

Gender (Non-traditional Employment)

We will work with women-in-business and other related organizations to recruit, admit, and place candidates from the cybersecurity curriculum.

Race/Ethnicity

Reno Technology Academy will work to ensure equal opportunity regardless of race/ethnicity. Part of this effort will be marketing campaigns (e.g. radio, TV, print, social media) tailored to reach diverse audiences, promote awareness of education opportunities, and direct interested individuals to apply for consideration in the program. We will work with DETR, workforce development partner offices, community development groups in order to ensure a diverse applicant base. Announcements will also be posted on diverse websites, social media, etc.

Examples of successful efforts include but are not limited to:

- Posting job announcements in multiple languages
- Advertising on non-English speaking radio stations
- Implementing social media campaigns
- Holding events at local churches, schools, Tribal centers or other community gathering places where traditionally underserved or underrepresented segments of the community are likely to frequent

Recipients of Public Assistance

We will work with DETR, JOIN, and other public agencies throughout the state to promote access to the cybersecurity educational programs.

Re-Entry or Returning Citizens

Reno Technology Academy will work with GOED to understand which level of convictions may preclude an ex-offender from applying for an educational opportunity or faculty position, consistent with best practices established by the National Workrights Institute or other similar organization. We will also work with the Nevada Department of Corrections, DETR, and area education institutions to determine if an appropriate training program can be developed and implemented for incarcerated persons or ex-offenders.

Persons with Disabilities

Reno Technology Academy will serve persons with disabilities through DETR's Bureau of Vocational Rehabilitation (BVR) and other community organizations and partners. BVR provides services, technology, education, training and workforce support to more than 5,200 individuals with disabilities in Nevada each year. BVR will assist us with recruitment, support, and retention of these individuals.

Other Diversity Action Plans

Reno Technical Academy, in collaboration with DETR and other appropriate offices and agencies, will develop, implement and evaluate strategic outreach and recruiting initiatives targeted towards underserved or underrepresented segments of the community.

During and after each part of the process, we will assess our efforts to understand the relative success of recruiting, interviewing and hiring underserved or underrepresented segments of the community. This is part of a continuous improvement feedback process that will assess performance and inform necessary modifications to the strategy.

This process will help identify gaps and barriers that may be preventing diverse segments of the community from applying for positions. For example, this process may highlight segments of the community that have been blatantly overlooked in recruiting, or may expose necessary improvements to non-English language postings that have not been well-translated, or could identify efforts that are particularly successful at engaging diverse segments of the community.

Describe any other plans to increase representation, inclusion, utilization and completion rates for this program.

Workforce Diversity Commitment Statement

Reno Technology Academy is committed to ensure opportunities for diverse communities to interview for admittance in the curriculum program while ensuring that candidates admitted to the program meet qualification requirements. This may include interviewing within or in close proximity to diverse communities in order to mitigate potential transportation issues that may prevent qualified candidates from interviewing for an opportunity. We will also work to mitigate linguistic or cultural barriers by developing admittance questions while paying close attention to how questions are phrased and how interviews are conducted.

Express your overall commitment to workforce diversity.

Statement to Comply with Federal & State Law

Reno Technology Academy is committed to comply with Title IX and all other Federal & State Laws regarding interviewing, admittance, and placement assistance for those successfully completing the curriculum.

Express your commitment to comply with all applicable federal and state laws.

Statewide Portability Plan

Potential or Existing Plan

Reno Technology Academy will work with Nevada Industry Excellence (NVIE) and other agencies to create a consensus among Nevada industry to accept the Certification of Cybersecurity Specialist through Reno Technology academy as an indication of professional qualifications to work in the Cybersecurity industry throughout Nevada. Our goal is to eventually create a recognized credential that will bring recognition to Nevada as the leader in Cybersecurity globally. Our hope is to eventually have our education be transferable to Nevada System of Higher Education community colleges toward Associates Degrees and to 4-year institutions toward a major in Cybersecurity.

Authorized Provider Training Facilities

Enter requested information for each training site for this program.

Facility 1

Facility Name

Reno Technology
Academy, Multnomah
University

Website

http://www.renotechnol
ogy.academy

Address

1100 Kietzke Lane

Address Line 1

Address Line 2

Reno

City

Nevada

State

89502

Zip Code

Cost Estimates

Please attach separate pdf or excel file

Cost Estimates

Cybersecurity WINN Grant Cost Estimates For Stacey Bostwick.xlsx

Obtain budget template online or by emailing sbostwick@diversifynevada.com.

APPLICATON FOR WINN FUNDS - BUDGET BREAKDOWN

APPLICANT NAME: Multnomah University - Reno Technology Academy

PROJECT NAME: Cybersecurity

PROJECT PERIOD:

TUITION & FEES (Participant Trainings and Certifications):

Describe the total training program costs

Tuition (43units of specialized Cyber security training with IOT emphasis as defined by attached curriculum) (Assuming 20% attrition, 30 enrollees to obtain 25 graduates) 43Units = 645 hours of training

Related Course Fees

Exam and Certification

Software

	Per Unit Cost	# of Students	Total WINN Cost
Tuition	\$ 4,300.00	30	\$ 129,000.00
Related Course Fees	\$ 874.00	30	\$ 26,220.00
Exam and Certification	\$ 585.00	30	\$ 17,550.00
Software	\$ 349.00	30	\$ 10,470.00
Tuition & Fees Subtotal:			\$ 183,240.00

PERSONNEL & VARIABLE EXPENSES:

Examples of costs in this section are provided below, change as needed:

Recruitment and Advertising

NVIE Development

Teaching Assistant

Administrative Support Intake and Tracking

Cyber Security Certified Engineer (CISSO, CEH, etc.)

	Per Unit Cost	Quantity	Total WINN Cost
Recruitment and Advertising	\$ 20,000.00	1	\$ 20,000.00
NVIE Development	\$ 50,000.00	1	\$ 50,000.00
Teaching Assistant	\$ 4,500.00	4	\$ 18,000.00
Administrative Support Intake and Tracking	\$ 5,000.00	1	\$ 5,000.00
Cyber Security Certified Engineer (CISSO, CEH, etc.)	\$ 100,000.00	1	\$ 100,000.00
Personnel & Variable Subtotal:			\$ 193,000.00

CAPITAL EXPENSES:

List each type of equipment/system separately:

Microsoft Surface PC (16gb RAM)

Windows Server (including OS)

VMWare Server (including OS)

Linux Server (including OS)

8 port switches

WiFi Antennaes

IOS Tablets

Android Tablets

20 gb external hard drives

Miscellaneous RJ45 cables

	Per Unit Cost	Quantity	Total WINN Cost
Microsoft Surface PC (16gb RAM)	\$ 2,000.00	26	\$ 52,000.00
Windows Server (including OS)	\$ 4,500.00	1	\$ 4,500.00
VMWare Server (including OS)	\$ 6,500.00	1	\$ 6,500.00
Linux Server (including OS)	\$ 3,700.00	1	\$ 3,700.00
8 port switches	\$ 90.00	25	\$ 2,250.00
WiFi Antennaes	\$ 60.00	25	\$ 1,500.00
IOS Tablets	\$ 300.00	25	\$ 7,500.00
Android Tablets	\$ 150.00	25	\$ 3,750.00
20 gb external hard drives	\$ 100.00	25	\$ 2,500.00
Miscellaneous RJ45 cables	\$ 3.00	150	\$ 450.00
Capital Expenses Subtotal:			\$ 84,650.00

TOTAL WINN REQUEST: \$460,890.00

Please contact Bonnie Long at 775-687-9910 with any questions regarding the budget breakdown template.

July 27, 2018

Stacey Bostwick, Program Coordinator
Governor's Office of Economic Development
555 E. Washington Ave, Suite 5400
Las Vegas, NV 89101

Subject: Workforce Innovations for a New Nevada (WINN) Application

Dear Ms. Bostwick:

BlackRidge Technology International, Inc. would like to express its support and collaboration for the Workforce Innovations for a New Nevada (WINN) grant application submitted by Nevada Industry Excellence (NVIE), EDAWN, and Reno Tech Academy to develop and deliver curriculum for Industry 4.0 in IoT and Cybersecurity.

BlackRidge develops, markets and supports a family of products that provide a next generation cyber security solution for protecting enterprise networks and cloud services. With our patented technology, network and server resources located in the enterprise, data centers and cloud systems are better protected and less vulnerable to compromise from cyber-attacks. Our identity-based approach to cyber defense offers superior performance compared to legacy network security approaches, reduces cyber risk and meets network security compliance goals, and reduces the total cost of ownership for organizations by eliminating malicious and unwanted traffic from their networks and systems.

BlackRidge products are used in enterprise and government networks and cloud environments, and the Industrial Internet of Things (IIoT). BlackRidge was founded in 2010 and initially funded by the U.S. Department of Defense to commercialize our patented network security technologies. Our key industry partnerships include Ciena, Cisco and IBM.

We believe the programs outlined in this grant will serve the needs of BlackRidge, other cybersecurity firms and companies throughout the entire state. We also believe that having a workforce ready for cybersecurity job opportunities will help attract companies to Nevada who provide these services, further diversify and protect our state's economy, and provide high wage job opportunities for Nevadans. At BlackRidge, we anticipate approximately 10-15 new cybersecurity openings over the next 2 years at an average hourly wage of \$50. We are confident that this program will help provide the highly-skilled workforce we will need.

We look forward to continuing to work in partnership with NVIE, EDAWN, Reno Tech Academy and other stakeholders in this important effort.

Sincerely yours,



Brian W. Wilcox | Chief Information Security Officer
BlackRidge Technology International, Inc.



August 17, 2018

Mr. Steve Andreano
Director Reno Technology Academy
1100 Kietzke Lane
Reno, NV 89502

Dear Mr. Andreano:

Click Bond, Inc. creates innovative mechanical hardware solutions, delivered through world-class manufacturing and customer support. Our company is headquartered in Carson City, NV, with manufacturing facilities in Watertown, CT, and Saltney Wales, U.K.

Cybersecurity is a top concern of our nation, our industry, and our manufacturing community. The Internet of Things (IOT) is an exciting and revolutionary technology that will transform the world, much like electricity did over a century ago.

We have recently learned about numerous efforts to increase the levels of education and development in the cyber security and IOT domains here in Nevada, and we applaud those efforts, as they will benefit all companies in all sectors of our economy. In particular, the Reno Technology Academy's commitment to offering education that results in the attainment of nationally-portable, industry recognized credentials in these fields is an exciting development.

As Click Bond's requirements in the cybersecurity and IOT realm evolve, we hope to utilize the programs for employees interested in expanding their skill sets, and if the need for new employees arises, it would be terrific to attract new and certified talent from your programs.

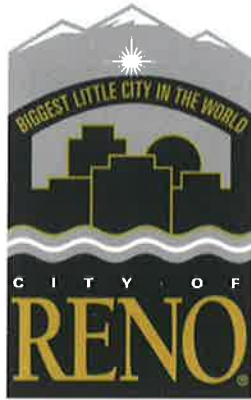
We commend the Governor's and the State's efforts to prioritize cybersecurity and IOT education (along with the corresponding nationally-portable, industry recognized credentials), and we certainly urge them to support the creation of your educational lab.

Please let me know if you have any questions or need more information.

Sincerely,

A handwritten signature in black ink, appearing to read "Ryan Costella", written over a large, faint, circular graphic element in the background of the letter.

Ryan Costella
Director of Strategic Initiatives



August 17, 2018

Mr. Steve Andreano
Director Reno Technology Academy
1100 Kietzke Lane
Reno, NV 89502

Steve Andreano-

I represent the City of Reno DoIT department. The City understands the importance of protecting sensitive documents and networks.

The establishment of a Reno based Cyber Security Lab at the Reno Technology Academy will be a welcomed event. The City views graduates from the Academy as a resource to fill the anticipated Cyber Security jobs we may require over the next few years.

The City understands the value of skilled Cyber Security employees. We know that jobs of this caliber are high valued and high paying. This lends to the economic growth of our City which in turn benefits us all.

I support the efforts of the Reno Technology Academy and I urge the Governor's Office along with the State of Nevada to honor their request to establish this important lab.

Sincerely

A handwritten signature in blue ink, appearing to read "Rishma Khimji", is written over a blue circular stamp or seal.

Rishma Khimji
Asst. Director of IT
Dept. of Information Technology, City of Reno
O: 775-334-2026
C: 775-560-0379
KhimjiR@reno.gov



July 6, 2018

Stacey Bostwick, Program Coordinator
Governor's Office of Economic Development
555 E. Washington Ave, Suite 5400
Las Vegas, NV 89101

Subject: Workforce Innovations for a New Nevada (WINN) Application

Dear Ms. Bostwick:

NV Energy would like to express its support and collaboration for the Workforce Innovations for a New Nevada (WINN) grant application submitted by Nevada Industry Excellence (NVIE), EDAWN, and Reno Tech Academy to develop and deliver curriculum for Industry 4.0 in IoT and Cybersecurity.

In particular, with the importance of protecting Nevada's power grid and the national security implications of protecting power providers, NV Energy believes the need for qualified cybersecurity professionals for our company and other utility providers will only grow.

We believe the programs outlined in this grant will serve the needs of NV Energy, other utilities and companies throughout the entire state. We also believe that having a workforce ready for cybersecurity job opportunities will help attract companies to Nevada who provide these services, further diversify and protect our state's economy, and provide high wage job opportunities for Nevadans. At NV Energy, we anticipate approximately 2 cybersecurity openings over the next 2 years at an average wage of \$94,925 and are confident that this program will help provide the highly-skilled workforce we will need.

We look forward to continuing to work in partnership with NVIE, EDAWN, Reno Tech Academy and other stakeholders in this important effort.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Mary O. Simmons".

Mary O. Simmons
VP Business Development