



Cyber and Artificial (AI) Pilot Clinic Grant Initiative: Pre-Proposal Conference

Wednesday, October 15th, 2025
11:00 AM ET

PRESENTERS



Seeyew Mo

Cyber Maryland
Maryland
Department of
Labor



Mary Keller

*Office of Strategic
Initiatives*
Maryland
Department of
Labor

TODAY'S AGENDA

- Welcome and Opening Remarks
- Program Overview
- Proposal Components and Application Submission
- Reporting Requirements
- Timeline
- Q & A

HOUSEKEEPING ITEMS

- Please include your name, organization, and email address in the chat.
- You may type questions into the chat or use the hand raise function when we are ready to take questions.
- All questions and answers received today will be posted on the Cyber Maryland website by Friday, October 24th.
- The FAQ document on the Cyber Maryland website will continue to be updated regularly.
- Questions should be submitted, in writing, by Friday, November 21, 2025 to Seeyew Mo at seeyew.mo@maryland.gov.

CYBER MARYLAND

Cyber Maryland is an ambitious program designed to:

- Expand Maryland's talent pipeline in cyber, AI, IT, related fields
- Connect talent with employers
- Serve as a hub for state workforce development programs in cyber
- Coordinate cyber and research innovation in the state

The Maryland Department of Labor's (MD Labor) Division of Workforce Development and Adult Learning (DWDAL)'s Office of Strategic Initiatives (OSI) will oversee this award.

INNOVATION & IMPACT: OUR PILOT VISION



- Launch/Operate hands-on Cyber & AI clinics driven by employers needs
- Leverage AI to power training and provide real-world services
- Train learners through live security ops, compliance, threat hunting, and others skills
- Unite partners across education, industry, and community networks
- Connect talent to internships, jobs, and career growth
- Build lasting impact that strengthens local cyber resilience

Preparing for AI of the future...

CYBER & AI PILOT CLINIC INITIATIVE OVERVIEW

- Build or Operate clinics that deliver real-world experiential training
- Strengthen cybersecurity of critical community institutions
- Prepare workforce for AI-enabled cyber roles of the future

Total funding: \$1M

Award ceiling: \$500,000

Period of performance: Feb 1, 2026 – Jan 31, 2029

KEY DEFINITIONS

- **Learner:** an individual seeking a career in cybersecurity that has the appropriate classroom training to work in the clinic and provide on-site support to client organizations
 - Applicants will be expected to train **at least 200** learners over the period of performance
 - Applicants will be responsible for the recruitment, screening, case management, wrap-around services, career coaching, job placement, and advancement strategies for all learners

KEY DEFINITIONS

- **Learners** trained through this initiative must have the appropriate skill level to provide, at a minimum, the following services to clients:
 - cyber awareness and training
 - cybersecurity assessments
 - recommendations for necessary remediations
 - additional cyber tasks as appropriate, including but not limited to cyber engineering, auditing, monitoring, threat hunting, etc.

KEY DEFINITIONS

- **Client:** organizations that will receive cybersecurity services offered by clinics and delivered by learners
 - Applicants are responsible for securing clients.
 - Applicants **must** have at least one letter of commitment from an employer who will serve as a client
 - Applicants with more than one letter of commitment will receive preference

KEY DEFINITIONS

- Applicants should prioritize securing clients in critical infrastructure sectors (emergency services, water, elementary and secondary schools, healthcare, energy, small businesses, non-profits) + state and local governments
- Clients can expect to receive:
 - cyber awareness training
 - cybersecurity assessments
 - recommendations for necessary remediations
 - free or reduced-cost cyber tools
 - additional services that increase their cyber resiliency

KEY DEFINITIONS

- **Hiring Partner:** Employers who agree to consider hiring learners who complete an experiential learning opportunity in a cyber clinic
 - Hiring partners may also agree to provide internship opportunities for learners that complete the cyber clinic work experience.
 - Applicants **must** have at least one letter of commitment from an employer who will serve as a hiring partner
 - Applicants with more than one letter of commitment will receive preference

*An employer may commit to serving as both a client and a hiring partner.

*Applicants may submit letters of commitment from other members of consortium (higher education, non-profit organizations, local workforce boards)

APPLICANT ELIGIBILITY & PRIORITY

Entities eligible to apply include, but are not limited, to:

- Institutes of higher education
- Nonprofit and community-based organizations
- Local workforce development boards
- Registered apprenticeship sponsors
- Other organizations at MD Labor's discretion

Must be based in or have a strong presence in Maryland.

Applicants have established partnerships with Maryland employers and be familiar with state level workforce and education systems.

APPLICANT ELIGIBILITY & PRIORITY

Applicants that are NOT two or four-year institutions of higher education are strongly encouraged to partner with one.

Proposals that include partnerships with multiple institutions of higher education will receive preference.

Applicants are strongly encouraged to work with Local Workforce Development Boards.

Applicants are encouraged to submit letters of commitment from organizations that will contribute to the project but are NOT clients or hiring partners

APPLICATION DETAILS - Clinic Model

- Applicants must present a **Cyber and AI Clinic Model** that delivers immersive, hands-on training aligned with employer demand. Possible models include:
 - *Population Specific* - designed to serve a defined group of learners such as emerging professionals, veterans, or career transitioners
 - e.g. a clinic might reskill former federal IT staff into roles such as CMMC program manager
 - *Industry Specific* - Designed to meet the needs of a particular sector such as operational technology for energy or water
 - e.g. a clinic might focus on reskilling existing staff in the industry specific sector for cybersecurity analyst roles

APPLICATION DETAILS - Learner Recruitment and Readiness

- Present a plan on how learners will be recruited and selected for training
- Learners must have the following skills prior to joining the clinic:
 - Foundational Cyber and AI Skills
 - Digital and AI Literacy
 - Digital Resilience
 - Computational Literacy
- Include a plan detailing how participation in the clinic will be encouraged for underrepresented groups in cyber including women, people of color, ENOUGH communities, etc.

APPLICATION DETAILS - Clinic Experience

- Provide a clear plan that equips learners with both **specialized cybersecurity skills** and **essential professional skills**
 - **Specialized cybersecurity skills** - tailored to the clinic's focus area, the client sectors being served, and the workforce roles being targeted
 - **Essential Professional Skills** - using technology to analyze data and communicate insights, critical thinking, problem solving, adaptability
- Demonstrate how the clinic design incorporates experiential learning

Clinic and Industry Engagement + Job Placement and Career Pathways + AI Integration

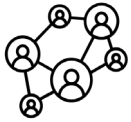
- Secure client participation and demonstrate active employer involvement through Letters of Commitment.
- Describe how client engagement will lead to industry-driven curricula
- Include a detailed strategy for learner placements into internships, apprenticeships, or employment
- Show how AI tools will be incorporated into the clinic to enhance both learner training and client cybersecurity skills

Sustainability + Organizational Capacity and Timeline

- Include a sustainability plan for maintaining the clinic beyond the period of performance
- Present a 36-month implementation timeline
 - It is strongly encouraged clinics are operational by 9/30/26
- Demonstrate organizational capacity (staff qualifications, consortium members, infrastructure)
- Identify learner supports
- Past performance, where applicable

PROJECT COMPONENTS: OUTREACH & RECRUITMENT

The Consortia Model



Applicants should build strong consortiums that include:

- Employers
- Training providers / higher education institutions
- Community organizations and workforce boards



Leverage partnerships for:

- Learner recruitment
- Case management and wrap around services
- Employer engagement and job placement
- Regional and sector-specific reach

ALLOWABLE USE OF FUNDS

Applicants may apply for up to \$500,000. Allowable applicant costs:

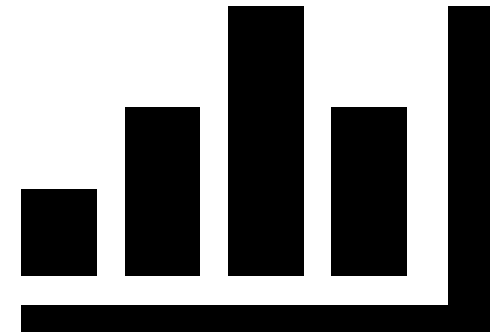
- ✓ Sub-grantee payments and subsidized wages
- ✓ Grantee administrative costs
- ✓ Training-related expenses:
 - Cyber infrastructure and capital costs
 - Instructor and faculty costs
 - Curriculum design and development
 - Equipment (software and hardware)
 - Training materials and supplies
- ✓ Certification Costs
- ✓ Supportive services for learners:
 - Student stipends
 - Tutoring, mentorship, coaching
 - Career counseling, job placement, interview prep
 - Licensing, exam, credential prep
 - Access to required technology

REPORTING AND MONITORING

Grantees will submit **quarterly activity and expenditure reports** to the Office of Strategic Initiatives.

Track key outcomes:

- Participant level demographic data
- Number of learners
- Skills gains
- Employment/internships gained
- Number and types of clients served
- Client satisfaction



PROPOSAL FORMAT

- Appendix A - Narrative
 - Not to exceed 10 pages, minimum 11-point font, 1-inch margins, 1.15 line spacing
- Appendix B - Budget
 - Includes budget narrative and information on leveraged resources
 - Requests cannot exceed \$500k
- Appendix C - Letters of Commitment
 - **MUST** include at least one letter of commitment from client
 - **MUST** include at least one letter of commitment from hiring partner
 - Applicants with multiple letters of commitment from client and hiring partners will receive preference
 - **MUST** include letters from other members of consortium (eg local workforce board, non-profits, etc.) if applicable

TIMELINE



Wednesday, Oct 1	Proposal Release
Wednesday, Oct 15	Pre-Proposal Conference
Wednesday, December 10	Applications Due
December 11 – December 23	Review Period
January 2026	Award Announcements
February 1, 2026 - January 31, 2029	Period of Performance

Questions?

Seeyew Mo

Maryland Department of Labor

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