

THE THIRTIETH LEGISLATURE
APPLICATION FOR GRANTS
CHAPTER 42F, HAWAII REVISED STATUTES

Type of Grant Request:



Operating



Capital

Legal Name of Requesting Organization or Individual: DbA:

Cyber Ike

Cyber 'Ike

Amount of State Funds Requested: \$ 100,000

Brief Description of Request (Please attach word document to back of page if extra space is needed):

The Cybersecurity Workforce Development Training Initiative will address the critical shortage of skilled professionals in Hawai'i's cybersecurity sector and contribute to the long-term economic growth and security of Hawai'i – by providing specialized training, certification, and practical experience for those seeking to enter or advance their careers.

The program deliverables to train Hawai'i's cybersecurity students include:

- Equip 40 participants with cybersecurity knowledge/skills for industry CompTIA certifications
- Provide 40 internship/job opportunities through local businesses and governmental bodies
- Facilitate 2 Cyber Capture the Flag competitions, for K-12+
- Teach 144 Cybersecurity Workforce Development Classes
- Present 12 CyberShield sessions for kūpuna led by initiative students

Amount of Other Funds Available:

State: \$ 0

Federal: \$ 0

County: \$ 150,000 (pending)

Private/Other: \$ 53,000 (secured/pending)

Total amount of State Grants Received in the Past 5

Fiscal Years:

\$ 0

Unrestricted Assets:

\$ 13,000

New Service (Presently Does Not Exist): ☒ Existing Service (Presently in Operation): ☐

Type of Business Entity:



501(C)(3) Non Profit Corporation



Other Non Profit



Other

Mailing Address:

2819 Waialae Avenue, Suite A3

City:

Honolulu

State:

HI

Zip:

96826

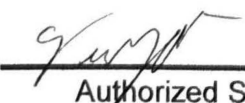
Contact Person for Matters Involving this Application

Name:
Vincent DiRienzo

Title:
Executive Director & Board President

Email:
vincent@cyberike.com

Phone:
808-927-4027


Authorized Signature

Vincent DiRienzo, Executive Director & President

Name and Title

1/10/2025

Date Signed



STATE OF HAWAII
STATE PROCUREMENT OFFICE

CERTIFICATE OF VENDOR COMPLIANCE

This document presents the compliance status of the vendor identified below on the issue date with respect to certificates required from the Hawaii Department of Taxation (DOTAX), the Internal Revenue Service, the Hawaii Department of Labor and Industrial Relations (DLIR), and the Hawaii Department of Commerce and Consumer Affairs (DCCA).

Vendor Name: CYBER 'IKE

Issue Date: 01/12/2025

Status: Compliant

Hawaii Tax#:

New Hawaii Tax#: GE-2093946368-01

FEIN/SSN#: XX-XXX1423

UI#: No record

DCCA FILE#: 332234

Status of Compliance for this Vendor on issue date:

Form	Department(s)	Status
A-6	Hawaii Department of Taxation	Compliant
8821	Internal Revenue Service	Compliant
COGS	Hawaii Department of Commerce & Consumer Affairs	Exempt
LIR27	Hawaii Department of Labor & Industrial Relations	Compliant

Status Legend:

Status	Description
Exempt	The entity is exempt from this requirement
Compliant	The entity is compliant with this requirement or the entity is in agreement with agency and actively working towards compliance
Pending	A status determination has not yet been made
Submitted	The entity has applied for the certificate but it is awaiting approval
Not Compliant	The entity is not in compliance with the requirement and should contact the issuing agency for more information

**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAII REVISSED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii'i Revised Statutes:
 - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
 - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
 - c) Agrees not to use state funds for entertainment or lobbying activities; and
 - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii'i Revised Statutes:
 - a) Is incorporated under the laws of the State; and
 - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii'i Revised Statutes:
 - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
 - b) Has a governing board whose members have no material conflict of interest and serve without compensation.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

Pursuant to Section 42F-103, Hawaii'i Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Cyber 'Ike

(Typed Name of Individual or Organization)



Vincent DiRienzo

(Typed Name)

1/10/2025

(Date)

Executive Director & President

(Title)

Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- ☒ 1) Hawaii Compliance Express Certificate (If the Applicant is an Organization)
- ☒ 2) Declaration Statement
- ☒ 3) Verify that grant shall be used for a public purpose
- ☒ 4) Background and Summary
- ☒ 5) Service Summary and Outcomes
- ☒ 6) Budget
 - a) Budget request by source of funds ([Link](#))
 - b) Personnel salaries and wages ([Link](#))
 - c) Equipment and motor vehicles ([Link](#))
 - d) Capital project details ([Link](#))
 - e) Government contracts, grants, and grants in aid ([Link](#))
- ☒ 7) Experience and Capability
- ☒ 8) Personnel: Project Organization and Staffing


AUTHORIZED SIGNATURE

Vincent DiRienzo, Executive Director & President
PRINT NAME AND TITLE

1/10/2025
DATE

Application for Grants

If any item is not applicable to the request, the applicant should enter "not applicable".

I. Certification – Please attach immediately after cover page**1. Hawaii Compliance Express Certificate (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2024.

Certificate of Vendor Compliance attached.

2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with Section 42F-103, Hawaii Revised Statutes.

Declaration Statement attached.

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to Section 42F-102, Hawaii Revised Statutes.

Cyber 'Ike confirms that the requested grant will be used for a public purpose pursuant to Section 42F-102, Hawai'i Revised Statutes.

II. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

1. A brief description of the applicant's background;**HISTORY AND MISSION**

Cyber 'Ike is an educational social impact 501c3 with the mission to provide the State of Hawai'i with world-class cybersecurity education. We seek to advance the field of IT and cybersecurity by providing resources, support, and networking opportunities to students, professionals, and community members across the islands.

DEMONSTRATED EXPERIENCE

Three leaders in the cybersecurity workspace in Hawai'i formed Cyber 'Ike in March 2024 – Vincent DiRienzo, Evan Law, and Courtney Kinder. After recognizing the imbalance of training and job openings in the cybersecurity space and the ineptitude of the current security training offerings making no impact, the team built out an organization that would provide significant progress in meeting the needs of our community.

2. The goals and objectives related to the request;

IMPACT: ECONOMIC DEVELOPMENT

40 students (primarily low-to-moderate income) will be enrolled in the *Cybersecurity Workforce Development Training Initiative* (2 cohorts of 20 students) free of charge during the grant period.

MEASURABLE OUTCOMES

Goal 1) Train Cybersecurity Students – Equip 40 Cyber 'Ike *Cybersecurity Workforce Development Training Initiative* participants with cybersecurity knowledge and skills for industry certifications, enhancing their employability and readiness for industry demands.

- Objective 1) Recruit and choose 40 students to be a part of two cohorts of program
- Objective 2) Administer 144 training initiative classes per year (12 per month)
- Objective 3) 90% of program participants (36) will complete the Cyber 'Ike 6-month training program
- Objective 4) 90% of participants (36) will pass their 4 CompTIA certifications for successful completion of training program

Goal 2) Internship Opportunities – Provide 36 internship/job opportunities through partnerships with local businesses and governmental bodies for placement of our graduates of the program -- providing industry experience opportunities for graduates through internal hiring and contracted assignments.

- Objective 1) Maintain a network of at least 5 partnerships with Hawai'i corporations, government entities and job placement organizations to provide a steady landing place for our graduates
- Objective 2) 90% of participants agree that the *Cybersecurity Workforce Development Training Initiative* has significantly enhanced their employability and professional development

Goal 3) Serve Kūpuna and Youth Through Creative Cybersecurity Training – Implement 12 *CyberShield* presentations that train kūpuna to combat cybersecurity hacks, improve digital literacy, and empower them with the tools and skills to stay safe online. Implement 2 Capture the Flag *CyberStrike* Competitions to “gamify” cybersecurity for students K-12+ through a competition platform.

- Objective 1) Implement a minimum of 12 *CyberShield* program presentations annually to teach kūpuna basic cybersecurity awareness, safe password management, social media and online scams, email and communication safety, understanding privacy settings, and using technology safely
- Objective 2) Facilitate 2 *CyberStrike* competitions to allow participants (primarily high school) to learn the basics of cybersecurity through a gamified *Capture the Flag* competition

3. The public purpose and need to be served;

PROBLEMS TO BE SOLVED

Cyber 'Ike's *Cybersecurity Workforce Development Training Initiative* presents a unique opportunity to address the critical shortage of skilled professionals in Hawai'i's cybersecurity sector and contribute to the long-term economic growth and security of Hawai'i.

1) Cybersecurity Attacks Nationwide (Forbes Advisor, 8.28.24)

- 2,365 cyberattacks in 2023; 343,338,964 victims
- 2023 saw a 72% increase in data breaches since 2021
- Around the world, a data breach cost \$4.88 million, on average, in 2024
- Email is the most common vector for malware, with 35% of malware delivered via email in 2023
- 94% of organizations have reported email security incidents
- Business email compromises accounted for over \$2.9 billion in losses in 2023

2) Hawai'i Cyber-Crimes (FBI IC3 Report)

Last year, victims across the state reported the top three cyber-crimes as phishing scams, non-payment/non-delivery scams, and personal data breach. According to the FBI, the most significant monetary losses for victims were caused by business email compromise scams, investment fraud, and romance schemes.

- In Hawai'i during 2023, the top 8 cyber-crimes and number of victims: Personal Data Breach: 227; Extortion: 207; Investment: 196; Technical Support: 160; Non-payment/Non-delivery: 150; No Lead Value: 123; Business Email Compromise: 73; Confidence and/or Romance Fraud: 72.
- Victims in Hawai'i according to age group and the amounts lost (of Hawai'i's \$39,999,023 total): Over 60: \$27,965,497 (70%); 50-59: \$5,631,499 (14%); 40-49: \$3,671,457 (9%); 30-39: \$2,156,987 (5%); 20-29: \$552,571 (1.5%); Under 20: \$21,012 (.5%).

3) Cybersecurity Workforce Gap (cyberseek.org)

Hawai'i's cybersecurity workforce gap has reached a record high, with approximately 11,730 professionals needed to adequately safeguard Hawai'i's digital assets, and of those, 4,534 cybersecurity job openings are currently seeking eligible workers. Information security jobs are projected to grow by 32% between 2022 and 2032.

Statistics on the gap of skilled professionals in Hawai'i and nationally include:

- Supply/Demand Ratio (2024): HI 73%/US 85%
- Total Cybersecurity Online Job Openings (2024): HI 4,534/US 469,930
- Total Employed Cybersecurity Workforce (2024): HI 7,196/US 1,239,018
- Certification Holders in Hawai'i:
 - CompTIA Security+ - 3861
 - Certified Information Systems Security Professional (CISSP) - 756
 - Global Information Assurance Certification (GIAC) - 416
 - Certified Information Systems Auditor (CISA) - 73
 - Certified Information Security Manager (CISM) - 104
 - Certified Information Privacy Professional (CIPP) - 12

4. Describe the target population to be served;

In serving Hawai'i residents, ages 17 and above (with most in the 17-24 age range), the *Cybersecurity Workforce Development Training Initiative* participants range from high school students through adults training for a second career. The target population is primarily in the low-to-moderate income range, based on age, as many have just graduated from high school, and as new entrants to job markets without the qualifications provided in this training initiative.

We expect to follow the national demographic of approximately 21.5% of cybersecurity specialists are women, while 78.5% are men. The primary focus of the project implementation for our low- to moderate- income population is to serve Native Hawaiians, women in STEM learning trajectory, and low-income residents throughout the State of Hawai'i – by offering the program free-of-charge.

5. Describe the geographic coverage.

Cyber 'Ike serves the entire State of Hawai'i, through in-person and virtual training programs.

III. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1. Describe the scope of work, tasks and responsibilities;

To address the growing demand for skilled professionals in the field of IT and cybersecurity, the *Cybersecurity Workforce Development Training Initiative* aims to provide specialized training, certification, and practical experience to individuals seeking to enter or advance their careers in IT and cybersecurity. With a focus on collaboration with local businesses and educational institutions, this program will contribute to the development of a robust IT and cybersecurity workforce in Hawai'i.

PROGRAM DESIGN: *Cybersecurity Workforce Development Training Initiative*

The Cyber 'Ike program provides hands-on training that enhances employability and readiness for industry demands. Each cohort is for 6 months, consisting of a Monday in-person class with a Wednesday and Friday virtual class from 6pm-9pm.

- Curriculum: Staff have designed a curriculum aligned with industry standards and with DoD 8140 certification requirements, offering structured progression from foundational to advanced topics.
- Instructors: An experienced educator will deliver expert instruction three times a week for evening sessions and provide ongoing guidance throughout the program.

- Training Facility: We will lease workspace at Entrepreneurs Sandbox, and Cyber 'Ike will provide laptop workstations.
- Course Structure: The program will offer a 6-month course with 72 sessions. Topics will include A+, Net+, Sec+, CySA+, and CASP+ certifications. These 5 certifications will encompass 99% of all jobs within cybersecurity for public, private, DoD and military. Students are required to volunteer in the IT community 10 hours a month to graduate.
- Student Support Services: Services such as mock interviews, resume reviews, leadership development and internship placements will enhance students' skills and employment prospects.

Completion of the cohort means acquiring all certifications, meeting volunteer hour requirements, and finishing the capstone project:

- COMPTIA Core Training: Training to industry standards to IT & Cybersecurity certifications in A+, Network+ and Security+
- COMPTIA CySA+/CASP+: For cyber professionals in incident detection, prevention and response through continuous security monitoring
- Microsoft 365 Certified and Copilot: Learning how to manage a MS365 tenant as well as master Microsoft Copilot
- Security Capstone Project: Students harness the cybersecurity skills from their coursework to develop a team-based capstone project -- to design innovative solutions that address Hawaii's unique cybersecurity challenges

WHY THIS SOLUTION

Students who complete their cohort will have the chance to be placed in internships, full time positions or contracting work from public, private, and DoD, using the skills that they have acquired. This specialized training program will reflect the current areas of cybersecurity needs in Hawai'i.

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

Q1 (Jul-Sep 2025)

- Tri-weekly classes with new cohort of 20 candidates (Jul-Sep)
- Kūpuna *CyberShield* presentations monthly (Jul-Sep)

Q2 (Oct-Dec 2025)

- Tri-weekly classes (Oct-Dec)
- Capstone project presentations (Dec)
- CompTIA Certification testing (Dec)
- Graduation of students (late Dec)

Q2 (Oct-Dec 2025) (continued)

- Marketing of training initiative for participant enrollment in next cohort
- Select next cohort of 20 candidates to start in January
- Kūpuna *CyberShield* presentations monthly (Oct-Dec)
- Capture the Flag *CyberStrike* competition (Oct)

Q3 (Jan-Mar 2026)

- Tri-weekly classes with new cohort of 20 candidates (Jan-Mar)
- Kūpuna *CyberShield* presentations monthly (Jan-Mar)

Q4 (Apr-Jun 2026)

- Tri-weekly classes (Apr-Jun)
- Capture the Flag *CyberStrike* competition (May)
- Capstone project presentations (Jun)
- CompTIA Certification testing (Jun)
- Graduation of students (late Jun)
- Select next cohort of 20 candidates to start in July
- Kūpuna *CyberShield* presentations monthly (Apr-Jun)

3. **Describe its quality assurance and evaluation plans for the request.**
Specify how the applicant plans to monitor, evaluate, and improve their results;

To monitor the effectiveness of our work, Cyber 'Ike tracks each student's progress in their 6-month program, along with the outputs of certifications, competitions, graduation, volunteer activities, and job placements.

Data monitored includes:

- 1) Number of Students Graduating: Tracking and reporting the students' completion of graduation requirements (# and %) shows student value of program and future sustainability
- 2) Number of Certifications Achieved: Tracking the number of certifications that each student attains provides the achievement goals for the program
- 3) Number of Students Placed into Internships and Jobs: Tracking the placement of our initiative students into internship positions or permanent jobs will allow us to gauge the impact of the training program.
- 4) Surveys of Students: Each program participant will be required to submit a post-survey to assist with evaluation of the program and the impact on their own lives.

4. **List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency).** The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.

By the end of the grant period, Cyber 'Ike will train the following community members in cybersecurity:

- Equip 40 participants with cybersecurity knowledge/skills for industry CompTIA certifications
- Provide 40 internship/job opportunities through local businesses and governmental bodies
- Facilitate 2 *Cyber Capture the Flag* competitions, for K-12+
- Teach 144 *Cybersecurity Workforce Development* Classes
- Present 12 *CyberShield* sessions for kūpuna led by initiative students/instructors

IV. Financial

Budget

1. **The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.**
- a. Budget request by source of funds ([Link](#))
 - b. Personnel salaries and wages ([Link](#))
 - c. Equipment and motor vehicles ([Link](#))
 - d. Capital project details ([Link](#))
 - e. Government contracts, grants, and grants in aid ([Link](#))

The total operating budget for the organization is \$947,470 annually. The Cyber 'Ike *Cybersecurity Workforce Development Training Initiative* program under this request operates on a \$280,000 annual budget. We are committed to raising \$180,000 and request \$100,000 in State of Hawai'i support.

Budget documents attached.

2. **The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2026.**

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
25,000	25,000	25,000	25,000	100,000

- 3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2026.**

Secured:

- Atherton Family Foundation - \$10,000
- AFCEA - \$3,000
- Tradewind Group - \$40,000 (\$10,000 for this program) (secured but not released)

Pending:

- City & County of Honolulu GIA - \$150,000

Planned:

- First Hawaiian Bank Foundation - \$10,000

- 4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.**

None.

- 5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2026 for program funding.**

Government Contracts, Grants, and/or Grants In Aid attachment.

- 6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2024.**

As of December 31, 2024, Cyber 'Ike's unrestricted current assets are \$13,000.

V. Experience and Capability

1. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

PAST RESULTS AND ACHIEVEMENTS

Cyber 'Ike began its work with the *CyberStrike* program (below), even prior to forming the nonprofit entity. We have not yet executed the *Cybersecurity Workforce Training Initiative* (teaching portion of the program) but will operate two full cohorts in 2025/2026 through new program funding.

CyberStrike offers a dynamic *Cyber Capture The Flag* (CTF) experience where participants from across Hawai'i converge to engage in a battle -- from cryptography to log analysis, web application penetration testing, and Open Source Intelligence. *CyberStrike* not only serves as a testament to the participants' skills but also fosters camaraderie within the cybersecurity community, shaping the next generation of digital defenders poised to confront the challenges of tomorrow's cyber landscape.

- 120 students participated in the May 2024 *CyberStrike* event
- Implemented CTFs for the past 3 years for K-12 schools, and an average of 15 schools and 90 students per event 3 times a year.

PARTNERSHIPS AND ROLES

- Academic Partner: CompTIA
ROLE: CompTIA provides access to certifications such as A+, Network+, Security+, CASP+, CySA+, and Pentest+. CompTIA certifications are highly valued and many times required in both the Department of Defense (DoD) and the private sector. CompTIA provides a wide range of curriculum materials that align with their certification exams.
- Technology Partner: Microsoft
ROLE: Microsoft offers free Microsoft 365 Education licenses to our students and educators. This includes access to essential tools like Word, Excel, PowerPoint, OneNote, and Microsoft Teams.
- Technology Partner: Pacxa
ROLE: Pacxa, Hawai'i's premier technology provider, offers extensive technology assistance to Cyber 'Ike through cutting-edge technology solutions, including cloud services, cybersecurity tools, and IT infrastructure, and technical expertise.
- Job Placement Partner: Bishop & Co.
ROLE: Bishop & Co., a well-established staffing agency in Hawai'i that specializes in connecting job seekers with employers, helps Cyber 'Ike graduates find full-time positions by leveraging their extensive network of local employers, and they provide career counseling and resume-building workshops for Cyber 'Ike students.
- Job Placement Partner: TEKsystems
ROLE: TEKsystems, a leading provider of IT staffing solutions and services, connects Cyber 'Ike students with internship opportunities and full-time roles at top tech companies, along with ongoing professional development resources.

2. **Facilities** - The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

Currently we are managing our Cyber 'Ike operations by utilizing a remote workforce, but are leasing a space at:

- The Entrepreneurs Sandbox (Classroom Space & Office Coworking Space)
 - 643 Ilalo Street, Honolulu HI 96813 (Kaka'ako)
 - In-person trainings (4x a month x 12 months)
 - *CyberStrike* event in May 2026
 - Co-working space for contracted instructors and officers

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

DEMONSTRATED EXPERIENCE

Three leaders in the cybersecurity workspace in Hawai'i formed Cyber 'Ike in March 2024. After recognizing the imbalance of training and job openings in the cybersecurity space and the ineptitude of the current security training offerings making no impact, the team built out an organization that would provide significant progress in meeting the needs of our community.

- Vincent DiRienzo – Board President
- Evan Law – Board Treasurer
- Courtney Kinder – Board Secretary

STAFF CAPABILITIES

Although all three leaders currently serve as volunteers in the organization, their commitment to the organization is full-time:

- Vincent DiRienzo, Head of Information Security, Tradewind Group, is a versatile business leader, bringing 14 years of experience in information technology and security. His key expertise is in Information Security and project management. He was also the ISC2 Hawaii Chapter President from 2023-2024 and currently AFCEA Hawai'i's Director of Cyber from 2022-present. He is the *CyberStorm* Lead and *CyberForge* Co-Lead.
- Evan Law, Systems Administrator for Pearl Harbor Naval Shipyard, Client Solution Architects LLC, is an experienced subject matter expert in the field of IT, advising federal, state, county and local government and corporations on vulnerabilities in cybersecurity. His expertise is in Systems Administration and Information Security. He is the *CyberStrike* Lead and *CyberForge* Co-Lead.

- Courtney Kinder, HIPAA Security Officer, State Department of Health, is a Security Compliance Officer with 8+ years of work experience managing an IT department and ensuring HIPAA compliance. Courtney specializes in workflows and troubleshooting. She engages over 3000 staff members annually in security awareness and training initiatives at the State Department of Health. Courtney serves as the *CyberShield* program lead.

Cyber 'Ike Instructors have been carefully selected and will be hired upon funding of this program. All instructors will be certified in all certifications taught in Cyber 'Ike. A director will be hired to manage the administrative, financial, and student communications for the training.

2. Organization Chart

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.

Organization Chart attached.

3. Compensation

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

At this time, Cyber 'Ike does not employ any staff members; however, the Executive Director and the Board of Directors are all volunteer positions serving the organization:

- | | |
|---------------------------------------|-----|
| - Executive Director, Board President | \$0 |
| - Board Treasurer | \$0 |
| - Board Secretary | \$0 |

VII. Other

1. Litigation

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

Not applicable.

2. Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

Not applicable.

3. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see Article X, Section 1, of the State Constitution for the relevance of this question.

Not applicable.

4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2026 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2026, but
- (b) Not received by the applicant thereafter.

POTENTIAL ADJUSTMENTS AND CONTINUED FUNDING

As a new organization, though thoroughly networked in the community as a cybersecurity leader, Cyber 'Ike is committed to creatively raising funds and community support to expand the organization. The funds we plan on seeking will be from charitable foundations, corporations, and government grants.

Thankfully, over the years as we have been planning for this organization, our community has provided pro-bono space, materials, software, volunteers, and technology solutions – and many of these in-kind contributions will continue.

However, as we move to the next phase of training – the key to creating a cybersecurity workforce for Hawai'i – we now need to change the business model to paying our valued instructors and providing the certifications and job placement services that our community truly needs.

The Tradewind Group has pledged a \$40,000 gift (\$10,000 of which is for this training initiative), and Atherton Family Foundation is matching that \$10,000 program gift, to bring this program to implementation starting in July 2025. If the funding levels do not come in as hoped from other funders, we will ask the training students to provide their own laptops during the first cohort, until we are able to purchase the \$62,500 worth of computer equipment for the training program. Additionally, to save on facilities costs, other partnerships may need to be utilized to cover any funding shortfall. Flexibility is key to our programs.

As part of Cyber 'Ike's long-range goals, we plan on continuing to implement the other Cyber 'Ike programs (*CyberShield*, *CyberStrike*, *CyberForge*, *CyberStorm*), as funding and partnerships allow.

FUNDING SUSTAINABILITY

Beyond the grant period, Cyber 'Ike has planned a robust earned-income model for the future, that includes the students who graduate from the training initiatives.

- Government Contracts:

As a strong contender for City, State, Federal government contracts for cybersecurity, Cyber 'Ike will apply for external contracting revenue. This revenue will directly support the training programs moving forward for Cyber 'Ike and will utilize the graduated students for the projects (and pay them the market rate) for their work on the contracts.

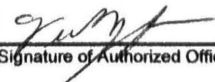
The following are the types of contracts available in the government marketplace:

- Cybersecurity Analyst - Monitor and protect an organization's computer networks and systems
- Security Operations Center (SOC) Analyst - Monitor and respond to security incidents within a SOC environment
- Junior Penetration Tester - Test the security of systems by attempting to breach them, identifying vulnerabilities
- Incident Response Analyst - Respond to and manage security breaches and incidents.
- Security Consultant - Provide advice and solutions to improve an organization's security posture
- Vulnerability Analyst - Identify and assess vulnerabilities in systems and networks
- Network Security Engineer - Design and implement secure network solutions
- Cybersecurity Researcher - Conduct research to identify new threats and develop mitigation strategies

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2025 to June 30, 2026

Applicant: Cyber 'Ike

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	0	0	0	0
2. Payroll Taxes & Assessments	0	0	0	0
3. Fringe Benefits	0	0	0	0
TOTAL PERSONNEL COST	0	0	0	0
B. OTHER CURRENT EXPENSES				
1. Airfare/Travel	0	0	0	0
2. Insurance	0	0	0	0
3. Lease/Rental of Equipment	0	0	0	0
4. Lease/Rental of Classroom Training Space	0	0	6,000	0
5. Conference/Training	2,000	0	0	0
6. Program Activities Supplies	14,400	0	72,040	0
7. Telecommunication	0	0	0	0
8. Office Supplies	500	0	2,500	0
9. Professional & Contractual Services	38,660	0	46,800	25,600
10. Promotions, Marketing & Communications	0	0	0	0
11. Office Space Rent	4,600	0	0	4,400
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES	60,160	0	127,340	30,000
C. EQUIPMENT PURCHASES	39,840	0	22,660	0
D. MOTOR VEHICLE PURCHASES	0	0	0	0
E. CAPITAL	0	0	0	0
TOTAL (A+B+C+D+E)	100,000	0	150,000	30,000
SOURCES OF FUNDING		Budget Prepared By: Vincent DiRienzo 808-927-4027 Name (Please type or print) Phone  1/10/2025 Signature of Authorized Official Date Vincent DiRienzo, Executive Director & Board President Name and Title (Please type or print)		
(a) Total State Funds Requested	100,000			
(b) Total Federal Funds Requested	0			
(c) Total County Funds Requested	150,000			
(d) Total Private/Other Funds Requested	30,000			
TOTAL BUDGET	280,000			

BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES

Period: July 1, 2025 to June 30, 2026

Applicant: Cyber 'Ike

POSITION TITLE		FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
					\$ -
TOTAL:					
JUSTIFICATION/COMMENTS: Not applicable.					

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2025 to June 30, 2026

Applicant: **Cyber 'Ike**

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Laptop Computers	25	\$2,500.00	\$ 62,500.00	\$ 39,840.00
			\$ -	0
			\$ -	
			\$ -	
			\$ -	
TOTAL:	25		\$ 62,500.00	\$ 39,840.00
JUSTIFICATION/COMMENTS: Laptops will be purchased and will remain as Cyber 'Ike property as classroom/cohort laptops. Cost is estimated at \$2,500 per laptop x 25 laptops (20 students, 3 instructors, 2 backup) = \$62,500.				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS: Not Applicable.				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2025 to June 30, 2026

Applicant: **Cyber 'Ike**

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY:2023-2024	FY:2024-2025	FY:2025-2026	FY:2025-2026	FY:2026-2027	FY:2027-2028
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS: Not Applicable.						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: **Cyber 'Ike**

Contracts Total: -

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
	None				



Cyber 'Ike Organizational Chart

