Cyber Skills Immediate Impact Fund (CSIIF)

Application Form

Please read the Guidance for Applicants document in full before completing your application. When completing the form, avoid the use of jargon or abbreviations. We reserve the right to reject applications that exceed the stated word limit.

Section 1. Organisation Details

1.1 Organisation name *If applying on behalf of a consortium please enter the details of the lead organisation.*	Hacker House Ltd
1.2 Organisation website	https://hacker.house
1.3 Registered address	9 Bollin Mews Prestbury Sk104DP
1.4 Postcode	Sk104DP
1.5 Country	*e.g. England, Scotland, Wales or Northern Ireland*
1.6 Registration number	967 8695
1.7 VAT number (if applicable)	255.702.605
1.8 Primary contact name	Jennifer Arcuri
1.9 Primary contact job title	CEO
1.10 Primary contact email	███████████████████
1.11 Primary contact phone number(s)	███████
1.12 Secondary contact name	Matthew Hickey
1.13 Secondary contact job title	CTO
1.14 Secondary contact email	███████████████████
1.15 Secondary contact phone number(s)	
1.16 Number of full time equivalent (FTE) staff employed by the lead organisation	5

1.17 Organisation's main activity *If applying as part of a consortium, enter the main activity of the lead organisation.*	X	Training provider
		Professional body and organisation
		Registered charity

	Social enterprise	
	Further education institution	
	Higher education institution	
	Other (please specify)	

1.18 Pot for application consideration Please select one pot for your application to be assessed against	X	**Pot 1 -** Large and/or scaled up initiatives
		Pot 2 - New, creative and/or innovative initiatives
		Pot 3 - West Midlands based initiatives

1.19 Are you applying as part of a consortium?		Yes	X	No
	If yes, provide details of all consortium partners involved in this initiative in Annex 5.			

1.20 Do you acknowledge the standard DCMS Standard terms and conditions of Grants as described in Annex 1 of the Guidance for Applicants?	X	Yes		No

1.21 In no more than 150 words, describe what your organisation is currently doing, if anything, on cyber security skills development	When it comes to the cyber skills shortage, Hacker House has identified two areas of improvement: 1. training those who want to make cyber security a career path and 2. matching talented students to employers who need *real, practical* skills. In our experience, these employers need to hire people who can do more then run open sourced tools, port scans, and vulnerability assessments. **Hacker House attracts both new talent, *and,* employers in need of that talent; we are the solution the UK needs to the cyber security skills agenda.** Hacker House has developed a skills training portal for practical, *hands on* containerised learning in the browser where students can learn professional skills anywhere they go. As they graduate from each course, our community forum and mentorship program will match those students with employers looking to employ their skills.

1.22 Provide details of any other bids you are submitting for the CSIIF including consortium bids, if applicable	**Initiative title**	**Sole application (Yes/No)**

Section 2. Initiative Description

Should your application be successful, this section will form part of your Grant Agreement with DCMS.

2.1 Initiative title	Hands on Hacking Training and Employer Portal
2.2 Initiative description	
No more than 400 words. This should include a clear description of the initiative that will be carried out using the funding and describe the initiative aims and objectives clearly. List the outputs, outcomes, impacts and benefits attributable to CSIIF funding.	

Hacker House has spent the last 2 and a half years training students in various classrooms around the UK in an entry level penetration testing course called "Hands on Hacking." The course focuses on various topics within cyber security: IOS, Android, Mail Servers, mobile application, web assessments, Windows XP, etc; essentially everything a beginning pen tester would need to know. **Hacker House's training is very popular with young people looking to make cyber security a career.** When various firms are hiring, they tend to come to Hacker House for talent. We train the "already professional"- those network admin types who want to pivot into security, as well as all the raw, new talent who want to make a career of cyber security, and other wise wouldn't know where to get into the industry. **We are the brand that bring people into cyber security; whether they are already professional or entering the job market, Hacker House is the place people come for cyber skills training.** Yes our numbers are very small , but our model works.

In 2019, the request for grant money is to take the Hands on Hacking course and bring it online, as an "on demand" version so *all UK students* can take this regardless of time, date, location. The request for DCMS is to grant Hacker House the cash to build out the "netflix of security" made up of modular, highly specialised training content; a virtualised container system that would allow students to study at their own pace, any time, anywhere in their browser. In the request for this grant funding, Hacker House wants to also incorporate another element to our training portal that we only started doing recently in our classrooms. Hacker House partnered with a local 501c3 in Los Angeles who has started to hand place USA students as they graduate from our course into employment. Its been a brilliant pilot to run because we see how effective the one on one mentorship, coaching and CV building dramatically helps place students into work. Essentially we have asked for budget to replicate this model back in the UK over the next 12 months. Students who pass Hands on Hacking will be invited to exclusive events and networking opportunities with our advisors who can use this time for one on one coaching, industry discussion, and job placement. Within 12 months, with the help of DCMS, our students will be able to graduate from the course and immediately send their resume to companies who are looking to hire them.

2.2.1 Please fill out this box if you are applying for funding from Pot 1

No more than 200 words. You must provide an evidence base that justifies sponsoring of a large and/or scaled-up initiative through CSIIF funding. This should include outcomes of previous pilot initiatives, evidence of employer commitment to the project, number of beneficiaries and present a clear requirement for government funding.

Please leave blank if not applicable

Hacker House has successfully trained *in classroom approximately* ██ students in the UK with whom successfully completed our training in ████████ We can assume that we will train *at least* another ███ students in 2019 with the on demand version alone, as well as any in classroom trainings in the UK.

Of these ███ students in the UK , 90%, or ███ of them will pass and receive our certificate.

███ students graduate from the Hands on Hacking course with enough practical and relevant skills to obtain a junior penetration testing position.

Not all ███ students are eligible to work in UK so lets account for another 10% loss; more or less 90% of the students in our classrooms have been eligible to work in the UK. ██ people, (90% of the ███) who graduate from our course and are ready and able to work in the UK.

██
██
██
███████████

2.2.2 Please fill out this box if you are applying for funding from Pot 2

No more than 200 words. You must provide a clear rationale for trialling a new, creative and/or innovative approach. This should include evidence of engagement, or planned engagement with, and support from employers, outline expected number of beneficiaries and present a clear requirement for government funding.

Please leave blank if not applicable

2.2.3 Please fill out this box if you are applying for funding from Pot 3

No more than 200 words. You must outline how this initiative will get candidates into cyber security roles (primary focus on penetration testers) within the West Midlands Combined Authority, evidence of employer commitment to the project and potential employment of at least 30 individuals.

Please leave blank if not applicable

2.3 Initiative fit with core criteria

Core criteria 1
Provide clear evidence that initiatives are likely to identify, train and place candidates who have not been previously employed as cyber security professionals into cyber security employment that reflects the training and knowledge acquired through the initiative, within 12 months of initial funding.
(Evidence can include certifications awarded to candidates at end of training, organisation engagement with employers, work readiness of candidates).

Identify - *Describe how your initiative will identify candidates to take part in the scheme and who have a demonstrable intention of getting into the UK cyber security profession.*	████████████████████████████████ ████████████████████████████████ Everyday people download our free "mail server" module available from https:hacker.house/ training. The module is a taster of the training course, and many of our downloads come from the UK as this is where we have started teaching. People downloading our module are looking for a way to get into industry; Hacker House is the brand and the content that most appeals to them.

Train - *Describe how these candidates will be trained and outline duration, accreditation and other relevant information.*	Our portal is written so that ██████████████████████████████████ ██████████████████████████████████ ██████████████████████████████████ ████████████████ Additionally, the content can be a vertical learning curve; and while it excites our students, it also takes most of them more then four days to *really* retain all of our techniques. Most typical 4 day certifications are not enough to ensure your students walk away prepared to be penetration testers. Naturally they need an environment that will "learn"with them, and allow for new development. This is a big reason why employers don't want to take risks on new and inexperienced recruits. Hacker House also stresses the importance allowing our students to talk to each other: ask questions, and more importantly share information on what they were learning. This is how they continue to nurture their skills. Not only is the first Hands on Hacking course the perfect level of skill required for entry level job placement, it also continues to exercise a playground for talent to continue to develop skill. This skill is what employers need.

Place - *Describe how your initiative will achieve the employment outcomes of getting individuals into cyber security within 12 months of initial funding.*	For those companies looking for "technical" talent, the Hacker House training portal is *the* place to go. Please allow me to explain why so many employers recruit our students. To start, most of them have tried to hire or worked with my co founder Matthew Hickey at some point or another in the past 17 years. Employers who are looking to expand their cyber consultancy hire the people who pass our course because they know Matthews work and prefer to hire who he has trained. At the top of the year, we will hit the grounding running and personally invite each and every student who has already passed our course sometime in the last two years. The placement for 2019 will begin with these students. The recruitment process with our new advisor will start by identifying these students to find out which ones are currently looking for work. I also have asked for budget to hire a recruiter type of role to work directly with employers who need to hire and don't know how to vet the appropriate skill needed. The community forum in the on demand portal will act as a formal pipeline of recruitment. Up until this point we have manually been forwarding on students and CVs. As we have hosted with our community events, we have found that sometimes we have to take our "talented- computer led candidates" back to basics when it comes to composing a CV and cover letter. For 2019, we aim to provide the infrastructure for coaching and assistance required to allow our students a more personal one on one introduction to companies and job placements. ██████████ ████████████████████████████ With funding from DCMS, we are able to take all of this online and streamline this process better. **Based on our purposely low numbers in our cash flow forecast, with the current slate of downloads and our database of users: Hacker House will be 100% funded and operational to continue to deliver and place** *at least* **the 50 required penetration testers into industry within 12 months.**

Core criteria 2
Demonstrate a realistic prospect of becoming self sustainable within 12 months of initial funding. As and when government funding ceases, confidence would be needed to assure DCMS that the removal of funding from this initiative would not affect the continued viability of the applicant organisation.

2.4. Equality and diversity

No more than 200 words. Describe how your initiative is inclusive and achieves the government's equal opportunities and diversity aims. Are there any specific equality issues relating to this initiative and the proposed beneficiaries? What measures will you implement to accommodate these requirements?

The assessment process will give additional weighting to initiatives that focus on helping more women candidates. If applicable to initiative, provide a detailed plan for, and a commitment to, placing women (making up at least 50% of initiative cohort) into cyber security roles.

Hacker House is run by a woman, who goes out of her way to train women. Some of the UK Cyber challenge best female hackers are the girls we trained first with Hands on Hacking. We have seen, hands down, an influx of women who come to the Hands On Hacking training because of me, Jennifer Arcuri and because of my TedxTalk in Liverpool in 2016. I continue to receive emails about this talk on a weekly basis. There are 'women in cyber initiatives' I know and with whom I could offer a competition for training places to be won and/or offer discounted courses. With this grant money, I am 100% confident I can lead a generation of women into cyber security.

 PS: We also see the women who do take our Hands on Hacking course out shine the men *[pretty much all the time.]*

Perhaps its their dedication to the curriculum or the natural ability to pick up the skill: **women make very good penetration testers.**

Hands on Hacking, and the overall Hacker House brand, also appeals to many autistic, transgender, LGBT, and many troubled youth. It is very important to note our course teaches skills that can mainly be done remotely and can be of extreme value to companies.

Where applicable, show the percentage split for beneficiaries within the following categories that your initiative will be targeting.

50 %	Women : I personally know about 6 all female hacking organisations who go out of their way to place in tech. Once I have an on demand product, I am doing everything I can to target at least 50 % of my downloads to women
15 %	Neurodiverse individuals
5%	BAME
5	Other, please specify: transgender

2.5 Initiative additionality

No more than 150 words. Describe how this grant will allow you to implement the initiative and deliver value that you would otherwise not be able to.

Hacker House teaches a lot of the talent who otherwise would never pass recruitment or HR hiring processes because they just don't have any experience, of any kind; their talent is merely computers. The DCMS funding grant would help us reach those pockets of potential UK professionals who otherwise would never consider pursuing legitimate careers in cyber security.

2.6 Initiative location	Remote: we can set up specific locations but the best part about funding us is the scalability of our reach.	
2.7 How many individuals will benefit from the initiative?		Unlimited
2.8 Of the total initiative beneficiaries (in Q2.7), how many will directly benefit from the DCMS funding of the initiative?		All

Section 3. Initiative Implementation, Delivery & Impact

Should your application be successful, this section will form part of your Grant Agreement with DCMS.

3.1 Initiative start date (dd/mm/yyyy)	Dec 31 2018
3.2 Initiative completion date (dd/mm/yyyy)	Dec 31 2019
3.3 Deliverables and milestones dates *No more than 300 words. Provide a brief description of the deliverables under the identify, train and place priorities, with clear milestone dates.* *Highlight any dependencies that will allow each deliverable / milestone to be delivered.* *If available, attach a one page project plan (e.g. Gantt chart or timeline plan on a page). This will be considered in the assessment phase.*	From the start of 2019, as mentioned above Hacker House will contact those students who have already passed our course and need work. This is stage 1 of placement. At the same time, for the first three months of the year the team will develop the training portal. Around April we will open a closed beta version of the portal, to our immediate hard core "fans"— those that have been using our training techniques, products, and with whom have not been able to afford the classroom course. This closed beta group will be kept around ▮ student invites. Of this invite request to complete the Hands on Hacking online, (successfully completing each quiz app, community forum , etc) : we should expect around ▮ students to successfully complete the course. (This is extremely conservative because each of these invited students will be very key contributors in our community.) Of the said ▮ students, we can expect around ▮ to be actively seeking employment. This will be Stage 2 of placing candidates. The community events will run to bring together community leaders, employers, and industry personnel for a night of networking, career workshops and job placement. By June we should have successfully placed the first ▮ students from the closed beta invite and will then spend the rest of the year securing at least another ▮ students into roles by December. This is stage 3 of placement. These numbers are very achievable.

3.4 Capability and capacity to deliver the initiative
No more than 250 words. Provide evidence to demonstrate that: *- your organisation has previous experience in delivering initiatives of a similar scope and / or scale within cyber security;* *- specialist expertise is in place, or will be recruited, to run and manage initiative activities and if applicable, indicate any certifications or qualifications held by your industry experts.*

Hands on Hacking was written by co founder Matthew Hickey who is a CREST fellow and helped ███████████████████████████████████████ Matthew's work is very well known and respected. I, Jennifer am also a certified ethical hacker and have made a point to do every "hacking" course available on market in 2015-17 to show off my dedication to technical acumen and skill development.

The budget I have requested is to offer each other my team a full time role for █ months, vs paying them month to month. The reason we work with these people are their many hours of dedication and precious time spent on this project to see it through to completion. What this grant money allows us to do is manage a better work life balance with a pay check, and deliver an innovated product that will bring professionals into industry.

3.5 Subcontract details (if applicable)

No more than 100 words. Provide details of any plans to subcontract (outside of the consortium, if applicable) any part of the initiative activities.

Hacker House will hire contractors to start as we will need to hire our team, a very specific group of talent that will more then likely prefer to be hired as freelancers vs PAYE.

3.6 Social & economic benefits

No more than 150 words. Provide details on the wider socio-economic impacts of the initiative, explaining how it will add value to the UK economy and how its results/outputs will be disseminated and advertised within society.

The wider element of social good with Hacker House exists because of its many years as a community hub in east London, open to any and all young talent looking to "hack the planet." Since those days of chaos and curiosity, Hacker House has formed a company with a training program that is in demand from ████████████████ law enforcement and the hacker community. **We believe one of the reasons the UK has not solved their skills deficit is because they haven't embraced the hacker community.** Hacker House also has an appeal to younger people who love the brand.

3.7 Cyber Security Body of Knowledge (CyBOK)

Provide details, if any, on the CyBOK key knowledge areas that your training will address (e.g. Operating Systems & Virtualisation Security, Cryptography, Cyber-physical systems security, Software Security, etc.). If not applicable, illustrate how your training is relevant to identifying, training and placing candidates into cyber security roles.

Hands on Hacking includes DNS and domain hacking, mail infrastructure, web server infrastructure hacking, VPN attacks, file server and internal infrastructure attacks, Web application attacks, password cracking and windows enterprise environments. We have found that the course as it has stood for the last years has been a foundational course for penetration testers. One unique aspect to the course in the way it is written is that even the most senior of penetration testers have learned valuable techniques on the course as well as appealing to new recruits. Hands on Hacking is very focused on the labs, training and skill retention so our students complete the course with the tools to use over and over again for continued learning and application.

 Hands on Hacking is just one course on the portal. My co founder, Matthew Hickey has years of content he has yet to write and develop into modular content for the portal. From my understanding of the CyBOK, Hands on Hacking covers a lot of the security lessons taught but more importantly, whatever content that is in the CyBOK that needs a lesson or module written around it, we absolutely have the skills to develop content.

3.8 Monitoring, evaluation and lessons learned

No more than 250 words. Taking into account DCMS requirement expectations set out in the Guidance for Applicants, explain how you will monitor, evaluate and capture lessons learnt through evidencing outputs, measuring outcomes and impacts of your initiative.

Explain what inputs, data and records you will collect to evidence initiative outcomes. How will you make sure that you can attribute skills and employment outcomes directly to the CSIIF?

The reason I am certain we are a home run "winner"of a company to be chosen for this fund is because we are already capable of hitting the numbers we have projected to you. We are training and placing students in practice; this funding helps us scale our initiative to hit the numbers you need, as well as grow beyond 2019.

My co founder has written a course that people love and are currently lining up to take. I literally have a waiting list of people *waiting* to sign up to the portal, from the students who already completed the course in 2017. I am requesting cash to pay my team a committed salary to focus for ▮ months to bring what we are already doing in the classroom to the browser. Based on the number of downloads, and the number of people we have physically taught in the classroom we have the data and the measurements needed to place *at least* 50 students next year. As we fund the budget for 2020, I will look to continue development of the coaching and HR services to better streamline these services more automatically into the portal. But for the purpose of the next 12 months, **I want to focus placing these qualified candidates into industry by matching them to the employers who already depend on our course for skills.**

3.9 Initiative risks

Describe briefly the top 3 risks to the success of the initiative.

#	Risk description	Impact description	Mitigation action

R1	Cash Flow	███████	███████
R2	GDPR	███████	███████
R3	Piracy	███████	███████

Section 4. Initiative Finances

4.1 Organisation annual income	£0

Provide a copy of your annual report and audited or certified accounts, covering the last two years *(or similar published information about your organisation if available).*
 	
If you are a new organisation or have limited trading history, please provide:
    - A projection of your first year of activity
    - Bank statement for limited trading history
    - Two contact references from industry stakeholders for the last financial year	

4.2 Total initiative cost (incl. VAT)	£273,000*—> plz see cash flow budget
4.3 Amount of funding requested (incl. VAT) Cannot exceed 50% of total initiative cost. Cannot exceed 50% of lead applicant organisation's annual collective income	£ 273,000: *While we aren't currently profitable, within 12 months, with the help of DCMS: we absolutely will be*

4.4 Other sources of finance

Have you received or do you expect to receive any other funding for this proposal (e.g. are you applying for other government grants or any external financing to fund this initiative?).

If Yes, provide details including source and amount.

No. We tried last year in 2017 to raise funds at ████████████████████████ and it became terribly political and unfortunately ran its course when ███████████████████ ████████ passed away. That was very sad as we were very close to her. She was a big fan of the work we did with Hacker House so with out her apart of the project my co founder and I lost interest. Originally the new ██████████████████████ was going to use our course to be taught in the school, to funnel talent to the ██████████ and from there those students would be hired into industry. The reason is, Hacker House as a brand, has been far more "cool" for young people to identify with. And ████████████ saw the greatest value in our curriculum to be used to reach an audience of talent who otherwise would never compete for ████████████—but who would absolutely sit all day and complete on HackerHouse CTF [Bsides London challenge]. (Just one of many examples.)

Cyber skills do not come in "one size fits all" box. If anything, we all should "fish" where our fish already *are*. I think that is the biggest differentiator with Hacker House and one of many reasons why we will be very successful with this grant.

4.5 Financial management

No more than 200 words - Describe the financial management systems and processes you will put / already have in place to ensure you can evidence and account for expenditure accurately and transparently. This may include separate cost centres, separate bank accounts, clear roles and responsibilities within your finance team.

Hacker House will make sure all expenses are managed by a professional accountant. The money requested from DCMS at least one month in advance, will be transferred into a separate Hacker House bank account which will set up a standing order to pay all team, subscriptions and office monthly, exactly listed as you see on my cash flow budget. Any further funding required for the company will be paid from Hacker House original bank account. Because I have asked for precisely what we need, there wont be misc spending or any mis documentation. Should DCMS ever wish to request the bank accounts, we will be able to show the monthly payment out for what is precisely requested on the cash flow forecast.

4.6 Budget breakdown

Describe how you will spend the grant received from the Fund. Provide a detailed budget breakdown including funding split by DCMS and organisation (and consortium partners if applicable) and by cost categories and profile.

Hacker House training makes people excited to choose cyber security as their career. This is why Hacker House will be an integral part of placing people into information security. Hacker House has such a unique and interesting appeal to students from all walks of life, from every corner of the planet. We also appeal to employers who are tired of hiring the same kind of consultants.

Please see my 12 month cashflow worksheet for a full budget breakdown .

Hacker House has been teaching students all over the UK and we have proven there is a demand and pipeline of talent. Hacker House would like to request help from DCMS to deliver these skills to market. I have broken down my budget to the most important expenses: what is absolutely essential in order to bring our Hands on Hacking portal live to place at least 50 students into working jobs. My budget is needed at least one month in advance every month so that I can pay my team, pay the monthly subscriptions of software and servers, and provide a place of work. I have kept it as lean as possible while asking for a competitive salary offering that allows me to attract and retain a team to see this project out from start to finish. The budget I am asking for from DCMS is only for the essential building of the product, with enough budget to allow me to work one on one with each of our students to place them into positions. Hacker House will expect to pay marketing budgets, launch parties, event series, social media etc, but we do need a core team of highly capable and senior technical individuals to deliver the portal.

To further illustrate our work, Hacker House has been working with a 501c3 here in the US who approached us to work with us for job placement for those students who successfully complete our course, to help put them into industry. The 501c3 helps those new students prepare a CV and interview for a job, practice interviewing, etc. We started doing this a few months ago as a result of the students attending our USA workshops ████████ have been placed as a result; our model works.

In a nutshell, Hacker House sponsored an event in LA that had two days of career workshops in cyber security and made a strong effort to place new students into industry. It was a very small event but was extremely successful in hand placing students. It took a lot of time and effort but the model worked. Because of how hard I saw the team at the 501c3, I have requested budget for a full time mentor/advisor role as well as a recruiter. I have to find the right people who speak security, understands recruitment as well as the nature of the students who complete our course.

██ e have to fund all of this ourselves and doing it bit by bit has taken "forever." ██ The on demand training will also have a fiercely robust defence system, siem log with dedicated admin, and a library of videos that must be transcribed, translated, watermarked and ████████████ ████████████████████ is from a quote from a enterprise solution in the UK, who on a monthly basis would host the content on the training portal to make it available in a multitude of languages, transcribed so that students can also read along, and water marked to help prevent piracy.

4.7 Payment profile

No more than 150 words. Outline your financial expectations (e.g. would you require finance transfer prior to commencing the proposal, when you would expect to receive funding, which frequency i.e. monthly / quarterly / set dates in arrears / advance and why). When payment is requested upfront, a clear reasoning for this will need to be outlined.

Complete Annex 3 Cash Flow Profile to support your answers.

Funding is required up front so that I can make payments every month to the team. I would like to request full monthly budget at least one month in advance of paying the team and servers, etc. Cash has been the only reason we haven't been able to develop this product up until this point.

Section 5. Documentation Checklist

Use the checkboxes to indicate which documents you have / have not included.

All documents including annexes must be submitted electronically. Please rename your files using the following naming convention: *"Lead applicant name"* + *"_name of document"*.
Examples: *CompanyName_ Application form.doc. CompanyName_Annex 3.doc.*

Document required and attached	Yes/no
1. Fully completed application form within the stated word limits. A completed version in Word format and signed copy of Section 6 Authorisation.	Yes
2. Copies of all consortium partnership agreements signed by each of the initiative partners (alternatively, correspondence from an authorised representative at each partner organisation confirming involvement in this initiative and acknowledgment of this application) if applicable.	Na
3. Project plan (e.g. Gantt chart or timeline plan) Optional.	I can certainly draw one up if my application is at all unclear.
4. Copy of annual report and audited or certified accounts, covering the last two years (or alternative requirements as set out in section 4.1, if available).	Please see Bank statements
5. Evidence in support of request to be paid at point of need, rather than in arrears, if applicable.	Request to be paid a month in advance so that we don't run out of cash.
6. Signed Constitution, Certificate of Incorporation, Articles of Association or similar. Provide these documents if you are not an existing government supplier.	Yes
7. Contact details for two referees of organisations that have previously worked with you to deliver a project (e.g. reference from a government or local government organisation).	See below

Contact Details for the referee organisations:

1)**[Team leader in the UK financial services sector who has sought training services from Hacker House]**
2)**[Team leader in the UK IT sector who has sought training services from Hacker House]**
3)**[Representative from company in the IT sector]**
4)**[Two civil servants working in information security who have sought training services from Hacker House]**

Section 6. Authorisation

> **General Data Protection Requirements (GDPR)**
> See Annex 2 of the Guidance for Applicants for details of the GDPR requirements relating to this application form. By proceeding to complete and submit this form, you consent that you have read and understood the statements in Annex 2 and agree with its terms.

I declare that I have the authority to represent Hacker House Ltd in making this application.

I understand that acceptance of this application does not in any way signify that the initiative is eligible for Cyber Skills Immediate Impact Fund (CSIIF) or that funding has been approved towards it.

On behalf of Hacker House Ltd I confirm that:
- Hacker House Ltd has the legal authority to carry out the initiative; and
- The   information provided in this application is accurate

Signature: ██████████ ………… Date: …25 Oct 2018………..

Name: …Jennifer Arcuri..……………………………………………

Role: …………CEO………………………………………

Completed applications should be returned to the CSIIF team at: csiif@culture.gov.uk.

Please note:
- **The deadline for applications is 09:00 on Monday 5th November 2018**
- All applications received by the closing date will be assessed following the closing date
- Any applications received after the closing date will not be assessed
- All information and guidance relating to this Fund can be found on gov.uk (link to gov.uk here)
- As the application process is competitive, the CSIIF team is not able to answer individual questions about the proposed initiative or respond to requests for support in completing the application
- If any information (including attachments) supplied within this form are found to be incorrect, misleading or fraudulent, we reserve the right to reject your application

Annexes

Please see list of annexes supporting your application.

- Annex 1 – DCMS Standard terms and conditions of Grants (Guidance for Applicants)
- Annex 2 – General Data Protection Requirements GDPR (Guidance for Applicants)
- Annex 3 – Cash Flow Profile (CSIIF Application Form)
- Annex 4 – Payment Request Form (CSIIF Application Form)
- Annex 5 – Consortium Partner Organisation Details (CSIIF Application Form)

Annex 3

Cash Flow Profile
Cyber Skills Immediate Impact Fund (CSIIF) 2018/19 and 2019/20

This document should be used for forecasting the predicted drawdown of the grant. This information is important in enabling DCMS to manage its cash requirement as set out in the DCMS Standard terms and conditions of Grants.

- You must provide an anticipated spend on the initiative (the "Cash Flow Profile") at least one month before the first claim is submitted to us in each financial year for the grant. We may request and you must provide such additional information as we may reasonably require in addition to the Cash Flow Profile.

Drawdown	Drawdown *monthly**
Date*	£
31st December 2018	
31st January 2019	
28th February 2019	
29th March 2019	
30th April 2019	
31st May 2019	
28th June 2019	
31st July 2019	
30th August 2019	
30th September 2019	
31st October 2019	
29th November 2019	
31st December 2019	
Total Drawdown	**Please see cash flow statement**

* Amend / Delete as appropriate
You should also complete Part 2 of Annex 4 (Payment Request Form - Forecast Commitment Of Grant Committed But Not Yet Claimed) with a forecast of known future commitments ensuring that the above drawdown forecast will be sufficient to meet the corresponding funding requirement.

Annex 4

Payment Request Form
Cyber Skills Immediate Impact Fund (CSIIF) 2018/19 and 2019/20

Part 1 – Claim for Payment of Grantee

This form should be used to outline when you wish to claim the first and subsequent instalments of grant.

- Instalments should normally be claimed monthly (or at other times as may be agreed)
- When making a grant claim, as set out in the DCMS Standard terms and conditions of Grants, we may request and you must supply proof of expenditure and any other supporting documentation and information in addition to the Payment Request Form as we may require

Name of Applicant Organisation: Hacker House

Period of claim December 2018 to December 2019

Narrative (detail elements of expenditure for which grant is being sought)	Grant claimed this period (excluding administration costs)	Administration costs within the grant claimed this period	Total grant claimed this period	Cumulative grant spend year to date	Cumulative administration costs within grant claimed this period	Total year to date grant claimed
We request funding a month ahead of time in order to ensure that all our team and our subscriptions can be paid on time. We would not be able to be paid in arrears because my team would need to be paid at the end of the month, not a month after the fact.	£273,000	███	273,000 ?	?	Please see our cash flow forecast for 2019 upcoming expenditure.	273,000

					* I have no idea if I am answering this right?	
Totals	███	███	███			273,000

Payment Request Form
Cyber Skills Immediate Impact Fund (CSIIF) 2018/19 and 2019/20

Part 2 – Forecast Commitment of Grant Committed but not yet Claimed

Complete the table below to record the value of those goods and services received that will be funded from the grant but have not been included in the initial or previous claims.

- Forecast commitments should include only those expenses where goods and services have been contracted for or received but not yet invoiced
- Ensure that the funding profile in your Cash Flow Profile at Annex 3 is sufficient to meet these commitments so as to avoid any need for any additional drawdown from DCMS

Narrative (detail elements of expenditure for which grant will be required)	Value of goods and services committed (excluding administration costs)	Administration costs within the grant to be claimed	Total
███████	███	███	███

███████████	███	██████	███
██████████	██	████	██
Totals			**£273,000**

Annex 5

Consortium Partner Organisation Details
Cyber Skills Immediate Impact Fund (CSIIF) 2018/19

Consortium Partner Organisation Details

Enter details of all consortium partner organisations. Repeat table below on additional pages if required.

1.1 Organisation name	Na	
1.2 Organisation website		
1.3 Registered address		
1.4 Postcode		
1.5 Country	*[e.g. England, Scotland, Wales or Northern Ireland]*	
1.6 Registration number	[e.g. Companies House number, Charity registration number, UKPRN]	
1.7 VAT number (if applicable)		
1.8 Primary contact name		
1.9 Primary contact job title		
1.10 Primary contact email		
1.11 Primary contact phone number(s)		
1.12 Number of full time equivalent (FTE) staff employed by the organisation		
1.13 Organisation's main activity		Training provider
		Professional body and organisation
		Registered charity
		Social enterprise
		Further education institution
		Higher education institution
		Other (please specify)