

CSIIF APPROVALS BOARD

Application Clarification Questions

**To note, this is an extract from a larger document which reproduces all Hacker House material and omits any information relating only to other bids.*

The Board requested the following clarification questions being asked of the initiatives before being approved for funding:

Hacker House Ltd - Hands off Hacking Training and Employer Portal

Board Question:

13. Can you please confirm what type of cyber security roles the online programme is looking to deliver its trained participants into?

- Hands on Hacking is written to prepare and qualify junior penetration testers into industry. It's written in a way to scale independently on every users computer which makes it very cost effective and relatively inexpensive to host. The content is written in modules, where we could eventually incorporate other skill sets and applicants within security. For purposes of precision and goal setting: Hacker House will focus solely on skilling up penetration testers.
- Matthew Hickey our co founder has an extremely high standard when it comes to training his team; and no where is that more evident than in the course, Hands on Hacking. This ability to demonstrate highly effective, technical, offensive, and red teaming techniques in a safe environment is what most employers need in order to vet new recruits. The talent pool of technical skills that employers need, doesn't always necessarily have the budget for expensive "high street" security courses. (For example, many people are bored of the "Certified Ethical hacking course" because it doesn't effectively test any real practical skills; the test is contingent on memorising theory. Hands on Hacking is a very effective recruiting tool and measure for employers to use for prospective and current employees.
- Employers are looking to us to give them credible, skilled talent. I am confident we can build upon what we have designed and most definitely can scale employers needs with skills particularly through our recently launched community forum.

Board Question:

14. How many individuals have Hacker House Ltd identified, trained and placed into cyber security employment to date?

- Currently we have a [REDACTED] who are working with us: around [REDACTED] employers who are actively using us as a company they go to to train new recruits; and [REDACTED] employers are currently hiring our students. I have [REDACTED] additional employers in the last week who have written asking specifically for Matthew Hickey to come teach their engineers as now they want everyone to have a security background. This is all based on word of mouth referrals.
- We have seen between [REDACTED] students in the past [REDACTED] months secure jobs through their completion of our course. (I couldn't get some responses in time for this email to give you a solid number) This is from our live streams that have been going in addition to in classroom teachings.
- The goal of including a "marketplace of skills" component to our portal is one of the wonderful outcomes of having run our four day trainings the last year and half. The marketplace is there: our community forum is a sea of students looking for jobs. All we

have to do is start marketing to the employers, and building on the database we have, and we will be the perfect fit for employers looking to hire penetration testers.

Board Question:

15. How many employers have expressed an interest in, or committed to, placing candidates in UK cyber security roles after they complete the online training?

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Board Question:

16. Given Hacker House Ltd has not received any match funding for this project, how will industry be centrally involved in the project and contribute to the sustainability and development of the initiative?

- Hacker House Ltd has a security and penetration services business that will continue to grow now that we can allocate proper resource to our development of the portal. In the past we have always had to consult and build product. If I have the budget to hire the people to build the product to take it to market faster, then the pipeline of both talent and employers will naturally come, for reasons just described. This will allow our team more penetration testing, as well as to sell our courses, so that we have revenue into the company. As per my cash flow forecast, one penetration test can cover the expenses of Hacker House Ltd as a commercial business to build upon that will also fund the company beyond the initiative.
- On other words, Hacker House Ltd can and will be 100% sustainable once the training portal is live.

Board Question:

17. If Hacker House Ltd were to receive initial funding of £100,000 instead of the £273,000 requested would:

(a) Hacker House Ltd be willing to deliver the initiative at a lower scale?

(b) If so, how many candidates could the initiative identify, train and place into cyber security roles and how would Hacker House Ltd readjust its approach to sustainability?

- (a) I am confident that Hacker House will be able to place at least 50 students, at least, in 12 months with full funding of £275,000.
- But to answer your question in the previous email, of course we can achieve the same objectives with £100,000; our timelines however, will be longer and it will inevitably add 10-12 months additional to effectively achieve our objectives. I am being extremely conservative because at this moment, we are such a small team. We will have to do more consulting to make up additional revenue without necessarily being able to hire additional resource, which will take the teams time away from building the training portal.
- Our demand comes from UK companies needing a faster, less expensive, way to get recruits into their roles. [REDACTED] is the best example I can use with whom we have worked with because they spend a fortune in a long and lengthy process of getting more cyber recruits. They look to us, and have loved training with Matthew, to get their teams ready: [REDACTED]. They are not the only ones. More and more employers need to train and get access to that talent flow. And further to the point, almost all of our students come back to us asking for "more"; we have consequently developed a list of students who specially requested an Advanced Penetration Testing Course. Matthew is writing one over

Christmas. Employers can continue to send their teams to us to sharpen their skills.

- (b) Hacker House can absolutely place at least 50 students into penetration testing roles with the funding received: whether its £100k or £275,000. The biggest difference is the time frame. The faster I can bring my portal to market, the more revenue I am able to generate. As I generate revenue, I am able to hire more people, thus being able to allocate more resource to building my message to target more employers to hire the penetration testers with whom we produce.