

Retention Scholarship Program

ANNEX I

Guidelines for DoD Civilian and Military Personnel Academic Opportunities for Calendar Years 2022 and 2023

National Centers of Academic Excellence in Cybersecurity (NCAE-Cs) *may, but are not required to*, address this section of the solicitation with a separate ANNEX I to their proposals titled “Proposal for Annex I – Retention Scholarships.”

I. OVERVIEW

In addition to students who are not employed by the DoD at the time of application, the DoD will award a number of scholarships to current DoD employees to pursue degrees in cyber-related disciplines. Active duty military members (including active duty reservist and National Guard members), as well as permanent DoD civilian employees are eligible to apply, but must first be nominated by their Component. Nominated personnel shall be high performing employees who are rated at the higher levels of the applicable performance appraisal system and demonstrate sustained quality performance with the potential for increased responsibilities. Scholarship applicants must meet all requirements for acceptance to the specific institution they plan to attend. All eligibility criteria, especially academic credentials, should be carefully reviewed, as DoD CySP requirements may be more stringent than general academic enrollment criteria for a particular college/university. No waivers will be granted.

Two-year Degree Scholarships (Community College/Institutions who offer 2-year cyber-related degrees): Active duty military members, Reservists, National Guard members, as well as permanent DoD civilian employees seeking to enhance their cyber skills and knowledge may pursue an associate’s degree at a community college or institution designated as a NCAE-Cs. A list of those institutions can be found at:

https://www.iad.gov/NIETP/reports/cae_designated_institutions.cfm

- a. NCAE-Cs who do not currently have such students should provide an estimated price per student (See Attachment E - Excel Spreadsheet), with a breakout of in-state/out-of-state (as applicable), and indicate the maximum number of students you can accept during each year. The requirements for recruitment student application nomination and the accompanying Student Application do not apply to current DoD/Federal civilian employees or military personnel whose applications for this program will be handled directly by the Department of Defense.

II. ANNEX I Technical Proposals

NCAE-Cs must be willing to consider acceptance of DoD-selected students.

NCAE-Cs should briefly address the following:

- a. number of credit hours required for degree completion;
- b. estimated number of months to complete degree;
- c. prerequisite qualifications required or desired (if any) of potential DoD students;
- d. whether students will be required to attend courses on the college campuses or whether there are alternative means (e.g. web-based or satellite-based distance learning) through which students might participate in the CAE's degree programs.
- e. whether students will be eligible to attend courses part-time.

III. ANNEX I Cost Proposals:

NCAE-Cs wishing to partner with DoD in this effort should provide a separate cost ANNEX I in support of their "Proposal for Annex I – Retention Scholarships." In preparing this cost in ANNEX I, NCAE-Cs should estimate the per student scholarship costs for DoD students (e.g., tuition, books, and select academic fees). Unlike non-DoD (recruitment) students participating in the scholarship program, DoD retention students will not receive stipends. These scholarship costs should be identified separately from any other direct costs associated with the partnership proposed.

V. EVALUATION CRITERIA

The "Proposal for Annex I – Retention Scholarships" ANNEX I will be evaluated separately from the rest of the NCAE-C's proposal using the criteria below:

- A. The merits of the NCAE-C's proposed approach, and the ability of the institution to meet the conditions imposed by DoD for a CIC/NDU partnership or community college program.
- B. The potential benefit of the program to DoD students and to meeting DoD mission needs.
- C. The realism and reasonableness of the cost proposal.