Background & Purpose: DoD CySP is authorized by *Chapter 112 of U.S.C., Section 2200*, designed to encourage the recruitment of the nation's top cyber talent and the retention of DoD personnel who have skills necessary to meet DoD's cyber requirements and help secure our nation against threats of information systems and networks. Provide scholarships to students in pursuit of cyber-related degree at National Centers of Academic Excellence (CAE) in Cyber Education: Cyber Defense (CAE-CD), Cyber Defense Research (CAE-R) or Cyber Operations (CAE-CO).

Retention Students – I want to send my current employee to get an advanced degree or an associate's degree in cyber.
- o Students must apply using the DoD Cyber Scholarship Memo.
- o Provide the DoD CySP Program Office (PO) a point of contact.
- o Collect and rank order your applications.
- o Send entire application package to the DoD CySP PO.

DoD Agency Provides:
- o Announcement of the program to your employees.
- o Collection, endorsement, & ranking of qualified student applications IAW DoD CySP Memo.
- o Approval for possible time away from the job so student may attend one of the full-time programs or a flexible work schedule to allow part-time opportunities.
- o Funding of possible travel/PCS funds (Not always required; depends on program & school selection).
- o Continued paid salary while in the program.
- o A position utilizing the returning student's degree area.

Recruitment Students – I want to hire new cyber talent.
- o Send email to AskIASP@nsa.gov stating that you would like to participate & provide POC.
- o Determine the amount of students you would like to hire and provide that information to the DoD CySP PO. This number is not set in stone, you may select more or less when the time comes.
- o Review the available student database and select the scholarship applications you would like to read.
- o Create a rank order list of the students you would like to hire. Many students are in high demand & another agency may select that student as well.
- o Participate in the DoD CySP "Football Draft Pick" in the March/April timeframe. This is your opportunity to bargain with other agencies to get the students you want. This is also where those few additionally selected students come in handy.
- o DoD CySP PO will provide signed student acceptance letters to your POC.
- o POC will contact students within 2 months of receiving letters. Provide students a timeline of when clearance/hiring processing will begin.
- o Provide DoD CySP PO the amount required for summer internship costs (salary).
- o Provide information about summer internship to student.
- o Process students for permanent placement upon graduation.

DoD Agency Provides:
- o Point of contact.
- o Billet for student to be hired against.
- o Funding for clearances.
- o Salary upon permanent hire.

Scholarship Provides:
- o Full cost of tuition, books, and required fees.
- o Full cost for health care & stipend to cover room & board *(recruitment only)*.
- o Potential travel for degree specific degree events.
- o Receive support from CAE.

Questions: Talk with the DoD CySP Program office at: AskIASP@nsa.gov

*Links for institutions designated as CAEs:
For a current list of NSA/DHS CAE-CD institutions, https://www.iad.gov/NIETP/reports/cae_designated_institutions.cfm
For a current list of NSA CAE-CO institutions: https://www.nsa.gov/resources/students-educators/centers-academic-excellence/cae-co-centers/