Australian Government

Department of Industry, Science and Resources

Department of Home Affairs

Sample application form

Growing and Professionalising the Cyber Security Industry Program

Version [Date issued]

This document shows the questions included in the online application form for the Growing and Professionalising the Cyber Security Industry grant opportunity. It will help you prepare your responses and the mandatory attachments you need before you apply online.

Instructions

The online form captures the information required by the department to assess and manage your application for services and funding.

The first page of the application page contains the following instructions.

Completing your application

The application consists of separate pages as shown in the navigation menu on the left hand side of the portal page. You can navigate between pages using the menu or the buttons at the bottom of each page.

A warning message may appear if you have not completed all of the mandatory questions or if there is an issue with information you have entered. If a question is not mandatory it will be clearly marked – Optional.

Saving your responses

You can save your changes at any time by using the Save button.

To prevent you losing your work you should save often. The portal will time out after 30 minutes if you do not save. Typing or moving your mouse does not reset the time out.

You must use the Save and Continue button to validate the information on each page. If you use the menu to navigate between pages, you will be prompted on the final page to go back and validate all of the information you have entered. A green tick indicates a validated page.

You can modify saved responses up until you submit your application.

Participants

You may invite others to assist in completing your application via the application summary page. To do this:

- Select the Participants button
- Enter the details

An email will be sent to your participant inviting them to assist with your application.

Submitting your application

You must complete every page of the application before you can submit.

You must also read and agree to the declaration which advises you of your responsibilities.

Check all your answers before you submit your application. After you submit, it will no longer be editable.

Internet browsers supported by the portal

We recommend that you use the following browsers for optimum functionality:

- On Windows: The latest versions of Mozilla Firefox, Google Chrome and Microsoft Edge
- On Mac: The latest versions of Safari and Google Chrome

Getting help

If you require further assistance completing this form, contact us by email or web chat or on 13 28 46.

A. Program selection

Before you start your application, we need to first identify what type of entity is applying. Some programs we offer allow entities without an ABN to apply. The form is designed to accommodate these entities. However for this grant opportunity, an ABN is mandatory. If you do not have an ABN this grant opportunity will not appear in the program selection at the bottom of the first page and you will not be able to continue.

If you are a trustee applying on behalf of a trust we will need details of both the trust and trustee.

Before you start you should have the following details ready if they are applicable to you.

- Australian Business Number (ABN)

A.1. Program selection

You must select from a drop-down menu the program that you are applying for. If you have been provided with an Invitation code, you will be able to enter it here which will select the program for you.

- Field 1 select – Growing and Professionalising the Cyber Security Industry Program
- Field 2 select - Growing and Professionalising the Cyber Security Industry Program

When you have selected the program, the following text will appear.

This grant opportunity will run over 2 years from 2024-25 to 2025-26.

The grant opportunity was announced as part of the 2023-2030 Australian Cyber Security Strategy. Up to $1.9 million is available for this grant opportunity.

The objectives of the program are to

- establish a pilot industry-led cyber security professionalisation scheme
- provide clear career, skills and education pathways for cyber security professionals, and quality assurance for employers about professional qualifications and cyber security experience of job seekers
- reduce barriers to entry into the cyber industry
- attract and retain diverse talent, and foster inclusive cultures
- enhance domestic cyber capabilities through professionalising the cyber security workforce
- increase industry and business confidence in Australia's cyber security workforce.

The maximum grant amount is $1.9 million.

You should read the grant opportunity guidelines and sample grant agreements before filling out this application. We recommend you keep the guidelines open as you are completing your application so you can refer to them when providing your responses.

You may submit your application at any time up until 5.00pm AEDT on 29 January 2025. Please take account of time zone differences when submitting your application.

To prevent you losing your work you should save often. The portal will time out after 30 minutes if you do not save. Typing or moving your mouse does not reset the time out.

B. Eligibility

We will ask you the following questions to establish your eligibility for the Growing and Professionalising the Cyber Security Industry grant opportunity.

Questions marked with an asterisk are mandatory.

Are you an entity incorporated in Australia?

You must answer yes to proceed to next question.

Is your organisation located within Australia and registered for GST?

You must answer yes to proceed to next question.

Does your organisation have an account with an Australian financial institution?

You must answer yes to proceed to next question.

C. Applicant address

C.1. Applicant street address

You must provide your street address.

When you start typing the address in the field you can select the correct one from the drop down list that appears. If it is not there you can enter manually.

C.2. Applicant postal address

You must provide your postal address.

When you start typing the address in the field you can select the correct one from the drop down list that appears. If it is not there you can enter manually.

D. Key contacts

You must provide the details of a primary contact for your application.

The primary contact is the person authorised to act on behalf of the applicant and we send all email correspondence to this person. If you are not the primary contact, we will send an email to this person to invite them to register as a participant in the application. It is important that they register, or our emails will not be received. We recommend you let them know this.

If these details change, inform us as soon as possible so emails can be redirected.

If this application is successful, the primary contact will also need to nominate an authorised signatory to accept an agreement with the Commonwealth. The primary contact will not be able to accept an agreement unless they invite themselves to be the authorised signatory as well.

- Title
- Given name
- Family name
- Email address
- Phone number
- Mobile number
- Relationship to applicant

- You must provide details of an authorised signatory contact for your application.
- Title
- Given name
- Family name
- Phone number
- Email address

E. About your organisation

We collect the following data from all applicants. We use this data to better understand your organisation and to help us develop better policies and programs.

E.1. Latest financial year figures

All values must be whole numbers. For example:

6.5 months should be presented as 7 months

$2 million should be presented as $2,000,000.

- Has your organisation existed for a complete financial year?
- If yes, what was the latest complete financial year?
- If no, enter the number of months completed in the financial year to date.

Provide the following figures for the financial year you have entered above.

Values must be that of the entity applying (the 'applicant'), regardless of whether the entity belongs to a consolidated group for tax purposes.

These fields are mandatory and entering $0 is acceptable if applicable for your organisation.

- Sales revenue (turnover)

Total revenue from the sale of goods and services, as reported in your organisation's Business Activity Statement (BAS).

- Export revenue

Total revenue from export sales, as reported in your organisation's Business Activity Statement (BAS).

- R&D expenditure

Expenditure on research and development, i.e. creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge of humankind, culture and society, and the use of this stock of knowledge to devise new applications.

- Taxable income

Taxable income or loss as per your organisation's income tax return form.

- Number of employees (headcount)

Number of individuals who are entitled to paid leave (sick and holiday), or generate income from managing your organisation. This should include working proprietors and salaried directors.

- Number of independent contractors (headcount)

Number of individuals engaged by your organisation under a commercial contract (rather than an employment contract) to provide employee-like services on site.

E.2. ANZSIC code

Provide the Australian and New Zealand Standard Industrial Classification ([ANZSIC](#)) details for your organisation from a drop-down menu:

- your organisation's main revenue earning ANZSIC division.
- your organisation's main revenue earning ANZSIC class.

E.3.   Indigenous organisations

Is your organisation Indigenous owned?

An organisation is considered Indigenous owned where at least 51% of the organisation's members or proprietors are Indigenous.

Is your organisation Indigenous controlled?

An organisation is considered Indigenous controlled where at least 51% of the organisation's board or management committee is Indigenous.

F.   Project information

On this page you must provide the detailed information about your proposed project.

If your application is successful, we will publish some grant details on GrantConnect and other government publications. Published details include:

- *name of the grant recipient*
- *a project title*
- *a brief project description and its intended outcome*
- *amount of grant funding awarded.*

F.1.   Project title and description

Provide a project title.

Your response is limited to 75 characters including spaces and does not support formatting.

Provide a brief project description for publication.

Your response is limited to 750 characters including spaces and does not support formatting.

Ensure your project description focuses on your project's key activities and outcomes. Outline what it is you are going to do and how it will design, promote and pilot a self-sustaining Australian Cyber Security Industry Professionalisation Scheme.

F.2.   Detailed project description and key activities

This information will be included in your grant agreement if your application is successful.

Provide a detailed description of your project including the project scope and key activities.

Your response is limited to 5000 characters including spaces and does not support formatting.

You must also provide a project plan which you should attach later in your application. Refer to the grant opportunity guidelines for the requirements of the project plan.

F.3.   Project outcomes

This information will be included in your grant agreement if your application is successful.

Provide a summary of the expected project outcomes.

Your response is limited to 5000 characters including spaces and does not support formatting.

F.4.   Project duration

Your project must be completed by 30 March 2026. The start and end dates you enter here will drive the visible financial years in the project budget on the next page.

The project length will be calculated by the start and end dates you enter.

- Estimated project start date
- Estimated project end date
- Estimated project duration (in months)

F.5.   Project milestones

Provide details on the project milestones including the key activities occurring at each milestone.

The milestone start and end dates must be within the project start and end dates. You can add up to 10 milestones.

- Milestone title

Your response is limited to 100 characters including spaces and does not support formatting.

- Description

Your response is limited to 750 characters including spaces and does not support formatting.

- Estimated start date
- Estimated end date

F.6.   Project location

You must provide the address where your project will be undertaken and the estimated percentage of project value expected to be undertaken at that site. If you have multiple sites you must add the address of each site.

A project location must be a street address. Do not provide a postal address, institution or building name.

- Project site address
- Estimated percentage of project value expected to be undertaken at site

F.7.   Disclosure of financial penalties

Have any of your board members, management or persons of authority been subject to any pecuniary penalty, whether civil, criminal or administrative, imposed by a Commonwealth, state, or territory court or a Commonwealth, state, or territory entity?

If yes, provide details of the penalty.

Your response is limited to 750 characters including spaces and does not support formatting.

G. Project partners

Provide details about all project partners.

For details about project partner contributions refer to the grant opportunity guidelines.

If a project partner is a trustee applying on behalf of a trust we will need details of both the trust and trustee.

You must provide:

- Australian Business Number (ABN)
- Other registration number where applicable
- Business address
- Postal address
- Contact details
- Project partner letter of support attached should include:
    - an overview of how the project partner will work with the lead organisation and any other project partners in the group to successfully complete the project
    - an outline of the relevant experience and/or expertise the project partner will bring to the group
    - the roles/responsibilities the project partner will undertake, and the resources it will contribute (if any)
    - details of a nominated management level contact officer.

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H. Project budget

Provide a summary of your eligible project expenditure over the life of the project.

- *Registered for GST - enter amounts exclusive of GST.*

- *not registered for GST - enter amounts inclusive of GST*

In order to achieve the minimum grant amount, your expenditure must be greater than $1.9 million. We only provide grant funding based on eligible expenditure. Refer to the guidelines for guidance on eligible expenditure.

The financial years below are derived from the project start and end dates you entered on the previous page. If incorrect, you must ensure all amounts below are zero before going back to the previous page to update your project duration.

You must attach a detailed project budget later in the application form. Refer to the grant opportunity guidelines for the requirements of the budget.

H.1. Eligible expenditure

Type of expenditure	Head of expenditure	Financial Year	Cost
Project expenditure			$
	Labour		
		2024/25	$
		2025/26	$
		2026/27	
	Labour on costs Up to 30% of total labour costs		
		2024/25	$
		2025/26	$
		2026/27	
	Contract expenditure		$
		2024/25	$
		2025/26	$
		2026/27	
	Computers and ICT and associated fees		
		2024/25	$

Type of expenditure	Head of expenditure	Financial Year	Cost
		2025/26	$
		2026/27	
	Training		
		2024/25	$
		2025/26	$
		2026/27	
	Promotional activities		
		2024/25	$
		2025/26	$
		2026/27	
	Travel Up to 5% of total eligible expenditure		
		2024/25	$
		2025/26	$
		2026/27	
	Establishment costs		
		2024/25	$
		2025/26	$
		2026/27	
	Independent audit Up to 1% of total eligible expenditure		
		2024/25	
		2025/26	
		2026/27	
	Other		
		2024/25	$
		2025/26	$
		2026/27	$
Total			

Provide details of 'Other' eligible expenditure.

Your response is limited to 750 characters including spaces and does not support formatting.

H.2.   Grant amount sought

Enter the grant amount sought.

$AUD and GST exclusive. We will add GST to this where applicable.

The maximum grant amount under this grant opportunity is $1.9 million.

I. Assessment criteria

We will assess your application based on the weighting given to each criterion and against the indicators listed beneath each criterion. We will only consider funding applications that score at least 50 per cent against each criterion as these represent best value for money.

The amount of detail and supporting evidence you provide should be commensurate with the project size, complexity and grant amount requested. You should define, quantify and provide evidence to support your answers.

I.1. Assessment criterion 1 (40 points)

Your response is limited to 5000 characters including spaces and does not support formatting.

Project alignment with policy intent (program objectives and outcomes).

You should demonstrate this by identifying how your project will:

- design, develop and deliver a pilot, industry-led, Professionalisation Scheme (this must be addressed in your project plan)
- define clear career, skills and education pathways for cyber security professionals
- provide quality assurance for employers about professional qualifications and cyber security experience of job seekers
- foster growth of the domestic cyber workforce, improve diversity and remove barriers for entry into the workforce for job seekers, existing professionals, and minority groups
- be expanded nationally
- transition away from government funding and become self-sustaining without creating further barriers to entry into the cyber industry.

A project plan must be attached to address this criterion and must include implementation methodology, timeframes, budget and risk management (up to ten pages).

When developing your project plan you must:

- consider and leverage existing and ongoing work in the development of skills frameworks and professional accreditation schemes to maximise interoperability and alignment with industry and other jurisdictions
- consider comparable schemes internationally and in comparable industries to ensure best practice
- select relevant industry participants to take part in the pilot, demonstrating their suitability in terms of adequate representation of industry (eg. broad range of skills, industry sectors, mid-career transitioners, minority cohorts).

I.2. Assessment criterion 2 (20 points)

Your response is limited to 5000 characters including spaces and does not support formatting.

Collaborative approach to design and implementation

You should demonstrate this through identifying:

- your experience developing strategic connections across wide groups of stakeholders and the ability to ensure continued collaboration across diverse industry participants to meet common goals and deliver outcomes

- your strategy for collaboration with the Australian cyber security industry and other relevant stakeholders, including the Future Skills Organisation, the Executive Cyber Council Workforce Working Group, accreditation bodies, federal, state and territory governments to design and deliver the scheme and how your strategy will align with government priorities, including the recommendations of the Australian Universities Accord Final Report

- evidence of planned industry collaboration and support to design and deliver the scheme (new or existing consortiums of leading cyber industry representatives and/or letters of support from peak industry bodies).

I.3. Assessment criterion 3 (20 points)

Your response is limited to 5000 characters including spaces and does not support formatting.

Knowledge, capability and resources to deliver the project

You must demonstrate this through providing:

- details of your track record delivering on objectives and performance measures in complex environments, and ability to develop and pilot new schemes which deliver impactful outcomes

- details of your understanding of, and/or capacity to obtain data, metrics, and information about the Australian cyber security workforce and professional pathways to inform the development of the scheme

- details of your access to personnel with appropriate skills sets, expertise and experience, including management and technical staff (the skills and experience of key personnel must be attached as per 7.1).

I.4. Assessment criterion 4 (20 points)

Your response is limited to 5000 characters including spaces and does not support formatting.

Pilot promotion, monitoring and evaluation

Your application must detail how you will:

- promote the scheme in a way that educates industry, supports new starters and those seeking a mid-career transition, and captures parallel industries that rely on cyber-skilled workers

- conduct and evaluate the pilot scheme. The monitoring and evaluation strategy should demonstrate how, at the end of the project you will provide:

  - an assessment of how your project has addressed the gap of a national professionalisation scheme standard for cyber security professionals

  - an assessment of how your project reduced existing barriers for industry and barriers to entry for job seekers and cyber professionals

  - an overview of the contribution of the industry consortium to the project, including how their role benefited and enabled the projects' delivery.

J.   Bank account details

J.1.   Bank account details

If your application is successful we will need to set up a payment process to pay your grant. We need your bank account details to do this. If your application is not successful we will not process these details.

We can only pay grant funding to the applicant organisation, who if successful will be party to a grant agreement with the Commonwealth. You must provide bank account details for this organisation.

J.2.   Account details

All payments are in AU$ and must be made into an account with an Australian financial institution.

Account name

BSB

Account number

J.3.   Payment contact

We will send the payment remittance advice to this person. All other notifications are sent to the primary contact whose details you provide on the last page of this application.

Given name

Family name

Email address

Phone number

K.   Application finalisation

You must answer the following questions and add any supporting documentation required.

K.1.   Conflict of interest

Do you have any perceived or existing conflicts of interest to declare?

Refer to the grant opportunity guidelines for further information on your conflict of interest responsibilities.

If yes, describe the perceived or existing conflicts of interest.

Your response is limited to 750 characters including spaces and does not support formatting.

If yes, describe how you anticipate managing this conflict.

Your response is limited to 750 characters including spaces and does not support formatting.

K.2.   Additional information

The total of all attachments cannot exceed 20 MB. Filenames should only include letters or numbers and should be fewer than 40 characters.

You should attach additional supporting documentation here. You should only attach documents that we have requested.

Individual files must be smaller than 2.0MB, and be one of the following types: doc, docx, rtf, pdf, xls, xlsx, csv, jpg, jpeg, png, gif.

Filenames should only include letters or numbers and should be fewer than 40 characters.

Project Plan

A project plan including implementation methodology, timeframes, budget and risk management (up to ten pages)

Skills and experience of key personnel

Outline the skills and experience of key personnel involved in the project

Support for the project

Evidence of new or existing consortiums of leading cyber industry representatives and/or letters of support from peak industry bodies (up to three letters)

Trust deed (where applicable)

If you are a trustee applying on behalf of a trust, include a copy of the trust deed

K.3.   Program feedback

Your responses help us improve the design and delivery of programs. They will not affect the assessment or outcome of this application.

How did you hear about the grant opportunity?

You must select from a drop-down menu.

Did you read the grant opportunity guidelines?

You must select from a drop-down menu.

How useful were the guidelines in completing your application?

You must select from a drop-down menu.

We welcome any additional feedback on the guidelines.

Your response is limited to 750 characters including spaces and does not support formatting.

How satisfied were you with the process of applying for this grant?

You must select from a drop-down menu.

We welcome any additional feedback on the application process

Your response is limited to 750 characters including spaces and does not support formatting.

L.   Declaration

In order to submit your application you will be required to agree to the following declaration.

L.1.   Privacy and confidentiality provisions

I acknowledge that this is an Australian Government program and that the Department of Industry, Science and Resources (the department) will use the information I provide in accordance with the following:

- Australian Government Data and Digital Strategy
- Commonwealth Grants Rules and Guidelines
- grant opportunity guidelines
- applicable Australian laws.

Accordingly, I understand that the department may share my personal information provided in this application within this department and other government agencies:

a.   for purposes directly related to administering the program, including governance, research and the distribution of funds to successful applicants

b.   to facilitate research, assessment, monitoring and analysis of other programs and activities

unless otherwise prohibited by law.

I understand that where I am successful in obtaining a grant, the financial information that I provide for the purposes of payment will be accessible to departmental staff to enable payments to be made through the department's accounts payable software system.

I understand that information that is deemed 'confidential' in accordance with the grant opportunity guidelines may also be shared for a relevant Commonwealth purpose.

The department will publish information on individual grants in the public domain, including on the department's website, unless otherwise prohibited by law.

L.2.   Applicant declaration

I declare that I have read and understood the grant opportunity guidelines, including the grant agreement, privacy, confidentiality and disclosure provisions.

I declare that the proposed project outlined in this application and any associated expenditure has been endorsed by the applicant's board/ management committee or person with authority to commit the applicant to this project.

I declare that the applicant will comply with, and require that its subcontractors and independent contractors comply with, all applicable laws.

I declare that the applicant and any project partners are not listed on the National Redress Scheme list of institutions, where sexual abuse has occurred, that have not joined or signified their intent to join the Scheme.

I declare that the applicant is not named by the Workplace Gender Equality Agency as an organisation that has not complied with the *Workplace Gender Equality Act 2012*.

I confirm that the applicant, project partners and associated activities are in compliance with current Australian Government sanctions.

I declare that the information contained in this application together with any statement provided is, to the best of my knowledge, accurate, complete and not misleading and that I understand that giving of false or misleading information is a serious offence under the *Criminal Code Act 1995* (Cth)*.*

I acknowledge that I may be requested to provide further clarification or documentation to verify the information supplied in this form and that the department may, during the application process, consult with other government agencies, including state and territory government agencies, about the applicant's claims and may also engage external technical or financial advisors to advise on information provided in the application.

I agree to participate in the periodic evaluation of the services undertaken by the department.

I approve the information in this application being communicated to the department in electronic form.

I acknowledge that if the department is satisfied that any statement made in an application is incorrect, incomplete, false or misleading the department may, at its absolute discretion, take appropriate action. I note such action may include excluding an application from further consideration; withdrawing an offer of funding; using the information contained in the application for a fraud investigation that would be consistent with the Australian Government's Investigations Standards and Commonwealth Fraud Control Framework and/or for a grant under management, terminating a grant agreement between the Commonwealth and the grantee including recovering funds already paid.

I declare that I am authorised to submit this form on behalf of the applicant and acknowledge that this is the equivalent of signing this application.

By checking this box I agree to all of the above declarations and confirm all of the above statements to be true.