



OWASP VETERANS TRAINING GRANT PROPOSAL

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PROPOSAL QUESTIONS

1- OVERVIEW OF THE OWASP FOUNDATION

OWASP is an open community dedicated to enabling organizations to conceive, develop, acquire, operate, and maintain applications that can be trusted. All of the OWASP tools, documents, forums, and chapters are free and open to anyone interested in improving application security. We advocate approaching application security as a people, process, and technology problem because the most effective approaches to application security include improvements in all of these areas.

The OWASP Foundation was established as a 501(c)(3) charitable organization in the United State on April 21, 2004 to ensure the ongoing availability and support for our work at OWASP. OWASP is an international organization, and the OWASP Foundation supports OWASP efforts around the world.

OWASP's freedom from commercial pressures allows the foundation to provide unbiased, practical, cost-effective information about application security. OWASP is not affiliated with any technology company, although the foundation does support the informed use of commercial security technology. Similar to many open-source software projects, OWASP produces many types of materials in a collaborative, open way. The OWASP community includes international corporations, educational institutions, and individual members.

2- PROGRAM DESCRIPTION AND HOW IT RELATES TO ONE OF THE TWO PROGRAM AREAS:

OWASP has developed a program that aims to give veteran participants educational opportunities that can facilitate their re-entry into the civilian workforce in the fields of software and cyber security. The year long program will be divided into four milestones of three months each, with individual goals set for each milestone. Each participant will aim to develop knowledge in cyber and software security through classroom and hands-on experience via working on an OWASP Project and attending OWASP trainings in the area of their choosing. For the pilot, OWASP is looking to take on approximately four (4) veteran participants.

The first milestone will involve an introduction to the the overall program, an introduction to the overall OWASP community, and an introduction to the participant's mentor. At the start of the program, veteran participants will be assigned to a mentor that will be their guide throughout the duration of the year. OWASP community members take on this responsibility, and they will volunteer their time for 1-2 people. Participants will be able to speak to their mentors about any issues or concerns that may arise throughout the course of the year. The participant will discuss the educational options OWASP can offer with his/her mentor, and then choose which types of trainings to take based on the advice given. The participant must then take their training courses in preparation for milestone 2

of the program. The goal of the first milestone is for veteran participants to become familiar with the OWASP community, and the basic principles and skills needed to start work on a project.

The second milestone will involve the veteran participants' integration into an existing OWASP project of their choosing as the project prepares to start a new release cycle. This will involve making contact with the Project Leader(s), and becoming familiar with the project as a whole. The goal of the second milestone is to integrate veteran participants into a project, and successfully complete their part of the project objectives. They will have 3 months to complete these objectives.

At the third milestone, participants will be taking part in AppSec USA, the annual North American conference OWASP hosts in the fall. The aim of this milestone is to use the forum to help participants gain conference speaking experience, and give them an opportunity to engage with potential employers. As part of the conference, veteran participants will be part of a panel session where they will discuss their experiences as well as handle a brief question and answer session from the audience. In addition to the panel, the veteran participants will also run a booth within the vendor section of the conference. Here they will showcase the program and have one-on-one interaction with potential employers and potential sponsors of the program. The goal of the third milestone is for veteran participants to gain conference speaking experience, gather potential sponsors for the program, and network with employers and colleagues.

The fourth milestone will involve a review of progress made and lessons learned throughout the program. The milestone reviews will focus on the strengths of the program, and what should be improved upon for the next year. Mentors will also give a review of their participant, and their experience with the program as a whole. Success will be measured by the experiences of the veteran participants, and their successful re-entry into civilian life. The goal of the fourth milestone is for the successful completion of all 4 milestones. Veteran participants should leave the program with newly developed skills, and they should have a least two professional references that they can take to potential employers. Additionally, OWASP is able to offer internship opportunities with the foundation if participants are not able to find employment right away. Internship opportunities vary throughout the year.

OWASP will encourage participants to remain with the OWASP community, where the organization can provide a large network of professional guidance and support. Graduates of the program will be encouraged to start their own projects within OWASP; thus, continuing to build their skills, as well as provide a project for future veteran participants within the projects infrastructure.

3- HOW YOUR PROPOSAL WILL ALLOW YOUR ORGANIZATION TO REPLICATE, PILOT, OR EXPAND A PROGRAM TO ASSIST VETERANS TO FIND JOBS/OR START BUSINESSES:

The program OWASP is proposing will give participants the opportunity to experience a full curriculum of software security training of their choosing where they will learn the global impact of cyber security. This will be followed by participation in an OWASP Project where they will be able to use their new skills to move the project forward. Participants will learn how to work collaboratively with an online global team, and they will be given hands-on

guidance in their project work. Participants will gain confidence in their new skills, speaking experience, and they will have the opportunity to interact with potential employers and colleagues within the software and cyber security industry.

At the end of the program, veteran participants will have become part of one of the largest, vendor neutral, software security organizations in the world. They will be able to continue to contribute to the OWASP platform, and they will be able to continue to network within the community indefinitely. Participants will be able to create projects in the future which can then participate in the program. OWASP will provide the necessary tools for success by fostering an environment of education and innovation. The program itself will be self-supporting by having veteran participants remain within the OWASP community as they will have the opportunity to build their skills, and create projects for future participants to work on.

4- THE AMOUNT REQUESTED FROM THE FOUNDATION, AND A DESCRIPTION OF WHAT THE GRANT WILL BE USED FOR:

The OWASP Foundation is seeking \$50,000 USD to fund the pilot program. The funds will be used to finance a least 4 veteran participants for a year of training, and the funds will be distributed based on the milestone they are currently in. The majority of funds will be focused on educational materials for veteran participants, promotional material, and travel expenses for veteran participants to attend the AppSec USA Conference and their training sessions. A smaller portion of the funds will be allocated to marketing materials needed to successfully run a Call for Applicants campaign.

5- PROPOSED METRICS AND DELIVERABLES:

A previously stated, there will be four milestones within the program, each with their own individual goals to be completed before the start of the next milestone. In the first milestone, the aim is to integrate participants into the OWASP community, and give an introduction to cyber and software security. During this milestone, participants will meet their mentor, who will assist them throughout the duration of the program. This milestone is the most important as this is when each participant will be taken through intense software and cyber security instruction. The deliverable for this milestone is for participants to successfully completed their training in preparation to begin their project work.

The second milestone focuses on the successful completion of project related tasks. The mentors will set project objectives, tasks, and deadlines for each project based on each participant's educational goals. Successful completion of this milestone depends on the successful completion of each task by the assigned deadline. The project mentor will assist the participant throughout the process, and will assess the finished work, as well.

The third milestone will be one of the most crucial for the participants, and for the program as a whole. This milestone's objectives will focus on each veteran's successful participation during the 2015 AppSec USA

conference. Participation in this conference will include a panel session, as well as running the program's booth throughout the 2 AppSec conference days. Participants are expected to mingle and network with cyber and software security professionals and potential employers during the conference. Deliverables for this milestone will be a successful panel session, and the successful running of the program booth. Participants should leave AppSec USA with potential program sponsors, and contacts for future potential employers.

The fourth milestone involves the wrap up of the program objectives. The deliverable for this milestone is having a favorable reviews from project leaders relating to their contributions to their chosen project. The feedback from the program participants will be used to structure the following year's program. Individual deliverables are: at least two professional references, one from the project leader and one from a member of the OWASP community. The participants should also leave the program with a large industry network of contacts, and a community of cyber and software security professionals that will continue to add value to their careers for years to come.

6- RISKS AND CONTINGENCIES:

One of the major risks addressed in the formation of the program is the potential varied computer skills of our participants. The program will require a pre-requisite of basic computer literacy skills, and selected applicants must have some background in using computers. The program will attempt to enhance the participant's computer literacy skills, and teach them the application of security techniques as their skill level increases. One of the other risks we foresee we will need to manage as an organization is the number of applicants we can realistically take on the first year. We suspect we will be able to take on only 4 students the first year, and then increase the number by 25% each additional year after the first. This is primarily due to the immaturity of the program at the present moment.

Within the projects themselves, there will be a risk that project leaders will not always be able to quickly assist veteran participants, which could leave unanswered questions and provide a lack of direction in the short-term. OWASP will address this risk by setting up a mentoring program made up of volunteer OWASP mentors who will be able to assist veteran participants throughout the year, and who will be able to guide the participants with any project work related issues.

7- EXPECTED OUTCOME AT THE CONCLUSION OF THE ONE YEAR GRANT:

The expected outcome of the one year program is to provide our participants with a well rounded educational experience that will facilitate their re-introduction into the professional job market as cyber and software security professionals. The ultimate goal of the program is to facilitate introductions and potential job offers for our participants following the successful completion of our 4 milestone curriculum. Participants will be encouraged to remain within the OWASP community and start their own OWASP Projects that new participants that enter the program can contribute to.

At the conclusion of the fourth milestone, OWASP will gain the information needed to improve the program. The internal outcome for the year will be to create a better program for the following year, and allow for an expansion of the program involving more participants, mentors, and projects. It is our goals that every participant will exit the program with two professional references, and a portfolio of project contribution experience.

8- A DETAILED SUSTAINABILITY PLAN TO ENSURE THAT THE PROGRAM CAN CONTINUE TO SUPPORT VETERANS BEYOND THE DURATION OF THE GRANT PERIOD:

Participants will be encouraged to remain within the OWASP community upon completion of the program. The OWASP community offers resources for any cyber and software security professional or enthusiast. Participants will have access to a massive network of security professionals, tools, and educational materials that are available to all members. An open call for Project Leaders and talks for the AppSec USA conference will be made every year, and participants will be encouraged to submit their applications to participate and lead these initiatives.

The OWASP Foundation plans to ensure the sustainability of the program by tying the activities of this initiative to our more substantial overall OWASP Training initiatives. Our OWASP Trainings are one of our core revenue generating activities, and we aim to continue to support veteran training using the revenue generated through this initiative.

9- DETAILED PROGRAM BUDGET:

Milestone 1: \$25,000

- Introductory Materials: \$1000
- Travel to Training: \$2000 x 4
- Training Courses: \$3000 X 4
- Course Materials: \$1000 x 4

Milestone 2: \$8000

- Project Materials: \$2000 x 4

Milestone 3: \$16,600

- Travel to AppSec USA: \$1500 x 4 6000
- Conference Ticket: \$500 x 4 2000
- Accommodation: \$700 x 4 2800
- Expenses: \$200 x 4 800
- Promotional Materials: \$5000

Milestone 4: \$800

- Report Design and Prints: \$600
- Final Materials: \$200

10- TIMELINE FOR IMPLEMENTATION:

OWASP aims to start the program at the beginning of the next calendar year. During the current year, OWASP will identify the projects that will participate in the program, as well as build a the mentor program from a pool of OWASP volunteers. Mentors will be briefed and prepared to take on participants, and an outline of what is expected of the mentors will be drafted. A committee will be assembled to decide the requirements for the program, and a call for participants will be put out in the last quarter of this year. The participants will be picked from the pool of applicants toward the beginning of December 2014. Each milestone's activities will have a three month deadline for completion of the activities within the milestone, with a total of twelve months for completion of the full program. The program will begin in January 2015, and it will end in December 2015.

11- CONTACT INFORMATION:

OWASP FOUNDATION

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BLACKSTONE VETERANS GRANTS PROGRAM APPLICATION COVER SHEET

LEGAL NAME OF ENTITY: The OWASP Foundation Inc.
TAX ID: 20-0963503
HEADQUARTERS: 1200-C Agora Drive, #232, Bel Air, MD 21014
LOCATION OF PROGRAM: Milestone 1, 2, & 4: Remote; Milestone 3: Denver, CO
PRIM. CONTACT NAME: Samantha Groves
PRIM. CONTACT EMAIL: Samantha.Groves@owasp.org
PRIM. CONTACT PHONE #: 480-800-9830
MAILING ADDRESS: 1200-C Agora Drive, #232, Bel Air, MD 21014
WEBSITE ADDRESS: owasp.org
OF EMPLOYEES: 7 Employees
YEAR OF ORG. ESTABLISHMENT: December 01, 2001
EXACT FUNDING SOUGHT (\$): \$50,000 USD
ANNUAL ORG. BUDGET (\$): \$1,700,000 USD
PREVIOUS BX GRANTEE? (Y/N) No

BRIEF DESCRIPTION OF ORGANIZATION AND MISSION (2-3 SENTENCES):

The OWASP Foundation was established as a 501(c)(3) charitable organization in the United State on April 21, 2004 to ensure the ongoing availability and support for our work at OWASP. OWASP is an open community dedicated to enabling organizations to conceive, develop, acquire, operate, and maintain web applications that can be trusted. We advocate approaching application security as a people, process, and technology problem because the most effective approaches to application security include improvements in all of these areas.

BRIEF DESCRIPTION OF PROPOSAL (2-3 SENTENCES):

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TO BE COMPLETED BY BLACKSTONE CHARITABLE FOUNDATION

PROPOSAL CODE: _____
DATE RECEIVED: _____
ENTERED BY: _____

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 - PLEASE SEND PROPOSALS IN A SINGLE PDF FILE.