

San Bernardino Investment Playbook

Project Details: Cybersecurity Workforce Tech Hub

A new cybersecurity workforce and apprenticeship hub in the downtown Enterprise District will prepare area residents for quality jobs through a well-coordinated combination of outreach, career exploration, coursework, access to workspace, mentorship and coaching, and experiential learning in cybersecurity. As part of the Inland Empire Cybersecurity Initiative, this Hub will build on CSUSB's nationally recognized program, with active collaboration from local K-12 districts, area community colleges, and employers. Its central, transit-accessible location will provide space for instruction, remote work, collaboration, and private-sector offices.

The Hub will feature a federally accredited Sensitive Compartmented Information Facility (SCIF) or Security Operations Center (SOC), which will allow students to work with public-sector entities and government contractors that make use of classified materials. Close proximity to the proposed Entrepreneurial Resource Center, Sustainable Mobility Hub, Sustainable Logistics Center of Excellence and National Security Innovation Ecosystem will provide additional opportunities for cyber-relevant collaboration and cross-pollination.

A four-person staff will oversee Hub operations: a cybersecurity sector navigator to act as a liaison for area employers, a talent assessment lead to work with local K-16 institutions, a programming lead to organize hub offerings and align curriculum with employer needs, and an office manager to handle day-to-day administrative tasks.

Given that CSUSB and its community college partners are Hispanic-Serving Institutions with large numbers of students of color (including many who are economically disadvantaged and/or first-generation), Hub programming and services will boost student social mobility and help rectify racial and ethnic disparities in the region.

RATIONALE

Private- and public-sector leaders alike point to cybersecurity as a promising sector for quality job creation and economic development in the Inland Empire. Across all industries, tech adoption is intensifying demand for cybersecurity solutions implemented by appropriately trained workers. These workers are currently in short supply, placing an upper limit on sector growth and leaving many companies and organizations open to ransomware, phishing schemes, and other cyber threats. The need to shift away from fossil fuels in response to the climate crisis adds to this rising demand given the technologically sensitive nature of power generation, power storage, and decarbonized energy solutions.

In response to this growing challenge, CSUSB has developed a nationally recognized program that prepares students for careers in cybersecurity. With offerings on the main campus and at the Palm Desert iHub, CSUSB has quickly established itself as a national leader in cybersecurity workforce development.

Expanding the cyber workforce and extending opportunities to those from historically disadvantaged communities will require a new approach to workforce development that is anchored in deep collaboration among employers, CSUSB, San Bernardino Valley College, San Bernardino Unified School District, and local community organizations. Together these

stakeholders need to establish clear career pathways and make a deliberate effort to provide programming, wraparound supports, and career navigation assistance in transit-accessible locations.

Furthermore, individuals from disadvantaged households often have difficulty finding an adequate place to work from home due to space constraints and poor internet connectivity. This lack of access to sufficient workspace in turn limits their ability to pursue remote work opportunities such as classroom instruction, internships, apprenticeships, and jobs.

OBJECTIVES

- Establish a transit-accessible downtown hub for cybersecurity workforce development
- Create clear, well-supported pathways into quality cybersecurity and supply chain logistics careers
- Deepen collaboration among area high schools, community colleges, universities, and public- and private-sector employers
- Boost social mobility for economically disadvantaged students, students of color, and first-generation students in the Inland Empire
- Give CSUSB a visible and active anchor presence in downtown San Bernardino
- Diversify and strengthen the area economy

ADDITIONAL DETAILS

The Cybersecurity Workforce Tech Hub will be a 2,500-ft² facility that is a mixture of classrooms, collaborative and solo workspace, offices, and a federally accredited Sensitive Compartmented Information Facility (SCIF) or Security Operations Center (SOC).

COST

\$2M	Staff (\$400K per year—either direct hire or contractor) <ul style="list-style-type: none">• Cyber sector navigator (liaison with employers)• Talent assessment lead (liaison with K-16)• Programming lead (aligns curriculum with employer needs)• Administrative support
\$1.5M	Facilities
\$1M	SCIF or SOC
\$1M	Hub management (\$200K per year)
\$750K	Hardware, software, equipment (\$150K per year)
\$250K	Marketing and outreach (\$50K per year)
\$250K	Programming and expert stipends (\$50K per year)

\$6.75M TOTAL over five years

POTENTIAL FUNDING

Federal

EDA Public Works Program
Federal agency-sponsored SCIF or SOC
NSF Secure and Trustworthy Cyberspace (SaTC)

State

Community Economic Resilience Fund (CERF)
High Road Training Partnership
Inland Empire K-16 Collaborative

Other

Public- and private-sector employers
Industry organizations
Coworking fees
Office rental fees

LEAD ORGANIZATION

California State University San Bernardino – Tony Coulson, executive director, Cybersecurity Center

SIMILAR PROJECTS ELSEWHERE

[Palm Desert iHub](#) – Collaboration between the city of Palm Desert, the Coachella Valley Economic Partnership, and CSUSB

[Dakota State University](#) – National cybersecurity hub (includes SCIF)

[Cyber Huntsville](#) – Cross-sector initiative in the Tennessee Valley

[Cincinnati-Dayton Cyber Corridor](#) – Regional cybersecurity workforce development