

ACTION PLAN

Regional Council of Brittany



European Union
European Regional
Development Fund

INTRODUCTION

At a time of an evolving landscape of threats, cybersecurity's place at the top of the EU's political agenda raises no doubts. Since its first ever cybersecurity strategy adopted in 2013, the EU has adopted and initiated a number of policy measures to strengthen its cybersecurity capabilities and resilience against cyberattacks: NIS Directive, Digital Single Market Strategy, the proposal to create the European Cybersecurity Competence Centre and Network, the EU Cybersecurity Act, as well as the Digital Europe and the Horizon Europe programmes.

The current EU policies suggest that in the context of cybersecurity, the core players are Member States' national governments, supported by dedicated EU bodies, such as the European Union Agency for Cybersecurity (ENISA). However, because of its multifaceted and all-encompassing nature, cybersecurity policy requires a diversification of the actors involved in its implementation. On one hand, ensuring a close cooperation with the private sector has been recognised as an important step in strengthening the EU's cybersecurity, resulting in the contractual public-private partnership on cybersecurity signed with the European Cyber Security Organisation (ECSO) in 2016. But on the other hand, European regions have often lacked recognition as important cybersecurity actors.

Uniquely positioned, regions hold a privileged connection to their local ecosystems. They have the biggest potential to connect technology with end users, to assist local small and medium enterprises

(SMEs), and to provide them with business support and access to innovative technologies. Regions can significantly contribute to the development and deployment of European cybersecurity products and services, thus reducing the EU's reliance on solutions coming from third countries and non-European providers. In the near future, the EU cybersecurity landscape will be shaped by initiatives having a direct impact on regional ecosystems, such as the European Cybersecurity Competence Centre and Network, the European digital innovation hubs and renewed smart specialization strategy in each region. Interregional cooperation is therefore key to identifying solutions and moving towards a more integrated cybersecurity market.

The **CYBER project** has been initiated under the EU Interreg Europe programme and the European Regional Development Fund (ERDF) financial instrument to strengthen the local cybersecurity SMEs and to boost interactions among the European regional cybersecurity ecosystems. The lack of cooperation among different cybersecurity stakeholders and different ecosystems is identified as one of the challenges preventing local cybersecurity SMEs from scaling up and internationalising their business. To address this challenge, project partners work together through a series of interregional events to develop and implement regional action plans and concrete policy instruments.

The CYBER involves nine institutional partners, representing different EU countries and regions:

- **Bretagne Development Innovation agency (France),**
- **Institute for Business Competitiveness of Castilla y León (Spain),**
- **Tuscan Region (Italy),**

- **Digital Wallonia agency (Belgium),**
- **Brittany Region (France),**
- **Kosice IT Valley (Slovakia),**
- **Chamber of Commerce and Industry of Slovenia (Slovenia),**
- **Estonian Information System Authority (Estonia),**
- **the European Cyber Security Organisation (Belgium).**

CYBER overall objective is to boost competitiveness of cybersecurity SMEs, thanks to improved public policies. It involves public authorities that can help knock down barriers of market fragmentation, lack of coordination of regional actors and lack of skills. Medium-term aim is to ensure greater coherence between offer and market demand, with a chance to build up skills and merge competences. In the long term, by making the digital world safer, the CYBER initiative contributes to the development of the EU digital market.

During its first phase, CYBER focused on identifying main barriers: lack of coordination between relevant actors, market fragmentation and lack of skills. For each barrier, regional strengths, weaknesses, opportunities and threats were identified, using SWOT analysis. The aim was to identify characteristics and key services that an innovation ecosystem supporting SMEs in the cybersecurity sector should deliver. Based on their level of cyber-development, CYBER partners also identified good practices that represent strengths of their territories and potential solutions to other

partners' needs. These good practices fall under two different groups of policy measures: those that support the structure of the cyber innovation ecosystem and those that support advanced services provided within the ecosystem (such as labels, access to public and private funding, capacity building etc.). As a result of this interregional exchange process, good practices and solutions have been selected by partners in a perspective of transfer and adaptation and have been collected into **regional Action Plans**. These Actions Plans represent, for concerned regional authorities, a concrete road map for designing and targeting more and better funding to increase competitiveness of cybersecurity SMEs. Their relevance is also crucial within an EU context, as they provide inputs that can contribute to the European Investment for Growth and Jobs programme and the European Territorial Cooperation programme, as well as to address cybersecurity challenges through the newly proposed NIS2 Directive lenses. Produced by CYBER partners, these Actions Plans are therefore key documents both for regional cooperation across Europe and for policymaking at the EU level.

PREFACE


Cybersecurity is an expanding business sector, and the French and European markets are an opportunity for Brittany-based SMEs to grow and develop their competitiveness. SMEs, provided they have institutional backing to clear a number of hurdles, will be able to benefit from the fast-growing cybersecurity market, especially amid the current context of the Covid-19 pandemic, coupled with the rapid digitalization of our economy. Cybersecurity threats are a growing concern worldwide. An organized and efficient innovation ecosystem has a direct leverage effect on the support given to SMEs to help them innovate and increase their future competitiveness. Thanks to the interregional exchanges encouraged by the CYBER project, Brittany is improving its connections both with its European partners and with other innovation ecosystems on the one hand, and its ecosystem and SME support initiatives on the other. Brittany, France's regional leader in the field of digital solutions and cybersecurity, has firmly stated its ambition of becoming an attractive area and a fertile ecosystem for companies, research, innovation and training in the cybersecurity sector.

In this respect, the regional research and innovation strategy known as S3 - Smart Specialisation Strategy - is a key opportunity for Brittany, by acting as a bridge between the Regional Strategy for Higher Education and Research (SRESR) and the Regional Strategy for Economic Development, Innovation and Internationalization (SRDEII). The strong partnership with the Breton ecosystem means that all the regional players in both sectors have been able to take on board the S3 strategy, thus promoting growth and employment through

research and innovation. RIS3 Bretagne lays the foundation for the Region's initiatives by prioritizing resources in areas where Brittany has a comparative advantage at both the European and national levels, with a knock-on effect for the Breton economy. These strategic innovation areas (SIA) thus intersect with growing markets and development issues in some of Brittany's economic sectors. Cybersecurity is naturally at the heart of all these strategies, and is both a priority area in the digital economy (within the "secure and responsible digital economy" SIA), and a key area for industrial applications (Maritime Cybersecurity, Health Cybersecurity, Agri-business and Food processing Cybersecurity, etc.).

Cybersecurity was in fact identified as a priority area in the initial 2014-2020 version of the Brittany regional research and innovation strategy, leading to the emergence of a cornerstone industry for the region. The priority has been confirmed and developed in the updated S3 2021-2027 version, which gives pride of place to cybersecurity, which has now become a key theme at the European level, among the priorities of the *Secure and Responsible Digital Economy* SIA.

Since January 2018, Brittany has been the leader of the S3 "Smart cybersecurity region" partnership, which aims to develop interregional cooperation in order to create synergies between regions that already specialize in cybersecurity, to encourage the development of the cybersecurity value chain in the EU, and to address the challenges that hamper the marketing of existing and new products and services in Europe. Ultimately, the aim is to encourage cybersecurity business investment. Brittany is also the leader of the

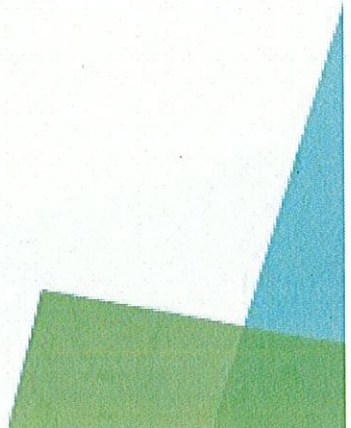


CYBER project and is the first region to be involved in the public-private partnership under the European Cyber Security Organization (ECSO).

Brittany's S3 strategy is part of a broader effort encompassing the new programs of the Government's Regional Development Plan (CPER), the ERDF-ESF+ Operational Program, Horizon Europe, Digital Europe, etc. In its capacity as the authority in charge of managing the ERDF fund (European Regional Development Fund), the Region is responsible for implementing the support strategy toward the development of specific industrial sectors in the region, including Cybersecurity. This strategy specifically aims to boost the competitiveness of European SMEs specializing in cybersecurity by creating synergies

between European cyber values and to share best practices and improve regional policies to help companies better meet these challenges and strengthen the efficiency and performance of local cutting edge industrial ecosystems.

This action plan is part of this regional initiative and offers concrete solutions to improve the coordination of all the players in Brittany's cybersecurity ecosystem. It is based on the results of a regional analysis conducted by the Brittany Region and its Economic Development Agency (BDI), in partnership with business support organizations. The action plan takes into account the lessons learned during the project from other partner regions.



GENERAL INFORMATION

Name of the project: CYBER

Partner organisation: Regional Council of Brittany

Country: France

NUTS2 region: FRHO

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POLICY CONTEXT

The Action Plan aims to impact:

- [Investment for Growth and Jobs programme](#)
- European Territorial Cooperation programme
- Other regional development policy instrument

Name of the policy instrument addressed:

- *Investment for Growth and Jobs Program ROP 2014-2020, Axis 2 "Developing Brittany's economic performance through support to research, innovation and enterprises".*
 - **Objectives**
 - 2.1 Reinforce the competitiveness of Brittany's R&D in the European Research Area
 - 2.2 Improve the innovation capacity of Brittany's SMEs
 - 2.3 Increase the production potential of Brittany's SMEs.
 - Specific actions aiming to increase the competitiveness of SMEs include support for industrial innovative projects (2.2.3), for collaborative research projects (2.2.2) and for SMEs in all stages of their development (2.3.2).
- *ERDF OP. 21-27 / Area 1 Developing Brittany's performance by supporting research and innovation, companies and the digital transition*
 - **Objectives**
 - 1.2 Increasing Brittany-based companies' innovation effort
 - Action 1.2.4 Organizing the governance, implementation and monitoring of the Regional Research and Innovation Strategy (S3)
- *ESF+ OP 21-27 Priority 4 – Supporting lifelong access to knowledge, skills and jobs,*
 - **Specific objective 4.1** – Supporting job seeker training

DETAILS OF THE ACTIONS ENVISAGED

ACTION 1: Setting Up and Implementing a Stakeholder Involvement Process in the Design and Implementation of the Digital Innovation Hub (DIH) and the Regional Cybersecurity Roadmap

The background

The European Digital Innovation Hubs (EDIH) will play a key role in the "Digital Europe" program to stimulate the large-scale adoption by European industry (especially SMEs and mid-sized companies) and public sector organizations of artificial intelligence, high performance computing (HPC) and cybersecurity as well as other digital technologies.

The European Commission has proposed a new "Digital Europe" program, which aims to invest €9.2 billion in response to rapidly emerging digital challenges, via the EU's next long-term 2021-2027 budget. In this context, **EDIHs operate as one-stop shops designed to help companies address these challenges in real time and become more competitive.**

By providing access to technical expertise and experimentation as well as the opportunity to "test before you invest", EDIHs help companies improve their commercial and industrial processes, their products or their services in key regional economic sectors through the use of digital technologies. They also provide innovation services, such as finance consulting, training, and the development of the skills needed for a successful digital transition. Environmental issues are also addressed, including energy consumption and low carbon emissions.

As recommended by the CESER (the Region's consultative assembly) in its report entitled "Brittany's businesses and the digital economy: priorities and opportunities", the Region needs to further coordinate initiatives at the business sector level and to facilitate cross-fertilization between industries in order to strengthen their leverage effect and produce tangible results in terms of increased competitiveness and/or more upmarket products and services. The motion adopted at the December 2019 session **expressed support for the economic players in order to facilitate the digital transition, a key factor in the Region's economic development.** Brittany's 2021-2027 S3, managed by the Region's Economic Development Department, focuses on the EDIH as a valuable tool for the digital, industrial and environmental transition. Having been home to the digital industry for decades and co-founder of the Cyber Excellence Center with the Ministry of Defense, **the Brittany Region has made cybersecurity one of the cornerstones of its economic development, and a major strategic tool for the environmental and societal transitions supported by the Breizh COP foundation.**

As a result, the Brittany Region has decided to focus its ambition for the region's development and future on the following actions:

- **Support for initiatives advancing the digital transition in businesses, with a focus on cybersecurity**
- **Support for the growth of innovative industries**

To achieve those objectives, the **Brittany Region and its partners are working to create the Brittany DIH, focusing on cybersecurity, which meets the ecosystem's requirements through its organizational structure.**

We based our preliminary work on the organization, operation and implementation of the Brittany DIH on the initiatives and good practices of the partners of the CYBER project and especially of Castilla y Leon. During the 3rd meeting that took place in Spain in October 2019, we discovered the Castilla y Leon's Cyber DIH and its ecosystem (<https://www.cyberdih.com/>). This confirmed what we had already begun to outline. After several informal exchanges, we therefore organized a videoconference meeting with the DIH's contacts in Spain and the players involved in our regional ecosystem in charge of implementing the Brittany DIH. These meetings allowed us to exchange ideas on digital maturity assessment tools, on the type and nature of the DIH services provided, on the business model of these services, and on the platforms available. We also compared the nature of the DIH's training provision, of its R&D technology transfer policies and roadmap, and of the services that might meet the criteria for European calls for proposals (under Horizon Europe). This exchange influenced our approach, allowing us to consolidate our model and to confirm our methodology by regularly involving the ecosystem stakeholders, particularly in terms of benchmarking, thus highlighting the importance of cooperation when implementing a DIH.

The action

Overall Action objective:

- Defining and implementing a specific support system and service provision for Brittany

businesses, within the framework of an EDIH with strong European partnerships.

Specific and cross-sector objectives:

- Strengthening the competitiveness of Brittany's cybersecurity companies
- Strengthening the ties between traditional companies and cybersecurity companies, especially SMEs
- Promoting access to technical expertise and experimentation for Brittany companies
- Providing services in the field of innovation support and consulting

Stage 1 - Joint preparation of the pre-selection documents

The first stage consisted in preparing the pre-selection application submitted to the French government by designing and drafting the Brittany Region's proposal for the organization, operation and implementation of the Brittany DIH. The following actions were carried out jointly with the regional cyber ecosystem during the weekly steering committees:

- Listing of all the needs identified in Brittany by all the stakeholders (local authorities, competitiveness clusters, government departments, technology parks, cyber companies, traditional companies, etc.), according to the sectors concerned and the technological fields potentially involved.
- Identification of existing regional initiatives in connection with the players concerned and already delivering services and identification of existing support mechanisms
- Examination of existing experiences and initiatives, particularly with our European partners

The experience of our partners in Castilla y Leon and Tuscany, with similar levels of ecosystem maturity as Brittany, were a major source of inspiration for the creation of the Brittany DIH. We adjusted our model to take account of the nature of the organizations and the networks of players involved, the type of services provided and the coordination of existing and new services.

- Definition of the aims of the Brittany DIH in conjunction with the Brittany ecosystem, after consultation with all stakeholders
- Definition of the service and support provision for the target beneficiaries defined, the governance scheme and the financial structure of the Brittany DIH

This stage has been completed, as the Brittany DIH, with its particular focus on cybersecurity, was pre-selected by the French government authorities.

Stage 2 - Applying under the European call for proposals

Following the selection of the Brittany DIH by the French government authorities, the second stage involves preparing the application for the European call for proposals. The aim is now to fine-tune Brittany's proposal in terms of the organization, operation and implementation of the Brittany DIH and to detail its implementation. The steering committee, along with project management support, meets regularly to:

- Design impact monitoring and measurement tools to ensure that a service-based ecosystem remains dynamic and sustainable
- Strengthen and stabilize the objectives and the services and support to be provided
- Perfect the economic, organizational, governance and management model through the detailed identification of funds, the players involved, their roles and responsibilities

Stage 3 - Operational launch of the Brittany DIH

Communication, information, and the implementation of the Brittany DIH

- Drafting and conclusion of the cooperation agreements between the stakeholders
- Development of the additional tools and services required to fill existing gaps and to promote good practices

Stage 4 - Implementation of the monitoring and evaluation process

Development, monitoring and continuous assessment of the Brittany DIH

- Deployment of our services and organizational support provision

- Monitoring of assessment and impact measurement tools to ensure that a service-based ecosystem remains dynamic and sustainable

The Brittany and Castilla y Leon DIH's will cooperate when both have reached a sufficient level of maturity.

Players involved

When defining the Brittany DIH, the Brittany Region mobilized a group of regional players including the Images et Réseaux hub (project leader), the Regional economic development and innovation agency (Bretagne Développement Innovation - BDI), the Pôle d'Excellence Cyber (PEC) co-founded by the Region, the National Institute for Research in Computer Science and Control (Inria), the 7 Technopoles Bretagne (7TB) Association, the CNAM Vocational Training Institute and the B<>Com Technological Research Institute. The Brittany Regional Council is responsible for overall initiative coordination. The Brittany DIH also follows the EU EDIH guidelines, in conjunction with the DGE, the DGRI and the DG Connect and regularly consults all the ecosystem stakeholders to ensure that the Brittany DIH will meet the ecosystem's needs and will tie in with the needs of the region and particularly those of cybersecurity-centred SMEs. At the same time, the Regional Council's Directorate of European and International Affairs (DAEI) provides its support and expertise in terms of managing the rules of State aids related to the services that will be deployed and enforced by the Commission's regulation on government support for industry.

The governance model is based on 4 main entities:

- A supervisory board consisting of the Region and the founders, whose objectives are to define, monitor, and control the strategy developed within the Brittany DIH
- A general assembly including the founders and various colleges representing the competence centres, service providers and end users
- A steering committee made up of the founders and representatives of the colleges

to discuss and decide on the development and management of the DIH

- An operational team divided into 8 work packages led by specific regional players

The work was then organized with a steering committee chaired by the Vice-President of Digital and Higher Education and Research of the Brittany Regional Council and working groups organized in 8 "Work Packages" (WPs) in accordance with the recommendations of the European Commission and in continuity with the Help Digiwest DIH pre-project selected in late 2019. The Region's I&R unit, which is responsible for coordinating the DIH, will liaise between the European Commission and all the partners. The organizational model considered does not require the creation of a new legal entity.

Time Frame

Member States play a key role in the DIH selection process as the initial EDIH network is derived from a list of centres designated by the Member States. The schedule depends on the European Commission's timeline.

Stage 1 - Joint preparation of the pre-selection application

- Drafting and submission of a draft framework document **in September 2020** for a European Digital Innovation Hub to support Brittany's digital transition: The Brittany DIH.
- Application under the Government's (DGE) call for expressions of interest **in late October 2020**

Stage 2 - Application under the European call for proposals

- Drafting and submission of the final document for the European call for proposals **deadline September 2021**
- Reply to applications under the European call for proposals **December 2021**

Stage 3 - Operational application of the Brittany DIH

- Launch and deployment of the Brittany DIH: first quarter of 2022

If the project is not approved, the DIH Bretagne will nevertheless be developed in Brittany but to a lesser extent. The DIH project is very structuring and essential for the territory. The services will not be able to be developed as planned, however, the efforts will be maintained.

Stage 4 - Implementation of the monitoring and evaluation process

- Operational implementation of the monitoring and evaluation process: first quarter of 2022


Cost and Funding sources

The European Digital Innovation Hubs will have a local, occasionally national and European remit. A EU funding scheme has been set up for hubs supported by their Member States to supplement public funding. The "Digital Europe" program strengthens the role of the selected hubs in covering activities with clear European added value, based on networking and promoting the transfer of expertise. The budgetary structure and the amounts allocated to this program are governed by the EU regulation. The maximum annual budget must be within €1 million and €2 million. The European Commission will cover half, and the other half will be covered by the organizations themselves, the Government authorities, and the Brittany Region. The watchword is to optimize existing resources, since the objective is not to create a new entity but to set up a consortium with a robust governance structure to manage the resources allocated to the project. In total, the Brittany DIH will be managed by a team consisting of 2.1 FTE positions/year.

Implementation of the EDIH: No change in the financial instrument OP (2014 - 2020) for the design/mobilization/ drafting of the documents

Implementation of the EDIH (expected and subject to conditions):

- ERDF OP. 21-27 / Area 1 *Developing Brittany's performance by supporting research and innovation, companies and the digital transition* / Objective 1.2 *Increasing Brittany-based companies' innovation effort* / Action 1.2.4 *Organizing the governance, implementation and monitoring of the*



Regional Research and Innovation Strategy (S3): budget of €1 million over the period

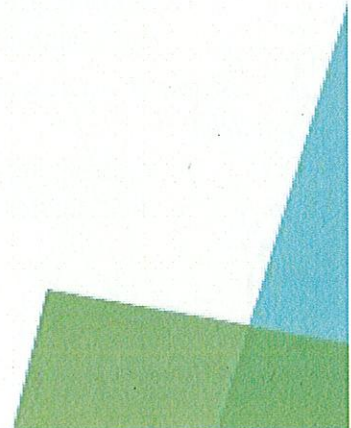
- Digital Europe
- Regional and national loans

Monitoring and indicators

Indicators measuring the impact of our initiative:

- Number of organizations supported
- Number of support organizations working within the framework of the Brittany DIH
- Number of beneficiary companies

Number of cybersecurity SMEs introduced to SMEs with security requirements.



ACTION 2: Implementation of Collective Cybersecurity Training Programs

The background

Cybersecurity is a growing source of employment in Brittany. The current workforce in this sector is estimated at around 8,000 employees. While many of these employees work for major groups that are well-established in Brittany, an increasing number work in cutting edge start-up companies that are making a name for themselves at an international level. Some SMEs offer security auditing services, consulting or training programs and messaging security products, whereas others have specialized in threat prevention and crisis management.

The multifarious forms of cyber attacks and entry points via the IOT, and the generalization of remote working are significant risk factors for SMEs, mid-sized business, and large companies alike. The internationalization of online trade and hacking are further risks to be considered. These attacks are increasingly costly for the businesses concerned. Cybersecurity needs are expected to rise exponentially over the coming years. The players already present in Brittany (institutions, companies and laboratories) such as DGA MI (the French Defence Procurement Agency's Information Management), ComCyber, Pôle d'Excellence Cyber (PEC), Airbus, Thales, Sopra stéria, Amossys, Secure-IC, LHS, B<>com, IMTA, Inria, Université Bretagne Sud (UBS), etc. and existing or new infrastructure such as the Cyber Défense Factory, Industrial Chairs dedicated to critical infrastructure, the maritime sector, crisis management, etc. make the region a breeding ground and host for the cybersecurity sector. This naturally gives rise to a number of funding programs for the support and development of employment in this particular field. This generates an urgent need for cybersecurity skills in Brittany to support this trend and train those

involved in cybersecurity working in conventional companies. The development of the European Cyber Week driven by the same dynamic, based on research and innovation, training and recruitment, industrial development, and organization of the cyber sector testify to the rapid rise of **cybersecurity as one of the cornerstones of Brittany's economy**. Brittany has a strong reputation in the field of cybersecurity, to the extent that it is now considered a benchmark in the field.

Brittany is home to skills that cover all areas of cybersecurity. Brittany-based companies sometimes have trouble finding the qualified workforce they need and are faced with a fierce international competition. The labour needs are all the more significant as employment has been growing by 20% a year over the past couple of years in private companies in Brittany. **Additional measures are therefore urgently required to address local companies' development needs and to help them meet the sector's technological challenges.** The Pôle d'Excellence Cyber (PEC) has in fact been focusing on training needs since 2014. An APEC study funded by the Brittany Region and the Government with the PEC's expertise, carried out in 2019, highlighted the need in terms of employment and the number of employees to be retrained in cybersecurity skills. Recently, the Pôle d'Excellence Cyber created the digital security guide for local authorities, also highlighting the training needs for these administrations and local public establishments.

We based our work on the development of joint cybersecurity training programs on the initiatives and good practices of the CYBER project partners,

and more specifically in the Tuscany Region ([GP on training course for non graduates](#)).

The action

Overall Action objective:

- Designing and setting up joint cybersecurity training programs

Specific and cross-sector Objectives:

- Strengthening the competitiveness of Brittany's cybersecurity companies
- Strengthening the ties between traditional companies and cybersecurity companies, especially SMEs
- Promoting Brittany's attractiveness in terms of cybersecurity jobs
- Meeting the growing need for cyber-related skills in Brittany
- Training cybersecurity referees within Brittany companies, and SMEs in particular.

Stage 1 – State of play

During this stage, we described the state of play and drew up Brittany's proposal for the organization and implementation of new joint cybersecurity training programs. This stage involved:

- Listing Brittany cybersecurity needs as highlighted by the stakeholders and identifying the gaps that can be filled through cooperation between all the ecosystem players
- Examining existing experiences and initiatives, particularly with our European partners

At the third meeting in Spain, in October 2019, we discovered the best cybersecurity training practices identified by our partners. We were particularly interested in what we discovered and we benefited greatly from these exchanges. A webinar was organized in April 2021, focusing particularly on the training aspects. These exchanges were also an opportunity to develop partner networks and European cooperation. We specifically focused on the Tuscan initiative involving a training program funded by the Regional European Social Fund (ESF) and led by the university, aimed at developing the

cyber skills of people already trained in or working in ICT and seeking to specialize. We compared the training program's organization with our system in order to improve its efficiency. We were also very interested in the experience of a foundation that provides vocational training courses in conjunction with another program preparing students for employment in the cybersecurity sector. Following the exchanges with our Tuscan partner, and taking into account the key challenges in the field, we were able to fine-tune our analysis and speed up our overall approach for the development of our new training program provision. This approach was based both on methodology and public policy. Our partner's experience in the field shed a new light on our practices and helped us define how we could develop a new training program that will meet Brittany's needs, together with our local cyber ecosystem players. This involves an initial needs analysis, then a collaborative implementation process, to promote employment in the sector and stakeholder awareness-raising. This process will be developed across Brittany.

- Examining how existing training programs can be developed and additional units set up.

Brittany's regional training program QUALIF Emploi (<https://www.bretagne.bzh/aides/fiches/copie-de-qualif-emploi/>) allows additional modules to be added to existing training programs to make them more relevant with respect to employers' changing needs.

- Organizing a "Cyberbreakfast" in Rennes with the participation of the Direction de l'emploi et de la formation tout au long de la vie (DEFTLV) to present and discuss the Region's training program action plan.

Stage 2 – Joint definition of the training program provision

This stage involves fine-tuning our proposal. It includes the following actions:

- Involving the regional players in the field who took part in the project meeting in Tuscany in October 2020
- Defining the training program provision and the target audiences (beneficiaries) by promoting cooperation and mutual recognition between all the cyber players

and QUALIF Emploi training operators, higher educational establishments and cyber industry players (cyber hub, companies, vocational training campuses and advanced training programs in Lannion and Redon and ADN Ouest) and the funding organizations (Skills operators - OPCO and Pole emploi).

In recent months, the Region has been engaged in a sector-based management approach to regional training provision (funding bodies, organizations, economic representatives) to make sure that all the operators work together, that priorities and issues are properly understood by all and that innovative projects emerge. ADN Ouest is funded by the Region to bring the regional training provision to the attention of companies facing recruitment difficulties. It also works with job seekers to raise their awareness of job opportunities in the digital sector. ADN also produces an annual report on the employment needs of digital businesses and companies using digital solutions. Under this initiative, a meeting has been organized with training organizations potentially involved in the training project (ENSSAT, Lannion IUT, CNAM, Simplon). Pôle Emploi and ATLAS (skills operator in the sector) will also be involved.

The chosen training programs were "Cybersecurity analyst" and "Operational assistants in cybersecurity and GDPR standards".

- Perfecting the model through the detailed identification of the players involved, their roles and responsibilities

Meetings have been organized between the ecosystem players so that all the stakeholders are aware of the Brittany Region and BDI's commitment to supporting the development of cybersecurity training, initially in the Lannion area. These meetings were an opportunity to present and confirm the initiative with the local players by bringing them on board. The work undertaken in Lannion will be a stepping stone (needs analysis, training methods, funding) for the further development of the sector across the whole of Brittany.

The selected training organizations are **SIMPLON.CO and EFTL**.

- Deciding the budget and the impact monitoring and measurement tools allocated to the project

Stage 3 – Operational application of the training program provision and partnerships

Communication, information and the implementation of the collective training programs

- Drafting and conclusion of agreements
- Creation of synergies with the work carried out by the DEFTLV (Lifelong learning organization) leading an Erasmus + project on the Region's GPEC (Project Stride 4 Stride, under the Earllall network.)

Stage 4 - Implementation of the monitoring and evaluation process

Development, monitoring and continuous assessment

- Development of the training program provision
- Monitoring of impact assessment and measurement tools

Players involved

The Brittany Region through its Economic Development Department (DIRECO) and the Lifelong Employment and Learning Department (DEFTLV) with the aim of bringing together the cybersecurity players, companies and training institutions. The Region is responsible for defining and setting up the initiative.

The DEFTLV Department, whose remit covers job seeker training, ideally positioned to provide a regional impetus and encourage the creation of training projects (both in terms of program design and implementation and funding).

The Bretagne Développement Innovation economic development agency (BDI) and Pôle d'Excellence Cyber (PEC) to strengthen relations with cybersecurity companies. The project will also involve the Vocational Training and Qualification campuses and Higher Education institutions and players of the cybersecurity ecosystem and the training funding organizations (OPCO and Pole emploi).

Timeframe

Stage 1 – State of play

- **Spring - Summer 2020:** Needs analysis in terms of cybersecurity and joint definition of the possibilities of setting up dedicated collective training courses.

Stage 2 – Joint definition of the training program provision

- **Fall 2020:** Organization of the Cyberbreakfast and webinars
- **Winter 2020:** Definition of the joint training provision proposal

Stage 3 – Operational application of the training program provision and partnerships

- **Winter-Spring 2020/2021:** Approval, signature and communication on the joint cybersecurity training programs.
- **Spring/Fall 2021:** Launch of the joint training sessions with the Brittany DIH and the sectors involved.

Stage 4 - Deployment of the monitoring and evaluation process

- Operational implementation of the monitoring-evaluation process by the **third quarter of 2021**

Cost and Funding sources

Implementation of the training provision: No change in the OP financial instrument (2014 -2020) for the design/mobilization/drafting of the training provision

Implementation of the training sessions **(planned and subject to conditions to approval of the OP):**

ESF+OP 21-27 Priority 4 – *Supporting lifelong access to knowledge, skills and jobs*; Specific objective 4.1 – *Supporting job seeker training*

Other co-financing levers: Training courses funded under the QUALIF Emploi initiative for the Brittany Region, and the POEC (Préparatoire Opérationnelle à l'Emploi Collective - Collective Employment

Operational Training) initiative for the ATLAS Skills operator.

Funding by the Brittany Region, Pôle Emploi and ATLAS OPCO: €234,000 + €257,000.

This action involves a team consisting of 1.50 FTE positions/year.

Monitoring and indicators

Indicators measuring the impact of our initiative:

- Number of people trained
- Number of beneficiary companies
- Number of cybersecurity SMEs introduced to SMEs with security requirements
- Number of adjusted training courses (additional modules)
- Employability % after a training program and 6 months later

Date

13/07/2021

Signature

Stamp of the organisation

Le directeur
du développement économique

Gaël GUEGAN


CYBER
Interreg Europe



European Union
European Regional
Development Fund

