Military & Veteran Education
MSSA Program Overview

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Microsoft
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Microsoft Software and Systems Academy

<table>
<thead>
<tr>
<th>Curriculum Type</th>
<th>Focus</th>
<th>Completion Expectations</th>
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</table>
| Learning Paths – Multiple Learning Modalities | Cloud Application Development  
Server & Cloud Administration  
DBA & BI Administration  
Cloud Security Administration | Completion Certificate  
College Credits  
Associates Degree |
### MSSA – Current Status

<table>
<thead>
<tr>
<th>Metric</th>
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<tbody>
<tr>
<td>100% Female Hire Rate</td>
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<tr>
<td>2% Attrition</td>
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<tr>
<td>28% Hire Rate, Industry Avg. 20%</td>
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<tr>
<td>Learning Paths Evolved to Support Business</td>
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<tr>
<td>160 YTD Active Duty Students</td>
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<tr>
<td>40% Diversity Rate</td>
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<tr>
<td>Partner Connect to Vet - Running</td>
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<tr>
<td>Base Marketing Resolved</td>
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</table>
Microsoft Technology Associate (MTA) is a recommended entry point into IT certification and job preparation. Targeted for individuals who are pursuing a career path in IT or are enhancing their understanding of IT fundamentals. MTA will validate core knowledge in specific IT areas.

**ENTRANCE EXAM**

- **Free Online Training & Courseware**
- **MTA** Technology Fundamentals Exam

**REQUIREMENTS**

**Must Have**

» Active duty status with a Separation/Retirement date one month either side of the class end date. Service members can request an extension if ETS falls at the beginning or middle of course.
» Command authorization to participate
» Copy of service record
» Current honorable service status
» Resume
» High school diploma or GED
» Proof of successful completion of college-level Algebra via college transcript, CLEP (score of 50 or higher) or Compass Placement Test (score of 30 or higher)
» ASVAB Scores: MM 100 or higher/GT 100 or higher are desired (Army only)
» ASVAB Composite General Score of 50 or higher, Mechanical Score of -40 or higher; Electrical » Score of 28 or higher (Air Force only)

**PREFERRED**

» Strong math skills
» Computer Skills
» Experience or interest in software development

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MSSA Program – Required MTA Exams per Learning Path

Each Cohort will focus on a specific Applied Skills Learning Path. As we expand the program, a base may deliver more than one cohort at a time, focused on different Applied Skills Learning Paths. Passing the exam awards a MTA Certification.

Applied Skills Learning Paths

- Security Administrator
- Software Developer
- Database & BI Administrator
- Server & Cloud Administrator

Required Program Entrance Exams

- Exam 98-367 Security Fundamentals
- Exam 98-361 Software Development Fundamentals
- Exam 98-364 Database Fundamentals
- Exam 98-366 Networking Fundamentals
MSSA – Next Steps - Base Expansion

- Business Alignment
- Engagement
- Budget
- Resources
- Expansion at Existing Cohorts
- Agility in Class Projects
MSSA - Competency Based Education (CBE)

What is CBE?
- Has become increasingly influential in higher education since its emergence in the 1970s
- Emphasizes learning outcomes focused on demonstration of knowledge and skills.
- Leverages different learning modalities for adult education
- Places a great deal of weight on “real-world” applications of learning
- Competency-based education recognizes that adult learners can come “to the table” with applied skills from previous roles
- Carefully defines measurable goals for what students should learn and should be able to do at the end of their study.

How does this relate to MSSA?
- Jointly, Microsoft’s HR and Learning Experiences team defined the learning outcomes or learning competencies established for the curriculum.
- We leveraged our findings from our pilot program, feedback from hiring managers and an advisory council of Software Developers in Engineering and Test (SDETs) to help us define competencies based on learning outcomes
- The defined competency requirements extend past technical skills. They include higher-order thinking, problem-solving, critical thinking and dealing with ambiguity.
- Our Applied Skills Learning Paths align to the CBE learning structure that is supported by multiple learning modality types.
- MSSA provides a learning experience that helps them gain employment, first, while focusing on Industry Certification or Degree obtainment.

The key is that we will measure what knowledge and skills students come to us with, map that against program outcomes (competencies) and then provide them with adult-friendly modes of new learning—the added value—to reach those competencies.