

# Military & Veteran Education

## MSSA Program Overview

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# Microsoft Software and Systems Academy



Target: Active Duty with Exit Dates	16 Week Competency Based Learning Prog.	Student Reassigned to the Cohort	Guaranteed Interview with Microsoft and Partners
Multiple Learning Modalities	Free Entrance Exams	Career Skills 1 <sup>st</sup> Certification 2 <sup>nd</sup>	Industry Mentoring & Class Project

Curriculum Type	Focus	Completion Expectations
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



100% Female  
Hire Rate

2% Attrition

28% Hire Rate,  
Industry Avg.  
20%

Learning Paths  
Evolved to  
Support  
Business

160 YTD  
Active Duty  
Students

40% Diversity  
Rate

Partner  
Connect to  
Vet - Running

Base  
Marketing  
Resolved

# Entrance Exam and Requirements

## REQUIREMENTS

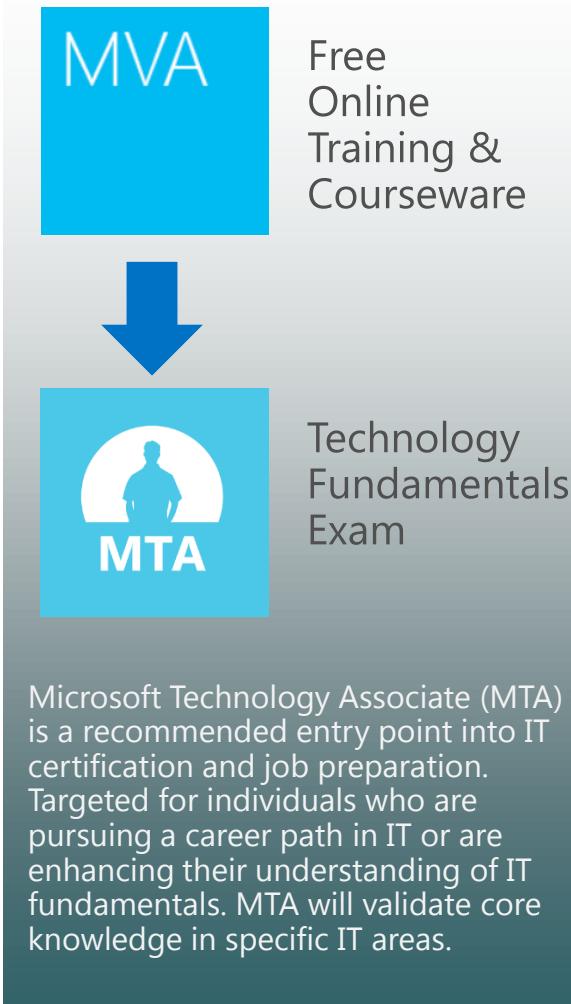
### Must Have

- » 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

## ENTRANCE EXAM



## Acceptance Interview

## Program Learning Modalities

Technical Instructor Led Training

Online Classes and Self Study

Reading List

Mentoring

Real World Work Experience

# 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

Expansion at  
Existing  
Cohorts

Budget

Resources

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.*