Build, sustain and leverage diversity for innovation
LCA Veterans Hiring & Visibility

Legal Industry Day

Participation in Minority Bar Association Events

Distinguished Speaker Program

Outreach to Law Firms

Participation in Military Hiring Conferences

Pro bono
The Business Case for Hiring Veterans

**Veterans are Entrepreneurial**
- High need for achievement
- Effective decision making in dynamic environments
- Comfortable with Autonomy and uncertainty
- Many mid-grade to senior military personnel are experienced in managing significant budget.

**Veterans Assume High Levels of Trust**
- Strong trust in organizational leadership
- Strong propensity toward an inherent trust in co-workers

**Veterans Have Advanced Technical Training**
- The military exposes individuals to advanced technology.
- Research shows exposure to high-tech leads to increased leveraging of tech to meet organizational challenges.

**Veterans are Comfortable/Adept in Discontinuous Environments**
- Cognitive research has shown that military experience (notably combat) contributes to effective decision making in a dynamic environment.

**Veterans are Adept at Skills Transfer Across Contexts/Tasks.**
- Individuals who have served in the military are adept at transferring skills learned in a specific context to a disparate context.

*Data from Syracuse University Research*
The Business Case for Hiring Veterans

**Veterans Exhibit High Levels of Resiliency**

• As a consequence of military training, veterans are able to more quickly adapt to failure and bounce back. Applicability: new product development, early stage ventures, sales.

**Veterans Exhibit Advanced Team Building Skills**

• As compared to those who have not served in the military, research shows that veterans are more adept at organizing and planning as they define roles and responsibilities for teams.

**Veterans Exhibit Strong Organizational Commitment**

• Veterans bring a strong sense of organizational commitment and loyalty to the civilian workplace. Applicability: reduced turnover/attrition, higher quality work product.

**Veterans Have and Leverage Cross-Cultural Experiences**

• Veterans have more international experience and a higher level of cultural sensitivity as compared to age group peers.

**Veterans Have Experience/Skill in Diverse Work Settings**

• Contrary to some reports, the all volunteer military represents a comprehensive cross-section of education, ethnicity, culture and values.

*Data from Syracuse University Research*
MSSA Program

Overview

The Microsoft Software and Systems Academy (MSSA) helps exiting US military personnel gain Dynamics job skills training that can transcend into an industry leading Microsoft certification and the opportunity to engage with our partner ecosystem for potential employment.

Strategy

- Create a robust military hiring program that can be deployed at military bases across the US.
- Train military men and women from all branches on the skills required for entry level consultant positions to gain an advantage in securing employment in the IT industry.
- Present a solid dynamics learning path, combing product training, soft skills and simulated projects that can support their efforts in completing the program and gaining new job role skills.
- Give program participants a lead in the job market with resume writing and interviewing skills that can be leveraged throughout their career.
- Ease their transition from the military into their next career with an understanding of corporate culture, expectations and acumen.
- Provide mentoring and professional engagement so they can be successful with a potential career at Microsoft or with our partners.
- Provide them the opportunity to gain an industry recognized and highly valued technology certification that can showcase their expertise in their selected field.
MSSA Program Life Cycle

**MSSA PARTNER MODEL**

**Transitioning Servicemembers**
- Wounded Warriors
- Special Forces
- Minority & Female Veterans
- E1 – E9
- CW01-04
- Junior Officers

**DoD Network**

**SCREEN**

**TRAIN**

**PREP**

**INTERVIEW**

**ALUMNI**

**Dedicated Talent Pool**
- Access to nation-wide transitioning servicemembers
- Training sites arranged geographically
- Customized candidate selection criteria

**Proven Methodology**
- Upstream training prior to exiting the military
- Accepted veterans have access to a broad alumni network of mentors
- Microsoft Certifications

**Industry Trained**
- Tiered employer partners from the Microsoft Partner Community
- Regional flagship employers in each specified location/region

**Coalition of Partners**

**SOURCE**

**SCREEN**

**TRAIN**

**PREP**

**INTERVIEW**

**EMPLOYER NETWORK**

**Software & Systems Academy**
MSSA Cohort #1 Graduates

Bernard Bergan - SDET, C&E
Special Ops, Airborne

“Now, I have a path beyond my service to the military in yet another field I am passionate about. Transitioning to a job at Microsoft, the very company that made it possible for me to connect with my loved ones while in the military using Skype, is more than amazing; it is surreal.”

Tara Overfield – SDET, C&E
Army Watercraft Cmdr
Wounded Warrior

“The MSSA program gave me the opportunity to learn the skills to be confident that I will be successful in my new career. I picked Microsoft because it is a company that is known worldwide and it is also a responsible, philanthropic company that I respect.”

Adam Citterbart – IT Ops, GFS
Special Forces, Airborne, Sniper

“This is something I will never forget and will always be indebted for. I promise that I will not only succeed individually, but will mentor anyone who needs help. My goal is a 100% success rate for the class. I believe in this program and I want it to spread.”

Joshua Gray – IT Ops, GFS
Network & Systems Lead

“One of the reasons I joined the military was that it has a reputation for demanding excellence and it has a global impact. I picked Microsoft because of its similar reputation and the opportunity to continue to do things that have the possibility of changing the world.”
Veterans’ Legal Career Fair

On May 1-2, 2015, the nation’s first-ever Veterans Legal Career Fair will take place in Washington, D.C. This career fair will match employers with experienced lawyers who have served in the U.S. military or are transitioning out of U.S. military service.

The career fair will arrange one-on-one interviews and informational sessions for veterans (including active duty JAG Corps members and reservists) seeking positions as lawyers, including with corporate legal departments, law firms, other private sector employers and government agencies. Spouses of active members and veterans are also eligible to participate.

Orrick is honored to partner with the American Legion, corporate founding sponsors Microsoft Corporation, Morgan Stanley and ALM Media and private practice sponsors Shearman & Sterling and the D.C. Diverse Partners Network to create this career fair.

Founding Sponsors

To learn more about the Veterans’ Legal Career Fair and join our mailing list, please visit www.veteranslegalcareerfair.com or email veteranslcf@orrick.com