

Keeping
classrooms
fully
staffed—
and students
learning.

28 years of proven success.

Kelly Education®

5.6M

Absences filled
in the 24-25 SY

#1

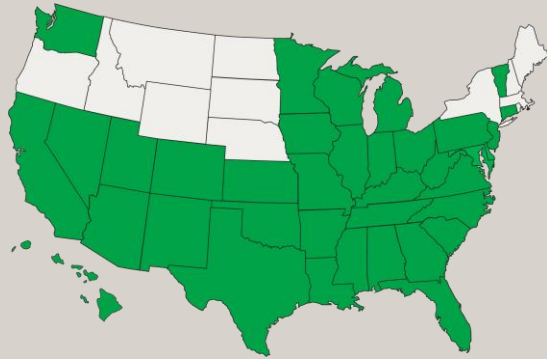
Provider of
substitute
educators in
the U.S.

9.5K+

School partners

31K

Avg. classrooms filled
per day



37

States



Driving meaningful results.

Kelly Education®



Remove

administrative burden from staff within your school or district

Create

cost savings and operational efficiencies

Boost

student achievement by ensuring continuous learning

Provide

insights and tools to reduce absenteeism

Deliver

accountability and measurable results



How we recruit for your schools.

OUR PROACTIVE APPROACH

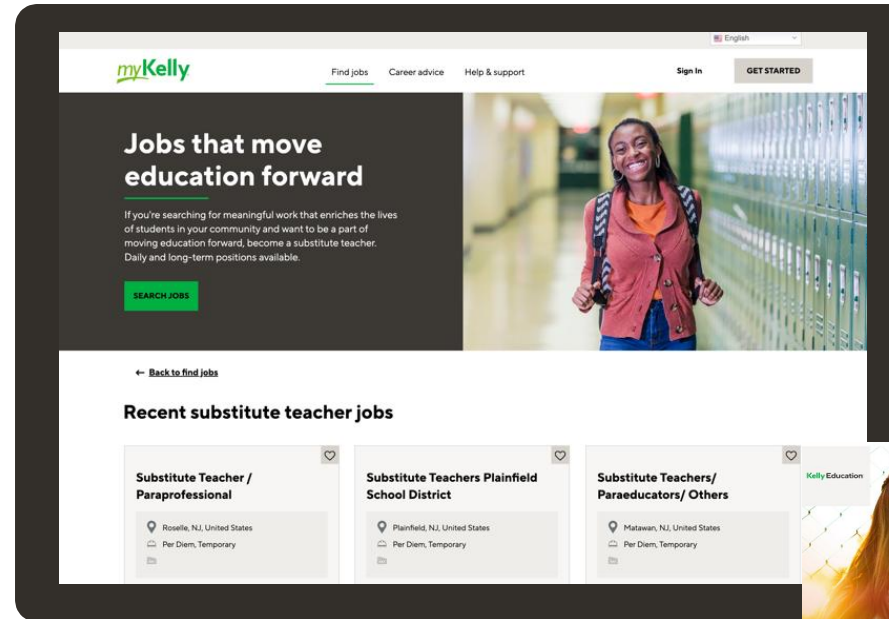
In Your Community

- Grassroots marketing
- Billboards
- Job fairs
- Kelly Mobile Branch
- Community partnerships

Geotargeted Online

- MyKelly jobs portal
- Online job boards
- Social media marketing
- Search engine marketing
- Online display advertising
- Streaming TV advertising
- Digital billboards
- Referral program

And more!



Make your days at work add up to something greater when you become a substitute teacher. Get ready for a flexible, rewarding job you can feel good about.

You'll enjoy:

- The freedom to set your own schedule
- Your choice of schools and grade levels
- Weekly pay
- Free training and professional development
- Paid orientation
- Work-free nights, weekends, holidays, and summers
- Group insurance options*

kellyeducationjobs.com



We're hiring great people for teaching and non-teaching positions at local schools.

You'll enjoy:

- The freedom to set your own schedule
- Choice of schools and grade levels
- Weekly pay
- Free training and professional development
- Paid orientation
- Work-free nights, weekends, holidays, and summers
- Group insurance options*

Try a new morning routine: a meaningful job with the flexibility to create your own schedule.
kellyeducationjobs.com

The industry's most comprehensive screening and hiring process.

Pre-Qualification

- Gauge suitability for the role, skills, ability, and goals
- Discuss education, work history, experience, certifications, and licenses

Personal Evaluation

- Structured situation and behavior interviews for role competencies
- Role-specific training with pass/fail testing
- Education verification

Application Processing

- Online application process
- Complete employment forms
- Verify work eligibility via the I-9 process using E-Verify

Safety Screening

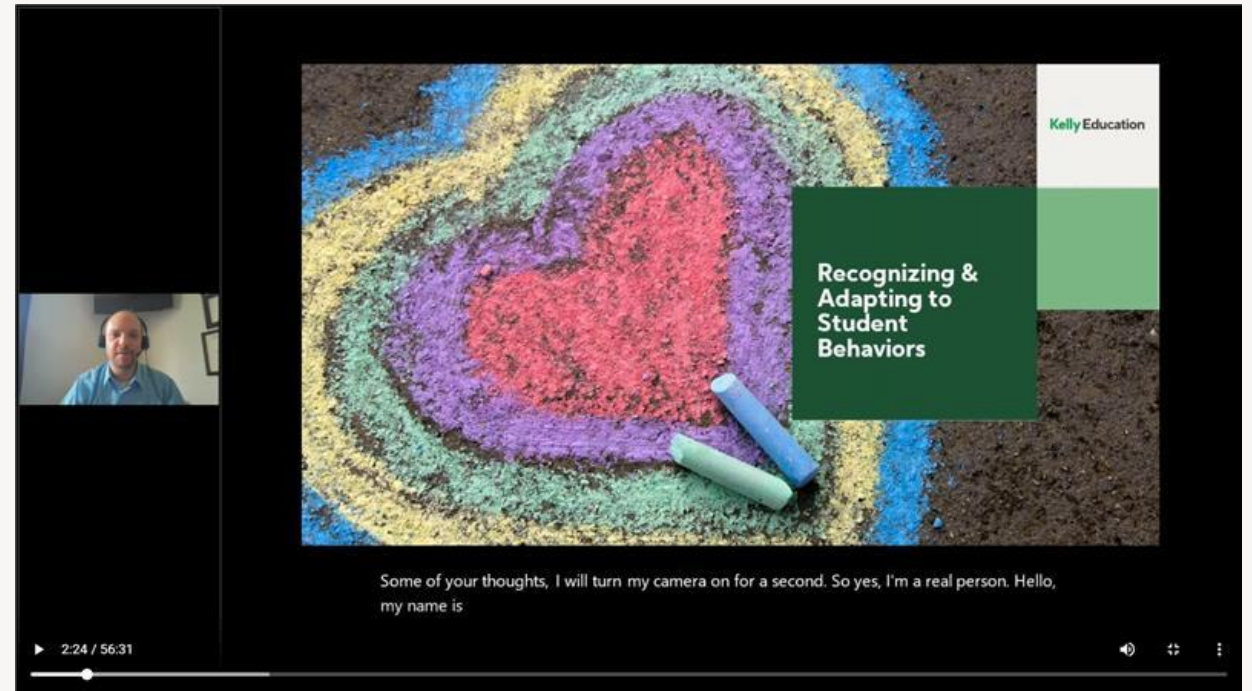
- Criminal background screening
- National Sex Offender Registry check
- State-specific and district-required screenings

OUR EMPLOYMENT GAP POLICY

Rescreening after lapse in employment of 150 days.

Mandated Pre-Hire, Post-Hire Training, District-Specific Orientations, and Continued Professional Development

- State Mandated Reporter training
- District-specific training
- ClassSmarts and specific training for each role
- In-person training and orientation
- Online library of supplemental training
- Webinars to support learning
- Coaching & Mentor program
- Professional Development



**A dedicated
team fills
last-minute
absences.**

25%

of absences are
last-minute or
emergencies.



5:30 a.m. – 7 p.m.

Real people are busy
monitoring and filling
absences from an active
pool.

- Fulfillment teams by phone
- Push notifications and text
- Leverage incentive pay

We manage everything— so you don't have to.

Kelly Education®

Everything.

- Ongoing, targeted recruitment
- Comprehensive hiring process
- Behavioral interviewing
- Centralized customer support team
- Daily local branch team support
- Real-time absence filling
- Automated scheduling and timekeeping
- Benefits and retention packages
- Training & Orientation program
- Employee drug testing
- Criminal background investigation
- Fingerprint facilitation
- National sex offender registry search
- Education Verification
- Consultation on absentee management
- Employee quality assurance process
- Robust data analytics & reporting
- Usage reporting by school location
- Track grant or other funding for absences
- Partnership reviews each semester
- Complete service delivery model
- Formal 24/7 incident reporting process
- Year-round candidate engagement
- Employer state and federal taxes
- Unemployment
- Workers' compensation
- General liability coverage
- Affordable Care Act compliance

Top notch benefits.

Health Care



Kelly®-sponsored ACA health care coverage available to eligible employees.

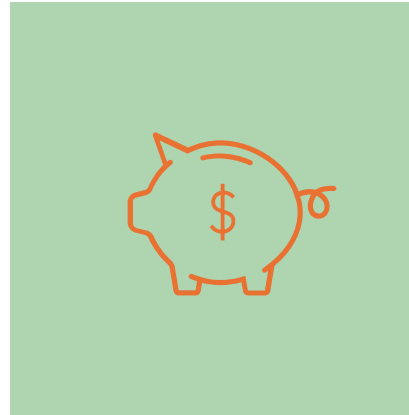
Insurance



Access to insurance*:

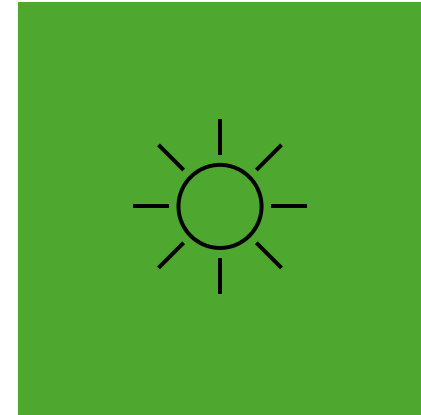
- Additional Medical
- Dental
- Vision
- Critical Illness and Accident
- Life Insurance
- Disability

Retirement



All employees are eligible to take part in retirement savings—including a Roth option for Kelly retirement savings 401(k) Plan.

Perks



- Weekly Pay
- Bonuses and incentives
- Summer work
- Wellness & crisis support
- Online exercise classes
- Student loan counseling
- Corporate discounts
- Legal counseling

*Offered by third-party vendor. Plans not sponsored by Kelly.

We'll get you up and running—without cutting corners.

Kelly Education®

DAY 0

DAY 60



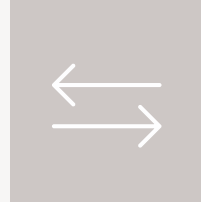
Planning Meeting

- Confirm agreement
- Verify program details and services
- Introduce local support team



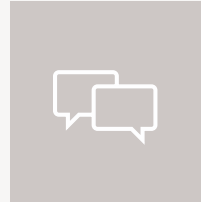
Kick-off Meeting

- Confirm and finalize service plan
- Discuss transition and communication plan



Data Exchange

- Verify school-specific parameters
- Confirm employee data
- Determine absence reason factors
- Identify reporting needs



Communications

- Communicate program to principals, secretaries, and administration
- Communication to full-time school district staff
- Communication to current substitute employees



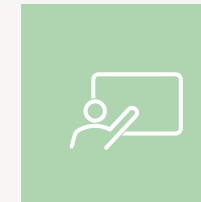
Substitute Transition

- Hold specialized hiring meetings
- Introduce Kelly Education staff, policies, procedures, and technology
- Complete hiring paperwork



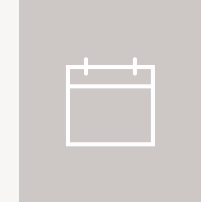
Recruiting

- Develop and deploy detailed recruiting plan structure
- Ongoing recruiting until talent pool target met
- Analyze weekly recruiting results to assess progress and identify areas of improvement



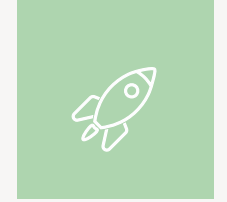
District Training

- Hold in-person principal/assistant training
- Launch virtual district staff training



Pre-Go Live

- System goes live for testing
- Distribute logins and PINs
- District staff starts logging future absences in system



Go live

- Begin filling school district absences

45-60 DAY REVIEW

- Verify project closure
- Send satisfaction surveys
- Review initial program metrics
- Confirm all documentation



Kelly Education®

