



educational  
staffing



Education is a shared responsibility™

## KELLY EDUCATIONAL STAFFING FACT SHEET

### Kelly Educational Staffing

Founded in 1997

National classroom placement/fill rate of 98 percent.

Partners with 4,200+ public and private schools across 35 states.

More than 200 million student learning days have been taught by a KES substitute teacher.

More than 1.1 million classrooms are filled by a KES substitute teacher each year.

Successfully implemented more than 760 school/district programs to date.

Nearly 90% of KES substitute teachers have an advanced degree, college degree or are attending college, including:

- 56 % ~ Bachelor's degree
- 15 % ~ Master's degree
- 1% ~ Doctorate degree

### About Kelly Educational Staffing

Kelly Educational Staffing® (KES®) is a specialty service of Kelly Services, Inc., a leader in workforce solutions and the first staffing provider to develop a comprehensive education staffing solution. KES provides schools with quality substitute teacher staffing and management, in addition to after school program staffing, and the staffing of non-instructional positions such as custodians, cafeteria employees, administrative assistants, and school nurses.

KES believes that education is a shared responsibility and offers practical solutions for public and private schools, sharing the commitment to improve school operating efficiencies and maximizing the return on school investment.

The concept is a simple one: Let KES focus on placing qualified employees in the school, while administrators focus on their core mission – educating students. KES substantially reduces school hours spent managing the process, employees and paperwork related to the placement of educational staff.

Combined with Kelly Services' 67+ years in the staffing industry, KES offers our client schools unique value and unparalleled expertise in human resources solutions.

- ❖ KES was developed in direct response to the increasing need for quality substitute teachers and the recruiting challenges faced by school districts nationwide.
- ❖ As the largest employer of substitute teachers nationwide, KES provides a comprehensive substitute teacher staffing and management solution to schools including the recruiting, screening, scheduling, and training of qualified substitute teachers and non-instructional staff.
- ❖ All KES substitute teachers undergo a rigorous prescreening, hiring and orientation process and have access to training to ensure they are ready for the classroom on day one.

Please visit [www.kellyeducationalstaffing.us](http://www.kellyeducationalstaffing.us) for more information.



## KELLY SERVICES FACT SHEET

### Kelly Services

Founded:

**October 7, 1946**

IPO:

**January 9, 1962**

Stock Symbol:

**KELYA, KELYB  
(NASDAQ)**

Fortune 500 Ranking:

**462**

2013 Revenue:

**\$5.4 Billion**

President and CEO:

**Carl T. Camden**

World Headquarters:

**999 West Big Beaver Rd.  
Troy, Michigan 48084  
USA**

**+1-248-362-4444**

### Company Background

Kelly Services® was established in 1946 by William Russell Kelly, founder of the temporary staffing industry. Since then, the company has evolved from the widely-recognized "Kelly Girl" brand to become a leader in workforce solutions.

### Services Offered

Today, Kelly® offers a comprehensive array of outsourcing and consulting services including recruitment, human resource management, vendor management, and outplacement services on a global basis.

Additionally, Kelly provides world-class staffing on a temporary, temp-to-hire and permanent placement basis. Kelly employees can be found working in traditional office positions as well as in finance, healthcare, engineering, law, education, accounting, information technology, science, creative services, and light industrial.

### Geography

As one of the largest global workforce solutions companies, Kelly serves customers throughout the world, including many well-known international businesses, and 99 percent of the Fortune 100. Kelly Services is organized around three geographic regions. The Americas, Asia Pacific (APAC), and Europe, the Middle East, and Africa (EMEA) connect Kelly to customers and their unique workforce needs, facilitating the efficient delivery of commercial as well as professional and technical staffing solutions.

Kelly is built on a strong tradition of integrity, quality, and professional excellence and aspires to serve as a trusted business partner to its customers, and to help them realize success. In 2013, Kelly assigned approximately 540,000 employees around the globe.

Please visit [kellyservices.com](http://kellyservices.com) for more information.



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## FREQUENTLY ASKED QUESTIONS – MEDIA/COMMUNITY

### **What is Kelly Educational Staffing?**

Kelly Educational Staffing® (KES®) is a specialty service of Kelly Services, Inc., a leader in workforce solutions and the first staffing provider to develop a comprehensive education talent management solution. Launched in 1997, KES provides schools with quality substitute teacher staffing and management, in addition to the staffing of non-instructional positions such as custodians, cafeteria employees, administrative assistants, and school nurses. Combined with Kelly Services' 67+ years in the staffing industry, KES offers our client schools unique value and unparalleled experience and expertise.

KES provides full end-to-end talent program management including targeted recruiting, scheduling (both automated and through our dedicated Customer Support Team), and powerful reporting and consultation, all delivered through a local account team dedicated to your school/district. KES believes that Education is a shared responsibility—and we live that mission every day.

We also assume all employer-of-record responsibilities and costs, including general liability, wages, payroll deductions, state and federal taxes, unemployment and workers' compensation.

### **What kind of qualifications do KES substitute teachers have?**

KES mirrors the school district's hiring process. Our substitute teachers are carefully screened and trained to meet all state, local, and school district certification qualifications and requirements.

Nearly 90 percent of our substitute teachers have an advanced degree, a college degree, or are attending college, including:

- 56 percent Bachelor's degree
- 15 percent Master's degree
- 1 percent Doctorate degree

### **What kinds of training do KES substitute teachers receive?**

All KES substitute teachers must complete an orientation and training session before entering the classroom. This includes:

- FREE online substitute teacher training, including a review of topics such as classroom management, teaching strategies, professionalism and ethics, and legal- and health-related issues
- PAID Kelly Educational Staffing program orientation

Kelly® also offers a variety of Web-based educational training and professional development courses via the Kelly Learning Center, along with other free software training.

## **How does KES improve the operational efficiencies and provide cost savings to a school district?**

Utilizing KES allows school districts to focus on their core competency – educating students. KES substantially reduces the hours spent managing the process, the people, and the paperwork related to substitute teacher placement and increases the number of classrooms taught by qualified substitute teachers.

Administrators, principals, and teachers are able to dedicate more time to professional development, training, and planning activities, such as curriculum design and implementation, lesson planning, and classroom activities, which remain the responsibility of the school district.

As a result of our targeted and year-round recruiting, screening, staffing, and management process, KES relieves schools of this burden and in turn, increases productivity in district human resources departments.

Principals and teachers can efficiently log absences and assign a specific substitute teacher for a future absence through our industry-leading, user-friendly automated scheduling system on the AESOP platform (privately branded as Kelly Automated Scheduling System or KASS) which includes 24/7/365 Web and phone access for requesting/scheduling staff, tracking absences funded by special grants or funding sources, and powerful usage reporting by school location. In turn, substitute teachers can easily locate and accept classroom assignments they are qualified for, and select a particular school within a district they prefer to work in. Substitute employees are responsible for documenting their daily time in AESOP/KASS through our automated timekeeping function, eliminating the use of paper time cards.

## **Should a private company provide substitute teachers?**

With nearly 90 percent of U.S. school districts experiencing significant difficulty in recruiting and retaining a sufficient substitute teacher pool to meet their needs, KES offers a solution to this challenge. Our staffing solution, combined with Kelly's 67+ years experience in the staffing industry, is strongly supported by school districts and is desired by teachers across the country. KES fills more than 98 percent of the requested classrooms nationally with competent, well-prepared professionals. More than 200 million student learning days were taught by a KES substitute teacher to date.

## **What happens to the current substitute teacher pool of a school system or district?**

All substitute teachers currently working in the school district will be invited to apply for employment with KES. A transition meeting will be held for current substitute teachers to provide specific program information and to answer their questions. Additionally, per school district policy, current substitute teachers must successfully complete our screening, hiring, and orientation process to become a KES substitute teacher.