



# CAREER KICKSTART INCENTIVE

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**Start your education career.  
We'll help pay.**



We're hiring substitutes and support staff for school districts near you, and we'll help pay for the credentials required to get you into the classroom.

Through the Career Kickstart Incentive, ESS will compensate new substitutes and support staff for some of the costs required to get properly credentialed.

- Substitute & permanent staff hired after January 3, 2022 are eligible.
- Must successfully work 25 days with ESS prior to September 30, 2022.
- Maximum compensation payout of \$125.00.

Visit [Kickstart.ESS.com](https://Kickstart.ESS.com) for full program details.