



What Makes Ken's Krew, Inc (KKI) Unique?

- 1. Five Step Assessment Phase** – KKI has a lengthy assessment process where candidates, school staff, job coaches, families and store management can ensure that this program is a good fit.
 - KKI paper application, candidate observation/interview, store assessment, parent interview, Store manager interview/background check
- 2. Sensitivity Training** – Prior to entering a new store, job coaches present at a Manger's Meeting
 - During sensitivity training, KKI staff review the goals of the program, offer tips on how store associates can help make the KKI participant successful, and extend a safe platform for staff to express concerns and questions about new KKI participant. Most importantly, KKI staff reminds store associates that a Ken's Krew participant is more like us than dislike us – he/she wants to be productive, liked by their co-workers and reminded that his/her contributions are valued.
- 3. Participation in the 21 Club** – KKI runs a monthly workshop for participants where KKI staff build upon existing work skills, reinforce important policies, and offer a social network with participants
 - After high school, many young adults lose a very important social network. Through the 21 Club, KKI participants can gain new friendships based on similar interests and goals, while simultaneously learning new work skills.
- 4. 3 Month Intensive Training** – KKI vocational trainers work side-by-side participants for 10-12 weeks before phasing away
 - During intensive training, vocational trainers conduct new hire orientation, job sample in various departments, establish a consistent work schedule, facilitate natural supports within the store, model strong customer service skills, and advocate for the needs of the participant and store in order to make a successful job match.
- 5. Ongoing Support** – as long as the KKI participant is employed by The Home Depot or CVS Pharmacies, he/she will be supported by a KKI vocational trainer

- After intensive training, a KKI participant must be able to show the ability to work independently. Although coaches are always able to come back into the store for retraining in a new task or offer additional support if there is an issue, a participant must be willing and able to work independently for 4-6 weeks between site visits.

6. Support from All Levels of Our Corporate Partners

- KKI feels incredibly fortunate to not only have the support of the KKI program from store managers, but also from the CEO of The Home Depot, Frank Blake, and CVS Caremark, Thomas Ryan. As the name suggests, KKI is particularly grateful for the long term advocacy and support of Ken Langone, co-founder of The Home Depot.

7. Program Reach

- Participants have been placed in over 65 Home Depots and 15 CVS in PA, NJ, DE, NY and MD

8. Strong Retention Statistics

- The average job tenure is 3.7 years. Over 75% of our candidates have been employed in their current position for greater than one year. Over 30% of our participants have been in their job over 5 years. Some of our participants have been working at The Home Depot for over 12 years.