

## 2017-19 Pilot Year Report

### BACKGROUND

In July 2017, New Horizons Regional Education Centers approved the following Mission and directed the execution of a 2-year pilot from September 2017 – December 2019.

### MISSION

The Employer/NHREC Team will energize the Hampton Roads' automotive, construction, manufacturing, information technology economy by creating a **ready-to-learn entry-level** workforce pipeline for **EMPLOYERS** to re-capitalize their workforce through recruiting, hiring, training, and retaining for 1-year Good Life Solution Program completers.

Employers are our Customers!

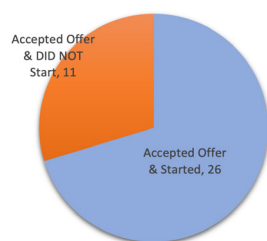
Employer Partnership Master Scorecard		
	GLS 17-19 Goal	GLS 17-19 Result
# Employer Partners	10	13
# Made Offers	5	10
# Employers w/ Accepted Offer	5	9
# Employers w/out Accepted Offer	0	1
# Did Not Make Offer	0	3

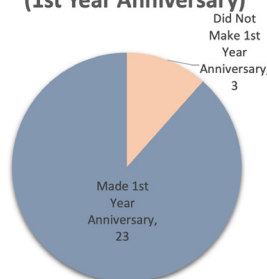
Hiring and Retention Master Scorecard		
	GLS 17-19 Goal	GLS 17-19 Result
# of Candidates in GLS Pool	60	70
# of Accepted Offers	20	37
# of Onboarding Employers	5	10
# of Onboarded Employees (Started on 1st Day)	20	26
# Retained in Year 1	12	23
Retention Rate	10/20 = 50%	23/26 = 88%

### 2017-2019 ATTRITION ANALYSIS

Pre-1st Day Attrition



Post-1st Day Attrition (1st Year Anniversary)



### SUMMARY

6 Participating Employers

Onboarded 26 New Employees

Retained 23 to their 1st Year for a 88% Retention Rate

### EMPLOYER ENGAGEMENT

Employer Partners who pledge to recruit, hire, onboard and retain Career & Technical Education (CTE) graduates drive the Good Life Solution Program. The key to the GLS program's long-term success are participating employers who believe the GLS Program provides a reliable pipeline of entry-level talent who intend to be productive employees for the long-term, which is measured by the new hire reaching their 1st anniversary on the job. Since the pilot year of the program in 2017, the following employers have recruited, hired, trained, and retained a GLS new hire that is now living **THE GOOD LIFE** and making their companies better.

- Newport News Shipbuilding
- Liebherr
- Walsh Electric
- Fairlead
- Canon of Virginia
- Pomoco Chrysler

### PATH FORWARD

As of December 2019, the 1st year of the employment period ended for the first cohort of employers seeking a reliable pipeline of entry-level employees and the Career and Technical High School graduates seeking a full-time job with benefits. The Good Life Solution Pilot was successful, resulting in the decision to fully implement the Good Life Solution, Automotive/Construction/Manufacturing Network. The Information Technology cluster will be included in the next program year of 2018-20.

**NHREC** will continue with GLS 18-20. The focus will be to continue program activities to increase the quantity and quality of participating employers, increase the screened candidate pool's size, the offers accepted, new hire 1st day, and 1st-year retention.

\*National Average: 29.9%: Cumulative percent of 18-24 years old's that entered the workforce from 1978-2016 and stayed with the same employer for over 1 year. Source: "Number of Jobs, Labor Market Experience, and Earnings Growth: Results from a National Longitudinal Survey Summary." U.S. Bureau of Labor Statistics, U.S. Bureau of Labor Statistics, 22 Aug. 2019, [www.bls.gov/news.release/nlsoy.nr0.htm](http://www.bls.gov/news.release/nlsoy.nr0.htm).