

2018-20 Annual Report

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!

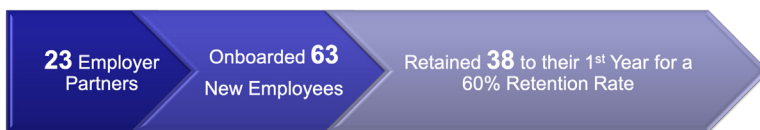
Employer Partnership Master Scorecard			
	GLS 17-19	GLS 18-20	Trend
# Employer Partners	13	35	+23
# Made Offers	10	31	+21
# Employers w/ Accepted Offer	9	25	+14
# Employers w/out Accepted Offer	1	6	+5
# Did Not Make Offer	3	4	+1

Hiring and Retention Master Scorecard			
	GLS 17-19	GLS 18-20	Trend
# of Candidates in GLS Pool	70	120	+50
# of Accepted Offers	37	68	+31
# of Onboarding Employers	10	23	+11
# of Onboarded Employees (Started on 1 st Day)	26	63	+37
# Retained in Year 1	23	38	+15
Retention Rate	23/26 = 88%	38/63 = 60%	-28%

ANALYSIS

Every process metric trended upwards in GLS 18-20 except for the 1st-year retention rate, which was still well above the national average of 29.9%*

SUMMARY



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
- Howmet Aerospace
- Ryson International
- NNS Apprentice School
- Liebherr
- Smithfield Foods
- Luxterra
- Pomoco Chrysler
- Canon of Virginia
- Art Newsome, Inc.
- Warwick Mechanical Group
- Fairlead
- Oceaneering
- Campostella Builders
- Ball Metal
- Walsh Electric
- Bryant Contracting
- Ziegler Plumbing

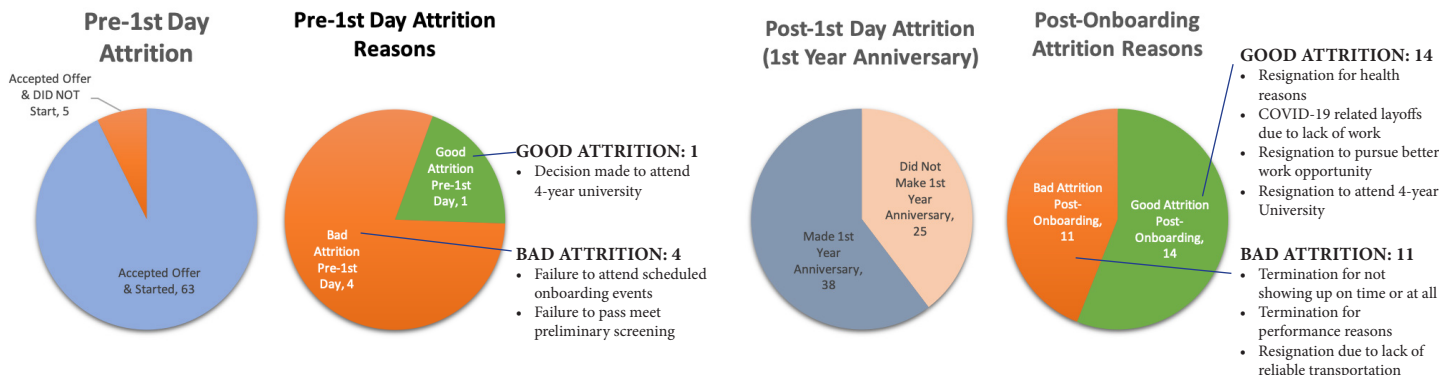
PATH FORWARD

NHREC will expand the GLS Program model to include the **Public Safety**, **Health Sciences**, and **Human Services** Career and Technical Careers Education Program beginning in September 2021. The **GLS Serve Hampton Roads** Pilot will be from **July 2021 – December 2023**.

GLS Build Hampton Roads will continue with GLS 21-23. The focus will be to continue program activities to increase the quantity and quality of Participating Employers, increase the size of the screened Candidate Pool, the Offers Accepted, New Hire 1st Day and 1st Year Retention.

GLS Program Management has added a GLS Development capability to support generating the resources required to grow the GLS program as the Employer demand continues to increase and the number of students entering the pool increases.

2018-2020 ATTRITION ANALYSIS



*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.