

GOOD LIFE SOLUTION PROGRAM ANNUAL REPORT

Changing the way Virginia Peninsula
Employers **THINK ABOUT, EMPLOY,**
and **RETAIN** High School Graduates

Build
HAMPTON ROADS
GOOD LIFE SOLUTION PROGRAM



**2019-2021
GLS COHORT**

Since 2017, 28 Good Life Solution employers have hired 171 full time employees with 138 completing their 1st year on the job for a 81% first year retention rate of GLS High School Graduates living the Good Life.

GOOD LIFE SOLUTION PROGRAM: 2019-2021 ANNUAL REPORT

OUR MISSION

The Employer/NHREC team will energize the Hampton Roads' economy by creating a ready to learn entry-level workforce pipeline for local employers to re-capitalize their workforce through recruiting, hiring, training, and retaining Good Life Solution completers for one year. One employer, one job, one GLS graduate at a time!

Employers are our Customers.

2019 – 2021 Talent Acquisition Scorecard	
Total Employer Partners	60
Total Candidates Screened & Interested	240
Total Applicants / Applications Submitted	170/596
Total Candidates Interviewed / Total Interviews	109/304
Total Candidates with Offer / Accepted Offer	76 / 66
Total Pre-Onboarding Attrition	21
Total Candidates Onboarded	45
Total Post-Onboarding Attrition	4
Total Retained for 1 Year	41

41 of the 45 total candidates onboarded were still on the job with their Employer after a full year, for a robust 1st-year retention rate of 91%.

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 in 2017, 28 unique employers have recruited, hired, trained, and retained a GLS new hire that is now living **THE GOOD LIFE** and making their companies better. The following employers hired CTE graduates in the 2019-21 cohort.

- Newport News Shipbuilding Hourly Hiring
- Newport News Shipbuilding Apprentice School
- Ryson International
- Luxterra
- Ball Metal
- Bryant Contracting
- M&R Sheet Metal
- Warwick Mechanical
- Coxton's Collision Center
- Baird Electric & Bay Electric
- Toano Contractors
- Weld Tech
- Firestone
- Masters Mechanical
- Walsh Electric
- Ziegler Plumbing
- Chesapeake Bay Custom Fabrication Inc.
- Colonial Webb
- TST Construction
- Hampton Roads JATC

PATH FORWARD

The 2021-23 GLS cohort has 27 Participating Employers across multiple industries. The majority of the employers have experience hiring and retaining CTE program completers in prior years.

GLS continues to track 43 new hires from the 2020-22 cohort through their 1st year. 36 of the 37 onboarded hires remain with their employer, while 6 start at the Newport News Shipbuilding Apprentice School in Q4 '21.

2019-2021 COHORT SUMMARY



For more information, contact Crystal Neal, GLS Program Manager, at crystal.neal@nhrec.org or (757)369-5903.