



Build & Solve

HAMPTON ROADS HAMPTON ROADS

GOOD LIFE SOLUTION PROGRAM

Annual Report

2021-2023
GLS Cohort

Changing the way
Hampton Roads Employers
HIRE, THINK ABOUT, & RETAIN
High School CTE Graduates



Since 2017, 40 Good Life Solution Employers have hired 302 full-time employees. 243 students were onboarded and 205 completed their 1st year on the job for an **86%** first-year retention rate living the *“Good Life”*.

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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!

EMPLOYER ENGAGEMENT

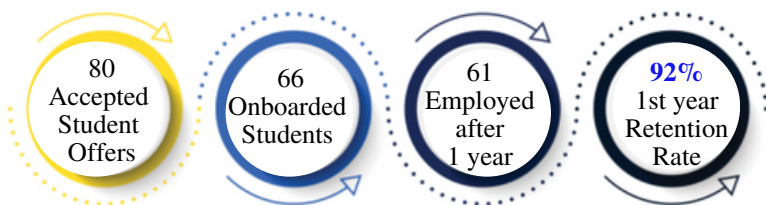
The key to the long-term success of the GLS program are participating employers who believe the GLS Program provides a reliable pipeline of entry-level talent who intend to be productive employees for the long term, which is measured by the new hire reaching their 1 year anniversary on the job. Since the pilot year in 2017, 36 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 2021-23 cohort.

- | | | |
|--|---------------------------|---|
| Acoustical Sheet Metal | Compo Construction | Newport News Shipbuilding |
| Baird Electric | Coxton's Collision Center | Newport News Shipbuilding Apprentice School |
| Ball Metal | Fairlead, Inc | Riverside |
| Bay Electric | Firestone | Ryson International |
| Bowditch Collision Center | Hampton Roads JATC | Toano Contractors |
| Branscome | HRSD | TST Construction |
| Bryant Structures | Legasea Marina | VICOM |
| Canon | Liebherr | Walgreens |
| Carter | Luxterra | Walsh Electric |
| Carter Iron & Steel | Marcom | Warwick Mechanical |
| Chesapeake Bay Custom Fabrication Inc. | M&R Sheet Metal | Weld Tech |
| Colonial Webb | Masters Mechanical | Ziegler Plumbing |

Hiring and Retention Master Scorecard						
	SY 2017-2018	SY 2018-2019	SY 2019-2020	SY 2020-2021	SY 2021-2022	SY 2022-2023
Hiring Employers	9	25	30	15	26	34
Accepted Student Offers	37	68	66	51	80	102
Onboarded Students	26	63	45	43	66	TBA
Employed for 1 year	23	38	41	42	61	TBA
Retention Rate	88%	60%	91%	97%	92%	TBA

2021-2023 COHORT SUMMARY

150 Student Candidates screened in the GLS Pool



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

The 2022-24 GLS cohort had 34 Participating Employers across multiple industries with 102 accepted offers on Selection Day. This is the largest group of accepted offers to date. The NHREC team, in partnership with the CUED-IN platform, will track the 102 new hires from the 2022-24 cohort through their 1st year. NHREC accomplished this by phasing in the "Serve" division of the Good Life Solution program & including the new Marine Service students. The classes added were Pharmacy Tech, Dental Assistant, and Criminal Justice. The next classes to be phased in will be Fire Fighter, EMT & PT/OT. By adding these new programs, more trade students will be added to the candidate pool and bring more employers into the talent pipeline space. We strive to increase the number of trade students wanting to enter the workplace across all six school divisions served through strategic marketing educating the community and recruitment efforts.