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Company of the Month: Women at Wayne J. Griffin Electric, Inc.: Powering the pathway to potential

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Holliston, MA As a leading electrical subcontractor throughout New England and the Southeast with more than four decades of experience, Wayne J. Griffin Electric, Inc. (Griffin Electric) is a firm believer that the continued success of the company and the future of the industry as a whole relies

heavily on the cultivation of highly skilled electrical craft workers. The company has long been committed to promoting construction to different audiences and growing the skilled trade workforce. Griffin Electric recognizes that women and other under-represented groups possess valuable skills and unique perspectives, and strives to do all that it can to help them have successful careers in the trades. Women of the Griffin Electric team are making their mark throughout the company and play a critical role in its success.

Griffin Electric proudly celebrates both its 45th anniversary and the 30th year of its Apprenticeship Training Program in 2023. Attaining this level of longevity has allowed the company to see first-hand how the industry has evolved over the years. Women have undoubtedly made great strides in the trades but there is still lots of work to be done. Griffin Electric has taken an active role to ensure that positive changes continue to happen across the industry. The company partners with organizations focused on highlighting the value of promoting construction as a viable career option and supports local and national programs aimed at growing the skilled trade workforce. Griffin Electric also works closely with local organizations in an effort to uphold equality and actively promotes diversity as an important component of its merit shop philosophy.

For three decades the company has helped guide many women on the pathway to their potential through its free, in-house Apprenticeship Training Program. The program is accredited by the National Center for Construction Education and Research (NCCER) and designated as an approved training site by the U.S. Department of Veterans Affairs. A Level 3 apprentice can attest to how influential the company's program is. "The motto at Griffin Electric is 'Work with the Best. Be the Best.' You can learn something new from just about anyone if you ask questions. Working with others gives you new perspectives that you can use to become a better problem solver."

Throughout the school year, classroom and hands-on instruction takes place in the 27,500 s/f of dedicated training space that is part of Griffin's headquarters in Holliston, and on-site at each of the company's regional offices in Alabama, Georgia, and North Carolina. In addition to 600 hours of classroom instruction, apprentices benefit from on-the-job learning, where they earn excellent wages and benefits while gaining 8,000 hours of practical field experience under the supervision of a licensed journeyman. With hundreds of active jobsites at any given time, Griffin apprentices also have an exciting opportunity to temporarily relocate and experience different projects across its regional locations, if they desire.

Griffin Electric is committed to promoting a positive, healthy work environment that offers every woman the type of resources she needs to have a successful and fulfilling career and be the best version of herself. Though apprenticeship may be the same starting point for many, each individual has the ability to move forward in whichever path she may choose. And the company prides itself on providing the type of support she needs to help her achieve her goals. "The best part of my job would definitely be the experience and knowledge I've gained so far," said a Level 4 apprentice. "There's so much to still learn and do; my options here are never-ending. There's always room to grow within my job."

If a woman has the talent, drive and desire to pursue greater leadership opportunities in her career,

Griffin Electric will do everything in its power to help make those aspirations a reality. Griffin Electric is committed to helping all women earn competitive wages and advance their careers equitably. Throughout the company there are examples of women who have taken their careers in their own hands and have advanced into new leadership roles.

One of the most powerful ways that the company supports its team members is through a tireless promotion of continual education. Beyond the \$2,000 of annual tuition reimbursement that it provides to each of its employees, Griffin Electric offers a mix of both job-related and personal improvement resources throughout the year to help employees achieve an ideal work/life balance. Through a partnership with Wentworth Institute of Technology, Griffin is also able to provide a rare opportunity for licensed graduates of its Apprenticeship Program to achieve an associate of Applied Science in Engineering Technology degree, with the company covering up to 70% of tuition costs. And with courses offered remotely, Griffin team members in all regions can take advantage of the unique chance to earn a license and a degree with limited financial burden.

As the company looks ahead and approaches half a century of business, it can only anticipate that positive steps forward will continue to be made across the industry. Griffin Electric will persist in its efforts to do all that it can to support women and other under-represented groups in order to help make additional progress a reality.

With several large-scale projects on the horizon in each of its regional locations, Griffin has exciting employment opportunities throughout the company in both the office and the field, and is currently looking for dedicated individuals. Several decades ago the company set out with a mission to cultivate future leaders within the industry. More than just a job, the company is proud to help the next generation of individuals forge their own paths and embark on exciting and successful careers. Within its ranks, sons, daughters, and even grandchildren of employees build strong careers and continue a legacy as part of the Griffin team.

For more information about Griffin Electric and its employment opportunities, please visit waynejgriffinelectric.com, call its recruiting hotline at 800-421-0151, or email your resume to fieldrecruiting@wjgei.com.

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