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Company of the Month: Women at Griffin Electric - Paving the way

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Holliston, MA For many young people entering the workforce, navigating the pathway to a successful career can be overwhelming. Finding the balance to achieve personal and professional goals can sometimes be difficult. Wayne J. Griffin Electric, Inc. (Griffin Electric), a leading electrical subcontractor throughout New England and the Southeast for over 45 years, aims to foster an

environment that allows its employees to build the career of their choosing by giving them an opportunity to pursue their goals, whatever they may be. Young women entering the trades are in a unique position to pave their own way and craft the life they see for themselves, and the company is proud to offer the support needed to help them along their journey.

This mentality that employees can create their own future and pursue their goals, whether personal, career-oriented, or education related, is the foundation on which Griffin Electric's merit shop philosophy was built. No matter the path a woman chooses, Griffin Electric believes she should always be encouraged and supported. And women throughout the company are proving every day that with hard work and dedication, finding the right balance can be done.

The construction industry is an excellent option for women and young girls, and pursuing apprenticeship can be a viable pathway toward a fulfilling and lucrative career. Apprenticeship not only offers the introductory training needed to be successful in the trades, but also gives people the opportunity to explore their capabilities through hands-on learning. Griffin Electric recognizes the importance of having a voice in shaping the vision for the future of the industry and is committed to educating others about the benefits of a career in the trades. The company prioritizes working with underrepresented groups and women's organizations throughout the year to help raise awareness about these opportunities.

Griffin Electric has seen many women attain their electrical licensure over the past three decades through its in-house Apprenticeship Training Program. Fully accredited by the National Center for Construction Education and Research (NCCER), Griffin's program is a debt-free alternative option to traditional schooling and features a combination of classroom and hands-on instruction. Griffin

apprentices have a rare opportunity to earn excellent compensation and receive full benefits while gaining 8,000 hours of practical field experience under the supervision of a licensed journeyman. They are also eligible for wage increases every six months, based on grades and work performance.

The Apprenticeship Training Program is separated into four levels of instruction and takes place on-site at the company's Holliston, MA headquarters, as well as at each of the company's regional offices in Raleigh-Durham and Charlotte, NC; Pelham, AL; and Doraville, GA. As an approved training site by the U.S. Department of Veterans Affairs, through employment with Griffin Electric and satisfactory participation and progress in its program, veterans may be entitled to receive a monthly stipend from the VA through the Post-9/11 GI Bill in addition to company employment benefits.

Support at Griffin stretches far beyond the Apprenticeship Program and runs deep throughout the company. As a proponent of continual education, the company believes there are always opportunities to learn and develop, no matter what position or role someone is in. Griffin Electric strives to embody a collaborative and healthy work environment and offers complimentary classes, seminars and workshops covering personal and professional courses throughout the year to help all employees achieve an ideal work and life balance. Many of these learning opportunities are designed to develop technical skills, review important safety topics, and provide training on particular equipment, products and computer programs. In an effort to encourage a balanced and healthy lifestyle, Griffin Electric also provides various fitness classes and health-related educational seminars.

The company also offers employees \$2,000 annually in tuition reimbursement to pursue additional educational programs that support career objectives. Through a partnership with Wentworth Institute of Technology, Griffin even offers an opportunity for licensed graduates of its Apprenticeship Program to achieve an Associate of Applied Science in Engineering Technology degree, covering up to 70% of tuition costs for employees. 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.

Throughout the company, Griffin's team of women continue to demonstrate just how valuable they are to its success. From various office positions behind the scenes to roles directly on the front lines of the company's hundreds of ongoing projects, Griffin women are making important contributions and helping to lead the way.

No matter what future you envision for yourself, Griffin Electric is proud to offer the tools needed to help you be successful. The company is always open to adding talented and hardworking individuals to its team as part of its mission to "Work with the Best. Be the Best."

For more information about the company and its employment opportunities, visit waynejgriffinelectric.com, call its recruiting hotline at 800-421-0151, or email your resume to

fieldrecruiting@wjgei.com.

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