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Company of the Month: Griffin Electric - Proud to support women in construction

February 28, 2025 - Spotlights



Holliston, MA Wayne J. Griffin Electric, Inc. (Griffin Electric) is committed to doing all it can to help facilitate opportunities for women in the construction field and understands firsthand how crucial their contributions have been. A leading electrical contractor throughout New England and the Southeast for nearly five decades, the company recognizes and respects what everyone brings to the table, which has been a cornerstone of its success. Every day, women at Griffin Electric continue to demonstrate the important roles they play for the company. From those who are working directly on the company's jobsites, to those working behind the scenes in various office positions, they make a significant impact both individually and collectively.

Changes to the construction landscape will not happen overnight, but it is important to acknowledge how far we have come and continue to make strides toward an industry that is more reflective of the world in which we live. For Griffin Electric, increasing access to the trades starts with promoting construction to different audiences. More than just hiring talented people for its own team, the company strives to help grow the skilled trade workforce by educating others about the exciting opportunities that a career in construction can present.

Griffin Electric actively participates in a number of school visits and career fairs throughout the year, targeting a healthy mix of both vocational and traditional schools. Over the past year, the company participated in nearly 80 of these events across New England alone, including the New Hampshire Bringing Back the Trades Event with Mike Rowe, MetroWest Trade & Construction Expo, and Keene State College Safety & Construction Career and Internship Fair, to name a few. And at a time when high school students have typically been steered toward a traditional four year college degree, it is

perhaps more important now than ever to continue building awareness about apprenticeship as a pathway to a fulfilling and lucrative career. The mindset that college is the only viable pathway to future success is slowly changing, but there is still work to be done.

For more than 30 years, Griffin Electric has been proud of the many women and men who have successfully navigated their way through the four levels of its in-house Apprenticeship Training Program, culminating with the achievement of attaining an electrical or low voltage license. The company's fully accredited and state-approved program is a debt-free alternative option to traditional schooling and guides apprentices along their journey toward becoming electricians or telecom technicians. Offered on-site at its Holliston headquarters, as well as at each of the company's regional office locations in Pelham, AL; Doraville, GA; Charlotte, NC; and Raleigh-Durham, NC, apprentices experience a combination of classroom instruction, hands on training, and on-the-job learning throughout the four-year program. Apprentices at Griffin Electric earn excellent compensation and full benefits, all while being eligible for wage increases every six months, based on grades and work performance.

Beyond school visits and career fairs, through various partnerships and sponsorships, the company strives to further promote awareness and improve interest in the trades. Griffin Electric also conducts direct outreach to a multitude of organizations comprised of underrepresented groups as part of its efforts, including Women's Army Corps Veterans Association (WACVA), Women in the Building Trades, and Women Veterans Network, among many others. The company recognizes that including people from different backgrounds can open the door to a wider talent pool, and these individuals may offer unique skills and viewpoints which can only benefit the future of the construction industry.

While raising more awareness about the trades, recruiting, and hiring are all important pieces of the puzzle to help close the gender gap in construction, investing in the education and growth of women who enter the trades remains a critical component of success. Griffin Electric emphasizes learning and offers complimentary classes, seminars, and workshops covering personal and career development-related topics to help all employees be their best.

The company provides every employee with \$2,000 annually in tuition reimbursement to pursue additional educational opportunities in support of career objectives. Griffin Electric's creation of its own development program geared toward enhancing leadership effectiveness, where selected participants receive individualized plans and scheduled follow-up meetings to track knowledge and progress, further underscores the company's commitment to its team members. Griffin Electric also offers an associate degree program for licensed graduates of its Apprenticeship Training Program. If accepted, graduates of its program will have already earned nearly half of the credits needed to earn an Associate of Applied Science in Engineering Technology degree, and the company even covers up to 70% of tuition costs.

Griffin Electric is proud to continue its efforts and do its part by educating others who have not historically had access to the benefits of a career in the trades, including women and young girls. Continuing to advocate and provide opportunities in the construction field will be essential for the

future success of the industry.

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

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