



Parkway Electric and Communications LLC.
2019 Going Pro Talent Fund
Success Story

Parkway started in 1945 when power plant operator Elton Achterhof started wiring local homes and business. To keep customers satisfied, Parkway insisted on an educated workforce. They encouraged employees to attend seminars and classes. They also insisted on strenuous apprenticeships.

Parkway is a 145-person team of electricians, communications technicians, engineers, estimators, project managers, warehouse staff, operations managers, CAD designers, panel shop builders, and office staff. We specialize in electrical power, communications, controls, and audio visuals. We provide the comprehensive services that General Contractors and our customers prefer. In all three of our specialty areas, we offer a full range of services from design and build to repair and maintenance. Our primary goal as a company is to foster long-term relationships built on strong work and trust.

In 2016 Parkway employed 29 electrical apprentices ranging from 1st year (no experience) through 4 (plus) years of service. In 2017 we had 29 Electrical Apprentices under our direction, from 2017 to 2018 we had a substantial increase in the number of Apprentices from 29 to 42. In similar fashion our Communication department had grown by 25% in 2018. This increase allowed Parkway to pursue larger more complex projects. Along with our vastly expanding employment field and the increased number of projects in our backlog it became evident that we needed to invest in new equipment, vehicles, and tools. One of the contributors to expanded construction opportunity's in West Michigan is the need for educated employees, this increased cost is offset with programs like Going PRO.

The complexities of finding individuals to work in a skill-based environment compared to a traditional four-year college education has had its challenges. With our continued growth and the evolution of our apprentices the intent is to spend four years accumulating the required on the job training along with completing four years of continued (class room) education. Once the necessary requirements have been met by our electrical apprentices they qualify to take the state of Michigan Journeyman's electrical exam. The constantly escalating and advancing process along with individuals retiring leaves us with an annual need to replace the "graduating" class with new recruits.

The best investment a healthy company can make is in its employees, programs like the Going PRO Talent Fund give Parkway the latitude to make those investments and still be competitive in today's market. Making the venture worth the effort by giving us opportunities to partner with the nontraditional employee, educate, promote, and cultivate success. With an educated work force we can be more efficient and increase revenue.

Our electrical apprentices are registered with the Department of Labor and have a required four years of on the job training in conjunction with the OJT they are required to attend classed at Grand Rapids Community College. The classes take place at night and are instructed primarily by individuals who are active in the electrical sector during the day. The end goal of every electrical apprentice after the required four years in to be able to take (and pass) the State of Michigan journeyman's electrical exam.



POWER COMMUNICATIONS CONTROLS

The electrical and communications apprenticeship programs along with the financial investment require the employee to be committed to the process, we as a company want to reciprocate our commitment to our employees. Technologies change, customers' expectations change, processes change, we as employers need to stay a step ahead. Staying ahead of the changing times is why we intentionally build our team with people who want to succeed, we can't be an A class employer without A class employees. Programs like Going PRO help us cultivate A class employees.

Very truly yours,

Chad J. Rhoderick
Human Resources

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