

# HOW THE CLEARY COMPANY REDUCED ONBOARDING TIME FOR NEW HIRES BY 240 HOURS



## THE CHALLENGE

**Training new, inexperienced employees more quickly.**

Becoming a skilled carpenter can take 10-20 years of on-the-job experience. But that was time the Cleary Company didn't have. Their lead carpenters would retire in 5-10 years. And their younger carpenters expected faster career growth and rewards for hard work.

Thomas King, their Director of Construction, knew his company needed to invest in training and education to stay competitive both as an employer and as a business.

But local apprenticeship programs and college courses would take employees away from valuable time on the job. The video resources available to construction professionals were low quality and not comprehensive. And bringing in local speakers and experts wasn't enough.

Thomas was looking for a way to standardize training and hold employees more accountable.

**“We had all these inexperienced individuals who wanted to grow and learn with our company. But I couldn't just give them to a carpenter for 10 years and hope they would grow into their career. We needed training that was meatier. Something more educational with true lessons.”**

-Thomas King, Director of Construction

## THE CUSTOMER

The Cleary Company is a high-end design-build-remodel firm in Columbus, Ohio. Since 1994, they have been helping customers achieve more functional living, from kitchens and baths to outdoor areas and home additions.



**# OF EMPLOYEES**  
~50



**AVERAGE PROJECT SIZE**  
\$150,000



REMODEL | DESIGN | BUILD

www.clearycompany.com  
614.459.4000



## THE SOLUTION

**On-demand video courses that expedite learning specific trade skills.**

That's when he found MT Copeland's online training for builders.

Thomas was immediately impressed with the quality of information, the video production, and the digestible format that would resonate with his younger carpenters. He likes the fact that employees can watch the 5-20 minute videos after hours or on lunch breaks. And he can tailor the content to each individual's needs and monitor their progress to ensure they reach their quarterly goals.

Thomas finds the curriculum especially valuable for his new hires, many of whom are just beginning their construction careers. He enrolls them in courses like Construction Math, How to Read Blueprints, Fasteners and Adhesives, and Introduction to Interior Finish Carpentry to cover the basics before sending them to the job site, ready to practice what they've learned.

By providing this fundamental building knowledge from day one, Thomas feels he is training employees who make fewer mistakes, build safer homes, and feel more empowered to make better decisions on the job.

## THE RESULTS

**\$8600 saved per employee by reducing time teaching new hires the basics on site.**

Since adopting an online learning solution, The Cleary Company has been able to reduce onboarding and training time with lead carpenters by 240 hours per new hire. With a plan to bring on a new employee every 2-3 months, that translates to a savings of \$26,000 per year.

They have also seen a 7-14 day reduction in training time for each new course an employee takes. Before, if an employee wanted to learn how construction framing works, they'd have to shadow a busy lead and ask basic questions, slowing down the project. Now a lead carpenter doesn't have to spend time identifying load bearing walls or teaching the structural elements, such as load paths, forces, and stresses. With MT Copeland, that employee can watch lessons that give them a strong foundation and senior employees gain that time back.



**\$26K**

**Savings in onboarding costs per year**



**7-14 DAYS**

**Reduction in on-site training time per skill**



**0 HOURS**

**Spent away from the job at local colleges or apprenticeship programs**

As a result, The Cleary Company is able to invest the training and onboarding resources they've saved into continuing to drive the business forward. Best of all, Thomas has noticed new, younger employees are more excited about their futures in the industry. And now the company has the growth opportunities to keep attracting fresh talent for years to come.

## BUILD QUALITY TALENT TO GROW YOUR BUSINESS

**Get in touch to find out how MT Copeland can help you design a training program that meets your employees' needs.**

### CONTACT US

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