

Rapid-Cycle Learning (RCL) in Wayne Metropolitan Community Action Agency



What improvement strategy did you test?

- Conducted information and recruitment session at Weatherization Training House to increase awareness and enrollment for the Growing Green Job training program



What data did you collect and analyze?

- Candidate pre- and post-surveys regarding the recruitment session
- Observed candidates' demeanor and actions during the session



What did you learn about your improvement strategy?

- Candidates are attracted to green jobs because they care about the community and environment
- On-the-Job (OJT) titles should include “Weatherization” or “Energy”
- Candidates had more awareness of the weatherization field than we expected



What evidence-informed decisions did you make?

- Adapt strategy to include more weatherization terms within the OJT job descriptions – for example, we renamed the “Home Assessor” job title to “Weatherization Home Assessor”



How has your participation in Project Impact added value to your organization?

- Allowed us to pilot an OJT program for our agency and external contractors
- Taught us how to use the learning test outcomes to enhance our program



What are your future plans for rapid-cycle learning?

- Continue to use RCL in new and existing programs
- Share the benefits of using RCL strategies internally and with external partners



What would you recommend to others interested in using rapid-cycle learning?

- Start with a small pilot project
- Use various learning tests throughout your program implementation



Candidate attending
recruitment session at the
Training House

