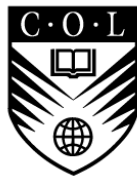




Introduction to **Microlearning**



Introduction to Microlearning



COMMONWEALTH *of* LEARNING

Introduction to Microlearning



What is Microlearning?

Microlearning involves the process of learning via bite-sized, well-planned modules and short-term learning activities. Microlearning matches the brain's limitation of working memory by combating learner boredom, disengagement and poor retention that is attributed to cognitive overload as a result of more traditional long-format instruction. It reflects the emerging reality of the ever-increasing fragmentation of both information sources and units used for learning, especially in fast-moving areas which see rapid development and a constantly high degree of change.

Introduction to Microlearning

What is Microlearning?

Watch the video to learn more about microlearning.

<https://www.youtube.com/watch?v=HLyofif6wl4>



Video attribution: "What is microlearning?" by Commonwealth of Learning is available under CC BY-SA.

Introduction to Microlearning

Creating a Microlearning Lesson

Microlearning must cater to the specific requirements of the target audience. Creating a microlearning lesson is a complex systematic task that includes the following actions:



Planning



Design



Creation



Application



Research

Example:

In training, the focus could be the development of the trainer's professional skills through lifelong learning.

Introduction to Microlearning

The ADDIE Model

ADDIE is the recommended model for creating microlearning lessons for training. This model comprises five phases that help in achieving the desired training output.

- ▶ **Select each phase of ADDIE to learn about the specific tasks performed in each phase.**

Analysis

Design

Development

Implementation

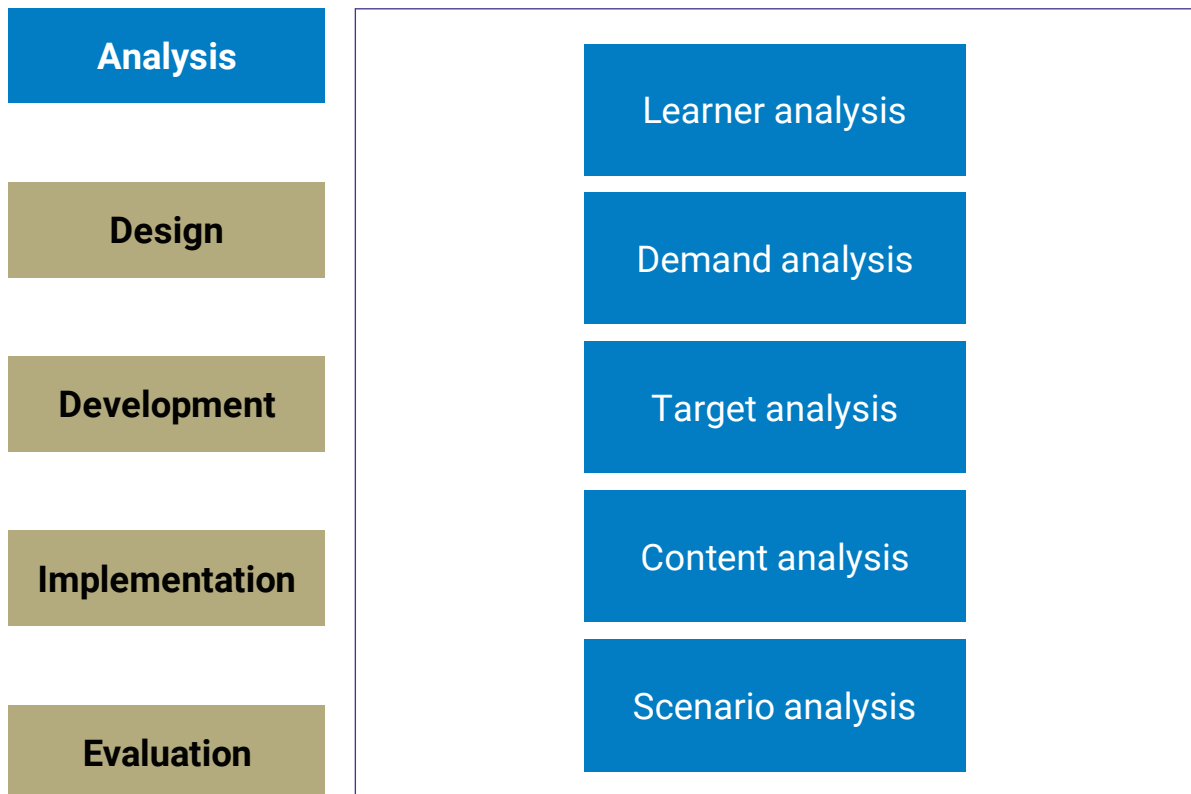
Evaluation

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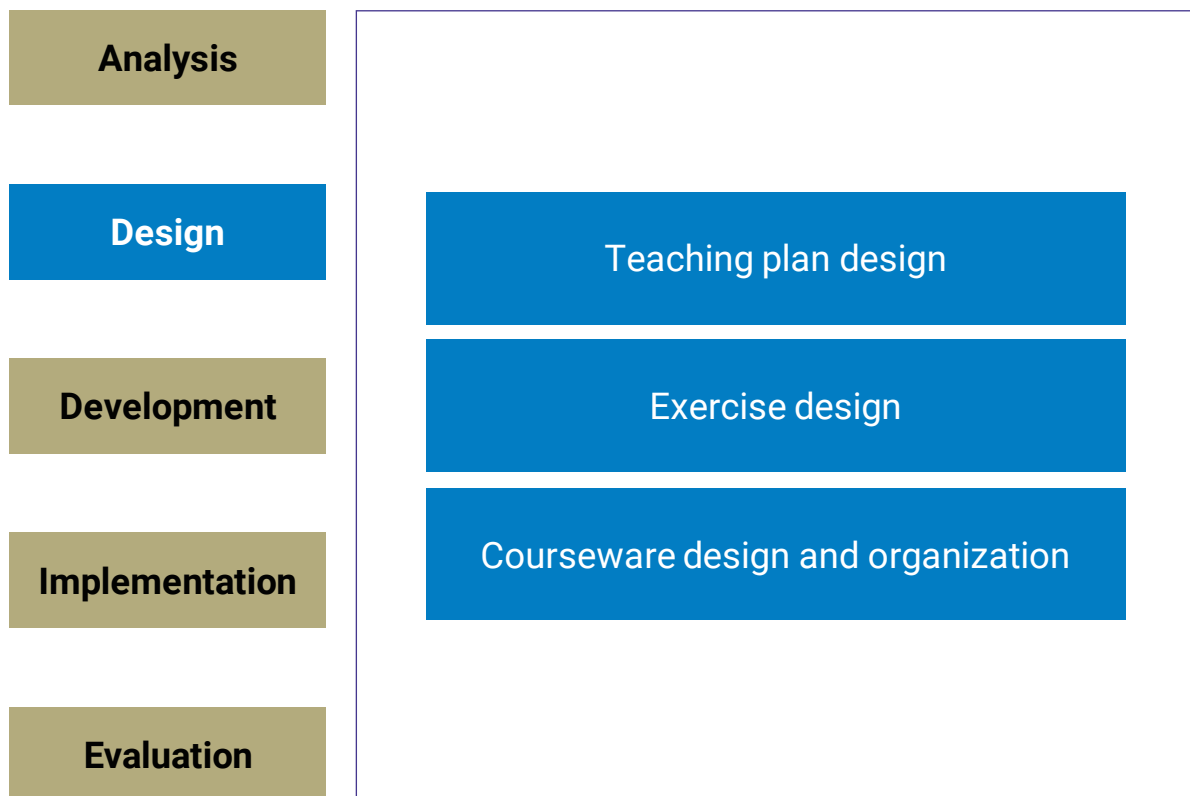


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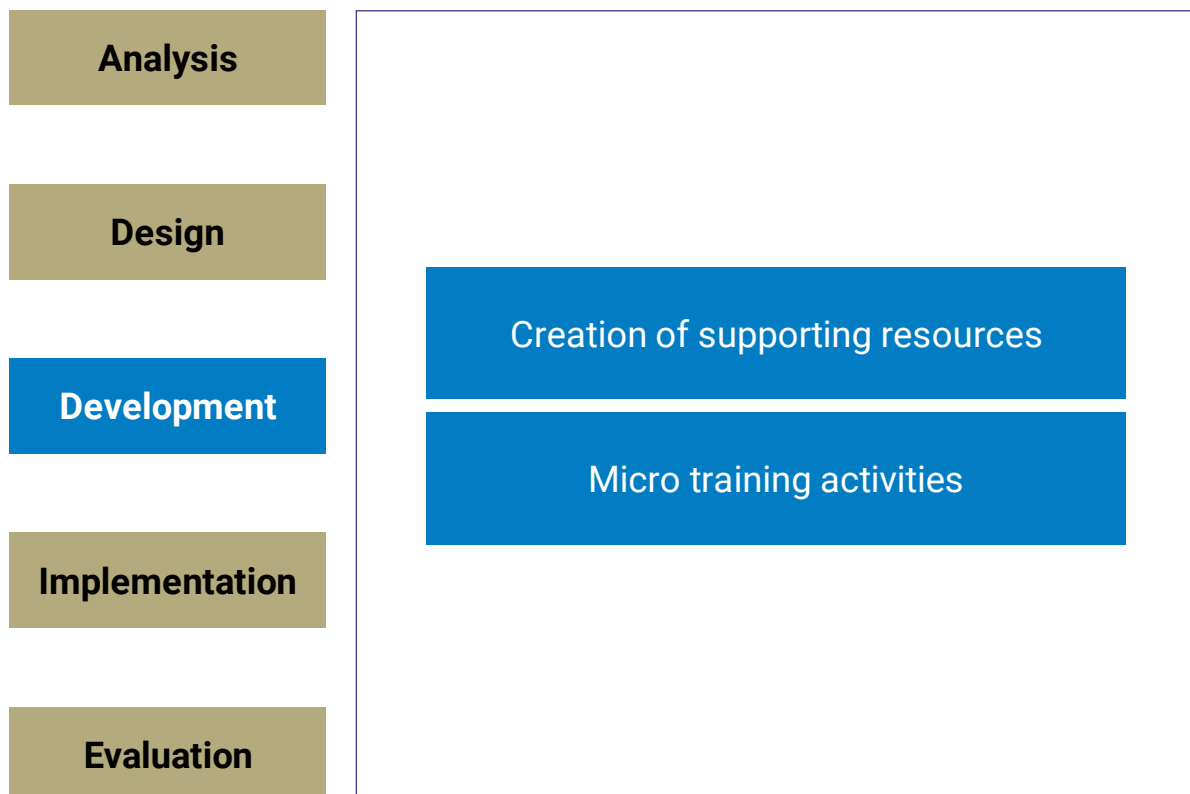


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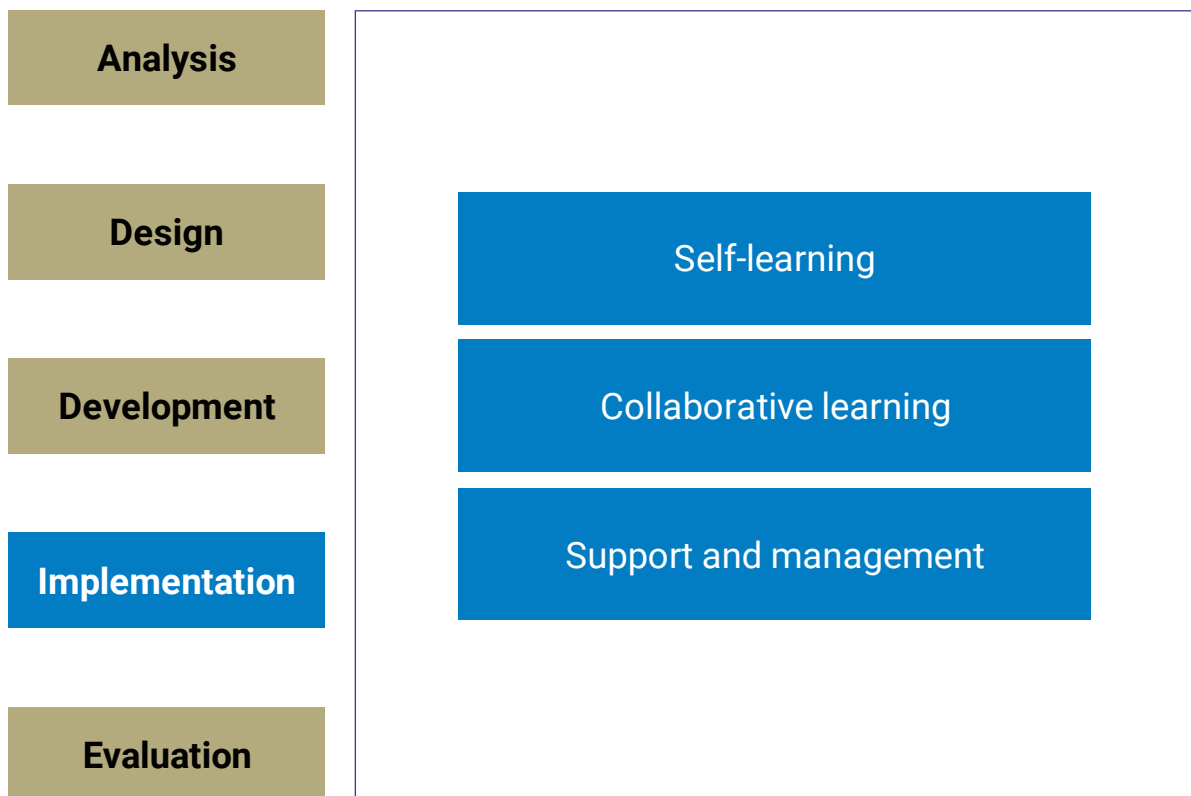


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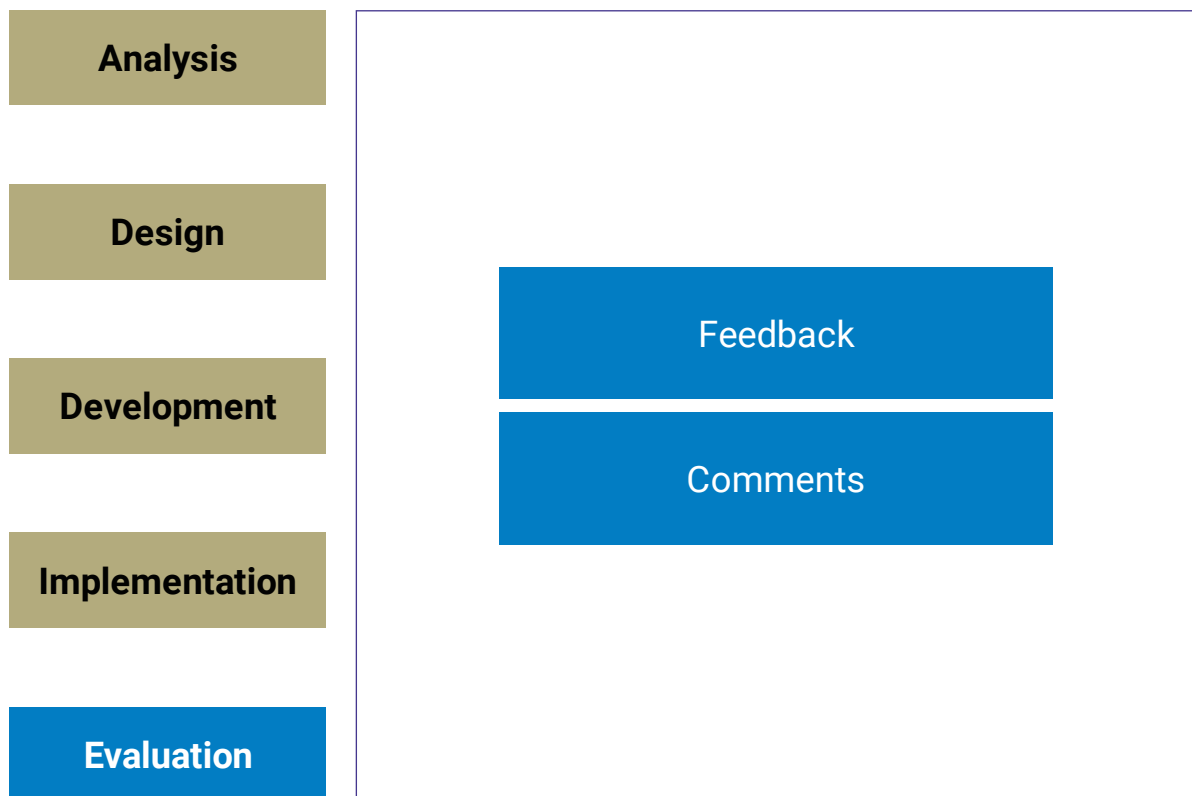


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Introduction to Microlearning

Microlearning Checklist

Microlearning can be used very effectively to create sticky learning experiences for pretty much most of your corporate training needs. However, there are certain aspects that should be on your checklist to determine if a given training is apt for microlearning based delivery. Here is a checklist that you can use at various stages to determine if your training would map to a microlearning format or not:

 **Select each tab to learn more.**

**Learning Outcome and
Content Mapping**

Design and Development

Introduction to Microlearning

Microlearning Checklist

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Learning Outcome and Content Mapping

Design and Development

To identify the learning outcome and to know if content can be mapped effectively to the microlearning format, include the following questions in your checklist:

- Is the learning need specific and not too complex?
- Can the learning objective be met in one glance or short time?
- Can you filter out the redundant or unnecessary content and retain only the need-to-know information?

Introduction to Microlearning

Microlearning Checklist

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**Learning Outcome and
Content Mapping**

Design and Development

The following questions related to design and development need to be included in the checklist:

- Have you decided on the medium or format to be used?
- Can the learning outcomes be achieved through the chosen format?
- Do you have rapid development measures in place to ensure that the microlearning nugget can be developed and updated quickly?
- Is your intended microlearning nugget searchable?
- Is your microlearning nugget contextual (providing the greater picture)?
- Does your microlearning nugget provide cross-references to the related microlearning nuggets?

Introduction to Microlearning

Other Best Practices

Here are a few best practices that you need to consider when developing a microlearning course.

 **Select each best practice to learn more.**

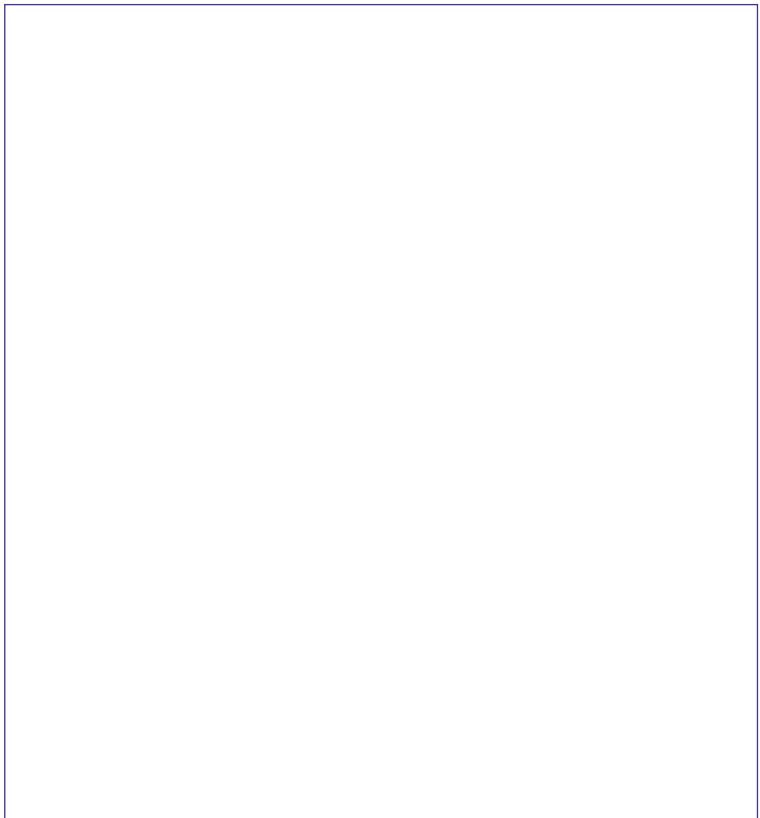
**Specific Need
Analysis**

**Incorporate Different
Media**

**Comprehension and
Chunking**

**Enable Mobile and
Offline Access**

**Continual Content
Updating**



Introduction to Microlearning

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- The microlearning lessons should be structured around the needs of learners and the institution context.
- They must respond to the learners and provide them with information in a way that supports their learning.

Introduction to Microlearning

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- Different media forms, such as visuals (graphics, animations, and video), can be effective in directing learners' attention to the most important parts of the content.
- The visuals should possess an inherent value to reinforce the content and should conform to the visual design standards guidelines.

Introduction to Microlearning

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- The design maxim “less is more” is applicable in this case.
- Cluttered interfaces and excessive graphics will decrease the efficacy of a microlearning lesson.
- Keep supporting materials such as sounds, graphics and effects to a minimum, and only use them when they serve to reinforce learning.

Introduction to Microlearning

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- One of the implications of microlearning is that learners will interact with the microlearning objects anywhere on any device.
- It is therefore necessary to select authoring tools that enable you to export content that can be accessed across multiple devices and can be easily uploaded to social-media sites.
- When implementing microlearning as part of an integrated delivery using e-learning (Moodle), print and microlearning objects such as videos or animations, use QR codes to embed the multimedia resources.

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To keep the information relevant and up to date, you need to engage all key stakeholders with continual review, iteration and implementation of the microlearning resources.