



Incorporating Principles of Microlearning in Instructional Design



Agenda

1. History
2. Definition
3. Basic fundamentals
4. Benefits and Limitations
5. Practical Examples
6. Getting started
7. Tools to Create Microcontent
8. Q&A + Discussion

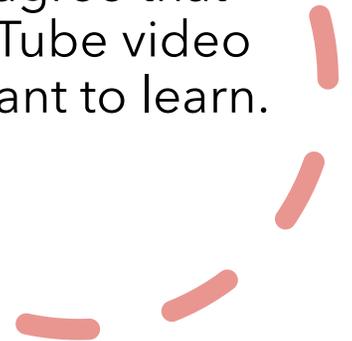




Source: Mogensen, D. (2015) Think With Google

Did You Know?

- Searches related to "how to" on YouTube are growing 70% year over year.
- Of smartphone users, 91% turn to their devices for ideas while completing a task.
- 67% of millennials agree that they can find a YouTube video on *anything* they want to learn.





Brief historical perspective on microlearning

- 'Microteaching' has been in use since the 60s
- 'Microlearning' coined in 2002 at the University of Innsbruck, Austria by Prof. Theo Hug and his team
- Intent was to focus on the learner (rather than the teacher)
- Unfortunately, microlearning didn't manage to find its way to high quality, serious research
- Instead (in the last 10 years) it got taken up by the Corporate Learning and Development (L&D) industry and became more of a *buzzword*



What is microlearning?

- No universally accepted definition
- Theoretically, microlearning is a relational cross-over concept in the context of technological, societal, and cultural transformation. In this way, microlearning isn't simply an approach but a perspective that applies to many aspects of education and learning including mobile learning (Hug, 2010).
- Practically, it is a learning strategy that delivers learning content in short, bite-sized *chunks* or nuggets of learning that learners can consume all at once and apply the knowledge immediately.

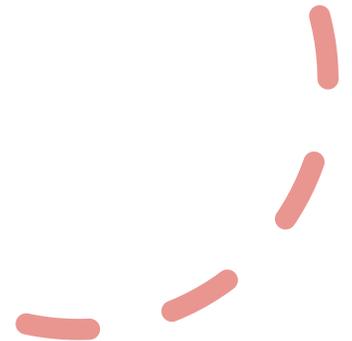


Basic Fundamentals of Microlearning



1. Clearly Defined Learning Outcome

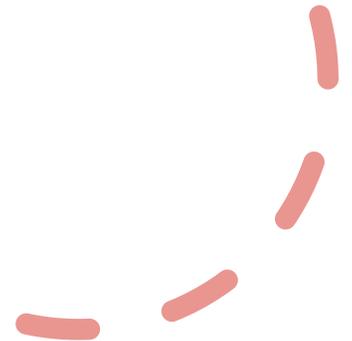
- One clear learning objective
- One topic/idea/concept per nugget





2. Engaging and Interactive

- Use of multimedia
- Increases learners attention and focus
- Promote memorable learning experiences
- Connects to learners at various levels

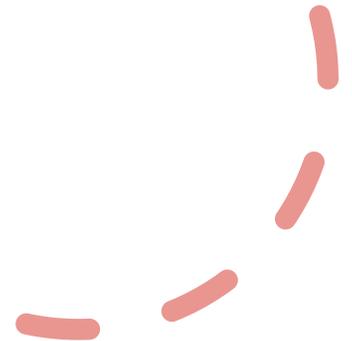


3. Bite-sized



shutterstock.com • 358324706

- Stay focussed
- Make it relevant to the broader learning need/goals
- Duration doesn't need to be the defining factor - make it as long as needed and as short as possible





Any **Time**



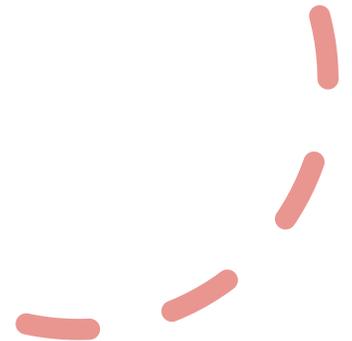
Any **Where**



Any **Device**

4. Anytime Anywhere Access

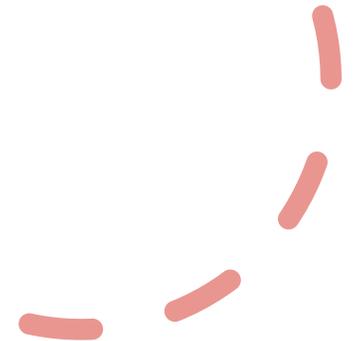
- Accessible via multiple devices
- Portability is a huge asset
- Supports on the go learning

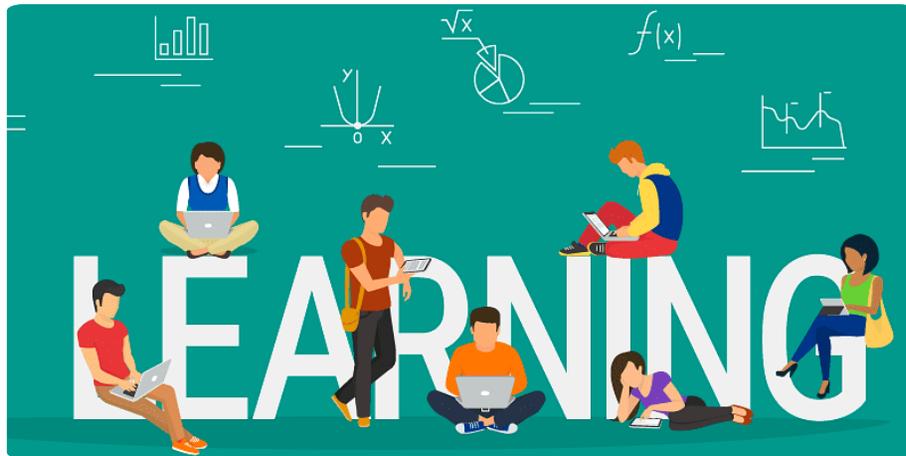




5. Part of something bigger

- Part of a larger learning strategy
- Design, develop and implement strategically to support broader learning goals





6. Learner-centered

- Remember learner should be at the centre of microlearning
- Customizable based on learner's needs
- Flexible in it's application
- Potential for deeper learning, if learner wants to dive in further





BENEFITS

Benefits of Microlearning

Benefits of Microlearning



Faster to deliver



Affordable



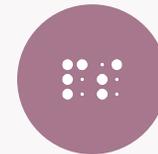
Flexible



Engaging



Boosts knowledge retention



Offers freedom to learners



Limitations of Microlearning

Not ideal for
complex
concepts

Not meant for
in-depth
learning

Developing
content can be
time consuming



Microlearning

Another tool in the toolbox not here to replace the entire toolbox

Forms of Microlearning



Text/Micronuggets



Video e.g. How to...?



Audio e.g. Podcast



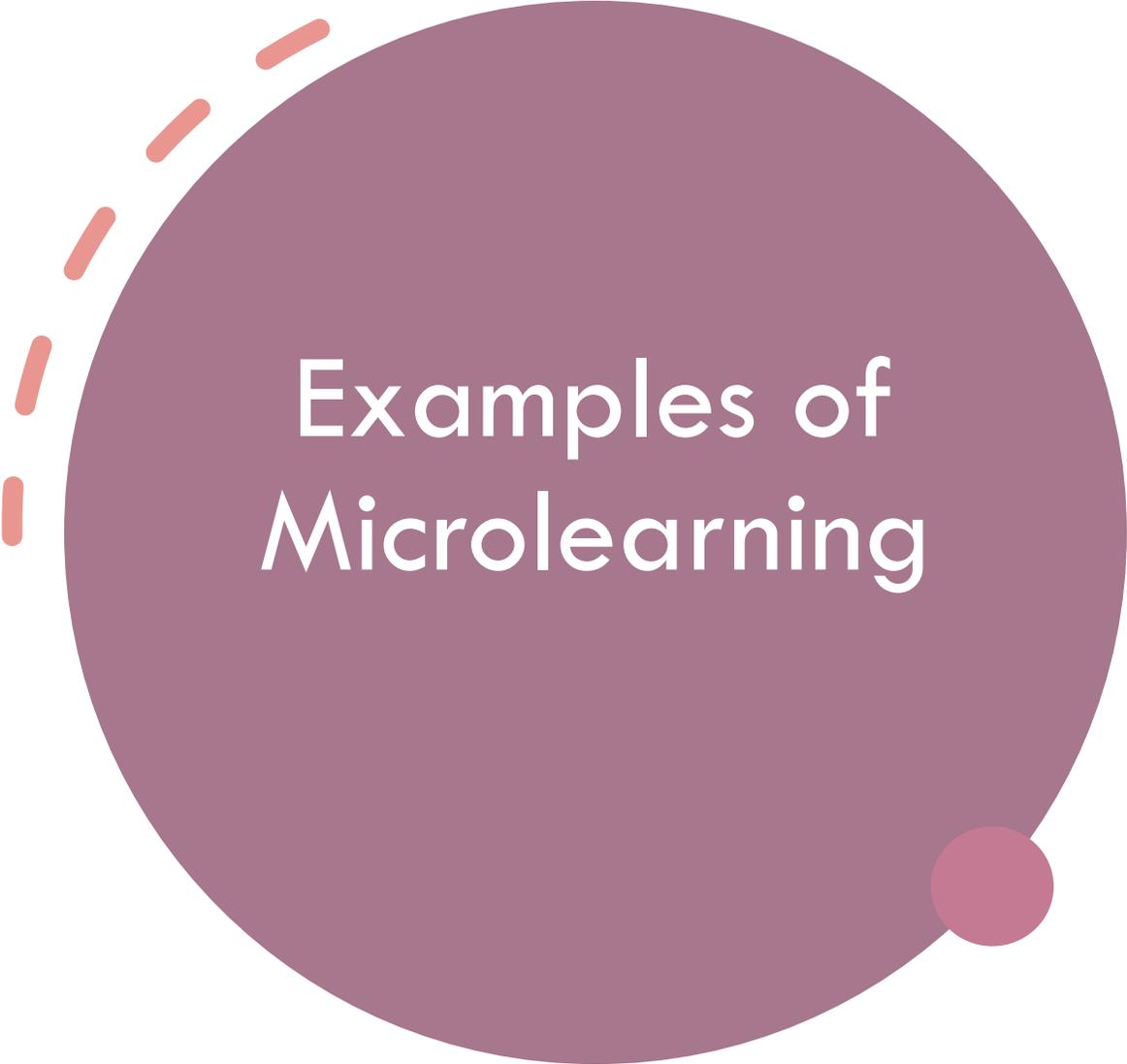
Tests and Quizzes



Games



Infographic



Examples of Microlearning

HOW TO WEAR A NON-MEDICAL FABRIC MASK SAFELY

[who.int/epi-win](https://www.who.int/epi-win)

Do's →



Clean your hands before touching the mask



Inspect the mask for damage or if dirty



Adjust the mask to your face without leaving gaps on the sides



Cover your mouth, nose, and chin



Avoid touching the mask



Clean your hands before removing the mask



Remove the mask by the straps behind the ears or head



Pull the mask away from your face



Store the mask in a clean plastic, resealable bag if it is not dirty or wet and you plan to re-use it



Remove the mask by the straps when taking it out of the bag



Wash the mask in soap or detergent, preferably with hot water, at least once a day



Clean your hands after removing the mask

Don'ts →



Do not use a mask that looks damaged



Do not wear a loose mask



Do not wear the mask under the nose



Do not remove the mask where there are people within 1 metre



Do not use a mask that is difficult to breathe through



Do not wear a dirty or wet mask



Do not share your mask with others

A fabric mask can protect others around you. To protect yourself and prevent the spread of COVID-19, remember to keep at least 1 metre distance from others, clean your hands frequently and thoroughly, and avoid touching your face and mask.



Infographic



Communication Skills

29



1



Digital Flashcards





How to Videos





Most Content
Delivered via
Social Media

7 Best Practices for a 2020 Learning and Development Strategy

Embrace mobile learning



Focus on harassment and discrimination prevention



Leverage L&D for succession planning



Strategize for a multigenerational workforce



Personalize the learning experience



Embed L&D into the larger HR landscape



Make learning an ongoing process



1

2

3

4

5

6

7

Focus of Corporate L&D



Microlearning in Higher Education



Assess the need



Create a learning strategy



Build your microlearning solution

Skim the fat
Use multimedia (even social media) to spice things up
Gamify to boost engagement



Test before launching



Don't forget to assess student engagement, perceptions etc.

Some Fun Toys





Tools to Create Microlearning Content

- [Canva](#)
- [Venngage](#)
- [Kapwing](#)
- [H5P](#)
- [Powtoon](#)
- [Doodly](#)
- [Toonly](#)
- [Vyond](#)
- [Animoto](#)
- Quick Time
- Power Point
- [Prezi](#)
- [PechaKucha/PK](#)
- [Explain Everything](#)
- [Talent Cards](#)
- [Padlet](#)
- [Meme Generator](#)
- [GIF creator](#)
- Google

An abstract painting featuring thick, expressive brushstrokes in a variety of colors including green, yellow, blue, pink, and brown. The strokes are layered and overlapping, creating a sense of movement and depth. The overall composition is dynamic and energetic.

Be Creative
And Have Fun

Thoughts
Questions
Experiences
Concerns
Possibilities...

