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
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

- 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
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 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

Do's
- Adjust the mask so it covers your face without leaving gaps on the sides.
- Cover your mouth, nose, and chin.
- Avoid touching the mask.
- Clean your hands before touching the mask.
- Inspect the mask for damage or if dirty.
- 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 reuse it.
- Remove the mask by the straps behind the ears or head.
- 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 wear the mask under the nose.
- Do not remove the mask where there are people within 1 metre.
- Do not use a mask that looks damaged.
- Do not wear a loose mask.
- 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.
Digital Flashcards

Communication Skills

29 1
Most Content Delivered via Social Media
7 Best Practices for a 2020 Learning and Development Strategy

1. Embrace mobile learning
2. Focus on harassment and discrimination prevention
3. Leverage L&D for succession planning
4. Strategize for a multigenerational workforce
5. Personalize the learning experience
6. Embed L&D into the larger HR landscape
7. Make learning an ongoing process

Focus of Corporate L&D
Microlearning in Higher Education

1. Assess the need
2. Create a learning strategy
3. Build your microlearning solution
   - Skim the fat
   - Use multimedia (even social media) to spic things up
   - Gamify to boost engagement
4. Test before launching
5. Don’t forget to assess student engagement, perceptions etc.
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
Be Creative
And Have Fun
Thoughts
Questions
Experiences
Concerns
Possibilities...