

INSTRUCTIONAL DESIGN for **MICROLEARNING**



Microlearning is an important part of a continuous learning plan. Proven instructional design techniques are necessary to ensure microlearning has a meaningful impact, supports long-term knowledge retention and is applied on-the-job.

IMPORTANT CONSIDERATIONS



- 💡 Just making learning shorter doesn't mean it will be remembered
- 💡 Learners are more distracted than ever and have higher expectations
- 💡 There is a difference between "chunking" and microlearning
- 💡 Microlearning can be both training and just-in-time support
- 💡 Keep in mind how learners are consuming content
- 💡 Technology can allow for efficient delivery
- 💡 Use timely communication to drive awareness and adoption
- 💡 Will the microlearning stand alone or be used in conjunction with other training

MICROLEARNING ID TECHNIQUES



- ⚙️ Focus on discrete learning objectives and goals
- ⚙️ Design at the strategic level
- ⚙️ Deliver Microlessons and Microactivities
- ⚙️ Make content relevant
- ⚙️ Align content with delivery method(s)
- ⚙️ Design to the level of the learners
- ⚙️ Space microlearning delivery over time
- ⚙️ Interleave topics
- ⚙️ Build in retrieval practice
- ⚙️ Deploy microlearning before, during and after event-based instruction