

Microlearning

Description

Microlearning consists of delivering content in focused and easily digestible chunks. These microlearning sessions are designed around learning objectives or natural learning pauses and ideally last between 5-7 minutes, with chunks lasting longer as the learner gains more knowledge or the topic becomes more complex. The most effective number of chunks within a learning session is debated, but general consensus is anywhere from 3-5 chunks of information, as this amount can be sustained within working memory.

Why is this important?

In order to sustain engagement, align with learners' attention spans, and prevent cognitive overload, learning should be chunked down into manageable segments that can stand alone without supplemental information. These shorter segments have been shown to increase learners' achievement, motivation, and learning experience, as well as improve skills and knowledge retention. Microlearning is designed to be convenient for modern learners, allowing them to access information when they need it, promoting just-in-time learning.

Implementation Examples

Instructional material aligned with learning objectives*	✓	
Lecture slides with practice and reflection questions	✓	▶
Self-guided, interactive multimedia learning modules or tutorials	✓	

available in

✓ Achieve ▶ iClicker

*in select courses

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Practical Applications

- ✓ Identify learning objective(s)—microlearning is most effective when it targets goals or specific skills
- ✓ Break content down into smaller chunks, ensuring each chunk focuses on a specific goal, skill, or concept
- ✓ Content should be concise and engaging with interactive elements that encourage active learning
- ✓ Incorporate a combination of text and visuals as it creates a more meaningful learning experience

Sources: Allela (2021), De Gagne et al. (2019), Humphries et al. (2021), Lee (2021), Major et al. (2018), Mathy et al. (2012), Mayer (1994), Mohammed et al. (2018), Thillainadesan et al. (2022)