

Why Will Microlearning Shape Corporate Training in the Future?

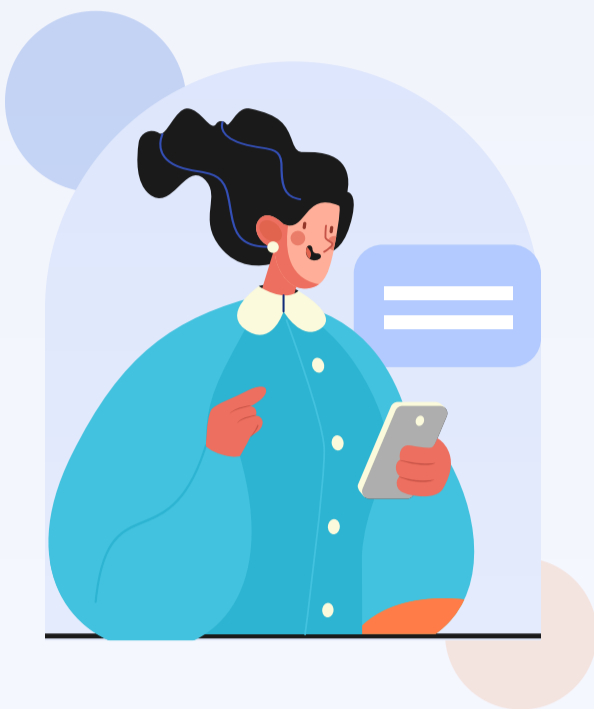


Mobile Learning

Smartphone learners complete course material 45% faster than computer learners.

When appropriate and practical, it's best to divide lengthy courses into easily absorbed minicourses so learners can move from module to module without worrying about finishing the entire course at once.

Source: Lynda.com



On-the-Go Learning

The typical learner in the modern era can only dedicate 1% of their workweek to professional development. If we divide that by a 40-hour workweek, it only amounts to 24 minutes per week or 4.8 minutes per day.

Given the meager training budgets, microlearning becomes more appealing from an organizational and learner perspective. This is because microlearning is quicker and easier to produce, and learners can comfortably fit some skill learning into their week.

Source: Deloitte



Continuous Learning

On average, after the first 24 hours, people typically forget between 50 and 70 percent of what they have learned, and this trend continues until a week later, when they have essentially forgotten everything.

Continuous learning, combined with microlearning, greatly helps in the combat against the Ebbinghaus Forgetting Curve. Delivering a microlearning course on a specific safety module every two weeks might help learners remember the best safety practices.

Source: Learning Solutions



Time-Perfect

Around 31 hours are typically spent learning each year. That's not much time to train, especially because we are likely to pay attention to something if the content is interesting.

The ideal duration for microlearning courses is 10 minutes on average, with a maximum of 13 minutes. That's a good two out of every four microlearning courses, based on the 24-38 minutes employees have available for training each week.

Source: The Association for Talent and Development (ATD)



Millennial Workforce Preferred

Millennials make up more than one-third of the labor force in America, and they learn very differently from earlier generations.

Millennials are an efficient generation of learners because they are experts at multitasking and can filter out information that isn't necessary. They find microlearning, which focuses on the essence of a single concept, to be particularly appealing because of this. They can quickly pick up new information without sifting through all the extraneous material.

Source: Pew Research Center

