ELEARNINGNEWS ARTICLE

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Microlearning for blended learning

Can microlearning be incorporated into blended learning, and what are the benefits for companies?

Microlearning was created to meet a specific training need in a quick and clear way. We can think of microlearning as **pills of knowledge** administered at the moment of need. Given these characteristics, is it possible to include microlearning in a blended training course within a company?

To provide an answer, let's look more specifically at what is meant by microlearning and what blended learning is.

What is microlearning?

Microlearning is a flexible approach to training that consists of providing short lessons, focusing on one topic at a time. The features, and therefore the main benefits of microlearning are:

- **Rapidity** - lessons last 5-15 minutes
- **Simplicity** - the rule is 1 lesson = 1 topic
- **Accuracy** - the information is essential and precise
- **Accessibility** - content is always available
- **Punctuality** - lessons are used when they are most needed

Content accessibility is made possible by an **LMS platform**, a training management tool that hosts training content that can be accessed from any device: computer, tablet and smartphone.

What is blended training?

Blended training is a teaching approach that combines two learning environments:

- **In-person lectures** - trainers and students meet in a traditional classroom for a frontal lecture
- **Lectures in eLearning mode** - through an LMS, learning management system, the trainer assigns additional material to the trainees to do on their own, at home. This includes multimedia materials such as videos and podcasts and quizzes.

Corporate training often takes on a blended nature, in order to provide employees with the opportunity to train on the job and learn more at a distance, in their own time, on their favorite devices.

Microlearning and blended training: what do they have in common?

These two approaches to training, microlearning and blended training, have characteristics that make integration possible.

1. **Flexibility**. Learners have the ability to review training material at home with blended learning and at any time, even in the workplace, with microlearning.
2. **LMS platform**. Without a training management system, it would be impossible to have online courses and video lectures available at all times.
3. **Complementarity**. Blended learning offers the possibility of social learning, interacting live with other learners, which microlearning hardly achieves. **Micro-content**, on the other hand, allows for an immediate response to a concern or question, at any time or place.

Examples of microlearning in blended corporate training

The greatest advantage of microlearning for corporate training is that it can be incorporated at any point in blended learning: in self-study, in the classroom, and in the workplace.

Microlearning in self-study

This is where videos, quizzes, infographics and microlearning simulations can be used before the training begins, to test each individual learner's level of readiness for the course. The same formats can be used after the classroom lesson and at any time to verify the knowledge learned.

Classroom Microlearning

During classroom training, microlearning can be used to summarize what has been learned and assign tasks to work groups. Students can watch a short video that summarizes the key points of a topic or procedure, for example, to prepare for a classroom simulation divided into small groups.

On-the-job microlearning

In this way, your firm can provide a more effective way of communicating with its clients, as well as with its partners and clients, in order to improve the quality of its services.

Microlearning lends itself perfectly to blended corporate training, helping to make training content more assimilable and accessible, in the classroom, at home, as well as at work.

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