

October, 2022



HAS MICROLEARNING PAST ITS EXPIRATION DATE?

A study to analyze the effectiveness of microlearning in today's evolving learning ecosystems.

THE FORGETTING CURVE

Herman Ebbinghaus argues that the steepest drop in memory happens soon after a learning/training session. He cited that the slowdown occurs either due to 'overloading' or 'overlearning' beyond a point.

The learning analysts and industry experts therefore consider that '*microlearning is the best teaching solution*' because:

- It produces bite-sized content (preferably 3-5 minutes) on specific task/learning objectives.
- It keep learners' focussed.
- It allows learners to control the way they like to learn.
- It delivers learning per the learners' convenience.
- It is doable and easy to put to practice.
- It is cost-effective and can be rolled-out fast.

The microlearning makes the content receptive, easy to refer to, recall, assimilate, reinforce, and execute.

continued to page 2

IS MICROLEARNING THEN AN OPTIMAL SOLUTION FOR ALL TYPES OF TRAININGS?

Excelsoft Technologies found that microlearning approach is incapable to answer **7-what-ifs**:

What IF:

1. the learner needs to follow a specific order for learning.
2. the learner needs help, remediation or additional resources to understand a concept.
3. the learner need to understand how a piece of information fits into the overall picture.
4. the learner need pre-requisite knowledge or skills to perform a task.
5. the learner needs more information.
6. the training is exclusive, confidential, and specific to an organizational role, proprietary tools, processes.
7. the organization needs to invest in digital asset management resources to manage, maintain, and update the deliverables.

IS MICROLEARNING THEN REDUNDANT?

It is difficult to answer a direct 'Yes' or 'No' to the question.

Research has shown that microlearning has spaced out over its time but is the most effective method for information retention. Moreover, in microlearning format, content can be presented in various ways like, infographic designs, videos, PowerPoint presentation, Quizlet, learning games, and many others.

Overall, microlearning models the information as:

- all encompassing
- focused to one objective at a time
- restrict to maximum 3-5 minutes
- modular, adaptive, technology and platform compliant

Different training programs have different objectives and goals to achieve. Thus, there is no one-size-fits-all approach to be associated with trainings.

Microlearning Approach is BEST-FIT for:

Product, Compliance, and How-to-do trainings
All-inclusive and standalone content
Training requires no pre-requisite knowledge
Packages needs no mandatory SCORM'ing
Packages can easily integrated to other platforms
Time is constraint

Microlearning is NOT recommended for:

Trainings follow a learning path
Trainings requires pre-requisite knowledge
Content needs elaboration
Packages MUST includes assessment and evaluation
Objective is to build the cognitive knowledge
Follow conditions and criterias
Learning is process-oriented

CASE STUDY

In 2013, Excelsoft Technologies and Moody's Analytics (formerly CopalAmba) partnered to create training programs on Financial Modelling for the Level – I and II students of the CMA/CFM [Certified Management Accountants/Certified Financial Modeler] course.

The course contains a cluster of units that discusses/demonstrates the steps for calculating the cost of capital, risk estimation, product pricing, estimating profits, and similar.

If the microlearning approach had been applied to the design, the learner would have had multiple short demonstrative videos explaining only the steps on how to calculate but would have failed to gauge the co-relation between the steps (i.e., how calculating the cost of capital affects the estimating the profit percentage.)

At times, a learner needs to follow a specific sequence to build their knowledge that a microlearning approach is inadequate to meet.

Since the model was an exclusive and proprietary design of Moody's Analytics (formerly Copal Amba), if learners were allowed to take the course anywhere, anytime, it would result in intellectual misuse, thus, benefitting the competitors.

Choose a training format based on your training objectives.

EXCELSOFT TECHNOLOGIES PVT.

Incorporated in the year 2000, Excelsoft designs E-learning solutions based on a pedagogical approach towards content design and complies to industry standards in its technology implemen-

Follow us:

<https://www.excelsoftcorp.com>

<https://www.facebook.com/excelsoftmys>

<https://www.linkedin.com/company/excelsoftcorp/my->

SUBSCRIBE TO OUR NEWSLETTER

Email at sales@excelindia.com to subscribe for the email newsletters and receive

We respect your privacy. Your information will remain safe, confidential, and exclusive to us.