

A man with a beard, wearing a white t-shirt and blue overalls, is looking down at a tablet device in a workshop. In the background, a car is being worked on, and the environment is filled with industrial equipment and tools.

# Following the Science of the Microlearning Trend





## The Science of the **Microlearning Trend**

In the global business landscape of heavy workloads, scattered employee networks and evolving skill sets, companies are challenged to provide convenient, quality training in fast-paced environments. Traditional training formats demanding a lot of time in the classical or virtual classroom are often location and time constrained, not very customizable and sometimes costly. In the same way, traditional e-learning tends to provide a lot of information in the form of a compact course. Looking to provide modern learners with a flexible and motivating learning experience, our DEKRA training experts have integrated microlearning into our digital e-training services.

### **Roots and Reasons**

Since the beginning, toddlers have been cuddled and praised for correctly repeating a new word while seniors are proudly satisfied when following clues to complete a difficult crossword puzzle. Although the term microlearning was first used in 1963, its journey to e-learning leader began with the dawn of the internet in the mid 1990's. Shortly after the internet revolution, the world was able to download learning modules or stream lessons online over long, slow processes. While e-learning unlocked the door, smartphones and the accompanying learning applications threw it wide open for new genres of learning formats available at our fingertips.

State-of-the-art microlearning programs use analytics to track learner progress through short lesson modules lasting 3 to 15 minutes. Learners can take advantage of personalized training, choosing their own lesson path for a more engaging and effective learning journey. Videos and game-based methods add to the dynamic microlearning multi-media experience. With microlearning lessons becoming even shorter, resulting retention spans are growing longer. As technology and online learning design evolves and mobile accessibility improves, microlearning is fast becoming the medium of choice.

### **Flexibility and Integration**





Microlearning breaks down learning material into small, easily digestible units – also called “learning elements”. These bite-sized modules typically focus on a single concept or skill, making it easier for learners to fit them into their busy schedules. Employees can engage with these modules during short breaks and downtime, without needing to dedicate large blocks of time away from their work or they can integrate learning directly into their daily work routine. This allows employees to learn in small increments, making efficient use of their time.

The flexible integrability of this approach is further enhanced by on-demand access to learning content through various devices such as smartphones, tablets, or computers. This flexibility allows learners to access the material whenever and wherever it is convenient for them - whether they have only a few minutes to spare on a quick session between work tasks or want to explore a subject in more depth while commuting or sitting at their desks.



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### Key **Facts**

-  Microlearning is an innovative online educational method that breaks complex topics into short form (3-15 minutes), standalone module lessons that can be accessed and reviewed at any time, from any location, on any device.
-  The flexible nature of microlearning enables employees to engage with learning content in a manner that suits their work schedule and preferences.
-  Microlearning promotes continuous learning by integrating seamlessly into their daily routine, facilitating skill development and knowledge acquisition without significant disruptions.
-  By providing achievable goals, quick rewards, relevant content and engaging multimedia formats, microlearning enhances learner motivation.

### **Memory and Application**

Microlearning often utilizes spaced repetition and reinforcement techniques to reinforce learning over time. Learners can revisit and review short modules as needed, strengthening their understanding and retaining knowledge more effectively. This approach helps combat the forgetting curve and ensures that learning is reinforced in small increments, leading to long-term retention.

In addition, microlearning supports the immediate transfer of knowledge or skills from e-training into the daily work routine. Prerequisites for this practical application are that the learning content is designed to align closely with specific job tasks as well as challenges and that learning modules and contents are selected based on the individual needs of your company. This integration fosters a more practical and applicable learning experience, leading to increased retention and better job performance.







## Motivation and Results

With attention spans declining, microlearning has become the go-to solution. It enhances learner motivation by providing achievable goals, quick rewards, flexibility, relevant content, personalization and engaging multimedia formats. Learners feel a sense of progress and accomplishment as they complete manageable modules, whilst instant gratification and immediate feedback provide quick rewards that keep learners engaged. In addition, the flexibility of microlearning allows learners to fit learning elements into their busy schedules, reducing barriers to learning. Relevant and practical content delivered through a variety of multimedia formats prevents monotony supporting the direct application in everyday work. Overall, these factors contribute to a positive learning experience, boost learner motivation, and encourage learners to continue with the learning process.



## DEKRA Cube Training

Committed to providing state-of-the-art training, DEKRA has integrated microlearning to its program of digital e-training services enabling learners worldwide to benefit from all the previously mentioned advantages. Our global High-Voltage Vehicle E-Training focusing on the operation, repair, maintenance and towing of electric vehicles is now available. It provides different groups of professionals, such as roadside assistance and assurance center personnel, with the knowledge they need to optimally help owners of all kinds of electric vehicles in the event of an emergency. The knowledge is thereby conveyed via our learning cube structured in successive and increasingly complex levels that can be unlocked by successfully completing short tests. After completing the e-training, learners receive a letter of participation or a certification as well as full access to the program for a certain period of time.

In addition to the existing high-voltage training, other training topics can also be developed in microlearning format and delivered via our Microlearning Platform

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**We look forward to providing more information about our cube training, the Microlearning Platform, and answering any questions you may have.**

**Contact Us!**