ADOPTING THE MICROLEARNING APPROACH TO VIRTUAL CLASSROOM DESIGN

THE GOAL: Virtual classroom programs teach learners how to use the tools we expect they’ll rely on to do their jobs.

THE HOW: Use microlearning to deliver live, online learning content.

THE WHY: This approach connects formal learning experiences with all 5 Moments of Learning Need (Gottfredson & Mosher).

1. START WITH TASK ANALYSIS
   Ask: What tools, job aids, and resources will learners need after training ends?

2. DESIGN VIRTUAL LESSONS AROUND MICROLEARNING ASSETS
   Ask: What objectives do these assets address?

3. REPLACE LECTURE WITH SHORT VIDEOS AND eLEARNING INTERACTIVES
   Ask: How will I make our message consistent and accessible after the course ends?

4. REQUEST LEARNERS ACCESS CONTENT IN LMS DURING LIVE EVENTS
   Ask: How can I drive content access and teach learners how to use the LMS?

5. PROVIDE EXAMPLES OF HOW TO USE MICROLEARNING LATER
   Ask: How do I make this asset relevant to my learners’ roles?

6. CREATE A COMMUNICATION STRATEGY
   Ask: How do I remind learners when and why they should use these tools?