

At Tick HR Solutions, we're fans of training that sticks. That's why our training arm, Evolve Hub, is championing microlearning as a practical, proven approach to upskilling teams without the overwhelm of marathon training sessions. Here's why microlearning works and how Evolve Hub can make it work for your organisation.

What is microlearning, and why it matters

Microlearning is a learning approach that breaks complex topics into brief, focused units. Each module targets a single objective and is designed to be consumed in a short window, usually 3 to 7 minutes. Content comes in bite-sized formats such as short videos, single-topic articles, checklists and quick quizzes.

The core idea is learning in small, digestible increments that fit into busy schedules and real work moments.

The benefits are tangible:

- ✓ **Higher retention:** Spaced repetition and cognitive psychology show that small, repeated exposures improve long-term memory.
- ✓ **Greater engagement:** Employees can fit learning into busy days, reducing overwhelm and "endless training" fatigue.
- ✓ **Faster time-to-competence:** Short modules get people productive sooner, which is especially valuable for onboarding and role-specific upskilling.
- ✓ **Better transfer to work:** Microlearning emphasises practical, task-focused content, making it easier to apply on the job.
- ✓ **Flexible to modern work:** It supports varied contexts, remote, hybrid, or in-office by delivering just-in-time learning that respects time and attention.

Design principles for effective microlearning

- ✓ One clear objective per module
- ✓ Real-work scenarios with quick reference aids
- ✓ 3–7 minute modules; break deeper topics into mini-paths
- ✓ Brief multimedia: captions on videos, bite-sized visuals, interactive quizzes
- ✓ Reinforcement after a few days
- ✓ Measure completion, time and practical outcomes

Why Tick HR Solutions backs it!

It's accessible, relevant, and boosts on-the-job performance between longer training programs.

Getting started

We can audit content, design a microlearning roadmap, run a 3–5 lesson pilot, and set up tracking to show impact. Let's make learning a 5-minute habit.

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