

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.