HR BRIEF

Building Employee Skills With Microlearning

Addressing current and future skills gaps is a top workplace challenge for employers today. In addition, learning and development are key priorities for workers in today's competitive labor market who may seek out a new employer if their current one does not offer the career development opportunities they desire.

While employers can approach these challenges in various ways, many are leveraging microlearning, which provides an affordable, feasible and time-friendly opportunity to build employee skills.

Microlearning Explained

Microlearning is done with segments of information that each average 10 to 13 minutes. Generally, information is presented in small segments that can be easily consumed in a short time span. Further, this information can be presented in various easy-to-absorb ways. Some examples of bite-sized learning include:

- Animations
- E-books
- Flashcards
- Gamification
- Infographics
- Interactive PDFs
- Music
- Podcasts
- Quizzes

Implementing Microlearning

There are several ways to implement microlearning. Consider the following strategies:

- Reinforce subjects in which employees have already been trained.
- Aim to teach relatively simple topics.
- Determine which learning channels and formats best suit the need of your organization and employees.
- Engage employees by asking them to apply what they have learned.

Microlearning is one of several ways employers can help meet their workforce's demand and expand their employees' knowledge base. For more learning and development resources, contact us today.

2022 Second Half HR Trends to Monitor

Over the course of the COVID-19 pandemic, HR professionals have faced many challenges, including the health impacts of COVID-19 on workers and ongoing attraction and retention challenges.

Here are some trends to monitor for the remainder of 2022.

High Inflation Rates

According to the Bureau of Labor Statistics' June consumer price index, inflation in the United States has increased to 9.1% in the past 12 months. This is its largest increase since 1981. As a result, workers desire competitive compensation during this time. In turn, employers are exploring strategies such as reevaluating employee benefits, continuing remote work, increasing compensation and offering improved retirement benefits.

Continued Tight Labor Markets

The labor market is expected to remain competitive in the second half of 2022. While employee quit rates remain high, unemployment rates keep trending down as employers struggle to fill open positions and keep valuable talent. Many workers realize their priorities have changed, and this has kickstarted their desire to move more readily between different jobs to find ones that align with their values.

Employee Mental Health and Well-being

Health and wellness have been ongoing challenges for workers during the COVID-19 pandemic. Studies show the impact the pandemic has had on mental health, such as higher numbers of people reporting symptoms of anxiety and depression. As a result, employers are exploring options, such as programs that incentivize employees to be healthy, and offering additional mental health resources.

Employer Takeaway

Employers should continue to monitor workplace trends, which may inform strategies to better attract and retain workers, and bolster employee health and wellness. Contact Apex Benefits today for resources on any of these topics.

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