

Frequently Asked Questions about Microlearning

What are microlearning kits?

Think of them as task-specific lesson plans designed for quick, hands-on safety talks. Each kit encourages workers to adopt a proven ergonomic strategy using adult learning principles. Trainers, supervisors, or H&S reps can deliver them — no ergonomist required.

What's included in a microlearning kit?

Every kit includes:

- A poster with photos of the common practice and ergonomic work strategy, to show how the strategy works
- The science, or “proof”, that the method offers a biomechanical advantage
- A short script for the trainer to introduce the topic in plain language
- A description and photos to guide the trainer through a demonstration of the strategy
- A practical hands-on exercise that allows participants to experience and measure the difference between the “common” practice and the new strategy
- Debriefing questions with answers

How are microlearning kits created?

Ergo work strategies are developed through collaboration with experienced workers to identify, photograph, and document common practices and ergonomic work strategies. Biomechanical analysis tools are used to confirm that the ergonomic strategies provide a measurable advantage. Posters are then designed to illustrate the difference between common and ergonomic methods and to guide workers in using the easier approach.

To create the microlearning kit, our team identifies and tests a practical activity that allows participants to try out the strategy. We create a coaching plan - a step-by-step plain-language guide that allows *anyone* to describe, demonstrate, and lead a 5- to 10-minute hands-on training session.

Before implementation, each session is piloted internally, and organizations are offered the option to use confidential employee surveys to *measure* the effectiveness of a microlearning series.

Is microlearning the same as a tailgate talks or a huddle?

Yes, microlearning can be used in any small group of employees! Microlearning goes by many names depending on the workplace. You might hear them called tailgate talks, toolbox talks, huddles, safety stand-ups, and more.

Regardless of the name, the core idea is the same: brief, practical, hands-on sessions that teach workers a specific skill or safe work strategy in just a few minutes. Microlearning kits provide ready-to-use materials to make these sessions engaging, consistent, and measurable.

How is microlearning different from traditional safety training?

Traditional safety ergonomics training involved lectures that focused on general ergonomics tips: keep your wrists straight and bend your knees. Microlearning provides short, targeted lessons that are relevant, timely, and practical, allowing employees to learn specific skills they can immediately apply on the job.

When can microlearning sessions be delivered?

Microlearning sessions can be delivered to suit different schedules and work environments:

- **Daily or weekly** pre-shift meetings, safety talks, or during downtime
- **Monthly** sessions, mixed with other safety topics
- **Seasonal or group sessions** (e.g., all snowplow drivers trained at once)

This flexible approach ensures that training is effective, engaging, fits into your schedule, and keeps your workforce productive.

Who would lead this training?

Using the step-by-step coaching plan, *anyone* can facilitate the training! Some clients ask supervisors to lead it. Some clients ask Safety staff or Health & Safety reps to deliver it.

If you want an ergonomist to deliver it the first time you run it, contact Carrie@TaylordErgo.com for a quote. Some clients like to have us run a series of kits as annual training, to ease the strain on the safety team.

Does microlearning work?

Yes! A 12-part series of microlearning sessions was piloted for care providers in long-term care homes. The sessions focused on resident handling, optimizing the use of assistive devices, and common resident care tasks. Each session included a practical exercise—often using bathroom scales to demonstrate how small changes in body position can improve strength and efficiency.

The first pilot showed impressive results:

- Employees anticipated that their own productivity, engagement, and work quality would rise **15–18%** if discomfort were reduced (baseline survey indicator only)
- **46% average improvement in end-of-day comfort** after 12 sessions
- Confidence in “knowing the best way to do a task” almost **doubled**
- Workers expect to use the strategies **9.1/10 days**

Could I prove that the microlearning works at my workplace?

Yes! If you purchase a package (at least 8 kits for one target audience), we will provide, at no extra cost, a link to our baseline and follow up surveys. We'll also provide a quick feedback/attendance form.

If you get at least 20 people to complete the baseline AND follow up survey, we'll summarize the results for you, at no extra cost.

What if you don't offer a kit for the task I'm interested in?

Our library is updated frequently – check back often for new offerings! If you have a request, contact Carrie@TaylordErgo.com.

What if I want to share the microlearning with sister facilities?

The license is for a single site. If you're interested in a corporate license, contact Carrie@TaylordErgo.com for a quote. Let Carrie know how many sites, representing how many employees total, would receive the material.

What is the cost?

Microlearning kits start at \$300 each. Some modules require a set of analog (NOT digital) scales – we can help you source scales for \$45 each, or you can order them yourself at [Amazon.ca](https://www.amazon.ca).

A volume discount may apply when you check out with more than 6 kits (any topic). Use discount code **12plus** for more than 12 kits, or **6plus** for more than 6 kits.