

The numbers that matter

Three conditions determine whether microlearning reaches the people who need it.

1



AWARENESS

A worker needs to know that relevant training exists and that it applies to them.



People can't join what they don't know exists.

2



LEGITIMACY & TIME

A worker needs an employer who treats upskilling as a normal part of the job and gives them paid time to do it.



People need permission and time.

3



GUIDANCE

A worker needs someone to connect what is available to what they actually need.



People need help finding the right learning for them.

	 LARGE ORGANISATION	 SMALL FIRM (UNDER 10 PEOPLE)
 AWARENESS	 HR systems surface relevant courses automatically.	 Worker unlikely to hear about what exists.
 LEGITIMACY & TIME	 Manager encourages participation; learning is in working hours.	 No dedicated training budget; learning happens in personal time, if at all.
 GUIDANCE	 Internal L&D team or line manager connects content to role.	 No intermediary; worker navigates alone.
 RESULT	 Microlearning works.	 Microlearning doesn't reach them.



Digital Skills & Jobs Platform

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