

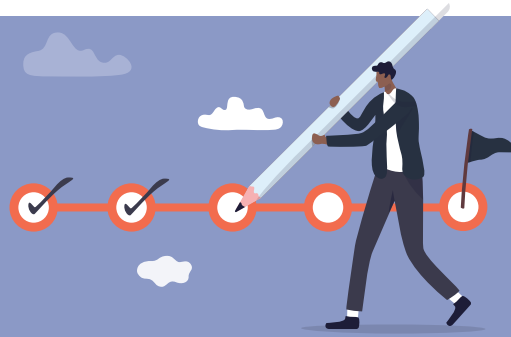
The Secondary Impacts Faced by Returning Citizens

A large percentage of returning citizens may lack job readiness skills due to several factors. Firstly, many incarcerated individuals have limited access to education and job training programs while in prison, which makes it difficult for them to develop skills that are in demand in the current job market. Additionally, incarceration creates significant gaps in work experience, making it challenging to find employment after release. Moreover, many employers may be hesitant to hire individuals with criminal records, which further limits the job opportunities available to returning citizens. While no one solution is going to alleviate the gap in experience that incarceration creates, there are tools that can help meet these individuals where they are and offer them an opportunity to build towards job readiness.



Using New Tools To Build Bridges

Microlearning is a method of delivering content in small, easily digestible chunks that learners can consume in short bursts. This approach has become increasingly popular due to its effectiveness in addressing the limitations of traditional learning methods. Microlearning offers several benefits, such as increased engagement, better retention, and improved application of knowledge. Microlearning tools can offer new ways to provide education and skill development for people who have been traditionally underserved due to lack of access.



Using Technology Supports as a Catalyst

Returning citizens face several challenges when re-entering society, including finding stable employment. Often, these individuals have gaps in their education and work experience, making it difficult to acquire the skills needed for successful re-entry. Here are some of the ways microlearning can help returning citizens:



Flexibility: Microlearning allows learners to access content at their convenience, making it easier for them to fit learning into their busy schedules. Returning citizens may have obligations such as probation appointments or court-mandated programs, making it difficult for them to attend traditional classroom-based training. With microlearning, they can access content at any time and from anywhere, improving engagement and retention.(Bhatti, 2018)



Bite-sized content: Microlearning presents content in small, easily digestible chunks that are easier to understand and remember. This approach is particularly beneficial for learners who have been out of school for an extended period or have limited education. By breaking down complex concepts into smaller pieces, microlearning makes it easier for learners to understand and apply what they've learned.



Interactive learning: Microlearning often uses gamification and interactive elements to engage learners actively. For returning citizens, who may have had negative experiences with traditional schooling, gamified content can be a refreshing and motivating approach. Gamification can also help build confidence and foster a sense of achievement, which is essential for learners who may be struggling with low self-esteem.(Acar, 2018)



Person Centered: Microlearning can be tailored to meet the specific needs of individual learners. For returning citizens, who often have unique challenges and needs, personalized content can be especially helpful. Microlearning allows trainers to create content that addresses the specific needs of the learners, which can help them acquire skills more efficiently. (Graffam et al., 2005)

Conclusion

Returning citizens face significant barriers when trying to re-enter society, and being ready and able to find a job is critical. Microlearning presents a unique opportunity to reach this population on their terms by providing flexible, bite-sized, interactive, and customized content. Microlearning can also help build confidence and a sense of achievement, which is essential for individuals who may be struggling to reintegrate into their communities.

Appendix

eLearning Industry. (2018). Microlearning in e-learning - why you should adopt it. <https://elearningindustry.com/microlearning-in-elearning-why-you-should-adopt>

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