

Digital Learning Realities 2025

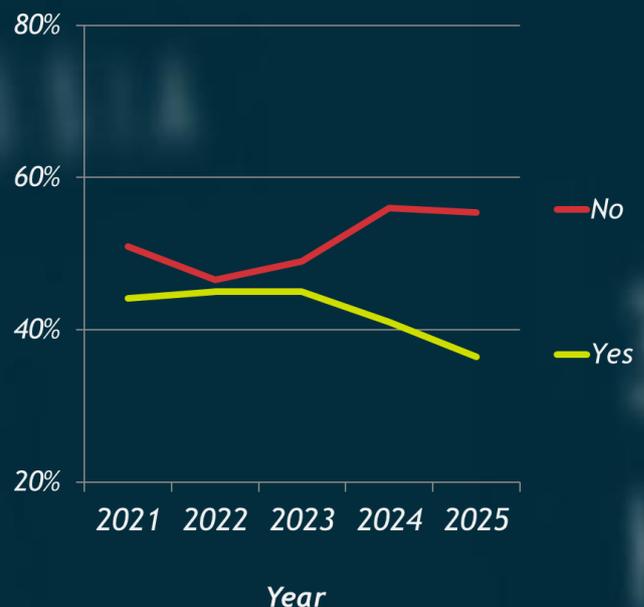
Delivering an Effective Learning Experience

Most L&D professionals don't think their learning systems are fit for the modern workforce

As we highlighted in 2024, a stubborn majority of learning technology buyers continue to be underwhelmed by their learning platforms. When asked if their learning platforms are fit for the modern workforce, less than four in ten agreed. The bad news is that the gap between those who are positive and negative about their experience has grown again this year.

Remember that there was a step change in expectation in the years immediately following the pandemic. 2025 saw the number of advocates shrink by 5%. This is a level of dissatisfaction we have not seen before, with over half reporting negative sentiment about their learning technology solutions.

Do you think your current learning platforms are fit for the modern workforce?



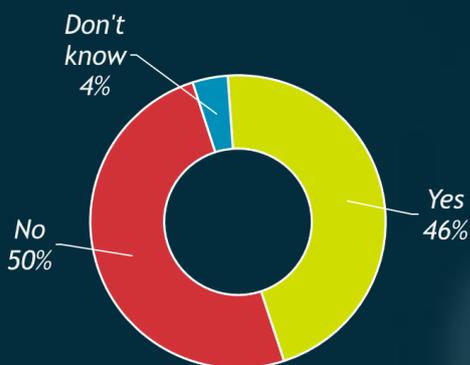
L&D teams using a dedicated learning system or suite are over twice as likely to say their solution is fit for the modern workforce than those using the learning module of an HR suite

> 2X

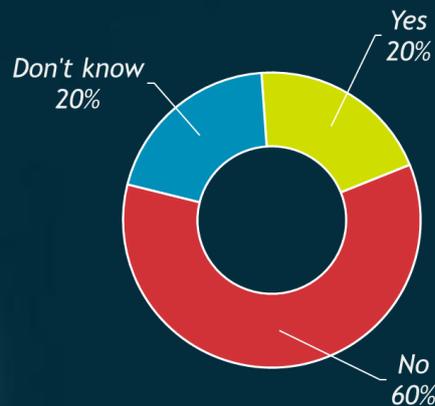
HR suites are failing to deliver a compelling learning experience in the eyes of L&D professionals. There is a strong sense that by using a learning module in from their HR solution they are compromising their learning offering. With only 20% of HR suite users saying their current learning is fit for the modern workforce, HR Suites have fallen significantly behind their LMS and LXP specialist counterparts. From an HR systems architecture point of view there are real challenges in defaulting to HRIS systems as the primary learning platform. How much that can be redressed as we enter the age of AI-enabled learning is hard to tell. But the initial indications are that HRIS platforms are unlikely to bridge the gap any time soon, but if Learning Systems fail to innovate their dominance could be at risk.

Do you think your current learning platforms are fit for the modern workforce?

Single Best of Breed Learning Platforms



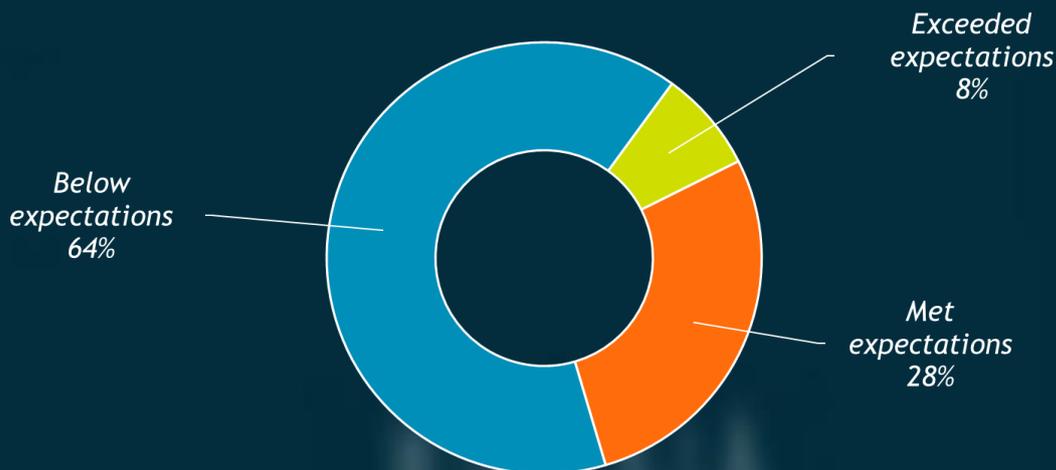
Learning Module in an HR Suite



L&D teams still don't think their LMS and LXP meets their expectations for AI functionality

In line with our research findings in 2024, when it comes to the implementation of AI features to support the learning experience both LMS and LXP providers are lagging significantly behind the expectations of their customers. Almost two in three L&D professionals think their current LMS or LXP isn't delivering adequately on AI in learning innovation. And less than 10% are seeing their AI expectations exceeded. For all the talk of AI revolutionising learning, this has yet to truly materialise. Today, AI's impact on learning is more about operational efficiencies and how L&D resources itself, rather than transforming the effectiveness of how people learn in the corporate context.

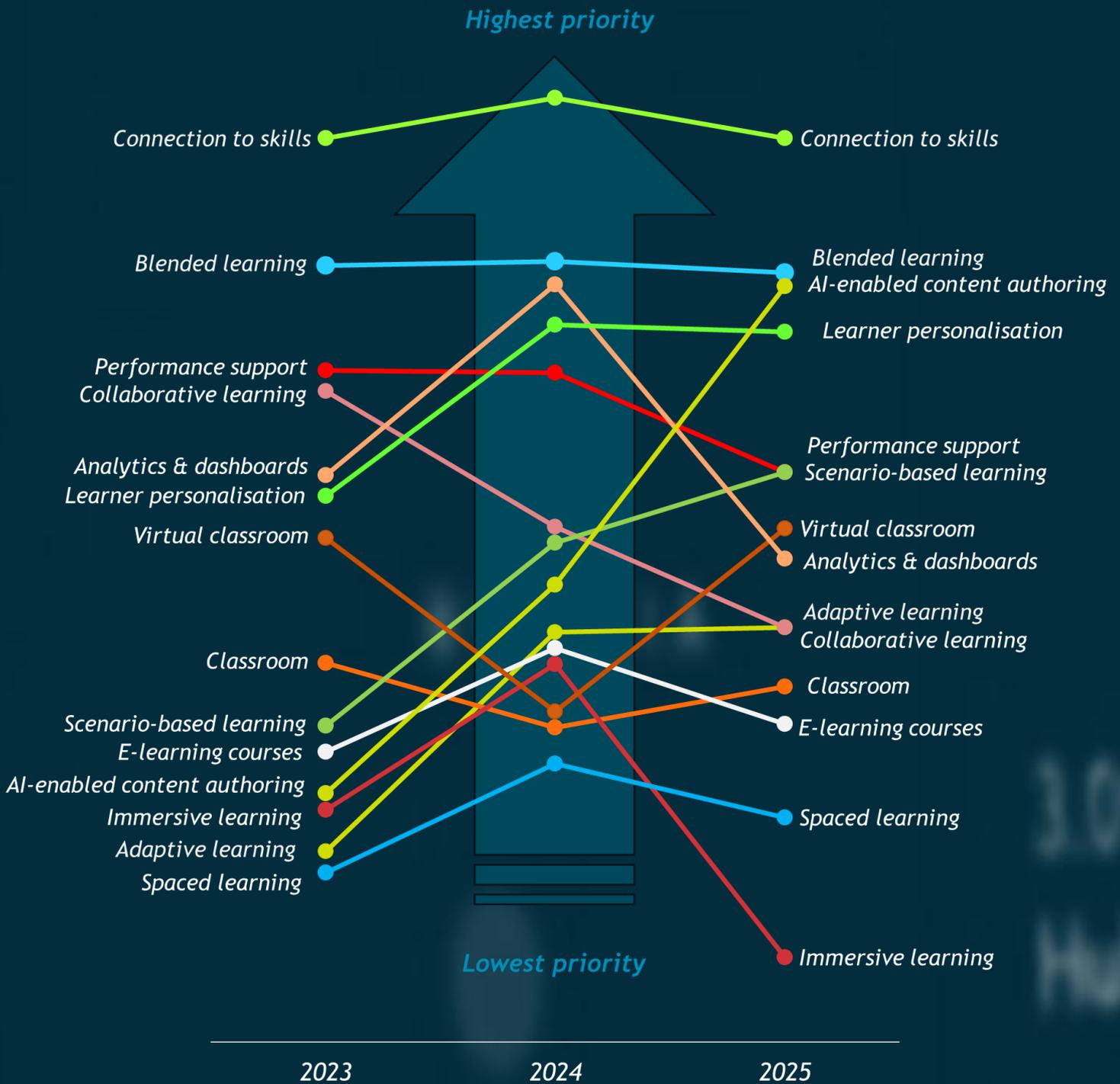
How well does your current LMS or LXP meet your expectations for AI?



Skills and blended learning dominate organisational priorities for learning experiences, with scenario-based and adaptive learning rising rapidly up L&D's agenda. And did we mention AI-enabled content authoring? ;)

Being successful with skills and blended learning continues to be the high on L&D teams' agendas with over half citing skills as their 'highest priority' for enhancing learning over the coming year. But the most significant movers up the L&D priority list appear to be AI-enabled authoring, adaptive and scenario-based learning, which have risen noticeably up the learning experience priority list, whilst the interest in addressing collaborative and immersive learning (AR & VR) seems to have waned this year. At the root of this is the increased focus on skills building through the enablement of more practice and rehearsal. It is perhaps no coincidence that the rise of AI has made it easier to create the adaptive scenarios that are so pivotal to honing a skill or proficiency. It's never been easier or cheaper to build scenario-based learning.

What are your L&D team's priorities for enhancing your organisation's learning experiences over the coming year?



Sources of Information & Background

As Europe's #1 HR industry analyst, Fosway is uniquely positioned to help the industry with independent research on these issues. More information and insight on our research will be made available on www.fosway.com

Fosway Group conducted the survey of its corporate research network and Learning Technologies Show conference attendees in partnership with Closer Still between April 2025 to August 2025. Responses were gathered from CHROs, Talent & L&D Directors, Managers and Learning, Talent & HR Technology professionals.

Results are drawn primarily from enterprise organisations in Europe and the survey includes responses from 333 individuals. Over 75% of respondents are based in European organisations, and over 50% have a global role.

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