

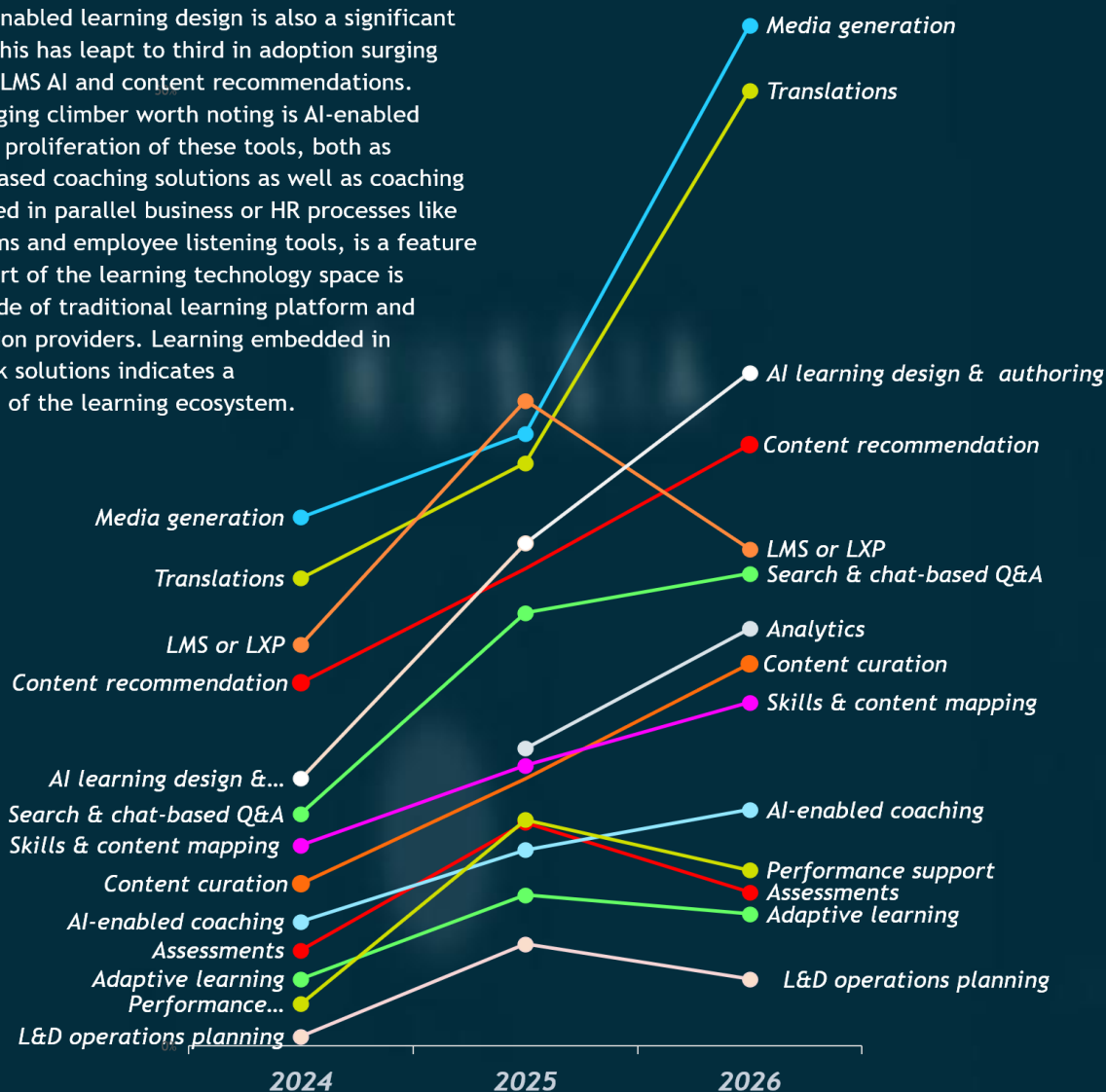
Digital Learning Realities 2026

AI in Learning - Current and Emerging Adoption

AI use has accelerated significantly for media generation, translation and AI powered learning design

The acceleration of AI in media generation, translation and learning authoring is significant. And whilst all applications of AI in learning have grown over the past three years, it's in media and translations where adoption has boomed and these use cases stand head and shoulders above all others. They are low-risk applications, and the explosion of these tools more generally makes them a safe bet. The rapid growth of AI-enabled learning design is also a significant feature, and this has leapt to third in adoption surging ahead of LXP/LMS AI and content recommendations. Another emerging climber worth noting is AI-enabled coaching. The proliferation of these tools, both as specialist AI-based coaching solutions as well as coaching tools embedded in parallel business or HR processes like Microsoft Teams and employee listening tools, is a feature of how this part of the learning technology space is evolving outside of traditional learning platform and learning solution providers. Learning embedded in specialist work solutions indicates a fragmentation of the learning ecosystem.

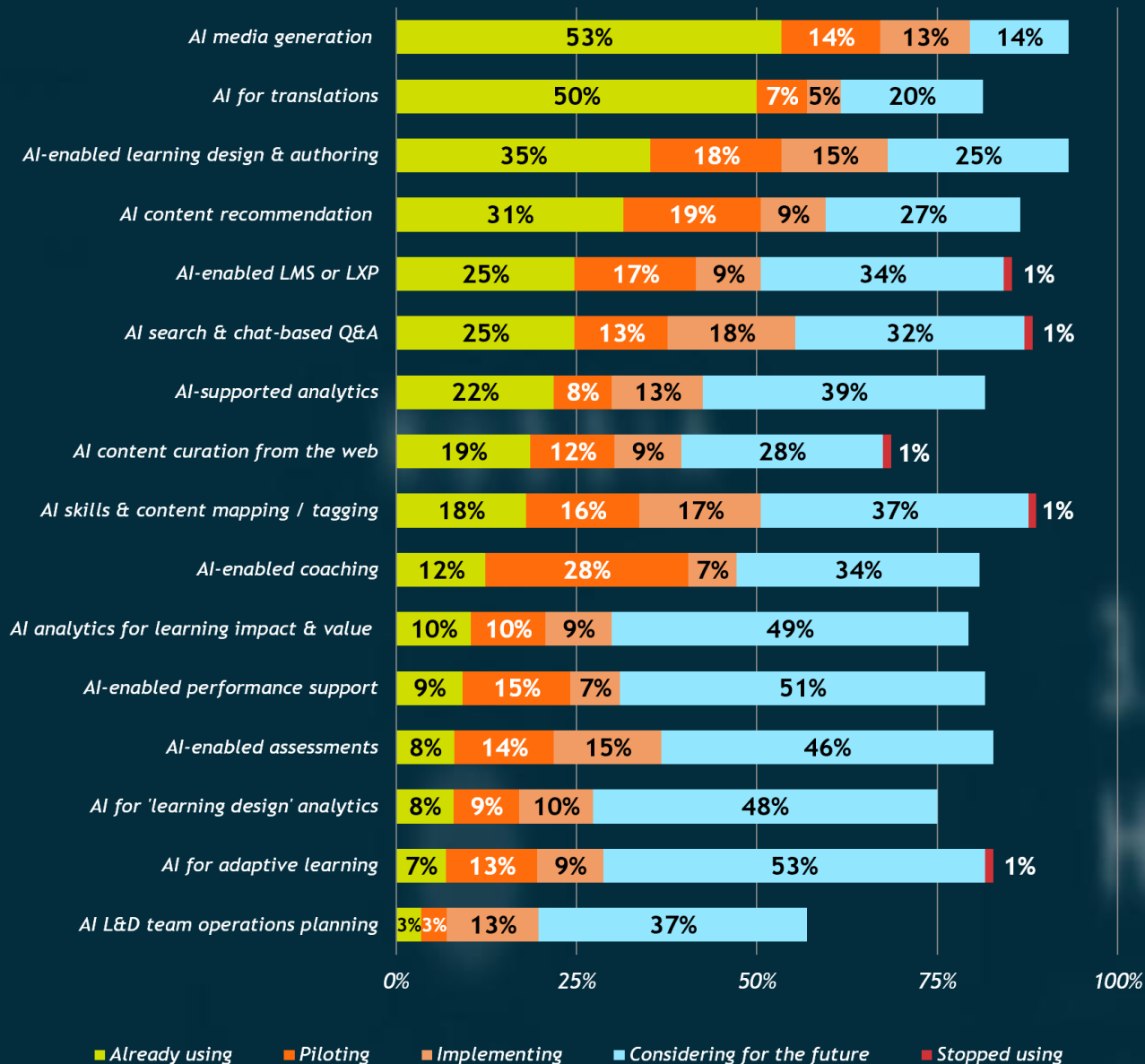
What AI learning tools or systems are you already using today?



With AI-enabled coaching a major focus for AI pilots, it could overtake LMS or LXPs as the dominant touchpoint of AI in learning which could change everything

With over one in four learning teams piloting AI-enabled coaching the learning experience looks like it is in the brink of being profoundly changed. The main touchpoint in the learning experience has always been the LMS and LXP, but if these pilots prove successful, and that is a big ‘if’, AI coaches could start to overtake LMS and LXP’s as the primary entry point for learning. Now such is the dominance of LMS / LXPs in the learning market, we are not saying this marks the demise of those learning systems. But, at the point digital coaches become the preferred gateway for learners, that does truly shift the learning ecosystem, to a place where the traditional learning system is subservient to someone else’s interface. We already see this behaviour in our day-to-day experience of web search engines, which no longer take you to web sources, but provide you with an immediate answer. The risk for learning platforms is they too become disintermediated and superseded in the learning experience as these chatbot touchpoints become increasingly common features in the learning experience.

What AI learning tools or systems are you using, piloting, implementing, considering or stopped using?



AI use in skills development is becoming a key accelerator in transforming the learning experience, but it's a common weakness in the learning tech stack

We know elsewhere in this year's Digital Learning Realities survey that connecting learning to skills is the #1 top priority for L&D teams learning enhancing the learning experience. Skills is the standout priority for 2026. We also know that only 18% are harnessing AI in skills, and of that only 4% think their approach to skills management is very good. Skills is a theme which is high priority. But today progress and successful adoption has been low. But things are changing fast. Skills is one of the strongest growth areas for piloting and implementing new AI-based solutions. One in three have a skills-focused pilot or implementation in play for 2026. And with as many L&D teams considering skills projects for the future - the active use of AI in skills is pushing it to become a mainstream learning experience as we look ahead to 2027. This is a very positive move, but there are also reasons to tread carefully. Only 10% think their use of AI in skills is proving very effective, so there is clearly some complexity and effort required to make skills a successful part of the learning ecosystem, which L&D teams will need help with to guarantee success.

Few learning teams believe they are advanced in the adoption of AI in the learning experience

But despite all the hype and potential when we focus in on the impact AI is having on the day-to-day learning experience this is still an emerging area, and L&D professionals who consider themselves experts in the use of AI for personalisation workflow learning and using AI is barely better than one in ten. This is still a nascent area of expertise for L&D teams, and although the adoption of digital coaches may provide the launchpad to resolve workflow learning, personalisation and the acceleration of AI-delivered content in one go, we are starting from a low base of L&D teams who feel advanced in these tools and there is uncertainty about the positive response of learners to this evolution in the learning experience.

How advanced is your use of technology to support the learning experience?



11%

advanced with
AI



14%

advanced with
**workflow
learning**



10%

advanced with
personalisation



10%

advanced with
digital coaches

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 February 2026 to April 2026. 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 334 individuals. Over 77% of respondents are based in European organisations, and over 62% have a global role.

 www.fosway.com
 Info@fosway.com
 [+44 \(0\)20 7917 1870](tel:+442079171870)

