

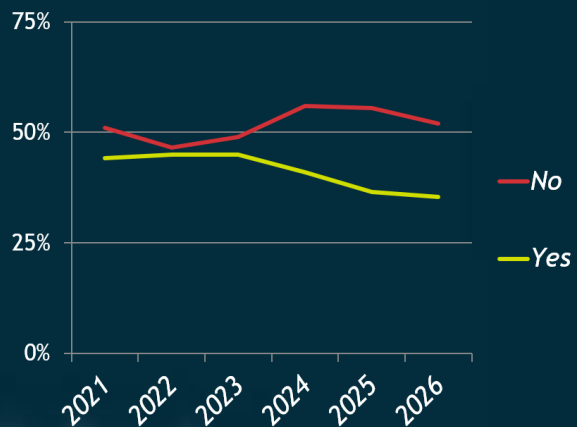
Digital Learning Realities 2026

Learning Platforms and the Modern Learning Experience

The belief that learning platforms are fit for the modern workforce falls to a six-year low

Learning platforms are failing to keep up with expectations. Over the past six years there has been a 10% decline in the percentage of learning professionals' who believe that their learning platforms are fit for the modern workforce. And this year that figure fell to a six-year low. The level of advocates for their learning systems is slowly dwindling - with only one in three thinking their learning platforms are fit for the modern workforce. Much of this is driven by inflated expectations, but also the slow pace of innovation across most learning system providers. With the exception of a few market leaders a learning systems revolution from AI has yet to really reach a tipping point for most buyers.

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



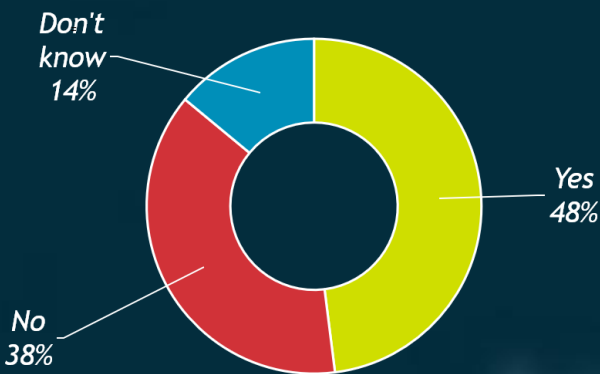
L&D teams using a specialist learning system are three times more likely to say their solution is fit for the modern workforce than those using the learning module of an HR suite

> 3X

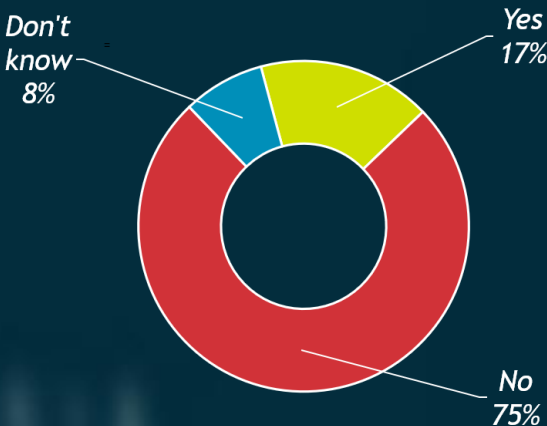
HR systems are failing to deliver a compelling learning experience. For most learning teams, using a learning module from an HR system is unlikely to deliver a world-class learning experience - at least in the eyes of L&D professionals. This year only 17% of HR suite users say their HR learning solution is fit for the modern workforce. But that's no reason for specialist learning systems to rest on their laurels. And perhaps are we on the edge of a major shift - AI is beginning to change the game. Nowhere is this more apparent than with Workday's acquisition of the Sana Labs. A matter of months in and Sana learning is catapulting Workday's learning proposition into a whole new AI-led direction. So, whilst HRIS platforms are unlikely to bridge the gap any time soon, there is a fragility for standalone learning platforms which could see their advantage evaporate if they fail to innovate in the right areas fast enough. And this is a huge challenge for suppliers and buyers. Such is the pace of innovation that the solutions of the past aren't guaranteed to be the secure options for the future, and it is dangerous to believe the status quo won't change.

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

Single Best of Breed Learning Platforms



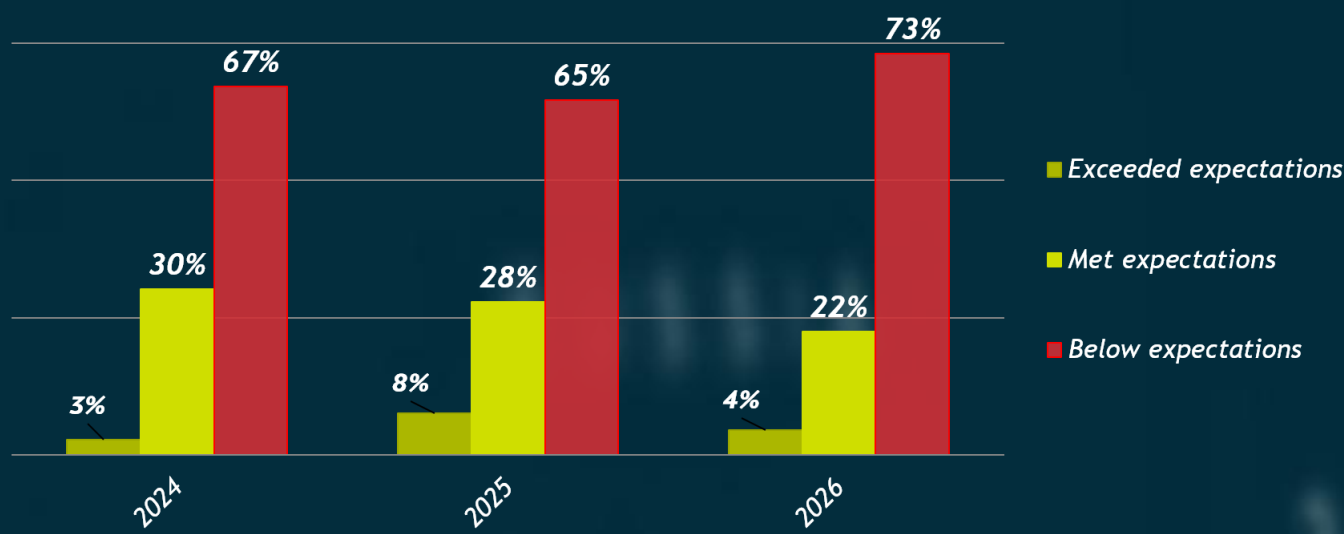
Learning Module in an HR Suite



Learning Systems are failing to keep pace with the expectations for AI functionality from L&D teams

Over the past three years Learning System providers have failed to keep pace with the expectations of learning professionals. In a significant leap on previous years now three in four L&D professionals think that their current Learning System isn't delivering adequate levels of AI in learning innovation. And in a worsening on last year's results - now less than 5% are seeing their AI expectations exceeded. As we commented last year, for all the hype about AI revolutionising learning, another year has passed and this has yet to truly materialise for most Learning Systems users. Investment in innovation is key, and those providers who are unable to find adequate funding to accelerate their AI functionality may find themselves increasingly failing to keep pace and eventually fall out of favour with their customers.

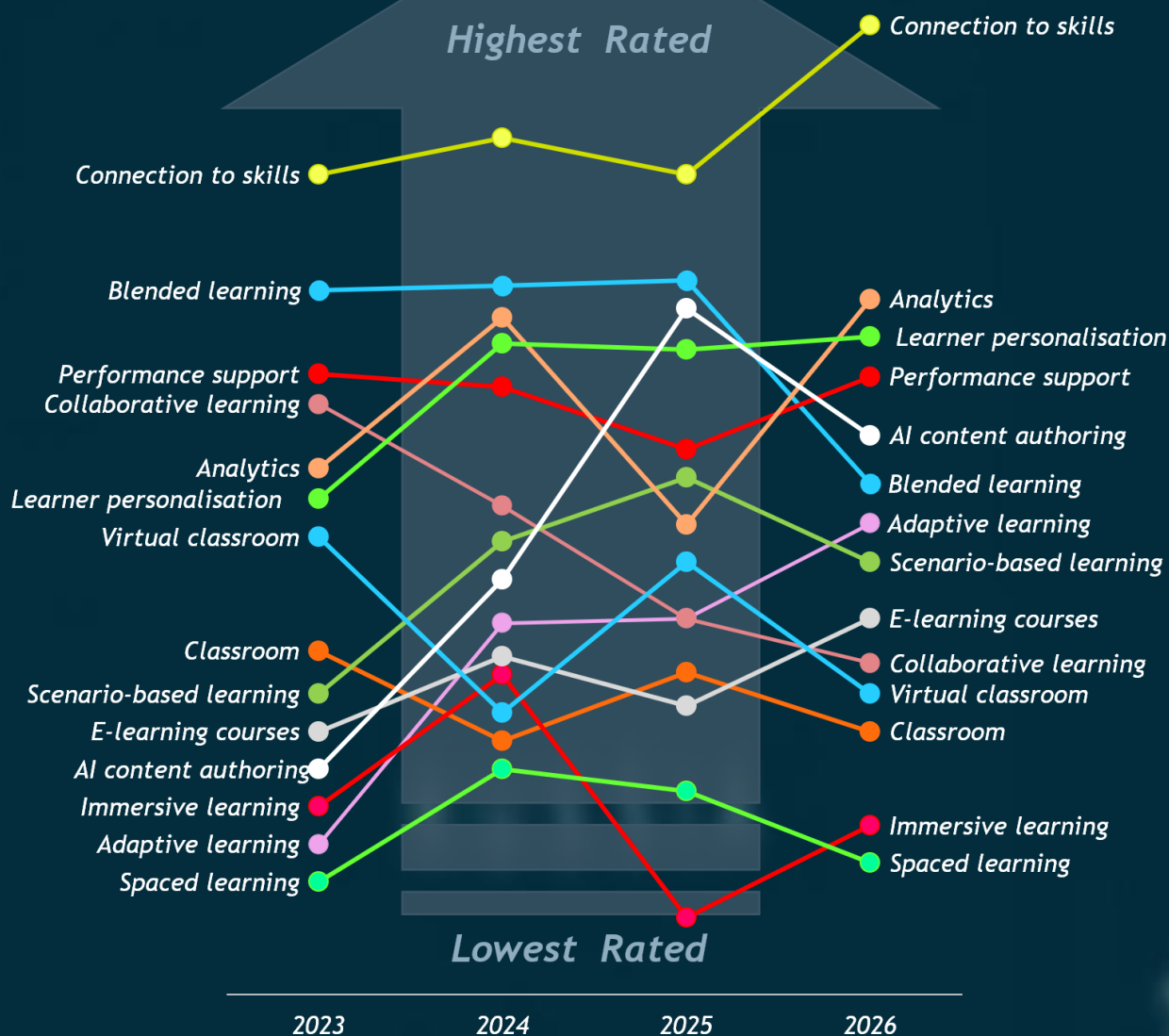
How well does your current Learning System meet your expectations for AI?



Skills, analytics, personalisation and performance support lead learning professionals' priorities for the learning experience

The four-year trends behind enhancing the learning experience see some interesting shifts. The connection to skills has established an even greater lead over L&D priorities and underpins skills as the hot topic that dominates all other learning innovations. Analytics continues to rise as learning becomes a more intelligence-led function - leaping over the past four years from fifth to second highest rated. Personalisation has also moved its way to the top three learning priorities, just nudging ahead of performance support and AI-enabled content authoring. Another significant climber up L&D's priorities is adaptive learning. It's a space that has had a faltering following and mixed levels of execution. Adaptive learning is currently a niche play, and few providers have been able to implement it well. But the advent of AI learning coaches into this space seems a major disruption, and it will be interesting how the priority given to adaptive learning leans towards traditional adaptive platforms, or if AI-enabled learning coaches embedded in solutions like Microsoft Copilot eventually win the day. We are approaching a convergence of adaptive, personalised and skills-focused learning that is evolving rapidly, and buyers need to be wary of the choices they make. But of those falling in priority, it's blended learning, classroom and virtual classroom approaches that catch the eye. A focus on people-centred learning experiences seem to have waivered this year as learning teams embrace to help them scale and personalise. Let's hope learning teams can judiciously make sure that they also keep learning experiences human as they embrace innovation.

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 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

