

Digital Learning Realities 2024

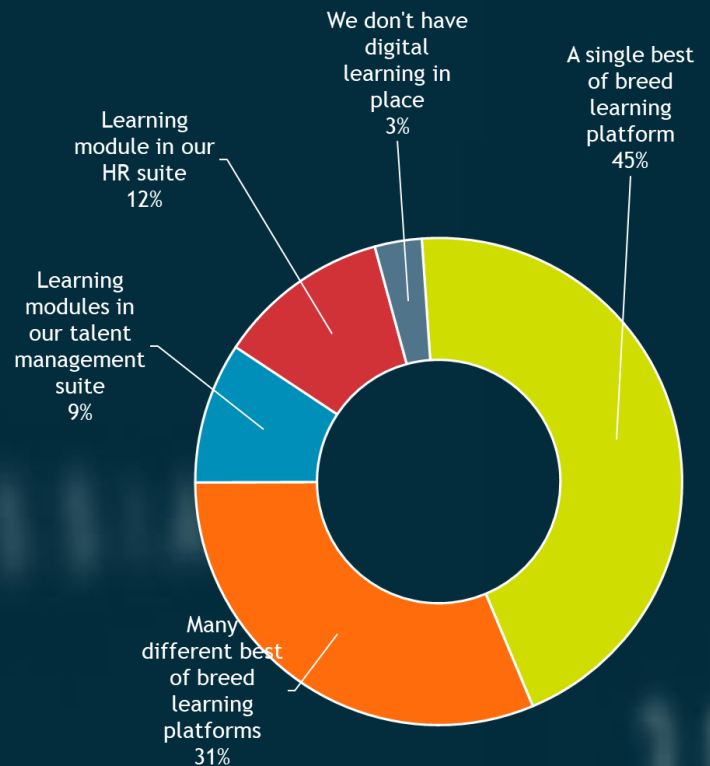
The NEW Learning Technology Landscape

'Best of breed' LMS and LXP solutions dominate the learning technology landscape

Despite an increased focus on learning functionality from HCM vendors, only 12% of organisations are using the learning module in their HR or HCM platform. HR solutions are not winning this segment of the market, with only 9% of L&D teams using the learning module from their talent management suite. Specialist solutions are in the lead. The majority, 76%, use a best of breed, or multiple best of breed learning systems to manage and support the learning experience.

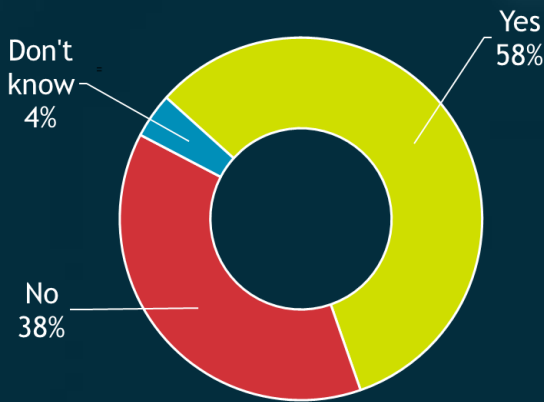
But the bigger story is the inability of generic HR suites to meet the needs of the modern workforce. The difference between those who think their solution is fit for the modern workforce between HR suites and learning specialists is dramatic. Only 23% of HR suite users think the learning module is fit for the modern workforce compared to 58% of learning teams using best of breed solutions.

How does learning in your organisation fit with the rest of your HR technology infrastructure?

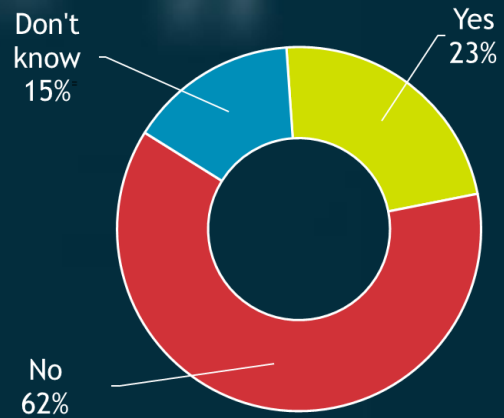


Do you think your current learning platforms are fit for the modern workforce?

Single Best of Breed Learning Platforms



Learning Module in an HR Suite



The inability of HR Suites to satisfy L&D teams' expectations with learning modules in their HR platform has been a long-term trend from of the past five years. And as we look out to 2025, there is little to make us believe this will fundamentally change. The only catalyst for change is likely to be AI's ability to redefine the very nature of the learning experience. But so far HR solution providers have shown little to make us think they are able to produce the radical innovations that might change the learning systems market, despite their ability to invest in their solutions.

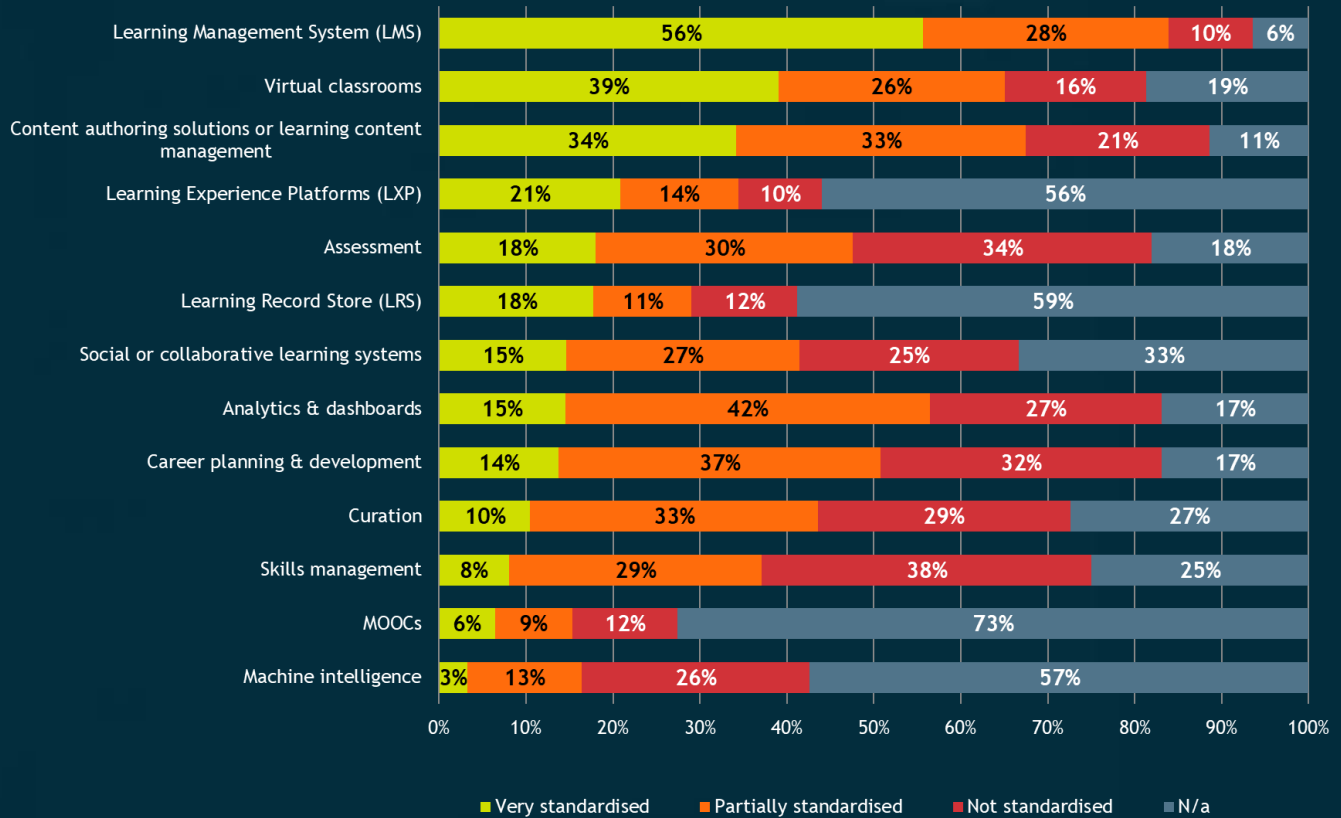
2X

Organisations using 'Best of Breed' learning platforms are over twice as likely to agree their solution is 'fit for the modern workforce' than those using a learning module from an HR Suite.

Except for LMSs, learning platforms remain fragmented with limited systems standardisation

With typically, less than 40% on average having a very standardised learning technology architecture, there is significant opportunity for buyers to gain efficiencies and cost savings through learning system consolidation, not only from license consolidation, but also through L&D team operating costs. But, of all the different systems and their overheads, it's the lack of standardisation around skills that should one of the greatest causes for concern. That only 9% have a very standardised systems architecture for skills is potentially crippling. Especially as skills continues to be a major strategic priority for learning teams. The lack of cohesion in skills management is debilitating to an effective employee experience across career development, internal talent mobility, strategic workforce planning and development. Creating continuity and consistency for skills across the employee lifecycle possibly one of the most pressing projects for HR, let alone learning, and the current limited progress around skills management represents a huge barrier to enabling 'skills powered' organisations.

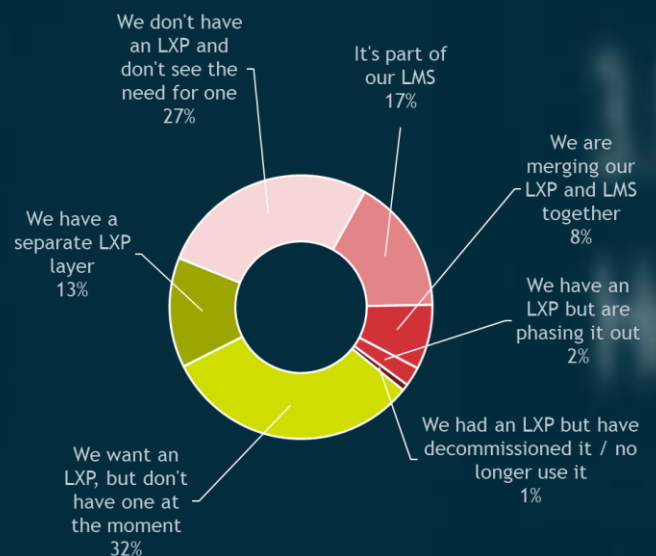
How standardised are the digital learning platforms across your organisation?



LXPs look like becoming a redundant part of the learning landscape

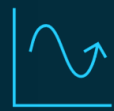
Almost 10 years on from when the term 'LXP' was first coined, and it appears that it is slowly fading from L&D teams' agendas. Less than one in three wants an LXP, and for 58% they have either relegated their LXP functionality into their LMS or don't see the need for it. If this trend continues, this provides the prospect of the LXP becoming a redundant part of the L&D technology stack. The need to reduce costs and simplify the learner experience are two reasons that LXPs are becoming more marginalised as a learning systems strategy. This is especially true given that there are potentially more transformative solutions such as adaptive and scenario-based learning which can deliver an enhanced learning experience.

Do you have an LXP in your learning technology stack?



How do you expect your demand for digital learning platforms to change in the future?

Respondents who expect to 'USE MORE'



77%

Analytics



78%

Skills management



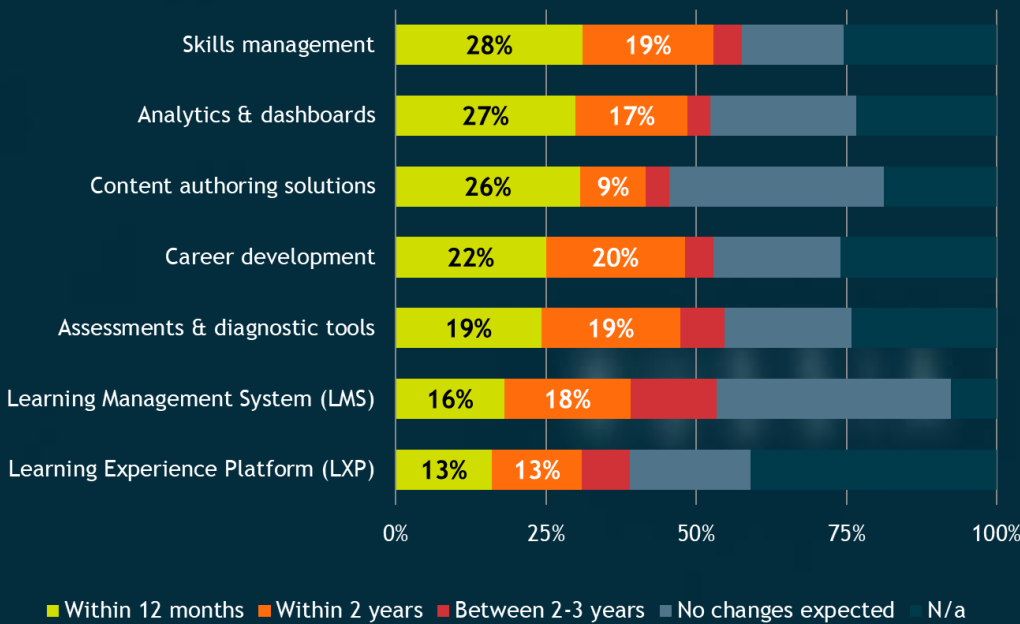
71%

Collaborative learning

Analytics and skills are in the hottest demand for future learning platforms

Analytics and skills are the top solutions priorities for L&D teams. Almost 80% say they expect their demand for analytics and skills management solutions to increase in the future. This underpins a significant shift in the expectations of learning solutions, and all too often they are unable to adequately deliver on the skills promise.

When do you intend to change your learning platforms in the future?



But the clock is ticking. Just to emphasise the point, our survey shows a clear impetus behind skills and analytics when L&D teams intend to change their learning platforms.

Around 40% expect to change their skills and analytics solutions within in the next two years. These are not only a strategy imperative in terms of their priority; they are also an imperative in terms of the urgency placed in implementing them sooner rather than later.

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 January 2024 to July 2024. 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 434 individuals. 85% of respondents are based in Europe, and over 51% have a global role.

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