



# Trends in Learning Technology

## Executive Summary

Advances in technology drive continual changes in business, education, and daily life. A growing selection of learning platforms equip learning and development (L&D) professionals with a multitude of ways to inform, teach, support, connect, and engage people at any time, any place, any scale—small, medium, or massive. Enabled by technology, L&D's solutions are becoming more adaptive, collaborative, direct, effective, and instantly available.

For a long time, L&D's core technology was the learning management system (LMS). Today, organizations are creating learning and performance ecosystems using a broad set of tools and platforms. With all the benefits technology offers, L&D leaders must make complex decisions about which platforms will best support their strategy and fit their culture.

This report examines a variety of learning platforms and incorporates survey data to explore how they are used by L&D.

### Technology platforms covered

- Adaptive learning platforms
- Augmented and virtual reality
- Knowledge bases
- Learning experience platforms
- Learning management systems
- Learning record stores and xAPI
- Microlearning platforms
- Performance support systems
- Social collaboration platforms
- Talent management systems

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