

10 top learning experience platforms to use in 2026 - TechTarget

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Executive Summary

This article addresses the growing corporate demand for Learning Experience Platforms (LXPs) as organizations seek to improve employee engagement, skill development, and retention in remote and hybrid work environments. The authors argue that LXPs represent an evolution beyond traditional Learning Management Systems (LMS), shifting from administrative tracking toward personalized, socially enriched, and AI-driven learning experiences. The article presents a curated list of ten LXP vendors — including Axonify, Degreed, Cornerstone LXP, Valamis, Sana Learn, Learn Amp, Learning Pool, 360Learning, GoSkills, and Juno Journey — alongside a detailed breakdown of key platform features such as AI personalization, gamification, social learning, mobile capabilities, and analytics. The vendor descriptions are drawn from web research, the author's personal experience, and third-party review platforms including Gartner, G2, and Forrester. The article concludes that while all platforms share core LXP capabilities, differentiation lies in specialized focus areas such as frontline worker training, collaborative course development, or small business suitability.

Key Insights

1. LXPs are distinguished from LMS platforms primarily by their emphasis on personalization, content accessibility, and social learning rather than administrative tracking.
2. AI integration is now a baseline expectation in LXPs, encompassing content recommendations, conversational search, automated skills tagging, and generative content creation tools.
3. Learning and development is increasingly positioned as a retention and talent acquisition tool, with job seekers placing high priority on development opportunities when evaluating employers.

Practical Takeaways

- Organizations evaluating LXPs are described as benefiting from forming a cross-functional buying team that includes HR, IT, department managers, and end-user employees to assess platform features holistically.
- Key differentiating features across LXP vendors include frontline worker focus (Axonify), collaborative course creation (360Learning), combined LMS-LXP functionality (Valamis, Learn Amp), and small business orientation (GoSkills).

Critical Analysis

Strengths: The article provides a structured, feature-by-feature evaluation framework useful for procurement decisions, and covers a reasonably broad range of vendors across different market segments. **Limitations:** The list is explicitly unranked and based partly on the author's personal experience and vendor-supplied information, introducing potential selection and promotional bias. No independent performance data, user outcome metrics, or comparative studies are cited to validate vendor claims. The article does not include pricing information, customer satisfaction data, or adoption statistics. The methodology for inclusion is vague — 'web research' and 'the author's personal experience' are not reproducible or peer-reviewed criteria. Several vendor descriptions appear to closely mirror marketing language from vendor websites, reducing analytical independence.

Organizational Practice

The article describes organizations using LXPs to deliver personalized learning content, track employee skill development, assign learning based on identified skills gaps, and support onboarding. Cross-functional buying teams involving HR, IT, managers, and employees are described as the vehicle for platform evaluation and selection. Some organizations are described as using LXPs alongside existing LMS platforms in a complementary architecture.

Strategic Implications

The article reflects a market trend toward convergence of LMS and LXP functionality within single platforms, suggesting vendor consolidation and feature parity may reduce differentiation over time. The acquisition of Sana Learn by Workday in November 2025 illustrates ongoing consolidation of the LXP market into larger HR technology suites. The emphasis on AI-driven personalization and skills gap identification across nearly all vendors points to skills-based talent management as a structuring principle in corporate learning infrastructure. The growing overlap between LXP features and performance management — as seen in Learn Amp's optional performance management module — indicates potential convergence between learning and performance systems.

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