

Learning Platforms Buyers Guide

Software Provider and Product Assessment

**EXECUTIVE
SUMMARY**

***iSG** Research



Key Takeaways

Learning platforms have evolved beyond traditional learning management systems into broader workforce development environments that combine formal administration, compliance, personalized experiences and skills development. Enterprises increasingly expect a single platform to balance governance with engaging, skills-aware learning, while integrating into the broader HCM ecosystem. AI, skills and job ontologies, personalized recommendations and ecosystem integration are strengthening the connection between learning activity and workforce readiness.

Software Provider Summary

The ISG Buyers Guide™ for Learning Platforms evaluates 26 software providers offering products that support formal learning administration, compliance management, learner experience and skills development. The research ranked the top three overall as Oracle, Schoox and Cornerstone. Absorb, Cornerstone, Docebo, HiBob, LearnUpon, Oracle, SAP, Schoox, Skillsoft and Workday were rated Exemplary, with 360Learning, CYPHER and Sana rated Innovative. Dayforce, D2L and isolved were rated as providers of Assurance, and Acorn, Adobe, Anthology, BizLibrary, Cegid, Learning Pool, Litmos, Moodle, PeopleFluent and Thrive were rated providers of Merit.

Product Experience Insights

Product Experience, representing 80% of the evaluation, focuses on Capability (50%) and Platform (30%), including adaptability, manageability, reliability and usability. Cornerstone, Oracle and Schoox were the Product Experience Leaders. The evaluation encompasses formal learning administration, compliance management, learner experience, skills awareness, recommendations, analytics and ecosystem integration, supporting personalized and auditable learning across workforce development contexts.

Customer Experience Value

Customer Experience, representing 20% of the evaluation, focuses on validation and TCO/ROI. Oracle, Schoox and SAP were the Customer Experience Leaders and best communicate commitment and dedication to customer needs. Providers with lower performance may lack sufficient information demonstrating customer success, commitment to customer experience or measurable value through TCO/ROI.

Strategic Recommendations

Enterprises should evaluate learning platforms based on the ability to combine strong learning governance with personalized, skills-informed experiences. Assessment should prioritize compliance administration, skills and job ontologies, recommendations, mobile accessibility, analytics and integration with HCM, identity, collaboration and content ecosystems. Organizations should also evaluate AI capabilities that reduce administrative effort and improve learning relevance, while remaining explainable, controllable and aligned with enterprise governance requirements.



The Findings

The software providers and products evaluated in this research offer product and customer experiences, but not every feature is equally valuable to every enterprise or is needed to support the relevant business processes and use cases. Moreover, having too many product capabilities may be a negative factor for an enterprise if it introduces unnecessary complexity. Nonetheless, you may decide that a more comprehensive set of capabilities is important and meets your enterprise's requirements.

An effective customer relationship with a software provider is vital to the success of any investment. The overall customer experience and the full lifecycle of engagement play a key role in ensuring satisfaction and long-term success. Providers with dedicated customer leadership, such as chief customer officers, tend to invest more deeply in these relationships and prioritize customer outcomes in line with TCO and ROI expectations. It is equally important that this commitment to customer success is evident throughout the provider's website, the buying process and the customer journey.

Overall Scoring of Software Providers Across Categories

The research finds Oracle atop the list, followed by Schoox and Cornerstone. Providers that place in the top three of a category earn the designation of Leader. Oracle and Schoox have done so in five categories, Cornerstone in three and SAP in two.

Learning Platforms Overall

Providers	Grade	Performance
Oracle	A-	Leader 84.0%
Schoox	A-	Leader 83.2%
Cornerstone	A-	Leader 82.6%
SAP	B++	78.9%
Skillsoft	B++	75.4%
Workday	B++	75.3%
LearnUpon	B+	73.8%
Docebo	B+	73.6%
Sana	B+	72.2%
HiBob	B+	72.2%
Dayforce	B+	71.5%
360Learning	B+	70.8%
Absorb	B+	70.6%
CYPHER	B+	70.4%
D2L	B+	69.9%
Thrive	B+	69.8%
Learning Pool	B+	69.6%
Cegid	B+	69.0%
Anthology	B+	69.0%
Litmos	B	68.1%
BizLibrary	B	65.9%
Moodle	B	65.5%
Acorn	B	65.3%
PeopleFluent	B	64.9%
isolved	B	63.4%
Adobe	B-	61.0%



Source: ISG Research
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Matthew Brown leads the HCM software expertise at ISG. With over two decades of experience, Matthew guides HR and business leaders through his research covering the full range of HCM processes and software. Topics include employee experience, learning management, payroll management, talent management, total compensation management and workforce management.



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Robert Kugel leads business software research for ISG. His team covers technology and applications spanning front- and back-office enterprise functions, and he personally runs the Office of Finance area of expertise. Rob is a CFA charterholder, a published author and a thought leader on integrated business planning (IBP).