

A RESEARCH-BACKED GUIDE

# Best LMS Compared: 20 Top Learning Management Systems (and What They're Best For)

Compare 20 leading learning management systems, backed by insights from more than 50 HR, L&D, and training professionals



# Table of contents

Introduction

3

Methodology

4

20 best LMS platforms compared

6

Best LMS by use case

20

What to look for in an LMS to deliver a better learning experience

25

Learning Management System FAQs

27

Ready to choose your LMS?

28

# Introduction



**The best LMS is the one that fits your organization's needs. It should make learning more engaging, simplify training management, and help your people learn, grow, and perform at their best.”**

Great training doesn't happen overnight or by accident. It starts with a strong foundation, and choosing the right learning management system (LMS) is one of the most important decisions you'll make.

The challenge? **The “best LMS” looks different for every organization.**

That's why we've compared 20 leading learning management systems based on what they're best for, from employee onboarding and compliance training to enterprise learning and customer education.

We analyzed each platform's features, pricing, strengths, limitations, and user reviews and surveyed more than 50 verified HR, L&D, and training professionals to understand which platforms they recommend for different use cases.

Whether you're buying your first LMS or replacing an existing one, this guide will help you compare your options and choose with confidence.

## What is a Learning Management System (LMS)?

A learning management system (LMS) is software that helps organizations create, deliver, manage, and track training in one central place. Instead of relying on spreadsheets, email, or paper-based processes, an LMS makes it easy to assign courses, monitor learner progress, measure completion rates, and report on training outcomes.

Modern LMS platforms support a wide range of training initiatives, including employee onboarding, compliance training, customer education, partner enablement, and professional development.

# Methodology

## How we researched the best LMS platforms

Choosing the best LMS isn't just about comparing feature lists. It's about understanding which platforms are the best fit for different organizations, learners, and training goals.

To create this guide, we combined independent product research with insights from **more than 50 HR, L&D, and training professionals** who have hands-on experience selecting, implementing, or managing learning management systems.

For each platform, we reviewed its features, pricing, strengths, limitations, and verified user feedback from leading software review sites, including those in the G2 Digital Markets network. We then weighed those findings alongside our survey responses to identify the platforms that consistently stood out across different training scenarios.

# 50+

HR, L&D & training  
professionals surveyed

# 20

leading LMS  
platforms reviewed



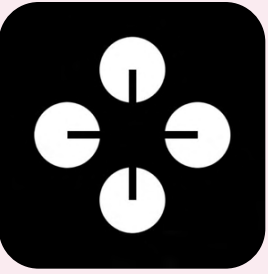
# Meet the Top 20 LMS Platforms



# 20 best LMS platforms compared

Every LMS has different strengths. The comparison below summarizes **20 leading learning management systems** to help you identify the best fit for your organization.

| Platform                                                                                                   | Best for                                                                                      | Pricing model                                                                                       |
|------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
|  GoSkills                | Small to mid-sized businesses and growing teams that want to launch employee training quickly | Free plan, free trial, and paid per-user monthly or yearly plans available with as few as two seats |
|  360Learning            | Collaborative learning and knowledge sharing                                                  | Free trial, monthly per-user plans, and custom pricing                                              |
|  Absorb LMS             | Compliance, employee, customer, and partner training                                          | Free trial and custom pricing                                                                       |
|  Adobe Learning Manager | Enterprise learning in organizations using Adobe products                                     | Free trial and custom pricing                                                                       |
|  Canvas LMS             | Higher education and enterprise learning                                                      | Custom pricing                                                                                      |
|  Cornerstone OnDemand   | Large, regulated enterprises                                                                  | Custom pricing                                                                                      |
|  CYPHER Learning        | Distributed enterprise and educational training                                               | Custom pricing                                                                                      |
|  D2L Brightspace        | Higher education and analytics-driven enterprise learning                                     | Free trial and custom pricing                                                                       |
|  Docebo                 | Enterprise learning for employees, customers, and partners                                    | Custom pricing                                                                                      |

| Platform                                                                                                  | Best for                                                            | Pricing model                                 |
|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|-----------------------------------------------|
|  <b>iSpring Learn</b>    | Small and mid-sized businesses creating training with PowerPoint    | Free trial and per-user pricing               |
|  <b>Kallidus Learn</b>   | Mid-sized and enterprise compliance training                        | Custom pricing                                |
|  <b>LearnUpon</b>        | Employee, customer, and partner training                            | Free trial and custom pricing                 |
|  <b>LearnWorlds</b>    | Course creators, training businesses, and customer education        | Free trial and subscription plans             |
|  <b>Litmos</b>         | Corporate compliance and employee training                          | Free trial and custom pricing                 |
|  <b>Moodle</b>         | Organizations needing an open-source LMS with maximum customization | Free self-hosted version and paid cloud plans |
|  <b>Rippling Learn</b> | HR-integrated employee training and compliance                      | Custom pricing                                |
|  <b>Sana Learn</b>     | AI-first enterprise learning and knowledge management               | Custom pricing                                |
|  <b>Skilljar</b>       | Customer and partner education                                      | Custom pricing                                |
|  <b>TalentLMS</b>      | Flexible training for small and growing businesses                  | Free plan and paid subscription plans         |
|  <b>Thinkific</b>      | Course creators and businesses selling online courses               | Free trial and paid subscription plans        |



GoSkills is a cloud-based LMS and learning experience platform (LXP) built for small to mid-sized businesses and growing teams. It combines an AI-powered course builder, a built-in course library, and an intuitive learner experience to help organizations launch employee training quickly without the complexity of a traditional enterprise LMS.

## Who is GoSkills a good fit for?

GoSkills is an excellent choice for small businesses, SMBs, startups, and growing teams that want to get employee training up and running in hours instead of months.

As an affordable LMS with a forever-free plan, GoSkills is particularly well suited to organizations without a dedicated L&D team, thanks to its straightforward setup, built-in content, and easy-to-use administration tools.

In our survey of HR, L&D, and training professionals, GoSkills ranked among the **top platforms for employee onboarding**, was rated as having the **most user-friendly learner experience**, and emerged as the **leading recommendation for small-business training**.

## Pros

- Consistently recognized by G2 for Ease of Use, Ease of Setup, and Ease of Administration
- Awarded G2's Best Support badge, with customers frequently praising its dedicated and responsive support team in reviews
- Combines custom course creation with a library of 500+ expert-led courses
- Transparent pricing with a free plan and no implementation fees

## Cons

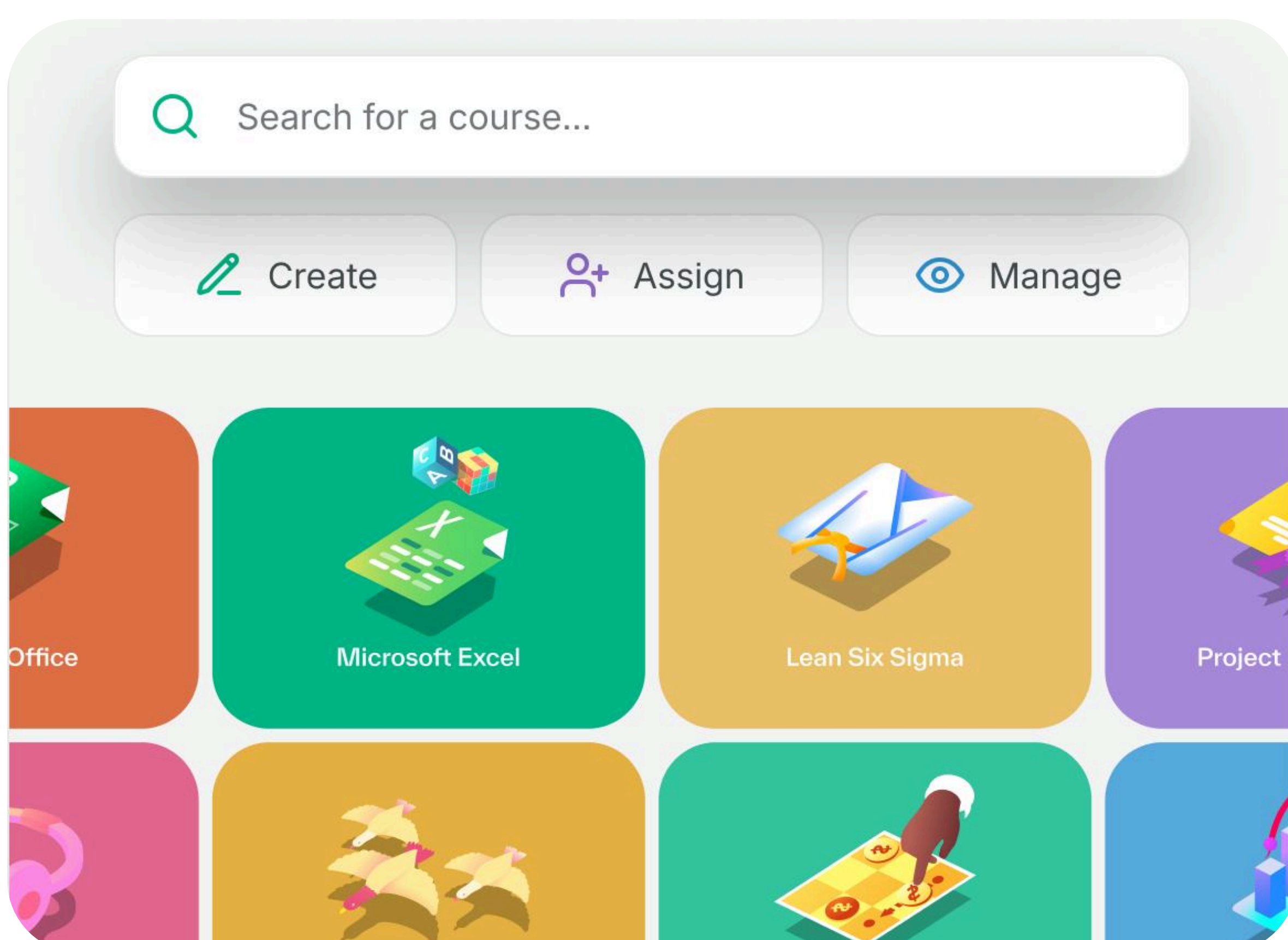
- Prioritizes simplicity over deep enterprise customization
- Less suited to complex enterprise training needs than platforms designed for large, global organizations
- Organizations with highly specialized training needs may prefer a platform that provides one-off customizations

## Key features

- **Built-in content:** Access 500+ expert-led courses across business, technology, AI, leadership, and more.
- **Gamified microlearning:** Deliver bite-sized lessons with quizzes, exercises, and certificates.
- **Course builder:** Create custom courses or import SCORM, xAPI, AICC, and cmi5 content.
- **AI-powered course creation:** Generate complete courses or turn existing documents into bite-sized training in minutes.
- **Reporting and analytics:** Track learner progress, identify skills gaps, and collect feedback.
- **Training automation:** Assign courses and due dates, schedule reminders, and automate course refreshers.

## Pricing

Transparent monthly and annual pricing with a free plan available. Business plans start with as few as two seats, with no implementation fees or long-term contracts. See [GoSkills pricing](#) for the latest plans and features.



## Want to explore GoSkills?

Create a free business account to see how GoSkills helps teams create, deliver, and manage training without the complexity of a traditional LMS.

Create your free account



## 360Learning

2/20

360Learning is a collaborative learning platform designed to help organizations capture and share internal knowledge at scale. By enabling subject matter experts (SMEs) to create and improve training content, it makes collaborative learning a core part of employee development.

### Who is 360Learning a good fit for?

360Learning is best suited to mid-sized and enterprise organizations focused on employee onboarding, upskilling, and knowledge sharing. It's a strong choice for companies that want to build a collaborative learning culture and involve SMEs in course creation.

### Pros

- Encourages collaborative learning and knowledge sharing
- Intuitive platform for both learners and administrators
- Strong customer support and regular product updates

### Cons

- Pricing may be high for smaller organizations
- Some advanced customization requires additional learning
- Learner sessions may time out after periods of inactivity

### Key features

- **Collaborative course authoring:** Enable SMEs to create and improve training together.
- **AI course creation:** Generate and refine learning content with built-in AI tools.
- **Academies:** Organize learning around teams, departments, or business initiatives.
- **Skills management:** Track employee skills and identify development opportunities.
- **Mobile learning:** Deliver training on the go with dedicated mobile apps.

### Pricing

Upfront pricing for smaller teams, with custom Business and Enterprise plans for larger organizations. Free trial available.



## Absorb LMS

3/20

Absorb LMS is designed to help organizations deliver employee, customer, partner, and compliance training from a single platform. It combines AI-powered administration, flexible learning tools, and enterprise-ready capabilities to support growing organizations with diverse training needs.

### Who is Absorb LMS a good fit for?

Absorb LMS is designed for mid-sized and large organizations that need to manage multiple training programs from a single platform. It's a strong option for businesses looking for a balance between ease of use, compliance features, and enterprise scalability.

### Pros

- Intuitive experience for both administrators and learners
- Strong compliance and multi-audience training capabilities
- Responsive customer support and regular product enhancements

### Cons

- Many advanced capabilities require add-on products
- Customization can be limited on lower-tier packages
- Quote-based pricing can make costs harder to compare

### Key features

- **AI-powered administration:** Automate tasks and improve productivity with Intelligent Assist and Absorb Aura.
- **Reporting and analytics:** Create custom reports and track learning outcomes with Absorb Analyze.
- **Course authoring:** Build training with Absorb Create and AI-assisted content tools.
- **Multi-audience training:** Deliver learning to employees, customers, and partners from one platform.
- **Course library:** Access an extensive catalog of off-the-shelf training content.

### Pricing

Custom quote-based pricing. Free trial available.



# Adobe Learning Manager

4/20

Adobe Learning Manager is built for organizations delivering large-scale training across employees, customers, and partners. It combines personalized learning, automation, and deep integration with the Adobe ecosystem to support enterprise learning programs.

## Who is Adobe Learning Manager a good fit for?

Adobe Learning Manager is worth serious consideration for mid-sized and enterprise organizations, especially those already using Adobe products. It's designed to deliver personalized learning experiences across employees, customers, and partners from a single platform.

### Pros

- Strong integration with the Adobe ecosystem
- Flexible learning experiences for multiple audiences
- Broad multimedia and content delivery options

### Cons

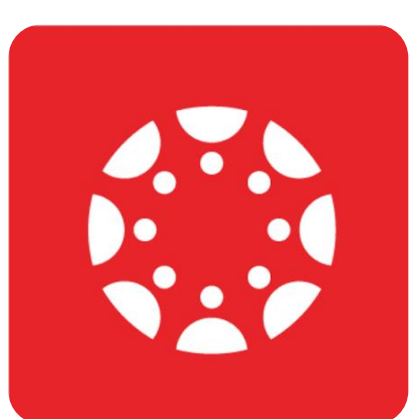
- Pricing may be difficult to justify for some organizations
- Mobile reporting capabilities are relatively limited
- Initial setup can be more involved than with simpler platforms

## Key features

- **Personalized learning paths:** Deliver tailored learning experiences based on learner needs.
- **Learning automation:** Automate learning plans, enrollments, and recurring training assignments.
- **Content marketplace:** Access ready-made content from leading third-party learning providers.
- **Adobe integrations:** Connect with Adobe products and enterprise business applications.
- **Admin AI Assistant:** Streamline platform management with AI-powered assistance.

## Pricing

Custom quote-based pricing. Free trial available.



# Canvas LMS

5/20

Canvas LMS has deep roots in education and growing adoption across corporate training. Its intuitive interface, extensive integration ecosystem, and mobile-first design support structured learning across schools, universities, and businesses.

## Who is Canvas LMS a good fit for?

Canvas LMS appeals to higher education institutions, schools, and organizations looking for a structured learning environment with extensive integration options.

### Pros

- Clean and intuitive learner experience
- Strong mobile apps and reliable platform performance
- Extensive integration ecosystem

### Cons

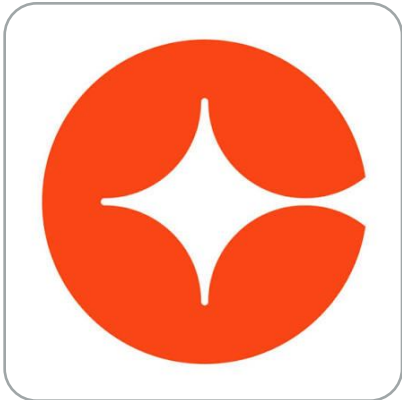
- Advanced customization options are limited
- Navigation can feel dated in some areas
- Customer support response times vary

## Key features

- **Course management:** Create, organize, and deliver structured learning experiences.
- **Canvas Studio:** Build interactive video-based learning content.
- **Mobile learning:** Learn anywhere with fully featured mobile apps.
- **Extensive integrations:** Connect with hundreds of third-party tools and systems.
- **Assessment tools:** Evaluate learners with assignments, quizzes, and SpeedGrader.

## Pricing

Custom quote-based pricing.



## Cornerstone OnDemand

6/20

Cornerstone OnDemand is an enterprise learning platform built for large organizations with complex training, compliance, and talent management needs. As part of a broader talent management suite, it combines learning with performance, recruiting, and workforce development.

### Who is Cornerstone OnDemand a good fit for?

Cornerstone OnDemand is designed for large enterprises, particularly those operating in highly regulated industries such as healthcare, finance, manufacturing, and government.

### Pros

- Comprehensive compliance and regulatory training capabilities
- Highly customizable for large enterprise environments
- Integrates learning with broader talent management processes

### Cons

- Steeper learning curve for administrators
- Implementation can require significant time and resources
- May be cost-prohibitive for smaller organizations

### Key features

- **Compliance management:** Manage certifications, regulatory training, and audit-ready records.
- **Integrated talent suite:** Connect learning with performance, recruiting, and succession planning.
- **Content marketplace:** Access thousands of ready-made business and compliance courses.
- **Galaxy AI:** Personalize learning and support skills development with AI-powered recommendations.
- **Extended enterprise:** Deliver training to employees, customers, and partners.

### Pricing

Custom quote-based pricing.



## CYPHER Learning

7/20

CYPHER Learning is an AI-powered learning platform built for businesses, educational institutions, and training providers. It combines automation, course creation, and competency-based learning in a single platform.

### Who is CYPHER Learning a good fit for?

CYPHER Learning is designed for organizations looking for an AI-driven platform that supports corporate training, education, or commercial learning.

### Pros

- Strong AI capabilities throughout the platform
- Supports a wide range of training scenarios
- Easy to use with responsive customer support

### Cons

- Some advanced features require time to master
- Performance may slow when managing large datasets
- Some users report limitations with SCORM workflows

### Key features

- **AI course creation:** Generate learning content with CYPHER Agent.
- **Competency management:** Map, track, and develop employee skills.
- **Learning automation:** Automate training workflows and administrative tasks.
- **Gamification:** Increase engagement with badges, points, and achievements.
- **E-commerce:** Sell courses and manage commercial training programs.

### Pricing

Custom quote-based pricing.



# D2L Brightspace

8/20

D2L Brightspace is a learning platform focused on personalized learning, advanced analytics, and flexible course delivery. Originally developed for education, it also supports organizations with complex learning and reporting needs.

### Who is D2L Brightspace a good fit for?

D2L Brightspace is designed for universities, colleges, and organizations looking for advanced analytics, personalized learning, and extensive integration options. It's a good fit for teams with dedicated learning administrators and more complex training requirements.

### Pros

- Powerful analytics and reporting capabilities
- Flexible course authoring and personalization tools
- Strong integration ecosystem

### Cons

- Navigation can feel complex for new users
- Some users report occasional performance issues
- Implementation and administration require dedicated resources

### Key features

- **Creator+:** Build engaging learning experiences with enhanced authoring tools.
- **Advanced analytics:** Measure learner performance and training effectiveness.
- **Integration Hub:** Connect with HR, CRM, and enterprise systems.
- **Personalized learning:** Deliver tailored learning paths based on learner needs.
- **Virtual Assistant:** Support learners with AI-powered guidance.

### Pricing

Custom quote-based pricing. Free trial available.



# Docebo

9/20

Docebo is an AI-powered learning platform built for organizations delivering training to employees, customers, and partners at scale. Its enterprise-focused feature set, automation tools, and multi-portal capabilities make it a strong choice for managing multiple audiences from a single platform.

### Who is Docebo a good fit for?

Docebo is designed for mid-sized and enterprise organizations that need to deliver learning across multiple audiences. It stands out for its advanced AI capabilities, scalable administration, and support for extended enterprise training.

### Pros

- Built to support large-scale, multi-audience training
- Strong AI capabilities and automation tools
- Flexible platform with extensive integration options

### Cons

- Premium pricing compared to many competitors
- Some advanced features require additional add-ons
- Implementation can be more complex than simpler platforms

### Key features

- **Harmony AI:** Personalize learning and automate administrative tasks with AI.
- **AI content creation:** Build courses with Docebo Creator and AI-powered authoring tools.
- **Multi-portal learning:** Deliver branded learning experiences for different audiences.
- **Content marketplace:** Access thousands of ready-made business courses.
- **Social learning:** Encourage knowledge sharing through Coach & Share.

### Pricing

Custom quote-based pricing.



## iSpring Learn

10/20

iSpring Learn is a learning platform designed to help organizations create, deliver, and track employee training with minimal setup. It's known for its integration with iSpring Suite, which allows organizations to turn PowerPoint presentations into online courses.

### Who is iSpring Learn a good fit for?

iSpring Learn is designed for teams that already create training in PowerPoint or need a straightforward platform for onboarding and compliance training. It's particularly relevant for organizations already using iSpring Suite to author courses.

### Pros

- Strong PowerPoint-based course creation
- Straightforward learner and course management
- Responsive customer support

### Cons

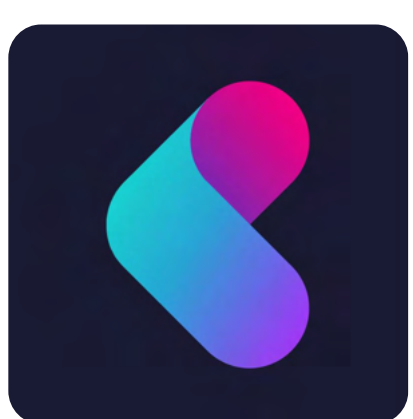
- Reporting is less flexible than some competitors
- Built-in authoring requires iSpring Suite, which is licensed separately
- Best suited to Windows-based authoring workflows

### Key features

- **PowerPoint course authoring:** Convert PowerPoint presentations into online courses with iSpring Suite.
- **Development plans:** Create structured learning plans for employee development.
- **On-the-job training:** Manage onboarding checklists and practical training tasks.
- **Mobile learning:** Access training online or offline through the mobile app.
- **AI tools:** Translate and enhance learning content with AI.

### Pricing

Per-active-user pricing. Free trial available. iSpring Suite is licensed separately.



## Kallidus Learn

11/20

Kallidus Learn is a learning platform that combines onboarding, compliance, and employee development in one place.

### Who is Kallidus Learn a good fit for?

It's designed for mid-sized and enterprise organizations looking to centralize training while connecting learning with skills and performance.

### Pros

- Strong compliance tracking and reporting capabilities
- Combines learning, skills development, and performance management
- Easy for learners to navigate

### Cons

- Some administrative workflows have a learning curve
- Advanced reporting can take time to master
- Better suited to organizations with established L&D processes

### Key features

- **Compliance management:** Track mandatory training, certifications, and audit-ready records.
- **Learning pathways:** Create structured learning journeys for different roles and teams.
- **Blended learning:** Manage e-learning, instructor-led training, and classroom sessions in one platform.
- **Reporting and dashboards:** Monitor learner progress and training completion with manager dashboards.
- **Skills development:** Link learning to employee skills and performance goals.

### Pricing

Custom quote-based pricing.



## LearnUpon

12/20

LearnUpon is a cloud-based learning platform that helps organizations deliver employee, customer, and partner training from a single system. Its multi-portal architecture makes it easy to create separate learning experiences for different audiences.

### Who is LearnUpon a good fit for?

LearnUpon is designed for mid-sized and enterprise organizations that need separate learning environments for employees, customers, or partners. It stands out for its multi-portal capabilities and strong customer support.

### Pros

- Strong customer support and onboarding experience
- Intuitive interface for administrators and learners
- Flexible multi-portal architecture

### Cons

- Native course authoring is relatively basic
- Reporting may not meet advanced business intelligence needs
- Some integrations require additional configuration

### Key features

- **Multi-portal learning:** Create separate branded learning environments for different audiences.
- **AI content tools:** Build and enhance learning content with generative AI.
- **Training automation:** Automate enrollments, assignments, and learner management.
- **Gamification:** Increase learner engagement with points, badges, and achievements.
- **Enterprise integrations:** Connect with Microsoft Teams, Zoom, and single sign-on providers.

### Pricing

Custom quote-based pricing. Free trial available.



## LearnWorlds

13/20

LearnWorlds is a learning platform designed for organizations and creators that want to build and sell online courses. Its interactive learning tools, white-label capabilities, and built-in website features support customer education and commercial training.

### Who is LearnWorlds a good fit for?

LearnWorlds appeals to training providers, consultants, course creators, and organizations delivering customer education. It stands out for its ability to create branded learning experiences without relying on third-party websites or e-commerce tools.

### Pros

- Strong tools for creating and selling online courses
- Interactive learning features help increase learner engagement
- Flexible branding and customization options

### Cons

- Some editing workflows can feel click-heavy
- Lower-tier plans have feature limitations
- Advanced branding and AI features require higher-tier plans

### Key features

- **Interactive video:** Increase engagement with quizzes, hotspots, and branching scenarios.
- **Course builder:** Create and organize online courses with AI-assisted authoring tools.
- **Website builder:** Launch a branded learning portal without additional software.
- **E-commerce:** Sell courses, memberships, and subscriptions from one platform.
- **White-label branding:** Customize the learner experience to match your brand.

### Pricing

Subscription-based pricing with multiple plans. Free trial available.



## Litmos

14/20

Litmos is a corporate learning platform built to help organizations deliver employee training, compliance programs, and professional development. Its built-in content options and mobile learning capabilities make it a practical platform for workplace training.

### Who is Litmos a good fit for?

Litmos works well for mid-sized and enterprise organizations delivering employee training and compliance programs. It's particularly relevant for businesses looking for an extensive off-the-shelf course library alongside custom training capabilities.

### Pros

- Extensive library of ready-made training content
- Strong mobile learning experience
- Supports both custom and off-the-shelf training

### Cons

- Reporting capabilities are less advanced than some competitors
- Course library is licensed separately
- Costs can increase as organizations grow

### Key features

- **Built-in course library:** Access thousands of ready-made compliance and business courses.
- **Course authoring:** Create and manage custom training content.
- **AI Assistant:** Streamline content creation and administration with AI.
- **Gamification:** Boost learner engagement with achievements and leaderboards.
- **Mobile learning:** Deliver training across desktop and mobile devices.

### Pricing

Custom quote-based pricing. Free trial available.



## Moodle

15/20

Moodle is an open-source learning platform that gives organizations complete control over how they create, customize, and deliver online learning. Its extensive plugin ecosystem and flexible deployment options make it one of the most customizable learning platforms available.

### Who is Moodle a good fit for?

Moodle appeals to universities, public sector organizations, and businesses with dedicated technical resources that value flexibility, data ownership, and extensive customization.

### Pros

- Highly customizable with a large global community
- No licensing costs for the self-hosted version
- Flexible deployment and extensive plugin ecosystem

### Cons

- Customization often requires technical expertise
- Ongoing maintenance and infrastructure add to the total cost of ownership
- The default user experience can feel dated compared to newer platforms

### Key features

- **Open-source platform:** Customize the learning environment to meet your organization's needs.
- **Plugin ecosystem:** Extend functionality with thousands of community-developed plugins.
- **Standards support:** Import and deliver SCORM and xAPI learning content.
- **Multilingual learning:** Support learners in more than 100 languages.
- **Flexible deployment:** Choose between self-hosted or cloud-based options.

### Pricing

Free self-hosted version, MoodleCloud plans, and custom pricing for Moodle Workplace.



## Rippling Learn

16/20

Rippling Learn is a learning platform built into the Rippling workforce management system. It uses HR data to automatically assign training based on events like new hires, promotions, and role changes.

### Who is Rippling Learn a good fit for?

Rippling Learn is designed for organizations already using Rippling for HR and IT management, especially those looking to automate onboarding and compliance training within a single workforce platform.

### Pros

- Deep integration with the Rippling platform
- Automates training assignments using HR data
- Supports onboarding and compliance workflows

### Cons

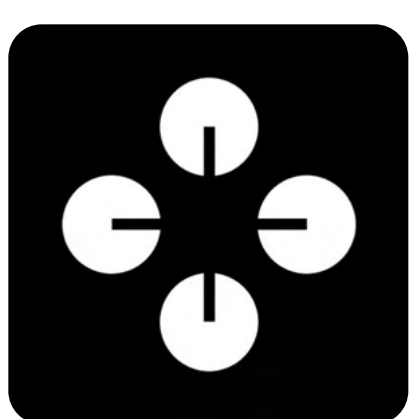
- Best suited to organizations already using Rippling
- Fewer L&D capabilities than dedicated LMS platforms
- Configuration can require a learning curve

### Key features

- **HR-driven automation:** Automatically assign training based on employee lifecycle events.
- **Compliance training:** Deliver required training and track completion.
- **Course builder:** Create custom training or upload SCORM content.
- **Go1 integration:** Access a large library of ready-made courses.
- **Workflow automation:** Trigger learning alongside HR and IT processes.

### Pricing

Custom quote-based pricing as part of the Rippling platform.



## Sana Learn

17/20

Sana Learn is an AI-native learning platform that combines learning management, course authoring, enterprise search, and AI assistants in a single experience. Now part of Workday, it remains a standalone platform that organizations can use alongside their existing HR systems.

### Who is Sana Learn a good fit for?

Sana Learn appeals to enterprise organizations looking for an AI-first alternative to traditional learning platforms.

### Pros

- AI-native platform with learning built around AI workflows
- Combines learning, enterprise search, and AI assistance
- Works independently of Workday and other HR systems

### Cons

- No public pricing available
- Some customization and integrations continue to mature
- Limited independent review history compared with more established LMS platforms

### Key features

- **AI tutor:** Give every learner a personalized AI tutor available on demand.
- **Collaborative authoring:** Turn documents, PDFs, and SCORM files into interactive courses.
- **Enterprise search:** Find knowledge and learning content from a single interface.
- **Learning automation:** Automate enrollments, scheduling, and learner updates.
- **Learning analytics:** Generate dashboards and real-time performance insights.

### Pricing

Custom quote-based pricing.



## Skilljar

18/20

Skilljar is a customer education platform designed to help organizations train customers, partners, and resellers at scale. Its branded learning portals, certification programs, and CRM integrations make it purpose-built for external training.

### Who is Skilljar a good fit for?

Skilljar works well for B2B organizations with dedicated customer education or partner enablement programs, including software companies looking to improve product adoption through structured learning.

### Pros

- Purpose-built for customer and partner education
- Strong Salesforce integration
- Dedicated customer success support

### Cons

- Reporting is less comprehensive than some competitors
- Advanced customization may require CSS knowledge
- Pricing may be difficult to justify for smaller organizations

### Key features

- **Customer academies:** Create branded learning experiences for customers and partners.
- **Certification programs:** Deliver assessments and award certifications.
- **Course monetization:** Sell training through built-in payment integrations.
- **CRM integrations:** Connect learning data with Salesforce and Gainsight.
- **Content syndication:** Publish training across multiple learning portals.

### Pricing

Custom quote-based pricing.



## TalentLMS

19/20

TalentLMS is a cloud-based learning platform built for small and growing businesses that need a flexible way to deliver training. It combines course creation, AI tools, gamification, branches, and an optional content library in a single platform.

### Who is TalentLMS a good fit for?

TalentLMS works well for small and mid-sized businesses looking for a flexible, general-purpose training platform.

### Pros

- Flexible feature set for a variety of training scenarios
- Free plan available for small teams
- Supports multiple training audiences through Branches

### Cons

- Reporting for executive-level insights can be limited
- Some advanced features and AI capabilities vary by plan
- Ready-made course content is available as an optional add-on

### Key features

- **Course builder:** Create and organize training with a built-in course editor.
- **TalentCraft AI:** Generate learning content with built-in AI tools.
- **Gamification:** Increase learner engagement with points, badges, and achievements.
- **Branches:** Create separate learning environments for teams, departments, or audiences.
- **TalentLibrary:** Add an optional library of 1,000+ ready-made training courses.

### Pricing

Transparent subscription pricing with a free plan available.



Thinkific is a learning platform built for creators, entrepreneurs, and businesses that want to create and sell online courses. In addition to course creation, it includes website, community, and e-commerce tools to support online learning businesses.

## Who is Thinkific a good fit for?

Thinkific is a natural fit for course creators, coaches, consultants, and small businesses selling online courses.

## Pros

- Built-in marketing and sales tools
- Easy course creation with no coding required
- 30-day free trial available

## Cons

- Design customization is more limited than some competitors
- Advanced business features require higher-tier plans
- Less focused on employee training than traditional LMS platforms

## Key features

- **Course builder:** Create online courses with a drag-and-drop editor.
- **Communities:** Build learning communities alongside your courses.
- **E-commerce:** Sell courses with built-in payment processing.
- **Marketing tools:** Create landing pages and promote your courses.
- **AI course creation:** Generate course outlines and learning content with AI.

## Pricing

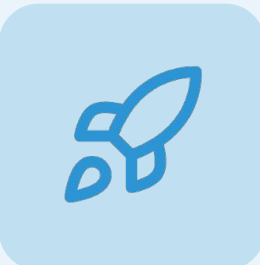
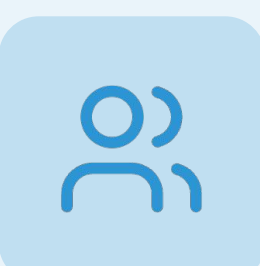
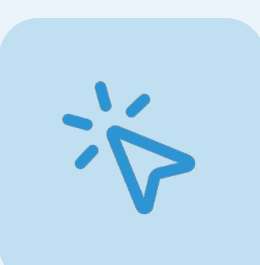
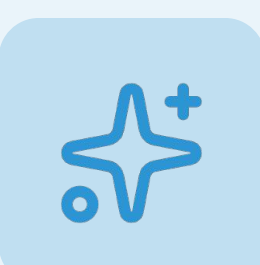
Transparent subscription pricing with a free trial available.

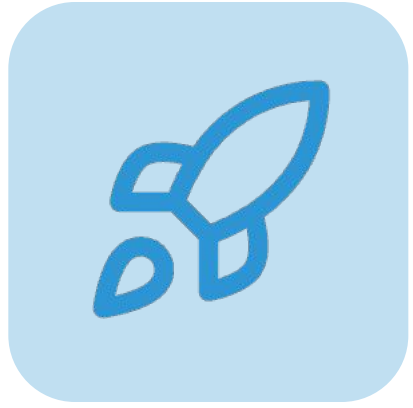
# Find the Best LMS for Every Training Scenario



# Best LMS by use case

To help you narrow your shortlist, we surveyed more than 50 HR, L&D, and training professionals with hands-on LMS selection and implementation experience, then considered those insights alongside independent product research, including verified ratings, pricing, feature sets, and user feedback. Together, these helped us identify the platforms that consistently stood out for each use case.

| Use case                                                                                                                  | Top LMS platforms                          |
|---------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
|  Employee onboarding                    | GoSkills, LearnUpon, Absorb LMS            |
|  Compliance training                   | Absorb LMS, Cornerstone OnDemand, GoSkills |
|  Enterprise-grade learning             | Docebo, Cornerstone OnDemand, Litmos       |
|  Small business training               | GoSkills, TalentLMS, 360Learning           |
|  Customer and partner education        | Skilljar, LearnWorlds, Thinkific           |
|  Most user-friendly learner experience | GoSkills, Canvas LMS, Absorb LMS           |
|  AI-powered learning                   | Sana Learn, GoSkills, Docebo               |



# Best LMS for employee onboarding

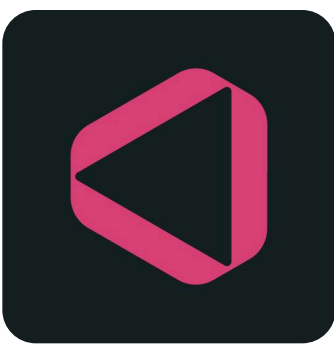
1/7

A great onboarding experience helps new hires become productive faster while ensuring everyone receives consistent training. An LMS for employee onboarding should help you create structured learning paths, automate reminders, and track each learner's progress from day one.

## What to look for

- ✓ Automated onboarding workflows
- ✓ Role-based learning paths
- ✓ Mobile access
- ✓ Progress tracking
- ✓ Easy course creation

## Top LMS platforms



**GoSkills** is one of the strongest options for employee onboarding, combining a library of 500+ expert-led courses with AI-powered course creation, learning paths, automated assignments and reminders, and an intuitive learner experience that helps new hires get up to speed quickly.



**LearnUpon** is a strong choice for organizations looking to streamline employee onboarding with automated learning paths, intuitive administration, and scalable training for growing teams.



**Absorb LMS** is well suited to organizations onboarding employees at scale, combining AI-powered administration, flexible learning tools, and robust reporting to deliver consistent training experiences across teams.



# Best LMS for compliance training

2/7

Compliance training often requires more than assigning a course. Organizations may need certification tracking, recurring assignments, reporting, and audit-ready records, especially in regulated industries.

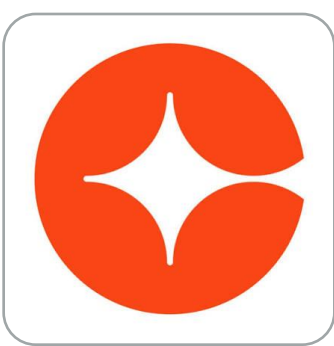
## What to look for

- ✓ Certification tracking
- ✓ Automated reminders and recurring training
- ✓ Reporting and audit trails
- ✓ Role-based assignments
- ✓ Compliance dashboards

## Top LMS platforms



**Absorb LMS** is one of the strongest choices for organizations with complex compliance requirements, offering robust reporting, AI-powered administration, and multi-audience training.



**Cornerstone OnDemand** excels in highly regulated industries, combining compliance management with workforce development, certification tracking, and enterprise-grade reporting.



**GoSkills** is a solid option for compliance training, particularly for small and growing teams that need one platform to create custom training, import existing content, automate assignments, reminders, and course refreshers, issue certificates, and track completion with built-in reporting.



## Best enterprise LMS

3/7

Enterprise organizations often manage learning across thousands of employees, multiple business units, and global locations. At that scale, scalability, security, integrations, and advanced administration become essential.

### What to look for

- ✓ Multi-tenancy
- ✓ Advanced reporting
- ✓ Enterprise integrations
- ✓ Global language support
- ✓ Advanced security, including SSO

### Top LMS platforms



**Docebo** is a leading choice for enterprise organizations delivering training to employees, customers, and partners from a single platform.



**Cornerstone OnDemand** excels in highly regulated industries where compliance, workforce development, and talent management are closely connected.



**Litmos** is well suited to enterprise organizations that need to deliver training at scale, offering strong compliance capabilities, global deployment, and extensive integration options.



## Best LMS for small business training

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Small businesses often need an LMS that's easy to launch, simple to manage, and affordable to scale. They also tend to have smaller HR or training teams, making ease of use and fast implementation just as important as advanced features.

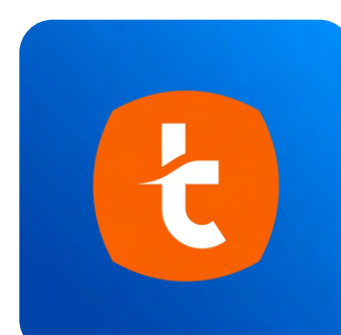
### What to look for

- ✓ Straightforward setup and administration
- ✓ Affordable, transparent pricing
- ✓ Built-in learning content
- ✓ Simple reporting and learner management
- ✓ Room to grow as your team expands

### Top LMS platforms



**GoSkills** stood out as the top LMS for small-business training in our survey of HR, L&D, and training professionals. It combines AI-powered course creation, a library of 500+ expert-led courses, transparent pricing with a free plan, and intuitive administration, making it easy for lean HR teams and managers to launch and scale employee training.



**TalentLMS** works well for small and growing teams looking for a flexible, general-purpose training platform.



**360Learning** is a strong option for growing businesses that want to make collaborative learning part of everyday work, enabling managers and SMEs to create and share training without relying on a dedicated L&D team.



5/7

## Best LMS for customer training

A customer training learning management system helps organizations educate customers at scale through onboarding, product training, and certification programs that improve adoption, engagement, and long-term customer success.

### What to look for

- ✓ Branded learning portals
- ✓ Certification programs
- ✓ E-commerce capabilities
- ✓ Customer progress tracking
- ✓ CRM integrations

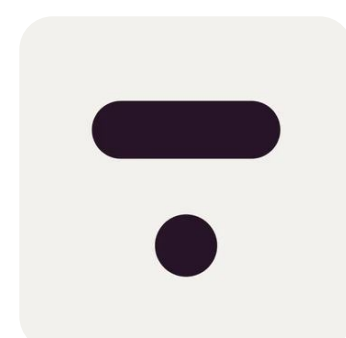
### Top LMS platforms



**Skilljar** is purpose-built for customer and partner education, with branded academies, certification programs, and deep CRM integrations.



**LearnWorlds** combines customer education with interactive course creation, built-in website tools, and e-commerce capabilities.



**Thinkific** is a good fit for organizations that want to create, market, and sell customer training through a single platform. It combines an intuitive course builder with built-in website, community, and e-commerce tools.



6/7

## Best LMS for learner experience

One finding from our survey stood out above all others: 88% of respondents said an intuitive learner interface is the most important factor when choosing a training platform. It's a strong reminder that choosing an easy-to-use LMS can have a significant impact on learner engagement, adoption, and training completion.

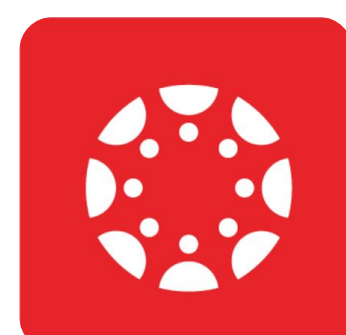
### What to look for

- ✓ Intuitive navigation
- ✓ Mobile learning
- ✓ Gamification
- ✓ Personalized learning paths
- ✓ Engaging course experiences

### Top LMS platforms



**GoSkills** delivers an engaging learner experience through bite-sized lessons, quizzes, gamification, certificates, personalized course recommendations, and an AI tutor that provides learners with on-demand support. It's consistently recognized by G2 for Ease of Use, Ease of Setup, Ease of Administration, and Highest User Adoption.



**Canvas LMS** offers a clean, familiar interface with strong mobile apps and structured learning experiences.



**Absorb LMS** combines a modern learner experience with personalized learning and AI-powered recommendations.



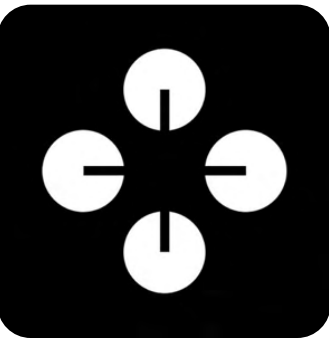
# Best AI-powered LMS

Artificial intelligence is transforming how organizations create, deliver, and personalize learning. While AI capabilities vary significantly between platforms, many now use AI to simplify course creation, automate administrative tasks, and improve the learner experience.

### What to look for

- ✓ AI-assisted course creation
- ✓ Personalized learning recommendations
- ✓ Administrative automation
- ✓ AI-powered learner support, such as just-in-time Q&A
- ✓ Skills intelligence

### Top LMS platforms



**Sana Learn** combines AI-native course creation, a personal AI tutor for learners, and automated learning management. Now part of Workday, it remains compatible with a wide range of HR systems.



**GoSkills** combines AI-powered course creation with an AI tutor and course recommender that help personalize the learner experience. Organizations can generate complete courses, quizzes, and assessments, or transform existing documents into bite-sized training in minutes.



**Docebo** offers one of the most comprehensive AI feature sets, with tools that support content creation, personalized learning, and enterprise-scale automation.

# What to look for in an LMS to deliver a better learning experience

Every organization has different training goals, but certain LMS capabilities consistently rank among buyers' top priorities. To understand what matters most, we also asked the HR, L&D, and training professionals in our survey which features have the biggest impact when evaluating a learning platform.

## 1. Intuitive learner interface

An intuitive learner interface was the **highest-ranked priority in our survey**, selected by 88% of respondents. A clean, easy-to-navigate experience helps learners complete training with confidence, improves adoption, and reduces support requests.

## 2. Robust reporting and analytics

Completion rates only tell part of the story. Buyers want reporting that helps them measure learner progress, identify skills gaps, and understand the real impact of training.

## 3. Advanced AI capabilities

AI is becoming a core part of modern learning platforms. Organizations increasingly value tools that simplify course creation, personalize learning, and automate repetitive administrative tasks.



**Don't evaluate an LMS based solely on the number of features it offers. Instead, focus on the capabilities that will have the biggest impact on your learners, administrators, and long-term training goals. The best LMS is the one your team will actually enjoy using and continue using as your organization grows."**

## 4. High-quality content library

A high-quality, curated course library helps organizations launch training faster without creating every course from scratch. The best libraries prioritize relevance over sheer volume, making it easier for learners to find the training they actually need.

## 5. Flexible pricing models

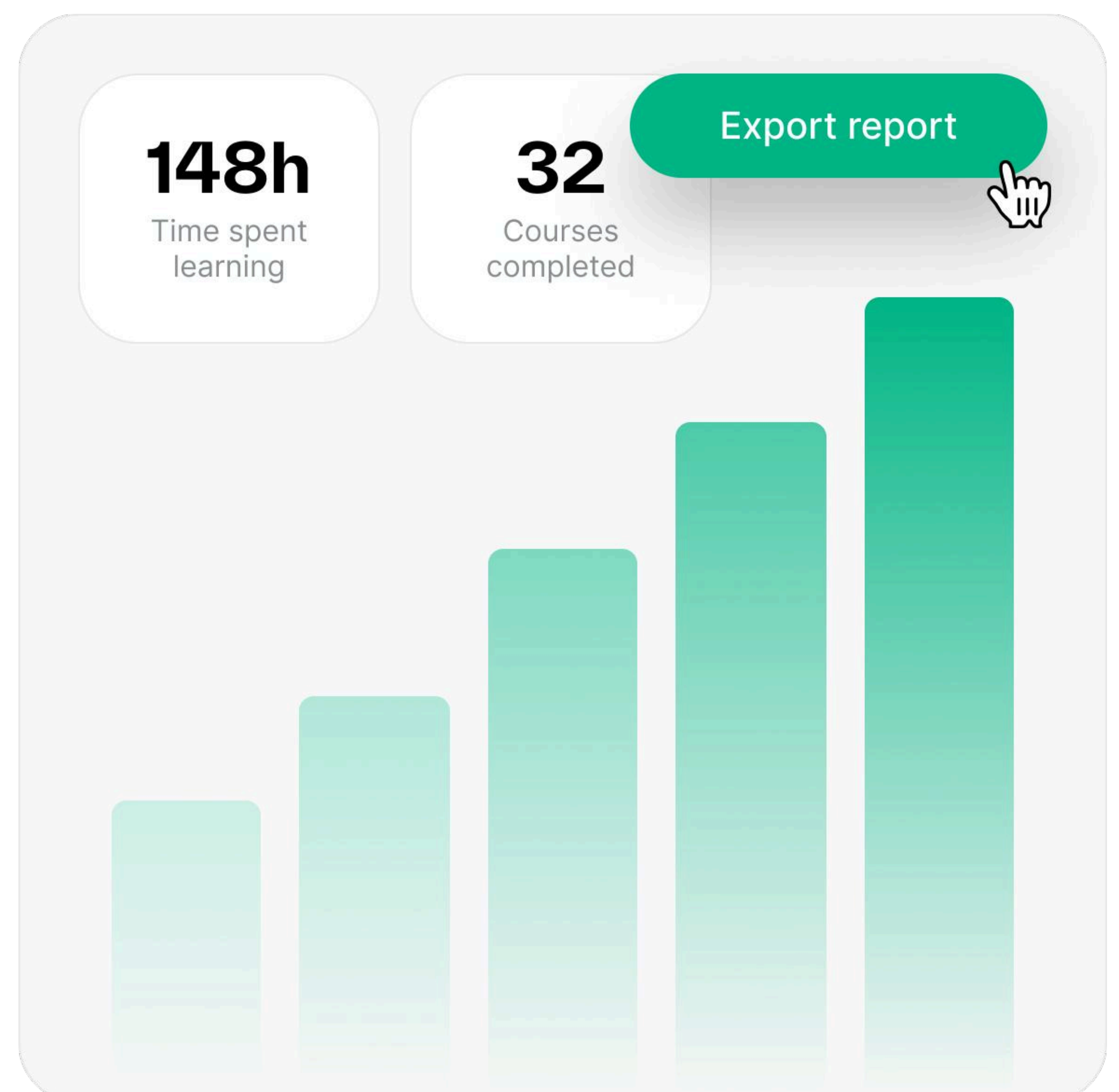
Pricing should scale alongside your organization rather than forcing you into enterprise-level costs before you're ready. Buyers also value transparent pricing that makes it easier to compare platforms.

## 6. Automated admin workflows

Automation helps reduce manual work and keeps training on track. Features like automated enrollments, reminders, due dates, and recurring assignments can save administrators significant time.

## 7. Seamless tech integrations

An LMS should work alongside your existing technology stack. Integrations with HR systems, single sign-on, collaboration tools, and business applications help keep learner data accurate and reduce duplicate work.



## 8. Premium customer support

Implementation is often where good support matters most. Responsive onboarding, training, and ongoing assistance can make adopting a new LMS much smoother.

## 9. Mobile-first experience

Modern learners expect to access training wherever they are. A responsive mobile experience helps employees complete courses on the device that's most convenient for them.

## 10. White-labeling and custom branding

While not essential for every organization, custom branding is particularly valuable for customer education, partner training, and organizations that want a fully branded learning experience.

# Learning Management System FAQs

## 1. What is the best learning management system?

The best learning management system depends on your organization's size, training goals, and learners. For example, GoSkills is a strong choice for small businesses and employee onboarding, while platforms like Docebo and Cornerstone OnDemand are better suited to large enterprise learning programs. Rather than choosing the platform with the most features, focus on the one that best fits your specific use case.

## 2. What's the difference between an LMS and an LXP?

A learning management system (LMS) is designed to create, deliver, manage, and track training programs. A learning experience platform (LXP) focuses on creating more personalized and engaging learning experiences through AI-powered recommendations, curated content, and social learning. Many modern platforms, including GoSkills, combine LMS and LXP capabilities in a single solution.

## 3. How much does LMS software cost?

LMS pricing varies widely depending on the platform and the size of your organization. Some providers, like GoSkills, offer transparent

subscription pricing and a free plan, while others provide custom quotes based on the number of learners, features, or implementation requirements. Look beyond the subscription price. Consider implementation, content creation, integrations, and ongoing administration when comparing the total cost of ownership.

## 4. Is investing in an LMS worth it?

For most organizations, yes. An LMS helps standardize training, reduce administrative work, improve learner engagement, and track training outcomes. It can also streamline employee onboarding, support compliance initiatives, and make it easier to scale learning as your organization grows.

## 5. How do you choose the right learning management system?

Start by defining your training goals, learners, and must-have features before comparing platforms. Once you've created a shortlist, schedule personalized LMS demos to see how each platform fits your workflows, then evaluate your top contenders through a structured LMS free trial using real administrators, managers, and learners. This approach makes it much easier to compare vendors and choose the platform that's the best fit for your organization.

# Ready to choose your LMS?

Choosing an LMS is an investment in how your organization learns, grows, and performs. The right platform should fit your training goals today while giving you the flexibility to support your team as your needs evolve.

Use this guide to build a shortlist, compare your options, and involve the people who'll be using the platform every day. A little extra research now can save months of frustration later.

If GoSkills feels like the right fit for your organization, we'd love to show you around. [Book a personalized demo](#) to see the platform in action, or [create a free business account](#) and start building your first training program today.

[Tell us about your training goals](#)

## Thank you for being part of this mission.

Behind every recommendation in this guide are the insights of real HR, L&D, and training professionals.

To the 50+ experts who generously shared their time, expertise, and perspectives: thank you for helping us create a resource that's grounded in real-world experience.

