

Definitions of Key Learning Platform Technology

Below are simple definitions of key learning platforms, offered to help you generally understand the major types of technology available. Please note, though, that different organizations may use the terms differently and platforms increasing are hybrids, combining features so that, for example, a single system may offer the functionality of an LMS along with at least some of the functionality of an LCMS. Additionally, organizations will often make use of more than one learning platform. In conversations, it is wise to explicitly define terms to make sure you and the other party or parties have a shared understanding of what is being discussed.

CMS

acronym for *content management system*; software used to manage the collaborative creation, editing, review, indexing, searching, publishing, and archiving of digital media and electronic text

LCMS

acronym for *learning content management system*; software that provides developers, authors, instructional designers, and subject matter experts the means to create and reuse digital learning content

LMS

acronym for *learning management system*; software for delivering, tracking, and managing training and education

LRS

acronym for *learning record store*; a repository for receiving, storing and returning data about learning experiences; necessary for using the Experience API (xAPI, also known as Tin Can)

TMS

acronym for *talent management system*; software that provides additional integrated functionalities for tracking human resources—such as talent acquisition or recruitment, career development, performance management, and compensation management—along with delivering, tracking, and managing training and education