

Human Resources New Technology Quarterly Summary: Q3 2024



Introduction

Each quarter, new technologies in the HR space are developed and funded. To track the key players in the HR technology sector, and the innovation they bring, *HRO Today* produces quarterly reports summarizing the top advancements in the industry and the funding initiatives that support product innovation. This data reveals critical information about today's industry leaders, new technologies, and their applications.

This quarterly report features new products that hit the market, as well as funding and acquisition announcements for HR tech companies. It covers areas of HR tech including workforce management, talent acquisition, employee engagement, and learning and development.

Third Quarter 2024 Overview

The third quarter of 2024 saw a boom in new HR technology announcements—a 50% increase from last quarter—as the sector solidified its healthy performance for the year. HR tech companies launched a slew of new products in September, displaying a continued drive to capitalize on AI technology. A rebound in venture capital (VC) and mergers and acquisitions (M&A) continued as well.

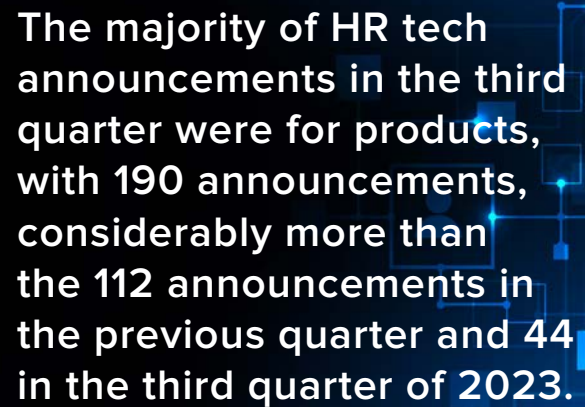
There were 298 major HR tech announcements in the third quarter, a sizable increase from 198 announcements in the second quarter and 111 in the third quarter of 2023. Major announcements included those with at least \$1 million in funding, where funding information was available.

Investment in HR tech totaled \$1.18 billion in the third quarter, up from \$946.20 million in the previous quarter and \$638.30 million in the third quarter of 2023. Still, total investment was almost half of the \$2 billion invested in the first quarter of 2023.

The average investment was \$23.57 million, slightly below the \$24.90 million in the second quarter, but up from \$19.34 million in the third quarter of 2023. There were 62 funding deals in HR tech, up from 40 in the second quarter and 34 in the third quarter of 2023.

However, two funding rounds accounted for more than half of all HR tech investment this quarter. French HR consulting firm, HR Path, landed a massive investment of \$527 million,¹ and CloudPay, a UK-based provider of payroll software, won \$120 million.² Excluding these two outliers, total HR tech investment was only \$531.50 million and the average investment \$11.07 million.

The trend of consolidation in the HR tech industry kept pace in the third quarter, including a notable



The majority of HR tech announcements in the third quarter were for products, with 190 announcements, considerably more than the 112 announcements in the previous quarter and 44 in the third quarter of 2023.

merger between major job boards Monster and CareerBuilder.³ M&A accounted for 46 announcements, the same as in the second quarter and up from 33 in the third quarter of 2023.

The majority of HR tech announcements in the third quarter were for products, with 190 announcements, considerably more than the 112 announcements in the previous quarter and 44 in the third quarter of 2023.

Before the second quarter of 2023, funding announcements accounted for about one-half of all HR tech announcements. But after, product announcements started to account for about one-half. In the third quarter of 2023, funding announcements accounted for 31% of all announcements and product announcements accounted for 40%. Then, in the third quarter of 2024, funding announcements accounted for 21% of all announcements and product announcements accounted for 64%.

This shift happened in response to the swell in funding from 2021 to 2022 that abruptly dropped off in early

2023. HR tech companies have used this funding to invest in product development. New products have also emerged because of the acceleration in AI, which has driven HR tech companies to add AI features to stay current and competitive.

Of the 298 technology announcements, 228 were from companies in the United States, 36 from EMEA, 14 from APAC, and eleven from Canada. There were nine interregional joint announcements: seven between the U.S. and EMEA, one between the U.S. and APAC, and one between EMEA and APAC. Silicon Valley was particularly active this quarter with 52 announcements. London had nine announcements.

Funding in HCM/Core HR tech swelled in the third quarter, totaling \$652.60 million, most of which came from the large investment in HR Path, as previously mentioned. Payroll software was particularly popular among investors this quarter, as the category received \$306.40 million, making up for the mere \$16.40 million invested last quarter. Talent Acquisition technology once again dominated based on the number of announcements (117), which were primarily for new products.*

Overall, HR tech maintained a solid trajectory in the third quarter of 2024, showing no signs of slowing. Investments and acquisitions kept pace despite economic challenges, companies pushed the accelerator on new product releases, and the AI boom continued to liven and revolutionize the sector. Given this performance, the future of HR tech looks optimistic, as companies take charge with innovation, advancement, and growth.

Global Trends in Funding and Acquisitions

To see how funding and acquisitions in HR tech compared to other industries in the third quarter of 2024, let us review global trends in VC and M&A.

VC did not perform as well in other sectors as it did in HR tech because of market and economic uncertainties that persisted in the third quarter. Globally, VC funding fell 16% quarter-over-quarter and 15% year-over-year, according to Crunchbase, which sustained the downturn that began in early 2022. Yet within the dim global VC landscape, AI continued to be a bright light leading the way, keeping investor enthusiasm alive and accounting for 28% of investment dollars in the third quarter.⁴

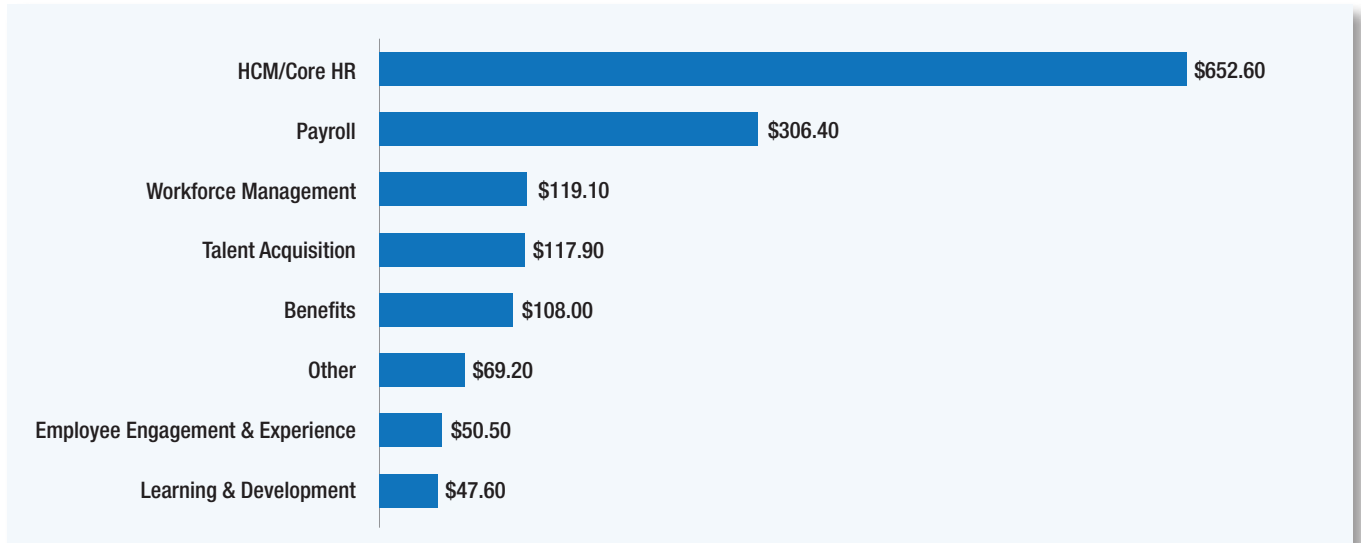
While some interpreted this downturn pessimistically, others saw it as a return to normalcy and stabilization in the VC market after post-pandemic bullish highs in 2021.⁵ Investors are now more cautious and selective, favoring fewer but larger deals, especially in AI,⁶ and investing at a more sustainable rate that reflects pre-pandemic activity.

Unlike global VC in the third quarter, global M&A picked up and sustained its rebound after bottoming out in the second half of last year, mirroring the M&A pattern in HR tech.⁷ Deals over \$1 billion and megadeals over \$10 billion continued to rise, suggesting a return of market confidence.⁸

In North America, both VC and M&A slowed down,⁹ in part because dealmakers were waiting on the outcome of the U.S. presidential election before making major decisions.¹⁰ ■

* Beginning in 2024, the categories were renamed and consolidated in this report. Talent Acquisition now includes recruitment and marketplace job boards. Learning & Development includes upskilling and assessments. Employee Engagement & Experience are now combined. Wellness includes physical, mental, and financial health. Other includes collaboration and communication, team building, relocation, contingent, and compliance. In previous years, we included an AI category to measure the growth of AI in HR tech. However, AI is rapidly becoming table stakes in modern technology. Due to this fact, and due to the fairly liberal use of the term in the media, the category of AI will not be specifically broken out in our analyses going forward.

Q3 2024 HR Spending on New HR Technology (in Millions)



Q3 2024 HR Tech Investment: Summary by Technology

	Funding (Millions)	Number of Announcements
HCM/Core HR	\$ 652.60	35
Payroll	\$ 306.40	28
Workforce Management	\$ 119.10	45
Talent Acquisition	\$ 117.90	117
Benefits	\$ 108.00	34
Other	\$ 69.20	31
Employee Engagement & Experience	\$ 50.50	26
Learning & Development	\$ 47.60	55
Wellness	\$ 4.50	11
DEI	\$ 2.00	7
Screening	\$ -	2

Notes

- 1 “HR Path Secures Historic €500 Million to Fuel Global Expansion and HR Innovations.” *DHRMap*, July 3, 2024, <https://www.dhrmap.com/news/hr-path-secures-historic-e500-million-to-fuel-global-expansion-and-hr-innovations/t/13>
- 2 “UK’s CloudPay Secures \$120M to Revolutionize Global Payroll with AI and Automation.” *DHRMap*, August 8, 2024, <https://www.dhrmap.com/news/uks-cloudpay-secures-120m-to-revolutionize-global-payroll-with-ai-and-automation/t/13>
- 3 “Two HR Titans Unite: CareerBuilder and Monster Finalize Merger.” *DHRMap*, September 16, 2024, <https://www.dhrmap.com/news/careerbuilder-and-monster-close-combination-creating-stronger-job-board-for-talent-and-employers/t/64>
- 4 Teare, Gené. “Global Funding Slowed In Q3, Even As AI Continued To Lead.” *Crunchbase*, October 3, 2024, <https://news.crunchbase.com/venture/global-startup-funding-recap-q3-2024/>
- 5 Mecke, John. “Venture Capital in Q3 2024: Global Macro Trends and the UK’s EarlyStage Investment Landscape.” *Development Corporate*, October 16, 2024, <https://developmentcorporate.com/2024/10/16/venture-capital-in-q3-2024-global-macro-trends-and-the-uks-earlystage-investment-landscape/>
- 6 “The state of venture capital: A look back at Q3 2024.” *Juniper Square*, October 24, 2024, [https://www.junipersquare.com/blog/vc-q3-2024#fundraising:BiggerIsBetter\(andThat’sAboutIt\)](https://www.junipersquare.com/blog/vc-q3-2024#fundraising:BiggerIsBetter(andThat’sAboutIt))
- 7 Lehot, Louis. “M&A Market Picking Up Steam: A Look at Q3 Activity.” *Foley & Lardner LLP*, November 4, 2024, <https://www.foley.com/insights/publications/2024/11/ma-market-picking-up-steam-q3-activity/>
- 8 “Q3 2024 – Large M&A deals stage a comeback as market confidence returns.” *WTW*, October 15, 2024, <https://www.wtwco.com/en-us/insights/2024/10/q3-2024-large-m-and-a-deals-stage-a-comeback-as-market-confidence-returns>
- 9 Sen, Anirban. “M&A seen slowing ahead of US elections after uneven third quarter.” *Reuters*, September 26, 2024, <https://www.reuters.com/markets/deals/ma-seen-slowing-ahead-us-elections-after-uneven-third-quarter-2024-09-26/>
- 10 “Q3’24 Venture Pulse Report – United States.” *KPMG*, October 16, 2024, <https://kpmg.com/xx/en/our-insights/operations/q3-24-venture-pulse-report-united-states.html>



About *HRO Today* Magazine

HRO Today is the property of SharedXpertise Media and offers the broadest and deepest reach available anywhere into the HR industry. Our magazines, web portals, research, e-newsletters, events, and social networks reach over 180,000 senior-level HR decision-makers globally with rich, objective, game-changing content. Our No. 1 strength is our reach. HR leaders rely heavily on the *HRO Today* Baker's Dozen rankings across six different categories when selecting an HR service provider.

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

PRODUCT ANNOUNCEMENTS

Xevant and Ivím Health	Product		Xevant, a provider of data analytics for healthcare solutions, partnered with Ivím Health, a provider of GLP-1 weight loss programs, to introduce Ivím at Work with Xevant, which offers medical weight loss as a corporate benefit.	United States
Interviews Chat	Product		Interviews Chat, an AI tool that helps job seekers with interviews, launched Tailored Resumes and Career Pivot, new features to help users with AI-driven resumes and career exploration.	Poland
Zappyhire	Product		Zappyhire, a provider of recruitment automation software, announced the US launch of its solution, ZappyVue Automated Video Interviewing Platform, a solution for screening candidates and conducting remote job interviews.	India
Netchex	Product		Netchex, a provider of human capital management solutions, launched Netchex 401k, powered by Vestwell, which enables businesses to offer this employee benefit at a competitive cost with minimal administrative effort.	United States
TalentQuest	Product		TalentQuest, a talent management solutions provider, launched Advanced Analytics, which pulls data from any source in the TQ Platform, providing a holistic view of organizational performance and employee development.	United States
PCRecruiter	Product		PCRecruiter, a developer of applicant tracking and staffing software, introduced the PCRecruiter AI Suite with AI features to compose content and more easily search private databases.	United States
McLean & Company	Product		McLean & Company, an HR research and advisory firm, launched its Learning & Development Resource Center and Learning Content Library to help HR professionals get the right resources in their learning journey.	Canada
D2L	Product		D2L, a learning technology platform, introduced D2L Lumi, a new AI feature to help build better content, assessments, and activities to improve the learning experience.	Canada
Empara	Product		Empara, a developer of healthcare technology, launched Em, a customizable AI virtual assistant for navigating benefits.	United States
Trusaic	Product		Trusaic added a new tool to its workplace equity technology platform, PayParity: R.O.S.A. (Remediation Optimization Spend Analysis) optimizes salary adjustments and pay equity remediation efforts.	United States
eGrove Systems	Product		eGrove Systems, a global IT firm, launched Sevnest.com, a Learning Management System to support business training and development using modern technology.	United States
Joveo	Product		Joveo, a recruitment marketing service provider, launched Unified Analytics, which delivers centralized, predictive analytics and actionable insights across job advertising, social channels, career sites, and CRMs.	Silicon Valley, US

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

PRODUCT ANNOUNCEMENTS (cont'd.)

ClearCompany	Product		ClearCompany, a talent management platform, released Virtual Recruiter, an AI-powered chatbot assistant for improving recruitment efficiency and candidate engagement.	United States
Papaya Global	Product		Papaya Global, a payroll and workforce management platform, launched Papaya Global Academy, a video series for payments and payroll professionals to enhance their skills and knowledge.	United States
CNEXT Partners	Product		CNEXT, a leadership and executive development company, introduced ADVOCATE for senior leaders to develop inclusive leadership skills.	United States
Empuls	Product		Empuls, an employee rewards platform, enhanced its Employee Engagement Suite with AI-powered capabilities, including Smart Achievement Tracking, Inclusive Recognition, Award Creation, Safe Social Intranet, and Insights.	India
Deputy	Product		Deputy, a workforce management platform, launched Deputy HR to streamline hiring, onboarding, document management, and employee engagement for hourly workers.	Australia
BorderlessHR	Product		BorderlessHR, a provider of HR and recruitment solutions, announced its Canada Engineering Launchpad program to tackle the challenge of relocating skilled remote tech talent who want to live in Canada.	Canada
LifeWorks	Product		LifeWorks, a nonprofit serving people with disabilities, unveiled an AI employee assistant that improves access to policy and procedures to expedite onboarding, training, and orientation.	United States
iCIMS	Product		iCIMS, a talent acquisition technology provider, introduced AI product enhancements, including iCIMS Candidate Experience Management, to help organizations build stronger candidate connections and faster recruiting workflows.	United States
Sense	Product		Sense, a talent engagement platform, launched its Candidate Relationship Management platform that streamlines the talent acquisition process by centralizing candidate data, communications, and engagement.	Silicon Valley, US
SmartRecruiters	Product		SmartRecruiters, a hiring platform, launched SmartAnalytics Pro, which allows customers to create personalized reporting hubs to boost their analytical capabilities.	Silicon Valley, US
Geographic Solutions	Product		Geographic Solutions, a provider of workforce development software for the government and public sector, launched VOS Sapphire AI, which adds AI into its flagship software, providing a more intuitive and seamless experience for building résumés, interview preparation, job search, and job posting.	United States
D2L	Product		D2L, a learning technology platform, introduced the D2L Accessibility Bundle, to better support the learning needs of users with diverse abilities.	Canada

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

PRODUCT ANNOUNCEMENTS (cont'd.)

HireClix	Product		HireClix, a recruitment marketing services company, launched HireClix Help, an AI-powered help center for talent acquisition professionals offering a large library of resources they can use to optimize their recruitment strategies.	United States
hackajob	Product		hackajob, a hiring platform, introduced hackajob intelligence, an end-to-end AI-assisted platform for tech hiring.	United States
Workera	Product		Workera, a skills technology platform, launched a free assessment tool for individuals to verify and benchmark their AI skills.	Silicon Valley, US
Safeguard Global Pay	Product		Safeguard Global Pay, a provider of global payroll solutions, released MyDay, a platform for payroll operators and clients to collaborate.	United States
GAN Integrity	Product		GAN Integrity, a provider of compliance, ethics, and risk management solutions, released Integrity Campaign Manager to keep employees informed with current ethics and compliance expectations, and provide compliance teams with improved automation, reporting, and scale.	United States
AMN Healthcare	Product		AMN Healthcare, a provider of healthcare talent solutions, launched the Manager Hub app on its workforce management platform, ShiftWise Flex, which gives managers seamless access to essential functionalities.	United States
Fiverr	Product		Fiverr expanded its platform from a freelance services marketplace to a hiring platform with its summer release, which included a deeper integration of AI with Fiverr Neo.	Israel
TalentNeuron	Product		TalentNeuron, a labor market intelligence platform, introduced EVP Sentiment Analysis, which provides insight into employee experience at competitor organizations to improve talent strategy.	United States
Greenhouse	Product		Greenhouse, a hiring platform, announced new tools in its summer release that reduce bias and streamline the hiring process, including Pave Market Data, a compensation benchmarking tool.	United States
AgileHRO	Product		AgileHRO, a global employment platform, launched two new features to automate tasks in payroll management and employee onboarding: Payroll Run, which automates the entire payroll cycle, and Smart Contracts, which automates employment contracts.	Singapore
Workstatus	Product		Workstatus, a workforce management tool, introduced its Overtime Calculator to ensure precise compensation for employees' extra work.	India
Cappfinity	Product		Cappfinity, a skills-based talent acquisition and management company, launched its new workforce mapping platform, Skills Discovery.	United Kingdom

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

PRODUCT ANNOUNCEMENTS (cont'd.)

DigitalChalk	Product		DigitalChalk, a provider of learning management solutions, released DigitalChalk Integrations, which connects and streamlines learning data management processes.	United States
Bevinzey	Product		Bevinzey, a learning platform, launched two new features: Manuscript Generation and Text Interactor, which use AI to provide a more interactive and personalized learning experience for users.	United States
Affirmity	Product		Affirmity, a provider of software and services that build inclusive workforces, launched a new dashboard to provide AI analytics and insights for affirmative action planning.	United States
Workera	Product		Workera, a skills technology platform, introduced Skill Galaxy, a skills map that offers a detailed, interactive view of a company's skills and skills gaps.	Silicon Valley, US
ZipRecruiter	Product		ZipRecruiter, an employment marketplace, announced new tools to simplify the job search, including AI features, expanded data-driven insights, and improvements to the job search and application process.	United States
Talkpush	Product		Talkpush, a recruitment platform, introduced Sam, an AI-powered voice interviewer that talks with job candidates in real time.	United States
FindRemoteJobs	Product		FindRemoteJobs launched its new platform for people working from home.	United States
Netchex	Product		Netchex, a provider of HR and payroll solutions, launched the Insights data platform for HR and finance professionals to easily gather actionable insights from their data.	United States
Cangrade	Product		Cangrade, a hiring and talent development solution, launched two new products — Candidate Matching and Internal Talent Marketplace—to optimize talent acquisition and internal mobility efforts.	United States
TalentXi	Product		TalentXi, a provider of recruitment programmatic marketing, launched its new AI beta program, which makes available its advanced programmatic advertising algorithms that streamline passive candidate talent acquisition.	United States
TalentDesk Group	Product		TalentDesk Group, a freelancer platform, announced Phoenix, an AI assistant that enables businesses to quickly identify and engage the perfect freelancer for any task.	London, UK

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

PRODUCT ANNOUNCEMENTS (cont'd.)

Pluralsight	Product		Pluralsight, a skills-based learning platform, launched Iris, an AI Assistant that accelerates and personalizes the learning experience.	United States
HireQuotient	Product		HireQuotient, a provider of recruitment technology, launched AI tools to enhance productivity and efficiency, including an AI Detector, Plagiarism Checker, Email Lookup Tool, and AI Email Generator.	Silicon Valley, US
Hackr.io	Product		Hackr.io, an education platform, launched Mentor, a new upskilling tool for tech jobs, which provides tech tutorials, resources, and job opportunities.	United States

FUNDING ANNOUNCEMENTS

HR Duo	Venture Debt Funding	\$1.8 million	HR Duo, a workplace management software firm, will use the funds to enhance its product offering and expand its sales and marketing efforts.	United Kingdom
Benchmark Analytics	N/A	N/A	Benchmark Analytics, a personnel management platform for law enforcement, will use the investment to enhance and expand its solutions.	United States
HR Path	N/A	\$527 million	HR Path, an HR consulting firm, will use the funds to drive the next phase of its growth and international expansion.	France
Making Space	Pre-seed	\$2 million	Making Space, a talent acquisition and learning platform for disabled workers, will use the funds to expand its offerings.	United States
WorkerHero	Series A	\$4.2 million	WorkerHero, a recruiting technology startup, will use the funds to scale its operations, upgrade its platform, and enter new industries.	Germany
GroupBy HR	Pre-series A	N/A	GroupBy HR, a recruitment platform, will use the funds to automate tasks in the outbound recruitment process.	Korea
In2Dialog	Angel Investment	N/A	In2Dialog, an AI-driven recruitment platform, will use the funds to enhance its functionality and expand into new markets.	Netherlands
Ogram	N/A	N/A	Ogram, a staffing solutions company, will use the funds to fuel its expansion into KSA.	UAE
DYNO	Pre-seed	\$2.6 million	DYNO, a pension plan software company, will use the funds to expand its customer base.	Germany

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

FUNDING ANNOUNCEMENTS (cont'd.)

Kwikly Dental Staffing	Series A	N/A	Kwikly, a dental staffing company, will use the funds to propel its nationwide expansion and enhance its technology and services.	United States
Passionfruit	Series A	\$9 million	Passionfruit, a freelance job marketplace, will use the funds to enhance its offerings and expand into North America.	London, UK
Workstaff	Seed	\$1.1 million	Workstaff, a workforce management platform, will use the funds to facilitate its global expansion and enhance its platform.	Canada
Pathos Logos	Series A	N/A	Pathos Logos, an HR platform, will use the funds to expand its product development and sales systems.	Japan
Uplimit	Series A	\$11 million	Uplimit, an enterprise learning platform, will expand its platform to upskill more organizations.	Silicon Valley, US
Trio Mobil	N/A	\$26.5 million	Trio Mobil, a provider of solutions for workplace safety and efficiency, will use the funds to enhance its ability to support customers, accelerate growth initiatives, and strengthen operations.	United States
Gigpro	Series A	\$16 million	Gigpro, a job marketplace for the hospitality industry, will use the funds to expand its platform and technological capabilities.	United States
ExecThread, Inc.	N/A	N/A	ExecThread, a job networking platform for executives, will use the funds to support platform expansion and launch new product offerings.	United States
Questco	N/A	N/A	LightBay Capital made a strategic investment in Questco, a professional employer organization that provides outsourced HR services, to support Questco's growth.	United States

MERGERS & ACQUISITIONS

Phenom and Tydy	Acquisition		Phenom, a global HR tech company, acquired Tydy, an onboarding platform, to add onboarding capabilities to Phenom's platform.	United States
Omnissa and KKR	Acquisition		KKR, a global investment firm, acquired Omnissa, a digital work platform, allowing Omnissa to launch as an independent software company.	United States and Silicon Valley, US
Aquiline Capital Partners LP and Isio Group Limited	Acquisition		Aquiline, a private investment firm, acquired a majority stake in Isio, a pensions, reward and benefit advisory firm, allowing Isio to expand its core services and adjacent practices.	United States and London, UK

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
MERGERS & ACQUISITIONS (cont'd.)				
GQR and Uniti Med	Acquisition		GQR, a global workforce solutions firm, acquired Uniti Med, a healthcare staffing company, to enhance its market position and deliver comprehensive workforce services.	United States
Navigate and Health Solutions, LLC	Acquisition		Navigate, a corporate wellbeing platform, acquired Health Solutions, a corporate wellness company, to further its mission and build upon its platform.	United States
Vimly Benefit Solutions and Wired Quote	Acquisition		Vimly, a provider of benefits administration, acquired Wired Quote, a quoting and enrollment solution, to streamline their quoting process.	United States
Alight, Inc. and H.I.G. Capital	Acquisition		Alight, a human capital technology and services provider, sold its Professional Services and Payroll & HCM Outsourcing businesses to H.I.G. Capital and renamed the newly independent business to Strada.	United States
Sinecure, Inc. and Strategy Source	Acquisition		Sinecure, a talent advisory firm, acquired Strategy Source, a recruitment services firm, to enhance its market position and capabilities.	United States
Deel and Hofy	Acquisition		Deel, an HR and payroll company, acquired Hofy, a device supply and management company, to send company devices to newly onboarded workers and run its fully remote, global team.	Silicon Valley, US and London, UK
ZRG and Jamesbeck	Acquisition		ZRG, a global talent advisory firm, acquired Jamesbeck, a recruitment firm specializing in senior-level talent, to establish its presence in asset management.	United States
Fiverr and AutoDS	Acquisition		Fiverr, a freelance services marketplace, acquired AutoDS, a dropshipping tool, to enhance its offerings.	United States
G&A Partners and Management Solutions Inc.	Acquisition		G&A Partners, a professional employer organization and HR outsourcing provider, acquired Management Solutions, a PEO and HR management provider, to enhance its resources and relationships in Colorado.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

PRODUCT ANNOUNCEMENTS

INFINITI HR	Product		INFINITI HR, a provider of HR outsourcing solutions, launched a new mobile app to help employees manage HR tasks, such as submitting time off and accessing payroll, tax, and benefits information.	United States
Workday, Inc.	Product		Workday, an HR and finance platform, announced new AI-powered HR solutions--HiredScore AI for Recruiting and HiredScore AI for Talent Mobility--and new AI capabilities were added in Workday Job Architecture.	Silicon Valley, US
Thought Industries	Product		Thought Industries, an enterprise learning platform, launched tia, an generative AI application that indexes a company's knowledge base and academy content to deliver insights to front-line teams.	United States
Renaissance Life & Health Insurance Company of America	Product		Renaissance, a life and health insurance company, launched a new supplemental health solution that enables quick and easy benefit payouts.	United States
VinnCorp	Product		VinnCorp, a remote talent job platform, launched an AI learning platform, Fast Learner, to upskill students, professionals, and individuals.	Silicon Valley, US
The ApplyAI	Product		The ApplyAI launched as a new virtual career coach platform.	United States
Netchex	Product		Netchex, a provider of human capital management software, launched Community, an employee recognition and engagement platform.	United States
Awardco	Product		Awardco, an employee recognition and rewards platform, introduced External Recognition, an employee rewards and recognition feature for customer-facing teams.	United States
meQuilibrium	Product		meQuilibrium, an employee wellness platform, introduced a new AI-powered dashboard to support employee performance, engagement, and well-being by offering in-the-moment support to employees.	United States
Revelio Labs	Product		Revelio Labs, a workforce intelligence company, launched COSMOS, a job postings dataset.	United States
SimpleVMS, a division of Avionté	Product		SimpleVMS introduced AI Photo Time, a timekeeping solution for managing a contingent workforce.	United States
Paylocity	Product		Paylocity, an HR and payroll software company, introduced Benefits Decision Support, a new product to simplify benefits enrollment for HR teams by offering employees personalized benefits recommendations.	United States
Cloudester Software	Product		Cloudester Software, a software development company, launched an AI employee performance monitoring tool.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
PRODUCT ANNOUNCEMENTS (cont'd.)				
Paycor HCM, Inc.	Product		Paycor, a provider of human capital management software, released Paycor Compensation Management, which streamlines compensation planning while engaging and retaining employees.	United States
SimplifyVMS	Product		SimplifyVMS, a provider of workforce management technology, launched advanced vendor management tools to streamline talent acquisition processes and optimize contingent workforce management.	United States
HR Acuity	Product		HR Acuity, a provider of HR software, launched its next generation employee relations and investigations platform, including its AI-powered companion, olivER.	United States
Learning Pool	Product		Learning Pool, a learning and employee performance platform, launched AI Conversations for employees to practice ethics and compliance in challenging workplace conversations.	United Kingdom
Vivian Health	Product		Vivian Health, a talent marketplace for healthcare professionals, launched new features to enhance the job search process, including Vivian AI Copilot and Daily Matches.	Silicon Valley, US
Take Command	Product		Take Command, a health benefits technology company, launched its next-generation platform HRA Hub for employers to better administer Individual Coverage Health Reimbursement Arrangements.	United States
CareerVillage	Product		CareerVillage, a career platform, launched Coach, an AI career development tool for underrepresented youth and adults.	Silicon Valley, US
KANNY	Product		KANNY, a character-based hiring platform, launched in beta.	United States
Paychex, Inc.	Product		Paychex, a provider of human capital management software, introduced Paychex Flex Engage, which combines employee engagement, performance reviews, rewards, and compensation management features into one place.	United States
BrightPlan	Product		BrightPlan, a financial wellness platform for enterprise organizations, launched its new virtual Financial Wellness Coach to give employees personalized financial guidance.	Silicon Valley, US
NovoEd	Product		NovoEd, a learning platform for global workforces, launched NovoAI, a collection of AI tools that deliver learning experiences at scale.	Silicon Valley, US
FMS Solutions	Product		FMS Solutions, a retail software provider, launched the Workhappy onboarding app to simplify onboarding, streamline communications, and integrate scheduling and payroll in one platform for retailers.	United States
Aanii, Inc.	Product		Aanii, a workforce management platform for home care services, introduced Aanii Kids to help childcare providers and placement agencies increase operational efficiency, automate bookings, and improve user satisfaction.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
Perficient	Product		Netchex, a provider of payroll and HR software, launched Netchex Expense Management, designed to simplify and automate expense reporting and reimbursement. They also added Earned Wage Access to their platform.	United States
TalentFusion	Product		TalentFusion, a next generation direct sourcing company in contingent workforce talent management, announced its official launch.	United States
Paychex, Inc.	Product		Paychex, a provider of human capital management software, launched Paychex Flex Perks, a digital employee benefits marketplace that allows employees to self-select benefits.	United States
Concentra	Product		Concentra, an occupational medicine provider, launched a behavioral health service on Concentra Telemed, its workers' compensation telemedicine platform.	United States
CoSchedule	Product		CoSchedule, a provider of marketing calendar solutions, introduced three new tools designed to help job seekers create applications with the help of AI.	United States
Dayforce, Inc.	Product		Dayforce, a provider of human capital management software, launched a new Dayforce Learning experience to equip organizations with learning and development tools.	United States
Workday, Inc.	Product		Workday, an HR and finance platform, announced Global Payroll Connect, a unified global payroll solution provided by Strada.	Silicon Valley, US
bswift	Product		bswift, a provider of benefits administration, launched its next-generation employee benefits decision support tool, Emma EnrollPro, which simplifies benefits enrollment for employees.	United States
CodeSignal	Product		CodeSignal, a skills platform, launched Conversation Practice, enabling learners to practice critical workplace conversations through AI simulations.	Silicon Valley, US
DirectlyApply	Product		DirectlyApply, a job matching platform, released a new search experience that matches job seekers with opportunities based on the unique details of their resumes.	London, UK
Fama Technologies	Product		Fama, a candidate screening platform, announced a new Instagram Reels as a Source feature to help its clients identify signals of workplace misconduct that may only appear in video format.	United States
Salary.com	Product		Salary.com, a salary calculator and planning tool, announced SalaryIQ, an AI-powered real-time job posting database that provides job market data for use in compensation and recruiting strategies.	United States
Sense	Product		Sense, a talent engagement platform, launched its new Career Sites solution that allows companies to build and launch a career site with brand consistency, an intuitive design, and robust recruiting features.	Silicon Valley, US

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

PRODUCT ANNOUNCEMENTS (cont'd.)

The Josh Bersin Company	Product		The Josh Bersin Company, an HR advisory firm, announced HR Career Navigator, a new AI-powered career development coach for HR professionals.	Silicon Valley, US
Findem	Product		Findem debuted Copilot for Sourcing, an AI companion for candidate sourcing to orchestrate all talent data and automate the candidate sourcing process.	Silicon Valley, US
Jobilla	Product		Jobilla, an AI recruitment startup, launched its latest recruitment tools designed to streamline and enhance global recruitment efforts.	Finland
PlanSource	Product		PlanSource, an HR and benefits administration company, launched its Summer 2024 Product Release, including the new chatbot, Olive.	United States
Bryq	Product		Bryq, a talent intelligence platform, launched a new Hard Skills Feature, which extracts and analyzes hard skills directly from candidate resumes.	United States
SME	Product		SME, a non-profit association for educating and advancing the manufacturing industry, introduced Ready to Hire, a train-to-hire program for the manufacturing workforce.	United States
AiFlow	Product		AiFlow, a talent solutions provider, launched an AI-enabled candidate identification platform to streamline the talent search.	Silicon Valley, US
Ladders	Product		Ladders, a career site for jobs that pay above \$100,000, launched new online resume services, including optimization for Applicant Tracking Systems, LinkedIn profiles, and cover letters.	United States
Helios	Product		Helios, a workforce management provider, launched a global payments and HR management platform to simplify how businesses manage their global people operations.	United States
Deeper Signals	Product		Deeper Signals, a provider of talent assessment technology, launched Skills Selector, which improves hiring based on soft skills using quick, data-driven assessments.	United States

FUNDING ANNOUNCEMENTS

WorkJam	N/A	\$20 million	WorkJam, a platform for the deskless frontline workforce, will use the new funds to fuel its international marketing efforts in Europe and Asia.	Canada
Kataguruma Co., Ltd.	Pre-Seed Series A	\$1.1 million	Kataguruma, which develops HR tech businesses for the childcare, education, and rehabilitation industries, will use the funds to accelerate growth.	Japan
Tezi	Seed	\$9 million	Tezi, an AI recruiting startup, will use the funds to accelerate product development and expand operations ahead of its launch.	Silicon Valley, US

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
FUNDING ANNOUNCEMENTS (cont'd.)				
When	Seed	\$4.6 million	When, an offboarding platform to help employees navigate post-employment and maintain access to healthcare, will use the funds to expand its platform's AI capabilities, add new offerings to its post-employment marketplace, and grow its customer base.	United States
New Street Consulting Group	N/A	\$8.2 million	New Street Consulting Group, a recruitment advisory firm, will use the funds to drive forward overseas expansion plans.	United Kingdom
Skillfully	Seed	\$2.5 million	Skillfully, a simulation-driven hiring platform, will use the funds to further commercialize its platform and develop additional products.	Silicon Valley, US
Andgo Systems Inc.	N/A	\$1.4 million	Andgo, a provider of workflow automation solutions for dynamic absence onboarding, shift filling, and vacation mapping, will use the funds to fuel its expansion across North America.	Canada
CloudPay	N/A	\$120 million	CloudPay, a payroll and payment solutions provider, will use the funds to strengthen its capital base and invest in new solutions for customers.	United Kingdom
F4e	Seed	\$1 million	F4e, a talent assessment and performance management platform, will use the funds to expand its platform and open up to the global market, especially the EU.	Turkey
Weavings Manpower Solutions	N/A	N/A	Weavings, a provider of staffing and workforce solutions, will use the funds to enhance its technology platform, expand into new geographies, and introduce specialized staffing solutions.	India
CuraLinc Healthcare	N/A	N/A	CuraLinc, a provider of workforce mental health and employee assistance programs, will use the funds to fuel its growth and innovation in the mental healthcare sector.	United States
Your Money Line	Series A	\$4.5 million	Your Money Line, an employee financial wellness platform, will use the funds to accelerate the development of its solution and mission.	United States
Capitalize	Series B	\$19 million	Capitalize, a platform that facilitates the digital transfer and management of retirement assets, will use the funds to enhance their platform, expand their services, and grow their Enterprise business.	United States
Rx Save Card	Pre-Seed	\$1.7 million	Rx Save Card, a pharmacy benefit solution for employees and employers, will use the funds to further develop its solution.	United States
Administratrate	N/A	\$3.8 million	Administratrate, a training management platform, will use the funds to expand its market reach and scale its offering.	United Kingdom
WorkPay	Series A	\$5 million	WorkPay, an HR, payroll, and benefits platform, will use the funds to scale across Africa and roll out new products.	Kenya

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

FUNDING ANNOUNCEMENTS (cont'd.)

FLOWIT	Seed	\$4.5 million	FLOWIT, a frontline worker coaching platform for feedback, learning, and development, will use the funds to further scale the company and expand internationally.	Switzerland
Thera	Seed	\$4 million	Thera, a payroll and payments platform, will use the funds to expand its product offerings, team, and footprint in the global market.	United States
Tilt	Series B	\$15 million	Tilt, a leave management system, will use the funds to expand its technology footprint, enhance API integrations, and develop strategic partnerships.	United States
Fleet	Seed	\$2.5 million	Fleet, a commuter benefits management platform, will use the funds to support its focus on enhancing and deploying its platform.	Silicon Valley, US
Jobilla	N/A	\$6.3 million	Jobilla, an AI recruitment startup, will use the funds for its European expansion and development of its platform.	Finland
BaseMe	Pre-Series A	\$3 million	Alesgood, which operates BaseMe, a next-generation career support platform, will use the funds to further its growth and business development.	Japan

MERGERS & ACQUISITIONS

L2L and SwipeGuide	Acquisition		L2L, a provider of connected workforce solutions, acquired SwipeGuide, a mobile-first training and visual job aids platform for manufacturing employees, to enhance its capabilities in frontline training and skills management.	United States and Netherlands
ZRG and Linked4HR	Acquisition		ZRG, a global talent advisory firm, acquired Linked4HR Solutions' Executive Interim & HR Advisory services in the Middle East and Africa region.	United States and UAE
ZipRecruiter and Breakroom	Acquisition		ZipRecruiter, an employment marketplace, acquired Breakroom, a frontline employer review platform, to give job applicants greater insight through employer reviews.	United States and London, UK
Modern Health and Anvil Health	Acquisition		Modern Health, a workplace mental health platform, acquired Anvil Health, a provider of healthcare software, for its AI solution designed to enhance the healthcare provider experience.	Silicon Valley, US
Payoneer and Skuad	Acquisition		Payoneer, a provider of cross-border payment solutions, acquired Skuad, an HR and payroll platform for remote teams, to strengthen its position in the global fintech market, particularly in the SMB sector.	United States and Singapore

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
Consello Capital and EHE Health	Acquisition		Consello Capital, a private equity firm, acquired EHE Health, a provider of preventive healthcare to employers, to help EHE Health continue its growth.	United States
Sprockets and HourWork	Acquisition		Sprockets, a hiring platform, acquired HourWork, a platform specializing in post-hire engagement and retention, to enhance its product offerings and cover every stage of the employment journey.	United States
Hearst and Qgenda, LLC	Acquisition		Hearst, an information and mass media company, acquired Qgenda, a provider of healthcare work-force management solutions, to enhance its healthcare system, Hearst Health.	United States
Korbyt and NFS Technology	Acquisition		Korbyt, a provider of digital signage and workplace communications software, acquired NFS Technology, a provider of meeting room booking and space management software, to become a leading global workplace experience platform.	United States
Asure and HireClick	Acquisition		Asure, a Human Capital Management software provider, acquired HireClick, a hiring platform for SMBs, to enhance its HCM suite with a user-friendly hiring solution.	United States
Avionté and AkkenCloud	Acquisition		Avionté, a staffing platform, acquired AkkenCloud, a staffing software company, to solidify its leadership in the staffing software industry.	United States
Lightcast and tratigens	Acquisition		Lightcast, a provider of global labor market data, analytics, and guidance, acquired Stratigens, a talent intelligence provider, to expand its global workforce data capabilities.	United States and United Kingdom
Vensure Employer Solutions/Execupay and Payrolls Unlimited	Acquisition		Vensure Employer Solutions, a provider of HR technology, acquired Payrolls Unlimited, a provider of payroll and tax services for SMBs, to broaden its services and become a single source solution for all HR needs.	United States
DirectEmployers Association and EqualityMagazines.com	Acquisition		DirectEmployers, a provider of OFCCP compliance and recruitment marketing, acquired Equality Magazine and its diversity-focused job boards to strengthen its reach in attracting a diverse talent pool.	United States
FranConnect and World Manager	Acquisition		FranConnect, a provider of franchise management solutions, acquired World Manager, a provider of learning management and front-line employee engagement solutions, to expand its platform capabilities.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

PRODUCT ANNOUNCEMENTS

Cornerstone OnDemand, Inc.	Product		Cornerstone, a learning technology company, introduced Cornerstone Galaxy, an integrated learning and upskilling platform.	United States
GoodTime	Product		GoodTime, a provider of AI for talent teams, released Experience+, a suite of features aimed at orchestrating and elevating the entire hiring experience.	Silicon Valley, US
TeleSafety	Product		TeleSafety, a provider of workplace safety solutions, launched an AI platform designed to answer OSHA-related questions and build safety programs in real-time.	United States
The FlexTek Group	Product		The FlexTek Group, a recruitment platform, launched its Workz360 platform, which makes it easy and free for independent professionals to find projects that fit their experience, skill sets, and availability.	United States
The CareerWallet Group	Product		The CareerWallet Group, a recruitment technology provider, introduced new AI filtering technology to tackle the growing issue of fake AI-generated job applications.	London, UK
BerniePortal	Product		BerniePortal, a payroll, HR, and benefits platform for small business, launched a new Recruiting Feature to improve how clients attract and hire top talent.	United States
Symphony Talent	Product		Symphony Talent, a provider of talent acquisition solutions, announced SFX Brand Amplifier, designed to showcase employer brands to attract high-quality candidates.	United States
SmartJobBoard	Product		SmartJobBoard, a job board solution provider, launched new AI Matching features, which evaluates candidates' skills, experience, and education to provide accurate job matches.	United States
ZipRecruiter	Product		ZipRecruiter, an employment marketplace, launched ZipIntro, a new video interviewing functionality.	United States
TalentWell	Product		TalentWell, a recruitment firm, launched its next-generation talent sourcing platform, featuring the latest in AI technology.	Silicon Valley, US
Personio	Product		Personio, an HR software company for SMBs, announced enhanced features for people analytics, performance and development, and workflow automation.	Germany
The Muse	Product		The Muse, a career platform, launched Muse Productions, a content creation studio that helps companies activate their employer brands and recruit top talent.	United States
Skillsoft	Product		Skillsoft, a learning platform, launched Skillsoft Compliance Suite, which uses AI to tailor compliance training to each employee's role and required regulations.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
PRODUCT ANNOUNCEMENTS (cont'd.)				
Quickbase	Product		Quickbase, a work management platform, announced the Quickbase Work Management platform for Manufacturing, which connects teams, machines, and workflows for complete operational visibility.	United States
Final Round AI	Product		Final Round AI, an interview assistance platform, launched an AI-powered interview coach and resume builder.	Silicon Valley, US
DailyPay	Product		DailyPay, an on-demand pay platform, launched the DailyPay Visa® Prepaid Card, which adds capabilities to its existing suite of money movement services.	United States
Mployer	Product		Mployer, a provider of employee benefits ratings and analytics, launched Insights+, a tool that allows employers, employees, and brokers to rate their benefit plans.	United States
isolved	Product		isolved, a human capital management software company, launched isolved Portable Alternative Coverage, which supports COBRA-eligible employees with tailored health insurance alternatives during post-employment.	United States
Jackson Healthcare	Product		Jackson Healthcare, a healthcare staffing firm, launched Jackson HealthPros, a new business that focuses on staffing in specialty areas that include imaging, radiology, laboratory, respiratory therapy, and surgery.	United States
ReqReadyAI	Product		ReqReadyAI, an employment services company, officially launched with a mission to bring the human touch back into the hiring process.	United States
Hireclix	Product		HireClx, a recruitment marketing agency, announced HireClx Advanced Analytics Dashboard, which consolidates data from recruitment marketing initiatives, applicant tracking systems, and other sources to better analyze recruitment ROI.	United States
SeekOut	Product		SeekOut, a talent intelligence platform, launched Talent Maturity Model, its new talent assessment tool that gives practical tips for companies to advance talent strategies.	United States
Bond & Trade Communications, LLC	Product		Bond & Trade, a full-service communications agency, launched Jobminder365, a mobile career documentation app for filing accounts of job performance, workplace challenges, and professional experiences.	United States
Learning Pool	Product		Learning Pool, an employee learning platform, announced AI Coach, a professional development tool that uses AI to coach and guide employees towards their career goals.	United Kingdom
Broadvoice	Product		Broadvoice, a contact center platform, released an AI workforce management tool to optimize staff scheduling and performance.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
PRODUCT ANNOUNCEMENTS (cont'd.)				
Seed Talent	Product		Seed Talent, a provider of educational solutions for the cannabis industry, launched its AI Course Builder for brands and retailers to create, manage, and deploy training content.	United States
Deloitte	Product		Deloitte, a professional services company, launched Deloitte Academies, a suite of learning experiences designed to develop vital skills for the future workforce.	London, UK
CloudPay and Workday	Product		CloudPay, a payroll and pay-on-demand service, teamed up with Workday to launch Global Payroll Connect, an integration that strengthens their payroll solution.	United Kingdom
iQ4 and VitalSource	Product		iQ4, a workforce learning and skills development company, partnered with VitalSource, a learning delivery network, to introduce the Workforce Skills Wallet, which gives learners greater access to skills-based learning and control over their educational and career journeys.	United States
HireScore	Product		HireScore, a provider of hiring solutions, unveiled FUEL Assessment, a pre-employment simulation exercise to improve the way employers identify and evaluate candidates for control operator positions.	United States
Magnit	Product		Magnit, an Integrated Workforce Management platform, released Redeployment Marketplace, which uses an AI algorithm to match pre-vetted contract workers with participating organizations.	United States
Remofirst	Product		Remofirst, an all-in-one Employer of Record, launched RemoCheck, a background check service.	Silicon Valley, US
Nexxt	Product		Nexxt, an HR tech company, announced Nexxt Organic, which enables companies to attract quality candidate traffic to their jobs for free, and Nexxt Organic+, which expands job visibility across its suite of diversity sites and through targeted job alerts.	United States
Crosschq	Product		Crosschq, a Hiring Intelligence platform, announced Quin, an AI co-pilot for talent acquisition.	Silicon Valley, US
Joveo	Product		Joveo, a recruitment marketing company, launched a conversational AI recruiting assistant, MOJO Recruiting Assistant.	Silicon Valley, US
rater8	Product		rater8, a patient feedback platform for the healthcare industry, launched employee satisfaction surveys to help healthcare organizations measure and improve employee satisfaction.	United States
20/20 Foresight Executive Talent Solutions	Product		20/20 Foresight, an executive search company, launched Executive Search Research Assistant (ESRA) to automate and enhance the candidate identification and research process.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
PRODUCT ANNOUNCEMENTS (cont'd.)				
SurePeople	Product		SurePeople, a people intelligence platform, launched an AI-powered mobile app featuring SureTools, which uses Prism, a psychometric tool, to enhance team collaboration and coaching for employees.	United States
Sync2Hire	Product		Sync2Hire, a hiring solutions company, launched its post-application platform to enhance the post-application process in recruiting by centralizing communication and collaboration.	United States
Avaap and AccurateAI	Product		Avaap, an IT and management consulting firm, partnered with AccurateAI, an AI platform, to introduce ACEBenefits, a help desk automation system that addresses employee questions related to benefits, company policies, and expense policies.	United States
Endera	Product		Endera, a workforce risk management platform, launched its next-generation Continuous Evaluation platform to improve post-hire risk monitoring and mitigation.	United States
Litmos	Product		Litmos, a corporate learning provider, expanded its AI product portfolio with new AI Playlists and AI-enabled capabilities.	Silicon Valley, US
Magnit	Product		Magnit, an Integrated Workforce Management platform, unveiled its Magnit Platform now powered by GenAI, including its new AI companion, Maggi.	United States
CapRelo	Product		CapRelo, a global relocation management company, launched Moxie 1.0, an AI chatbot that serves as a virtual consultant for relocating employees.	United States
New Level Work	Product		New Level Work, a leadership development platform, launched Leora AI, a suite of AI-powered learning tools that enhance human-led coaching and training.	Silicon Valley, US
Workday	Product		Workday, an HR and finance platform, announced Illuminate, the next generation of Workday AI that uses AI to accelerate common tasks and assist employee workflows.	United States
Workday	Product		Workday, an HR and finance platform, announced Workday Wellness, an AI tool that shows companies which benefits and wellness offerings their employees want and use in order to create more personalized health benefits.	United States
Savvy Security	Product		Savvy Security, a security platform provider, announced new offboarding capabilities, which automate and streamline the offboarding process to improve efficiency and security.	United States
Recruitics	Product		Recruitics, a recruitment marketing platform, released the Talent Market Index Report, which offers monthly updates on talent attraction prices and labor market trends.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
PRODUCT ANNOUNCEMENTS (cont'd.)				
Randstad	Product		Randstad, a global HR services provider, launched its new app, a two-sided marketplace platform designed to better connect employers and talent.	Netherlands
goHappy	Product		goHappy, a frontline employee engagement platform, launched its new Benchmarking feature that allows frontline employers to measure their employee engagement relative to other companies with a similar frontline workforce.	United States
Central	Product		Central, a Performance Experience Platform for frontline employees, launched Team Performance Central and AI Assistant, providing a unified view of team performance and an AI-powered manager assist tool.	United States
Paychex, Inc.	Product		Paychex, a provider of human capital management software, introduced Paychex Recruiting Copilot, an AI-assisted recruiting tool for SMBs and HR professionals.	United States
Viventium	Product		Viventium, a human capital management platform for the healthcare industry, launched Viventium Scheduling, which addresses complex healthcare staffing requirements through automation.	United States
Tallo	Product		Tallo, a platform that connects young talent with education and employment opportunities, launched Career Navigator, a free career exploration tool that gives personalized career insights and real-time data.	United States
Kula	Product		Kula, a recruiting platform, debuted a new hiring platform that uses AI to assist recruiters in sourcing, screening, scheduling, and capturing interview feedback.	Silicon Valley, US
ReviewCloud	Product		ReviewCloud, a performance management software, rolled out ReviewCloud 4.0 with an expanded set of tools to manage the employee review process.	United States
BarRaiser	Product		BarRaiser, a hiring technology provider, launched its AI for Interviews platform that uses Conversational AI in interviews.	United States
ADP	Product		ADP, a payroll and HR platform, launched ADP Lyric HCM, a Human Capital Management platform that uses GenAI to provide personalized employee experiences on a global scale.	United States
ClearCompany	Product		ClearCompany, a talent management platform, announced ClearInsights, a virtual data analyst that uses AI to turn talent data into actionable insights and support more effective HR processes.	United States
One Model	Product		One Model, a workforce analytics provider, introduced One AI Assistant, which uses natural language interaction to generate instant workforce data insights effectively and securely.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
PRODUCT ANNOUNCEMENTS (cont'd.)				
Sagitec Solutions and WCC Group	Product		Sagitec Solutions, a provider of software for the public sector, partnered with WCC, a provider of data-matching technology, to develop WorkforceNXT, an integrated workforce development platform.	United States and Netherlands
DANAconnect and eSource Capital	Product		DANAconnect, a provider of automated business communications, collaborated with eSource Capital, a Google Cloud Partner, to launch PayrollTrace, a platform for the secure and efficient digital delivery of payroll receipts.	United States
Kore.ai	Product		Kore.ai, a conversational AI platform, launched RecruitAssist, an AI recruitment solution to help hiring teams make smarter, faster, and more equitable hiring decisions.	United States
Survale	Product		Survale, a talent feedback platform, released the High Volume Hiring Intelligence Suite, which offers additional tools for high volume hiring organizations to optimize talent acquisition.	Silicon Valley, US
ServiceNow, Inc.	Product		ServiceNow, an AI workforce platform, added new HR and AI enhancements as well as new capabilities within Talent Development and Employee Journey Management on their Now Platform.	Silicon Valley, US
Paycor HCM, Inc.	Product		Paycor, a provider of human capital management software, announced a suite of innovative features to improve time-off management.	United States
Betterworks	Product		Betterworks, a performance management platform, launched a Large Language Model and AI-assisted tools to improve safety and reduce performance review tasks.	Silicon Valley, US
Skillsoft	Product		Skillsoft, a learning platform, introduced several platform enhancements to help organizations transition to a skills-based talent strategy and make the learning experience more intuitive, engaging, and impactful.	United States
UKG	Product		UKG, a provider of HR, payroll, and workforce management solutions, introduced modified versions of its popular applications--UKG Bryte, UKG Great Place To Work Hub, and UKG One View--tailoring them to SMBs.	United States
Greenhouse	Product		Greenhouse, a job recruitment platform, introduced Greenhouse Verified, which gives badges to companies that demonstrate fair hiring practices, respect for candidates, and open communication.	United States
Grokker	Product		Grokker, an employee wellbeing platform, launched GrokkyAI, its conversational benefits agent that offers personalized, real-time recommendations to maximize benefits utilization.	Silicon Valley, US
Achievers	Product		Achievers, a recognition and reward platform, launched its Inclusion Coach, an AI-powered tool that enables users to promote inclusive and unbiased recognition.	Canada

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
PRODUCT ANNOUNCEMENTS (cont'd.)				
Chronus	Product		Chronus, a development platform providing mentorship and ERG management solutions, launched new features, including the proprietary Purpose Assessment, live workshops, enhanced matching, and conversation guides to identify employee motivation, values, and productivity at work.	United States
Multiplier	Product		Multiplier, a global employment platform, launched its advanced Global Payroll solution to simplify and automate payroll management across countries and currencies.	United States
Augmentir	Product		Augmentir, a frontline workforce platform, announced updates to Augie, its AI assistant for industrial work, including Augie Industrial Assistant 2.0, Augie Content Assistant, Augie Data Assistant, Augie Extensibility Assistant, and Augie Industrial GenAI-as-a-Service.	United States
Mercans	Product		Mercans, a payroll and EOR service provider, introduced major improvements to its G2N Nova payroll platform, now with AI that enables clients to control payroll data anonymization and deanonymization methodologies and processes.	London, UK
Eightfold AI	Product		Eightfold AI, a talent intelligence platform, announced Eightfold Talent Design, which uses a self-learning framework and real-time market insights to identify skill gaps and update existing roles with suggested skills.	Silicon Valley, US
Fuel50	Product		Fuel50, a provider of talent intelligence solutions, announced the beta launch of its product, Skill Inventory, a comprehensive solution to automate and streamline skills management.	United States
PrimePay	Product		PrimePay, a human capital management software company, launched PrimePay Analytics, a people analytics tool that helps businesses better understand the drivers of productivity, performance, and retention.	United States
Appspace	Product		Appspace, a workplace experience platform, introduced new AI capabilities and Appspace Marketplace, a centralized hub that allows customers and partners to access and integrate workplace technologies through its platform.	United States
Simplr	Product		Simplr, an employee experience management platform, launched its new Recognition and Rewards product, now offering one unified solution for intranet, employee communications, surveys, and recognition and rewards.	Silicon Valley, US
Cangrade	Product		Cangrade, a provider of talent intelligence, introduced Jules, its new AI Copilot that helps HR professionals make more strategic, data-backed talent decisions.	United States
SuccessKPI	Product		SuccessKPI, an insight platform for contact centers, announced its new AI Workforce Management solution to enable more precise traffic forecasting and staffing for contact centers.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

PRODUCT ANNOUNCEMENTS (cont'd.)

Harver	Product		Harver, a hiring platform, introduced Job Fit Finder that uses Harver's behavioral assessment technology to match candidates to open roles.	United States
Visier	Product		Visier, a provider of workforce solutions, announced AI product innovations, including Vee Boards, which uses AI to produce insights that help C-suite leaders manage their workforce more effectively.	Canada
Workera	Product		Workera, a skills technology platform, launched Sage, an AI mentor that offers conversational skill assessments and personalized learning pathways.	Silicon Valley, US
Paylocity	Product		Paylocity, an HR and payroll software company, announced Headcount Planning, which brings together finance, HR, talent acquisition, and hiring managers for more cohesive, data-driven workforce planning.	United States
Remodel Health	Product		Remodel Health, a provider of Individual Coverage Health Reimbursement Arrangement (ICHRA) for brokers, launched ICHRA+ Enterprise, a solution to give employers more control and flexibility in managing their health benefits.	United States
Hallmark Health Care Solutions	Product		Hallmark, a healthcare workforce management technology company, launched the Hallmark Center for Healthcare Workforce Excellence, a hub for innovation, education, and collaboration to equip healthcare organizations with tools and strategies for optimizing workforce and contingent labor management processes.	United States
Workstream	Product		Workstream, a payroll, HR, and hiring platform for the hourly workforce, launched new payroll, time clock, and shift scheduling products to expand its platform capabilities.	Silicon Valley, US

FUNDING ANNOUNCEMENTS

Skillvue	N/A	\$2.8 million	Skillvue, an HR platform that enables a skills-based approach in recruitment, talent development, and internal mobility, will use the funds to support team expansion, business growth in Italy, and global operations.	Italy
Oyster	Series D	\$59 million	Oyster, a global employment platform, will use the funds to accelerate its platform, scale its impact, and improve its customers' compliance posture and ability to attract and retain top talent.	Silicon Valley, US
Thatch	Series A	\$38 million	Thatch, a health benefits management platform, will use the funds to fuel its mission and scale operations to meet the demand.	Silicon Valley, US

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
FUNDING ANNOUNCEMENTS (cont'd.)				
finally	Series B	\$50 million	finally, a finance and HR suite for SMBs, will use the funds to grow its team, continue R&D, and expand its go-to-market initiatives.	United States
Sloneek	N/A	\$3.8 million	Sloneek, an all-in-one automated HR platform, will use the funds for its expansion into Western Europe and technological development.	Czech Republic
AceUp	Series A	\$22.5 million	AceUp, an AI workplace coaching tool to enhance teams, will use the funds to accelerate its technology innovations.	United States
Every.io	Series A	\$22.5 million	Every, an all-in-one automated HR platform for tech startups, will use the funds to develop new products and expand its engineering team.	Silicon Valley, US
TeamBridge	Series B	\$28 million	TeamBridge, a workforce operating system for hourly employees, will use the funds to accelerate its product and AI roadmap, enhance client services, and continue to scale its enterprise-grade infrastructure.	Silicon Valley, US
Clasp	Oversubscribed Venture Round	\$10 million	Clasp, a healthcare recruitment platform focused on reducing student debt and improving talent retention, will use the funds to further its mission.	United States
Become.1	Seed	\$3.5 million	Become.1, an employee benefits platform, will use the funds to expand its integrated platform.	Germany
Censia	N/A	N/A	Censia, a talent intelligence platform, announced a strategic investment from Workday Ventures and will use the funds to accelerate its innovation and deliver greater value to customers.	Silicon Valley, US
Haul Co., Ltd.	Pre-Series A	\$3.2 million	Haul, a provider of recruitment enhancement solutions, will use the funds to develop its business.	Japan
Interplay Learning	N/A	N/A	Interplay, a leading provider of immersive skilled trades training, used the funds to acquire Industrial Training International.	United States
Vahan.ai	Series B	\$10 million	Vahan.ai, a recruitment platform for gig workers, will use the funds to support the expansion of its platform and fuel its entry into manufacturing and retail.	India
Mercor	Series A	\$30 million	Mercor, an AI hiring platform, will use the funds to offer free resume and interview feedback to job seekers.	Silicon Valley, US

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

FUNDING ANNOUNCEMENTS (cont'd.)

Jump	Series A	\$11.6 million	Jump, a provider of full-time benefits for freelancers, will use the funds to grow across France and Europe, targeting Gen Z and Y workers.	France
Arya Health	Seed	\$4 million	Arya Health, a healthcare workforce automation platform, will use the funds to innovate and expand its platform and to further its mission.	Canada
Wrapbook	N/A	\$20 million	Wrapbook, a payroll and accounting platform for the entertainment industry, will use the funds to enhance its platform with new features.	United States
Nmbr	Seed	\$5.4 million	Nmbr, an embedded payroll software provider, will use the funds to accelerate its growth and product development.	Canada
Jet HR	Seed	\$12.7 million	Jet HR, a payroll and HR platform, will use the funds to scale its team, develop new features, and drive its mission.	Italy
HRbase PRO	Pre-Series A	\$1.5 million	HRbase PRO, an HR and labor consultation platform, will use the funds for product development, business expansion, and recruitment.	Japan
Good News Co., Ltd.	N/A	\$1.7 million	Good News operates Careermap, a vocational education platform that connects students, schools, and companies, and will use the funds to develop new features and strengthen the security of its services.	Japan

MERGERS & ACQUISITIONS

Zellis Group and Benify	Acquisition		Zellis Group, a provider of HR, payroll, and benefits administration software, acquired Benify, a benefits and rewards platform, to create a leading global benefits, reward, recognition, and employee engagement software.	United Kingdom and Sweden
Randstad (Monster) and CareerBuilder	Merger		Randstad, a global staffing firm, announced a merger between its Monster job board and CareerBuilder to create a job board with greater scale and reach.	United States
Paylocity Corporation and Airbase Inc.	Acquisition		Paylocity, a provider of HR and payroll solutions, acquired Airbase, a spend management software provider, to extend its offerings into finance management.	United States and Silicon Valley, US
The Access Group and Onboarded	Acquisition		The Access Group, a provider of business management software, acquired Onboarded, a provider of recruitment onboarding software, to give its customers the ability to speed the onboarding process.	United Kingdom and Australia

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
MERGERS & ACQUISITIONS (cont'd.)				
Bullhorn and KonaSearch	Acquisition		Bullhorn, a recruitment platform, acquired KonaSearch, a provider of staffing software on the Salesforce platform, to improve executive search on the Salesforce platform.	United States
Assessio and Wisnio	Acquisition		Assessio, a recruitment and development platform, acquired Wisnio, a talent assessment and development platform, to enhance its offerings and expand its market reach.	Sweden and Estonia
zvoove and Freematica	Acquisition		zvoove, a provider of temporary staffing software for blue collar industries, acquired Freematica, a provider of temporary staffing software, to expand its global footprint.	Germany and Spain
360training.com, Inc. and Compliance Training Online (CTO)	Acquisition		360training, a provider of environmental health and safety training, acquired CTO, an online training provider, to enhance its content library and further support its customers with compliance and certification.	United States
True and Paradigm Search	Acquisition		True, a global executive talent platform, acquired Paradigm, a boutique executive search firm, to enhance its culture and ability to deliver value to clients and expand its offerings globally.	United States and Silicon Valley, US
Covr and Data IQ	Acquisition		Covr, a workforce management platform for post-acute care providers, acquired Data IQ, a provider of business intelligence solutions for skilled nursing facilities, to create a labor management platform for the long-term and post-acute care industry.	United States
Vangst and GreenForce	Acquisition		Vangst, a hiring platform for the cannabis industry, acquired GreenForce, a cannabis temporary staffing agency, to further its regional and national expansion.	United States
BenefitHub and Abenity	Acquisition		BenefitHub, a global platform for employee perks and voluntary benefits, acquired Abenity, a provider of private perks programs, to accelerate its growth and market leadership.	United States
Workday, Inc. and Evisort	Acquisition		Workday, a finance and HR management platform, acquired Evisort, a document intelligence platform, to enhance its capabilities to gather critical insights from unstructured data.	Silicon Valley, US
ZRG and Bravanti	Acquisition		ZRG, a global talent advisory firm, acquired Bravanti, an executive coaching company, to establish ZRG's presence in this niche.	United States
Interplay Learning and Industrial Training International (ITI)	Acquisition		Interplay, a provider of immersive skilled trades training, acquired ITI, a provider of training and technical services for users of load-handling equipment, to expand its footprint in the industrial sector.	United States
Empower and OptionTrax	Acquisition		Empower, a retirement and wealth management provider, acquired Plan Management Corporation, the company behind OptionTrax, a digital equity compensation platform, to enhance its services.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	DESCRIPTION	LOCATION
--------------	-------------	--------------	-------------	----------

MERGERS & ACQUISITIONS (cont'd.)

Smartsheet and Blackstone and Vista Equity Partners	Acquisition		Investment groups, Blackstone and Vista Equity Partners, acquired Smartsheet, a project management and team collaboration tool, to drive its long-term growth.	United States
HP Inc. and Vyopta	Acquisition		HP, a multinational IT company, acquired Vyopta, a provider of collaboration management solutions, to develop the HP Workforce Experience Platform.	United States and Silicon Valley, US
LCPtracker, Inc. and VantagePoint Compliance	Acquisition		LCPtracker, a provider of wage and construction workforce reporting solutions, acquired VantagePoint Compliance, a supplier of diversity and contract compliance software, to expand its product line.	United States