

Human Resources New Technology Quarterly Summary: Q4 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.

Fourth Quarter 2024 Overview

The last quarter of 2024 saw a decrease in new HR technology announcements from the third quarter, though there were more new announcements than in the first two quarters of the year. The number of product announcements decreased by 36.8% from the third quarter but remained on par with the announcements throughout the year. Venture capital (VC) funding and mergers and acquisitions (M&A) activity stayed steady.

There were 202 major HR technology announcements in the final quarter of 2024, a notable decline from 298 in the third quarter but a sizable increase from 96 in the last quarter of 2023. Where funding information was available, major announcements include those with at least \$1 million.

HR technology investment totaled \$1.11 billion, down slightly from \$1.18 billion in the previous quarter but more than double the \$480 million in the fourth quarter of 2023. After five consecutive quarters with less than \$1 billion in total HR technology investment, activity in the HR space seems to be steadily increasing with two consecutive quarters over that threshold. The average investment was \$28.54 million, an increase from the \$23.57 million last quarter and from \$16.54 million in the fourth quarter of 2024. There were 39 funding deals in HR tech, down from 62 in the third quarter but up from 30 in the fourth quarter of 2023.

Notably, there were two major funding rounds that made up for over half of the total investment in HR technology this quarter. Odoo, a Belgian enterprise resource planning (ERP) software company, picked up a \$525 million secondary investment.¹ Fingercheck, a comprehensive workforce management platform for small and medium businesses (SMBs), received a \$115 million

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growth investment.² Without these funding rounds, total HR technology investment was only \$427.9 million with a \$12.78 million average investment.

The number of M&A was steady throughout 2024. Notable acquisitions include Recruiting.com's acquisition of BountyJobs to optimize talent acquisition and Deel's acquisition of Assemble to strengthen its compensation offerings. There were 43 M&A announcements, down slightly from 46 in the last quarter but up from 30 in the last quarter of 2023.

In the fourth quarter of 2024, nearly two-thirds of HR technology announcements were for products, with 120 announcements, though down considerably compared to the 190 announcements in the last quarter and up from 53 in the final quarter of 2023.

Product announcements accounted for nearly two-thirds of all HR technology announcements, continuing the shift away from funding announcements. Funding announcements made up only 19% of all announcements, making it the least common type compared to products and M&As. This can occur cyclically, as previous funding announcements are used to create new products.

Of the 202 technology announcements this quarter, 148 were from companies in the United States, 26 from EMEA, eight from Canada, and six from APAC. There were 12 interregional joint announcements: six between the U.S. and EMEA, two from the U.S. and Canada, and single announcements from several other variations. Notably, there were no joint announcements between the U.S. and APAC. Silicon Valley had 28 announcements while London, UK, had ten.

Talent Acquisition led funding efforts, totaling \$590.20 million, though most of the funding came from Odoo's secondary investment. Additionally, Talent Acquisition had the largest number of announcements with 51. Workforce Management amassed \$213.80 million in funding, a notable increase from \$119.10 million last quarter.

Despite economic challenges, HR technology announcements continued its strong performance with continued growth. Though the number of announcements in the second half of 2024 remained steady, growth in the HR sector relies on several factors. Looking forward, the future of HR technology will depend on funding levels, product launches, and the impact of international relations on innovation.

2024 Global Trends in Funding and Acquisitions

To see how funding and acquisitions in HR tech compared to other industries in the fourth quarter of 2024, we'll review global trends in VC and M&A.

Venture capital (VC) funding grew by 57% from last quarter, making 2024 one of the largest years for investments in history. Though the amount of funding increased, the overall number of deals fell to its lowest volume since 2012, signifying possible changes in how investment companies choose to allocate funds.³

Overall, VC funding stayed steady in the U.S., driven by investments in AI technologies and platforms. Funding in Europe has started recovering from a recent decline, but late-stage funding efforts remain low.⁴ In the APAC region, funding hit a ten-year low of \$65.8 billion. This continues a steady decline that started in 2022. Year-over-year, funding in Asia decreased by 33% from the fourth quarter of 2023.⁵

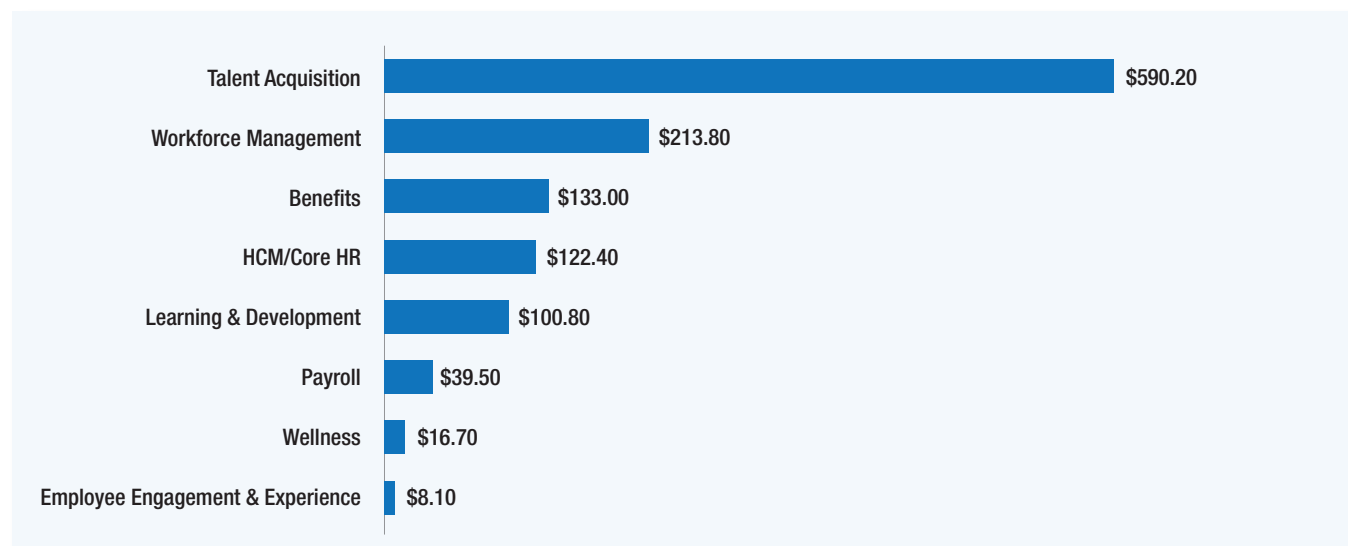
Similar to last quarter, AI-related funding grew dramatically. Investors gave over \$42 billion to AI-related ventures, compared to \$22.5 billion last quarter. Though AI investment increased, the number of deals decreased from last quarter and the fourth quarter of 2023.⁶ As the focus on AI-related deals grows, investors are reshaping their funding efforts to match.

Throughout 2024, M&A activity increased slightly compared to its performance in 2023, primarily fueled by activity in sectors like cybersecurity.⁷ Due to economic and political uncertainty, M&A activity may continue to vary.

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HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q4 2024

Q4 2024 HR Spending on New HR Technology (in Millions)



Q4 2024 HR Tech Investment: Summary by Technology

	Funding (Millions)	Number of Announcements
Talent Acquisition	\$590.20	51
Workforce Management	\$213.80	28
Benefits	\$133.00	20
HCM/Core HR	\$122.40	22
Learning & Development	\$100.80	36
Payroll	\$39.50	21
Wellness	\$16.70	3
Employee Engagement & Experience	\$8.10	22
Other	\$ –	10
DEI	\$ –	5
Screening	\$ –	3

2024 in Review

Investments in HR technology saw a steep decline in 2023 but 2024 saw a slight uptick in VC activity. As the number of announcements in 2024 nearly doubled from 2023, the shift to product announcements becomes more pronounced. Throughout 2024, product announcements made up an average of 58% of all announcements, compared to 38% in 2023. The surge of AI-based products, funded by previous VC rounds, seems to continue at a high rate.

Though 2024 and 2023 ended with similar overall levels of total HR technology investment, 2024's average investment amount, \$28.5 million, reached a new high after nearly two years. This may signal new trends among investors as established companies receive larger, less risky investments.

Throughout 2024, product announcements made up an average of 58% of all announcements, compared to 38% in 2023.

As we enter 2025, HR technology investments and announcements will continue to transform. Between economic instability and the surge behind AI development, VC efforts will vary while M&A activity may rely on consolidation to keep companies afloat.

Annual HR Technology Summary by Region

	2024	2023	2022	2021
Total Investment	\$3.9 Billion	\$3.6 Billion	\$11.5 Billion	\$18.8 Billion
Total Number of Announcements	873	472	682	758
Regional Summary:				
North America	653	341	474	524
EMEA	112	69	102	125
APAC	29	28	55	47
LA	4	6	6	4
Joint	43	28	45	58

HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q4 2024

In 2024, there were 873 major HR technology announcements, a sharp increase from 472 in 2023. Nearly three-quarters (73%) of announcements came to North America, similar to 72% in 2023. HR technologies received nearly \$4 billion in investment, up from \$3.6 billion last year.

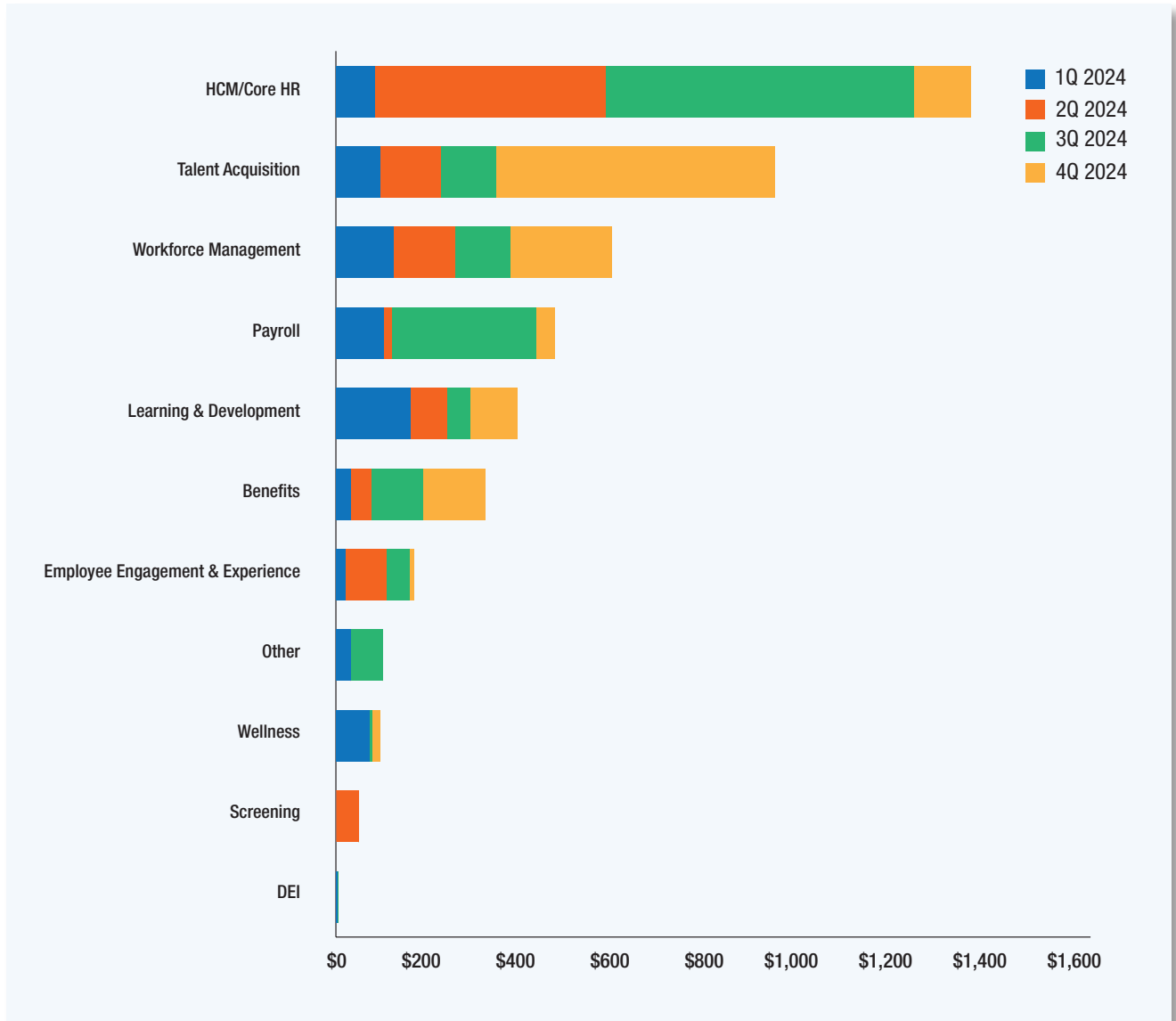
Similar to last year, HCM/Core HR received the largest amount of investments in 2024 with \$1.3 billion. Talent

Acquisition received the second largest investment with \$929.6 million. HCM/Core HR is the only type of announcement to receive more than \$1 billion in funding. The third largest area of investment, Workforce Management, received \$584.3 million, doubling its investments from 2023. ■

2024 HR Technology Investment: Summary by Technology

	Funding (Millions)	Number of Announcements
HCM/Core HR	\$1,347.70	114
Talent Acquisition	\$929.60	300
Workforce Management	\$584.30	127
Payroll	\$464.40	79
Learning & Development	\$384.20	143
Benefits	\$317.00	81
Employee Engagement & Experience	\$164.20	103
Other	\$99.80	67
Wellness	\$93.00	35
Screening	\$48.00	17
DEI	\$3.80	21

2024 HR Spending by Quarter



Notes

1. Butcher, Mike. "Riding high on open source ERP, Odoo raises \$525M via secondaries, lifting its valuation to \$5.26B." *Tech Crunch*, November, 20, 2024, <https://techcrunch.com/2024/11/20/riding-high-on-open-source-erp-odoo-raises-527m-via-secondaries-lifting-its-valuation-to-5-26b/>
2. "Edison Partners Leads \$115M Growth Investment in Fingercheck." *Quantis Now*, October 29, 2024, <https://quantisnow.com/insight/edison-partners-leads-115m-growth-investment-in-fingercheck-5741003>
3. Grabow, Jeffrey. "AI funding kicks into overdrive in Q4 2024." *EY*, January 22, 2025, https://www.ey.com/en_us/insights/growth/venture-capital-investment-trends#:~:text=VC%20backed%20companies%20raised%20over,60%25%20of%20all%20Q4%20fundraising
4. Teare, Gene. "Europe's Startup Funding Stabilized In 2024, But Remains Far Off Market Peak." *Crunchbase News*, January 13, 2025, <https://news.crunchbase.com/venture/europe-startup-funding-eoy-2024/>
5. Metinko, Chris. "Asia Venture Funding Tanks to 10-Year Low." *Crunchbase News*, January 9, 2025, <https://news.crunchbase.com/venture/asia-startup-funding-tanks-eoy-2024/>
6. Metinko, Chris. "Eye on AI: AI Venture Funding Shattered Quarterly Records in Q4." *Crunchbase News*, January 9, 2025, <https://news.crunchbase.com/ai/venture-funding-shattered-quarterly-records-q4-2024/>
7. Teare, Gene. "Startup Funding Regained Its Footing In 2024 As AI Became The Star Of The Show." *Crunchbase News*, January 7, 2025, <https://news.crunchbase.com/venture/global-funding-data-analysis-ai-eoy-2024/>



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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	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
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PRODUCT ANNOUNCEMENTS

Quantum Workplace	Product	N/A	N/A	1-Oct	Quantum Workplace, an employee engagement platform, launched Performance Reviews, which makes the review process more efficient, effective, and engaging.	United States
Paylocity	Product	N/A	N/A	1-Oct	Paylocity announced Headcount Planning, a new platform that gives hiring managers a data-driven approach to workforce planning.	United States
Symphony Talent	Product	N/A	N/A	1-Oct	Symphony Talent unveiled Interview Genius, a tailored generative-AI feature that creates interview questions for hiring needs.	United States
PsychTests	Product	N/A	N/A	1-Oct	PsychTests launched ARCH Profile 3.0, a platform offering assessments for transferable skills, career development, and candidate screening.	Canada
Onboarded	Product	N/A	N/A	1-Oct	Onboarded launched Onboarded for Salesforce, an AI compliance engine that automates and centralizes certain onboarding processes.	United States
Harver	Product	N/A	N/A	3-Oct	Harver, a hiring solution provider, announced Job Fit Finder, a behavioral assessment tool that matches candidates with opportunities.	United States
CoWorx Staffing Services	Product	N/A	N/A	3-Oct	CoWorx Staffing Services, a leader in workforce solutions, launched CoWorx Human Resources Consulting, a comprehensive suite of HR solutions tailored to address the growing complexities in workforce management.	United States
AMN Healthcare	Product	N/A	N/A	4-Oct	AMN Healthcare launched WorkWise, a technology suite that includes predictive scheduling and automated workforce management.	United States
Colossyan	Product	N/A	N/A	7-Oct	Colossyan, an AI video platform for workplace learning, launched Instant Avatar, a tool that creates lifelike digital representations of learners to enhance personalization.	United States
Rival	Product	N/A	N/A	7-Oct	Rival, a talent lifecycle HR platform, introduced Rival Workflow, an employee experience management platform.	United States
SuccessFinder	Product	N/A	N/A	8-Oct	SuccessFinder, a predictive workplace behavioral talent assessment provider, launched Talent Growth, a scalable talent development solution.	Canada
The Josh Bersin Company	Product	N/A	N/A	8-Oct	The Josh Bersin Company, an HR advisory firm, launched Galileo™ Professional, an AI assistant with real-time job market data, HR research, and HR vendor profiles.	United States

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PRODUCT ANNOUNCEMENTS (cont'd.)

Revature	Product	N/A	N/A	8-Oct	Revature, a technology talent-as-a-service platform, launched its Total Talent Solution. This integrates custom-trained talent with skill development and mentorship.	United States
Guild	Product	N/A	N/A	9-Oct	Guild, a workforce education and skilling platform, launched Guild Talent Advantage, which pairs education, skilling, and academy experiences with AI insights.	United States
Glassdoor	Product	N/A	N/A	9-Oct	Glassdoor, a company review platform, introduced Worklife Pros, a network of professionals, thought leaders, and career coaches who help create knowledgeable content.	Silicon Valley, US
Lattice	Product	N/A	N/A	9-Oct	Lattice, a people management platform, launched Lattice AI Assistant to streamline HR and enhance employee productivity.	Silicon Valley, US
Graphite Solutions, Inc.	Product	N/A	N/A	9-Oct	Graphite, a talent marketplace, launched its Private Talent Cloud Solution, an independent workforce management solution.	Silicon Valley, US
Sapia.ai	Product	N/A	N/A	10-Oct	Sapia.ai, an AI-based recruitment platform, launched Live Interview, [™] an automated candidate screening and assessing tool to streamline interviews for hourly hiring.	Australia
Personio	Product	N/A	N/A	10-Oct	Personio, an HR provider for SMBs, announced its AI assistant that will boost efficiency.	Germany
The Guardian Life Insurance Company of America	Product	N/A	N/A	10-Oct	Guardian announced GuardianWell [™] , a digital well-being hub.	United States
Businesssolver[®]	Product	N/A	N/A	10-Oct	Businesssolver [®] , a SaaS-based HR and benefits technology provider, launched its Benefits Communication and Automation Engine to support employers in employee benefit marketing efforts.	United States
XTM Inc.	Product	N/A	N/A	17-Oct	XTM, an earned wage access and payment solutions provider, launched PayNow, a global workers payout program.	United States and London, UK
Parallax	Product	N/A	N/A	17-Oct	Parallax, a strategic resource management solution provider, launched Parallax Timesheets, a streamlined time tracking solution.	United States
Everee	Product	N/A	N/A	28-Oct	Everee, a payroll software for staffing and gig work, launched Flex Suite, a set of user-friendly tools to streamline payroll processes, automate compliance, and offer customizable reporting.	United States

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PRODUCT ANNOUNCEMENTS (cont'd.)

Hireology	Product	N/A	N/A	28-Oct	Hireology, an applicant tracking system, launched Action Center, a feature designed to give real-time insights on the hiring process for recruiters and HR professionals at multi-location businesses.	United States
Reejig	Product	N/A	N/A	28-Oct	Reejig, a provider of workforce intelligence, unveiled its Workforce Intelligence Suite with tools like the AI Potential Index and Operational Efficiency Index to help organizations assess AI and upskill employees.	Australia
Symphony Talent	Product	N/A	N/A	28-Oct	Symphony Talent, a recruitment marketing technology company, launched SFX Insights, which provides data, visualizations, and actionable insights to improve the hiring process.	United States
McLean & Company	Product	N/A	N/A	28-Oct	McLean & Company, an HR advisory firm, released McLean Assistant, an AI chatbot to improve the member experience through tailored, AI-powered insights.	United States
isolved	Product	N/A	N/A	29-Oct	isolved, a human capital management technology company, announced several product enhancements, including Job Ad Authoring for writing job descriptions and Candidate Matching that uses AI to score job candidates.	United States
Paycor HCM, Inc.	Product	N/A	N/A	29-Oct	Paycor, a provider of human capital management software, launched its Integration Platform that enables customers to integrate and connect their third-party HR software and business applications.	United States
Remote and Carta	Product	N/A	N/A	29-Oct	Remote, an HR platform for distributed companies, collaborated with Carta, an equity management platform, to launch Remote Equity, which makes it easier for companies to grant and manage legally compliant stock option plans for talent across the globe.	Silicon Valley, US
Emry Health	Product	N/A	N/A	29-Oct	Emry Health, a benefits provider, launched BillAssist, an AI solution for employer groups to lower out-of-pocket healthcare costs for employees through hospital financial assistance programs and bill negotiation.	United States
HiBob	Product	N/A	N/A	29-Oct	HiBob, an HR platform, launched Bob Learning, an integrated learning and development module for employee learning.	United States
LinkedIn	Product	N/A	N/A	29-Oct	LinkedIn, a social media and career platform, announced its Hiring Assistant, an AI Agent that assists recruitment workflows to improve recruiter productivity and candidate quality.	Silicon Valley, US
YouScience	Product	N/A	N/A	29-Oct	YouScience, a platform for closing the skills gap, launched its enhanced workforce solution.	United States

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PRODUCT ANNOUNCEMENTS (cont'd.)

Qualtrics	Product	N/A	N/A	30-Oct	Qualtrics, an experience management (XM) company, introduced Qualtrics AI capabilities in their XM for Employee Experience that enables organizations to collect and analyze complex employee feedback.	United States
Humanyze	Product	N/A	N/A	30-Oct	Humanyze, a provider of workforce analytics, announced Humanyze Insights, an AI-powered platform that provides objective, actionable insights to enhance workforce decision-making.	United States
cultuRemedy	Product	N/A	N/A	30-Oct	cultuRemedy, a consulting firm that facilitates the cultivation of positive, productive workplace cultures nationwide, announced its official launch.	United States

FUNDING ANNOUNCEMENTS

JOYA	Seed	\$5 million	LUX Capital, Mosaic General Partnership, Arsama Trust	1-Oct	JOYA, an employee skin health and wellness benefit platform, will use the funds to support team expansion, product development, market growth, and increased access to providers.	United States
Lifeed	Bridge investment	\$3.7 million	Rilancio Startup Fund	2-Oct	Lifeed, a workplace EdTech company, will use the funds to invest in AI and begin an international expansion.	Italy
Green Cabbage	Series A	\$20 million	Sorenson Capital	9-Oct	Green Cabbage, a provider of technology and contingency workforce market intelligence, will use the funds to fuel its growth strategy.	United States
Zeal	Series B	\$15 million	Portage	10-Oct	Zeal, a payroll platform, will use the funds to drive product innovations that improve business operations and worker experience.	Silicon Valley, US
Proluent	Series A	\$11.5 million	Northwell Holdings	18-Oct	Proluent, a provider of healthcare workforce management software, will use the funds to accelerate its development and expansion.	United States
Craftt	Seed	\$2 million	Superscript	23-Oct	Craftt, a benefits platform for independent workers, will use the funds to further develop its platform.	United States
OLOID	Series A1	\$6 million	Yaletown Partners, Exposition Ventures, George Kaiser Family Foundation	24-Oct	OLIOD, an identity and worker management platform, will use the funds to further its growth and workplace solution.	Silicon Valley, US
Cascade AI	Seed	\$3.8 million	Gradient	25-Oct	Cascade AI, an AI-powered HR assistant designed for employee-specific HR inquiries, will use the funds to scale and enhance its platform.	United States

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FUNDING ANNOUNCEMENTS (cont'd.)

Fingercheck	Growth equity investment	\$115 million	Edison Partners	29-Oct	Fingercheck, a deskless workforce management platform, will use the funds to further develop its product and technology and expand its headcount and go-to-market efforts.	United States
Elevate	Growth funding	\$20 million	Fin Capital	29-Oct	Elevate, a benefits administration platform, will use the funds to enhance its platform, focusing on greater automation and new features that improve the user experience.	United States
Beamery	Corporate debt financing	N/A	CIBC Innovation Banking	29-Oct	Beamery, a talent management platform, will use the funds to support growth plans as it moves towards profitability.	United Kingdom
Toothio	Funding	\$5 million	nap capital, Craft Ventures	30-Oct	Toothio, a dental staffing marketplace, will use the funds to continue scaling and support its expansion into eight new U.S. markets.	United States

MERGERS & ACQUISITIONS

SHRM and CEO Action for Diversity & Inclusion from PwC	Acquisition	N/A	N/A	1-Oct	SHRM, a professional HR membership association, acquired CEO Action from PwC, the largest CEO-led coalition for workplace inclusion and diversity, to promote inclusion as the catalyst for holistic change in workplaces.	United States and London, UK
OutSolve and Labor Law Center	Acquisition	N/A	N/A	1-Oct	OutSolve, a provider of employment compliance services, acquired Labor Law Center, which specializes in labor law posters and posting regulations, to expand its offerings.	United States
The Best Answer, Inc. and Lluna, Inc.	Acquisition	N/A	N/A	2-Oct	The Best Answer, a culture success platform, acquired Lluna, an equitable workplace culture platform, to expand its AI-powered platform and further help SMBs with employee engagement, team alignment, and performance management.	United States
Careerminds and Progression	Acquisition	N/A	N/A	8-Oct	Careerminds, a provider of outplacement and career development services, acquired Progression, an employee upskilling platform, to enhance its AI-driven career development solutions.	United States and United Kingdom
HSI and Skillko	Acquisition	N/A	N/A	8-Oct	HSI, a provider of Environmental, Health, Safety and Quality compliance and workforce development solutions, acquired Skillko, a competency and compliance management provider, to expand its capabilities and European presence.	United States and Ireland
Guild and Nomadic Learning	Acquisition	N/A	N/A	9-Oct	Guild, a workforce education and skilling platform, acquired Nomadic, a corporate learning platform, to expand its product suite.	United States

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MERGERS & ACQUISITIONS (cont'd.)

HR Path and IN-RGY	Acquisition	N/A	N/A	9-Oct	HR Path, an HR consulting firm, acquired IN-RGY, an HR consulting firm specializing in HR digital transformations, to further solidify its leadership position and expands its global reach.	France and Canada
WorkBuzz and Agenda Consulting	Acquisition	N/A	N/A	10-Oct	WorkBuzz, an employee engagement platform for deskless and frontline workers, acquired Agenda Consulting, a consultancy specializing in engagement for non-profits, to support its U.S. expansion.	United Kingdom
Benchmark Gensuite and Anvl	Acquisition	N/A	N/A	10-Oct	Benchmark Gensuite, an environmental, health, and safety platform provider, acquired Anvl, an AI-powered frontline worker safety solution provider.	United States and Canada
ADP and WorkForce Software	Acquisition	N/A	N/A	15-Oct	ADP, a human capital management technology provider, acquired WorkForce Software, a workforce management solutions provider, to expand its global offering of workforce management solutions.	United States
MPAY and Web Payroll & Tax Solutions	Acquisition	N/A	N/A	21-Oct	MPAY, a provider of payroll and human capital management solutions, acquired Web Payroll & Tax Solutions, a payroll provider, as a part of its ongoing strategic expansion nationwide.	United States
ShiftPixy, Inc. and TurboScale	Acquisition	N/A	N/A	21-Oct	ShiftPixy, a platform for gig workers, acquired TurboScale, an AI tech company, to enhance its platform with AI capabilities.	United States and Silicon Valley, US
Tide and Onfolk	Acquisition	N/A	N/A	22-Oct	Tide, a business financial platform, acquired Onfolk, a payroll solution for SMEs, to create the new payroll platform, Tide Payroll.	London, UK
Ascend Learning and StaffGarden	Acquisition	N/A	N/A	23-Oct	Ascend Learning, a provider of educational content and software tools for healthcare, acquired StaffGarden, a healthcare talent development and compliance platform, to expand and enhance its offerings.	United States
Paper Trails and Local Economy Payroll	Acquisition	N/A	N/A	23-Oct	Paper Trails, a payroll and HR services company, acquired Local Economy Payroll, a payroll service provider, to expand its reach.	United States
Epicor and Acadia Software	Acquisition	N/A	N/A	24-Oct	Epicor, an enterprise resource planning platform, acquired Acadia, a provider of Connected Worker solutions for frontline workers, to expand its capabilities.	United States
TalentNeuron and HRForecast	Acquisition	N/A	N/A	28-Oct	TalentNeuron, a provider of labor market analytics, acquired HRForecast, a provider of workforce planning and skills management software, to create the first end-to-end platform integrating internal workforce data with external labor market insights.	United States and Germany

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MERGERS & ACQUISITIONS (cont'd.)

ARCOS LLC and Clearion	Acquisition	N/A	N/A	31-Oct	ARCOS, a provider of workforce management solutions for utilities and other infrastructure industries, acquired Clearion, a software provider for vegetation management and asset inspection and maintenance, to strengthen and expand its capabilities.	United States
First Advantage Corporation and Sterling Check Corp.	Acquisition	N/A	N/A	31-Oct	First Advantage, an employment background screening provider, acquired Sterling Check, also a screening provider, to deliver an enhanced customer experience and expand geographically.	United States
EQT and PageUp	Acquisition	N/A	N/A	31-Oct	EQT, a global investment organization, acquired PageUp, a talent acquisition and management platform, to accelerate its global expansion and product innovation.	Sweden and Australia

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PRODUCT ANNOUNCEMENTS

O.C. Tanner	Product	N/A	N/A	4-Nov	O.C. Tanner, an employee recognition software provider, launched Culture Intelligence, a suite of AI tools to elevate workplace cultures.	United States
World Innovation League	Product	N/A	N/A	4-Nov	World Innovation League, a non-profit organization, launched the Diverse Tech Talent Program (DTTP 2.0). The initiative bridges the tech skills gap with mentorship and career-building opportunities.	Canada
Empinfo	Product	N/A	N/A	4-Nov	Empinfo, an employment verification technology provider, is expanding its Verifications-as-a-Service (VaaS) platform for easier integration and use.	United States
Paycor HCM	Product	N/A	N/A	5-Nov	Paycor, an HCM provider, launched Paycor Assistant, an AI-powered HR assistant to help use Paycor's solutions.	United States
Neurotechnology	Product	N/A	N/A	5-Nov	Neurotechnology, a deep-learning solutions provider, released an updated version of Ncheck, offering improvements and new features to its attendance monitoring system.	Lithuania
Vivian Health and RightSourcing	Product	N/A	N/A	6-Nov	Vivian Health, a job marketplace for healthcare professionals, and Right-Sourcing, a healthcare workforce solutions provider, launched Fast Track. This new solution is directed towards contingent healthcare staffing and hiring.	Silicon Valley, US
Mitrattech	Product	N/A	N/A	7-Nov	Mitrattech, an HR compliance technology provider, has launched new AI features in its third-party risk management platform, Prevalent.	United States
Black Star AI	Product	N/A	N/A	8-Nov	Black Star AI, a recruitment technology provider, launched Hikari, an AI-powered SaaS platform.	London, UK
Diversity Recruitment Partners	Product	N/A	N/A	8-Nov	Diversity Recruitment Partners launched an AI-powered platform focused on promoting DEI and candidate-job matching in the education sector.	United States
LHH	Product	N/A	N/A	12-Nov	LHH, a talent solutions provider, launched LHH Career Studio, a digital platform that provides human-centered support in career transitions.	United States
15Five	Product	N/A	N/A	12-Nov	15Five, a strategic performance management platform, introduced the Predictive Impact Model, an AI-powered model that supports HR teams in building strategies to maximize employee engagement.	Silicon Valley, US
Globalization Partners (GP)	Product	N/A	N/A	12-Nov	G-P, a global employment solutions provider, launched G-P Gia, an AI-powered global HR compliance advisor.	Silicon Valley, US
SAP	Product	N/A	N/A	13-Nov	SAP has launched its 2H 2024 update, adding AI capabilities to its candidate experience and skills-based hiring functions.	Germany

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PRODUCT ANNOUNCEMENTS (cont'd.)

EchoSpan	Product	N/A	N/A	12-Nov	EchoSpan, an HR feedback solutions provider, launched its AI Feedback Insights Toolkit, providing users with actionable insights.	United States
UKG	Product	N/A	N/A	12-Nov	UKG, an HR and workforce management provider, launched the UKG Pro Talent Marketplace Solution, an AI-powered talent management application.	United States
Voya	Product	N/A	N/A	12-Nov	Voya Financial announced updates to myBenefitsHub, its online absence management platform.	United States
Infosec Institute	Product	N/A	N/A	12-Nov	Infosec Institute, a cybersecurity education provider, launched Infosec Skills Navigator, an AI-powered platform that creates tailored training plans.	United States
UKG	Product	N/A	N/A	13-Nov	UKG has launched UKG Bryte™ AI Agents, an addition to its Pro HCM suite that can automate complex processes and enhance workplace experiences.	United States
Yardstik	Product	N/A	N/A	13-Nov	Yardstik, a background screening company, launched a tool that can rescreen candidates in bulk, by thousands at a time.	United States
Dayforce	Product	N/A	N/A	13-Nov	Dayforce, an HR SaaS provider, added several new products and enhancements to its services.	United States
Paychex, Inc.	Product	N/A	N/A	13-Nov	Paychex, an HCM software solutions provider for benefits and payroll, launched Paychex Funding Solutions, a product helping SMBs access business capital quickly.	United States
GR8 People	Product	N/A	N/A	13-Nov	GR8 People, a recruitment platform, launched personalized features within its recruitment marketing campaigns and SMS marketing.	United States
MindPal.co	Product	N/A	N/A	14-Nov	MindPal.co, a recruiting provider, launched a new job board with advanced features, including job matching.	Silicon Valley, US
Personify Health	Product	N/A	N/A	14-Nov	Personify Health, an employee wellbeing platform, added new extensions to its personalized health platform, including adding wearable devices to support employee health.	United States
Open LMS	Product	N/A	N/A	14-Nov	Open LMS, a learning management system, launched an AI-powered editor to help learning and development teams enrich the content creation process.	United States
Octal IT Solution	Product	N/A	N/A	14-Nov	Octal IT solution, a software development platform, launched a mentoring platform to enhance leadership skills and personal growth, especially among women leaders.	India

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PRODUCT ANNOUNCEMENTS (cont'd.)

Intenseye	Product	N/A	N/A	15-Nov	Intenseye, an AI-based workplace safety software provider, launched a new AI safety assistant, Chief. Chief will help organization's strengthen their safety posture.	United States
West Monroe	Product	N/A	N/A	15-Nov	West Monroe, a technology consulting firm, launched three AI offerings: Training & Enablement, Governance Design & Activation, and Strategic Workforce Optimization.	United States
Veritone, Inc.	Product	N/A	N/A	15-Nov	Veritone, an enterprise AI solutions provider, launched a programmatic job advertising service in Australia to optimize candidate sourcing through AI and automate job ad placements.	Australia
CareConnect, LLC	Product	N/A	N/A	15-Nov	CareConnect, a home care AI software and services provider, launched open access to its caregiver applicant tracking system, Home Health Care Hire.	United States
AllCampus	Product	N/A	N/A	15-Nov	AllCampus, an education benefit management provider, launched a new \$5 million fund for upskilling employees.	United States
TalentGenius	Product	N/A	N/A	15-Nov	TalentGenius, a career management and job search platform, launched TalentAgent in India, a job platform for technology professionals.	Silicon Valley, US
GoCo.io	Product	N/A	N/A	15-Nov	GoCo.io, an HR, benefits, and payroll solutions provider, launched new products, including a labor allocation feature. This allows organizations to distribute employee hours across projects, helping payroll and cost analyses.	United States
Smoothstack	Product	N/A	N/A	15-Nov	Smoothstack, a workforce development provider, launched a \$1 million initiative to train workers in generative AI skills at no cost.	United States
Alight, Inc. and Avanade	Product	N/A	N/A	18-Nov	Alight, an HCM services provider, and Avanade, a Microsoft expert, are collaborating to integrate Alight Worklife ® with Microsoft Teams.	United States
Accenture and ETS	Product	N/A	N/A	18-Nov	Accenture, a professional services company, and ETS, an education and talent solutions provider, are collaborating to create a new talent management solution to address the growing skills gap.	United States
Terminal	Product	N/A	N/A	18-Nov	Terminal, a talent platform for engineers, announced a new suite of AI enhancements to optimize job matching and streamline the recruitment process.	Silicon Valley, US
McLean & Company	Product	N/A	N/A	18-Nov	McLean & Company, an HR research and advisory firm, launched the self-serve Learning Effectiveness Diagnostic, a tool for post-training feedback.	Canada

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PRODUCT ANNOUNCEMENTS (cont'd.)

TalentAlly, LLC and AI Geometric Ltd.	Product	N/A	N/A	18-Nov	TalentAlly, a diversity recruitment solution provider, and AI Geometric, an interview co-pilot, are creating automated candidate screening for employers and AI interview solutions.	United States
Strive	Product	N/A	N/A	18-Nov	Strive, a workforce solution provider, launched Pathway to Possible, a career matching platform for candidates facing systemic barriers.	United States
Papaya Global	Product	N/A	N/A	19-Nov	Papaya Global, a workforce payment and payroll platform, launched a suite of tools to address challenges in managing payroll multinationally.	United States
Remote	Product	N/A	N/A	19-Nov	Remote, an HR and payroll provider, launched Remote Global Benefits, a new integration to help integrate employee benefits.	Silicon Valley, US
Prodoscore	Product	N/A	N/A	19-Nov	Prodoscore, an employee productivity software provider, launched its Retention Risk Report, an AI-based offering to detect signs of employee disengagement.	United States
Wrike	Product	N/A	N/A	19-Nov	Wrike, a work management platform, announced Wrike Datahub, a platform that streamlines data to enhance team productivity.	United States
Ethiciti	Product	N/A	N/A	19-Nov	Ethiciti, a compliance training provider, launched the Global Respect in the Workplace training initiative to help organizations create respectful and inclusive work environments.	United States
Appcast	Product	N/A	N/A	20-Nov	Appcast, a recruitment marketing platform, launched Appcast Xtend, a way for employers to enhance the candidate experience and handle candidate drop-off.	United States
Randstad Digital and Salesforce	Product	N/A	N/A	20-Nov	Randstad Digital, a talent provider, and Salesforce launched the Salesforce Novelty Hub to create scalable talent strategies.	The Netherlands and United States
Vault Platform	Product	N/A	N/A	20-Nov	Vault Platform, an AI-driven ethics and compliance solutions provider, launched EthicsChat, an AI chatbot to enhance workplace integrity based on ethics.	Silicon Valley, US
CodeSignal	Product	N/A	N/A	20-Nov	CodeSignal, a skills intelligence platform, launched AI Interviewer for Customer Success and Support, an interview solution for customer success talent.	Silicon Valley, US
RemoteFetch	Product	N/A	N/A	21-Nov	Aspen Tech Labs and consultants from RecTech Media teamed up to launch RemoteFetch, a remote job search engine.	United States
Plaudify	Product	N/A	N/A	21-Nov	Plaudify, a workplace solutions provider, launched its performance management software provider to enhance employee evaluations and workplace culture.	United States

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PRODUCT ANNOUNCEMENTS (cont'd.)

Paychex, Inc.	Product	N/A	N/A	22-Nov	Paychex, an HCM software solutions provider for benefits and payroll, launched HR Analytics with AI Insights, coupling real-time data with generative AI to give SMBs solutions to drive strategic decisions.	United States
SBC Medical Group	Product	N/A	N/A	22-Nov	SBC Medical Group, a cosmetic treatment center management service, launched SBC Wellness, a solution to enhance employee benefits programs.	Japan
RemoFirst	Product	N/A	N/A	22-Nov	RemoFirst, an EOR solution provider, launched its White Label and Reseller Partner Program, an initiative to streamline international hiring processes.	Silicon Valley, US
Workleap	Product	N/A	N/A	25-Nov	Workleap, an HR software provider, launched a new suite of products, including: Workleap Performance, Pingboard, and integrated employee engagement tools.	Canada
Elatra	Product	N/A	N/A	27-Nov	Elatra, a digital coaching platform, launched AI Feedback Assistant, a way for workers. to gather constructive and actionable feedback.	United States
Culinary Agents and Turn.ai	Product	N/A	N/A	27-Nov	Culinary Agents, a hiring platform for the hospitality industry, announced a partnership with Turn.ai to launch advanced background check solutions within the industry.	United States
Helpr	Product	N/A	N/A	27-Nov	Helpr, an employer-subsidized family care provider platform, launched the My Choice app, a way for employers to present family care benefits to employees from anywhere.	United States

FUNDING ANNOUNCEMENTS

OuiLive	Fundraising	\$1.6 million	Business Angels and The Moon Venture	7-Nov	OuiLive, an employee experience-focused HR gamification platform, will scale.	France
Oyster	Series E	\$5 million	ServiceNow	11-Nov	Oyster, a global employment platform, will use the funds to expand operations.	Silicon Valley, US
Tako	Seed	\$13.2 million	Ribbit Capital and a16z	11-Nov	Tako, an employee onboarding and payroll platform, will use the funds to further research and improve process automation.	Brazil
MONA AI	Seed	\$2.1 million	Earlybird-X	12-Nov	MONA AI, a recruitment automation platform, will use the funds to expand its team.	Germany
Oliver James	Refinancing	\$39 million	H.I.G. Bayside Capital Europe	14-Nov	Oliver James, a recruitment and talent solutions provider, will use the funds to refinance debt and accelerate growth.	United Kingdom

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FUNDING ANNOUNCEMENTS (cont'd.)

Serenity	Series A	\$5.5 million	Allegion Ventures, Base10 Partners	14-Nov	Serenity, an environmental, health, and safety software solution, will use the funds to accelerate product development.	United States
SocialCrowd	Seed	\$2.5 million	Bread and Butter Ventures, Augment Ventures	14-Nov	SocialCrowd, a workforce engagement tool, will use the funds to expand its team.	United States
Stepful	Series B	\$31.5 million	Oak HC/FT, Y Combinator, Reach Capital, et al	14-Nov	Stepful, a healthcare training platform, will use the funds to expand its offerings and grow its health system partnerships.	United States
Socium	Seed	\$5 million	Breega, Partech, Orange Ventures, et al	19-Nov	Socium, an HR and payroll solutions provider, will use the funds to expand within Africa.	Senegal
Rise	Series A	\$6.3 million	Draper Associates, Polymorphic Capital, et al	20-Nov	Rise, a hybrid payments platform, will use the funds to expand its operations.	United States
Odoo	Secondary Investment	\$525 million	CapitalG, Sequoia Capital, et al	20-Nov	Odoo, an open-source enterprise resource planning software provider, will use the funds to accelerate research and development efforts.	Belgium
Popp AI	Seed	\$4.5 million	Emerge, SuperSeed Ventures, et al	21-Nov	Popp AI, a recruitment platform, will use the funds to streamline its hiring processes and enhance its AI offerings.	London, UK
Vinter	Seed	\$1.5 million	ALCORA, et al	27-Nov	Vinter, a recruitment platform, will use the funds to advance its use of AI technologies.	London, UK
Kyan Health	Series B	\$16.7 million	GreyMatter Capital, Founderful, et al	27-Nov	Kyan Health, an AI-based employee wellness platform, will use the funds to expand its offerings for employee mental health.	Germany
Nurau	Seed	\$1.1 million	ACET Capital, et al	27-Nov	Nurau, an AI-based HR software provider, will use the funds to further develop its conversational coaching platform for sensitive topics.	Canada

MERGERS & ACQUISITIONS

Atlantic International Corp. and Staffing 360 Solutions	Merger	N/A	N/A	4-Nov	Atlantic International Staffing Corp. entered a merger agreement with Staffing 360 Solutions to combine products and services, expanding its service reach.	United States
Mercer and Cardano	Acquisition	N/A	N/A	4-Nov	Mercer, a consulting firm, has acquired Cardano, a pension solution provider.	United States and London, UK

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MERGERS & ACQUISITIONS (cont'd.)

QuickStart Learning and Promineo Tech	Acquisition	N/A	N/A	8-Nov	QuickStart, an IT workforce development platform, acquired Promineo Tech, a technology training bootcamp provider.	United States
Totara, Think Learning, and Chambury Learning	Acquisition	N/A	N/A	15-Nov	Totara, a learning management system, acquired Think Learning and Chambury Learning, learning solutions providers.	London, UK and UK
Recruiter.com and BountyJobs	Acquisition	N/A	N/A	18-Nov	Recruiter.com, an HR technology provider, acquired BountyJobs, a recruitment marketplace, as part of its strategy to make talent acquisition more efficient.	United States
Bswift and Evive Health, LLC	Acquisition	N/A	N/A	18-Nov	Bswift, an employee benefits solution provider, acquired Evive Health, an employee benefits provider, to strengthen its role in the benefits space.	United States
Ciphr and Avantus	Acquisition	N/A	N/A	20-Nov	Ciphr, an HR software provider, acquired Avantus, an employee benefits platform.	London, UK
LiquidAgents Healthcare and Republic Health Resources	Acquisition	N/A	N/A	21-Nov	LiquidAgents Healthcare, a healthcare staffing agency, acquired Republic Health Resources, a travel nursing network, and its business assets.	United States
Zvoove and Online Results	Acquisition	N/A	N/A	21-Nov	Zvoove, a temporary staffing software provider, acquired Online Results, a recruitment marketing firm.	Germany and Netherlands
Accenture and Award Solutions	Acquisition	N/A	N/A	22-Nov	Accenture, a professional services company, acquired Award Solutions, a training and consulting services provider.	United States
ProProfs and PeopleGoal	Acquisition	N/A	N/A	25-Nov	ProProfs, an employee learning and development solutions provider, acquired PeopleGoal, a performance management software provider.	United States
Selerix and SyncStream Solutions, LLC	Acquisition	N/A	N/A	25-Nov	Selerix, a cloud-based benefits solutions provider, acquired SyncStream Solutions, an Affordable Care Act (ACA) reporting solution.	United States
Pluxee and Beneficio Facil	Acquisition	N/A	N/A	27-Nov	Pluxee, an employee benefits and engagement provider, acquired Beneficio Facil, a mobility solutions provider, as part of its strategic plan to expand in the mobility sector and enhance its employee benefits.	Brazil

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PRODUCT ANNOUNCEMENTS

Fuel50	Product	N/A	N/A	2-Dec	Fuel50, a talent intelligence solution provider, launched Skills Intelligence, a skills framework platform focused on creation, mapping, and governing necessary skills.	United States
SAP	Product	N/A	N/A	2-Dec	SAP has launched SAP SuccessFactors Career and Talent Development, a new offering to intuitively guide career development and talent planning.	United States
Mosey	Product	N/A	N/A	3-Dec	Mosey, a state compliance platform, launched its Employee Handbooks feature to support HR compliance.	United States
Wurk	Product	N/A	N/A	3-Dec	Wurk, an HCM company within the cannabis industry, launched its HCM solutions expansion, including the Wurkforce Analytics tool. The tool helps companies identify trends and find cost-effective strategies to maximize productivity.	Canada
FINEOS Corporation Ltd.	Product	N/A	N/A	3-Dec	FINEOS, a digital benefits and insurance technology provider, announced the FINEOS Partner Hub. The hub includes curated partners to enhance benefits service offerings.	Ireland
Daxtra	Product	N/A	N/A	4-Dec	Daxtra, an AI-powered talent acquisition software provider, launched Daxtra Engage, a candidate engagement dashboard.	United States
Secchi	Product	N/A	N/A	4-Dec	Secchi, an employee relationship management software provider, launched an AI-based performance review feature.	United States
Journey Payroll & HR	Product	N/A	N/A	4-Dec	Journey Payroll & HR has launched Journey Central, a solution to enhance human potential in the workplace.	United States
New Level Work	Product	N/A	N/A	4-Dec	New Level Work, a management training solutions provider, launched its new Skills Training, adding over 30 AI-powered leadership development training classes.	Silicon Valley, US
LCPtracker, Inc.	Product	N/A	N/A	5-Dec	LCPtracker, a labor compliance, workforce reporting, and diversity management solutions provider, launched report-building capabilities within its product suite.	United States
Uniplay	Product	N/A	N/A	6-Dec	Uniplay, an LMS platform, has launched an AI-powered and gamified corporate training module.	Sweden
Remote	Product	N/A	N/A	9-Dec	Remote, an EOR platform and payroll provider, has announced Recruit AI, a suite of tools to find top talent globally.	Silicon Valley, US

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PRODUCT ANNOUNCEMENTS (cont'd.)

Talroo	Product	N/A	N/A	10-Dec	Talroo, a talent-matching platform, launched Apply Intelligence, [™] a suite of features to help candidates find and apply to relevant jobs, streamlining recruiting.	United States
Symplr	Product	N/A	N/A	10-Dec	Symplr, a healthcare operations software provider, launched its Short Form Staff Assessment to help healthcare organizations make fast and confident hiring decisions.	United States
Andela Inc.	Product	N/A	N/A	11-Dec	Andela, a technical talent marketplace, launched its Executive Dashboard. The new feature includes metrics and hiring data to inform hiring decisions.	United States
Workday Rising EMEA	Product	N/A	N/A	11-Dec	Workday, an HR and people solutions provider, added new Illuminate capabilities to deliver employee feedback.	Netherlands
Zoho Corporation	Product	N/A	N/A	12-Dec	Zoho, a technology company, announced Zoho Payroll. The end-to-end solution will streamline payroll management, ensure compliance, automate tax payments, and eliminate operational silos.	United States
Wanolo	Product	N/A	N/A	12-Dec	Wanolo, a staffing solution provider, launched its AI-based end-to-end job management platform.	United States
SmartForms	Product	N/A	N/A	13-Dec	HiringThing, a white label recruiting and employee onboarding solutions provider, launched SmartForms, a way to transform PDFs into mobile-friendly forms to better the onboarding experience.	United States
Fiverr International, Ltd.	Product	N/A	N/A	13-Dec	Fiverr, a freelance worker platform, launched Dynamic Matching, an AI tool that helps businesses find and hire freelancers.	United States
OnTheClock	Product	N/A	N/A	16-Dec	OnTheClock, an employee time tracking and PTO solutions provider, launched OnTheClock Payroll. The new solution simplifies payroll processes for SMBs.	United States
WorkTango	Product	N/A	N/A	17-Dec	WorkTango, a SaaS-based employee experience technology company, launched AI Comment Themes, a new feature to streamline employee feedback survey results.	United States
Sense	Product	N/A	N/A	18-Dec	Sense, an AI talent engagement solution provider, launched Sense Conversational Voice AI, an automated candidate phone conversational AI.	Silicon Valley, US

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FUNDING ANNOUNCEMENTS

AdvantageClub.ai	Seed	\$4 million	Axilor Ventures, AFG Ventures, et al	2-Dec	AdvantageClub.ai, an employee engagement solution provider, will use the funds to expand in the US and Asia while adding new product lines.	Silicon Valley, US
StretchDollar	Seed	\$6 million	Fika Ventures, Oscar Health	3-Dec	StretchDollar, a health benefits platform for SMBs, will use the funds to expand its self-service platform.	United States
CoachHub	Growth Financing	\$40 million	HSBC Innovation Banking UK	3-Dec	CoachHub, a digital coaching platform, will use the funds to expand its product offerings and accelerate its investment in AI.	Germany
Talentium	Pre-Seed	\$3.7 million	EQT Ventures, et al	5-Dec	Talentium, an AI-based hiring platform, will use the funds to expand.	Sweden
Omni HR	Unknown	\$7.4 million	Picus Capital, Alpha JWC Ventures, January Capital, et al	8-Dec	Omni HR, an HR management platform, will enhance its products and expand throughout Asia.	Singapore
HiringBranch	Series A	\$3.5 million	Export Development Canada	10-Dec	HiringBranch, an AI-based soft skills assessment platform, will use the funds to further develop its Soft Skill AI ™ offerings.	Canada
Legion Technologies	Financing	\$50 million	Silicon Valley Bank	12-Dec	Legion Technologies, a workforce management solutions provider, will use the funds to further innovate.	Silicon Valley, US
Pin	Seed	\$3 million	Expa Ventures, et al	16-Dec	Pin, an AI recruitment tool, will expand and accelerate product development.	United States
Twill	Pre-Seed	\$1.4 million	Bloomberg Beta, Vitalize VC, et al	17-Dec	Twill, a technology and peer-based talent platform, will expand its community.	United States
Kahuna Workforce Solutions	Strategic Investment	\$21 million	Memorial Hermann Health System	17-Dec	Kahuna Workforce Solutions, a skills management software provider, will develop additional management platforms.	United States
Tenor	Seed	\$5.4 million	Base10 Partners, Reach Capital, et al	19-Dec	Tenor, an AI leadership development platform, will use the funds to further develop its products.	Silicon Valley, US
Remodel Health	Growth Financing	\$100 million	Oak HC/FT and Hercules Capital, Inc.	26-Dec	Remodel Health's platform supports employers and employees in launching ICHRA plans. The funds will help Remodel expand nationally.	United States

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MERGERS & ACQUISITIONS

HR Path and Pay Human Group	Acquisition	N/A	N/A	3-Dec	HR Path, an HR consulting and HRIS solution provider, acquired Pay Human Group, a payroll management and HR consulting firm, to expand their presence in Latin America.	United States and Mexico
IRIS Software Group and Dext Software Ltd.	Acquisition	N/A	N/A	3-Dec	IRIS, an education management, HR, and payroll solution provider, has announced a definitive agreement to acquire Dext Software, a bookkeeping automation platform provider.	United Kingdom
Aya Healthcare and Cross Country Healthcare	Acquisition	N/A	N/A	4-Dec	Aya Healthcare, a healthcare talent software and staffing company, acquired Cross Country Healthcare, a workforce solutions and advisory firm, to diversify its offerings.	United States
Conexus Recruiting and CV Resources	Acquisition	N/A	N/A	5-Dec	Conexus Recruiting, a specialized recruitment and staffing solutions provider, acquired CV Resources, a staffing firm.	United States
Alliant Insurance Services and Union First	Acquisition	N/A	N/A	9-Dec	Alliant Insurance Services has acquired Union First, a benefits consulting firm.	United States
TeamViewer and 1E	Acquisition	N/A	N/A	11-Dec	TeamViewer, a digital workplace solution provider, acquired 1E, a digital employee experience management tool.	Germany and London, UK
Calabrio and Echo AI	Acquisition	N/A	N/A	11-Dec	Calabrio, a workforce performance company, acquired Echo AI, a conversation intelligence platform to enhance operational efficiency.	United States and Silicon Valley, US
Deel and Assemble	Acquisition	N/A	N/A	23-Dec	Deel, an HR platform, acquired Assemble, a compensation management platform.	Silicon Valley, US
Fiserv, Inc. and Payfare, Inc.	Acquisition	N/A	N/A	23-Dec	Fiserv, a financial services technology provider, acquired Payfare, an earned wage access and digital banking platform for workforces.	United States and Canada
Employer.com and Bench Accounting	Acquisition	N/A	N/A	31-Dec	Employer.com, a workforce management provider, acquired Bench Accounting as part of its expansion strategy.	Silicon Valley, US and United States