

## Human Resources New Technology Quarterly Summary: Q3 2025



### 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.

The HR tech covered in this summary includes recruitment, employee records, performance, learning and development, compensation management, and compliance tools. The quarterly report features new products that hit the market, as well as funding and acquisition announcements for HR tech companies.

### Key Takeaways

- Overall, global venture capital activity grew as over \$120 billion was invested throughout the quarter.
- Within HR, total investment and average investment decreased, though the number of overall technology announcements was up.
- Surprisingly, there was no single funding announcement within HR technology totaling over \$100 million. The last time this happened was 1Q'24. The largest funding round was \$50 million for Ashby, a Silicon Valley-based talent acquisition provider.
- The number of HR technology announcements from the EMEA, APAC, and Latin America regions decreased from last quarter. The number of US and Canada-based announcements increased slightly.

### Third Quarter 2025 Venture Capital Activity

Global venture capital funding increased in the third quarter, though total deal volume decreased. This robust growth has led to improved investor sentiment. Global funding reached \$120.7 billion, fueled by large investments to US-based companies.<sup>1</sup> Nearly half (46%) of startup funding went to AI-powered companies.<sup>2</sup>

Funding in North America continues to grow with \$85.1 billion invested as the US accounted for \$80.9 billion. There were ten megadeals, those valued at \$1 billion+, in the third quarter, eight of which were for US-based companies. Out of those eight, four were for AI-powered companies.

After decreasing last quarter, the number of M&A deals globally surged. M&A deals hit their highest point since 1Q'21. The value of these completed deals hit over \$371 billion, more than the first two quarters of 2025 combined. This surge was primarily fueled by deals in North America, where deals reached \$246 billion.<sup>3</sup>



### Q3 2025 HR Technology Investments

In the third quarter, HR venture capital (VC) activity decreased as total investment in HR technologies dropped dramatically to \$459 million while average investment fell to \$17.6 million. Mergers and acquisitions (M&A) activity decreased slightly to 31 announcements.

There were 127 major HR technology announcements in the third quarter of 2025, down from the 166 announcements in the second quarter but a stark decrease from the 298 in the third quarter of 2024. Major announcements must include at least \$1 million in funding, where funding information was made available.

Overall, investors made fewer deals for smaller amounts in the third quarter of 2025. Investment in HR technology totaled \$459 million, down significantly from the \$1.58 billion invested in the second quarter and from the \$1.2 billion invested in the third quarter of 2024. The average investment in the third quarter was \$17.6 million, less than half the \$46.49 million in the second quarter and down from the \$23.6 million average in the third quarter of 2024. Surprisingly, there were no announcements over \$100 million, especially after having five in the second quarter of 2025. The largest announcement was \$50 million invested in Ashby, a talent acquisition provider.

There were 27 funding announcements, down from the 34 in the second quarter and the 62 announcements in the third quarter of 2024. There were also 31 M&A announcements, down slightly from 34 last quarter. The majority of announcements were product announcements with 69 product debuts, down from 98 last quarter and from the 190 in the third quarter of 2025.

New HR technology product announcements still account for the majority (54%) of all announcements, though this lead is beginning to wane. With the rise of M&A activity, these deals now account for 24% of all announcements, the highest level since 3Q'23. This may be the beginning of a shift away from product announcements, though it is too soon to tell.



**There were 127 major HR technology announcements in the third quarter of 2025, down from the 166 announcements in the second quarter but a stark decrease from the 298 in the third quarter of 2024.**

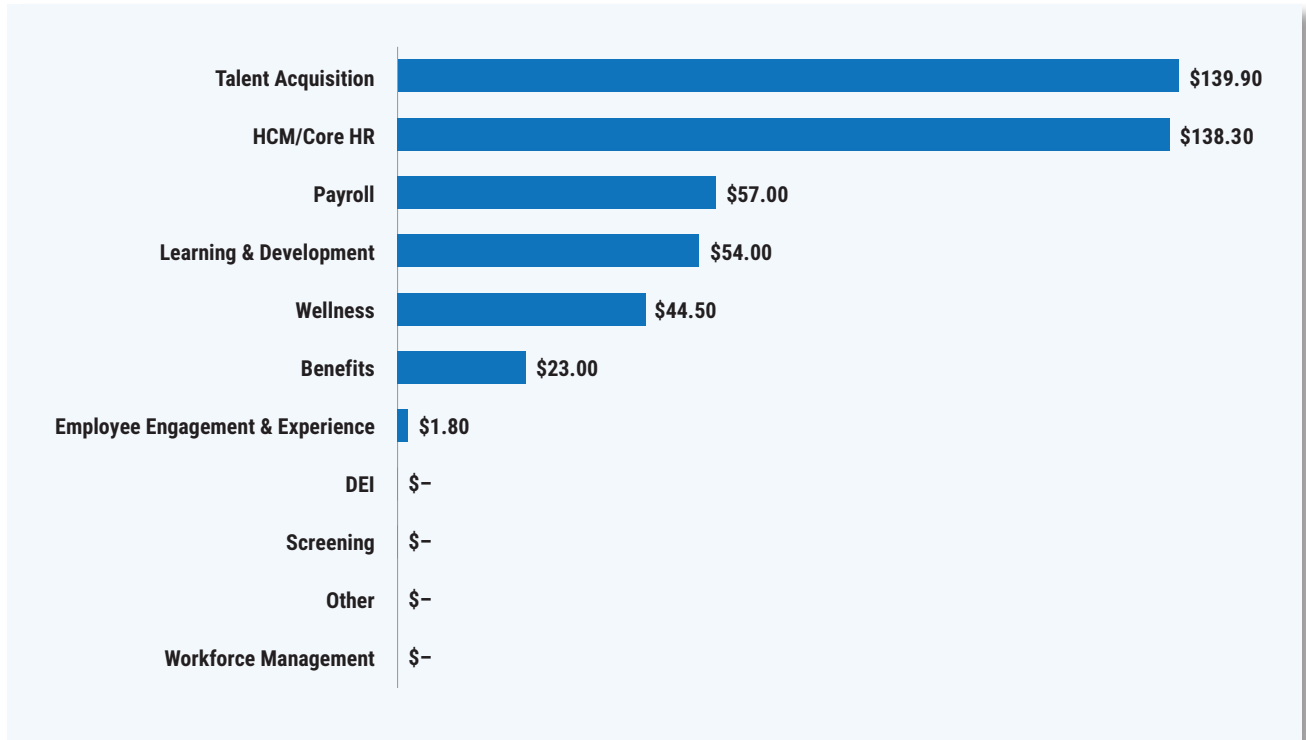


Of the 127 technology announcements, 90 were from US-based companies, 16 from EMEA, eight from APAC, and three from Canada. There were 10 interregional joint announcements: five from the US and EMEA, three from the US and Canada, one from the US and Latin America, and one from Canada and EMEA. Activity in Silicon Valley has slowed, with 26 announcements compared to 34 last quarter. Activity in London also decreased with six announcements compared to 11 last quarter.

Reflecting the state of the current labor market, Talent Acquisition and HCM/Core HR technologies had the highest number of announcements and the largest amounts invested. For the third consecutive quarter, Talent Acquisition had the highest number of announcements, 46, and the largest amount invested, \$139.9 million. Though HCM/Core HR technologies only had 26 announcements, \$138.3 million was invested. Darwinbox, an AI-based HCM platform, led investment for HCM/Core HR with \$50 million. ■

## HUMAN RESOURCES NEW TECHNOLOGY QUARTERLY SUMMARY: Q3 2025

### Q3 2025 HR Spending on New HR Technology in Millions



### Q3 2025 HR Tech Investment: Summary by Technology

	Funding (Millions)	Number of Announcements
Talent Acquisition	\$ 139.90	46
HCM/Core HR	\$ 138.30	26
Payroll	\$ 57.00	12
Learning & Development	\$ 54.00	21
Wellness	\$ 44.50	5
Benefits	\$ 23.00	6
Employee Engagement & Experience	\$ 1.80	7
Workforce Management	\$ -	9
Other	\$ -	7
Screening	\$ -	1
DEI	\$ -	0

### Notes

---

1. "Q3'25 Venture Pulse Report – Global trends." *KPMG*, Accessed October 28, 2025, <https://kpmg.com/sa/en/insights/sector-insights/venture-pulse-q3-2025.html>.
  2. Van Romburgh, Marlize. "The State Of Startups In 7 Charts: These Sectors And Stages Are Down as AI Megarounds Dominate In 2025." *Crunchbase News*, October 29, 2025, <https://news.crunchbase.com/venture/state-of-startups-q3-2025-ai-megarounds-charts-data>.
  3. "Q3 2025 – Global M&A hits its stride as companies bet big on scale." *WTW*, October 21, 2025, <https://www.wtwco.com/en-gb/insights/2025/10/q3-2025-global-m-and-a-hits-its-stride-as-companies-bet-big-on-scale>.
- 



### About *HRO Today*

*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
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## PRODUCT ANNOUNCEMENTS

<b>Sapia.ai</b>	Product	N/A	N/A	1-Jul	Sapia.ai, an AI-powered hiring platform, launched the Job Analysis Studio™ (JAS). JAS is an AI-based tool for designing optimized interview questions for fairer hiring. JAS is in Sapia.ai's talent operating system.	Australia
<b>BorderPlus</b>	Product	N/A	N/A	1-Jul	BorderPlus, a talent mobility solutions provider, launched its first suite of AI-powered tools, including an AI language coaching app. The app provides additional, specific training for internationally trained nurses in Germany, promoting clinical fluency and adaptations to cultural differences within healthcare.	Germany
<b>Guardian Payroll Services</b>	Product	N/A	N/A	1-Jul	Guardian Payroll Services, a payroll and HR services provider, launched an end-to-end and cloud-based payroll solution. The new solution eliminates manual data entry and processing errors while handling compliance issues.	United States
<b>Rotera</b>	Product	N/A	N/A	2-Jul	Rotera, a workspace platform for freelancers and remote workers, launched its integrated platform. The platform offers multiple business functions, like call recording, time tracking, project management, and invoicing, to fix common workflow challenges for freelance workers.	United States
<b>SplashBI</b>	Product	N/A	N/A	4-Jul	SplashBI, a reporting and analytics platform, launched SplashAI, an AI-based natural language assistant that enhances how HR teams use data.	United States
<b>Wellable</b>	Product	N/A	N/A	8-Jul	Wellable, an employee well-being solutions provider, launched a new suite of rewards and recognition products. The products include tools to recognize milestones, peer-to-peer communication, and to promote occupational wellness. The new products are part of Wellable's expansion into the employee incentives space.	United States
<b>MeritFinder</b>	Product	N/A	N/A	9-Jul	MeritFinder, an HR technology and recruiting company, launched its AI-powered hiring platform. The platform fully automates the entire hiring process, including creating job descriptions and assessing talent.	Silicon Valley, US
<b>SourceNow</b>	Product	N/A	N/A	9-Jul	SourceNow, an AI-powered VMS provider, launched SourceNow VMS for Healthcare. The new VMS system uses AI to match healthcare professionals to open shifts in real-time.	United States
<b>SapiensFirst</b>	Product	N/A	N/A	9-Jul	SapiensFirst, an AI-based technology company, introduced Ann, an AI-powered recruitment augments. Ann streamlines hiring while ensuring overall fairness.	India
<b>AI Revolution Company (AI/R)</b>	Product	N/A	N/A	10-Jul	AI/R, an AI software engineering company, launched a new AI agent, Llia. Llia integrates directly into existing recruitment tools to drive data-driven hiring decisions and makes recruitment more cost-effective.	Silicon Valley, US

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

**PRODUCT ANNOUNCEMENTS (cont'd.)**

<b>PerformYard</b>	Product	N/A	N/A	10-Jul	PerformYard, a performance management software provider, launched PerformYard Surveys, a survey creation and management tool to deploy and track responses from custom surveys to protect employee data.	United States
<b>Mindcore Technologies</b>	Product	N/A	N/A	14-Jul	Mindcore Technologies, an IT and cybersecurity provider, launched the Secure Workspace Solutions platform. The platform provides cloud-based networks using Zero Trust Network Access (ZTNA) to make remote work compliant and safe.	United States
<b>ShiftMed</b>	Product	N/A	N/A	15-Jul	ShiftMed, a healthcare workforce technology provider, launched its Workforce AI Suite. The suite has intelligent tools for automating shift fulfillment and optimizing workforce management.	United States
<b>Socure</b>	Product	N/A	N/A	16-Jul	Socure, a digital identity verification platform, launched its Workforce Verification solution to offer identity verification and fraud prevention before workers are officially hired, preventing internal cybersecurity threats.	United States
<b>Draup</b>	Product	N/A	N/A	16-Jul	Draup, an enterprise talent intelligence provider, introduced Curie. Curie is an AI agent that manages and interprets complex labor and market data to better inform hiring decisions.	United States
<b>Immersive</b>	Product	N/A	N/A	16-Jul	Immersive, a people-centric cybersecurity company, introduced the Immersive One AI-powered Lab Builder. The new feature offers customized labs and learning experiences to train and upskill employees in cybersecurity.	United Kingdom
<b>Aulasneo</b>	Product	N/A	N/A	17-Jul	Aulasneo, a digital learning technology provider, announced Owly. Owly is an AI-powered agent for optimizing learning management systems by eliminating repetitive tasks and providing advanced analytics.	United Kingdom
<b>Traliant</b>	Product	N/A	N/A	17-Jul	Traliant, an online compliance training provider, introduced the Soft Skills Microlearning series. The series has high-impact courses designed to enhance soft skills.	United States
<b>Papaya Global</b>	Product	N/A	N/A	17-Jul	Papaya Global, a workforce payments provider, launched Papaya Payments Academy, an on-demand training hub for training and upskilling HR, finance, and operations leaders.	United States
<b>Salary.com</b>	Product	N/A	N/A	17-Jul	Salary.com, a compensation technology and intelligence provider, launched a new portal, Elevate. The portal gives professionals direct access to transparent pay insights, job descriptions, and skills-based career paths.	United States
<b>Posh</b>	Product	N/A	N/A	17-Jul	Posh, an AI innovation company, launched its AI Training Simulator. The simulator helps train employees through AI-based and immersive role-playing to build real-world readiness.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>Paylocity</b>	Product	N/A	N/A	22-Jul	Paylocity, a cloud-based HR and payroll solutions provider, launched Paylocity Finance. This is an expansion of its workforce platform to allow finance and HR teams to seamlessly collaborate.	United States
<b>EarnIn</b>	Product	N/A	N/A	23-Jul	EarnIn, an earnings management and payroll company, introduced Live Pay, a tool that allows employees to withdraw their pay as they earn it, allowing additional flexibility to payments.	Silicon Valley, US
<b>Instructure</b>	Product	N/A	N/A	24-Jul	Instructure, a learning technology provider, announced Canvas Career, a learning technology that delivers scalable programs to build work-force-aligned skills.	United States
<b>Leena AI</b>	Product	N/A	N/A	24-Jul	Leena AI, an AI solutions provider, launched the Agentic AI Colleagues. The colleagues are voice-enabled AI assistants that provide employee support within IT, HR, marketing, and sales to boost productivity and employee satisfaction.	Silicon Valley, US
<b>Decusoft</b>	Product	N/A	N/A	24-Jul	Decusoft, an enterprise compensation planning solutions provider, introduced a predictive compensation function. As part of Decusoft's Compose platform, the function uses AI to model future pay outcomes, assess financial impact, and plan reward strategies.	United States
<b>Zenzap</b>	Product	N/A	N/A	24-Jul	Zenzap, a workplace communication app, launched an all-in-one communication platform. On top of real-time messaging, the platform includes task management and file sharing to support working teams and boost communication.	Israel
<b>uRecruits</b>	Product	N/A	N/A	24-Jul	uRecruits, an AI-powered recruitment software provider, launched its AI-based recruitment platform. The platform uses AI to automate job listing creations, source candidates, perform skills-based screening, schedule interviews and follow-ups, and onboard new hires within a single workflow.	Silicon Valley, US
<b>Lyzr</b>	Product	N/A	N/A	25-Jul	Lyzr, a low-code AI agent development platform, introduced its HR Agent Suite, a collection of AI agents designed to address operational challenges within HR. The agents automate high-volume tasks, manages compliance, and improves consistency across eight HR functions.	United States
<b>Beamery</b>	Product	N/A	N/A	29-Jul	Beamery, an AI-powered workforce transformation platform, launched a Workforce Intelligence Suite. The suite includes Task Intelligence, which automates and optimizes key HR functions, and an embedded agentic AI consultant, Ray, that helps make talent decisions.	London, UK

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>CogniFit</b>	Product	N/A	N/A	29-Jul	CogniFit, a cognitive assessment and training technology provider, launched an HR platform for supporting employee cognitive health, productivity, and engagement for remote and hybrid teams.	Silicon Valley, US
<b>Thryv</b>	Product	N/A	N/A	30-Jul	Thryv, a marketing and sales platform for SMBs, launched the Thryv Workforce Center™. The center is a payroll solution for SMBs by directly managing payroll and automating tax calculations.	United States
<b>Bellevue University</b>	Product	N/A	N/A	30-Jul	Bellevue University, an online university, introduced its Workforce Skills Assessment, a way for employers to identify opportunities to upskill employees and leaders. The assessment evaluates employees by 17 skills and creates a competency model for employers to use.	United States
<b>Humancore</b>	Product	N/A	N/A	30-Jul	Humancore, an AI-based professional coaching platform, launched the Multiplayer AI Advisor. The advisor uses multiplayer technology to create real-time guidance between leadership and employees.	United States
<b>TalentLMS</b>	Product	N/A	N/A	30-Jul	TalentLMS, an employee training platform, launched its AI coach. The coach optimizes training efficiencies and further enriches corporate learning engagement.	Silicon Valley, US
<b>Liquid Web</b>	Product	N/A	N/A	30-Jul	Liquid Web, a cloud and hosting platform, launched its IT-to-AI Career Roadmap. The roadmap acts as a guide for technology professionals, helping them identify areas for upskilling and career growth.	United States
<b>Hire Ventures, Inc.</b>	Product	N/A	N/A	31-Jul	Hire Ventures, an HR and recruitment consulting firm, launched HelloHR, a virtual HR solution for SMBs. The program gives SMBs real-time, on-demand access to an HR professional when their business doesn't have the resources for an HR department.	United States

## FUNDING ANNOUNCEMENTS

<b>Wisq</b>	Funding Round	\$15 million	Norwest Venture Partners, Shasta Ventures, et al	1-Jul	Wisq, an AI-powered HR provider, will use the funds to accelerate development of new agentic HR tools.	Silicon Valley, US
<b>The Difference Card</b>	Investment	\$1.5 million	Stone Point Capital, et al	2-Jul	The Difference Card, an employer-funded health insurance benefits provider, will use the funds to expand.	United States
<b>BetterComp</b>	Series A	\$33 million	Ten Coves Capital, et al	22-Jul	BetterComp, a compensation management software provider, will use the funds to continue expanding and to enhance its AI-based offerings.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## FUNDING ANNOUNCEMENTS (cont'd.)

<b>Ashby</b>	Series D	\$50 million	Alkeon, F-Prime, et al	22-Jul	Ashby, a recruiting technology provider, will use the investment to fuel its fast expansion and to continue developing its AI technology.	Silicon Valley, US
<b>Propel People</b>	Seed	\$3 million	1848 Ventures, et al	25-Jul	Propel People, an AI-powered construction hiring platform, received the investment to accelerate product development and expand throughout the US.	United States
<b>Sparrow</b>	Series B	\$35 million	SLW, et al	30-Jul	Sparrow, an employee leave management technology provider, will use the investment to scale its global leave management technology and expand while addressing global labor compliance.	Silicon Valley, US
<b>Wingspan</b>	Series B	\$24 million	Touring Capital, Long Journey Capital, et al	30-Jul	Wingspan, a payroll platform for contractor management, plans to expand its features and include additional HR functions to its platform.	United States
<b>Journey</b>	Series A	\$8 million	Cambrian Growth Partners, ManchesterStory, et al	31-Jul	Journey, a mental health solutions provider, will use the funds to expand and efficiently update employee assistance programs (EAPs).	United States
<b>Unmind</b>	Investment	\$35 million	TELUS Global Ventures	31-Jul	Unmind, an enterprise mental health platform, will use the funds to expand throughout the US and offer employees therapy and advanced wellbeing tools.	United States
<b>Humancore</b>	Pre-Seed	\$4 million	Old Willow Partners, et al	31-Jul	Humancore, an AI-based professional coaching platform, will use the investment to support new products.	United States

## MERGERS & ACQUISITIONS

<b>Zvoove and Mywage</b>	Acquisition	N/A	N/A	1-Jul	Zvoove, a temporary staffing software provider, acquired Mywage, a payroll and HR solutions provider. The acquisition is part of Zvoove's strategy to expand throughout the UK market.	Germany and London, UK
<b>Workleap and Barley</b>	Acquisition	N/A	N/A	7-Jul	Workleap, an AI-powered talent management platform, acquired Barley, an end-to-end compensation management solution. The acquisition is part of Workleap's plan to further connect teams and workflows.	Canada
<b>HR Path and HORN Payroll Company</b>	Acquisition	N/A	N/A	8-Jul	HR path, an HR solutions provider, acquired HORN Payroll Company as part of its plans to expand throughout Europe.	France and Germany
<b>Lightcast and Rhetorik</b>	Acquisition	N/A	N/A	8-Jul	Lightcast, a labor market intelligence company, acquired Rhetorik, a data solutions provider. Lightcast will use Rhetorik's data accuracy to deliver deeper insights into the global labor market.	United States and UK

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## MERGERS & ACQUISITIONS (cont'd.)

<b>ALKEME and Icon Benefits and Insurance Services</b>	Acquisition	N/A	N/A	8-Jul	ALKEME, an insurance brokerage company, acquired Icon Benefits, an employee benefits solutions provider.	United States
<b>Ageras and Employes</b>	Acquisition	N/A	N/A	11-Jul	Ageras, an accounting software platform for SMBs, acquired Employes, a payroll software provider.	Denmark and the Netherlands
<b>ReJob and AnyCareer</b>	Acquisition	\$18.9 million	N/A	25-Jul	ReJob, a job website, acquired AnyCareer, a recruitment agency. The acquisition strengthens ReJob's recruiting abilities.	Japan
<b>EQT Group, Canada Pension Plan Investments, and NEOGOV</b>	Acquisition	N/A	N/A	28-Jul	EQT Group and CPP Investments, two global investment firms, acquired NEOGOV, a workforce management software provider for the public sector.	United States and Canada
<b>Ten Thousand Coffees (10KC) and Abode</b>	Acquisition	N/A	N/A	30-Jul	10KC, a peer learning and mentorship software provider, acquired Abode, an early talent engagement solution provider. With the acquisition, 10KC will create an end-to-end talent management system.	Canada and United States
<b>ZRG Partners and NextCap Search</b>	Acquisition	N/A	N/A	31-Jul	ZRG Partners, a talent advisory firm, acquired NextCap Search, a boutique executive search firm, to deep its recruiting expertise within the finance sector.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## PRODUCT ANNOUNCEMENTS

<b>McorpCX</b>	Product	N/A	N/A	1-Aug	McorpCX, a customer and employee experience solutions provider, launched XOS Pulse. The new AI-powered tool delivers assessments to measure the experience of their employees, which identifies improvement opportunities and training needs.	Silicon Valley, US
<b>SHILP.ai</b>	Product	N/A	N/A	1-Aug	SHILP.ai, an HCM platform, launched an AI-powered hiring solution: Recruit Pro with AI. Recruit Pro is meant to improve recruitment efficacy while maintaining compliance.	United States
<b>Kinetic Seas, Inc.</b>	Product	N/A	N/A	7-Aug	Kinetic Seas, Inc., an AI consulting company, introduced Skilliks. Skilliks is a learning and training platform for AI software implementation and development.	United States
<b>Lightcast</b>	Product	N/A	N/A	12-Aug	Lightcast, a global labor market intelligence provider, launched the Skills Agent. The Skills Agent automates manual skill mapping, promotes skills-based initiatives, and streamlines workforce transformation.	United States
<b>PeopleInsight by HireRoad</b>	Product	N/A	N/A	20-Aug	PeopleInsight, a people analytics solution provider, announced PeopleInsight Essentials, an AI-powered analytics platform for HR and talent teams. The platform includes an AI agent, integration into existing HR and TA systems, and valuable AI-powered insights.	United States
<b>Upwork</b>	Product	N/A	N/A	19-Aug	Upwork, an AI-based work marketplace, launched Lifted, a unified solution combining talent sourcing, contracting, and workforce management across contingent work.	Silicon Valley, US
<b>Wrap Technologies</b>	Product	N/A	N/A	21-Aug	Wrap Technologies, a public safety solutions provider, launched WrapTactics, a learning and training platform for pre-escalation and public safety.	United States
<b>Deerhold</b>	Product	N/A	N/A	22-Aug	Deerhold, a healthcare data management and solutions provider, launched its PRIZM platform. The platform includes healthcare price transparency information and relevant data to provide benefits managers with data-based insights.	United States
<b>ControlUp</b>	Product	N/A	N/A	26-Aug	ControlUp, a digital employee experience management tool provider, launched ControlUp for Frontline Workers. The solution includes real-time data collection and mobile analytics to better enable frontline workers.	Silicon Valley, US
<b>Sapia.ai</b>	Product	N/A	N/A	26-Aug	Sapia.ai, an AI-based recruitment platform, launched its Skills Intelligence API, a direct integration that can embed skills intelligence directly into existing HR systems.	Australia

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>Rezolve.ai</b>	Product	N/A	N/A	27-Aug	Rezolve.ai, an AI-based employee support platform, launched Rezolve SearchIQ. The SearchIQ is an AI-powered search platform designed to boost productivity and employee knowledge.	United States
<b>FillaRole</b>	Product	N/A	N/A	28-Aug	FillaRole, an AI-powered hiring platform, launched FillaRole Health, an AI hiring and onboarding platform for healthcare workers. The platform includes tools for job posting, applicant tracking, interview management, and onboarding, to streamline hiring within healthcare.	Canada
<b>Hirevue</b>	Product	N/A	N/A	12-Aug	Hirevue, an AI-based recruitment platform, launched Hirevue Talent Engagement, an AI agent. The agent engages with candidates, evaluates skills, and helps make smart hiring decisions.	United States
<b>Staffmark Group</b>	Product	N/A	N/A	27-Aug	Staffmark Group, a total talent solutions provider, launched the Bullhorn Recruitment Cloud. The cloud platform streamlines systems across business units, offers AI agents, and delivers market intelligence to boost productivity and organizational efficiency.	United States
<b>Fountain</b>	Product	N/A	N/A	26-Aug	Fountain, an AI-based frontline workforce platform, introduced Frontline OS, an AI-based operating system that automates frontline hiring, onboarding, and workforce management.	Silicon Valley, US
<b>ZipRecruiter</b>	Product	N/A	N/A	13-Aug	ZipRecruiter, an online employment marketplace, launched Breakroom, a workplace rating platform. Breakroom, primarily for frontline industries, will give job seekers insight into working conditions.	United States

## FUNDING ANNOUNCEMENTS

<b>Laurel</b>	Strategic Investment	Unknown	Workday Ventures	12-Aug	Laurel, an AI-based time intelligence provider, received an undisclosed amount invested from Workday Venture. Laurel will also become a Workday Innovation Partner.	Silicon Valley, US
<b>Pintarnya</b>	Series A	\$16.7 million	Square Peg, Vertex Venture, et al	24-Aug	Pintarnya, an employment platform and financial services provider, will use the funds to expand to formalize employment throughout southeast Asia.	Indonesia
<b>Sequifi</b>	Seed	\$6.7 million	Cervin Ventures, Frazier Group, et al	26-Aug	Sequifi, an HR, payroll, and performance platform specifically for the home service industry, plans to accelerate product development and expand into new segments.	United States
<b>TurboHire</b>	Series A	\$6 million	Ivy Cap Ventures, et al	6-Aug	TurboHire, a hiring intelligence platform, will further develop its agentic AI architecture to promote agility in hiring.	India

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## FUNDING ANNOUNCEMENTS (cont'd.)

<b>Darwinbox</b>	Series D	\$40 million	Teachers' Venture Growth, et al	18-Aug	Darwinbox, an AI-based HCM platform, received the second half of its Series D from the venture arm of the Ontario Teachers' Pension Plan, which while acquire stake. With the funding, Darwinbox will expand globally, focusing on North America.	India
<b>Central</b>	Seed	\$8.6 million	First Round Capital, et al	27-Aug	Central, an AI-powered HCM provider for startups, plans to scale its team and accelerate product development to eliminate redundancy and inefficiencies within HR processes.	Silicon Valley, US
<b>ResumeWallet / CVWallet</b>	Angel Investment	\$1.5 million	Unknown	12-Aug	ResumeWallet, a provider of free tools for job seekers, will use the funds to expand and keep its tools suite free.	United Kingdom

## MERGERS & ACQUISITIONS

<b>SAP and SmartRecruiters</b>	Acquisition	N/A	N/A	1-Aug	SAP, a leading enterprise application and software development provider, acquired SmartRecruiters, a talent acquisition software provider. SmartRecruiters' technology will be added into SAP's SuccessFactors HCM suite.	Germany and Silicon Valley, US
<b>DHI Group, Inc. and AgileATS</b>	Acquisition	N/A	N/A	7-Aug	DHI Group, a marketplace provider, acquired AgileATS, an ATS system for government contractors and high-security officials. The acquisition will strengthen DHI Group's government recruitment offerings, especially for hiring high-security and technology officials.	United States
<b>Workday and Paradox</b>	Acquisition	N/A	N/A	22-Aug	Workday, an AI-based HR platform, acquired Paradox, an AI-based candidate experience platform. The acquisition strengthens Workday's AI-based talent acquisition offerings.	Silicon Valley, US and United States
<b>Folks and Glow Talents</b>	Acquisition	N/A	N/A	22-Aug	Folks, an HR software provider, acquired Glow Talents, an AI-based recruiting software provider, in a move to enhance Folks' HR solutions suite.	Canada and London, UK
<b>Thoma Bravo and Dayforce</b>	Acquisition	\$12.3 billion	N/A	21-Aug	Thoma Bravo, a software investment firm, acquired Dayforce, an HCM technology provider, to add to its software portfolio.	United States and Canada
<b>Recruitics, LLC and Change State</b>	Acquisition	N/A	N/A	28-Aug	Recruitics, an AI-based recruitment marketing and analytics provider, acquired Change State, a recruitment marketing agency and HR technology consultant. Recruitics will integrate Change State's offerings, including a candidate survey tool.	United States
<b>Upwork, Bubty, and Ascen</b>	Acquisition	N/A	N/A	6-Aug	Upwork, a freelancer marketplace, acquired Bubty, a workforce management platform, and Ascen, a global compliance and EOR company. The acquisition will allow Upwork to expand its market reach.	Silicon Valley, US, Netherlands, and United States

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## MERGERS & ACQUISITIONS (cont'd.)

<b>ProRank and Goodwork</b>	Acquisition	N/A	N/A	27-Aug	ProRank, an AI-based sourcing platform, completed its merger with Goodwork, a healthcare job board. The merger will deliver a scalable and smart solution for healthcare recruitment.	United States
<b>Workday and Flowise</b>	Acquisition	N/A	N/A	14-Aug	Workday, an AI-based HR platform, acquired Flowise, a low-code platform for easily building AI agents. Workday will integrate Flowise's technology to design, launch, and manage AI agents within HR.	United States
<b>Gusto and Guideline</b>	Acquisition	N/A	N/A	27-Aug	Gusto, an HR and payroll platform, acquired Guideline, a retirement plan and benefits platform for SMBs.	Silicon Valley, US

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## PRODUCT ANNOUNCEMENTS

<b>Supportwave</b>	Product	N/A	N/A	3-Sep	Supportwave, a technology staffing company, launched its conversational interview platform for technical hiring. The platform integrates steps of the hiring process into one automated workflow to reduce hiring time.	London, UK
<b>Loxo</b>	Product	N/A	N/A	3-Sep	Loxo, a talent intelligence solutions provider, launched an AI-based sourcing tool, Natural Language Search. The new tool is designed to help recruiters find top talent efficiently by eliminating barriers in traditional search methods.	United States
<b>Salary.com</b>	Product	N/A	N/A	9-Sep	Salary.com, an employee compensation data and software services provider, launched the CompAnalyst® AI Suite. The suite modernizes compensation management using AI capabilities and compensation software with market analysis.	United States
<b>Absorb Software</b>	Product	N/A	N/A	10-Sep	Absorb Software, an AI-based learning platform provider, launched The Mentorship Guild. The Guild is an AI-based networking community with skill development resources, mentorship opportunities, and virtual events to upskill the workforce.	Canada
<b>Hackajob</b>	Product	N/A	N/A	11-Sep	Hackajob, a technology hiring platform, launched Chase, Archer, and Thena, AI-based voice agents that can source and interview talent while reducing manual review times.	London, UK
<b>NXTThing RPO</b>	Product	N/A	N/A	15-Sep	NXTThing RPO, a recruitment provider, launched Personegy. Personegy is a hiring platform that uses advanced automation with personalized candidate experiences to create a scalable recruiting solution.	United States
<b>Konnect</b>	Product	N/A	N/A	17-Sep	Konnect, an HR services provider, introduced KonnectAI, an AI-powered HR assistant. Also called "Sophie", the AI assistant streamlines redundant HR tasks to help teams reclaim time for strategic HR work.	United States
<b>TraineryHCM™</b>	Product	N/A	N/A	17-Sep	TraineryHCM™, a talent management and HR technology solutions provider, released the JobArchitect™. The new tool is designed to deliver a comprehensive framework to streamline job title management, job descriptions, and align pay structure so organizations can easily build clear roles and transparent pay practices when hiring.	United States
<b>Neeyamo</b>	Product	N/A	N/A	17-Sep	Neeyamo, a payroll and workforce management solutions provider, introduced ARIA. ARIA, the adaptive real-time intelligent assistant is an AI-powered payroll and HR agent. ARIA is designed to handle compliance requirements and manual workflows.	India

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## PRODUCT ANNOUNCEMENTS (cont'd.)

<b>RippleMatch</b>	Product	N/A	N/A	18-Sep	RippleMatch, a recruitment automation platform, launched its AI-Talent Marketplace, a skills-based hiring engine. The platform uses skill signals to show interpersonal skills and technical proficiencies instead of relying on traditional resumes.	United States
<b>Phenom</b>	Product	N/A	N/A	23-Sep	Phenom, an AI-based hiring and retention provider, launched the Phenom Fraud Detection Agent. The agent searches for and flags resume fabrication, AI-assisted answers, and imposter candidates in real-time.	United States
<b>PCRecruiter</b>	Product	N/A	N/A	23-Sep	PCRecruiter, a CRM system for hiring, introduced AI Candidate Match. The new program instantly flags the top 20 candidates within the database per job listing based on AI-powered match scores, keyword insights, and analysis summaries.	United States
<b>Dice</b>	Product	N/A	N/A	24-Sep	Dice, a career marketplace, launched the New Dice Employer Experience, a platform for hiring, streamlining workflows, and targeting candidates.	United States
<b>Incredible Health</b>	Product	N/A	N/A	24-Sep	Incredible Health, an AI-powered healthcare career marketplace, launched Gale and Lyn, two AI voice agents. Gale acts like a career partner by refining resumes, helping prepare for interviews, and find appropriate job listings. Lyn is an interview agent that helps employers by engaging candidates with personalized outreach, conducting interviews, and streamlining manual workflows found in hiring.	Silicon Valley, US
<b>Trackforce</b>	Product	N/A	N/A	25-Sep	Trackforce, a workforce management platform, introduced ReportPro AI, a tool for reporting security incidents to compliance teams and supervisors. The tool ensures reporting compliance and transparency.	United States
<b>Propel People</b>	Product	N/A	N/A	25-Sep	Propel People, an AI-powered recruiting platform for the construction industry, launched its free hiring platform and job board marketplace. The platform gives SMBs better access to qualified talent pools.	United States

## FUNDING ANNOUNCEMENTS

<b>Mappa</b>	Seed	\$3.4 million	Draper Associates, Serac Ventures, Riverwalk Capital, et al	10-Sep	Mappa, an AI-based behavioral analysis platform for better hiring, will use the funds to scale and deepen its technological integrations to better match ATS platforms.	United States
<b>Klaar</b>	Series A	\$5 million	Prime Venture Partners, et al	10-Sep	Klaar, a performance management platform, plans to scale and expand throughout the US.	Silicon Valley, US

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
--------------	-------------	--------------	-----------------	----------------	-------------	----------

## FUNDING ANNOUNCEMENTS (cont'd.)

<b>TERN Group</b>	Series A	\$24 million	Notion Capital, RTP Global, et al	10-Sep	TERN Group, an AI-recruitment platform for healthcare, will advance its AI capabilities to further service hiring in healthcare.	London, UK
<b>MELP</b>	Seed	\$1.8 million	Coinvest Capital, et al	11-Sep	MELP, an employee engagement provider, will use the funds to expand, specifically to the United Kingdom.	Lithuania
<b>Micro1</b>	Series A	\$35 million	01 Advisors, et al	12-Sep	Micro1, an AI-based candidate matching platform, plans to upgrade its AI-based platform.	Silicon Valley, US
<b>DianaHR</b>	Seed	\$3.7 million	SNR Ventures, General Catalyst, Y Combinator, et al	15-Sep	DianaHR, an AI-based HR-as-a-service platform for SMBs, will expand its engineering and operations teams to expand its overall capacity.	Silicon Valley, US
<b>Valence</b>	Series B	\$50 million	Bessemer Venture Partners, et al	26-Sep	Valence, an AI-powered coach for enterprise learning and development, will use the funds to scale its latest AI coach, Nadia.	United States
<b>Orbio</b>	Seed	\$7.6 million	Visionaries Club, Plus Partners, et al	26-Sep	Orbio, an HCM platform, will use the funds to expand throughout Europe and advance AI capabilities.	Spain
<b>Alex</b>	Series A	\$17 million	Peak XV Partners, Y Combinator, et al	30-Sep	Alex, an AI recruiting partner, will use the funds to deepen its capabilities and expand its team.	Silicon Valley, US
<b>SureCo</b>	Series A	\$23 million	Health Velocity Capital, Kaiser Permanente Ventures, et al	30-Sep	SureCo, a benefits platform, will use the investment to accelerate growth, scale technology capabilities, and grow its service team.	United States

## MERGERS & ACQUISITIONS

<b>Engagedly and Butterfly.ai</b>	Acquisition	N/A	N/A	2-Sep	Engagedly, an AI-powered talent management and employee experience platform, acquired Butterfly.ai, a frontline engagement and analytics platform. The acquisition is part of Engagedly's strategy to expand into the frontline workforce and improve retention and productivity.	United States
<b>Pluxee and Skipr</b>	Acquisition	N/A	N/A	3-Sep	Pluxee, an employee benefits and engagement provider, acquired Skipr, an employee mobility solutions provider, as part of its plan to expand throughout Europe.	France and Belgium
<b>Selerix and Steele Benefits</b>	Acquisition	N/A	N/A	4-Sep	Selerix, a cloud-based benefits provider, acquired Steele Benefits, a benefits platform. Selerix will blend its cloud capabilities with Steele's people-first model to create a unified benefits solution.	United States

ORGANIZATION	TRANSACTION	MONEY RAISED	SOURCE OF FUNDS	ANNOUNCED DATE	DESCRIPTION	LOCATION
<b>MERGERS &amp; ACQUISITIONS (cont'd.)</b>						
<b>Lightcast and Skill Collective</b>	Acquisition	N/A	N/A	4-Sep	Lightcast, a labor market analytics and skill intelligence provider, acquired Skill Collective, a strategic workforce modeling company. The companies will still operate separately but utilize each other's data and analytics.	United States and London, UK
<b>Shaker Recruitment Manager and Exaqueo</b>	Acquisition	N/A	N/A	9-Sep	Shaker Recruitment Marketing, a recruitment marketing and employer branding agency, acquired Exaqueo, an employer branding consultancy firm. The acquisition adds to Shaker's employer branding expertise.	United States
<b>Radancy and myInterview</b>	Acquisition	N/A	N/A	9-Sep	Radancy, a talent acquisition software provider, acquired myInterview, an AI-based recruitment automation provider, to strengthen its talent acquisition hirings.	United States
<b>Nayya and Northstar</b>	Acquisition	N/A	N/A	10-Sep	Nayya, a health and wealth benefits platform, acquired Northstar, a financial wellness benefits company. Using technology from the acquisition, Nayya will unveil a benefits-focused SuperAgent.	United States
<b>iCIMS and Apli</b>	Acquisition	N/A	N/A	11-Sep	iCIMS, a talent acquisition software provider, acquired Apli, an AI-based automated recruitment provider.	United States and Mexico
<b>Workday and Sana</b>	Acquisition	N/A	N/A	16-Sep	Workday, an enterprise cloud platform for HR, acquired Sana, an AI-powered knowledge software provider.	Silicon Valley, US and Sweden
<b>Payscale and Datapeople</b>	Acquisition	N/A	N/A	17-Sep	Payscale, a compensation intelligence solutions provider, acquired Datapeople, an AI-powered recruiting platform. Payscale will integrate its compensation intelligence into Datapeople's platform to support pay transparency compliance requirements and streamline job postings.	United States
<b>Amadeus Fire and Masterplan.com</b>	Acquisition	N/A	N/A	25-Sep	Amadeus Fire, a staffing company, acquired Masterplan.com, an engagement and learning platform for businesses. Amadeus Fire will use the acquisition as a way to enter the B2B training market.	Germany