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HR Technology AI Trailblazers

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Introduction

Every decade a new technology disrupts the economy. Today, following the disruptions of cloud computing and mobile, AI is creating a new future. In this list we highlight some of the top AI innovators in HR technology which we call AI Trailblazers.

What is a Trailblazer?

These are companies that have built scalable products and solutions around AI that define, educate, and demonstrate the power of AI in all areas of human capital management. While hundreds of vendors are using AI today, this shortened list highlights the leaders (listed in alphabetical order.)

ADP Lyric HCM

Built from scratch with a micro-services, AI-centric architecture, this new ADP platform provides a highly flexible architecture and easy to use interface (ADP Assist) that makes core HR as easy to use as a consumer application. The product has been in development for more than 6 years and now comes to market as a role model for others to follow.

Arist Creator and Teammate

One of the first end-to-end AI-based corporate learning platforms, Arist can generate entire courses directly from any content source and tune and modify learning content by many criteria. Arist Teammate is one of the first active AI “Assistants” that performs needs analysis, content development, communications, and measurement, essentially automating many of the traditional L&D practices.

Cornerstone Galaxy

Cornerstone, the largest learning technology company, recently acquired SkyHive to expand its Galaxy platform to provide skills-based learning, career mobility, compliance management, performance management, and recruiting. After many years of R&D, Cornerstone has now integrated its AI technologies into a seamless user experience, offering AI-powered skills-based talent management for the entire employee lifecycle.

Disprz Learning System

Disprz is an end-to-end next generation “Level 4” AI system for corporate training. The company has been quietly building an AI platform that can generate content, build skills taxonomies, and deliver training through its LMS and advanced LXP. The company has been successful with clients like Amazon, GE, E-Y and others.

Drap Talent Intelligence

Drap is a next-generation data, labor market, and skills data platform founded by the original inventors of Talent Neuron (the first-ever AI-based skills platform for talent intelligence). In addition to collecting one of the most broad and comprehensive data sets, Drap uses AI to identify industry-specific skills and “job workloads” that help companies find people, locations, and other information with much more detail than typical skills profiles.

Deel Employment of Record Platform

Deel, the fastest-growing EOR provider, recently acquired a talent management and payroll provider, expanding its functionality to compete with HRMS platforms. Deel offers an AI agent to its hiring and employment platform, making it easy for HR professionals to learn about and implement global employment practices.

Docebo Creator

Docebo, the only publicly traded LMS company, delivers personalized and engaging learning experiences with apps like Docebo Creator, which uses AI to generate instructional content. Docebo's platform supports large enterprises has become the standard corporate solution for both internal and revenue-generating learning.

Eightfold Career Navigator and Talent Intelligence

A pioneer in the AI-first HR architecture, Eightfold offers AI-driven recruitment, internal mobility, career pathing, skills assessment, resource management, and leadership assessment (in partnership with Heidrick), far ahead of Workday, Oracle, and SuccessFactors. The Josh Bersin Company HR Career Navigator is built on Eightfold.

Galileo™: The Expert AI Assistant for HR

Developed by The Josh Bersin Company, Galileo gives every HR Professional a global expert AI system for all areas of talent management, HR technology, organization design, and change management, now in use by more than 10,000 HR professionals. The platform is trained on 30+ years of Bersin research and includes benchmarks, skills models, global employment practices, and leadership models from Visier, Lightcast, Oyster, and Heidrick.

Gloat Workforce Agility

As a leader in AI-powered talent marketplace, Gloat helps companies like Mastercard, Novartis, Nestle, Schneider Electric, and HSBC improve employee careers, create gig work practices, and improve talent mobility and employee development. Through its AI-powered "Skills Studio", Gloat helps companies to aggregate and analyze skills, internal mobility, and organizational agility.

Growthspace Precision Skilling

Growthspace is a new "precision skilling" system that uses AI to match employees and leaders to a network of 2000+ experts for coaching and development. The company carefully developed a [PowerSkills](#) taxonomy organized by job function, industry, and role and uses AI to match, manage, assess, and deliver high-quality precision development.

Heidrick & Struggles Navigator

Heidrick Navigator, an AI platform for leadership and succession, helps companies identify potential leaders from skills and experiences without formal assessment. Companies can use the Navigator to model and view succession plans and succession plans for all leaders in the most integrated view of any platform we've seen.

HiBob

HiBob, one of the fastest-growing core HR vendors, is expanding into mid-market with its ATS, analytics, analytics, compensation, payroll, and workforce planning system. The platform is intelligent at its core and often referred to as "The Instagram of HR." HiBob uses AI to drive its "automation" platform and is just launching its "Ask Bob" agent.

Lattice

Lattice, a fast-growing mid-market HCM provider, has added AI-generated engagement insights (turnover prediction), managers insights, writing assistant, development plans, and a new AI chatbot for all users. Lattice also developed an experimental “AI as an employee” feature to manage and govern Agents as if they were employees.

LinkedIn Learning

LinkedIn Learning, one of the largest libraries of corporate training, now uses AI to expose content to any user without taking a course or scrolling through a video. Not only does LinkedIn infer skills in worker profiles to recommend jobs and peers to match, LinkedIn Learning also accommodates third party content.

Lightcast Skills

The most comprehensive and authoritative library of job families, job titles, skills, and employment data in the world. Lightcast uses big data systems and AI to consolidate vital HR data for planning, hiring, development, and location strategy. Lightcast is now integrated into Galileo, making skills analysis an easy “walk up and ask questions” process for Galileo users.

Medallia

Medallia uses AI to analyze large amounts of employee and customer feedback to help managers improve employee experience. Medallia uses various AI models to analyze employee comments, pull data from various enterprise applications, and compare and benchmark internally and externally.

Oracle HCM

Oracle now uses AI to power its adaptive skills system and new talent intelligence platform, and recently announced 50 different AI Agents to help with HR processes like career development, onboarding, recruitment, and L&D program management. Oracle’s analytics is now AI powered as well.

Oyster Global Employment Platform

Oyster, a leading EOR vendor, provides in-depth employment practices, payroll, and contract hiring for over 180 countries. Oyster’s employment database is now integrated into Galileo™, enabling Galileo users to ask any hiring, employment, benefits, or regulatory question for employees in 180+ countries.

Paradox

A pioneer in conversational AI for recruiting, Paradox is now the clear leader in end-to-end conversational AI for candidate marketing, candidate experience, pre-hire assessment, interview management, scheduling, and applicant tracking. This system, focused on talent acquisition but also being used for general employee experience, shows companies how a focused AI solution can disrupt the entire process of recruitment.

Rippling Talent Signal

Rippling is an innovative platform that rethinks the model of a core HCM system to include IT provisioning, expense management, HR operations, as well as payroll talent in one platform. Rippling Talent Signal is the first product to use

AI to leverage work-data to show employees and managers who is performing at the highest levels, stack rank employees, and give workers and managers detailed development feedback.

Sana Labs

A pioneer in the application of AI to learning in knowledge management, Sana's AI assistant (Galileo™ is built on Sana) and the Sana LMS are the first and leading AI-centric learning management, knowledge management, and AI assistants in the market. Sana has pioneered the use of integrated AI for corporate-wide learning.

SAP SuccessFactors and Joule

SAP and SuccessFactors have integrated AI into more than 100 modules and use-cases. Joule™, the company's enterprise AI assistant, can now seamlessly access functionality across most of the SAP applications, taking the lead with a modern Copilot-based interface to large enterprise systems. SAP's Business AI platform surfaces AI in hundreds of ERP applications throughout the system.

SeekOut

SeekOut has pioneered an advanced talent intelligence system for talent acquisition, internal mobility, diversity, and growth. Its "holistic talent platform" gives detailed visibility into total talent: internal talent, ATS candidates, alumni, and sources. Built on one of the largest data sets of jobs and employee profiles, SeekOut has deep domain expertise in healthcare, technology, defense, aerospace, and other critical industries.

ServiceNow

ServiceNow's "Put AI to Work" strategy infiltrates all areas of HR. This includes the launch of NowAssist for employees, an AI-driven manager hub, redesigned HR agent workspace, and a new employee center built on the AI skills engine acquired from Hitch. As the largest HR tech provider in the market, ServiceNow is applying AI to all areas of EX, including its Xanadu release which advances employee journeys, development, and Agentic AI tools.

SHL Global Assessments

SHL, one of the largest psychometric assessment providers in the world, uses AI to aggregate and analyze tens of millions of assessments by job role, level, and industry. This enables managers to gain deep insights on job candidates, successors, and emerging leaders as their results are compared to a large historic data set of companies in many industries.

UKG Bryte

UKG, the leader in hourly and operational talent management, launched Bryte, an AI platform to optimize shift swapping, bidding on shifts, shift management, scheduling and other talent practices. Bryte is an entire AI platform that includes employee agents, payroll agents, recruiter agents, manager agents, and more already available.

Visier Vee

Visier, the leading people data platform for workforce, HR, and business analytics, now offers Vee, a complete conversational front end. Not only can people ask Vee questions and get answers, they can now ask Vee "how-to" questions and seamlessly access Galileo™, our expert Assistant for HR, within the context of a question or analysis.

Workday Illuminate™ AI Platform (and HiredScore)

Workday has applied AI (now called Workday Illuminate™) to its core platform and is now building an AI marketplace of ecosystem solutions (including Galileo™). This underlying infrastructure enables the Workday Assistant, new application Agents, and hundreds of other AI capabilities in Workday. Illuminate gives Workday customers hundreds of new AI capabilities that integrate financials and human capital into integrated agents and solutions, and is also available to Workday partners through its Workday Extend tools.

Workera Skills System

Workera uses AI coupled with large data sets to build real-time skills verification in an ever-expanding taxonomy of skills. Sage, the company's new AI Agent for skills, steps employees through a skills testing process, narratively helps them assess strengths and weaknesses, and gives them coaching on specific technical or [PowerSkills](#) to develop.

For More Information

The Josh Bersin Company maintains an up-to-date library of vendor information and also provides advisory services in HR Technology strategy, selection, and implementation. If you would like to have ongoing access to this real-time information, please license [Galileo™, The AI Assistant for HR](#). Galileo gives users and organizations access to all Josh Bersin Company research, data, vendor RFP services, and much more. If you're a vendor or a corporate HR department, please contact us to discuss our [membership services](#).