

● PRODUCTS

October People

AI-first HCM unifying your people data
across the employee lifecycle.



Explore October People across 34 modules: hiring, people operations, performance, learning, talent, reward, compliance and planning, with AI built into the work of employees, managers, HR and leaders.

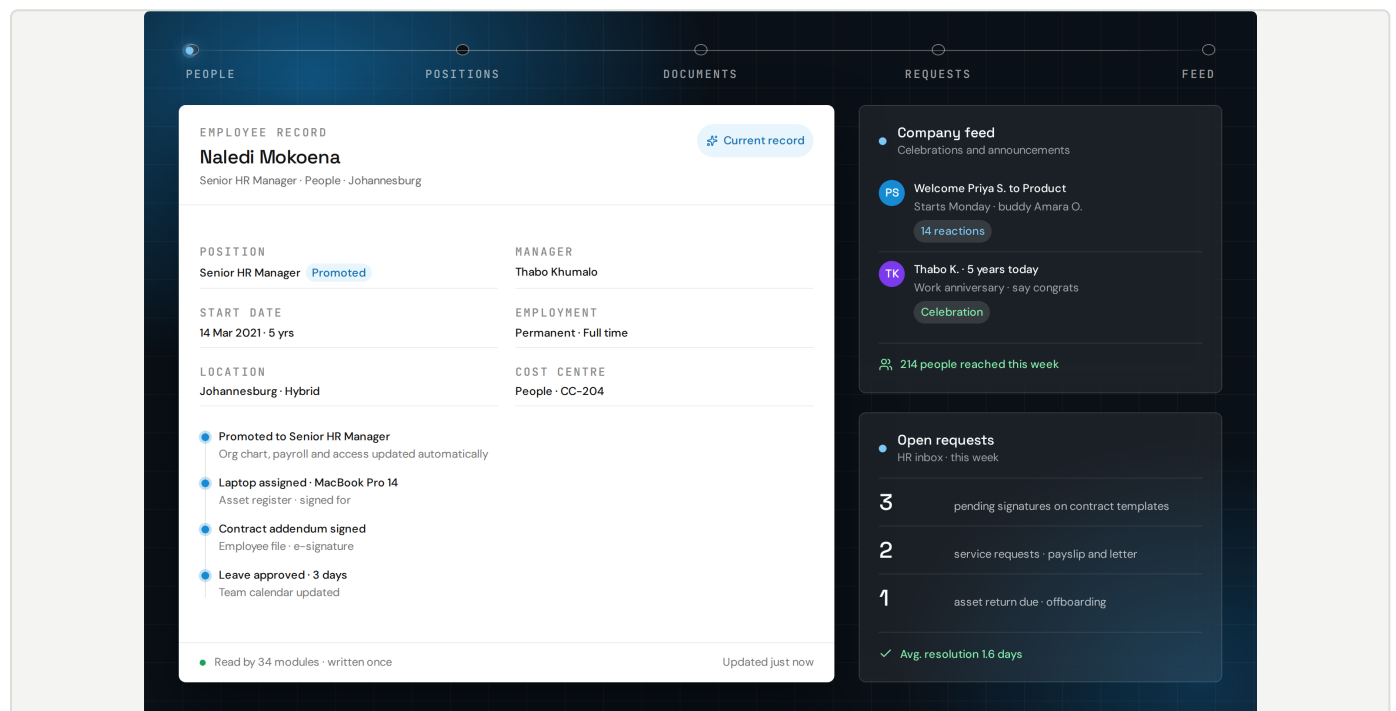
For HR, operations and business leaders

32 pages · October collection

● OCTOBER PEOPLE / THE PLATFORM

One employee lifecycle. Support for every role.

AI-first HCM unifying your people data across the employee lifecycle. October People brings 34 modules into a connected platform for employees, managers, HR and business leaders.



A shared workspace for people, tasks and development · Website illustration; example data.

For employees and managers

Everyday HR support, career coaching, goals, feedback, recognition and development. Managers see the work to follow up, the approvals to review and the conversations to prepare.

For HR and business leaders

One current employee record supports administration, hiring, reward, compliance and workforce decisions. Start with the modules you need and connect existing systems.

Read on for every published capability area and a complete workflow directory.

● NAVIGATE THE PLATFORM

From the first application to the next career move.

Twelve published capability areas organise the work across October People. Each is explored in detail on the following pages.



04

Core HR

Employee records, org charts, documents, assets, HR inbox and the social feed. The record everything else runs on.



06

Recruitment & ATS

AI sourcing with Cara, 13+ job boards in one click, referrals, visual pipelines, scorecards and hiring analytics.



08

Onboarding & Lifecycle

Structured onboarding, offboarding, alumni and internal mobility. Every transition is a plan, not a risk.



10

Time, Leave & Billing

Leave balances, planners, shifts, clock-in, schedule building and billable time against clients and projects.



12

Performance & Recognition

Goals and OKRs, review cycles, calibration, 9-box talent grid, 1:1s, feedback and a recognition hub with awards.



14

Learning & Development

Course catalogue, learning paths, live sessions, CPD tracking, mandatory training, mentorship and assessments.



16

Career Coach & Talent

AI career coach, career roadmaps, development plans, succession, high potentials, flight risk and manager enablement.



18

Compensation & Benefits

Total rewards, salary benchmarks, job architecture, merit cycles, equity and ESOP, benefits, expenses and payslips.



20

Compliance & Employee Relations

Risk dashboards, B-BBEE, Employment Equity, SETA, CCMA, US I-9, ACA and EEO-1, ER cases, Speak Up and audit trails.



22

Surveys & Engagement

Survey builder, engagement and eNPS, pulse checks, AI analytics by team and tenure, and guest feedback.



24

Workforce Planning

Headcount forecasting, scenario planning, skills-gap analysis, budget planning, retirement and attrition forecasting.



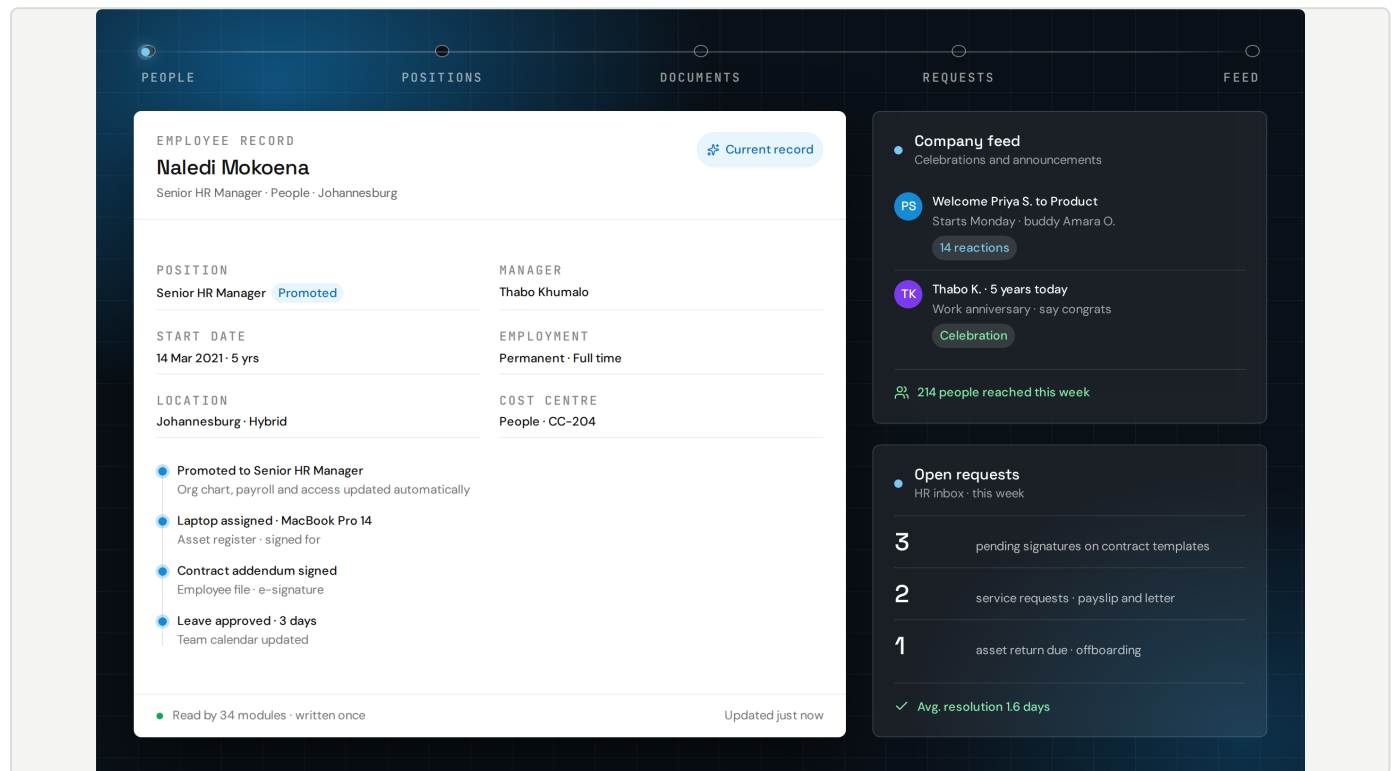
26

AI Powered Insights

Cara, the career coach, 1:1 intelligence, manager nudges, meeting transcription and sentiment. Built into every module.

Core HR

Centralised employee profiles hold every piece of data: personal details, contracts, certifications and documents, searchable, secure and always current. Org charts update themselves, assets are tracked, and every other module reads from the same record.



Core HR: the website's feature illustration · Website illustration; example data.

Employee data & documents

Every employee has one profile: personal details, contracts, certifications, ID documents, reporting lines and history. Employee files, contract templates, e-signatures and service requests live beside the record instead of in a shared drive.

Searchable employee profiles · Employee files and contract templates · Pending signatures and e-sign · Service requests and letters

[Explore Core HR ↗](#)

Org charts & assets

Dynamic, auto-updating org charts visualise reporting lines and team structures with search, zoom and a department filter. Positions and requisitions define the roles you have and the ones you need. Asset management tracks laptops, phones, licences and equipment per person.

Interactive org chart with mini-map · Departments and positions · Requisitions for new headcount · Assets assigned to people

[● CORE HR / IN DETAIL](#)

Core HR. Inside the experience.

Employee records, org charts, documents, assets, HR inbox and the social feed. The record everything else runs on.



THE HUMAN SIDE

One record. Zero chaos.

Dashboards for every role

Every user gets a personalised home: employees see tasks, surveys, leave balance and goals; managers see team morale, 1:1 cadence and approvals; HR and executives see the metrics that matter to them. A single action counter surfaces everything pending.

Employee, manager, HR and executive views · Tasks, approvals and documents to acknowledge · Goals, leave and recognition at a glance · One counter for everything to action

Social feed & celebrations

A company-wide feed keeps everyone connected: announcements, shout-outs, birthdays, work anniversaries and milestones. Culture stops living in a separate app.

Company feed and announcements · Automated birthdays and anniversaries · Recognition surfaced in the feed · Contractors and blended workforce reporting

HR inbox & help

Employees raise tickets and service requests; HR works them from a central inbox with analytics on volume, categories and resolution time. Documents, policies and the help centre sit alongside so most answers are one search away.

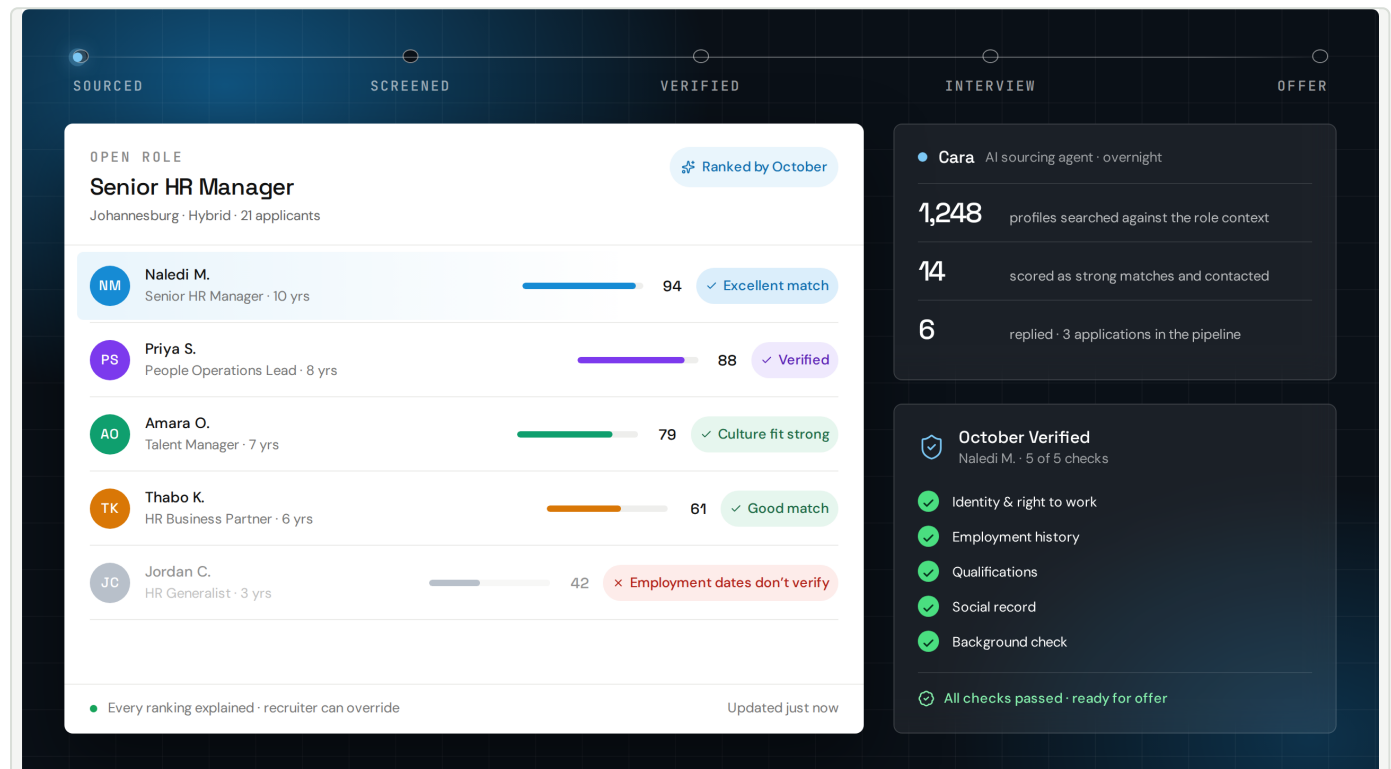
My tickets and HR inbox · Help-desk analytics and SLAs · Central document repository · Policy acknowledgements

[Explore all Core HR capabilities ↗](#)

● OCTOBER PEOPLE / CAPABILITY DETAIL

Recruitment & ATS

An AI-powered applicant tracking system with an always-on sourcing agent and verification built in. Cara finds and contacts candidates, October ranks every application against your role, culture and requirements, screens out unsuitable applications with a reason, and October Verified checks identity, employment, social record and background before the offer.



Recruitment & ATS: the website's feature illustration · Website illustration; example data.

Cara AI sourcing agent

Cara searches millions of profiles, scores each candidate against the role requirements and initiates outreach. Real-time tracking follows every candidate from first message to application. Set the AI context once per role and Cara sources and screens against it.

Millions of profiles searched · Candidates scored against requirements · Automated, personalised outreach · Sourcing sessions with targets and results

[Explore Recruitment & ATS ↗](#)

Multi-channel sourcing

Post to 13+ job boards with a single click. Surface candidates from past roles with AI-powered matching. Run referral campaigns with built-in rewards, link tracking and leaderboards that turn your whole team into recruiters.

One-click multi-board posting · Talent pools from past applicants · Referral campaigns with rewards · Outreach email templates

[● RECRUITMENT & ATS / IN DETAIL](#)

Recruitment & ATS. Inside the experience.

AI sourcing with Cara, 13+ job boards in one click, referrals, visual pipelines, scorecards and hiring analytics.



THE HUMAN SIDE

**From applied to hired.
Faster.**

AI-powered ATS

Visual pipelines track every candidate from application through AI screening, interviews and offer. Structured scorecards keep interviewers aligned and comparable, while automated scheduling removes the back-and-forth.

Kanban pipelines per job · AI screening and ranking ·
Structured interview scorecards · Automated interview
scheduling

[Explore all Recruitment & ATS capabilities ↗](#)

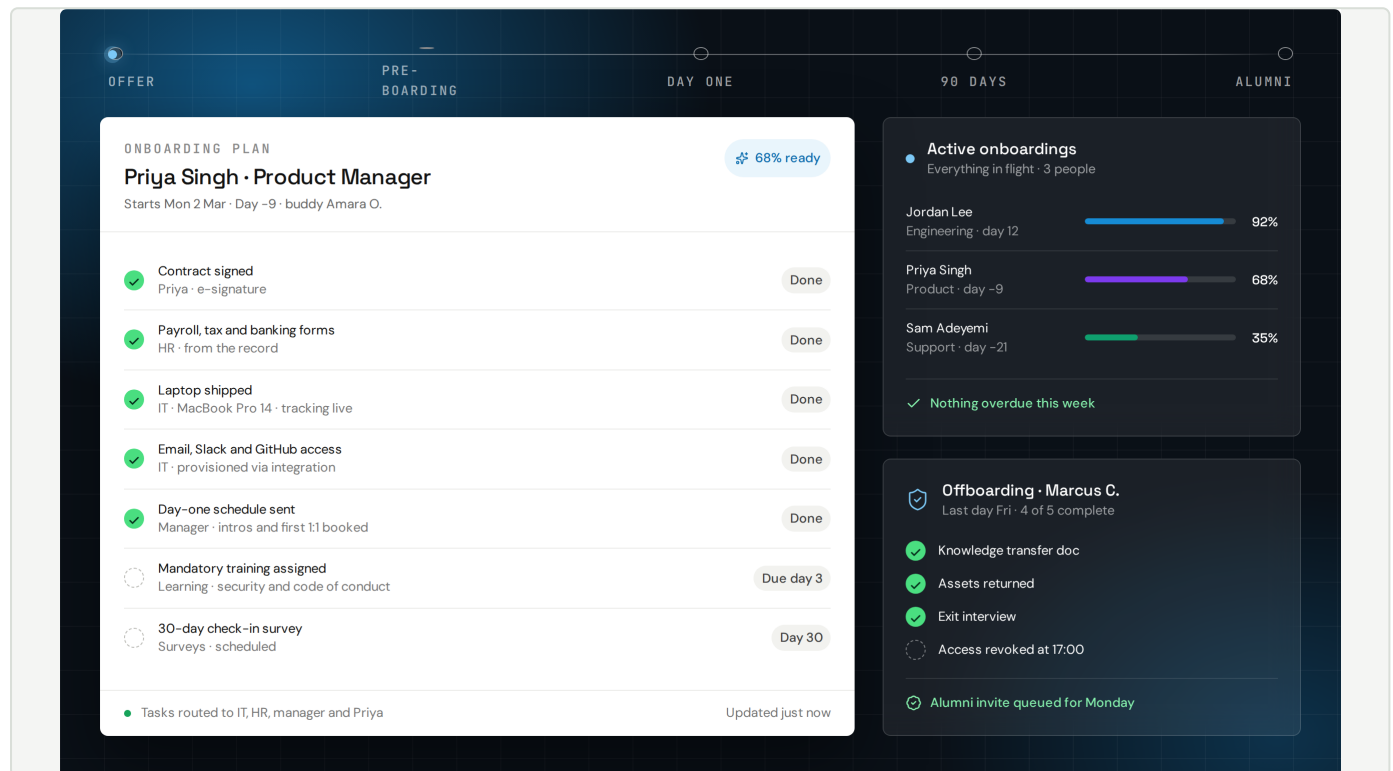
Hiring analytics

Source effectiveness, pipeline velocity, diversity metrics and cost-per-hire dashboards. Know where your best candidates come from, where they drop off and how to improve every stage.

Time-to-hire and pipeline conversion · Source and
recruiter effectiveness · Diversity metrics · Cost per hire

Onboarding & Lifecycle

Automated onboarding workflows guide new hires through documents, introductions, training and check-ins so they reach productivity faster. Structured offboarding captures knowledge and protects compliance, and alumni management keeps the door open for boomerang hires.



Onboarding & Lifecycle: the website's feature illustration · Website illustration; example data.

Structured onboarding

Automated workflows guide new hires through every step: documents to sign, equipment, introductions, mandatory training and check-ins. Managers see each new starter's task progress on their dashboard, and HR sees every onboarding in flight.

Task checklists per role · Document collection and e-signature · Welcome workflows and introductions · Progress tracked per new hire

[Explore Onboarding & Lifecycle ↗](#)

Internal mobility

An internal opportunity board, career profiles and skill matching make it easy to promote from within before looking outside. Managers see who on their team is exploring a move and can support the conversation.

Internal opportunity board · Career profiles and skill matching · My applications and team mobility · Mobility analytics

● ONBOARDING & LIFECYCLE / IN DETAIL

Onboarding & Lifecycle. Inside the experience.

Structured onboarding, offboarding, alumni and internal mobility. Every transition is a plan, not a risk.



THE HUMAN SIDE

First day to last. Every stage counts.

Offboarding & alumni

Exit checklists cover asset return, access revocation, knowledge transfer and exit interviews. Alumni management maintains the relationship afterwards, tracks career moves and enables boomerang hiring.

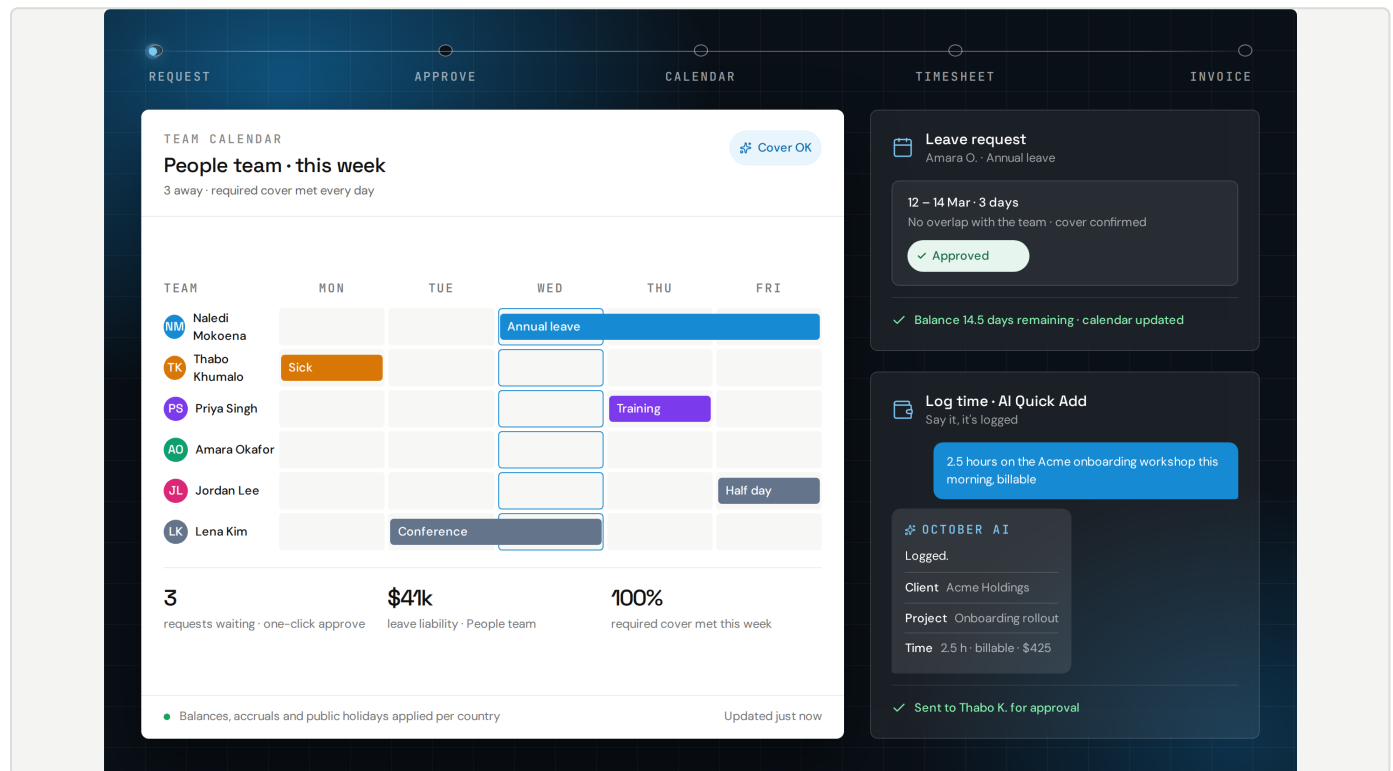
Exit checklists and asset return · Access revocation · Exit surveys and interviews · Alumni network and rehire

[Explore all Onboarding & Lifecycle capabilities ↗](#)

● OCTOBER PEOPLE / CAPABILITY DETAIL

Time, Leave & Billing

Leave, attendance, shifts and billable time in one place. Employees request leave and log hours in seconds, managers approve in one click, and the calendar shows who is available before anyone books a meeting.



Time, Leave & Billing: the website's feature illustration · Website illustration; example data.

Time off & leave liability

Balance cards per leave type show what's remaining, the cycle end and status. Employees request in seconds, managers approve inline, and planner and calendar views show who is out before it becomes a problem. Finance sees outstanding leave liability by department and leave type.

Balances per leave type · Request, approve and cancel inline · Leave planner and calendar · Leave cost liability reporting

[Explore Time, Leave & Billing ↗](#)

Shifts & attendance

A schedule builder for managers, a shift-swap marketplace for employees, digital clock in and out, and staffing views that show required versus actual cover. Analytics track attendance patterns, overtime and coverage.

Schedule builder · Clock in and out · Shift swaps · Staffing levels and attendance analytics

● TIME, LEAVE & BILLING / IN DETAIL

Time, Leave & Billing. Inside the experience.

Leave balances, planners, shifts, clock-in, schedule building and billable time against clients and projects.



THE HUMAN SIDE

Who's in. Who's out. What it cost.

Billable time

Log billable and non-billable time against clients and projects, or describe the work in a sentence and let AI Quick Add create the entry. Managers approve from a queue, and unbilled hours and amounts are always visible.

AI Quick Add by voice or text · Log time and my billables · Approval queue · Time rounding and approval rules

[Explore all Time, Leave & Billing capabilities ↗](#)

Clients, projects & invoices

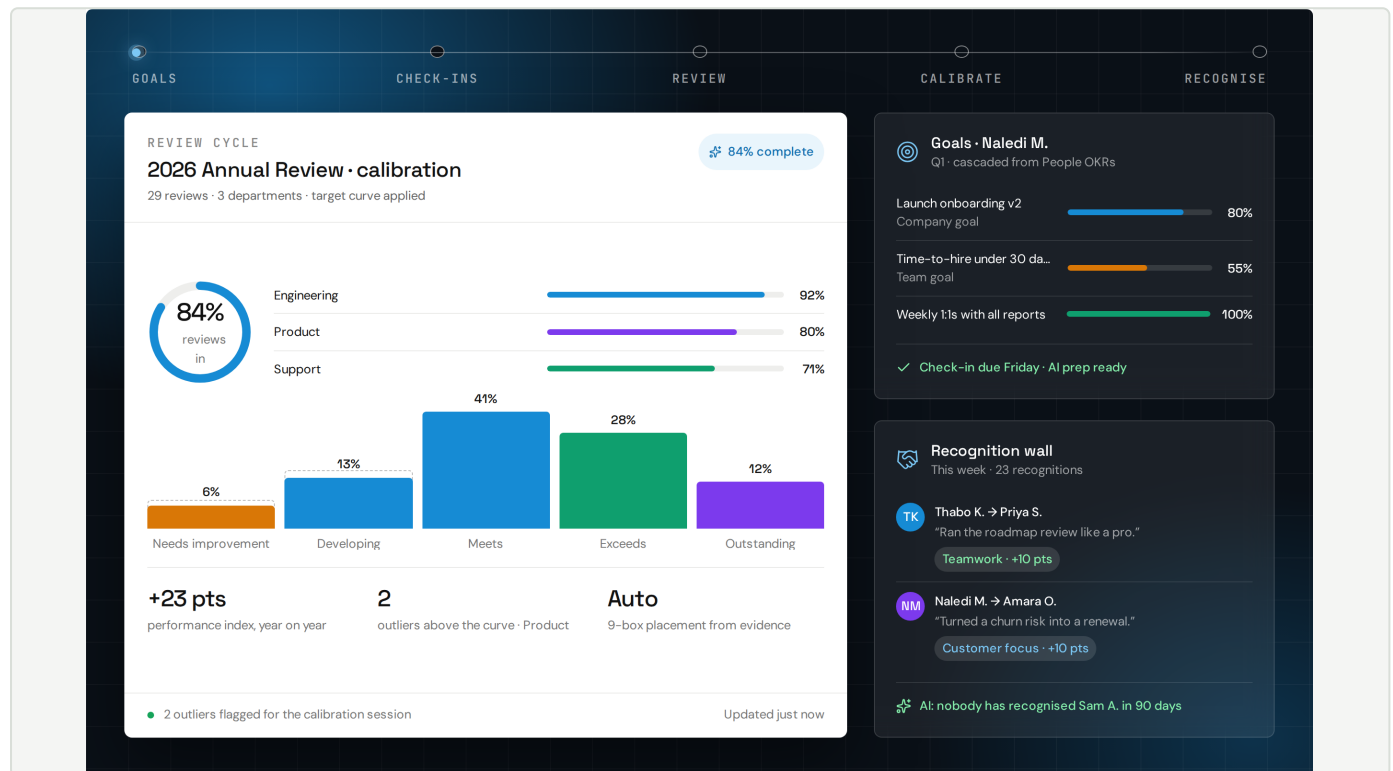
Create clients and projects, set budgets and rates, and turn approved time into invoices with your own numbering format. Reports cover revenue, utilisation and project profitability.

Clients and projects · Invoices and payment terms · Revenue and billable-hours trend · Utilisation reports

● OCTOBER PEOPLE / CAPABILITY DETAIL

Performance & Recognition

Goals, reviews, 1:1s, feedback and recognition on the same record as role, tenure and history. Run review cycles with templates and calibration, plot talent on a 9-box grid, and keep every conversation attached to the outcome it produced.



Performance & Recognition: the website's feature illustration · Website illustration; example data.

Goals & OKRs

My goals, team goals and company goals with status, owners and progress. Switch to cascade view or the strategy map to see how every objective links up. Generate goals with AI from a sentence of intent.

Company, team and individual goals · Cascade view and strategy map · On track, at risk, behind and no check-in status · Generate with AI

[Explore Performance & Recognition ↗](#)

Reviews & calibration

Configure review cycles and templates with your competencies and scales. Run calibration sessions, watch the calibration dashboard for outliers, and compare actual ratings against performance curves. PIPs and calibration actions close the loop.

Review cycles and templates · Calibration sessions and dashboard · Performance curves · PIPs and individual breakdown

● PERFORMANCE & RECOGNITION / IN DETAIL

Performance & Recognition. Inside the experience.

Goals and OKRs, review cycles, calibration, 9-box talent grid, 1:1s, feedback and a recognition hub with awards.



THE HUMAN SIDE

Reviews with evidence. Not opinions.

Talent grid

Plot employees on a 9-box matrix to segment talent for succession, development and retention conversations. Every placement is backed by review scores and goal history from the same record.

9-box performance vs potential · Segment by department or level · Feeds succession and HiPo tracking

Recognition hub

A public recognition wall with categories, points, badges and reactions. Leaderboards and formal awards sit alongside peer recognition, and AI flags who to recognise, including anyone who never has been.

Recognition wall and leaderboard · Innovation, teamwork, customer focus, excellence, leadership, growth mindset · Awards programmes and badges · Who-to-recognise suggestions

[Explore all Performance & Recognition capabilities ↗](#)

1:1s, feedback & tasks

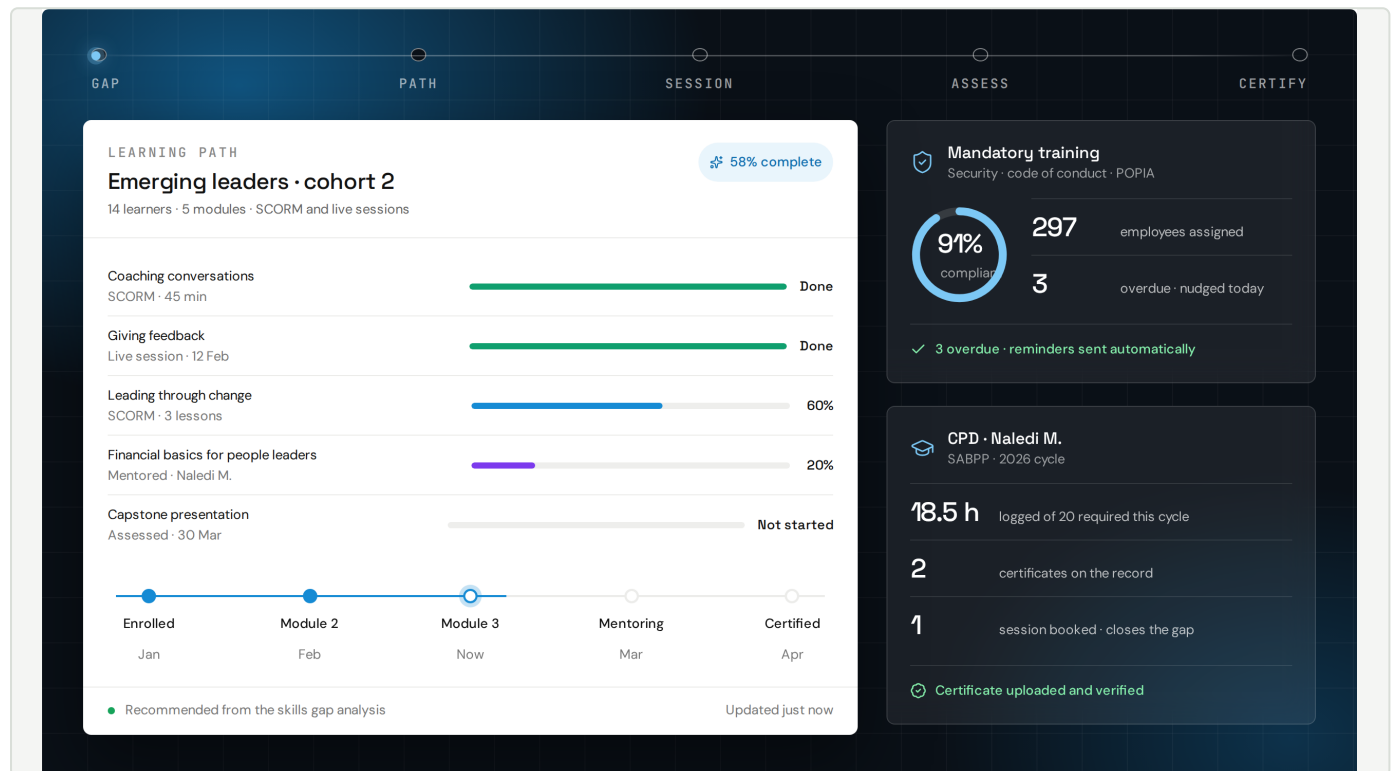
Prepare 1:1s with AI-generated talking points, keep agendas and action items, and track cadence per employee. Peer feedback can be given or requested at any time. Tasks and team tasks keep commitments visible.

1:1 prep hub with AI intelligence · Group meetings and notes · Peer feedback and requests · My tasks, team tasks and analytics

● OCTOBER PEOPLE / CAPABILITY DETAIL

Learning & Development

Build and organise courses, assign mandatory training, track CPD hours for regulated industries and run structured mentorship, all linked to the performance and career data that tells you what to teach next.



Learning & Development: the website's feature illustration · Website illustration; example data.

Course catalogue

Build, upload and organise courses across catalogues, including SCORM packages. Assign mandatory training, recommend electives and let employees browse learning relevant to their role and ambitions. Learning paths string courses into structured journeys.

Courses, catalogues and SCORM · Learning paths · Live sessions and training calendar · Connected accounts for external platforms

[Explore Learning & Development ↗](#)

CPD tracking

Employees log CPD hours, upload certificates and track progress against professional requirements. CPD admin approves submissions and generates compliance reports. Built for regulated industries where development isn't optional.

CPD hours and certificates · Progress against professional bodies · CPD admin approvals and reports

● **LEARNING & DEVELOPMENT / IN DETAIL**

Learning & Development. Inside the experience.

Course catalogue, learning paths, live sessions, CPD tracking, mandatory training, mentorship and assessments.

**THE HUMAN SIDE**

Learning that drives retention.

Nominations & mandatory training

Nominate team members for courses, conferences and programmes with approval workflows and budget tracking. Mandatory and required courses are assigned by role or department with completion deadlines and needs analysis to inform the plan.

Training nominations and approvals · Mandatory and required courses · Team training calendar · Needs analysis and learning analytics

[Explore all Learning & Development capabilities ↗](#)

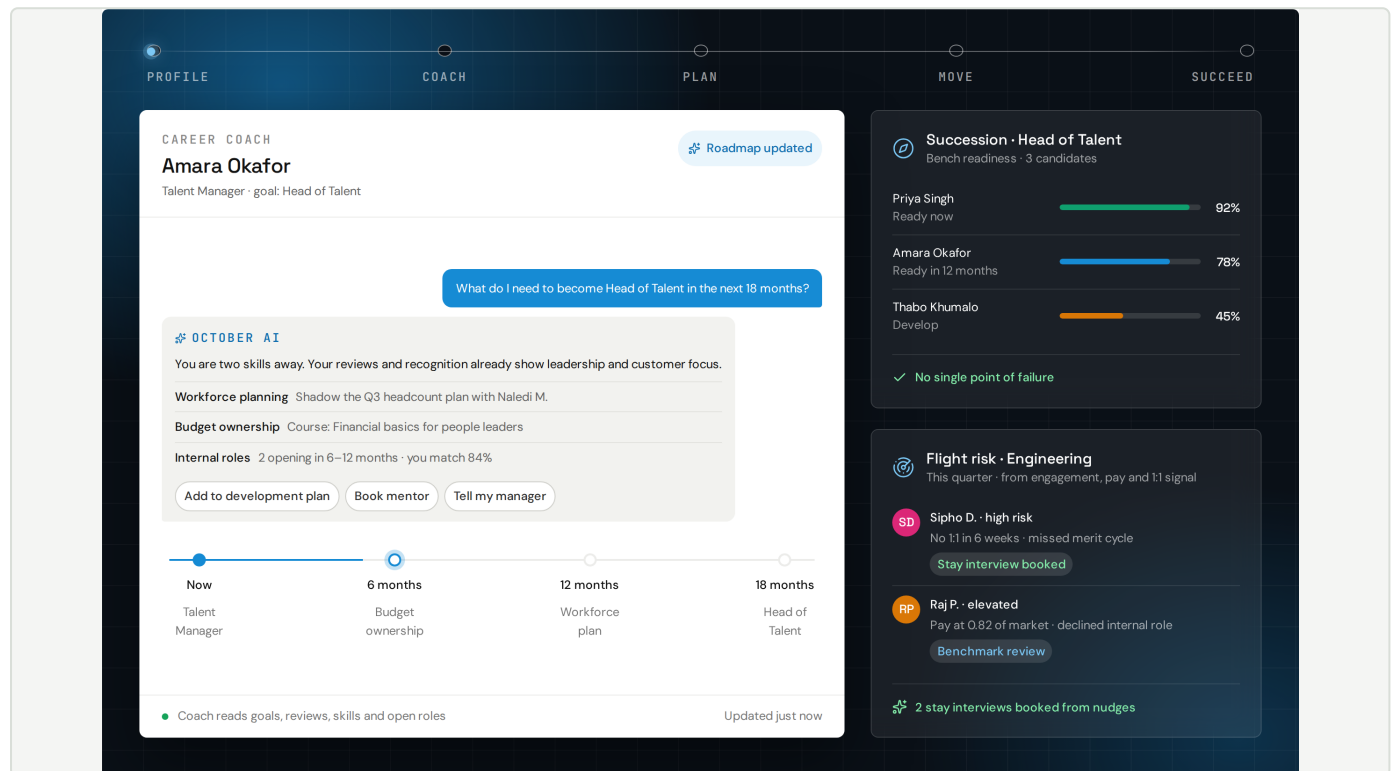
Mentorship & assessments

Match employees with mentors on skills, goals and career paths in structured programmes with tracking and analytics. Assessments and AI personality insights add work-style and team-compatibility context to every development plan.

Mentorship programmes and matching · Mentorship analytics · Questionnaires and my profile · AI personality insights

Career Coach & Talent

Every employee gets an AI career coach with skills analysis, a visual roadmap and a development plan. Every manager gets prep for 1:1s, team development tracking and promotion requests. HR gets succession plans, high-potential tracking and flight risk on the same data.



Career Coach & Talent: the website's feature illustration · Website illustration; example data.

AI career coach

AI-powered recommendations based on skills, interests and goals. A career snapshot compares current-role skills with the target role, a skill radar shows strengths, and prioritised next steps carry match scores. Start a conversation to go deeper.

Skills gap analysis · Skill radar and career snapshot · Prioritised recommendations · Conversational coaching

[Explore Career Coach & Talent ↗](#)

Career roadmaps & development plans

Visual progression paths show exactly what it takes to grow: role requirements, competencies and milestones. Development plans track items, progress and target dates so ambition becomes a plan.

Role requirements and competencies · Development plans with progress · Promotion requests with salary change and effective date

● CAREER COACH & TALENT / IN DETAIL

Career Coach & Talent. Inside the experience.

AI career coach, career roadmaps, development plans, succession, high potentials, flight risk and manager enablement.



THE HUMAN SIDE

Show people their future.
They'll build it with you.

Succession & high potentials

Identify critical roles, map successors and assess readiness with AI-calculated scores. Track high potentials with a HiPo score built from performance, potential, learning, goals and growth. Simulate a vacancy to see the business impact.

Succession coverage per critical role · AI readiness scoring
· High-potential dashboard · What-if vacancy simulations

Flight risk

Machine-learning predictions with explainability score each employee's risk of leaving, with confidence levels and the factors behind it. Managers see retention radar; HR sees who needs an intervention this quarter.

ML predictions with confidence · Critical, high and medium tiers · Manual assessments · Recommended interventions

Manager enablement

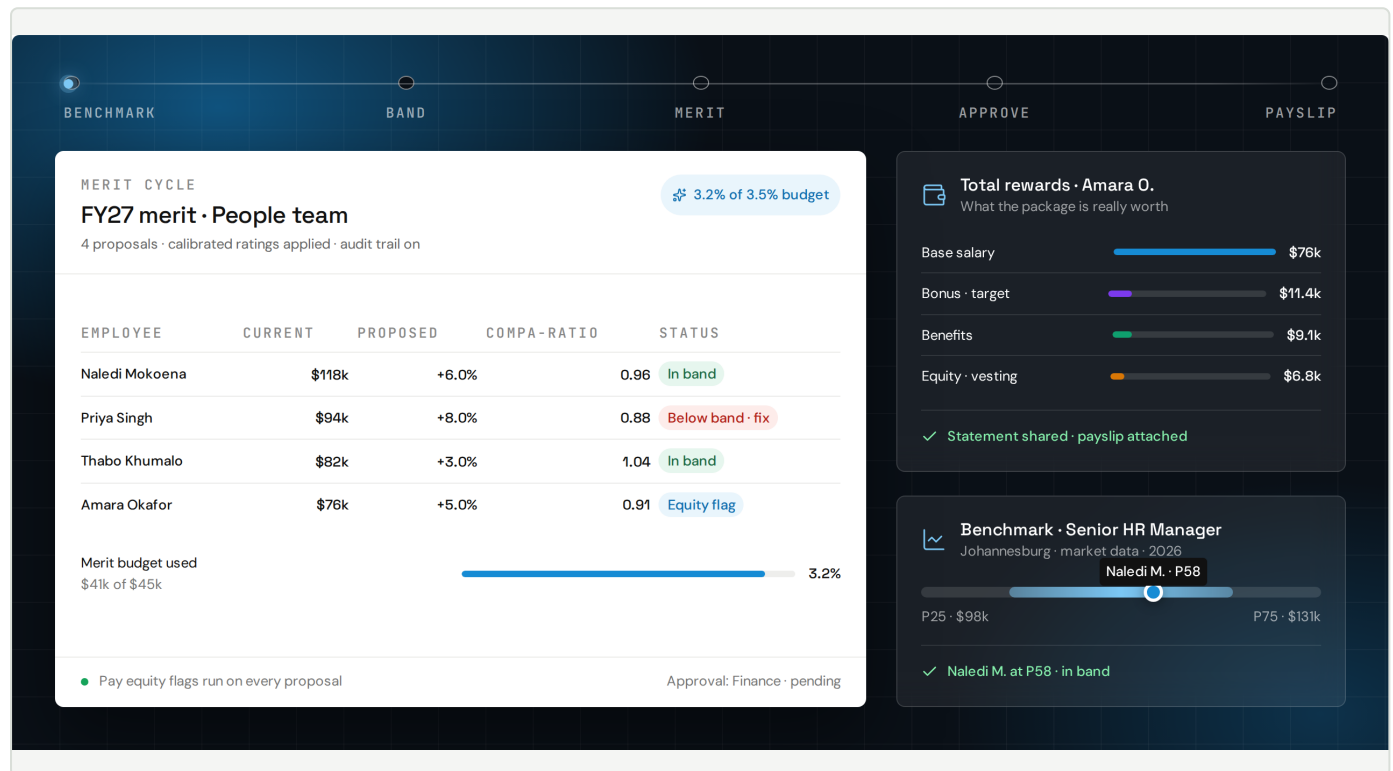
AI-generated 1:1 prep, team insights and development recommendations make every manager more effective. A manager dashboard shows morale, 1:1 cadence, recognition gaps, team learning and retention radar in one view.

Manager dashboard · 1:1 prep hub · Team development and promotion requests · Meeting load analysis

[Explore all Career Coach & Talent capabilities ↗](#)

Compensation & Benefits

Benchmark salaries, build a consistent job architecture and run merit cycles with budget guardrails and approvals. Employees see salary, bonus, benefits, pension and equity in one total-rewards view, submit expenses and download payslips on demand.



Compensation & Benefits: the website's feature illustration · Website illustration; example data.

Total rewards & equity

Employees see their complete package in one personalised dashboard: salary, bonuses, benefits, pension, equity and ESOP. My Equity shows vesting schedules, grant history and current value. Full transparency, zero guesswork.

Total rewards statement · Equity and ESOP with vesting · Benefits enrolment and elections

[Explore Compensation & Benefits ↗](#)

Benchmarks & job architecture

Benchmark salaries against market data, define job families, levels, grades and pay bands, and check pay equity across roles, levels and locations with comp analytics.

Salary benchmarks · Job architecture and pay bands · Pay equity and distribution analytics · Budget utilisation

● COMPENSATION & BENEFITS / IN DETAIL

Compensation & Benefits. Inside the experience.

Total rewards, salary benchmarks, job architecture, merit cycles, equity and ESOP, benefits, expenses and payslips.



THE HUMAN SIDE

Pay with confidence. Show the full picture.

Merit cycles & comp analytics

Plan, model and execute merit cycles with budget pools, manager recommendations and approval workflows. Comp analytics show compa-ratio and market position by department, seniority, location, grade and gender, so every decision is informed, consistent and auditable.

Budget guardrails · Manager recommendations and approvals · Compa-ratio and market position · Full audit trail

[Explore all Compensation & Benefits capabilities ↗](#)

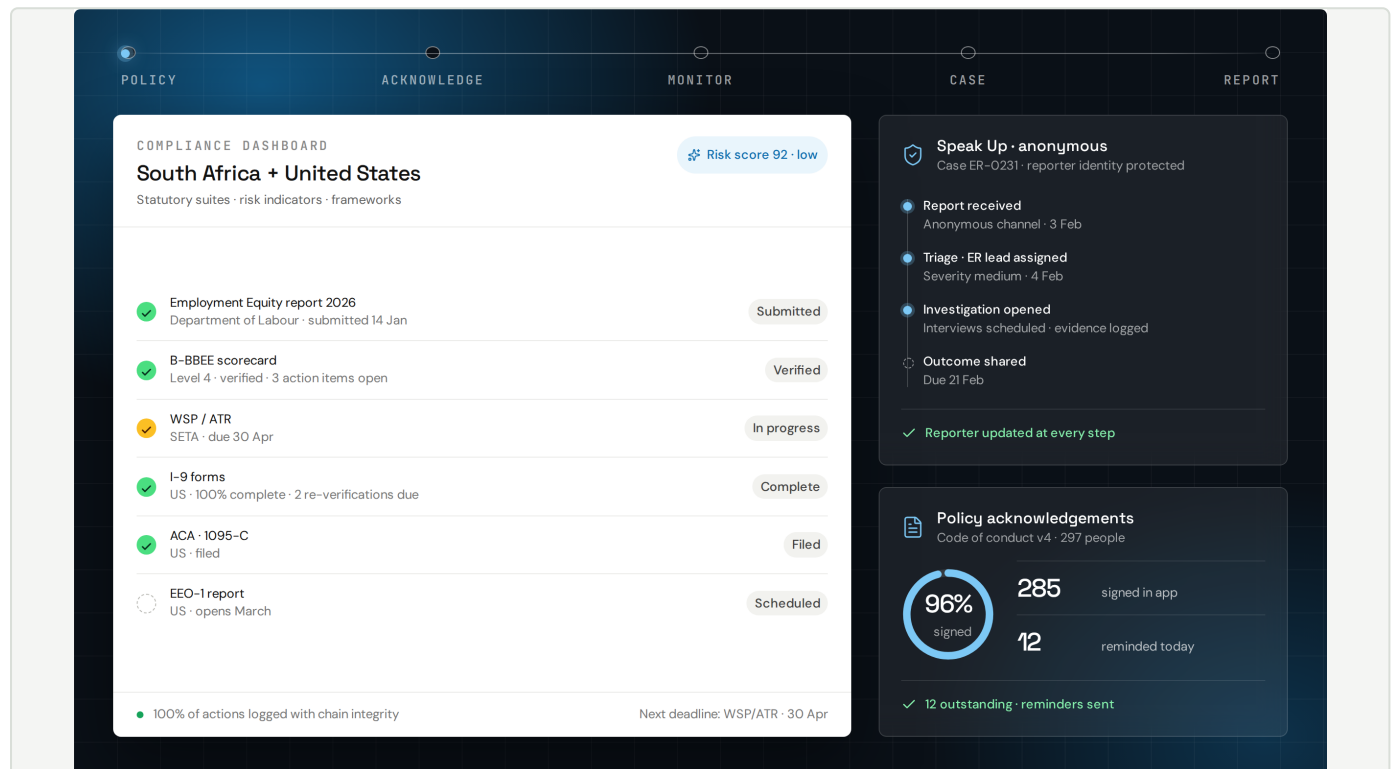
Expenses & payslips

Employees submit expenses with receipt uploads and access payslips on demand. Managers approve in one click. Clean data flows straight to finance and payroll, no spreadsheets required.

Expense claims with receipts · One-click approvals · Digital payslips · Payroll integrations

Compliance & Employee Relations

Traffic-light dashboards show compliance status across every policy and requirement. Region-specific suites cover South African B-BBEE, Employment Equity, SETA and CCMA and US I-9, ACA and EEO-1. Employee relations cases and anonymous Speak Up reports run on a confidential timeline with full audit trails.



Compliance & Employee Relations: the website's feature illustration · Website illustration; example data.

Risk dashboards

Traffic-light dashboards show status across every policy, framework and requirement at a glance. Certifications and their expiries, risk indicators and upcoming deadlines tell you what's on track, what's at risk and what needs attention now.

Compliance and risk score dashboard · Certifications and expiries · Risk indicators and alerts · Frameworks per jurisdiction

[Explore Compliance & Employee Relations ↗](#)

South African compliance

A unified suite for South African regulation: B-BBEE dashboards, scorecards, action items and committee meetings; SETA registration, learnerships and WSP/ATR submissions; Employment Equity reports, plans, gap analysis and certificates; and CCMA case management.

B-BBEE scorecards and action items · SETA, learnerships and WSP/ATR · EE reports, plans and gap analysis · CCMA cases

● COMPLIANCE & EMPLOYEE RELATIONS / IN DETAIL

Compliance & Employee Relations. Inside the experience.

Risk dashboards, B-BBEE, Employment Equity, SETA, CCMA, US I-9, ACA and EEO-1, ER cases, Speak Up and audit trails.



THE HUMAN SIDE

Get ahead of it. Before it's expensive.

US compliance

Employment eligibility verification with I-9 forms, Affordable Care Act eligibility and filing, and EEO-1 Component 1 and 2 reporting, all from the same employee record.

I-9 forms and verification · ACA compliance tracking · EEO-1 reporting

Employee relations cases

Log, assign and track grievances, disciplinary matters, investigations and disputes from first report to resolution. AI helps write objective case documentation, every action sits on a confidential timeline, and union and CBA tools manage bargaining units, members and formal grievances.

Cases with severity and confidentiality levels · AI-assisted case documentation · Bargaining units, members and grievances · Case analytics and SLAs

Anonymous Speak Up

A confidential channel to raise concerns without fear. Identity is hidden from HR throughout, reporters get a secure link to follow the response, and administrators see aggregate trends. Issues surface before they escalate.

Anonymous submission · Secure follow-up link · Optional private notifications · Speak Up dashboard

Audit trail

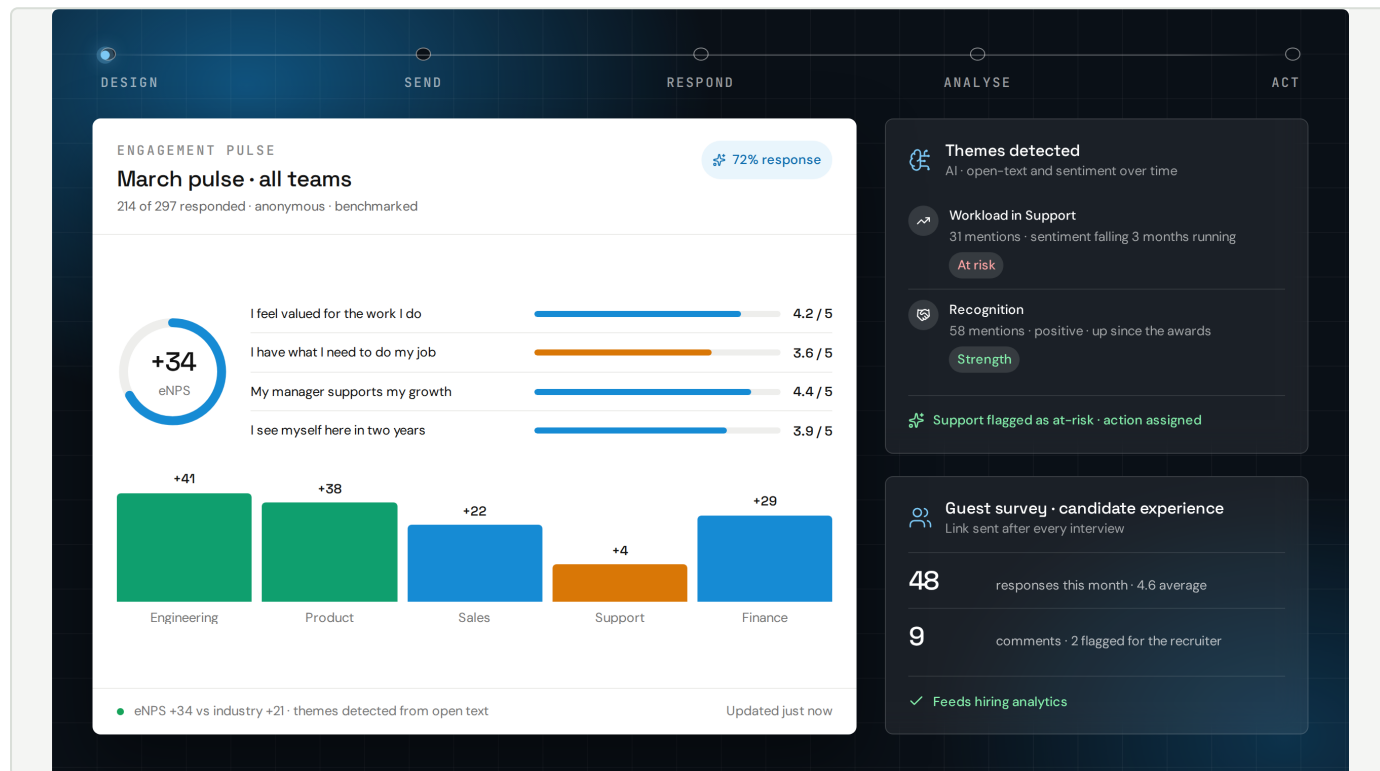
Searchable logs of every action, an access report showing who can see what, and chain-integrity verification that data has not been tampered with. Retention and alerting rules are yours to set.

Audit dashboard and logs · Access report · Chain integrity · Audit settings and retention

[Explore all Compliance & Employee Relations capabilities ↗](#)

Surveys & Engagement

Build surveys from scratch or templates, run engagement and eNPS on a cadence, and let real-time dashboards surface sentiment trends and at-risk teams by department, location or tenure. AI spots the patterns humans miss.



Surveys & Engagement: the website's feature illustration · Website illustration; example data.

Survey builder

Build from scratch or start with templates. Rating scales, multiple choice, open text, branching logic and anonymous responses give you the flexibility to ask the right questions and the confidence people will answer honestly.

Templates or from scratch · Branching logic · Anonymous responses · Onboarding, exit and pulse surveys

[Explore Surveys & Engagement ↗](#)

Engagement & eNPS

Engagement surveys, pulse checks and eNPS on your schedule. Set recurring cadences and benchmark against industry standards to see where you lead and where you need to act. Surveys land on every employee's dashboard with due dates.

Recurring cadences · Industry benchmarks · Response-rate tracking · Surveys on the employee dashboard

● SURVEYS & ENGAGEMENT / IN DETAIL

Surveys & Engagement. Inside the experience.

Survey builder, engagement and eNPS, pulse checks, AI analytics by team and tenure, and guest feedback.



THE HUMAN SIDE

The companies that listen, win.

AI-powered analytics

Real-time dashboards surface sentiment trends and highlight at-risk teams by department, location or tenure. AI spots the patterns so you fix problems before they become departures.

Sentiment trends · At-risk teams by segment · Open-text themes · Linked to performance and recognition

[Explore all Surveys & Engagement capabilities ↗](#)

Guest & external feedback

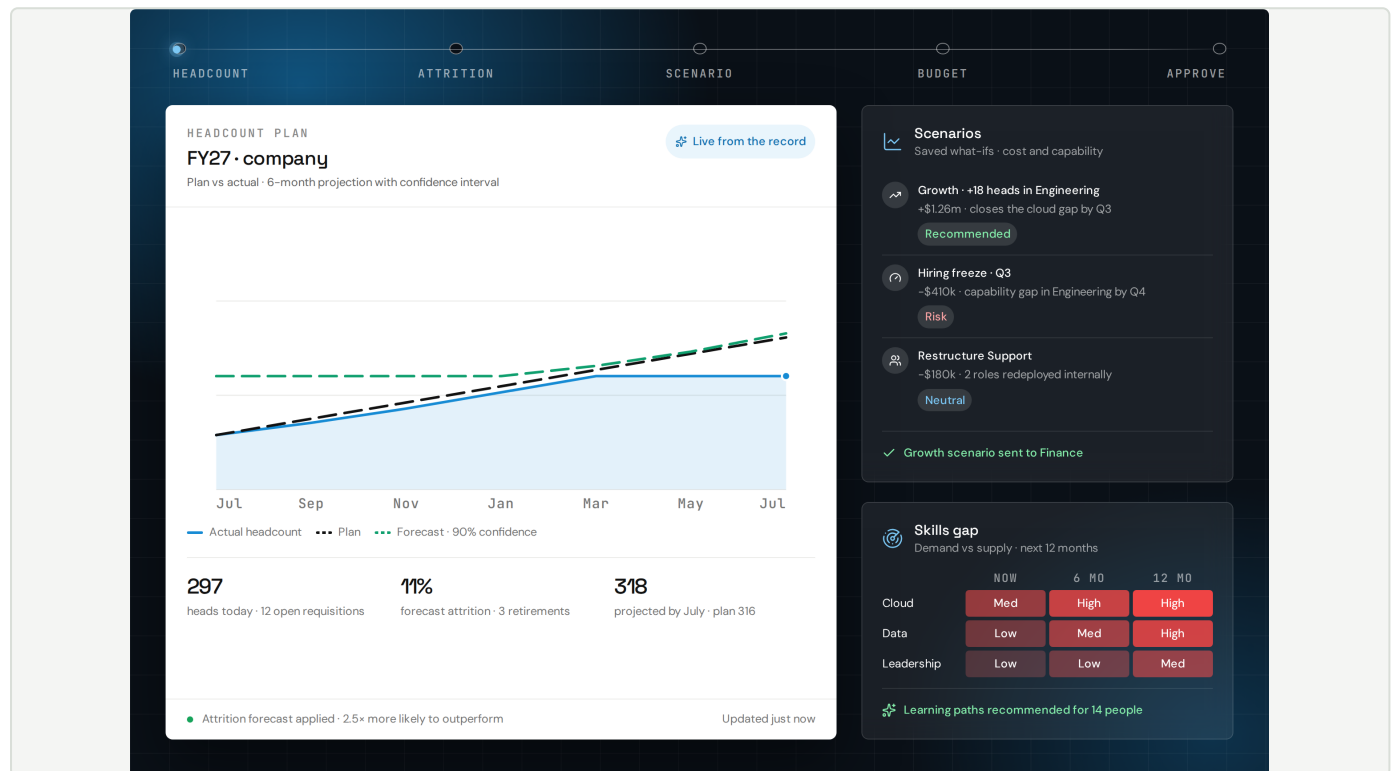
Collect feedback from clients, candidates and stakeholders with public survey links and guest access. Response-rate tracking ensures you hear from everyone who matters.

Public survey links · Guest access · Candidate and client feedback

● OCTOBER PEOPLE / CAPABILITY DETAIL

Workforce Planning

Model future headcount from growth plans, seasonality and attrition. Run what-if scenarios for expansion, restructures and market shifts. Map the skills you have against the skills you need and connect the gaps to hiring, learning or internal mobility.



Workforce Planning: the website's feature illustration · Website illustration; example data.

Demand forecasting

Model future headcount needs from growth plans, seasonal patterns and attrition trends. A six-month projection with confidence intervals sits on the overview beside current headcount, attrition rate and skills gaps.

Headcount forecast chart · Attrition forecasting · Trend indicators · Department breakdowns

[Explore Workforce Planning ↗](#)

Scenario modelling

Run what-if scenarios for expansion, restructures and market shifts and see the real-time impact on headcount, cost and capability. Save and compare scenarios before committing resources.

Growth and restructure scenarios · Cost and capability impact · Saved scenarios panel

● WORKFORCE PLANNING / IN DETAIL

Workforce Planning. Inside the experience.

Headcount forecasting, scenario planning, skills-gap analysis, budget planning, retirement and attrition forecasting.



THE HUMAN SIDE

Plan for every outcome.

Skills gap analysis

Map the skills your organisation has against the skills it needs. Identify critical gaps and connect them directly to hiring plans, learning pathways or internal mobility opportunities.

Current vs required skills · Critical gap count · Linked actions in recruitment, learning and mobility

[Explore all Workforce Planning capabilities ↗](#)

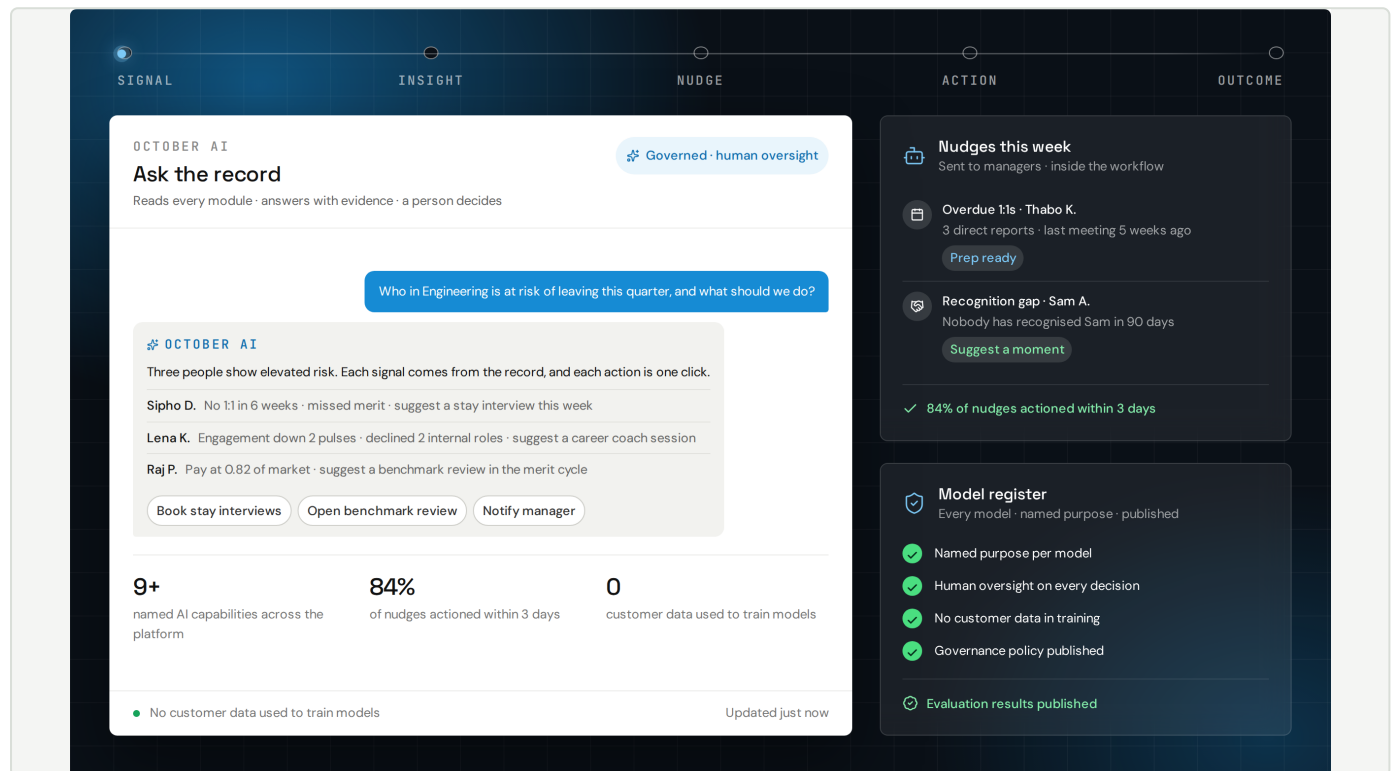
Budget & retirement

Plan workforce budgets with precision by modelling compensation costs under each headcount scenario. Identify upcoming retirements that could create knowledge or leadership gaps years in advance.

Budget planning per scenario · Retirement analysis · Succession hand-off

AI Powered Insights

AI isn't a separate module. It's the AI capability woven through the entire platform. Every module in October People is enhanced by it, turning people data into continuous, actionable insight within daily workflows, inside governed workflows with human oversight.



AI Powered Insights: the website's feature illustration · Website illustration; example data.

Nudges & the AI assistant

Timely, contextual nudges: "Schedule a check-in with Sarah." "James hasn't received feedback in 30 days." "Team morale is trending down." Recognition gaps, overdue 1:1s and engagement dips reach managers in time, and an AI assistant answers any question about the platform.

Overdue 1:1s and recognition gaps · Engagement and morale shifts
· Workload and meeting load · AI assistant on every page

[Explore AI Powered Insights ↗](#)

Career coach

An AI career coach helps every employee explore trajectories, identify skill gaps and build development plans tailored to their ambitions.

Skill gap analysis · Learning-path suggestions · Goal tracking ·
Conversational coaching

● AI POWERED INSIGHTS / IN DETAIL

AI Powered Insights. Inside the experience.

Cara, the career coach, 1:1 intelligence, manager nudges, meeting transcription and sentiment. Built into every module.



THE HUMAN SIDE

Not a feature bolted on. The engine.

Talent intelligence

An AI high-potential score built from performance, potential, learning, goals and growth. Succession readiness scoring, what-if vacancy simulations and machine-learning flight-risk predictions with explainability.

AI HiPo score out of 100 · Readiness scoring for successors
· Flight risk with confidence levels · What-if simulations

Cara and AI screening

Cara sources and scores candidates and starts the outreach. AI screens applications against your criteria, runs voice interviews and reports how well its recommendations matched hiring outcomes.

Cara sourcing agent · AI screening and scoring · AI voice interviews · Structured evaluation criteria

Meeting transcription & generative HR

AI transcribes 1:1s and key meetings, extracts action items and analyses sentiment over time. Generate goals, job descriptions, policies and announcements from a sentence. Personality insights add work-style context to assessments.

1:1 transcription and action items · Sentiment over time · Generate with AI for goals, JDs and policies · Personality insights

[Explore all AI Powered Insights capabilities ↗](#)

● CAPABILITY DIRECTORY

Everything in the workflow. Directory 1 of 3.

The 34-module platform is presented on the website in these capability areas. This directory lists the published workflows within each area.



Core HR

Directory Employees · Departments · Org chart · Positions · Requisitions · Assets · My assets

Social Feed · Celebrations

Contractors Contractors · Contractor compliance · Workforce report

Documents Documents · Employee files · Service requests · Pending signatures · Contract templates

Get help My tickets · HR inbox · Help-desk analytics

Platform Global search (🔍) · Notifications · Help centre · Support chat



Recruitment & ATS

Hiring Recruitment dashboard · My dashboard · Job postings and templates · Candidates · Talent pools · Scorecards · Referrals · Hiring analytics

Talent sourcing Sourcing suite · Sourcing sessions · Email templates · Sourcing analytics · Cara agent

October Verified Identity and right to work · Employment verification · Qualification checks · Social record · Background checks · Automated references · Candidate consent



Onboarding & Lifecycle

Lifecycle Onboarding · Offboarding · Alumni

Internal mobility Opportunities · My applications · Career profile · Team mobility · Post opportunity · Mobility analytics

Listening Onboarding surveys · Exit surveys



Time, Leave & Billing

Time & attendance Time off · Leave planner · Leave calendar · Team calendar

Shifts My shifts · Clock in/out · Shift swaps · Schedule builder · Staffing · Shift analytics

Billing Log time · My billables · Approvals · Clients · Projects · Invoices · Reports

[Explore the full product ↗](#)

● CAPABILITY DIRECTORY

Everything in the workflow. Directory 2 of 3.

The 34-module platform is presented on the website in these capability areas. This directory lists the published workflows within each area.

Performance & Recognition

My performance Dashboard · My reviews · Goals · Strategy map · Feedback · 1:1 prep & meetings · Group meetings · Development plans

Tasks Quick add · My tasks · Task analytics · Team tasks

Manage All reviews · Individual breakdown · PIPs · Calibration actions · Talent grid

Administration Review cycles · Review templates · Calibration · Calibration dashboard · Performance curves · Performance analytics

Recognition Recognition wall · Leaderboard · Awards · Recognition analytics · My recognition · My badges · Give recognition

Learning & Development

My learning My learning · My courses · Learning paths · Sessions · Calendar · CPD tracking · Connected accounts

Manage Nominations · Team calendar · Manage paths · Manage sessions · Mandatory training · Required courses · Learning analytics · Needs analysis · CPD admin · SCORM packages

Mentorship My mentorship · Programmes · Mentorship analytics

Assessments My questionnaires · My profile · Personality insights

Career Coach & Talent

Personal growth Career coach · My goals · My development plan · My learning · Recognition

Manager Manager dashboard · 1:1 prep hub · Team goals · Team development · Promotion requests · Meeting load

Talent Succession planning · High potentials · Flight risk

Internal mobility Opportunities · Career profile · Team mobility

Compensation & Benefits

My rewards Total rewards · My equity · Benefits · Expenses · Payslips

Manage Compensation · Salary benchmarks · Comp analytics · Job architecture · Merit cycles · Equity & ESOP

[Explore the full product ↗](#)

● CAPABILITY DIRECTORY

Everything in the workflow. Directory 3 of 3.

The 34-module platform is presented on the website in these capability areas. This directory lists the published workflows within each area.

Compliance & Employee Relations

Risk & compliance Dashboard · Certifications · Risk indicators · Frameworks

BEE / SETA (South Africa) BEE dashboard · BEE scorecards · BEE action items · BEE meetings · SETA registration · Learnerships · WSP/ATR · EE reports · EE plans · EE gap analysis · EE certificates · External beneficiaries · CCMA cases

US compliance US compliance dashboard · I-9 forms · ACA compliance · EEO-1 reports

Employee relations ER cases · ER analytics · ER settings · Submit anonymously · My submissions · Speak Up dashboard · Bargaining units · Grievances · Union members

Audit trail Audit dashboard · Audit logs · Access report · Chain integrity · Audit settings

Surveys & Engagement

Surveys My surveys · All surveys · Templates · Engagement · eNPS · Pulse · Onboarding surveys · Exit surveys · Guest surveys · Analytics

Workforce Planning

Workforce planning Overview · Headcount forecasting · Scenario planning · Skills gap analysis · Budget planning · Retirement analysis · Attrition forecasting

AI Powered Insights

Where AI lives Career coach · 1:1 intelligence · Manager insight · Meeting insights · Generate with AI · Who to recognise · Cara agent · AI context for recruiting · Personality insights · Survey pattern detection · Attrition forecasting

[Explore the full product ↗](#)

● AI, ACCESS AND INTEGRATIONS

AI inside the work. People accountable for decisions.

Recruiting, career growth, manager support and HR administration all draw on governed AI workflows. The output should be useful, explainable and appropriate to the information the user is allowed to access.



Governance follows the work

01

Access

Respect permissions

→ 02

AI assistance

Review the reasoning

→ 03

Human decision

Keep accountability

Recruiting and talent

Cara sourcing, application screening, voice interviews, succession readiness, high-potential assessment and attrition forecasting bring recommendations into the relevant workflow. Review evidence, confidence and limitations before acting.

Managers and employees

Career coaching, development recommendations, one-to-one preparation, meeting transcription, action items and recognition suggestions help people follow through.

Operational assistance

Draft job descriptions, policies, announcements and goals. Search people and documents; create billable-time entries from voice or text. Users review the result in context.

Connected and controlled

Role-based access, audit logs and access reports govern the record. The website lists 40+ HR and workplace integrations, including Microsoft and Google connections. Agree field ownership and the systems involved in your rollout.

A current employee record does not remove the privacy boundary.

October Health conversations and personal health data remain private. Group wellbeing reporting is distinct from an individual HR record.

[Published AI model register ↗](#) · [Governance and oversight ↗](#)

● EXPLORE THE FIT

Bring the work you want to improve.

Use a real workflow to assess the fit: a role to fill, an onboarding journey, a review cycle or a workforce plan.



THE HUMAN SIDE

Bring the people behind the process.

Explore everyday work across the employee lifecycle.

01 Map the starting scope

Choose the initial modules, employee groups and integrations. Review permissions, data ownership and migration needs.

02 Walk through the handovers

Follow the same person across hiring, onboarding, performance, learning and reward. Check what is shared, what is approved and what stays private.

03 Agree the rollout

Identify owners, adoption support and measures of progress. Expand the connected record as further capabilities become useful.

[Explore October People](#)hello@october.health