



JOBTRAIN DEVELOPMENT & INNOVATION ROADMAP

H2 2026

This roadmap highlights what we delivered in the first half of 2026 and what we will be releasing for you in the second half.

All focused on delivering greater efficiencies, new features and innovations alongside an enhanced user experience for you and your teams.

Valid until March 2027. An updated roadmap will be issued for 2027.

Built on what you told us, designed for what's next

A note from our product and innovation team.

Our latest roadmap covers everything we've delivered in the first half of 2026 and our plans for what's next, across two streams: ongoing continuous improvement to the platform and focused product innovation.

We've invested heavily in a programme of platform modernisation behind the scenes this year, delivering increased speed, resilience and a new foundation for the future. This has been designed specifically to ensure Jobtrain's underlying architecture supports transformational advances in both automation and artificial intelligence, coupled with our new JobBrain data and AI engine.

These changes enable us to accelerate our future product and connectivity innovation, delivering pioneering capability that keeps people at the heart of the recruitment process.

We continually listen closely and respond to client needs and feedback and we're very excited to announce that in the next few months we will show and share the next evolution of the Jobtrain client user experience.

With this, we will be releasing AI and intelligent automation features and functionality that can truly transform your assessment and hiring capability.

AI ASSURANCE

We take a safety-first, compliance-led approach to AI at Jobtrain. All our AI-powered tools are optional, assistive, bias-reducing and fully human-led, and none of them are trained on client data.

[Read our full AI assurance statement.](#)

Highlights from H1 2026

✓ Platform modernisation

Improvements to speed, resilience and accessibility across the platform, delivering a smoother experience at scale.

✓ Self service calendar interview booking with Microsoft Teams

Assign interviewers in bulk or slot by slot, with Teams meeting invitations created directly from the Event Manager.

✓ Reference and referee improvements

Copy employment details into a reference in one step, choose a different form and email template for each referee and let referees upload supporting documents themselves.

✓ Manual DBS and ID verification

An identity route within our TrustID integration, for candidates who cannot complete a digital check because they hold no biometric passport.

✓ Two-factor authentication for candidates

Stronger protection for candidate accounts using a one-time email link or an optional authenticator app.

✓ New API for 3rd party testing tools (£)

A simpler route to connect Jobtrain to your psychometric partners, with event webhooks so changes flow through automatically.

✓ Employee referral platform with Care/Work Friends (£)

An integrated referral platform partnership with Care and Work Friends. Share roles, track rewards and manage referred applications end to end.

[View all 2026 enhancements on our product releases page](#)

[2026 product releases](#)

£ indicates a chargeable feature.

All dates are approximate and may be subject to change based on development priorities and resource allocation. This roadmap is valid until March 2027.

Continuous improvement to the solution you already have

Alongside new features, we keep improving the parts of Jobtrain your teams use every day.

iTrent API integration (£)

Autumn 2026

An upgraded, real-time integration, passing new starter and onboarding data across at the point of hire.

Modernised user interface and accessibility

Winter 2026

A ground-up redesign of the Jobtrain interface, rebuilt screen by screen for clarity, speed and accessibility.

Onboarding Hub dashboard

Autumn - Winter 2026

A single view of onboarding progress across your new starters, showing outstanding documents, incomplete forms and compliance gaps.

CV anonymisation

Autumn - Winter 2026

Anonymity already covers the application. This extends it to the CV itself, redacting identifying detail inside the document at early screening, so uploaded CVs no longer reveal what the rest of the process hides.

API expansion (£)

Winter 2026

Additional two-way functionality via our Open API: extract bank details for new starters, push job information and create a draft job in Jobtrain.

Interview scheduling automation

Winter 2026 into Spring 2027

Our existing scheduling tools become calendar-aware, reading interviewer availability, suggesting times that fit and automating the reminders.

Onboarding and compliance multi-document upload (£)

Winter 2026 into Spring 2027

Multiple documents against a single compliance item, so complex onboarding can go fully digital.

£ indicates a chargeable feature.

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New capability, autumn 2026

1

Dashboard

A new configurable homepage dashboard with widgets and priorities, helping users focus on the actions that matter most each day.

2

Sona integration (£)

Integration with Sona's rostering platform to speed up new hire onboarding and the transfer of data and documents.

3

Candidate document packs (£)

Securely download comprehensive candidate and onboarding document packs in a single export, supporting audits, compliance and offline record keeping.

4

Hire Intelligence job advertising (£)

Early access with selected clients

Advertise through your contracted job boards and buy extra coverage across the Hire Intelligence network of 3,000 job boards, reached with one click from Jobtrain and no second login. Applications and their source flow directly back into Jobtrain.
A comprehensive advertising dashboard to track activity, campaigns and measure success.

£ indicates a chargeable feature.

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New innovations, Winter 2026 into Spring 2027

- 1 Connectors for AI assistants**
A secure, read-only connection between your Jobtrain data and AI assistants such as Claude and Copilot, so your team can retrieve data and ask questions in plain language.



- 2 AI-assisted vacancy creation and scored assessments**
A new smart "Vacancy Studio" experience. Upload a job profile or add prompts to automatically create adverts, structure content, generate supporting images and builds scored assessment questionnaires automatically against success criteria and competencies.



- 3 New skills and matching intelligence**
Matches candidates to roles based on skills and experience - cutting the time recruiters spend sifting for strong fits.



- 4 Shortlisting confidence with evidence-linked candidate summaries**
Faster candidate review and clearer sight of what separates similar candidates, with every statement traceable to its source evidence and the decision still yours.



- 5 Messaging beyond email and SMS (£)**
WhatsApp messaging for candidates, plus notifications to your own users through the channels they already use including Microsoft Teams and Slack. Faster replies and fewer missed actions.

£ indicates a chargeable feature.

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Future innovation, in progress now, arriving later

These are areas we are actively planning and building towards. They will land beyond this roadmap period.

AI assistants that take action

Assistants that act as well as answer, raising jobs, progressing candidates and triggering comms, with a person approving the decisions that matter and every action recorded.

Smart workflow automation

Set up once, then left to run, the repeatable steps in your process handled every time, without waiting for someone to remember them.

Centralised communications hub

A single communications hub, managing candidate email, SMS and WhatsApp in one unified inbox for better visibility and tracking.

Enterprise organisation structures

Enterprise-ready structures and access controls, with flexible hierarchies and permissions for complex, multi-site organisations.

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MORE THAN A ROADMAP. A PARTNERSHIP.

The next wave of AI in recruitment moves beyond automation into genuine decision support. We're building for that deliberately, with solid data foundations and AI that's explainable, auditable and always overseen by a person making the final call.

This is what more than an ATS means in practice: a platform that keeps pace with the technology and a partner who keeps pace with you.

Want more detail on any of this? Your Account Manager can talk you through it.