The Employee Lifecycle When AI Is Added to Workday



Candidates easily find jobs they're qualified for on the career site. Employers get more diverse, high-potential applicants

The Al-powered CRM personalizes the nurture of prospects. No one-size-fits-all messaging

Sourcers and recruiters find matches in Workday Recruiting and Workday HRMS (referrals, current employees, alumni, past applicants) Events focus on candidates who match

Candidates in Workday Recruiting are "masked," removing name, age, school, and address, reducing bias

Candidates are stack-ranked based on AI that predicts potential. A shortlist within minutes



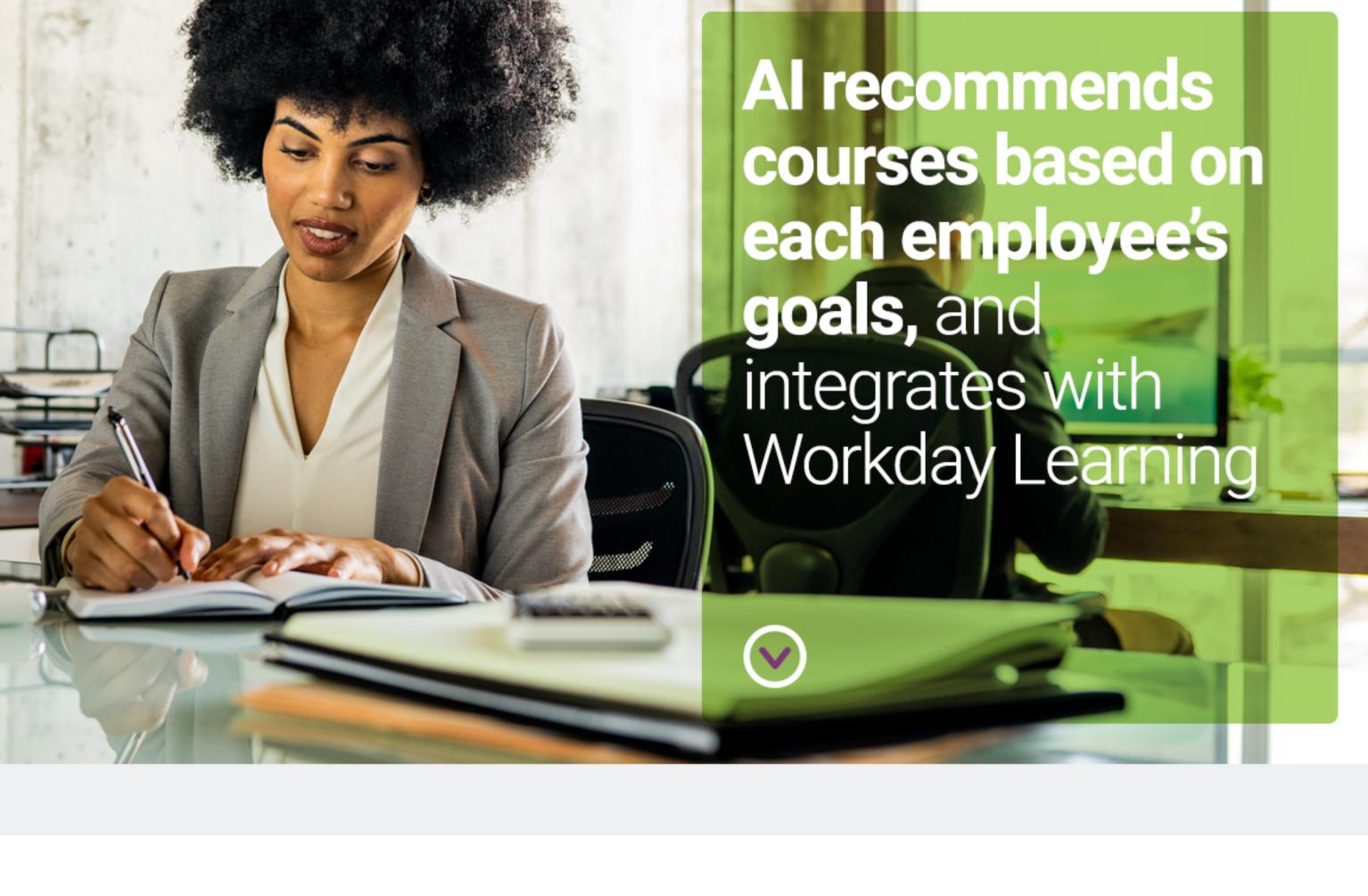


Employees map out potential career paths – even lateral moves or non-traditional paths – guided by Al recommendations

field, AI finds the best mentors for every employee based on the skills they want to gain

Leveling the playing

Al surfaces the best-fit projects for every employee. Employees see why they are a match for a project, and the skills they'll learn



## Employees are served open roles that they

Internal mobility.

have the potential to succeed in based on a skills-matching algorithm

## The AI matches the employee's skills to a

Redeployment.

job in a different department or function

## The AI helps the employee get the job they've always wanted

Upskilling.

## The AI shows the employee they have the

Reskilling.

ability to learn something new

The employee is engaged, feels valued, and becomes more productive. The employee and the company benefit

Transform how you hire and retain a diverse global workforce with the

Al-powered Talent Intelligence Platform