

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 AI-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**



Interviews are scheduled with a few clicks, **focus on potential to succeed**



AI-powered onboarding focuses on **individual goals, who to meet, projects to take on, courses to take, skills to build**



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



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



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



AI recommends courses based on each employee's goals, and integrates with Workday Learning



Internal mobility.

Employees are served open roles that they have the potential to succeed in based on a skills-matching algorithm

Redeployment.

The AI matches the employee's skills to a job in a different department or function

Upskilling.

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

Reskilling.

The AI shows the employee they have the 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 **AI-powered Talent Intelligence Platform**

Talent Acquisition

Talent Management

Talent Diversity

Talent Experience

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