



## Workday Learning.

As workplaces and requirements rapidly evolve, learning leaders are challenged to effectively build and retain an agile workforce with diverse skill sets. Organizations must adapt to changing work environments and policies while delivering business-critical learning and information to their workforce. And ultimately, business leaders need to measure the impact of their workforce training and gain insight into critical compliance needs.

Workday Learning elevates workplace learning from an opaque, disconnected, and rigid experience to one that is consumer-like and flexible, driving business performance—whether that is helping organizations redefine and track compliance or redeploy and reskill talent. Unified with Workday Human Capital Management, Workday Learning engages employees in development through a personalized, contextual solution while arming businesses with the agility and insight needed to drive workforce readiness.

Workday Learning enables learning leaders to deliver targeted content based on any employee attribute in Workday, administer required training, embed learning experiences throughout the employee lifecycle, tie learning experiences directly to in-demand skills for the business, and provide complete insight into the effectiveness and value of learning programs and campaigns. Workday Learning streamlines the administrator experience, enabling organizations to operate at scale, no matter the organization's size, and across all geographies and industries.

### Key Benefits

- Engage learners with a personal and contextual experience
- Empower learning administrators at scale
- Unlock business agility and insight

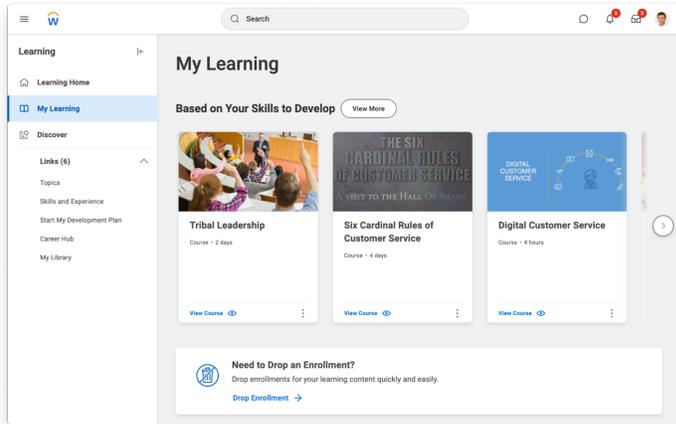
### Key Features

- Personalized, curated learning experience
- Learning in the flow of work
- Skills-driven recommendations
- Learning management
- Peer-generated content
- Flexible campaigns
- Real-time, actionable insights
- Built-in compliance
- Embeddable interactions
- Accessibility
- Mobile experience
- Credentials
- Blended learning
- On-the-job training
- Access for external learners and instructors
- Integration for third-party content

## Engage your learners.

### Personalized, curated content.

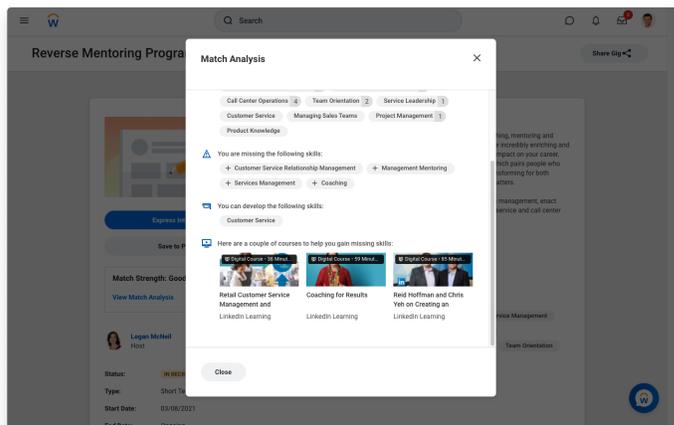
Workday Learning provides a personal and contextual experience for learners. Workday surfaces content and recommendations as simply and intuitively as possible based on what's known about your learners, so that each worker—with their unique experience—can get the relevant information and training they need. We also embed learning contextually throughout a worker's lifecycle, meeting the learner where they are, whether in onboarding, talent, or any other place in Workday.



My learning page.

### Learning in the flow of work.

Workday surfaces learning in the moments that matter—when employees are looking for future roles, signing up for a gig, or planning career moves. And your workers can rapidly gain new skills, so they can take on more responsibilities in their current roles.



Suggested learning in gigs.

**Meet workers where they are.**

Workday Learning has been mobile-first since its inception. Our responsive, native mobile application provides complete learning functionality—from browsing offerings to enrolling and consuming content such as video, documents, or packaged eLearning. Using configurable business processes, enrollment approvals can be routed to anyone, anywhere, and those individuals can approve from a mobile device.

Workday Learning with natural workspaces, such as Microsoft Teams and Slack, enables learners to seamlessly interact with Workday in environments they already use. Workday also provides a direct integration with Microsoft Teams to streamline the creation process right from within Workday.

**Peer-generated content.**

With Workday Learning, everyone can be both a learner and a teacher. Reduce the time and cost of content development by enabling workers to share their expertise with easy uploads of videos or other lesson content.

**Empower administrators at scale.****Flexible campaigns.**

With access to all Workday data, you can create campaigns that deliver relevant content based on worker characteristics or actions. Whether assigning your organization a required training component or introducing new managers to leadership techniques, you can deliver the right content in a relevant, timely way.

**Reliable security.**

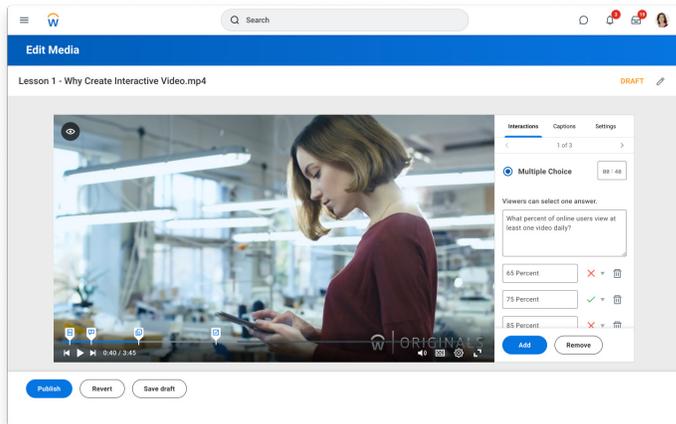
Workday Learning can support complex administrative constructs. By using the underlying Workday security model, content can be exposed or hidden at a catalog, topic, or content level for both administrators and learners. This security framework creates personalized course catalogs for each worker, who can only see the content they have permission to view and consume. Administrators can even switch between admin and learner view for content.

**Embeddable interactions and accessible content.**

Workday engages learners with video interactions: the ability to add quiz questions in the form of multiple-choice questions, open responses, and text notes within video content. This innovative capability enables content authors to edit a video with simple tools and set pinpoints in the video timeline, where the video will pause and ask the learner to answer questions or acknowledge interactions.

Automatic transcriptions and closed captioning of any video uploaded to Workday Learning allows learners to easily search for the content they need. Content authors can also add closed captioning, limit retries, and prevent skipping.

Workday Learning also provides a robust reporting framework for customers who wish to use SCORM-based assessments. Scores, interactions, and grades can be passed back into Workday for display to the learner and to feed into learning content completion. Workday's partnership with Questionmark enhances our commitment to formal assessments. Workday Learning also supports on-the-job learning and assessments.



Easy-to-edit interactions.

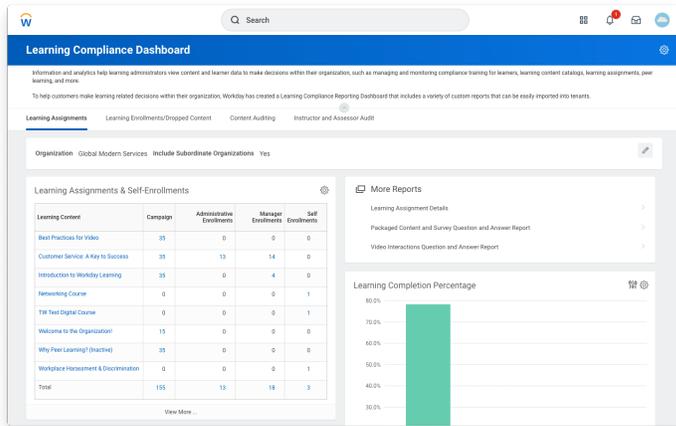
## Unlock business agility through insight.

### Real-time, actionable learning insights.

Measure the value and demonstrate the impact of learning with flexible dashboards and reports that combine live data from across Workday. Analytics enable you to identify gaps and opportunities where you can use learning to increase results. An administrator dashboard provides a snapshot of tactical and strategic learning metrics. The instructor dashboard displays a calendar of instructor engagements and takes the instructor directly to the course to manage rosters and grading.

### Built-in compliance.

Workday Learning provides visibility into compliance to help keep your organization on track. Drill into reports that tie talent, learning, and people data together. If a required course is incomplete, you can take action in real time. The learning compliance dashboard equips learning administrators and business leaders with the insights they need to effectively track compliance. This packaged solution incorporates a suite of custom reports that can be easily imported into tenants to track learning compliance progress and provide much-needed insight.



Learning compliance dashboard.

## A comprehensive learning solution.

### Workday Extended Enterprise for Learning.

Workday Extended Enterprise for Learning enables customers to expand Workday Learning beyond their internal workforces to vendors, contractors, partners, and more. This provides external learners with the same rich, consumer-grade experience as internal employees. Customers can provide courses and related materials to provisioned extended enterprise learners through an inclusive, collaborative, secure ecosystem.

### Workday Cloud Connect for Learning.

Workday Cloud Connect for Learning provides a single place to discover, consume, and track all learner content. Workday Cloud Connect for Learning surfaces third-party content across the platform, providing meaningful learning experiences when and where your learners need it. Organizations can create rich course catalogs and learning plans by integrating with top third-party content providers, such as Udemy Business, LinkedIn Learning, Skillssoft Percipio, Harvard ManageMentor, and more. Administrators can rapidly curate both internal and external content for your learners, all in one system. This streamlines tracking by pulling external learning into your learning system of record.

### Partnerships extend the reach of Workday Learning.

Workday Learning has partnerships with a number of leading industry providers to enhance capabilities and stretch the reach of learning in your organization. Partners include Questionmark, robust assessment creation and management; Training Orchestra, instructor-led training with scheduling, budgeting, and automation; and Microsoft Viva, a learning experience platform.

To explore how Workday Learning can help you, please visit [workday.com/en-us/products/talent-management/learning.html](https://workday.com/en-us/products/talent-management/learning.html).

### Services and support for successful outcomes.

With Workday, you're never alone. We offer deployment services, training, support, and continuous innovations to help you use Workday with confidence. Because each customer has different requirements, resources, and goals, we've designed our services to meet a variety of needs and learning styles to help you realize your desired outcomes in today's changing world.

Workday's commitment to your success doesn't end with a smooth deployment. As our customer, you're part of a powerful community of Workday teams, expert partners, and one of the most collaborative peer groups in the industry. From self-service resources and shared best practices to education and 24/7 support, you're empowered to get the most out of Workday today, tomorrow, and every day.

With Workday, there's no limit to what you can achieve.

For more information, visit [workday.com/cx](https://workday.com/cx).



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