

Workday Learning

Learning is taking the consumer world by storm. Wherever you turn, high-quality, dynamic learning content is available to anyone. Consumers watch one video after another for hours or dip into quick “how-tos” when and where they need them to easily deepen their understanding on a topic of interest. But the same can't be said for workplace learning.

So we designed Workday Learning to elevate workplace learning from a disconnected, rigid experience to one that is consumer-like, on demand, relevant, and personalised, and encourages employees to engage in learning like never before. Workday Learning is continuous and meaningful, enabling employees to reach their professional goals at every stage of their career.

Consumer-grade engagement for the enterprise

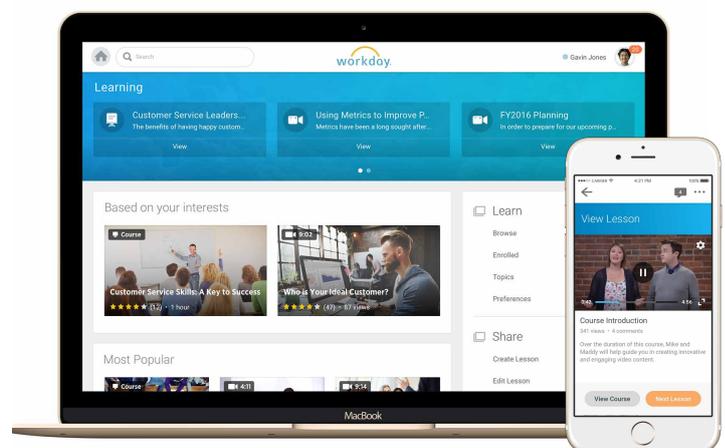
Workday Learning delivers a consumer-grade user interface that invites employees to begin a learning journey, not just suffer through a required course. As soon as employees open Workday Learning, they can browse featured content suggested by a learning administrator or proactively look through trending, recommended, or recently added lessons.

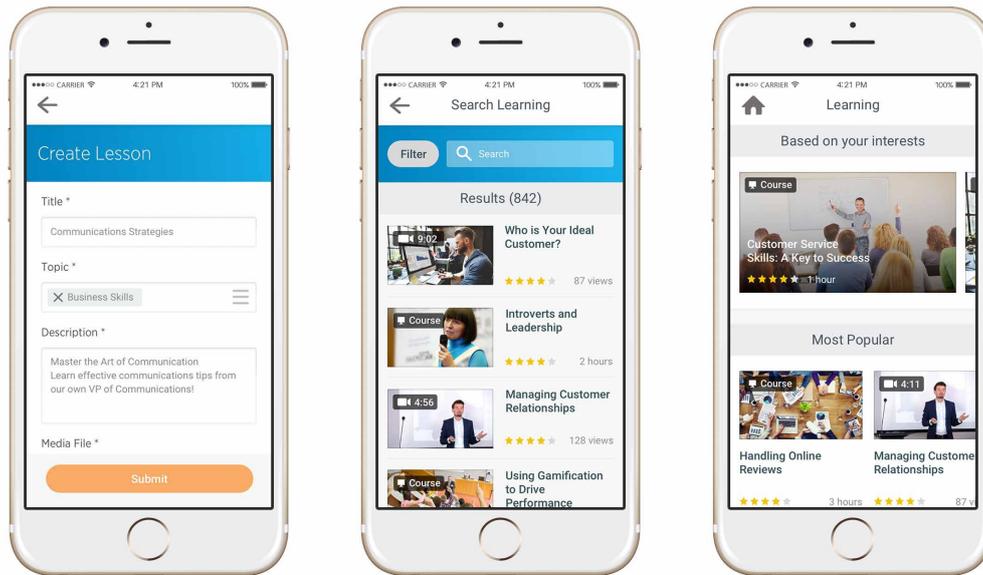
Employees can take control of their own educational experience and set personalised preferences that surface relevant content, whether it applies to their current role or prepares them for future career aspirations. Employees can explore content by topic and watch whatever sparks their curiosity. And to see what content they've checked out before, employees can use the **My Learning** tab to view all enrolments and activities.

Part of a single system

Workday Learning is seamlessly unified with the Workday finance and HR system, giving it power and flexibility. Because it's part of a single system, Workday Learning takes advantage of underlying technology such as the business process framework, single data model, comprehensive reporting, analytics, and security, and can be rapidly assimilated into your current HCM environment. It can even use any employee attribute to drive recommendations for learning or support learning outreach. Analytics allow you to create reports and dashboards that reflect activity or outcomes in Workday Learning and correlate with any other data across Workday. This gives you the ability to evaluate the impact of your learning programmes and understand how they affect organisational goals.

Managers, mentors, and employees can associate learning objectives with employee milestones in Workday. For example, you might weave specific content into the onboarding process, check available learning opportunities when setting goals, or recommend courses when an employee changes jobs or gets promoted. Learning becomes an integral part of employee engagement and contributes to skill development and workforce flexibility.





Comprehensive capabilities

Blended courses

Within Workday Learning, administrators can rapidly build online, in-person, or hybrid courses and version those courses for geographies, times, and departments. You can combine video, instructor-led training, documents, or standards-based e-learning to create blended courses that offer dynamic, relevant instruction. You can also track course views, completions, and survey results to support certification and compliance initiatives.

Modern content

With Workday Learning, everyone is a learner and a teacher. Employees can create, upload, and share videos and other content. Legacy e-learning content such as SCORM or AICC is also accessible.

Optimised for video

Using video in workplace learning has typically been limited by cost and complexity. Not any more. Workday Learning offers unlimited storage and streaming on a modern video platform that converts, encodes, and delivers high-quality video on a global scale, tracking plays and completions.

Learning campaigns

With access to all Workday data, you can create campaigns that deliver relevant content based on worker characteristics or actions. Whether training your service organisation on a new product or introducing new managers to leadership techniques, getting relevant training to the right workers is easy.

Social learning

Workday Learning ignites curiosity and sharing by revealing the wealth of available content to each employee. When viewers rate, share, and collaborate, learning can become viral within your organisation. Your employees can create and share their own lessons while you maintain as much or as little control over the content as you like.

Learning insights

Measure the value and demonstrate the impact of learning with flexible dashboards and reports that combine live data from across Workday. Native analytics enable you to identify gaps and opportunities where you can use learning to optimise results.

