

Workday Talent Management

Own the full talent lifecycle.

In today's volatile market, organizations are trapped in "integration hell." Disconnected point solutions for recruiting, learning, performance, and mobility create data silos that lead to lost insights and "skills blindness." When your talent systems don't communicate, you can't see the true potential of your workforce. To own the new work day, leaders need an AI-powered platform that connects the entire talent journey—from the first touchpoint to the next promotion.

Workday Talent Management delivers a unified experience, combining best-in-class talent acquisition and development tools on a single data core. By eliminating administrative friction, your team can focus on strategic work that drives measurable human ROI.

Talent acquisition: Hire the right talent, faster.

Organizations face growing pressure to attract the right talent quickly and address evolving skill gaps. Workday streamlines the candidate journey and empowers recruiters and managers with intelligent orchestration and AI-driven insights.

Workday Recruiting: Manage the end-to-end recruiter experience in one system. Keep top talent engaged with personalized, automated messaging, and engagement campaigns that reflect your brand.

Recruiting Agent: AI-powered orchestration surfaces relevant leads, applicants, and next-best actions directly within recruiters' and managers' existing workflows.

Candidate Experience Agent: Deliver a frictionless, mobile-first experience. Automate high-volume tasks like screening and interview scheduling, freeing recruiters to focus on the human connection.

Key Benefits

- Close skill gaps with a real-time, data-driven view of your workforce.
- Reduce time-to-hire by automating administrative tasks and elevating decisions with AI agents.
- Improve retention by offering personalized internal mobility and learning.

Results

- 83% more time spent on strategic talent management work.
- 41% reduction in annual recruiting agency spend.
- 37% reduction in the average time to onboard new hires.
- 12% increase in jobs filled by internal candidates.

Source: Value Realization Studies, Workday Value Management, 2019-2024

Talent development: Transform potential into performance.

Employee retention and development are the cornerstones of a resilient organization. Once talent is through the door, the challenge shifts to providing meaningful employee experiences and continuous growth.

Workday Talent Optimization: Give employees visibility into growth opportunities, equip managers with actionable insights, and strengthen your leadership pipeline.

Talent Mobility Agent: Make internal mobility effortless. Match employees to open roles based on skills, experience, and mobility rules, and drive timely action.

Workday Learning, powered by Sana: Move beyond static training with personalized, AI-driven learning experiences that adapt to the individual.

Workday Onboarding: Ensure a seamless transition from new hire to high performer.

The connective tissue: Workday Skills Cloud.

At the heart of talent management is **Workday Skills Cloud**, built directly into the core of Workday Human Capital Management. This AI-powered foundation automatically identifies, verifies, and tracks skills across your organization. It uncovers skill gaps, drives smarter hiring and development decisions, and ensures your workforce is ready for today—and tomorrow.

With Workday Talent Management, you gain one connected platform to attract, develop, and retain top talent, turning potential into performance.

To learn more about how Workday Talent Management can help you recruit top talent, develop their skills, and foster growth faster than ever, visit: workday.com/talent-management

Workday is “creating a single front door so employees know where to go to find career or learning opportunities.”

– **Head of Digital Human Resources, Thomson Reuters**

“Workday Skills Cloud helps us with our talent management. We’re using Workday AI capabilities to suggest skills based on jobs. We have a 14% increase year-over-year for internal fill.”

– **HRIS Lead, Best Buy Canada**

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