AI with real business impact: Workday Illuminate.

Next-generation AI that's purpose-built for finance and HR.

AI is transforming how we shop, play, and communicate. While the world of work has been slower to feel its impact, AI will free us up to focus on what matters most and what humans are uniquely suited to address:

Spending more time with customers, clients, patients, and partners

Shifting time to more creative and meaningful work to improve strategy and operations

Bringing focus back to peer relationships and investing more in our people

For the last 10+ years, Workday has intentionally architected our platform to deliver the full value of enterprise-grade AI, building a uniquely robust AI foundation based on **data and business context.**

AI is only as useful as the quality and relevance of data, and Workday has the **largest, cleanest set of finance and HR data in the world—**leading to more accurate, relevant, and organization-specific insights.

With the right data, feeding business context into AI unlocks opportunities to not only improve individual processes, but to also transform entire business functions.

Workday **understands the broader business context** surrounding our data, including past and present context about business processes across the organization and the data and people involved in each one, user information, and the current task at hand—along with retaining context from previous conversations.

Data and business context are the cornerstones for next-generation Workday AI: **Workday Illuminate.**

See how Workday Illuminate takes a differentiated approach to AI to help over 50% of our customers achieve measurable business value today.

High-quality data + business context.
Workday enterprise data.

70 million
users on the platform

72 million
business process events per month

7,000+
models

800 billion+
transactions per year

6 billion
daily ingested records

75 million
daily inference requests

Deliver immediate impact with a value-centric AI approach.

With all the hype around AI, it can be difficult to apply it in a way that has significant business impact that goes beyond incremental value. Delivering AI that provides exponential, organizationwide value requires a value-centric approach to ensure a measurable impact that can be achieved without costly and lengthy upgrades, implementations, and add-ons.

For more than 10 years, Workday has been very intentional in our approach to AI, focusing on our customers from every angle: AI platform architecture, feature selection, responsible development, time-to-value, and customer involvement.

Workday delivers the right value quickly, enabling customers to:

- **Deploy AI today** with 50+ generally available AI features across the breadth of the Workday platform with a click of a button and without upgrades, implementations, or add-on costs

- **Capture tangible value** from customer-inspired AI derived from advisory councils and early adopter programs

- **Increase AI confidence** with proven Workday Illuminate value that's already been adopted by 51% of all Workday customers

- **Gain access to and shape the future of Gen AI** with our product teams through Workday AI Foundry

Delivered AI Features By SKU

HCM			FINANCE

Core Workday Human Capital Management

- Workday Skills Cloud
- ML-Optimized Prompts
- Suggested Skills for Workers
- Task Recommendations
- Workday Assistant
- Compensation Survey Management
- Change Job Recommendations
- Search Insights
- Suggested Skills for Job Profiles

Workday Time Tracking

- Time Anomalies for Managers

Workday Recruiting

- Candidate Skills Match
- Suggested Jobs for External Candidates
- Suggested Skills for External Candidates
- Suggested Skills for Job Requisition
- Semantic Search for External Career Sites
- HiredScore for Recruiters

Workday Talent Optimization

- Career Hub*
- Workday Talent Marketplace*

Workday Learning

- Learning Recommendations^

Workday Scheduling

- Recommend Replacement Workers
- Match Workers Based on Business Parameters and Worker Preference

Workday Labor Optimization

- Labor Demand Management
- AI-Based Shift Generation
- Demand Forecasting

Workday VNDLY

- Candidate Best Match Index

Workday Payroll

- Payroll Insights

Workday People Analytics

- Skills
- Trend and Gap Insights
- Top Drivers

Workday Extend Professional

- Workday AI Gateway
- Native AWS Integration

Workday Peakon

- Text Summarization
- Semantic Search
- Topics
- Priorities and Strengths
- True Benchmark
- Attrition Predict

Core Workday Financial Management

- Journal Insights
- Customer Payment Matching
- Accounts Receivable Worktag Recommendations
- Customer Overpayment Worktag Recommendations
- Supplier Invoice Automation, Worktag Recommendations
- Suplier Invoice Automation, Invoice Scanning
- Supplier Invoice Tax Attribute Recommendations
- Customer Invoice Sales Item and Revenue Category Recommendations
- Data Entry Check

Workday Expenses

- Expenses → Receipt Scanning
- Expenses Protect

Workday Procurement

- Spend Category Recommendations for Requisitions and Purchase Orders

Workday Adaptive Planning

- Plan Anomaly Detection
- Outlier Reporting
- Predictive Forecaster

Workday Prism Analytics

- Workday and Analytics (Workday Prism Analytics Intelligent Pipelines)

*Multiple use cases included

^In worker profile and Career Hub

Workday AI Foundry:
internal engine to rapidly create tangible AI solutions.

Experiment Fast

Our teams constantly explore new ways AI can solve your biggest pain points. We move fast and learn fast.

Incorporate Feedback

We bring prototypes directly to you, incorporating your feedback right from the start.

🗑 **Quickly Discard**

Deliver Innovation

The top prototypes, honed by your insights, are built and scaled to deliver business impact.
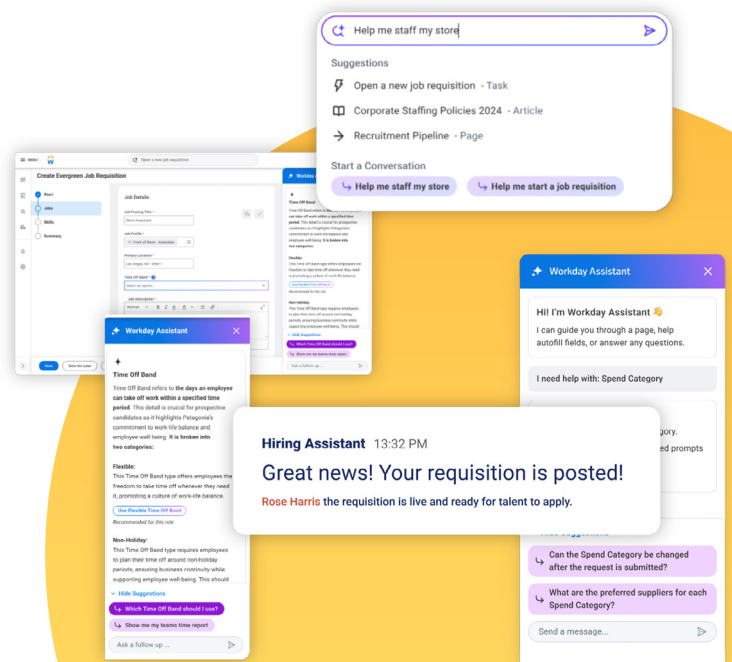
🔄 **Repeat**

Simplify the experience with AI in the natural flow of work.

Too much time is wasted from unintuitive, one-size-fits-all employee experiences that make it difficult to quickly find information and complete tasks. What's needed to skip unnecessary multistep processes and context switching is personalized conversational AI guidance and automation that is seamlessly integrated into the user's natural flow of work, at the right time.

A streamlined and personalized user experience is foundational to organizational and individual productivity, creating more time to spend on value-add activities such as developing strategic initiatives, performing more creative work, and strengthening relationships with fellow colleagues, customers, and partners.

Like many beloved consumer brands, Workday has invested heavily in creating a new user experience that delights:

- **Simplify the experience** with AI embedded in the natural flow of work
- **Find information and complete tasks quickly** with predictive suggestions and conversational, natural-language interactions
- **Personalize employees' self-serve experiences** by role, location, level, and more
- **Cater to each user's work style** across channels and productivity tools including mobile, Microsoft Teams, and Slack

Accelerate the pace of innovation through AI extensibility.

Increasing AI-adoption demands from executives are intensifying the pressure to implement AI technologies, forcing organizations to create more ways to deliver AI-driven business results. An open developer and partner ecosystem enables customers to deploy AI innovation at a rapid pace, and provides flexibility to custom-tailor solutions for specific industries and particular business needs.

Workday Illuminate is not limited to Workday-built AI innovation—Illuminate also enables customers to take advantage of responsible AI innovation from three key sources, all on the Workday platform:

- Innovation magnified by deep Workday product investments in AI
- Innovation multiplied by our best-of-breed strategic partners
- Innovation extended by customer development on the Workday platform

Our quickly growing AI ecosystem helps customers adapt to changing markets and take advantage of the latest AI innovations using their own developer teams or leveraging Workday strategic AI partners:

- **Workday AI Gateway** provides prebuilt AI APIs from Workday and AWS that can be used in custom Workday Extend apps
- **Built on Workday** expands AI functionality with prebuilt apps that operate seamlessly on the Workday platform
- **AI Marketplace** curates responsible AI partner solutions that align to the Workday responsible AI governance framework

3x Innovation

Collaborative Agents

Workday Everywhere

Money   People   Industry   Mobile

Workday Applications

Built on Workday

Built by Workday

Built for Customers

Workday Illuminate

Workday Platform

Build trust and minimize risk by innovating with integrity through responsible AI.

AI can be perceived as a risky technology, and in human capital and financial management those risks can be elevated without the right safeguards. This perception can unnecessarily create barriers to capturing value from this powerful technology. Confidence and transparency in responsibly developed AI helps overcome these barriers by increasing trust and user adoption, protecting sensitive data, and proactively understanding and mitigating risks.

Workday is a global industry leader in responsible AI, facilitating confident and continuous innovation to help customers safely navigate an ever-evolving and emergent AI landscape. Our organizationwide responsible AI program ensures that any AI innovation is safe and secure, human-centered, and explainable, resulting in benefits that are critical to supporting AI success, such as:

Boosting AI adoption
with explainability built into the user experience

Improving decision-making
using a structured, uniform data model that increases data quality and the accuracy and relevance of results

Adapting quickly
with proactive AI governance aligned to the latest best practices and international policy, making it easier to adapt to developing regulations

Reducing risk
with security and privacy practices to safeguard data internally and externally

– Data will never be shared to train third-party public models

– Full visibility and customer control for AI features and data usage

Additionally, Workday is deeply committed to developing and shaping responsible AI best practices and policies around the world. For example, Workday:

- Championed initiatives such as the National Institute of Standards and Technology's AI Risk Management Framework and co-developed the Future of Privacy Forum HR AI Best Practices

- Became one of the founding members of the U.S. AI Safety Institute Consortium

- Is an advocate for workable AI regulation that builds trust and drives innovation, from the EU AI Act to U.S. federal and state legislation

For more on enterprise-grade AI done right:

- Learn from the experts in the *Workday AI Masterclass* video series

- Find more AI resources on workday.com

- Refer to Workday Community for technical details