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Product Statement

Any unreleased services, features, functionality or enhancements referenced in any Workday document, roadmap, blog, our website, press release or public statement that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all.

Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.
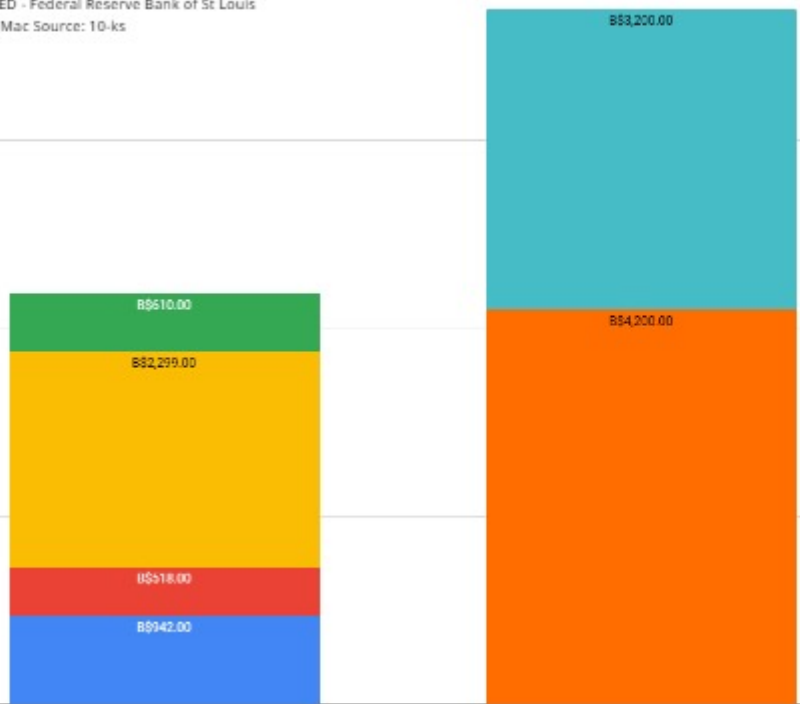
MSA GDP Source: FRED - Federal Reserve Bank of St Louis
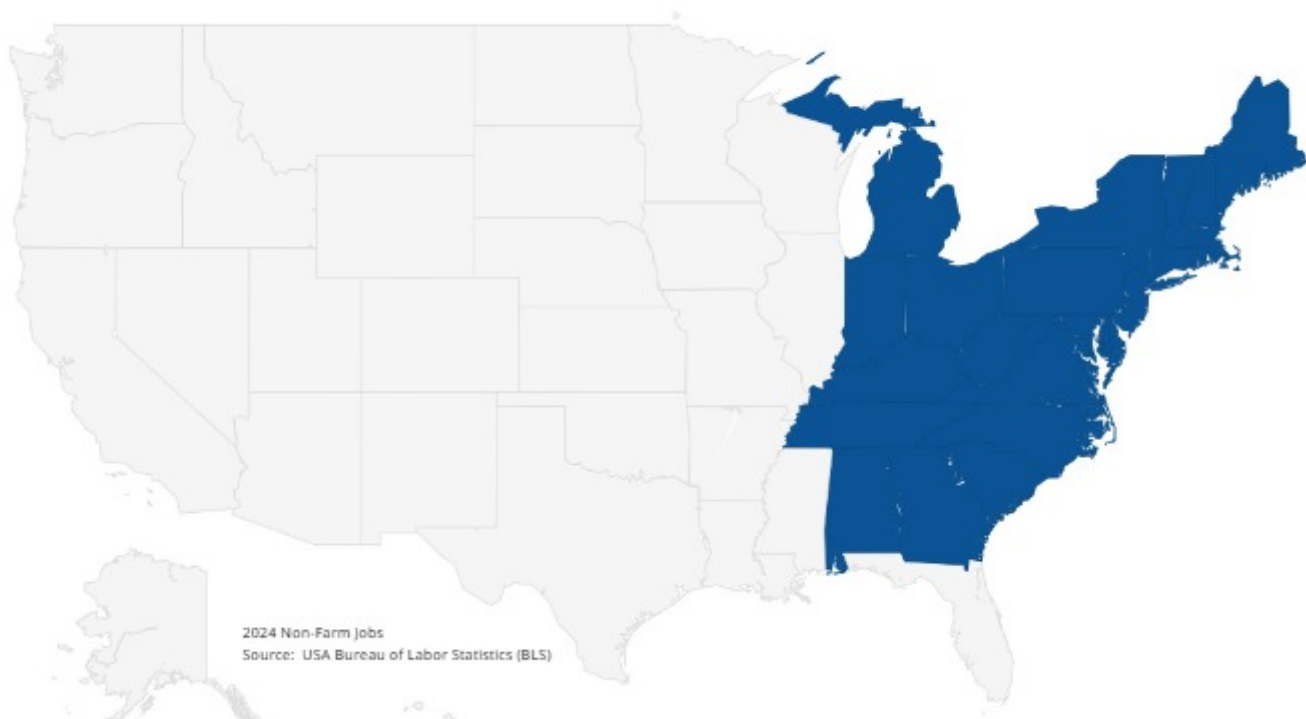Fannie Mae, Freddie Mac Source: 10-ks

B$8,000.00

B$6,000.00

B$4,000.00

B$2,000.00

B$0.00

B$3,200.00

B$4,200.00

B$610.00

B$2,299.00

B$518.00

B$942.00

2024 Non-Farm Jobs

Source: USA Bureau of Labor Statistics (BLS)

Nonfarm Business Sector: Labor Productivity (Output per Hour) for All Workers

Index 2017=100

Source: U.S. Bureau of Labor Statistics via FRED®

y = 441.08***x + 11,872***
(52.14)   (4094.38)
adjR² = 0.66

Shaded | Points
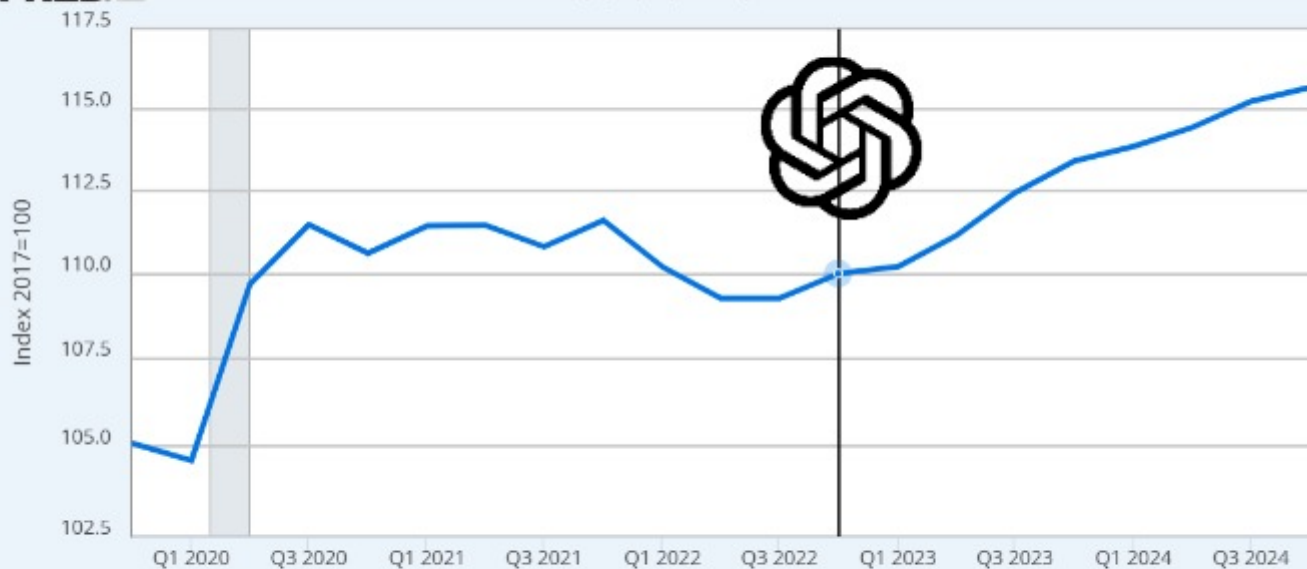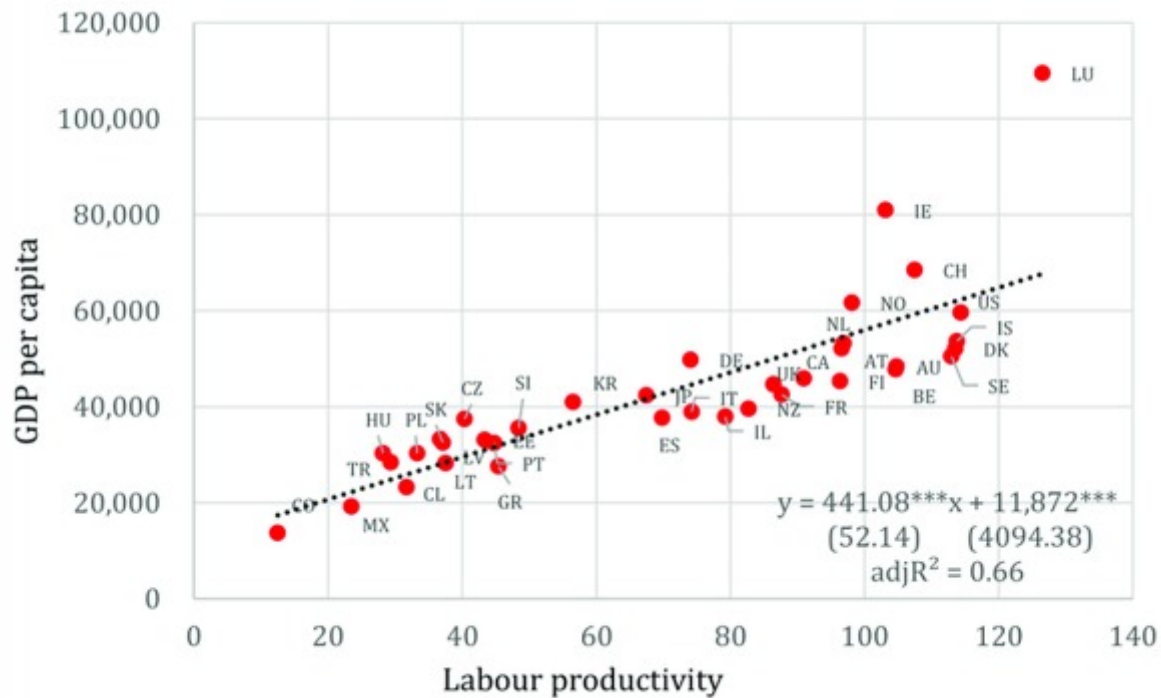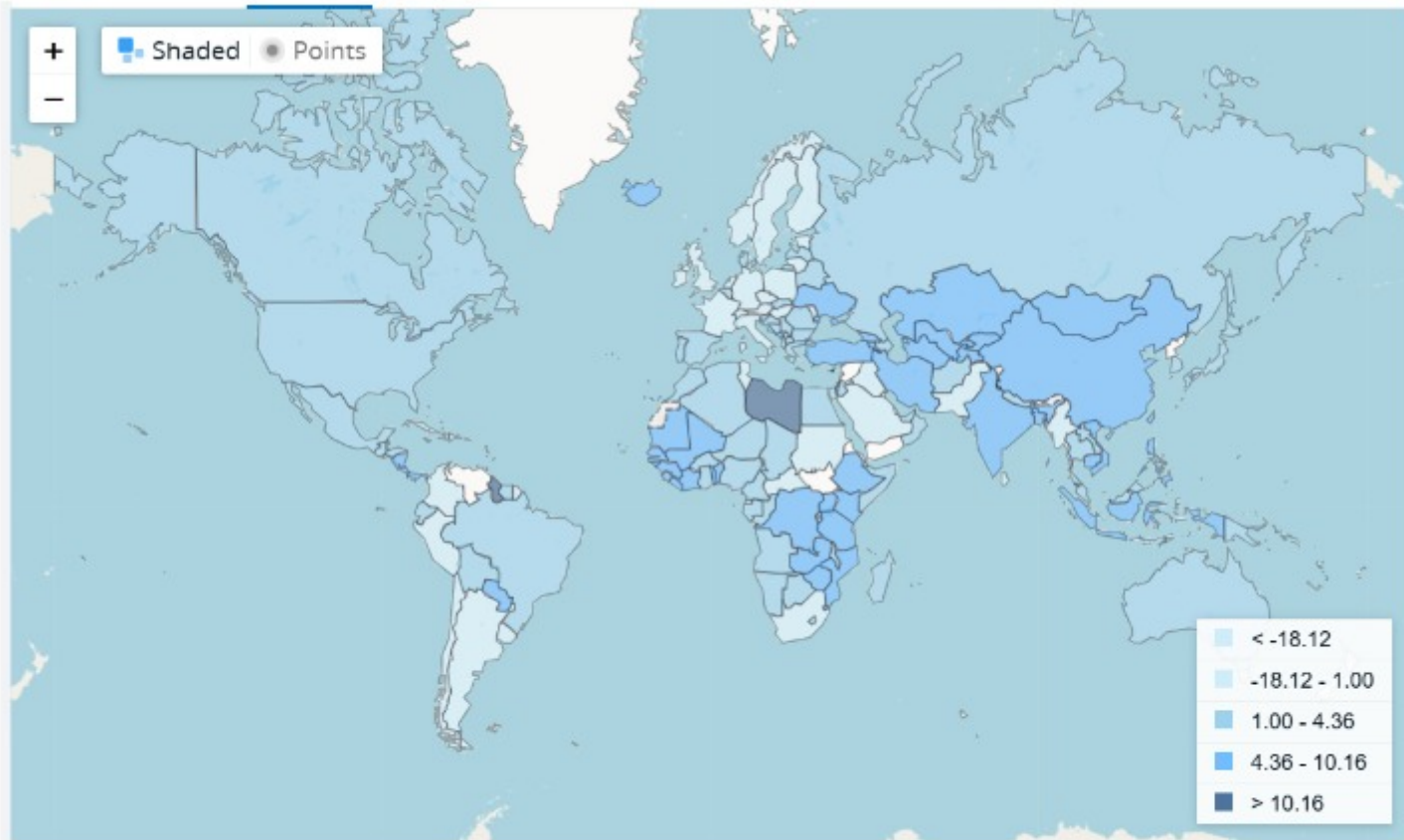
< -18.12
-18.12 - 1.00
1.00 - 4.36
4.36 - 10.16
> 10.16

Nonfarm Business Sector: Labor Productivity (Output per Hour) for All Workers

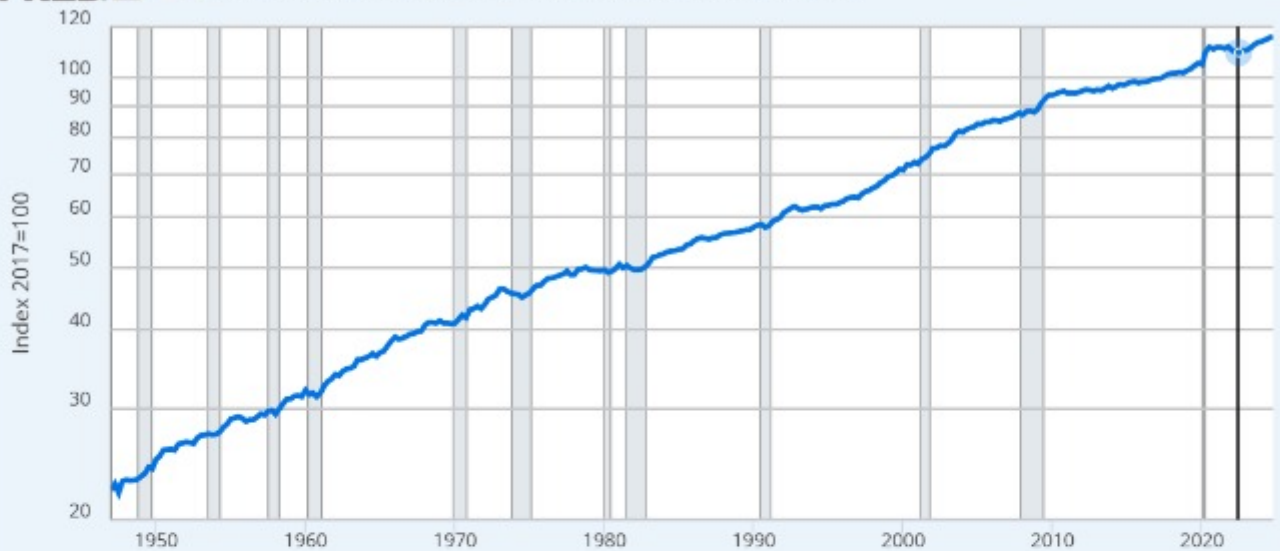Index 2017=100

Source: U.S. Bureau of Labor Statistics via FRED®

VISICALC™

C11 (L) TOTAL

	ITEM	NO.	UNIT	COST
	SHUCK RAKE	4	12.98	556.88
	GUSS CON	66	12.98	756.88
	TOE TONER	250	49.95	12487.50
	EYE SNUFF	2	4.95	9.90
			SUBTOTAL	13155.50
		9.75% TAX		1282.66
			TOTAL	14438.16

1980

7

2024

22

CPAs per million USA
Sources:
1980 https://egrove.olemiss.edu/aicpa_arprts/254/
2024 https://nasba.org/licensure/howmanycpas/
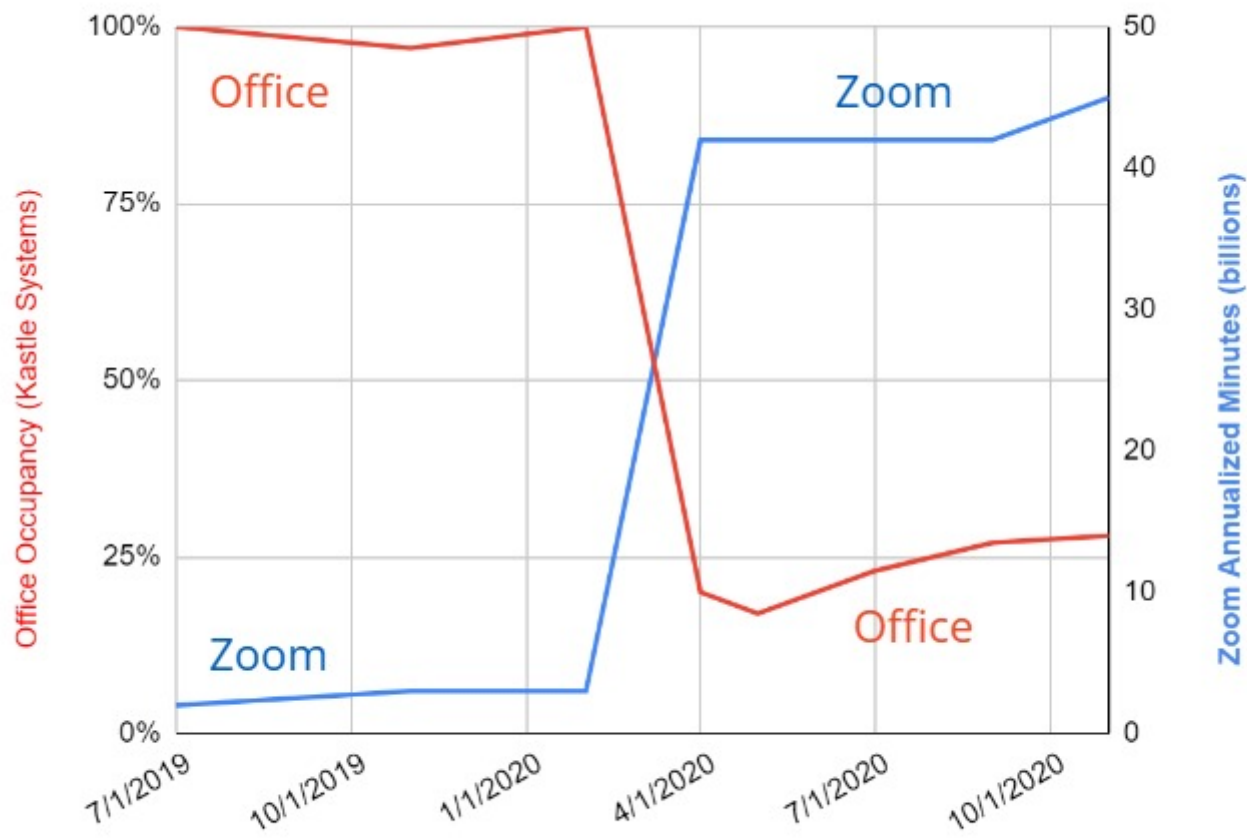
Model Success Rate vs Human Completion Time
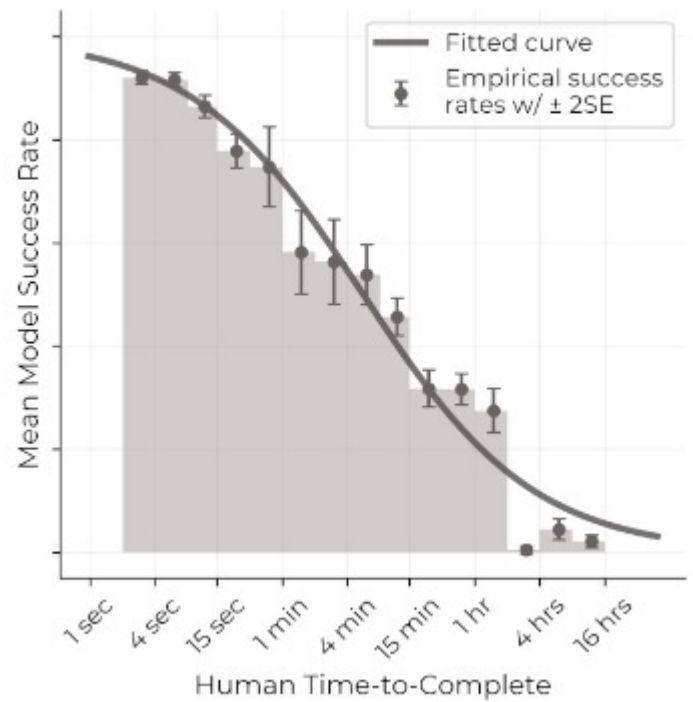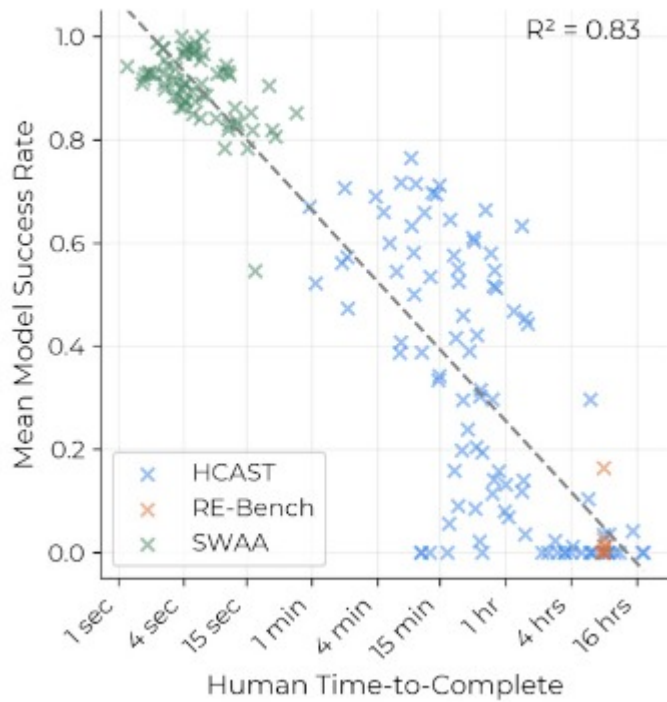
The length of tasks AIs can do is doubling every 7 months

Task length (at 50% success rate)

Source METR 2025
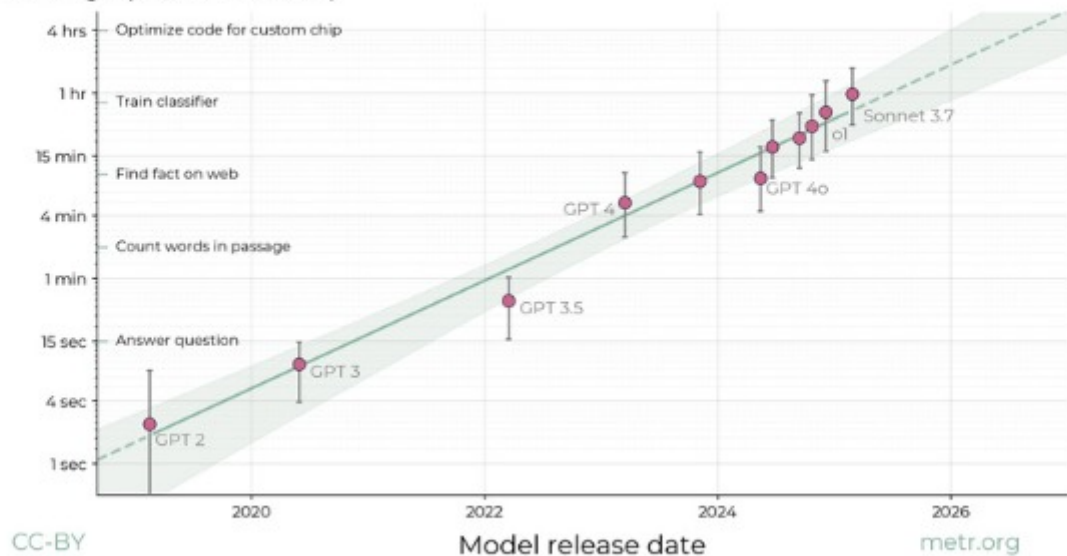
90% Decline in 9 months Chegg

Share price

$12

$10

$8

$4

$2

Mar 2024   May 2024   Jul 2024   Sep 2024   Nov 2024   Jan 2025

Time
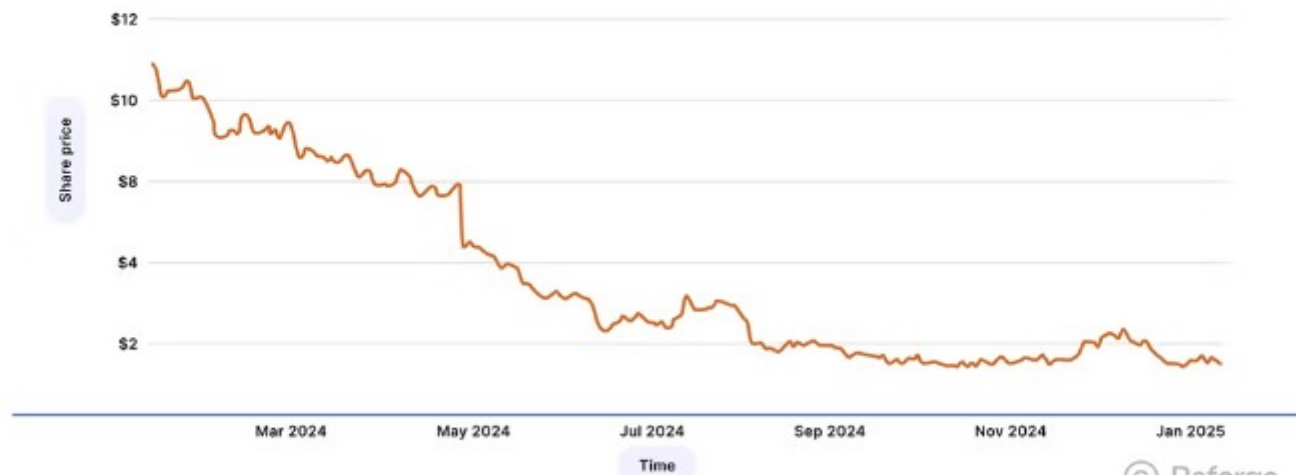
Source: Google Finance

© Reforge

stackoverflow.com questions

Legend: G Revenue (b) · T Revenue € (b) · G Gross Margin % · T Gross Margin %

Professional and business services
22,840.1

Healthcare and social assistance; private
21,524.5

State and local government
19,856.6

Leisure and hospitality
16,592.8

Retail trade
15,590.1

Manufacturing
12,939.5

Financial activities
9,197.4

Construction
8,017.9

Transportation and warehousing
6,565.3

Other services (except public administration)
6,497.9

Wholesale trade
6,116.3

Educational services; private
3,817.7

Information
3,027.1

Federal government
2,925.1

Mining, quarrying, and oil and gas extraction
595.3

Utilities
575.5

Service-providing, excluding special industries
135,126.4

Goods-producing, excluding agriculture and utilities
21,552.7

Agriculture, forestry, fishing, and hunting
1,461.8

Nonagriculture
156,679.1

Total wage and salary employment
158,140.9

Self-employed workers
9,708.9

Total employment
167,849.8

Bureau of Labor Statistics 2023 data
https://www.bls.gov/emp/tables/employment-by-major-industry-sector.htm
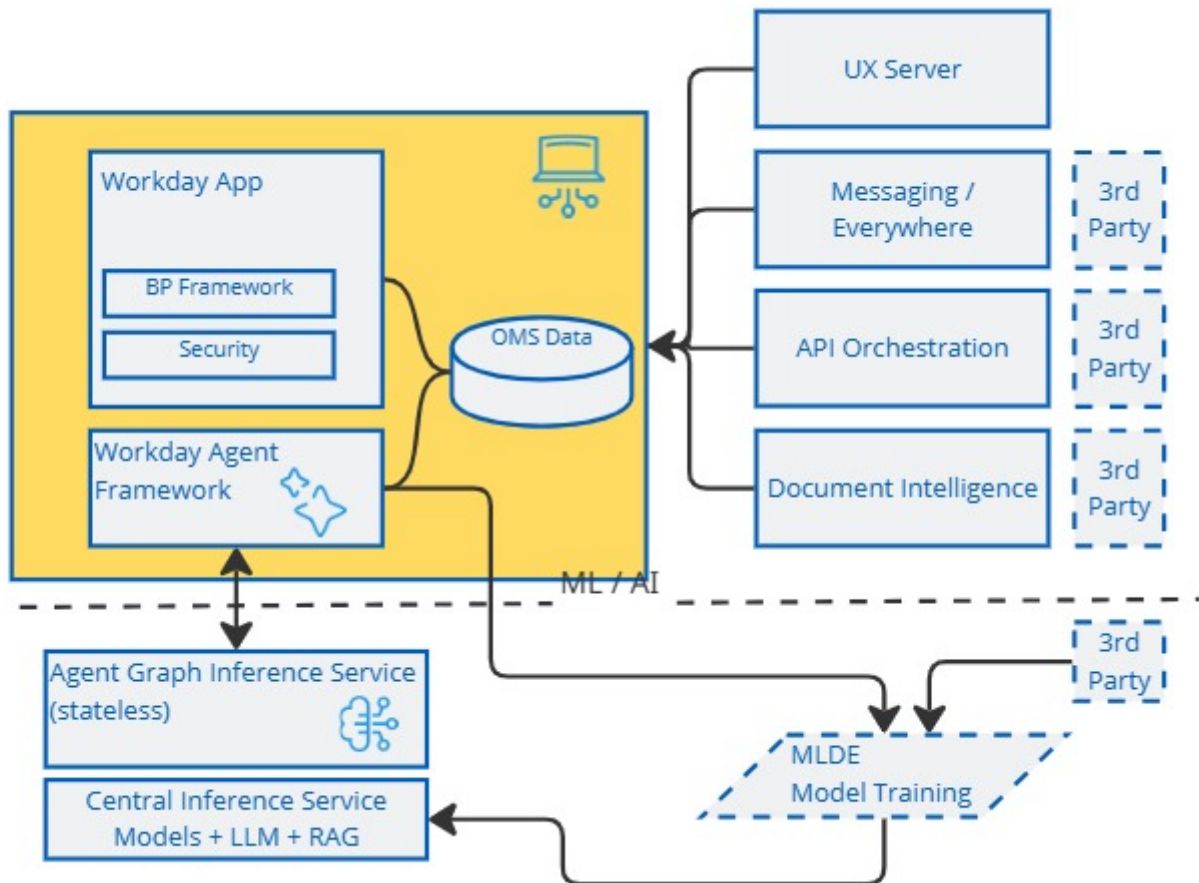
AI Foundation

1. Skills Cloud
2. Suggested Skills for Workers
3. Task Recommendations
4. Contextual Task Assist: Explain, Summarize, Answers
5. Search Insights
6. Intelligent Answers

Accelerate & Assist

1. Workday Assistant
2. Demand Forecasting for Scheduling
3. Career Hub
4. Talent Marketplace
5. Learning Recommendations
6. Recommend Replacement Workers
7. Match Workers based on business parameters and worker preference
8. Labor Demand Management
9. AI-based Shift Generation
10. Payroll Insight
11. Peakon Text summarization
12. Peakon Semantic search
13. Peakon Topics
14. Peakon Priorities and Strengths
15. Peakon True Benchmark
16. Peakon Attrition predictions
17. People Analytics Skills
18. People Analytics Trend and Gap Insights
19. Compensation Survey Management
20. Change Job Recommendations
21. Candidate Skills Match
22. Generate Ad Hoc Worker Communication
23. Time Anomalies for Managers
24. Suggested Jobs for External Candidates
25. Suggested Skills for External Candidates
26. Suggested Skills for Job Profiles
27. Suggested Skills for Job Requisition
28. Semantic Search for External Career Sites
29. Generate Job Description for Job Requisition
30. Generate Knowledge Article
31. VNDLY Candidate Best Match Index

Transform

1. HiredScore Recruiting Coach
2. HiredScore Internal Mobility coach
3. HiredScore Diversity & Inclusion Coach
4. HiredScore Talent Rediscovery
5. HiredScore Contingent Hiring
6. HiredScore Hiring Manager Productivity Hub
7. Evisort Document Intelligence
8. Evisort Contract Collaboration
9. Evisort Document Drafting and Analysis

2025 R1

AI Foundation
1. Contextual Task Assist: Explain, Summarize, Answers
2. Workday AI Gateway: HCM Recommender
3. Workday AI Gateway: Intelligent Answers
4. Workday AI Gateway: Data Query API

Accelerate
1. Ad Hoc Worker Communications w AI Text Editor ✦
2. AI Text Editor for Job Descriptions on Job Profiles and Job Requisitions ✦
3. Core HCM: Intelligent Job Architecture Hub, Market Skills, Find Similar Jobs, Skills Based Analytics, Job Profile Anomalies
4. Workday Everywhere: Automatic Time Entry
5. Peakon: Multilingual Language Support ✦
6. Talent Highlights ✦

Assist
1. HiredScore: Skills Cloud matching capabilities
2. Recommended Prompt Values for Time Type
3. Attendee Assist ✦
4. HiredScore: Fetch Past Applicants & Prospects in Workday
5. HiredScore: Fetch Suggested Workers in Workday
6. Talent Optimization: Improved Suggested Skills for Worker and Job Profiles
7. HiredScore: Suggested Jobs in Career Hub
8. Opportunity Marketplace: Suggested Projects, Learning and Flex Team Dynamic Suggestions
9. Skills Data Foundation
10. Journeys: Suggested Translations

2025 R2

AI Foundation
1. Workday AI Gateway: Anomaly Detection

Accelerate
1. Collections Letter Gen AI ✦
2. Workday Assistant in Procurement ✦
3. Gen AI Feedback ✦

Assist
1. People Analytics: Smart Focus Insights and Smart Summary ✦
2. Data Analysis & Data Source Discovery ✦
3. AI Matching for Manual Bank Reconciliation
4. Suggested Connections in Onboarding Plans

Transform
1. Front Line Worker AI Agent
2. Workday Optimize
3. Payroll Agent **
4. Contracts Agent **
5. Financial Audit Agent **
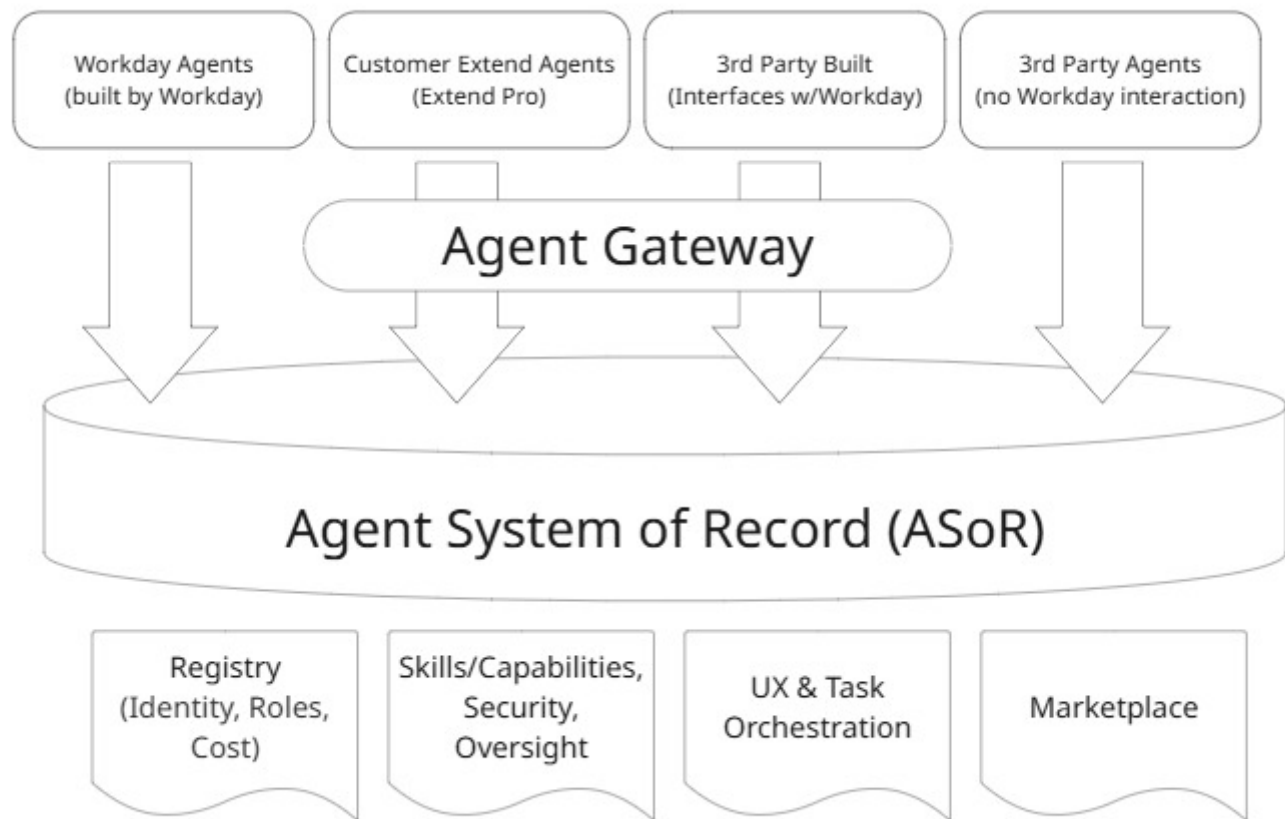6. Policy Agent

2026+

Accelerate
1. Automatic Expense Creation & Compilation ✦
2. Recurring Expenses Automation ✦
3. Time Anomalies Detection
4. Optical Character Recognition (OCR) for Student Transcripts ✦
5. Billing Error Anomalies
6. Automatic Expenses Allocations ✦
7. GenAI-powered Interview Feedback ✦
8. Career Hub: Suggested Skill Improvement, Skill Descriptions and Development Items ✦

Assist
1. Recommended Prompt Values for Absence Requests
2. Travel Request / Spend Authorization Automation ✦
3. Recommended Prompt Values for Assigning Work Schedules
4. Data Entry Check for Absence
5. Expanded Developer Copilot Capabilities ✦
6. AI Rule Maintenance for Bank Reconciliation
7. Workday Assistant in Procurement (Update) & (with Workday Sidebar Assistant) ✦
8. Non-Catalog Requisitions Suggestions ✦
9. Mentor & Connection Suggestions in Career Hub & Opportunity Marketplace
10. Healthcare Analytic Application: Intelligent Variance Analysis ✦

Transform
1. Employee Wellness and Burnout Check ✦
2. Absence Forecasting ✦
3. Succession Agent
4. Recruiter Manager Agent AI *
5. Accounting Agent AI *
6. Upskill Curator *
7. Performance Management Agent AI *
8. Onboarding Agent AI *

Workday Agents (built by Workday) | Customer Extend Agents (Extend Pro) | 3rd Party Built (Interfaces w/Workday) | 3rd Party Agents (no Workday interaction)

Agent Gateway

Agent System of Record (ASoR)

Registry (Identity, Roles, Cost) | Skills/Capabilities, Security, Oversight | UX & Task Orchestration | Marketplace

Acc Hist Prog IT Lifegn