

Build custom agents, apps, and more with Developer Agent.

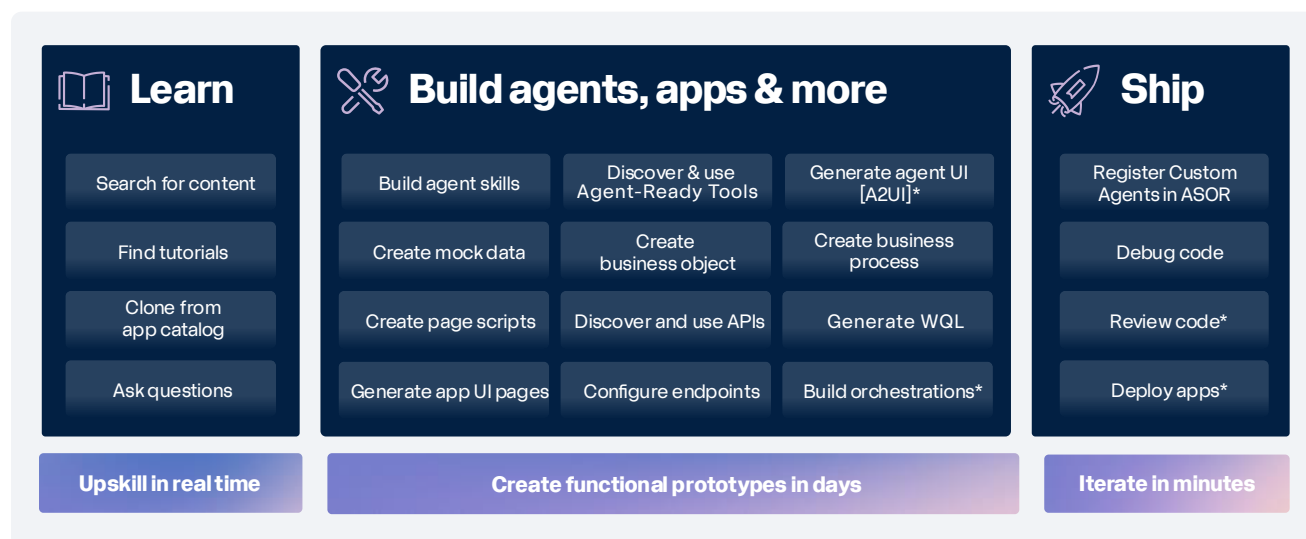
Enterprise IT teams face intense pressure to deliver innovation and intelligent automation through custom AI agents and applications faster than ever. Yet development remains constrained by manual configurations and fragmented software environments that lack support for open standards and interoperability. This can create prolonged delivery cycles, development friction, and governance risks when building with AI.

While agentic AI transforms development from manual coding to building through conversation, AI agents are only as trustworthy as the platform they are built on. AI solutions need business context, secure guardrails, and governed execution with clear audit trails. Workday Build encapsulates this by putting the full power of the trusted Workday platform directly in the hands of developers.

Introducing Developer Agent from Workday Extend AI—a natural language developer companion that makes building on Workday fast, frictionless, and secure. By transforming plain-language prompts into enterprise solutions, Developer Agent empowers teams to build custom apps, orchestrations, and AI agents directly on trusted finance and HR data—compressing build cycles from weeks to hours while automatically enforcing Workday's enterprise security and governance from day one.

Key Benefits

- **Accelerate Innovation:** Turn plain-language prompts into operational prototypes in minutes.
- **Build Anywhere:** Work in your team's preferred VS Code backed development tools.
- **Bring Workday Into Any Tool:** Surface trusted data, security, and business logic into any enterprise tool.
- **Build Custom Agents:** Build enterprise-grade agents using the open Agent Skills (Skills.md) format.
- **Complete Enterprise Governance:** Maintain 100% control with automated agent lifecycle management from day one.



Build anywhere in your preferred development tool.

With Developer Agent, developers bring Workday Build capabilities directly into the tools your teams are already using, eliminating the need to context switch and learn proprietary vendor tools. Access Developer Agent on the Workday Developer Site or connect it to AI coding tools like Cursor, Claude Code, and more. Use natural language prompts, design, test, and preview custom apps, orchestrations, and agents in real time, while leveraging streamlined deployment workflows for full enterprise safety and compliance every time you go live.

Develop at the speed of thought across Workday Build.

Eliminate specialization bottlenecks and accelerate development with best-practices built in. Developer Agent is equipped with deep domain expertise and built-in native AI skills across Workday platform capabilities—spanning custom apps, AI agents, automated workflows, business data, and system integrations. Rather than spending days digging through technical documentation, builders simply describe their desired business outcome in plain language. Developer Agent automatically determines the tools, writes the code, and wires everything together—allowing teams to deliver complete solutions in hours instead of weeks.

Bring trusted Workday data and governance to every solution.

Bring trusted Workday data and governance to custom agents and third-party tools without sacrificing security or compliance. Developer Agent enables IT to extend Workday's rich business logic, contextual rules, and role-based access control into Custom Agents you build. With additional tools from Extend AI, like Pipedream connectors, you can connect those Custom Agents to external systems where work also happens, like Salesforce, Slack, and Microsoft Teams. The result is a lawful solution by default: every app and agent you build with Developer Agent inherits Workday's permissions, business processes, and audit trails wherever it runs and surfaces—delivering seamless cross-platform functionality without data leakage risks and compliance blind spots.

Key Features

- Deep domain expertise and native AI skills to build on Workday
- Custom Agent Creation with Skills.md Open Standard
- Deterministic Workflows via Custom Agent Actions with Workday Orchestrate
- Built-in Regional Data Residency Guardrails
- Agent System of Record (ASOR) Automated Registering & Tracking

Results

- **Maximize Developer Velocity:**
Eliminate context-switching across tools and accelerate building through natural language to ship solutions within hours, not weeks.
- **Run on Workday's Trusted Guardrails:**
Leverage automated, audit-ready AI governance and rule-based precision across deployed custom agents from day one.
- **Act Lawfully Across the Enterprise:**
Surface Custom Agents wherever work happens and delegate deterministic workflows across Workday and other enterprise systems with A2A, Custom Agent Actions, and Pipedream Connectors.

What you can build.

Developer Agent empowers IT teams to build mission-critical apps, complex cross-system orchestrations, and specialized AI agents across any domain and industry. Apps for unique business needs can be built with external web front-ends, like React, and orchestrations connect multi-step workflows across your entire stack—automating data flows, approval routing, and system syncs seamlessly. And custom agents unlock a new era of enterprise productivity and intelligent automation—reasoning across complex business data, executing multi-step tasks, and assisting users directly within the tools they use every day.



App Solutions



Human Resources

- Standardized Promotion Nomination
- Parking & Vehicle Registration
- Streamlined Contingent Worker Management Hub



Finance & Procurement

- Capital Project & Expenditure Requests Hub
- Multi-POS Revenue & Daily Cash Management
- Billing Exception & Payment Reconciliation Tool



Cross-Functional & Industry

- Tracking Tuition Reimbursement
- Supply and Equipment Inventory Tracker
- Charitable Donations Hub



Agent Solutions



Human Resources

- Personalized Employee Benefits Advisor Agent
- Career Insights Coach Agent
- Internal Mobility Solutions Agent



Finance & Procurement

- Real-Time Billing & Cash Flow Assistant
- PSA & Project Operations Agent
- One-Time Payment Assistance Agent



Cross-Functional & Industry

- Credential Compliance Management Agent
- Corporate Event Operations Assistant Agent
- Fraud & Compliance Management Agent

How to build Custom Agents with Developer Agent.

Developer Agent simplifies custom agent creation by using its native AI skills to interpret natural language requests into structured agentic architecture. With the help of Agent-Ready Tools, it wires together the necessary data models, business logic, and system actions into a complete operational prototype—giving developers full visibility to inspect, refine, and test agent logic before deploying to production.

1. Custom Agents Built with Agent Skills (Skills.md)

To ensure custom agents are lawful and reliable, Developer Agent builds them using Agent Skills, an open-industry standard (Skills.md). Think of a skill markdown file as a readable instruction manual that explicitly defines what an agent can do, what data and tools it can access, and the rules for how it must execute tasks. Because it uses an open standard rather than a closed framework, IT teams can easily inspect generated logic, import pre-built skills, and ensure every agent operates under complete human control.

2. Deterministic Agentic Workflows with Custom Agent Actions

To automate multi-step processes across systems that remain fully compliant, teams can build deterministic workflows with Custom Agent Actions. Powered by Workday Orchestrate and Pipedream connectors, these actions define the exact steps, rules, and logic an agent must follow across Workday and 1,000+ third-party systems. This mitigates AI hallucinations and ensures complex operational tasks, such as routing approvals or updating records, follow exact Workday business rules with 100% precision.

3. Multi-Surface Deployment & Agent Interoperability

To maximize adoption and user productivity, custom agents can be surfaced everywhere work happens—inside Sana, the Workday Chat Panel, and embedded into core Workday business processes. Through open Agent-to-Agent (A2A) protocols, users can even interact with the custom agents from external platforms like Gemini Enterprise or Microsoft Copilot. Tasks are seamlessly delegated behind the scenes to the agent running inside Workday, delivering a frictionless user experience while keeping Workday data securely within your tenant.

Agent governance & built-in enterprise guardrails.

For AI agents to operate at enterprise scale, they must be fundamentally predictable and accountable. At Workday, enterprise guardrails are embedded directly into the agent lifecycle. The result is a lawful solution by default: every agent and app you build inherits Workday's permissions, business processes, and audit trail, wherever it runs—ensuring every action remains fully compliant, traceable, and governed.

Additional Resources

- [Developer Agent](#)
- [Workday Developer Site](#)
- [Workday GitHub](#)

1. Agent System of Record (ASOR) & Comprehensive Auditability

Workday's Agent System of Record (ASOR) serves as the centralized control center to manage your organization's digital agentic workforce. Any custom agent built with Developer Agent is automatically registered into ASOR upon deployment—ensuring all AI agent interactions are fully authenticated, authorized, and compliant with Workday's security standards. Through built-in agent security and usage reporting, ASOR gives leadership complete operational transparency, tracking prompt executions, reasoning steps, and system actions to verify compliance and measure the business impact of your AI workforce.

2. Inherited Security Architecture & Tenant Isolation

Custom agents never bypass Workday security. Every agent built with Developer Agent automatically inherits your organization's existing Role-Based Access Control (RBAC), Configurable Security Groups, and Field-Level Security. An agent can only access data and execute actions that the invoking user is explicitly authorized to perform. Operating strictly within your tenant boundaries, your sensitive HR and financial data remains completely isolated and under your full control.

3. Fine-Grained Skill Controls & Human-in-the-Loop Oversight

Authorized admins maintain complete control over agent capabilities. For each agent, teams can centrally enable, restrict, or revoke individual Agent Skills (Skills.md) and Custom Agent Actions across specific business units or roles. For high-consequence operations like compensation or financial updates, workflows require explicit human-in-the-loop approval before executing transactions, ensuring safe cross-system agentic interoperability without sacrificing governance.

To learn more, visit: [Workday Extend](#)

*Developer Agent is only available through Extend AI.