



## Workday Learning

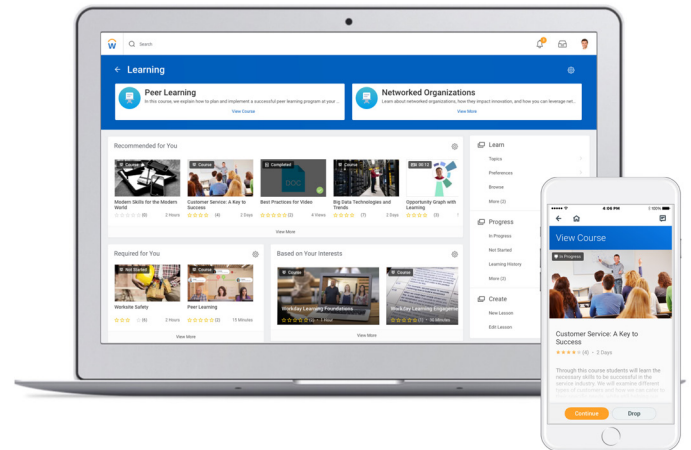
The nature of learning has changed. While employees can quickly find “how to” content in the consumer world to deepen their understanding of a topic, the same cannot be said for learning within the walls of the enterprise.

Workday Learning delivers a different approach by elevating learning from a disconnected, rigid experience to one that is consumer-like, on demand, relevant, and personalized. Workday Learning combines professional development, peer learning, and required training into a single intuitive application, so workers can engage in learning like never before.

### Engage workers with a contemporary learning experience.

Workday Learning empowers organizations to deliver an employee-centric experience that transforms business outcomes by delivering learning in a consumer-like, social environment. Employees can take control of their own educational experience, set personalized preferences that surface relevant content for current or future roles, view recommended learning, and access required material.

But learning is not a one-way street. Workday also enables your team to capture and share its expertise in videos complete with interactions and quizzes. Peer content can quickly grow to meet your needs while being controlled by configurable approval processes. This decreases the cost and time associated with creating content, while ensuring that it aligns with your organization’s goals.



### Curate personalized learning to support goals and career aspirations.

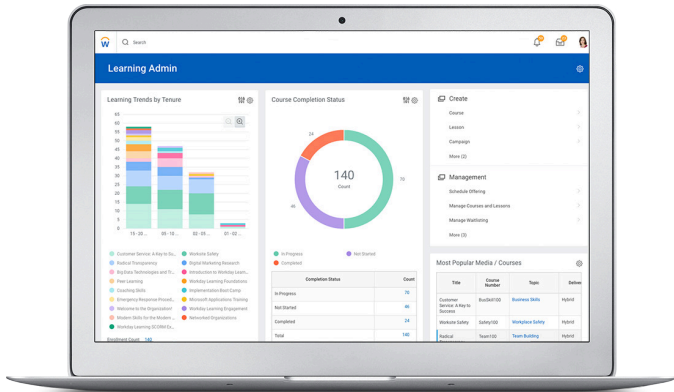
Workday Learning equips you to administer learning in a way that delivers personalized learning to every worker. Once you curate content that builds specific skills or expertise, you can use campaigns to deliver relevant learning directly to defined groups or entire populations. And campaign analytics provide you with detailed insight into the effectiveness of the communication.

### Weave learning into the employee lifecycle.

Workday delivers the first learning system to be one with finance and HCM systems. This organic connection lets you incorporate learning into employee touchpoints. 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 skills development and workforce flexibility.

## Understand the impact of your learning initiatives.

Gain comprehensive insight into the activity and effectiveness of your learning programs with data that delivers instant visibility to learning administrators, people managers, and executives. Reports and dashboards reflect activity or outcomes in Workday Learning, and can correlate training activity with any other data across Workday to reveal trends and opportunities.



## Enjoy the benefits of a single system.

Because Workday Learning is part of a single system, it takes advantage of underlying technology—such as the business process framework, single data model, comprehensive reporting and analytics, and security—and can be rapidly assimilated into your current HCM environment. This infrastructure provides the foundation for fast innovation.

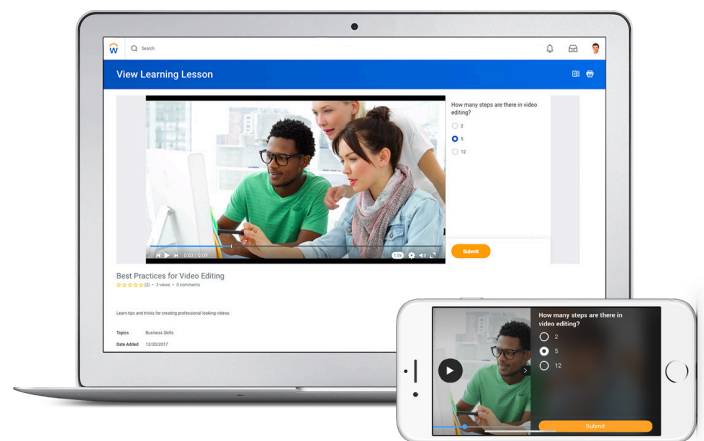
## The comprehensive capabilities of Workday Learning.

### Learning management.

Administrators are equipped to rapidly create, update, and configure learning programs; build and edit lessons and courses that can be required, enrollable, or on demand; promote offerings to select audiences; bulk-enroll workers; manage grading requirements and wait-lists; and version and extend offerings.

## Contemporary content.

Workday Learning enables you to use video content to create modern, engaging programs that learners love. And with the ability to insert questions or comments into videos to capture learner feedback—an addition we call interactions—video becomes an active learning medium for both your organization and its employees. We've removed the barriers that prevent video from being a core training element by giving you unlimited storage and streaming on a video platform that converts, encodes, and delivers high-quality video on a global scale.



## Peer learning.

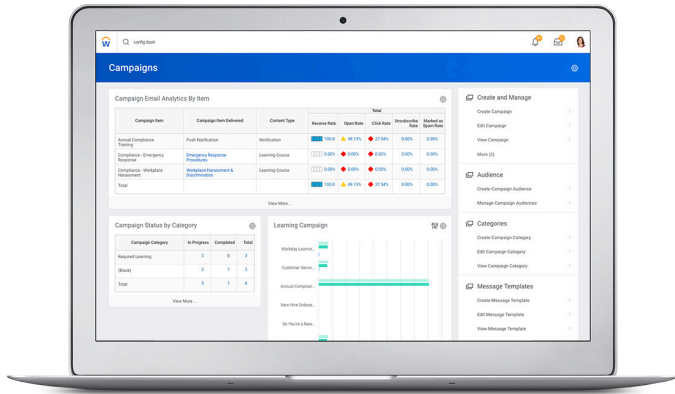
With Workday Learning, everyone can be both a learner and a teacher. Reduce time and cost of content development by enabling workers to share their expertise with easy uploads of videos or other lesson content. *The Workday Originals* series provides expert guidance to cultivate high-quality peer learning programs.

## Blended learning.

Workday Learning supports the delivery of online, in-person, or hybrid courses. You can combine video, instructor-led training, webinars, documents, or standards-based eLearning (SCORM, AICC) 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.

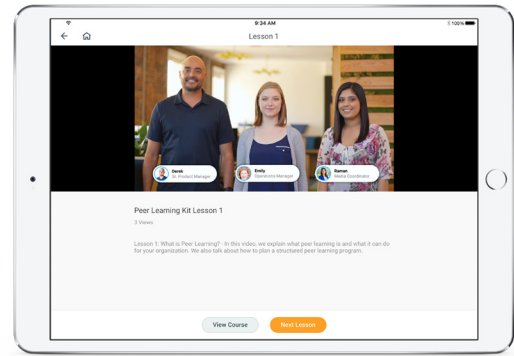
## Learning campaigns.

With access to all Workday data, you can create campaigns that deliver relevant content based on worker characteristics or actions. Whether assigning your service organization a required training component or introducing new managers to leadership techniques, you can now deliver the right content to individuals in a relevant, timely way.



## 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 organization. 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. Analytics enable you to identify gaps and opportunities where you can use learning to increase results. An administrator dashboard provides a snapshot of tactical and strategic learning metrics. The instructor dashboard displays a calendar of instructor engagements and takes the instructor directly to the course to manage rosters and grading.

## Discover a new approach to learning.

Workday Learning redefines workplace learning as fresh, timely, and social. It adds the power and engagement of an up-to-date learning framework to a system of structure, control, and insight. Ready to start learning? Discover the possibilities today.



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