Datasheet

Workday for the U.S. federal government.

With more than 2.8 million employees around the world and in space, the United States federal government has a wide and sophisticated mission to ensure safety and stability for America and its allies. To support the mission, agencies must deliver on critical objectives and constantly solve unique challenges in an ever-changing landscape.

Federal government agencies must find new ways to boost efficiency, reduce costs, and better serve employees and citizens. But disparate finance and HR systems make it difficult to stay on top of it all, which is why many government agencies are moving to the cloud.

As a leading provider of enterprise cloud applications for HR, finance, and planning, Workday partners with more than 10,500 organizations across all sectors, including healthcare, financial services, retail, hospitality, education, and state and local government—often replacing legacy systems just like those used by federal agencies. And we bring all that expertise to the federal market with Workday Government Cloud.

Workday is the only integrated cloud platform for HR and finance with built-in federal functionality, responsible AI, and a zero-trust architecture. With one agile platform—where AI and continuous innovation are built into the core—agencies can transform the workforce in support of the mission; ensure safe, secure, trustworthy AI; meet zero-trust mandates; and make critical decisions with confidence and clarity. With an unmatched commitment to supporting the needs of the federal government, Workday empowers agencies to transform how they manage their people and the taxpayers' money in service of our nation and to move forever forward.

Workday is continuously innovating and improving our federal government product suite to meet specific U.S. federal requirements including:

- Full hire-to-retire processing
- Applicant tracking
- Performance and talent management
- Upskilling the workforce
- Skills-based hiring
- Workforce analytics
- Budgetary accounting
- Budget execution and funds control
- Prompt Payment
- Secure Payment System, Payment Automation Manager, and confirmation of Treasury payments
- Treasury interfaces (GTAS, DATA Act, G-Invoicing)

Key Benefits

- Improve decision-making with real-time data
- Attract, develop, and retain top talent with skills-based insights
- Unlock human potential in the workplace with safe, secure, and trustworthy AI on a zero-trust platform
- Increase productivity and satisfaction with a mobile-first design and self-service functionality
- Eliminate costly system maintenance and upgrade cycles

Key Features

- FedRAMP authorized
- Single source of HR, finance, and payroll data
- Federalized to meet Title V requirements out of the box
- Built-in, always-on auditing and compliance controls
- Configurable business processes
- Intuitive native mobile user experience

Bring your organization to the cloud.

The administrative systems used by most federal agencies today were designed and implemented decades ago. Organizations have been forced to cobble together disparate and heavily customized systems to address their evolving administrative needs. These costly, inflexible, and siloed systems increase risk and cannot keep up with the pace of change.

Built specifically for cloud delivery, Workday Government Cloud provides a seamless user and administrative experience across the agency. It's simple enough for the casual user yet robust enough to handle critical back-office tasks—unlike on-premise or single-tenant SaaS systems.

- **Better decision-making:** Built-in reporting tools and real-time analytics make it easy to analyze your information—no need for separate third-party tools or a data warehouse. Rather than juggling multiple applications with different security schemas to reconcile data, Workday Government Cloud enables you to build reports, gain insight, and take action in real time.

- **Trustworthy AI and a zero-trust architecture:** Workday is the only major cloud HCM and financial management provider that embeds AI natively into the foundation, providing touchless automation for manual, repetitive, and predictable processes to improve accuracy and productivity. Workday is also the only major cloud provider that delivers a clear understanding of the details of each AI model used to help mitigate risk. Workday leverages best-in-class hyperscale cloud infrastructure services from AWS and runs in a FedRAMP environment with all the additional security that comes with that authorization.

- **Flexible technology foundation:** While legacy systems require you to conform to a limited set of hierarchies and standardized implementations that are difficult to change, Workday Government Cloud lets you configure the applications to meet your unique needs. It can accommodate continuous changes to regulations and mandates, organizational structures, reporting relationships, business processes, and other areas that impact operations. Built-in controls and always-on audit support compliance and transparency without impacting system performance.

- **Engaging user experience:** Workday Government Cloud uses internet constructs similar to those found in the apps we use every day, such as hyperlinks, icons, predictive search, and embedded help, making adoption easy and fast. It's designed mobile-first for smartphones and tablets, and you don't need a separate application for each business process.

Workday Government Cloud provides deeper insights into labor costs, capital projects, expense spending, program effectiveness, and more.

Hire, engage, and retain a top-performing workforce.

Labor costs are among the highest expenses for federal agencies, making it essential to optimize resources and minimize turnover. Workday Government Cloud helps you tackle high-risk human capital management issues by giving you the tools you need to manage, engage, and assess your workforce at all stages of the employee lifecycle, from hiring and onboarding to performance and development.

Workday Government Cloud also provides complete visibility into people data from internal and external systems and helps you streamline processes so your HR team can focus on talent growth, innovation, and productivity.

Workday Government Cloud enables you to:

- Standardize and automate processes to improve operations and performance
- Leverage skills-based employment practices using a common vocabulary and iterative skills relationships
- Reduce time-to-hire and improve the onboarding experience for new employees
- Provide employees with clear career paths and reskilling opportunities
- Drill down into personalized dashboards via web browser or mobile device and take immediate action
- Identify, monitor, and act on potential issues and uncover cost-saving opportunities
- Manage complex compensation structures related to union agreements, contract labor, multiple jobs and pay rates, contracts with varying start and end dates, and more
- Ensure zero trust throughout the product suite with built-in role-based access
- Report on and drill down into positions, headcount, turnover, and other workforce demographics

Say goodbye to yesterday's technology and hello to a new era in software delivery.

Keep your agency moving forever forward.

Workday Government Cloud gives your IT team more time to focus on the strategic technology initiatives that help further your mission. We take care of everything IT-related for your administrative applications, including upgrades, patches, data security, application availability, backup, disaster recovery, performance tuning, operating system, database, network, storage, and maintenance. Easy-to-adopt updates are delivered automatically twice a year, so you don't have to worry about being left behind on outdated, costly, on-premise software.

Say goodbye to yesterday's technology and hello to a new era in software delivery with a system that evolves along with your agency's expanding needs. With Workday Government Cloud, you can operate more strategically, hire and develop a top-performing workforce, and adapt quickly to change—all while staying focused on achieving your mission.

To learn more about how Workday serves the federal government, visit: **workday.com/federal**

workday.