

Workday Skills Cloud

The world's most open skills intelligence foundation.

Tomorrow's talent demands require a new approach—one that goes beyond traditional HR processes and leverages skills intelligence to truly understand your workforce.

Workday Skills Cloud helps you adapt to change, anticipate evolving skill needs, and build a high-performing, future-ready workforce. By unifying skills data, you can move beyond manual mapping and unlock the full potential of your people. Best of all, it's built directly into the core of Workday Human Capital Management.

Understanding talent at scale takes more than conventional tools. Workday Skills Cloud uses AI and machine learning to analyze organizational data, reveal how skills connect, and generate actionable insights that drive smarter talent decisions and measurable business outcomes.

Build a skills-based organization.

To succeed in a rapidly changing market, you need data-driven visibility into the skills you have today—and the ones you'll need tomorrow. Workday Skills Cloud delivers a global view of your workforce, analyzing transferable skills so you can respond confidently to shifting demands:

A robust, maintained skills ontology. Access a repository of more than 73,000 standardized skills that can be applied across job descriptions, worker profiles, learning content, flex teams, projects and candidate pools.

Skills contextualization. Leverage vast amounts of data to infer relationships between different skills and generate recommendations beyond the limits of manual analysis.

Skills reporting and analytics. Gain rich insights into your organization's skills health to guide smarter talent and workforce decisions.

Connected skills ecosystem. Normalize unstructured data from third-party learning platforms and talent assessments to amplify AI-driven intelligence.

Key Benefits

- **Complete skills visibility:** Centralize and monitor workforce capabilities across your entire organization.
- **AI-driven intelligence:** Identify skill gaps, top talent, and internal mobility opportunities.
- **Connected ecosystem:** Unify skills data across recruiting, learning, talent management and analytics.

Key Features

- **Dynamic skills ontology:** A repository of 73,000+ skills, mapped to reveal relationships across your workforce.
- **Skills contextualization:** Skill suggestions, proficiency levels, and personalized recommendations.
- **Multilingual support:** Available in 16 languages, enabling scalable and consistent skills tracking across regions.
- **Real-time reporting:** Turn data into actionable insights to guide talent strategy, workforce planning, and internal mobility initiatives.

Results

- 30% of the Fortune 500 use Workday Skills Cloud to lead their industry.
- 26% higher internal hire rate on average*
- 5% reduced voluntary turnover rate on average*

*Based on product-level analysis across all customers where data was available July 2023-June 2025

Activate your talent lifecycle with AI.

Workday's skills-based approach connects people, opportunities, and insights so you can move faster and make better talent decisions.

Improve recruiting: Surface internal and external candidates with transferable skills, reducing bias and improving hire quality.

Accelerate development: Empower employees with growth opportunities and curated learning based on their skill aspirations.

Drive internal mobility: Recommend projects, jobs, flex teams, and growth opportunities at the moment they're needed most.

Support managers: Provide AI-driven insights to guide teams, identify skill gaps, and make smarter workforce decisions.

Seamlessly integrated, globally scaled.

Skills intelligence is only as powerful as the systems it connects. When your talent tools work together, insights become richer, actions become clearer, and outcomes become stronger.

Workday Recruiting: Find, engage, and select the best internal and external candidates, leveraging transferable skills and other key factors.

Workday Talent Optimization: Empower career growth, activate managers as coaches, and build a strong leadership pipeline.

Workday Learning: Engage your workforce with AI-recommended content to close critical skills gaps.

Workday Journeys: Guide employees through your skills strategy with tailored, concierge-style experiences in an easy-to-follow flow.

Workday Projects: Identify the right talent for projects using job profiles, skills, and competencies.

Workday Compensation: Gain clear visibility into employee skills to make informed, equitable pay decisions that help retain top talent.

Workday People Analytics: Reveal trends and provide actionable insights into organizational skills health.

Workday Prism Analytics: Combine internal and external skills data to inform workforce planning and strategy.

"Previously, it was always difficult to compare and develop the skills, expertise, and capabilities of our workforce in different countries and areas of the business. We are now all speaking the same language, so career tracking and development is so much easier."

– Chief Information Officer, Leonardo

"With all of the real-time data and intelligence now at our fingertips, we are well placed to help our business leaders rise to the challenges they face and to move forward with their business development plans with confidence."

– Global HR Solutions Program Lead, Aliaxis

To learn more about how Workday Skills Cloud can help you build a skills-based organization, please visit: workday.com/skills-cloud

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