

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 analyse organisational data, reveal how skills connect and generate actionable insights that drive smarter talent decisions and measurable business outcomes.

Build a skills-based organisation

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, analysing transferable skills so you can respond confidently to shifting demands:

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

Skills contextualisation. 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 organisation's skills health to guide smarter talent and workforce decisions.

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

Key Benefits

- **Complete skills visibility:** Centralise and monitor workforce capabilities across your entire organisation.
- **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 contextualisation:** Skill suggestions, proficiency levels and personalised 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.

"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

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 Optimisation: 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 organisational skills health.

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

"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 Programme Lead, Aliaxis

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