

Workday Learning, powered by Sana

Enterprise learning is at an inflection point. Learning and development (L&D) teams are expected to drive engagement, accelerate upskilling and support compliance at a global scale. But many organisations still rely on fragmented learning stacks that combine legacy platforms built for control with point solutions designed for experience.

This patchwork approach makes learning difficult to create, update and scale. As workforce needs evolve faster than traditional systems can support, organisations need a new approach to enterprise learning. One built for intelligence, agility and scale.

AI-powered. Enterprise-ready.

A new generation of enterprise learning platforms is emerging that combines modern learning experiences with enterprise-grade operations.

Workday Learning, powered by Sana, brings these capabilities together in a unified platform that's built on trusted Workday data. Learning becomes personalised and contextual for employees, AI-powered authoring accelerates course creation for content teams, and learning operations run at scale with built-in governance and compliance.



Workday Learning, powered by Sana across devices.

Deliver AI-native, user-friendly learner experiences

Learning should fit into the flow of work, not interrupt it. Personalised recommendations surface relevant content based on role, skills and interests, tying learning to career growth.

A personal AI tutor helps learners navigate courses and answer questions in real time, while smart search and interactive learning experiences connect people to knowledge the moment they need it.

Key Benefits

- One unified platform to replace fragmented learning stacks.
- Personalised, relevant learning embedded in the flow of work.
- Faster content creation using AI-powered authoring.
- Automated learning operations driven by trusted Workday data.
- Enterprise-grade governance, security and compliance by default.

Results

- 98% faster content creation, with courses built and updated in hours instead of weeks.
- 3x increase in learner engagement and completion rates across programmes.
- 5x faster compliance reporting.

“Sana pioneered the world of AI-native learning at scale. Now, Sana gives Workday customers the opportunity to completely transform the way their employees learn, grow and operate as super workers in this new age of AI.”

Josh Bersin,
Industry analyst

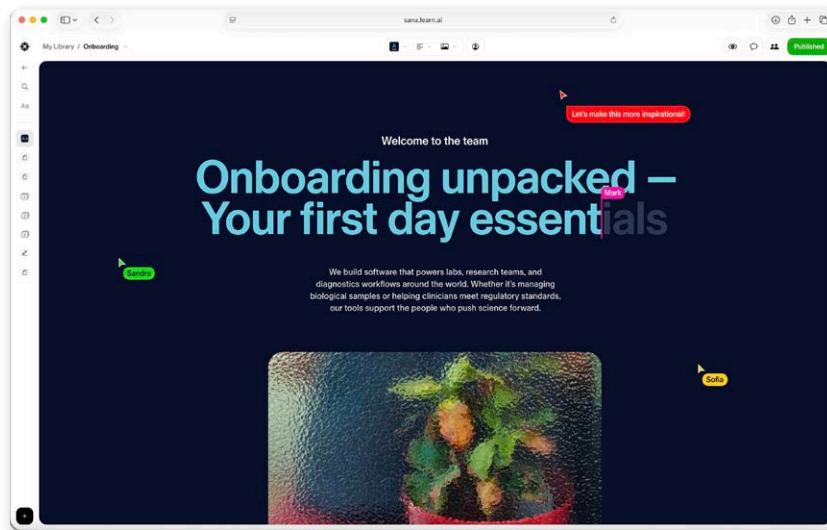
Unlock your team's knowledge with smart authoring

L&D teams and subject matter experts can work together in a shared, AI-powered editor – structuring lessons, capturing knowledge and removing bottlenecks to build courses faster.

Existing PDFs, presentations and SCORM files can be converted into interactive courses instantly, so scaling knowledge doesn't mean starting from scratch.

Run learning operations on autopilot

L&D teams should spend less time on manual administration and more time enabling skill development across the enterprise. Powerful automation for enrolments and assignments handles the busywork, while built-in analytics prove the impact of learning across the organisation.



AI-powered, collaborative editor.

Learn more. To see how Workday Learning, powered by Sana, helps organisations deliver modern, simplified learning experiences and operations, visit workday.com/talent-management/learning.

Learner Features

- Personal AI tutor that answers questions and guides learning in real time.
- Smart natural-language search across all learning content.
- Personalised learning recommendations based on role, skills and context.
- Interactive learning formats like quizzes, polls and reflections.

Creator Features

- AI writing assistant for drafting, summarising and structuring courses.
- Built-in collaborative editor for L&D teams and SMEs.
- Instant conversion of PDFs, presentations and SCORM into interactive courses.
- AI-powered translation into 50+ languages.

Admin Features

- Centralised learning administration in one system of record.
- Automated enrolment, assignments and notifications driven by Workday data.
- Built-in reporting and analytics connected across Workday Human Capital Management.
- Enterprise-grade governance, security and audit model.