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Workday® Updates 2026R2

Integrum's Summary

August 2026



Introduction

We're all about clarity. Our mission? To break things down as simply as possible. This guide is your inside scoop on Workday's latest release, 2026 Release 1, with Integrum's handpicked highlights. We chose these features based on their real-world impact.

How's this different from what you'll find in Community? We're not saying it's better, but it's been carefully curated to be easier and friendlier to understand. Think of it as your go-to playbook, packed with real-life examples and a practical take on the challenges this update solves.

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- Workday Data Cloud

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Integrum Highlights

A Trend to Pin Point for 2026R2: UI updates

Think of 2026R2 as less about learning new processes and more about making Workday feel simpler, smarter, and more intuitive.

Workday continues its journey toward a more modern, AI-driven experience where employees, managers, recruiters, and administrators can find information faster, complete actions with fewer clicks, and receive better guidance along the way.

Workday 2026R2 focuses on making Workday feel simpler, smarter, and more personalized, helping employees, managers, recruiters, and HR teams spend less time navigating the system and more time getting work done.

What Will Feel Different for Users?

Theme	What users will notice
Modern Experience	Cleaner, more consistent screens
Smarter Navigation	Easier access to information
AI Assistance	More recommendations and automation
Better Self-Service	Employees complete tasks faster
Manager Productivity	More insights directly on Home Page
Improved Mobility	More tasks available on mobile
Career Growth	Career Hub becomes a central destination
Better Accessibility	Improved usability for all users

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Absence

Donate Time Off: Time Off Bank

Current Challenges



Organizations using peer-to-peer time off donations currently lack a centralized bank where workers can voluntarily contribute unused time off for employees experiencing personal or medical emergencies.

Our Perceived Value Vs. Effort



High value / High effort. The feature provides a structured way to manage time off donation programs, including eligibility rules, minimum donations, withdrawals, and bank balances. However, implementation requires configuration across security, business processes, time off types, accruals, time off plans, and the new time off bank.

What you Need To Do



Configure the required security and business processes, create donation-eligible time off, accruals, and a time off plan, and then create and configure the Time Off Bank. Existing peer-to-peer donation functionality remains unchanged if no time off banks are created.

Donate Time Off: Peer to Peer

Current Challenges



Workers currently cannot donate accrued time off to coworkers or request donated time off through Workday, limiting organizations' ability to support employees facing personal or medical emergencies.

Our Perceived Value Vs. Effort



High value / High effort. The feature enables a structured peer-to-peer leave-sharing program with configurable eligibility, donation limits, approvals, and reporting. However, implementation requires configuration across business processes, security, time off types, accruals, and time off plans.

What you Need To Do



Configure the Donate Time Off and Request Time Off Donation business processes, create the required donation-eligible time off and accrual, and configure a time off plan to receive donations. Set the appropriate donation limits and security, and optionally add the donation history tabs to worker profiles. If no action is taken, workers will not be able to donate or request donated time off through Workday.

Leave of Absence Tasks on Mobile

Current Challenges



Leave of absence return tasks were previously limited on mobile, requiring users to access the desktop experience to initiate or process a return from leave.

Our Perceived Value Vs. Effort



Medium value / No effort. Making these tasks available on mobile provides greater flexibility for workers and managers to complete return-from-leave processes from anywhere.

What you Need To Do



No configuration is required. The tasks are automatically available on Android, iPad, and iPhone through the Workday mobile app. Users can access them through global search or the Time Management Hub. Comments cannot be added when completing these tasks on mobile.

New Revise Time Off Experience for Absence

Current Challenges



- Previously, workers had to rely solely on inbox tasks (My Tasks) to revise time off requests in *Sent Back*, *Not Submitted*, or *Saved for Later* status, which required navigating through multiple screens to find specific items.
- Users lacked a unified, direct view from the absence calendar to handle these revisions and check why a request was sent back.

Our Perceived Value Vs. Effort



•High value / Moderate effort.
This update improves worker efficiency, transparency, and consistency by providing a familiar interface to manage and revise absences directly from the *Manage Absence* calendar and mobile app.
•It eliminates unnecessary navigation and speeds up the correction process, though a minor adjustment period may be needed for users accustomed to the old inbox workflow.

What you Need To Do



- **Nothing, this is an automatic update.** No configuration or manual action is required in production.
- Users can immediately begin utilizing the new *Edit* button and viewing the *Send Back Reason* directly within the Absence Entries view from the *Manage Absence* report.

Effective-Dated Service Dates in Absence

Current Challenges



Absence calculations that rely on service-date IVCs could previously reference service dates without consistently considering the effective date at the end of the calculation period. This could affect the accuracy of historical absence calculations for workers.

Our Perceived Value Vs. Effort



High value / No effort. The update improves the accuracy of historical Absence calculations by automatically using the service date effective as of the period end date, without requiring changes to existing configurations.

What you Need To Do



No action is required. Workday automatically updates the applicable IVCs to use the new effective-dated report fields, and existing Absence configurations using these IVCs do not need to be changed.

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Absence, Core Human Capital Management

Effective Dating for Service Dates

Current Challenges



Service date changes could not be effectively dated. When a worker's service date changed, for example, a correction or a historical adjustment, there was no easy way to track when that change actually took effect. Downstream impacts to calculations and reporting were negative, and historical reporting was more complicated because changes weren't always tied to clear effective dates.

Our Perceived Value Vs. Effort



This update brings effective-dated functionality to service date changes, allowing organizations to track changes over time without losing historical context. Admins can now correct effective dates directly, and reports gain effective-dated fields on the Worker Business Process business object.

The feature requires opting in via the new Use Effective Dating for Service Dates check box on Edit Tenant Setup - HCM. Once opted in, you cannot opt out. A conversion is automatic for those who opted in prior to 2026R2. Preview tenants will no longer be automatically opted in if you hadn't opted in previously.
High Value and Medium Effort.

What you Need To Do



•Opt in via the new check box on *Edit Tenant Setup - HCM* if you haven't already.
•Be aware that Preview tenants will no longer be automatically opted in if you hadn't opted in prior to 2026R2.
•Use the new *View As Of* field on the *View Service Dates* report.
•Use the *Correct* action on the Service Dates Change business process.
•Leverage the new *Effective Date for Service Dates* report field in custom reports.
•Add help text to your Service Dates Change process to guide users on choosing effective dates.

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Absence,
Time Tracking

Populate Position from Schedule on Time Offs

Current Challenges



Workers with multiple positions currently have to manually select the correct position when submitting time off, which can lead to errors and inaccurate payroll calculations.

Our Perceived Value Vs. Effort



High value / Low effort. Automatically populating the position from the worker's schedule reduces manual entry and helps ensure time off is recorded against the correct position. It also allows separate entries to be created when a worker is scheduled across multiple positions on the same day.

What you Need To Do



Enable Default Position from Schedule on the applicable Absence Table or Time Off configuration. Ensure the time off uses a position-based plan or requires a position on the request. Optionally enable Restrict Requests to Days to Include on Calendar to prevent requests for positions the worker is not scheduled for. If no action is taken, multi-position workers will continue selecting positions manually.

Assign Work Schedule Calendars by Position

Current Challenges



Work schedule calendars are currently assigned at the worker level, which can create limitations for workers with multiple positions and make it difficult to distinguish which schedule applies to each position.

Our Perceived Value Vs. Effort



High value / Moderate effort. Assigning schedules by position improves scheduling accuracy, supports more complex multi-position scenarios, and helps with accurate time and absence calculations.

What you Need To Do



Enable Work Schedule Calendar Assignment by Position in Edit Tenant Setup - HCM and enter the desired start date. Then configure the Assign Work Schedule and Assign Custom Work Schedule processes as needed. Optionally enable position display options to show position information on time blocks. If no action is taken, schedules will continue to be assigned at the worker level.

Daily Quantity Defaults and Time Off Request Validation for Position-Based Work Schedule Calendars

Current Challenges



Workers with multiple positions may have different work schedules, making it difficult to ensure time off requests are validated against the correct position-specific schedule.

Our Perceived Value Vs. Effort



High value / Low effort. The update improves the accuracy of time off calculations and validations for multi-position workers by using the schedule associated with the selected position. It also provides delivered calculations to automatically populate daily quantities and validate time off entries.

What you Need To Do



Enable Work Schedule Calendar Assignment by Position in Edit Tenant Setup - HCM and enter a start date. Existing time off plans and absence tables using the supported “Workdays” options will automatically use the position-specific schedule. If you want automated daily quantities or validations, configure the new position-based calculations on the relevant Time Off Plan or Time Off configuration.

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Absence, Scheduling, Time Tracking, Tracking Hub

Proration Based on Work Schedule Calendar

Current Challenges

One challenge with **Time Tracking** has been proration calculations based on **Work Shifts.**

This can create issues when workers have **multiple jobs or different hours reflected on their Work Calendar**.

Because the Work Shift may not accurately reflect these situations, the proration results can lack clarity and accuracy.
This update changes the proration calculation to use the Work Calendar instead, helping provide more accurate results for these Payroll scenarios.

Our Perceived Value Vs. Effort

Situations like this can be one reason organizations choose to use an external payroll system instead of relying entirely on Workday Payroll.

This update continues to improve **Time Tracking** by providing a more accurate way to calculate and reflect proration results.

It requires some configuration, but it can be a good step toward making Time Tracking more robust and reliable within Workday.

What you Need To Do

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How to Enable Proration Using Work Schedule Calendars
•Launch **“Edit Earning”** or **“Edit Deduction”** and select the pay component.
•Select **“Enable Proration Using Work Schedule Calendars.”**
•Under **“Calculation Proration,”** select **“Prorate Using Hours Worked”** or another available method.
•Click **OK** and **Done**.
•Ensure workers have an assigned **Work Schedule Calendar**.
•**Note:** Australia, Ireland, and the United Kingdom require additional configuration. If no changes are made, Workday will continue calculating proration based on **Work Shifts**.

UPAS Web Authentication and Passkey Support

Current Challenges



This update expands the available Workday login methods beyond OTP and username/password authentication. Users can now log in to Workday using **Web Authentication and Passcodes**, providing additional authentication options.

These methods offer **stronger protection against phishing** and can allow users to authenticate using **biometrics or a PIN**, depending on the authentication method configured.

Our Perceived Value Vs. Effort



With a small amount of security configuration, organizations can enable additional ways for users to log in to Workday. The effort is minimal compared to the additional security this update provides.

Users no longer have to rely solely on **username and password** as their only login method. **This is a significant improvement for both authentication security and the overall user experience.**

What you Need To Do



- To make these authentication methods available:
- Launch the **“Edit Tenant Setup – Security”** task.
- Find the **“WebAuthn (FIDO2)”** section and select **“Enable Web Authentication.”**
- Access the **“Manage Authentication Policies”** report.
- Add a new **Authentication Condition** to the **Default Rule for All Users**:
  - Enter an **Authentication Condition Name**.
  - Search for **Allowed Authentication Type**.
  - Add **“User Name Password”** and **“WebAuthn (FIDO2).”**
  - Click **Done**.
- Run **“Activate All Authentication Policies”** to activate the updated authentication policy.

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Benefits

Dependent Effective Dating

Current Challenges

Dependent information was not consistently effective-dated, making it harder to accurately track changes to dependent data over time and correct effective dates without restarting the entire dependent event.

Our Perceived Value Vs. Effort

High value / No effort. Effective dating improves the accuracy of dependent records, eligibility tracking, and reporting while allowing workers to correct effective dates before submission. The functionality is automatically available.

What you Need To Do

No configuration is required. Update training materials to explain the new effective-dating behavior and, optionally, add help text to the Dependent Event process to guide workers when selecting effective dates.

Custom Calculated Health Care Rates

Current Challenges



Health care rates had limited flexibility for organizations with complex or region-specific pricing and proration requirements, often requiring manual workarounds to calculate premiums accurately.

Our Perceived Value Vs. Effort



High value / Moderate effort. Custom calculations provide significant flexibility and can improve premium accuracy, but require calculation configuration, security access, and benefit plan setup.

What you Need To Do



Configure access to Set Up: Calculations - Generic, create a health care rate using Custom Calculated Amount, and build the required calculation using the Benefits calculation category and Workday-delivered IVCs. Attach the calculated rate to the applicable health care benefit plan and test the resulting premiums. If no action is taken, existing rate calculation functionality remains unchanged.

Dependent Field Expansion: Relocation Data

Current Challenges



Keeping as much relevant information about dependents, in the same system creates smoother management performance. Once information starts living outside Workday, reporting and compliance get complicated. It becomes harder to keep accurate records of which dependents relocated, when they arrived, or when they left during international assignments.

Our Perceived Value Vs. Effort



Value: High
This update introduces a new Dependent Relocation section in Workday, allowing organizations to track relocation data for dependents directly in the system.
The functionality supports effective dating, which means changes to relocation information can be tracked over time rather than overwritten.
The update also introduces new security domains to control access to dependent relocation data, new fields to capture relocation events such as arrival and departure dates, and reporting fields to support relocation analytics and integrations.
Effort: Moderate
Admins will need to configure security domains and enable the feature through localization settings.

What you Need To Do



First, configure security access for the new domains in the Benefits functional area:

- **Self-Service: Dependent Relocation**
- **Worker Data: Dependent Relocation**

Second, enable the feature through **localization settings**.
Once enabled, organizations can begin managing dependent relocation data directly in Workday.

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Benefits, Wellness Ecosystem, Wellness Insights, Wellness Partner Hub

Worker Data - Leave Management

Current Challenges



Wellness partners using the Connected Absence use case previously had limited access to configured leave management data through the Get Workers Data API. This could require custom integrations and make it harder to provide partners with accurate employment contacts, absence plan information, worked hours, earnings, and leave balances.

Our Perceived Value Vs. Effort



High value / Moderate effort. The enhancement provides more accurate and configurable leave data for wellness partners, but requires setting up eligibility rules, field overrides, and mappings for employment contacts, absence plans, and earnings.

What you Need To Do



Access Manage Wellness Partners > Data Center > Leave Setup and configure the required mappings for Employment Contacts, Sick Absence Plans, and Vacation Absence Plans. Then use Wellness Override to configure Leave Management Eligibility and any necessary field overrides. Optionally configure additional contact types, roles, and absence plans. If nothing is configured, partners using Connected Absence will not receive your organization-specific leave management mappings or eligibility criteria when using the API.

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Business Process

Invoke Agents from Business Process Framework

Current Challenges

There are situations where **complex tasks traditionally require manual intervention**, and Workday is continuing to expand its use of AI to help automate these processes. This update allows an **AI Service Agent to perform complex service steps within Business Processes**.

Users can configure an AI Service Agent to **perform specific service steps and interact with it as part of the Business Process**. The AI Agent still needs to be configured with the appropriate inputs and instructions so it knows what to do, but once configured, it can help **automate tasks that would otherwise require manual intervention**. **This is another step toward using AI to simplify and automate Business Process activities.**

Our Perceived Value Vs. Effort

Like mechanics and robotics, this update allows you to give an AI Agent a set of instructions and have it follow those steps within a Business Process. It's an exciting example of **AI-driven automation and innovation in Workday**. While it requires some setup and time to get familiar with, it opens the door to **automating more Business Process activities with less manual work.**

What you Need To Do

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To enable this feature:
•For **Workday Extend workers**, activate the **"Configure Business Process Agent"** task and create the required Agent Input for your tenant.
•Find the desired **Business Process** and edit its definition.
•Add the **"Invoke Agent"** Service Step and select the Agent created in the previous step.
•Open the **Configuration** section of the Service Step to configure the Agent.
•**Note:** Only Service Agents configured in the **"Configure Business Process Agent"** task can be selected.

Exclude Delegates in Custom Notification Routing

Current Challenges



- Previously, business process custom notifications were automatically routed to delegates, lacking the flexibility to exclude them.
- This posed a risk of inadvertently sharing sensitive or confidential business process information with individuals acting as delegates.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature provides greater control and security over confidential data by allowing organizations to prevent delegates from receiving custom notifications.
- It introduces a new checkbox across workflow notification tasks and reports, an indicator column on the Business Process definition, and a new report field for tracking.

What you Need To Do



- Enable the **Exclude Delegates in Notifications** checkbox on custom notification tasks (such as *Create Workflow Notification* or *Edit Workflow Notification*) when you want to restrict delegate access.
- Review your custom notifications grid on the *Notifications* tab of your business process definitions and utilize the new report field on the *Workflow Notification* business object if needed.

Object Transporter for Security Groups and Related Business Process Security Policies

Current Challenges



•Previously, migrating security groups and their associated business process security policy permissions between tenants required manual setup, increasing the risk of errors and consuming valuable time.

•Security administrators lacked an additive migration path through Object Transporter without risking accidental overwrites of existing target configurations.

Our Perceived Value Vs. Effort



•**High value / Moderate effort.** This feature saves time and reduces manual errors by enabling additive migrations of security groups and their event security policy permissions via Object Transporter.

•It enhances validation, supports internal audit processes, updates diff reports to show specific permissions, and includes safety guardrails against invalid security group types or disabled processing actions.

What you Need To Do



•Use **Object Transporter** to migrate desired security groups to the target tenant, keeping in mind that the migration is strictly additive and will not overwrite existing assignments.

•Review the updated diff report to verify the migrating event security policy permissions, and remember that security administrators must still manually remove any unwanted groups or permissions in the target tenant if needed..

Generate Document Step on Request Business Process

Current Challenges



Request business processes previously required separate manual steps or processes to generate documents, increasing administrative effort and the risk of delays or inconsistent record keeping.

Our Perceived Value Vs. Effort



High value / Low effort. This enables document generation directly within Request workflows, improving automation and consistency with relatively simple business process configuration.

What you Need To Do



Update the Request business process definition and add the Generate Document action step. Select the required document template and configure the appropriate security groups. If no action is taken, existing Request business processes continue to work as before.

Multiple Run As Users and Immediate UI Execution for BP-Status Triggered Orchestration

Current Challenges



BP status-triggered orchestrations previously relied on a single Run As User configuration and could require background processing, limiting flexibility when different conditions required different user contexts or immediate execution.

Our Perceived Value Vs. Effort



High value / Moderate effort. Multiple Run As User configurations provide greater flexibility, while immediate UI execution improves responsiveness, but configuration and security setup are required.

What you Need To Do



Access Configure Orchestrations from the applicable business process and add separate Run As User configurations with the appropriate condition rules. Ensure the required Set Up: Tenant Setup - Business Processes security access is available. Existing orchestrations remain unchanged if no configuration is added.

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Case Management

Case Agent

Current Challenges



Case solvers may spend significant time manually classifying, assigning, and reviewing cases, which can lead to reassignment, uneven workloads, and additional effort when handling complex or long-running cases.

Our Perceived Value Vs. Effort



High value / High effort. Case Agent can automate classification and assignment and generate AI summaries, improving case triage and workload distribution, but requires agent, security, ISU, and service team configuration.

What you Need To Do



Register and configure Case Agent through the Agent Management Hub, enable the applicable skills, and configure their security groups. For Case Assignment, create an ISU and security group, configure the required Help Case and worker data domains, and use Maintain Case Agent Skills to select service teams and excluded roles. Review case type names and descriptions before enabling classification.

Case Collaboration in Workday Help

Current Challenges



Case solvers had limited ability to collaborate on cases across service teams or with external collaborators without changing the case owner, making cross-team support less efficient.

Our Perceived Value Vs. Effort



High value / Moderate effort. This improves collaboration and case visibility while maintaining privacy controls but requires security and tenant configuration.

What you Need To Do



Update the Help Case Data domain security, activate the pending security changes, and enable Case Sharing in Edit Tenant Setup - Help for non-confidential cases. Once enabled, solvers can share cases and access them through the new Shared With Me tab.

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Cloud Connect for Third Party Payroll, Global Payroll Connect

Payroll Effective Change Interface Integration

Current Challenges



PECI integrations needed to identify workers with multiple positions. Lack of visibility into additional jobs.

Our Perceived Value Vs. Effort



Value: Medium
Improves payroll integration support for workers with multiple positions. Assuming the integration is in use.
Effort: Low
New field attribute is available in the integration template.

What you Need To Do



- Update PECI integrations to use the new *Worker Has Additional Jobs* field attribute.

Data Changes on Demand REST API

Current Challenges



DCOD REST API integrations needed to identify workers with multiple positions. Lack of visibility into additional jobs.

Our Perceived Value Vs. Effort



Value: Medium
Improves third-party payroll integrations with more precise worker and position-level data. Assuming the integration is in use.
Effort: Low
New field attribute is available in fieldSetVersion v2.

What you Need To Do



- Update DCOD REST API integrations to use the new *Worker Has Additional Jobs* field attribute.

Additional Payroll Data Enhancements

Current Challenges



One frustrating aspect of the **Additional Payroll Data** task was working with attachments received from outside vendors. Previously, users could receive these attachments but could not download or interact with them, which often required additional manual work.
With this update, users can now **download, re-upload, and complete templates** directly within the task, making the process much more efficient.
Another small but helpful improvement is that **field groups can now be collapsed**, allowing users to hide unnecessary information and focus only on the data they need.
Overall, these are small updates, but they make the **Additional Payroll Data** task less frustrating and more user-friendly.

Our Perceived Value Vs. Effort



For an automatic update, this is a fantastic improvement, as it adds options to the task that were previously unavailable.
The **collapsible field groups** and the ability to **download, interact with, and re-upload templates from outside vendors** are both great additions.
These changes reduce manual work and make the task much easier to navigate and use.

What you Need To Do



This is an automatic Update and needs to action to be applied.

Worker Effective Change Interface Integration

Current Challenges

The **Worker Effective Change Interface (WECI)** integration compiles information about worker changes, including effective dates, so having complete worker information is important.
Previously, the integration did not indicate whether a worker had **additional jobs**, which could limit the information available.
This update adds a new **"Worker Has Additional Jobs"** field, allowing the integration to indicate whether the worker has additional positions.

Our Perceived Value Vs. Effort

With a simple integration attribute update, WECI can now include additional job information when a worker has more than one job.
This eliminates the need for additional configuration or manual work to capture this information. **A small change that provides more data with minimal effort.**

What you Need To Do

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How to Enable the New Field

- Go to your **Worker Effective Change Interface** integration.
- Navigate to **Integration System > Configure Integration Attributes**.
- In the **Worker Status** section, enable the **"Worker Has Additional Jobs"** field.
- **Once enabled, WECI will include this information for workers with additional jobs.**

Report Trailing Payments to Prior Pay Groups with PECI

Current Challenges



One limitation of the **PECI integration** was that changes were applied only to the worker's **current pay group**.

This meant that if a one-time payment needed to be applied to a **previous pay group**, users had to manually update the worker and enter the payment using a date prior to the pay group change.

This update addresses that limitation by adding effective-dated fields, allowing PECI to apply retroactive payments to previous pay groups automatically.

Our Perceived Value Vs. Effort



This update is a great improvement, as only minimal integration configuration is required to apply one-time payments to the correct pay group.
Previously, this was not possible through the integration, requiring users to **manually apply one-time payments worker by worker** to ensure they were assigned to the correct pay group.
For most users, this may not be a major change. However, if you have the **PECI integration** configured, this is a significant improvement because it **automates a process that previously had to be completed manually.**

What you Need To Do



How to Configure the New PECI Fields

- Go to the **PECI integration** and navigate to **Integration System > Configure Integration Services**. Enable the **"Report Changes After Pay Group Removal"** integration service.
- Navigate to **Integration System > Configure Integration Attributes**.
- Locate **"Report Changes After Pay Group Removal Number of Years Limit"** and select the number of years the integration should consider.
- Locate **"Override Compensation One-Time Payment Assignment Date"** and select **Effective Dated**. This allows the integration to use the payment's effective date and apply the one-time payment to the **pay group the employee belonged to on that date**.

INTEGRUM

Compensation

Compensation Step Adjustment Mass Operation Management

Current Challenges



Mass compensation step adjustments previously required more manual processing, making it harder to apply percentage- or amount-based changes consistently across large populations and generate the related compensation events.

Our Perceived Value Vs. Effort



High value / Moderate effort. This streamlines large-scale compensation adjustments, improves accuracy, and can automatically generate PARs for U.S. Federal customers, but requires security and mass operation configuration.

What you Need To Do



Create the appropriate segment-based security group and grant access to Compensation Step Adjustment and Mass Operation Management. Then configure the Compensation Step Adjustment mass operation, select an Input Report such as the delivered Active Compensation Steps report, and define the applicable compensation package/grade/step. U.S. Federal customers should also configure the PAR option if needed.

Simultaneous Compensation Changes Using Mass Compensation Actions During In Progress Change Job Event

Current Challenges



Mass compensation actions could not process workers with an in-progress Change Job event, making it difficult to handle overlapping effective-dated compensation changes while staffing events were still in progress.

Our Perceived Value Vs. Effort



High value / Moderate effort. This provides greater flexibility for overlapping compensation changes and improves visibility into potentially affected workers but requires configuration and optional reporting.

What you Need To Do



Opt in through Maintain Functionality for Staffing Transactions for each applicable mass compensation action and define the security groups that can use it. Optionally create a report using Simultaneous Events During Employee Compensation Event to audit affected workers and review out-of-order compensation considerations. If no action is taken, there is no change to existing behavior.

Simultaneous Compensation Changes Using Request Quality Step Increase and Request Compensation Change

Current Challenges



Workers with an in-progress Request Compensation Change (RCC) or Request Quality Step Increase (QSI) could not initiate the other compensation process, limiting the ability to handle overlapping pay changes.

Our Perceived Value Vs. Effort



High value / Moderate effort. This provides greater flexibility for simultaneous compensation changes and supports ad-hoc pay adjustments but requires tenant configuration and consideration of out-of-order events.

What you Need To Do



Opt in through Maintain Functionality for Staffing Transactions to allow QSI during an in-progress RCC and/or RCC during an in-progress QSI. Configure the appropriate security groups and optionally enable RCC through web services. If no action is taken, existing validation remains unchanged.

Stock Vesting Schedule Enhancements

Current Challenges

Stock vesting schedules were often maintained as free-form descriptions, requiring manual calculations or external spreadsheets to determine vested and unvested shares at specific dates.

Our Perceived Value Vs. Effort

High value / Moderate effort. Structured vesting schedules improve calculation accuracy, reporting, and employee visibility, but require configuration of existing schedules and vesting tranches.

What you Need To Do

Access Maintain Stock Vesting Schedules and configure the new Stock Vesting Schedule Detail with the applicable vesting tranches, percentages, intervals, and optional rounding rules. Review existing schedules and test the calculated vested and unvested shares before using the functionality in production.

INTEGRUM

Compensation, Advanced Compensation

Compensation Plan Rollout Process

Current Challenges



Compensation rollout results were previously less accessible, making it harder to quickly identify which positions and employees were eligible or received a compensation plan during the rollout process.

Our Perceived Value Vs. Effort



Medium value / No effort. The new reporting capabilities provide better visibility into compensation rollout results and eligibility while improving the experience for reviewing completed rollout processes.

What you Need To Do



No configuration is required. The new View Eligible Employees link and reporting capabilities are automatically available. You can use the new report and report data source for reviewing rollout results or creating custom reports as needed.

INTEGRUM

Core Human Capital Management

Change Personal Information with Attachments Using Self-Service Agent

Current Challenges



The Self-Service Agent previously could not support Change Personal Information requests that required attachments, limiting its ability to complete requests that needed supporting documentation.

Our Perceived Value Vs. Effort



High value / Moderate effort. This expands self-service capabilities and reduces manual processing, but requires Self-Service Agent, skill, security, and file type configuration.

What you Need To Do



Set up the Self-Service Agent, enable the ESS - Human Capital Management - Advanced skill, and provide access to the Worker Data: Public Worker Reports domain. In Edit Tenant Setup - System, configure allowed file types. Users must upload the attachment in the same message as their change request.

Change Personal Information New User Experience

Current Challenges

The existing Change Personal Information experience was less guided, with less intuitive field organization and legacy field-level help text, increasing the potential for data entry errors and making the process less consistent across users.

Our Perceived Value Vs. Effort

High value / Moderate effort. The redesigned workflow improves usability, provides clearer review and confirmation of changes, and introduces Quick Tips, but requires feature opt-in and potential updates to existing help text.

What you Need To Do

Opt in to Change Personal Information - New User Experience through Maintain Feature Opt-Ins. Review existing field-level help text and recreate it using Quick Tips if needed. For onboarding, ensure Change Personal Information is the only task in its Tasks step for the new experience to apply.

Form I-9 for Mismatched Employment Dates

Current Challenges



Form I-9 processing could allow the Hire Date and First Day of Employment to differ without clearly guiding users when an overdue reason was required.

Our Perceived Value Vs. Effort



Medium value / No effort. The warning helps users identify mismatched employment dates and supports more accurate I-9 processing without configuration.

What you Need To Do



No action is required. Workday automatically displays a warning when the First Day of Employment is more than 3 days after the worker's hire date, prompting the user to enter an Overdue Reason.

Language Support for Talent Highlights

Current Challenges



Talent Highlights had limited language support, creating barriers for organizations with multilingual workforces and limiting the ability to use AI-generated talent insights consistently across languages.

Our Perceived Value Vs. Effort



Medium value / Low effort. Expanded language support improves accessibility and adoption for multilingual organizations, with minimal configuration required.

What you Need To Do



Set up Talent Highlights and configure any desired location exclusions through Edit Tenant Setup - HCM. Establish a process for reviewing and verifying AI-generated content before use. If Talent Highlights is already enabled, the additional language support becomes available automatically.

Change Job New User Experience Initiation Improvements

Current Challenges



The previous Change Job initiation experience could create unnecessary in-progress events and require multiple submission steps, adding complexity to the workflow.

Our Perceived Value Vs. Effort



Medium value / No effort. The streamlined experience reduces unnecessary events and simplifies Change Job initiation without requiring configuration.

What you Need To Do



No configuration is required. The new workflow is automatically available for Change Job templates using the enhanced user experience. Consider updating training materials to reflect the new initiation flow and the updated Move to New Manager experience.

Override Change Job Field Access Using Security Groups

Current Challenges



Change Job field access was primarily controlled through broader security and optional field configurations, limiting the ability to grant specific security groups access to individual fields on Change Job templates.

Our Perceived Value Vs. Effort



High value / Low effort. This provides more granular control over Change Job field security and can better support different user roles, with the feature automatically available.

What you Need To Do



Review the Change Job Template Field Security tab in Maintain Functionality for Staffing Transactions and update security groups for specific fields as needed. Pay particular attention to the Position, Create Position, and Job Requisition fields and compare the configuration with the existing Staffing Actions: Select or Create Position security.

Enhanced Change Job Experience Conversion

Current Challenges



The legacy Change Job experience is being retired and converted to the Enhanced Change Job Experience. This can impact existing templates, security configurations, Quick Tips, field visibility, and in-progress Change Job events, especially where current security is based on the legacy staffing domains.

Our Perceived Value Vs. Effort



High value / Moderate effort. The conversion is automatic, but reviewing and validating the resulting templates, security, field configurations, and workflows requires testing to ensure the new experience preserves the intended user access and processes.

What you Need To Do



Test Change Job workflows in Preview, review the conversion results and security configuration, and make any required adjustments before Production. Pay particular attention to active Change Job templates, Change Organization Assignments security, and Quick Tips, which must be reconfigured for the enhanced experience. The conversion runs automatically in Production on September 19, 2026, so doing nothing does not prevent the change.

Future-Dated Change to Unique Custom Organizations

Current Challenges



Future-dated changes to a position's unique custom organization could previously cause an error when processed through Change Job, Change Organization Assignments, or Edit Position.

Our Perceived Value Vs. Effort



Medium value / No effort. This is a technical fix that improves the reliability of future-dated organizational changes without requiring configuration.

What you Need To Do



No action is required. The issue is automatically corrected in the 2026R2 release. Continue using the affected web services as needed for future-dated unique custom organization changes.

U.S. Federal - Personnel Action Request Payroll Status Indicator

Current Challenges

PARs previously had limited status options, making it harder to accurately track payroll integration issues and resend processed requests when needed.

Our Perceived Value Vs. Effort

Medium value / No effort. The additional statuses and resend options provide better visibility and control over PAR processing and integration errors without requiring configuration.

What you Need To Do

No configuration is required. The new Not Ready, Sent with Errors, and Processed statuses and the EHRI, eOPF, and Payroll resend fields are automatically available to users with the appropriate security access.

U.S. Federal: Mass Cancel and Mass Correct for Personnel Action Requests

Current Challenges

U.S. Federal customers previously had to cancel or correct Personnel Action Request events individually, creating significant administrative effort when large numbers of events required changes.

Our Perceived Value Vs. Effort

High value / Moderate effort. Mass cancellation and correction significantly reduces manual work by allowing administrators to process multiple PAR events at once, with support for bulk or individual edits.

What you Need To Do

Configure the Mass Cancel Personnel Action Request and Mass Correct Personnel Action Request actions, enable the Mass Action Events domain, and configure the related business process and security. Once configured, administrators can perform mass actions directly from Find Personnel Action Requests. If no action is taken, PAR events must continue to be cancelled or corrected individually.

U.S. Federal: Post-Separation Personnel Action Request Data

Current Challenges



After a U.S. Federal worker separates, processing a one-time payment could result in incomplete or missing position information on the related PAR, SF-50, and SF-52.

Our Perceived Value Vs. Effort



High value / No effort. The update automatically uses the worker's last-held position at termination to populate relevant personnel action data, improving record accuracy and supporting compliance and audit requirements.

What you Need To Do



No configuration is required. Confirm that the applicable Nature of Action (NOA) codes for post-separation one-time payments are active and correctly mapped. Otherwise, Workday automatically applies the enhancement to the Request One-Time Payment process.

Worker Addresses Purgeable Data Type

Current Challenges



Organizations previously had limited ability to permanently remove worker home and work addresses through a dedicated purgeable data type, making it harder to support certain data protection and retention requirements.

Our Perceived Value Vs. Effort



High value / Moderate effort. The new PDT provides greater control over address data and supports privacy and compliance requirements, while built-in validations help prevent purges that could disrupt benefits, payroll, compensation, or other processes.

What you Need To Do



Create or update a Purge Plan and add the Worker Addresses PDT, then review the applicable validations before running the purge. Because purging is permanent and irreversible, Workday recommends testing in a Sandbox first. If no action is taken, there are no changes to the existing tenant behavior.

U.S. Federal: Personnel Action Requests on Union Membership Event

Current Challenges



U.S. Federal customers previously could not integrate Personnel Action Requests directly with Union Membership Events, limiting the ability to manage and correct union-related personnel actions within the PAR framework.

Our Perceived Value Vs. Effort



Medium value / Moderate effort. This enhancement provides better integration between Union Membership Events and Personnel Action Requests, including correction and consolidation capabilities. It is primarily relevant to U.S. Federal customers.

What you Need To Do



Add Personnel Action Request as a sub-process to the Union Membership Event business process and configure the necessary security and consolidated template if applicable. For web services, update the Manage Union Membership operation to version 47.0. If no action is taken, PARs cannot be initiated as part of Union Membership Events.

U.S. Federal: Personnel Action Request Sequence Alerts

Current Challenges

U.S. Federal customers could have multiple Personnel Action Request events for the same worker with the same effective date and sequence number, creating potential processing conflicts and data integrity issues.

Our Perceived Value Vs. Effort

Medium value / No effort. The enhancement helps prevent duplicate sequence numbers and supports more consistent PAR processing, with no configuration required.

What you Need To Do

No action is required. Workday automatically displays alerts and prevents applicable PAR events from being processed when they have conflicting effective dates and sequence numbers. If needed, correct the PAR to update its sequence number.

U.S. Federal - Personnel Action Request Business Process Consolidation

Current Challenges



U.S. Federal customers had to wait for the Personnel Action Request sub-process to initiate before entering or viewing PAR details, limiting visibility into staffing events and requiring additional process steps.

Our Perceived Value Vs. Effort



High value / Moderate effort. Consolidation improves visibility and streamlines PAR workflows, especially for Hire and Change Job, but requires business process, security, and template configuration.

What you Need To Do



Configure Personnel Action Request as a consolidated sub-process on the applicable parent business processes, add the Review Personnel Action Request step and required security groups, and update Change Job templates if applicable. For Hire and Change Job, ensure users have the necessary permissions to view and modify PAR fields.

Correct Change Job - Editable Fields Configuration

Current Challenges

Users with access to Correct Change Job could edit Supervisory Organization, Position, and Headcount Option without specific control over who should have access to these fields.

Our Perceived Value Vs. Effort

Medium value / Low effort. This provides more granular control over correction access and keeps the existing experience by default, with minimal configuration required.

What you Need To Do

Review Edit Supervisory Organization, Position, and Headcount on Correct Change Job under Maintain Functionality for Staffing Transactions and configure the appropriate security groups. Also confirm the fields are configured as needed in Configure Optional Fields. If no action is taken, the current access remains unchanged.

U.S. Federal: Report Fields for Personnel Action Request Variables

Current Challenges

U.S. Federal customers had to manually enter Nature of Action, Legal Authority, and Remark values, increasing administrative effort and the risk of inconsistent or inaccurate personnel action documentation.

Our Perceived Value Vs. Effort

High value / Moderate effort. Automatically defaulting PAR values from existing report fields improves accuracy and standardization, but requires configuration of the applicable codes and parameters.

What you Need To Do

Access Personnel Action Request Setup, configure the applicable Nature of Action, Legal Authority, or Remark codes, and select Report Field as the data type using the appropriate report fields from the Personnel Action Request Event business object. For integrations, update the applicable Staffing web services to v47.0 or later.

Get Workers REST API

Current Challenges

Applications using the Get Workers REST API had limited ability to search for workers by email and could not retrieve pre-hire records, making it harder to identify existing pre-hires and prevent duplicate records.

Our Perceived Value Vs. Effort

Medium value / No effort. The additional email filter and pre-hire ID improve API search capabilities and support duplicate prevention without requiring configuration.

What you Need To Do

No action is required. The enhancement is automatically available across all versions of the Staffing REST service. Existing integrations can optionally use the new email filter and pre-hire ID in their responses.

U.S. Federal - Mapping Options for PAR Agency Fields

Current Challenges



Workday enhances the process for populating agency-specific fields on the SF-50 form. Previously, manual entry of agency fields was time-consuming and error-prone. There was no ability to default values based on rules, leading to inconsistent data.

Our Perceived Value Vs. Effort



High Value and Medium Effort.
This update enables you to configure rules to default values into agency fields, replacing time-consuming manual entry and improving accuracy.

Requires setting up calculated fields and mapping them in the Maintain Staffing Field Defaults task.

What you Need To Do



- Configure calculated fields on the Personnel Action or Action Event business object.
- Map those fields to the new agency fields (25, 40–44) in the *Maintain Staffing Field Defaults* task on the Personnel Action Request tab.
- Train HR staff on how to edit or delete defaulted values if needed.

Job Profile Queries in Workday Graph API Schema

Current Challenges



Workday Extend apps had limited access to job profile data via Graph API. Developers needed more fields and prompt folders to build comprehensive apps.

Our Perceived Value Vs. Effort



Value: Medium to High, Low Effort for users, Medium for developers.
Expands Graph API capabilities, enabling richer Extend apps without custom integrations.
Requires updating Extend apps to use new fields and prompt folders. Security configuration needed for new fields.

What you Need To Do



- Developers: Update Extend apps to leverage new fields (e.g., jobClassification, managementLevel) and prompt folders (e.g., restrictToCountry, workersCompensationCode).
- Security admins: Use the View Security for Securable Item report to configure access to new fields.

INTEGRUM

Core Human Capital Management, Career and Development, Growth and Mobility, Performance Enablement

Prompt Updates for AI-Generated Development Items

Current Challenges



AI-generated development item descriptions were inconsistent with other AI prompts in Workday. Workers and managers could not preview AI content before applying it.

Our Perceived Value Vs. Effort



Value: Medium to High
Improves user experience, consistency, and trust in AI-generated content. Allows preview, insert, replace, or regenerate before committing.
Effort: Low
UI changes are automatic. No configuration required.

What you Need To Do



- No action required. Inform workers and managers of the new preview and source visibility features.
- Update internal guides if they reference the old "Generate with AI" and "Modify with AI" buttons.

INTEGRUM

Core Human Capital Management, Compensation

Mass Job Change

Current Challenges



Mass Change Job processing relied on Mass Actions Worksheets, which provided less flexibility and scalability for high-volume updates and required more manual processing.

Our Perceived Value Vs. Effort



High value / High effort. Mass Job Change supports up to 5,000 workers, real-time validations, delta views, approvals, comments, and out-of-order processing, but requires significant security, business process, template, and feature opt-in configuration.

What you Need To Do



Opt in to Mass Job Change through Maintain Feature Opt-Ins, configure the required domain and business process security, and update Change Job templates and consolidated templates as needed. Optionally configure review/approval, mass comments, out-of-order processing, and Propose Compensation Change. Once opted in, you cannot return to Mass Actions Worksheets, and Mass Job Change will replace them for mass Change Job processing in 2027R1.

INTEGRUM

Core Human Capital Management, Integration, Workday Extend

Skills to Develop on Development Items SOAP APIs

Current Challenges



No way to create, retrieve, or update "Skills to Develop" on development items via SOAP APIs.
Skill development activities were harder to manage and analyze at scale.

Our Perceived Value Vs. Effort



High for talent focused organizations.

Medium effort Requiring integration updates to v47.0 and testing of EIBs. Enables mass load and retrieval of skills on development items via EIB integrations. Enhances skills-based talent development.

What you Need To Do



- Update integrations to use v47.0 of *Get Development Items* and *Put Development Item*.
- Build or modify EIBs to mass load and retrieve development items with up to 3 skills each.
- Refer to the SOAP API Change Log for details.

INTEGRUM

Core Human Capital Management, Learning

Learning Courses Linking to Development Items

Current Challenges



Development goals and Learning catalog courses were disconnected. Managers and employees lacked a clear path to link development goals with specific training. Federal agencies needed to report on planned training for compliance and budget planning.

Our Perceived Value Vs. Effort



High Value and Medium Effort
Integrates development planning with learning, improves reporting, and supports compliance. Applies segmented security at field level.

Requires enabling the new Learning field via *Configure Optional Fields* for View Development Items. Then update reports, tasks, and possibly SOAP web services.

What you Need To Do



- Enable the new *Learning* field on development items using the *Configure Optional Fields* task.
- Review and update reports (e.g., *My Development Items*) and tasks (e.g., *Create Development Item*).
- If using SOAP web services, update integrations to support linked learning courses.
- Train managers and employees on how to link courses to development goals.

INTEGRUM

Core Payroll

Request Edit Payroll Inputs Business Process

Current Challenges



Currently payroll inputs can be modified without overview. While changes can always be traced and audited in Workday, with this new Business Process, any changes necessary can happen with better control and overview.

Our Perceived Value Vs. Effort



Payroll partners can now edit unprocessed and eligible ongoing payroll inputs, with supervision from the payroll admin.
With this:

- The risk of unauthorized and unaudited payroll modifications is reduced.
- Payroll Admins gain full visibility and control over proposed changes to payroll inputs.

This is very high value with medium effort. It's a new Business Process which requires configuration.

What you Need To Do



First the payroll team member needs **View** and **Modify** access to the **Worker Data: Payroll (Payroll Input)** domain to initiate and review requests.

Afterwards the Business Process needs to be configured.

The payroll partners can now send requests for changes, even via related actions: **Edit Payroll Input, Request Edit Payroll Input, or Request Delete Payroll Input.**

These request trigger a task for the Payroll Admin who can approve them or not.

Payroll Instance Value Calculations for Work Schedule Calendars by Position

Current Challenges

Payroll calculations for workers with multiple positions or midperiod staffing changes were less accurate. Work schedule calendars were not position-specific.

Our Perceived Value Vs. Effort

Enables accurate payroll processing for workers with multiple positions. Part of a phased initiative across Absence, Payroll, and Time Tracking.

Requires creating custom calculations using new position-based IVCs. Configuration of position-based time off entries is recommended.

It's High Value, Medium Effort.

What you Need To Do

- Use the new position-based IVCs to create custom payroll calculations.
- Configure position-based time off entries for workers with multiple positions.
- Test calculations for accuracy.

Exclude Workers from Retro Pay Calculation

Current Challenges



Currently, when running the **“Run Retro Pay Calculation”** task, there is no option to select which employees should or should not be included.
This can cause the task to identify errors for employees who should not be included in the retro pay calculation, potentially obstructing the process.
With this update, users can now **select which workers should be excluded from the Retro Pay Calculation task**, providing more control over which employees are included in the process.

Our Perceived Value Vs. Effort



This automatic release is a great addition, as it gives users more flexibility to exclude workers when running the task and helps prevent unnecessary errors from obstructing the process.
One thing to keep in mind: excluded active workers will appear again in the next run, while excluded terminated workers will remain excluded.
It may take some time to get used to, but this is a helpful improvement to a previously restrictive and sometimes frustrating task.

What you Need To Do



Nothing, this is an automatic update and no action is needed.

Payroll Processing Conflict Restrictions

Current Challenges



One concern with Payroll was that when running the "Cancel Pay Complete" or "Payroll On Demand Pay Calculation" job tasks, other payroll tasks could still be run for the same worker, potentially resulting in issues and requiring manual corrections. This update helps prevent these situations by restricting other payroll tasks from being run while either of these tasks is in progress for a worker.
This provides an additional safeguard for payroll processing and helps maintain data consistency and stability.

Our Perceived Value Vs. Effort



A great addition to payroll, as there have been cases where, while waiting for a task to finish, someone would run another payroll task for the same worker and impact the results. This could require manual reversals and corrections, potentially creating additional issues and concerns.
With little to no configuration required, Workday now provides a safeguard to help prevent these situations from happening in the future.

What you Need To Do



Nothing, this is an automatic update. Nevertheless, to launch the new payroll result, you must either complete the previous one or cancel it.

Advanced Lookup Table Snapshot Selection

Current Challenges



One challenge with **lookup tables containing large amounts of data** is that they can take a long time to load, making the system feel slower. This can be especially noticeable with **Payroll reports**, which often manage large volumes of data.

This update helps alleviate the issue by adding an **Advanced** option to Lookup Tables, allowing users to select a specific **snapshot** when working with advanced lookup tables. This provides a faster experience when viewing or modifying data, particularly for **Payroll Administrators**.

The option to run and view the full lookup table is still available when needed.

Our Perceived Value Vs. Effort



With a simple configuration, Payroll teams can have a faster and less frustrating experience when working with Advanced Lookup Tables containing large amounts of data.

The setup requires **minimal effort** and can save time when viewing or modifying data. **It's a small configuration that is worth setting up to give Payroll Administrators a faster and more efficient option.**

What you Need To Do



- Launch the **"View/Edit Lookup Table"** task.
- From the **Lookup Table** prompt, select the **Advanced Lookup Table** you want to configure.
- In the **"Advanced Lookup Table Snapshot"** field, select the **snapshot of data** you want to display.
- Click **OK**.

With this configuration, the Advanced Lookup Table will display only the data from the selected snapshot.

Pay Accounting Reallocation

Current Challenges



This update introduces a new **“Run Pay Accounting Reallocation”** task, which allows users to run **multiple retroactive pay reallocations**.

The new task makes it possible to **correct accounting for completed payroll results** and apply large-scale corrections starting from a specified date.

This reduces the need for manual intervention and allows accounting corrections to be applied to multiple workers, even across different pay periods.

Our Perceived Value Vs. Effort



This update is a great improvement, as it automates a task that has traditionally required a significant amount of manual work.

With the appropriate **domain configuration**, authorized users can launch the new task and make **mass retroactive accounting corrections easier, faster, and more efficient**, with less manual intervention.

Overall, the configuration effort is worth it for the time and manual work this update can save.

What you Need To Do



- Launch the **“Maintain Payroll Accounting Options”** task and locate the **“Enable Payroll Accounting Reallocation”** setting and activate it.
- Update the **security policy** and add the **“Process: Run Payroll Accounting Reallocation”** domain to the appropriate security groups that will run this task.
- Ensure the updated security policy is activated so the authorized users can run the task.

INTEGRUM

Core Reporting

Composite Reporting Subtotals and Totals on Combine Data Rows

Current Challenges

Composite reports previously required manually defined subtotal rows, creating additional build and maintenance effort and increasing the risk of outdated totals when data changed.

Our Perceived Value Vs. Effort

High value / No effort. Automatic subtotals and grand totals reduce report maintenance and ensure totals stay aligned with current data.

What you Need To Do

No setup is required. When creating or editing a Combine Data row in a composite report, select Enable Subtotals/Totals, choose the applicable control fields, and configure the desired row display.

Report Processing Time Estimates on Notify Me Later

Current Challenges



Users previously had limited visibility into how long a report would take to finish, making it difficult to decide whether to wait for the report or continue working while it processed.

Our Perceived Value Vs. Effort



Medium value / No effort. Dynamic processing estimates and real-time status updates improve the user experience without requiring configuration.

What you Need To Do



No action is required. The enhanced Notify Me Later dialogue automatically provides estimated completion times and status updates for eligible reports that take more than 15 seconds to process.

INTEGRUM

Globalization

Time Zones

Current Challenges



- Previously, reporting, events, and date-driven warnings or errors did not fully reflect a user's local time zone when transactions occurred outside of Pacific Standard Time.
- Maintaining accurate real-time data across multiple global geographies and time zones lacked a consistent, unified processing experience.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature improves the accuracy of real-time data processing for users across multiple geographies by evaluating transactions based on the processing user's local time zone.
- It introduces automatic feature enablement schedules, specific new report fields to maintain legacy behavior if opted in, and dedicated testing reports to identify impacted areas.

What you Need To Do



- Review the new testing reports—such as *Integration Systems for Time Zone Testing*, *Custom Reports for Time Zone Testing*, and *Report Fields for Time Zone Testing*—during your preview window to identify areas requiring attention.
- Check your status on the *Maintain Feature Opt-Ins* report regarding the *Workday 32 - Time Zones* and *Workday 2025R1 - Time Zones* features, and utilize the new global report fields if you need to retain pre-feature behavior.

INTEGRUM

Growth and Mobility

Unified Skills Experience

Current Challenges



- Previously, the user experience for viewing and interacting with skills varied significantly across different product areas in Workday.
- Users lacked a uniform interface to manage talent data and obtain contextual information about their skills.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature establishes visual uniformity across Workday features and provides employees with contextual information about their skills to better understand what each skill represents.
- It introduces interactive skill elements (skill pills) with dropdown menus, slide-out panels for worker profiles, real-time suggested skill exploration in the *Edit Skills* task, and alphabetical sorting.

What you Need To Do



- Explore the updated Skills section on worker profiles and the *Edit Skills* task to familiarize yourself with the new slide-out panels and dropdown options (such as *View Details*, *View Sources*, and *View Skill Level*).
- Ensure that individual features like Skills Cloud descriptions, categories, learning suggestions, and flex teams are enabled in your tenant to fully populate the new *Skill Pill Detail* report.

INTEGRUM

Growth and Mobility, Career and Development, Performance Enablement

Additional Inputs for Job Suggestions in Opportunity Marketplace

Current Challenges



- Previously, job opening suggestions in the Career Hub and Opportunity Marketplace had limited inputs, making it difficult to deliver fully tailored recommendations based on a worker's background.
- Workers received suggestions that did not comprehensively leverage inferred skill experience from past job histories, job interests, or broader job family groups.

Our Perceived Value Vs. Effort



- **High value / Low effort.** This update makes job opening suggestions far more relevant and tailored to a worker's role, interests, and skillsets.
- It expands recommendation inputs by inferring skill experience directly from job histories and incorporating job interests, job families, and job family groups without automatically excluding external openings.

What you Need To Do



- **Nothing, this is an automatic update.** No configuration or manual action is required in production.
- Workers will automatically begin seeing enhanced and more relevant job opening suggestions in the *Job Openings Based on Your Current Job Skills* section within the Career Hub and Opportunity Marketplace.

Career Hub

Current Challenges



- Previously, career exploration, performance tasks, and development activities were fragmented across different areas, lacking a unified self-service destination.
- Organizations and workers lacked centralized management and easy findability for talent, development, and performance workflows within a single hub.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature expands the Career Hub into a centralized location combining performance, development, career planning, and internal mobility.
- It improves user experience and findability, adds an Overview page with summary cards (Goals, Development Items, Recent Feedback, and Interests), customizes navigation sections, and makes the hub available for organizations not using Skills Cloud.

What you Need To Do



- Review the new security domain (*Self-Service: Career Hub Talent and Performance*) and ensure appropriate access policies are assigned to employees and contingent workers.
- Utilize the *Maintain Hubs* report to customize *Suggested Links* and check the updated *Get Started with Career Hub* Home page card (`Grow Your Career`).

INTEGRUM

Growth and Mobility, Talent Acquisition

External Career Site: Military Skills Mapper

Current Challenges



- Previously, external career site applicants with U.S. military experience lacked an automated way to translate specialized military acronyms and terminology into civilian skills.
- Hiring teams faced difficulties recognizing qualified candidates quickly, and recruiters had to manually cross-reference military codes or rely on specialized external recruiters.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature utilizes a large language model (LLM) to suggest civilian-equivalent Skills Cloud skills, improving the candidate experience and helping hiring teams identify qualified applicants.
- It streamlines the application process by generating up to 10 skill recommendations based on work history and job postings, giving candidates full control to review, edit, or remove suggestions before submission.

What you Need To Do



- Enable **Skills Cloud** and include the Work Experience and Skills sections on your job application template.
- Access the *Create External Career*
- *Site* or *Edit External Career Site* tasks, and select the **Enable Military Skills Mapper** check box under the *Apply-Background* section.

Team Highlights Updates

Current Challenges



- Previously, managers relied on a rigid *Team Highlights* layout on the Home page, limiting flexibility and organization for tracking team needs.
- Administrators lacked full control to publish, customize, and streamline individual manager insight cards across web and mobile platforms.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature improves manager visibility and simplifies administration by replacing rigid layouts with a flexible *My Team* widget and surfacing critical insights higher in *Daily Brief* (formerly *Timely Suggestions*).
- It gives administrators full control to publish, unpublish, reorder, and add condition rules for manager insights (such as *Development Items Overdue*, *Feedback Received*, *Goals Overdue*, *Learning Due Soon*, *Learning Overdue*, and *Upcoming Check-In*).

What you Need To Do



- Review the new manager insight cards and decide whether to publish or unpublish them individually based on your organization's needs.
- Access configuration settings to enable, disable, reorder, and apply condition rules for the new *My Team* widget.

INTEGRUM

Home Experience, Mobile Applications

Configurable Workday Home Page

Current Challenges

One limitation of the **Workday Home page** is that it has traditionally been fairly static, which can make it difficult for users to quickly find the actions and tasks they need.

This update provides more flexibility by allowing organizations to **customize the Workday Home page based on company and user needs**, bringing relevant actions, fields, and tasks together in one place.

The content users see can also be customized through the **Home Page Configuration**, including selecting which **widgets** are displayed for candidates.

Additionally, organizations can now add **simple cards and image cards** to the Home page, providing even more options for presenting relevant information and resources.

Our Perceived Value Vs. Effort

These are small but well-received improvements that make the Home page more personalized and give organizations greater control over what candidates see.

The configuration requires some time to review **what content is currently available and what you want to display**, but it provides more flexibility to create a more personalized user experience.

Overall, it's a great addition to consider for organizations looking to improve their Home page experience.

What you Need To Do

This update is automatic, but organizations can opt out until the 2027R1 release using the "Maintain Feature Opt-Ins" task.

To customize the Home page:

- Use the **"Home Page Configuration"** task to configure the widgets displayed on the Home page.
- Use the **"Manage Configurable Cards"** task to configure the cards displayed in Workday Home.

INTEGRUM

Integration

Configurable ConnectRs

Current Challenges



- Previously, organizations could not add custom sections for tasks to Workday-delivered ConnectRs, requiring them to build entirely custom ConnectRs from scratch for specific workflows.
- Extending standard ConnectRs with unique workflows, such as region-specific compliance steps or third-party integrations, lacked a streamlined configuration option.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature enables organizations to extend standard Workday-delivered ConnectRs with their own custom workflows without needing to build completely new ConnectRs.
- It introduces a new *Configurable* tab on the *Maintain ConnectRs* report, allowing administrators to configure up to five additional task sections and task review sections, with the option to reset to default.

What you Need To Do



- Access the *Maintain ConnectRs* report and use the new *Configurable* tab to select *Configure ConnectR* and add your custom task sections.
- Keep in mind that once a Workday-delivered ConnectR is customized, Workday will no longer provide automatic updates to that ConnectR.

INTEGRUM

Integration, General Ledger

Mask Personal Bank Account Numbers on Entry

Current Challenges



- Previously, account numbers and IBANs for personal bank accounts remained partially visible during entry and review, exposing sensitive financial data to onlookers in shared or public workspaces.
- Organizations needed stronger safeguards to protect confidential banking details from unauthorized visual exposure.

Our Perceived Value Vs. Effort



- **High value / Low effort.** This feature enhances data security by fully masking sensitive bank account numbers and IBANs during entry and review, while building user confidence with a convenient visibility toggle.
- It reduces the risk of unauthorized exposure across personal bank account tasks by replacing numbers with masking characters and applying matching updates to account verification fields.

What you Need To Do



- Ensure the existing **Bank Account Masking for Payment Election** tenant option is enabled (and optionally the **Bank Account Verification for Payment Election** option).
- Inform workers and users that they can use the new visibility toggle (secured to the *Person Data: Bank Account Masking* domain) across tasks like *Add Account*, *Add My Account*, *Change Account Information*, *Change My Account*, and *View Account* whenever they need to reveal the masked information.

INTEGRUM

Integration, Time Tracking

Date Time Zones for Time Tracking REST and SOAP APIs

Current Challenges



- Previously, handling time blocks during Daylight Saving Time (DST) transitions lacked automatic time zone offset adjustments across Time Tracking REST services and SOAP web services.
- Organizations faced risks of payroll inaccuracies, such as underpayment or overpayment, when calculating work hours across different time zones and DST boundaries.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature prevents payroll inaccuracies and ensures compliance and fair compensation by automatically adjusting for time zone offsets during Daylight Saving Time transitions.
- It introduces a new *Date Time Zone* data field in the Time Tracking v7 REST API (across endpoints like `/timeClockEvents` and `/timeAttestationPrompts`) and updates SOAP web service processing for operations like *Import Reported Time Blocks* and *PUT Reported Time Blocks* without requiring API field changes.

What you Need To Do



- Review your Time Tracking REST API integrations and update them to adopt the new *Date Time Zone* data field where applicable.
- Verify your SOAP web service operations for reporting time blocks during DST transition periods, keeping in mind that time zone adjustments are handled automatically.

INTEGRUM

Journey Paths

AI Generated Journeys

Current Challenges



Creating Journeys required manual configuration and curation of content, which could increase setup time and delay adoption of new employee experiences.

Our Perceived Value Vs. Effort



High value / Moderate effort. AI-generated Journeys can significantly reduce setup and curation time but require security configuration and administrator review before publishing.

What you Need To Do



Grant the appropriate security groups Modify access to the Journey Generation sub-domain and activate the pending security changes. In Journeys Workspace, use Create with AI, provide the journey intention and relevant Workday resources, generate a preview, then review, refine, and publish the journey. Existing journeys are unaffected if no action is taken.

Continue Journeys Tool for the Self Service Journeys Experience

Current Challenges



Employees previously had limited ability to discover and continue Journeys directly through the Self-Service Agent, requiring them to navigate the Journeys experience separately.

Our Perceived Value Vs. Effort



Medium value / Moderate effort. The tool improves accessibility and allows employees to manage Journey steps conversationally, but requires Self-Service Agent configuration and security setup.

What you Need To Do



Register and configure the Self-Service Agent through the Agent Management Hub, enable the relevant Journeys skill, and assign the appropriate security groups. No action is required if you don't plan to use the Self-Service Agent for Journeys.

Journeys Conditional Progression

Current Challenges

Employees could complete Journey step groups in any order, making it possible to skip content that should be completed first and potentially causing confusion in sequential programs such as onboarding or compliance.

Our Perceived Value Vs. Effort

High value / Low effort. Conditional progression provides better control over Journey sequencing with a simple configuration option, while supporting conditional and optional step groups.

What you Need To Do

In the Journeys editor, enable the Conditional Progression toggle and publish the Journey. For existing distributions, you must rescind and redistribute the Journey for the change to apply. If no action is taken, employees can continue completing step groups in any order.

INTEGRUM

Learning

Course Replay Restrictive Controls

Current Challenges

Learners can currently revisit blended and digital course content after completing it, which can create compliance, regulatory, or academic integrity concerns when course or testing materials should remain restricted after completion.

Our Perceived Value Vs. Effort

High value / Low effort for organizations with strict learning access requirements. The feature allows administrators to prevent learners from replaying completed courses across desktop and mobile, helping protect testing and training content.

What you Need To Do

For courses that require restricted access, use Create Course or Edit Course and enable Disable View Course Again for the digital or blended course. Save the configuration and verify the relevant security access. If no action is taken, existing courses will continue allowing learners to review completed content as they do today.

INTEGRUM

Learning for Extended Enterprise, Learning

Campaigns to Engagements Migration

Current Challenges



Campaigns created in the legacy Campaigns dashboard need to be transitioned to Engagement Builder, as Workday plans to retire the Campaigns dashboard and related functionality in 2027R1. Without migration, organizations will need to continue managing campaigns through the legacy experience until retirement.

Our Perceived Value Vs. Effort



High value / Moderate effort. The automated migration tool simplifies the transition while preserving audiences, campaigns, message templates, and translations. However, preparation is required, including auditing campaigns, reviewing security, and suspending active campaign schedules before migration.

What you Need To Do



Set up the required Engagement Builder and Campaign Migration security, audit existing audiences and campaigns for eligibility, confirm ISU access, and suspend active campaign schedules before migration. Create replacement templates where required and use Migrate Legacy Campaigns to Engagement Builder to complete the migration. Keep in mind that the migration cannot be reversed. If no action is taken, you won't be able to use the migration tool to transition campaigns to Engagement Builder.

INTEGRUM

Notifications and Alerts

OAuth 2.0 Authentication for Custom SMTP Servers

Current Challenges



- Previously, Workday relied on basic authentication methods (such as server user/password) for custom SMTP servers, which lack advanced security protocols.
- Organizations faced growing security risks and the industry-wide deprecation of basic authentication, driven by upcoming deadlines like Microsoft's deprecation policy.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature provides an enhanced security protocol by supporting OAuth 2.0 for custom SMTP servers using Microsoft Outlook, replacing basic authentication.
- It improves reliability by creating unique authentication tokens for each user that can be immediately revoked and reissued if compromised.

What you Need To Do



- Access the **Create Email Configuration** task (secured to the *Set Up: Tenant Setup – BP and Notifications* domain in the *System* functional area).
- Select the *Customer SMTP* delivery type and choose **Microsoft Outlook** as the *SMTP OAuth Provider*, then provide the required *Outlook Client ID*, *Outlook Client Secret*, *Outlook Tenant ID*, and *Outlook User ID*.

INTEGRUM

Payroll Accounting & Payslips

No Pay Accounting Reallocation Prior To Date

Current Challenges

One key concern for Payroll teams was that reallocations could be launched for workers without a restriction on how far back the effective date could go. This created a risk of reallocating pay into periods that were already closed, potentially impacting historical payroll results.

This update introduces the **"Maintain Payroll Accounting Options"** task, which allows users to set a **"No Pay Accounting Reallocation Prior To"** date.

This date prevents reallocations from being processed before the defined cutoff, helping protect closed pay periods and providing greater control and clarity over historical payroll data.

Our Perceived Value Vs. Effort

This update requires some configuration, but once set up, it prevents accounting reallocations from being processed before the defined cutoff date.

This helps **protect historical payroll data and maintain clear, consistent records** for closed pay periods.

Overall, it's an additional safeguard that helps prevent accidental changes to payroll data—which is always a useful protection to have.

What you Need To Do

To enable this feature:

- Run the **"Maintain Payroll Accounting Options"** task.
- On the **"Accounting Reallocation"** tab, select **"Enable Payroll Accounting Reallocation."**
- Select **"No Pay Accounting Reallocation Prior To"** and enter the appropriate cutoff date.
- Click **OK**.

Note: To apply these changes, cancel or complete any Pay Accounting Reallocation processes that are currently **In Progress, On Hold, or Require Recalculation**.

How to Report on Reallocation Status

- Create or edit a report that includes the **"Assign Costing Allocation"** business object.
- Use the available fields from this business object to report on the **reallocation status**.

Corrective Accounting for Retroactive Pay and Reallocation Status Management

Current Challenges



As seen in other **2026R2 Payroll updates, dates are a key focus**. Previously, when processing retroactive changes, payroll could use the worker's **current configuration instead of the configuration that was effective at the time of the change**.
For example, if a worker changed companies in February and a retroactive payment was processed for January, the payment could be associated with the **current company from February** rather than the company that was effective in January. This could create data and reporting issues.
Additionally, **Payroll Accounting Reallocation (PAR)** now includes statuses for in-progress events, helping prevent other payroll activities from being run while a reallocation is in progress and reducing the risk of data issues or errors.

Our Perceived Value Vs. Effort



This is an automatic update that improves payroll data clarity. The first enhancement provides more accurate effective-dated information for retroactive payments, helping prevent inconsistencies in retro pay processing.
The second enhancement prevents PAR from being run while another PAR process is already in progress for the worker, helping avoid errors and duplicate processing.
Two great additions for Payroll that could easily become some of the most useful day-to-day improvements, especially since no configuration is required.

What you Need To Do



Nothing, this is an automatic update that requires no set up.

Payroll Accounting Reallocation Fringe

Current Challenges



Previously, **Fringe amounts could not be included when running Payroll Accounting Reallocation (PAR)**.

If your organization needed to enter Fringe amounts, this often required **manual work outside of the PAR task**. This update provides the ability to **include and manage Fringe amounts directly within Payroll Accounting Reallocation**.

To support this functionality, several new fields specific to Fringe amounts have been added to the task.

Our Perceived Value Vs. Effort



Configuring the new Fringe amount fields requires some effort, but once set up, it can make the Payroll team's day-to-day work easier.

If your organization **does not use Fringe amounts**, this update may have little impact. However, for organizations that do, the configuration can be helpful by making Fringe amounts easier to manage directly within the **Payroll Accounting Reallocation** task.

What you Need To Do



To have the Fringe values when running Payroll Accounting Reallocation:

- Run the **"Maintain Payroll Accounting Options"** task.
- Go to the **"Fringe Actuals"** section.
- On the **"Accounting Reallocation"** tab, select **"Enable Fringe Actuals."**
- Click **OK** to save the changes.

INTEGRUM

Payroll for Canada

Canadian Tax Form Access via Self-Service Agent (SSA)

Current Challenges



Workers had to contact payroll for Canadian year-end tax document details. High case volume and administrative overhead.

Our Perceived Value Vs. Effort



Reduces case volume, empowers workers with conversational access to Canadian tax form details.
No configuration required. SSA skill is updated automatically.
It's High Value and Low Effort.

What you Need To Do



•Inform workers that they can ask the SSA about Canadian year-end tax forms (T4, T4A, T4A-RCA, RL-1, RL-2, NR4).
•Update internal knowledge articles if needed.

INTEGRUM

Payroll for Ireland

Payroll for Ireland Enhanced Reporting Requirements

Current Challenges



Ireland's Enhanced Reporting Requirements (ERR) require employers to report certain non-taxable benefits to Revenue in real time. That means things like remote working allowances, small benefits, and travel and subsistence payments need to be reported on or before the date of payment.
Manual effort and compliance risk were high.
There was no way to validate ERR data before submission, and organizations often had to rely on workarounds to meet their statutory obligations.

Our Perceived Value Vs. Effort



High Value and Effort, due to configuration necessities.

Workday delivers new pay component groups (PCGs) for ERR reporting, a new Submit ERR to Revenue check box on the Run IRL Payroll Submission task, a new ERR Data tab for validation, and updates to the IRL Revenue Payroll Submission integration template.

Requires assigning pay components to new PCGs, updating run categories, configuring payslip settings, and updating integration templates.

What you Need To Do



- Assign pay components to the new ERR PCGs.
- Update run categories for "report only" earnings.
- Update payslip configuration when paying earnings through payroll.
- Select *Submit ERR to Revenue* on the *Run IRL Payroll Submission* task.
- Use the new *ERR Data* tab to validate data.
- Update the *IRL Revenue Payroll Submission* integration template.

Payroll for Ireland Submission Support

Current Challenges



Manual checking of Revenue, ERR, and NAERSA submission statuses was time-consuming. Risk of overlooking items and slower issue resolution.

Our Perceived Value Vs. Effort



The value is High as it centralizes submission status tracking, improves compliance monitoring, and speeds up issue resolution.
Effort: Low to Medium.
Requires running the IRL Revenue Check Payroll Submission integration template. New task and report field are available.

What you Need To Do



- Use the new *Find IRL Payroll Submissions* task to monitor statuses.
- Run the *IRL Revenue Check Payroll Submission* integration template to populate statuses.
- Use the new *ERR Submission Status* field on the *View IRL Payroll Submission* report.
- Update the integration template to import AEPN submission error detail XML files from NAERSA.

Payroll for Ireland Gender Pay Gap Reporting

Current Challenges

One key challenge in reporting is having access to the data needed for analysis. For example, gender-related reporting requirements can vary by country.
This update adds **three new fields** to support **Gender Pay Gap reporting**. When running the **"View UK and IRL Gender Pay Gap Hourly Rate of Pay"** report and selecting **Ireland**, the following fields are now available:

- **Employee Type**
- **Employee Time Type**
- **BIK for Gender Pay Gap Reporting**

These fields are configured to return data for a **12-month period**.

Our Perceived Value Vs. Effort

These new fields provide additional data for Gender Pay Gap reporting in Ireland.
The first two fields may be less relevant, but **BIK for Gender Pay Gap Reporting** can provide visibility into the total benefits included in the Ireland Gender Pay Gap report.
Keep in mind that using this field requires additional configuration for the report and the **IRL Gender Pay Group**.
If this data is not relevant to your organization, the additional configuration may not provide significant value.

What you Need To Do

To have the new fields appear in the report:

- Run the **"Maintain UK and IRL Company Gender Pay Gap Snapshot Date"** task and select **July from the previous tax year**.
- Populate **BIK for Gender Pay Gap Reporting** by adding the relevant benefits-in-kind earnings to the **IRL Gender Pay Gap BIK** pay component group.
- Run the **"View UK and IRL Gender Pay Gap Hourly Rate of Pay"** report and select **Ireland**, the company, and the applicable year.

If configured correctly, the **three new fields will appear in the report**.

UK Salary Sacrifice for Payroll Third-Party Payments

Current Challenges



UK salary sacrifice arrangements (e.g., pension, childcare) required manual adjustments when sending employee contribution amounts to third-party recipients.

Our Perceived Value Vs. Effort



The value is **High**, this feature automates salary sacrifice processing for third-party payments, reducing manual effort and errors.

Requires configuration of deduction recipients, selecting an earning in the Pay Component field, and updating web services if used.

What you Need To Do



•Configure deduction recipients for UK salary sacrifice.
•Select an earning in the *Pay Component* field for UK deduction recipients; *Enable Salary Sacrifice* will auto-select.
•Update *Put Payroll Deduction Recipient* and *Get Payroll Deduction Recipient* web services if used.

UK Pensioner Payroll

Current Challenges



Previously, Workday did not allow payroll to be run for **pensioners in the UK**, which meant organizations had to rely on external support or vendors to process this payroll. This update introduces the ability to **configure and run payroll for UK pensioners directly in Workday**, reducing the need for external processing and providing more flexibility within the system

Our Perceived Value Vs. Effort



This update requires configuration, including a new task to set up UK pensioner payroll data.
It requires some work, but once configured, organizations can **run UK pension payroll directly in Workday** without relying on an external payroll system.
If you don't have UK workers or your current payroll system already meets your needs, this update may be less relevant.
Overall, it's a great addition that expands payroll capabilities within Workday.

What you Need To Do



THow to Configure UK Pension Payroll

- Use **"Maintain Employee Types"** to create an employee type for each pensioner category.
- Run **"Maintain HR Mapping for UK Payroll"** to map each employee type to the appropriate Workday Employee Type.
- Run **"Assign UK Payroll ID"** and enter the appropriate UK pensioner ID for each pensioner.
- Run **"View RTI Data Item Configuration"**, then select **"Maintain RTI Data Item"** to map pension earnings to data items **34, 146, and 148**.
- Run **"Advanced Exceptions"** and review any pensioner payroll FPS exceptions to ensure the data aligns with your UK pension payroll requirements.

INTEGRUM

Payroll for the United States

W-2C Forms

Current Challenges

W-2C forms needed updates to support the H.R. 1 bill. New codes and fields were required for compliance.

Our Perceived Value Vs. Effort

High Value as it ensures compliance with H.R. 1 for year-end tax reporting.

The effort is medium as forms, reports, and tasks are updated automatically. New report fields are available for custom reports. But it's important to verify the changes adapt properly in current reports.

What you Need To Do

•No action required for standard forms. Review updated W-2C forms and reports.
•Use new report fields (Box 14b - Treasury Tipped Occupation Code 1/2) in custom reports if needed.

State Tax and Federal W-4 Withholding Access via Self-Service Agent (SSA)

Current Challenges



Workers had to contact payroll for routine tax withholding inquiries. High case volume and administrative overhead.

Our Perceived Value Vs. Effort



Value: High
Reduces case volume, empowers workers with real-time access to tax withholding details.
Effort: Low
No configuration required. SSA skill is updated automatically.

What you Need To Do



•Inform workers that they can ask the SSA about federal W-4 and California/New York state tax withholding elections.
•Update internal knowledge articles if needed.

W-2, W-2GU, and W-2VI Forms

Current Challenges



W-2, W-2GU, and W-2VI forms needed updates to support the H.R. 1 requirements for 2026 year-end tax reporting, including new Box 12 codes and Treasury Tipped Occupation Codes (TTOCs) in Box 14b.

Our Perceived Value Vs. Effort



High value / Low effort. The update supports year-end tax reporting compliance and is automatically available, with configuration only required if the new codes need to appear on applicable W-2 forms.

What you Need To Do



Review the View W-2 Box Configuration report and map the applicable pay components or calculations to the new Box 12 codes. If TTOCs apply, create the required payroll reporting codes through Maintain Payroll Reporting Codes and assign them to applicable workers. If you do nothing, the new codes will not appear on the W-2 forms.

US W-2 Box Value Queries via Self-Service Agent (SSA)

Current Challenges



Workers previously had limited self-service access to specific values on their U.S. W-2 and W-2c forms, which could increase payroll inquiries and case volume.

Our Perceived Value Vs. Effort



High value / Moderate effort. This enables workers to securely retrieve detailed W-2 information directly through the Self-Service Agent, but requires configuration of the Self-Service Agent and the ESS - Payroll - Base skill.

What you Need To Do



Configure the Self-Service Agent and ESS - Payroll - Base skill to enable U.S. tax document retrieval. Workers must have at least one issued W-2 or W-2c to successfully query their information. If the skill is not configured, workers cannot retrieve W-2 box values through the Self-Service Agent.

INTEGRUM

Payroll for the United States, Integration

Enhanced Direct Deposit

Current Challenges



Currently, workers must **manually enter their banking information in Workday**, which can lead to data-entry errors.

This update introduces **Enhanced Direct Deposit (EDD)**, allowing workers to select a supported external financial partner and automatically link their account, including:

- **OnePay**
- **Cash App**
- **Chime**
- **EarnIn**
- **PayPal**

This automatically updates the worker's banking information, reducing manual entry and the potential for errors.

Our Perceived Value Vs. Effort



For an automatic update, this is a great improvement that makes updating worker banking information much simpler.

The **Financial Partners** must be configured correctly for the process to work effectively.

For this reason, it's important to review and configure the Financial Partners before the end of September 2026.

What you Need To Do



Enhanced Direct Deposit – Financial Partners

- **This update is automatic in PROD. Starting in October 2026, workers will be able to use the available Financial Partners to update their payment elections.**

If you don't want workers to have access to specific Financial Partners, you can disable them:

- Launch **"Maintain Payroll Services Configuration."**
- Under **"Enhanced Direct Deposit,"** disable the **Financial Partners** you don't want workers to access.

Earned Wage Access

Current Challenges

The process to request advance in wages needs manual input and request from workers to another worker in this aspect. This update looks to input a new integration to help in this process.

This integration simplifies the setup and automation of Earned Wage Access (EWA) through DailyPay, reducing the need for manual processing.

With the integration, workers can **access and withdraw earned wages before their scheduled payday**, providing greater flexibility in how they receive their pay.

Our Perceived Value Vs. Effort

Configuring the integration, workers can use DailyPay to access their earned wages before the scheduled payday.

Previously, this process could require **manual requests and input**. This integration helps automate the process and reduce manual work.

Some configuration is required, but it provides the option when Earned Wage Access is needed.

What you Need To Do

How to Review Earned Wage Access Configuration

- **This update is automatic in PROD.**
- To review the configuration, launch the **“Maintain Payroll Services Configuration”** task and navigate to the **“Earned Wage Access”** tab to review the integration settings.

INTEGRUM

People Analytics

Metric Catalog Enhancements for People Analytics

Current Challenges



People Analytics had a more limited metric catalog and relied on the Gender field for representation metrics, which could create issues with localized gender values and limit diversity, hiring, talent, and compensation analysis.

Our Perceived Value Vs. Effort



High value / Moderate effort. The expanded KPIs provide broader workforce insights and the new Male/Female fields improve metric accuracy, but new customers need to configure the relevant metrics and field mappings.

What you Need To Do



For new customers, access Configure People Analytics, select the desired KPIs, and map the Female and Male fields in the Field Mapping step. Optionally configure security restrictions for gender-related fields. Existing customers with Gender already configured require no action, as Workday automatically enables the new fields.

INTEGRUM

Performance Enablement

Generate Individual Goals

Current Challenges



- Previously, creating individual goals required manual drafting, making it harder to consistently align descriptions with the SMART framework.
- Organizations and workers faced higher effort levels and variable quality when writing individual performance goals.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature increases goal quality and reduces creation effort by utilizing a large language model (LLM) to align goal descriptions with the SMART framework using talent data and job details.
- It provides flexible AI options like *Rewrite*, *Make Easier*, and *Make More Challenging* through a new pencil icon in goal reports, while keeping workers in full control of final edits.

What you Need To Do



- Note that you may need to complete additional steps to enable this feature based on your organization's subscription agreement.
- Secure access to the feature using the new *Self-Service: AI-Generated Employee Goals* domain in the *Performance Enablement* functional area.

Employee Reviews: Skill Interests and Relocation Preferences

Current Challenges



Employee reviews previously had limited capability to capture employees' skill interests and short-term and long-term relocation preferences within the Career section. Skill interests could not be included in employee reviews without additional template configuration, while relocation preferences were not fully surfaced as part of the review process. This limited the organization's ability to capture employees' career development and mobility interests directly within the employee review.

Our Perceived Value Vs. Effort



This update provides relatively high value with low implementation effort. It enhances the Career section of employee reviews by allowing organizations to capture skill interests and relocation preferences as part of the review cycle, providing a more complete view of an employee's career interests.

Relocation preferences can become available automatically when the existing template is already configured for them, while Skill Interests requires a small amount of template configuration. The update also introduces new report fields, making this information available for reporting and analysis. Overall, there is no significant technical implementation required because the functionality is delivered as part of the 2026R2 release.

What you Need To Do



For relocation preferences, no action is required if the employee review template already has Include Relocation Preferences enabled in the Career section, as the short-term and long-term "To which locations?" fields will automatically appear on in-progress and future reviews using that template. To capture Skill Interests, access the Configure Employee Review Template report, open the relevant employee review template, navigate to the Career section, and enable Include Career Interest, which will allow you to enable Include Skill Interest. Save and confirm the template configuration. If Skill Interests need to be added to an already in-progress review cycle, the active review process must first be cancelled or rescinded, the template must be updated or replaced, and the review must then be relaunched. New reporting fields are also available for Short-Term Relocation Locations, Long-Term Relocation Locations, and Skill Interest.

INTEGRUM

Scheduling, Time Tracking

Position Display and Persistence for Auto-Filled Time

Current Challenges



Workers with multiple positions may not have their position retained on time blocks when time is automatically or mass auto-filled from their schedule, which can require manual adjustments and make reporting less accurate.

Our Perceived Value Vs. Effort



High value / Low effort. The enhancement automatically captures and displays the position associated with the schedule block, improving visibility and reducing manual work for workers with multiple positions.

What you Need To Do



Enable Work Schedule Calendar Assignment by Position in Edit Tenant Setup - HCM and configure the optional position display settings if needed. Ensure Auto Fill from Schedule is enabled on the applicable time entry template. No action is required if this functionality is not needed.

INTEGRUM

Talent Acquisition

Default Templates for Candidate Ranking and Rating

Current Challenges



- Previously, recruiters and hiring managers had to manually select rating and ranking templates on every single job requisition.
- Managing a high volume of job requisitions led to increased administrative effort and inconsistent application of candidate evaluation criteria across recruiting programs

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature eliminates manual template selection by automatically assigning candidate rating and ranking templates based on administrator-configured condition rules.
- It ensures consistent, repeatable evaluation criteria, reduces administrative overhead, and increases adoption of rating and ranking standards during requisition creation.

What you Need To Do



- Access the new tasks *Maintain Job Requisition Candidate Rating Defaults* (secured to the *Set Up: Rating* domain) and *Maintain Job Requisition Candidate Ranking Defaults* (secured to the *Set Up: Ranking* domain) to define evaluation conditions and associate templates.
- Review configured defaults using the new *Candidate Rating* and *Candidate Ranking* tabs on the existing *View Job Requisition Defaults* report, and ensure SOAP web services are updated to v47.0 or later if applicable.

Correction for In-Progress Offers and Employment Agreements Through REST API

Current Challenges



- Previously, correcting or adjusting staffing structure and candidate data (such as hire dates) on in-progress offer or employment agreement events required manual administrative intervention or user interface automation.
- Organizations lacked a programmatic way to update specific fields on active offer or employment agreement workflows efficiently.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature enables you to programmatically correct or adjust candidate data and staffing structures on in-progress offer or employment agreement events without manual intervention.
- It introduces new endpoints in the Recruiting v4 REST web service (secured to the *Offer/Employee Agreement* security domain) to update fields like business title, contract end date, hire date, job profiles, and location.

What you Need To Do



- Review the new REST API endpoints—such as `POST /offers/{offerEventId}/correct`, `POST /employmentAgreements/{preHireEventId}/correct`, and associated GET prompts—to incorporate them into your integrations.
- Ensure proper security configuration is assigned for the *Offer/Employee Agreement* security domain.

Improved Configurable Candidate Grid

Current Challenges



The existing Candidate List experience can make candidate screening slower by requiring recruiters to navigate between tabs and work with grouped information. It also offers limited flexibility to customize what information is displayed and how candidates are filtered.

Our Perceived Value Vs. Effort



High value / Moderate effort. The new Candidate Grid provides a single, customizable view where recruiters can filter, sort, review key candidate information, and perform mass actions more efficiently. It also improves usability by allowing hidden fields to be used for filtering and can display HiredScore grades directly in the grid.

What you Need To Do



Enable Candidate Grid through Maintain Feature Opt-Ins, create or copy a Grid Configuration, customize the columns and sorting, and assign the configuration to the relevant job requisitions and Recruiting Hub. Review Tenant Analyzer recommendations and, if using HiredScore Spotlight, configure the required security domain. If no action is taken, the existing Candidate List experience will remain in place.

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Talent Acquisition, Integration, Workday Extend

Additional Application Attachments and Document Categorization

Current Challenges



External candidates currently have limited ability to provide additional documents after or during the application process, and recruiters may have difficulty identifying and tracking different types of candidate attachments.

Our Perceived Value Vs. Effort



High value / Moderate effort. This feature allows candidates to upload and categorize additional documents while giving recruiters better visibility through the Candidate Profile, Recruiter Hub, and Candidate Grid. It also provides a more standardized and auditable way to manage supporting documents.

What you Need To Do



Configure Document Categories and Category Groups, then enable Additional Documents on the relevant job application templates and Enable Document Upload for Candidates on the external career site. Configure the application stages where uploads are allowed and review the required security segments. If no action is taken, the feature remains disabled and candidates cannot upload additional categorized documents.

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Talent Acquisition, Messaging

Candidate Conversational Messaging for WhatsApp

Current Challenges



Recruiters currently rely on channels such as email, Notes, or SMS to communicate with candidates, which can require switching between platforms and makes candidate conversations less centralized.

Our Perceived Value Vs. Effort



High value / High effort. WhatsApp messaging allows recruiters to communicate with opted-in candidates directly from Workday while maintaining a centralized conversation history. However, implementation requires third-party setup with Twilio and Meta, template approval, and multiple security configurations.

What you Need To Do



Configure the WhatsApp channel through Maintain Workday Messaging, connect the required Twilio and Meta accounts, and obtain Meta approval for message templates. Configure the new WhatsApp security domains and opt-in/opt-out settings, then create the approved messaging templates under Candidate WhatsApp Message Templates. If no action is taken, recruiting communication will continue through the existing channels.

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Talent Acquisition, Onboarding, Candidate Engagement

Content Table

Contextual Security for Onboarding Plans

Current Challenges



Onboarding plans currently have limited contextual security, making it difficult to delegate administration while restricting contributors to plans relevant to their organizational scope. Existing access is largely tenant-wide rather than based on specific organizations.

Our Perceived Value Vs. Effort



High value / Moderate effort. This enhancement provides more granular control over who can create, edit, copy, and view onboarding plans. It allows organizations to delegate onboarding administration while keeping access aligned with companies, cost centers, supervisory organizations, or custom organizations.

What you Need To Do



Create Onboarding Security Categories and associate them with the appropriate organizations, then assign the categories to the relevant onboarding plans. Configure the new Creator and Editor security domains with the appropriate role-based security groups and assign them based on the access contributors require. If no action is taken, the existing onboarding setup and access remain unchanged.

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Time Tracking

Time Blocks for Workers with Mid-Period Primary Position Changes

Current Challenges



Workday could incorrectly generate system-created time blocks based on the worker's primary position at the beginning of the week, even when their primary position changed during the week. This could result in time blocks being associated with the wrong eligible position.

Our Perceived Value Vs. Effort



High value / Low effort. The update improves the accuracy of time block generation for workers whose primary position changes mid-week, without requiring configuration changes.

What you Need To Do



No configuration is required. Test impacted workers to confirm that system-generated time blocks are now based on the eligible position as of the time block's effective date, particularly for workers whose primary position changes during the week.

Consolidated No-Shows for Attendance Management

Current Challenges



No-show events can currently be split by scheduled meals and breaks, which may cause workers to receive multiple attendance infractions for a single absence.

Our Perceived Value Vs. Effort



High value / Low effort. Consolidating no-shows improves attendance tracking accuracy and reduces unnecessary attendance events and manual corrections.

What you Need To Do



Access Edit Time Attendance Rule Set, ensure a No-Show Attendance Status is selected, and enable Don't split no-shows by meals and breaks. If no action is taken, no-show events will continue to be split based on scheduled meals and breaks.

Time Entry Validation Support for Multiple Positions

Current Challenges



Workers with multiple positions can have time entry validations applied too broadly, making it difficult to evaluate time data against the correct position and creating unnecessary warnings or manual corrections.

Our Perceived Value Vs. Effort



High value / Moderate effort. Position-based validations provide more accurate time entry checks for multi-position workers and make approval warnings more relevant to the position being reviewed.

What you Need To Do



Enable Persist Position on Time Blocks in Edit Tenant Setup - HCM, then create Position Based Time Entry Validation Groups and associate the applicable validations and time entry templates. Optionally enable Independent Events for Multiple Jobs to make validation warnings position-aware in Review Time and My Tasks. If no action is taken, existing worker-based validations continue to work as before.

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Time Tracking, Mobile Applications

Time Tracking Tasks and Reports on Mobile

Current Challenges



Time Requests report and Request/Revise Time Request tasks were not available on mobile. Users could not plan time from mobile devices.

Our Perceived Value Vs. Effort



The value is High for users. It enables them to create, revise, and submit time requests on mobile devices.
It's a Low Effort update. Mobile web view is automatically available.

What you Need To Do



- Inform users that they can now access the Time Requests report and Request/Revise Time Request tasks on Android, iPad, and iPhone via mobile web view.
- Provide navigation guidance if needed.

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Wellness Ecosystem, Wellness Insights

Workday Wellness

Current Challenges



Benefits administration can require manual coordination with multiple benefit partners and separate integrations, making it harder to manage partner data, plans, communications, and wellness insights efficiently.

Our Perceived Value Vs. Effort



High value / High effort. Workday Wellness centralizes partner connectivity, benefits data, and insights, but requires product eligibility and setup of the Wellness ecosystem and Insights Hub.

What you Need To Do



If subscribed to Workday Benefits, set up Workday Wellness and the Wellness Insights Hub. Configure wellness partners and the required security and administration components. Peakon Employee Voice is also required to access Peakon Health and Wellbeing metrics in the Insights Hub. If no action is taken, Workday Wellness remains unavailable.

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Workday Data Cloud

Workday Data Cloud

Current Challenges



- Previously, organizations faced major data access challenges related to high extraction volumes, data replication, and the heavy overhead of time-consuming Extract, Transform, and Load (ETL) processes.
- External systems lacked standardized, direct, and secure ways to query granular Workday data without creating redundant copies across enterprise environments.

Our Perceived Value Vs. Effort



- **High value / Moderate effort.** This feature delivers Workday Data Cloud, a bidirectional data exchange capability using open standards like Apache Iceberg and Trino to allow external and internal systems to share data without ETL.
- It reduces integration maintenance costs, accelerates data access for analytics, minimizes data replication to enhance security, and supports advanced AI initiatives and external machine learning models (currently available in public-cloud-hosted Implementation tenants).

What you Need To Do



- Note that Workday Data Cloud is currently available in public-cloud-hosted Implementation tenants.
- Evaluate how your data and analytics teams can leverage standard connectors like SQL and Apache Iceberg to connect external data environments with Workday securely.

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Questions? We're a phone call away

Book a call and tell us where you are and the support we can provide.

https://integrumresources.com/contact/