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Workday's "Coming Soon" features impact analysis manual

Workday 2025R1

As of January 31, 2025

Cognizant's forward-looking statement

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Workday's safe harbor

This presentation may contain forward looking statements that are subject to risks and assumption as described in Workday's SEC filings.

Select the guide that's right for you

Automatically available features manual

- Comprehensive list of the automatically available features included in the release
- Also includes retired functionality
- **Helps you determine where to focus testing efforts during the release preview window**

Top features manual

- Overview of specific features our experts have identified as most impactful to you,
- Includes automatically available and setup required
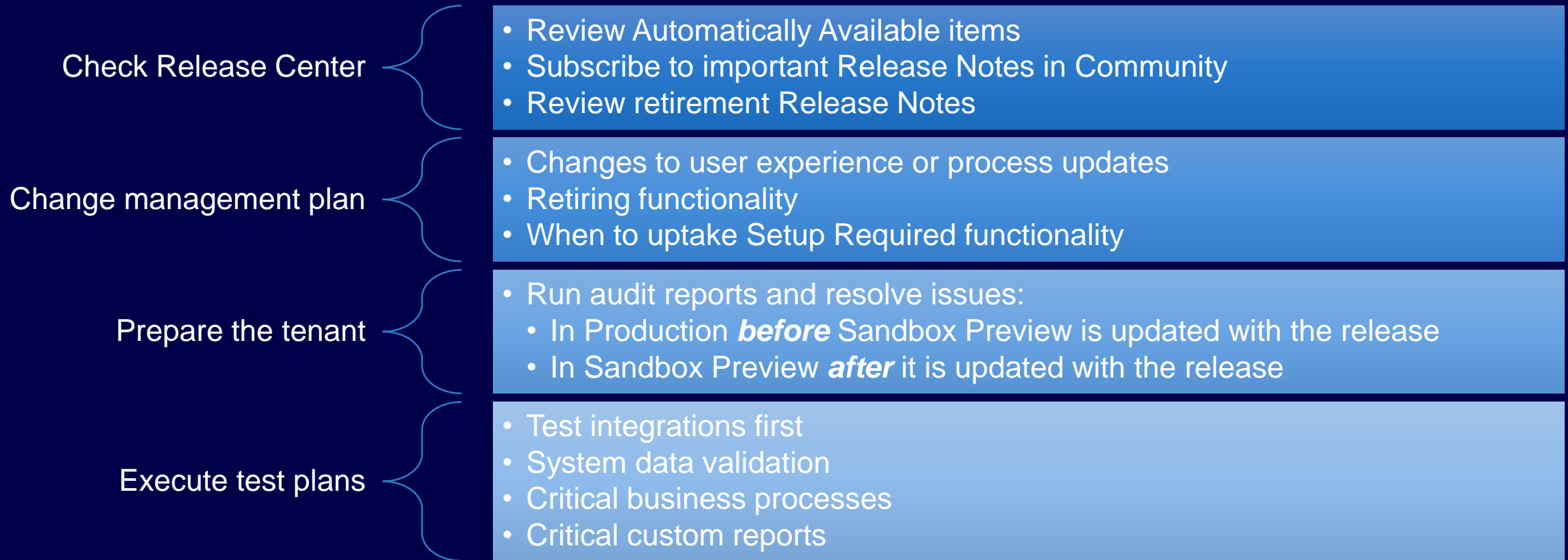- **Helps you update your roadmap and plan efforts beyond the release window**

Impact analysis manual

You are here

- Deeper dive into how the features may impact you by providing before and after details and estimated level of effort
- Includes the Workday "Coming Soon" features
- **Helps you understand which features for which you may need to prepare**

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Release preparation tips

Quick reference for steps to take during the release preparation window

Check Release Center

- Review Automatically Available items
- Subscribe to important Release Notes in Community
- Review retirement Release Notes

Change management plan

- Changes to user experience or process updates
- Retiring functionality
- When to uptake Setup Required functionality

Prepare the tenant

- Run audit reports and resolve issues:
  - In Production *before* Sandbox Preview is updated with the release
  - In Sandbox Preview *after* it is updated with the release

Execute test plans

- Test integrations first
- System data validation
- Critical business processes
- Critical custom reports

Visit Workday's Feature Release Planning Guide (US) here: https://community-content.workday.com/en-us/reference/learn/get-started/get-started-with-workday/feature-release-planning.html

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Additional release support services

Take advantage of one of our **Release Plus** packages

Option 1

Pre-release consulting support

Recommended for Clients that are self-sufficient in Workday and have the time to complete release management audits and resolve messages themselves, with guidance from Cognizant

Option 2

Pre-/Post release audits, feature review, consulting support

Recommended for clients that need assistance resolving issues and may not have time or resources to conduct all audits

Option 3

Full Support

Recommended for clients that need assistance running audits and resolving issues and/or may not have time or resources to conduct audits and resolve messages

Add On

Regression Testing

Recommended for clients that need assistance with testing entire modules and/or may not have the time or resources do this themselves

Contact your Service Delivery Lead (EM, SDM, PA) for more details on each package, or submit a Salesforce Service Cloud case (indicating the specific Release Plus Package option in the title and description) no later than February 3rd.

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Absence & Payroll

UK Statutory Neonatal Care Pay

What's changing

With this release, from 2025.04.06, Workday enables you to process the new Statutory Neonatal Care Pay for employees whose baby has spent an extended period of time in neonatal care.

These updates enable you to process Statutory Neonatal Care Pay, helping you comply with the latest HMRC regulations.

What do I need to do

Create a new leave of absence by:

- Mapping the Leave Payment Type to: United Kingdom - GBRNLP - Neonatal Leave Pay.

- Selecting the Leave Impacts, Payroll Effect check box.

- Adding Neonatal Care Start Date on the Additional Fields tab as a required item. Workday uses this to calculate the relevant week in the earning calculation.

Use your new leave of absence in conjunction with the new GBR SNCP earning.

What happens if I do nothing

The SNCP earning won't be mapped to a leave of absence.

https://doc.workday.com/release-notes/en-us/paycomplygbr/5971771.html

UK Statutory Neonatal Care Pay

Impact analysis

Before the release	After the release
No delivered option to process the new Statutory Neonatal Care Pay for employees whose baby has spent an extended period of time in neonatal care.	These updates enable you to process Statutory Neonatal Care Pay, helping you comply with the latest HMRC regulations.

Impact description
Upon configuring the Profile Group: Resources for Project Composite View Profile, use the Resource Forecaster to create and edit detailed resource forecast reports at the project task level.

https://doc.workday.com/release-notes/en-us/finprj/8711083.html

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Financial Management - Projects

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Finance - Projects

Request Professional Services

- Services CPQ

Setup required

- Task Level Forecasts on Resource Forecaster

Services CPQ

Impact analysis

What's changing

With this release, Workday delivers Services CPQ, a Configure, Price, Quote solution designed for services quoting, as a new addition to the Professional Services Automation (PSA) product suite.

Services CPQ allows you to manage your entire opportunity to cash flow within Workday, bringing your quoting into the same system as your people, projects, and finances. This unified solution helps your sales and delivery teams work together closely to accelerate profitability and operational efficiency across your organization.

What do I need to do

Subscribe to Services CPQ in Workday. For more information, contact your Customer Success Manager.

Ensure access to Projects and Project Billing functionality.

What happens if I do nothing

You won't be able to use the Services CPQ functionality.

https://doc.workday.com/release-notes/en-us/fincpq/8681908.html

Services CPQ
Impact analysis

Before the release	After the release
Before the release, this was not found.	With this release, we deliver Services CPQ, a Configure, Price, Quote solution designed for services quoting, as a new addition to the Professional Services Automation (PSA) product suite. Services CPQ allows you to manage your entire opportunity to cash flow within Workday, bringing your quoting into the same system as your people, projects, and finances. This unified solution helps your sales and delivery teams work together closely to accelerate profitability and operational efficiency across your organization. Services CPQ enables you to: Manage opportunities from an external CRM integration or directly in Workday. Estimate effort, cost, and price for services in a flexible and dynamic quote grid. Configure quote document templates and generate quote documents dynamically from quote data. Automate the creation of Projects, including Resource Forecasts and Resource Plans. Automate the creation of Customer Contracts, including Billing Schedules and Revenue Recognition Schedules.

Impact description
Ensure access to Projects and Project Billing functionality.

[https://doc.workday.com/release-notes/en-us/fincpq/8681908.html]

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Services CPQ
Impact Analysis

Before the release

- N/A

After the release

Fictional information displayed. For illustrative purposes only. Actual screens may vary.

Task Level Forecasts on Resource Forecaster

Impact analysis

What's changing

Workday enhances the Resource Forecaster by enabling you to create and edit task level resource forecasts. Workday adds a new Task column to the grid which you can sort and filter to display Project Plan Tasks.

What do I need to do

If you've configured the Profile Group: Resources for Project Composite View Profile, use the Resource Forecaster to create and edit detailed resource forecast reports at the project task level. No additional configuration is needed.

What happens if I do nothing

If you choose not to use the Resource Forecaster to create resource forecast reports, you'll notice no changes.

https://doc.workday.com/release-notes/en-us/finprj/8711083.html

Task Level Forecasts on Resource Forecaster

Impact analysis

Before the release	After the release
No project Task column was available in the resource forecaster enabling to create and edit task level resource forecasts.	We enhance the Resource Forecaster by enabling you to create and edit task level resource forecasts. We add a new Task column to the grid which you can sort and filter to display Project Plan Tasks.

Impact description
Upon configuring the Profile Group: Resources for Project Composite View Profile, use the Resource Forecaster to create and edit detailed resource forecast reports at the project task level.

https://doc.workday.com/release-notes/en-us/finprj/8711083.html

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Task Level Forecasts on Resource Forecaster
Impact Analysis

Before the release

After the release

Fictional information displayed. For illustrative purposes only. Actual screens may vary.

Platform and Product Extensions

Tenant Compare Implementation Tool

What's changing

Workday delivers Tenant Compare task, a new implementation tool in Customer Central that enables you to compare configuration data between 2 tenants. You can compare the reference IDs and attributes for instances of implementation types, or just the reference IDs. Tenant Compare compares configuration data in tenants that you have configured to access Customer Central. You can access it from Customer Central.

What happens if I do nothing

You'll see no changes in Workday if you don't enable this feature.

What happens if I do nothing
- NA

https://doc.workday.com/release-notes/en-us/dsalm/8178264.html

Tenant Compare Implementation Tool

Impact analysis

Before the release	After the release
Unable to compare configuration between 2 tenants in Customer Central	You will now be able to compare configuration data between 2 tenants using Tenant Compare task via customer central

Impact description

This implementation tool saves you time and streamlines the migration process by automatically identifying missing or mismatched configuration data before you migrate.

https://doc.workday.com/release-notes/en-us/dsalm/8178264.html

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Tenant Compare Implementation Tool

Impact analysis

Before the release

- NA

After the release

Create Tenant Compare Report

Name	*	
Source Tenant	*	
Target Tenant	*	

Generate Full Comparison ✓ ?

If there is a need to determine if instances match, please generate a full comparison. A full comparison is not necessary if there is only a need to see which instances are added or removed between two tenants.

Selection Options

○ Entire Tenant
○ By Implementation Type Hierarchy(s)

○ By Implementation Area(s)
○ By Implementation Type(s)

Fictional information displayed. For illustrative purposes only. Actual screens may vary.

Spend Management

Spend Management features

Automatically Available

- **Strategic Sourcing :** Compare Bid Replacement

Setup required

- **Inventory :** Restricted Access to Ad Hoc Inventory Put Away

Strategic Sourcing : Compare Bid Replacement

What's changing

With this release, Bid Compare will be replaced by Event Analysis. When you select the existing Compare Bids button on an event, you will be brought to the Event Analysis tab. With Event Analysis for RFx events, you can:

- Build award scenarios.

- Review and export supplier bids.

- Use analysis tools like feedback ranges or outlier analysis.

With Event Analysis for forms, you can review and export scorecards.

To explore Event Analysis, select the Event Analysis tab on your sourcing event.

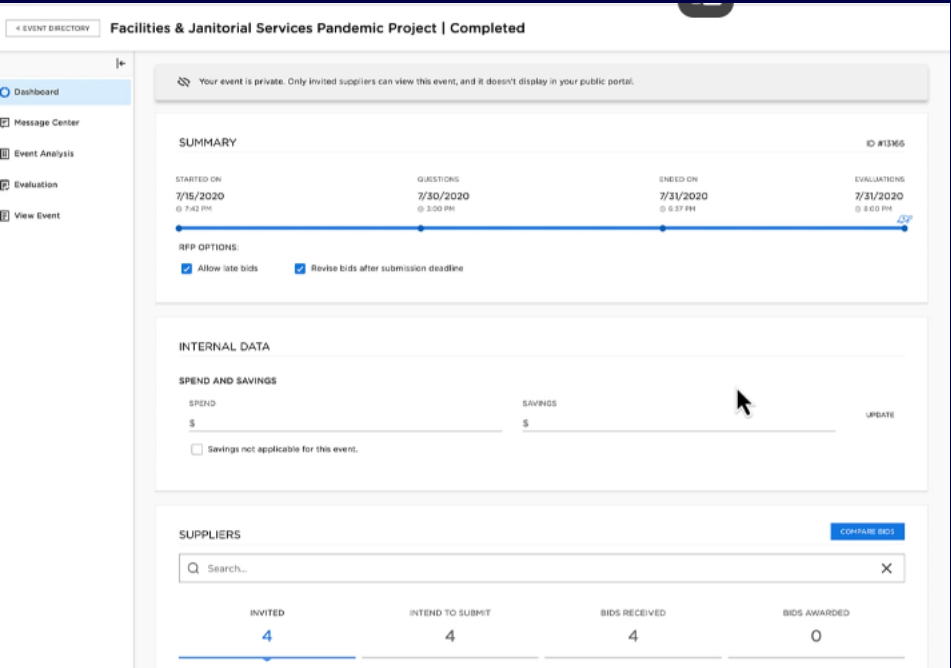*Note: This feature only applies to the Events and Supplier Management modules.*

What do I need to do

If you have custom instructional documentation for your users with visuals of the Bid Compare page, Workday recommends that you update your documentation to show the Event Analysis page.

To enable this feature early, submit a customer care case in Community for Strategic Sourcing Instance Management.

- Select the Enable Feature option.

- Specify the disable_old_bid_compare feature, the Events module, and the name of your Production or Sandbox environments where you want to enable the feature. This can be found by a company admin in the Company Profile section of Settings.

https://doc.workday.com/release-notes/en-us/wssdoc/8773525.html

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Strategic Sourcing : Compare Bid Replacement

Impact analysis

Before the release	After the release
Before the release, Bid Compare was not replaced by Event Analysis	With this release, Bid Compare will be replaced by Event Analysis. When you select the existing Compare Bids button on an event, you will be brought to the Event Analysis tab. With Event Analysis for RFx events, you can: • Build award scenarios. • Review and export supplier bids. • Use analysis tools like feedback ranges or outlier analysis. With Event Analysis for forms, you can review and export scorecards. To explore Event Analysis, select the Event Analysis tab on your sourcing event. Note: This feature only applies to the Events and Supplier Management modules.

Impact description

This replacement enables easier access to the Event Analysis feature and enhances the usability of Strategic Sourcing.

https://doc.workday.com/release-notes/en-us/finprj/8773525.html

Strategic Sourcing: Compare Bid Replacement

Impact analysis

Before the release

After the release

Fictional information displayed. For illustrative purposes only. Actual screens may vary.

Inventory: Restricted Access to Ad Hoc Inventory Put Away

What's changing

With 2025 R1, Workday delivers the ability to restrict access to ad hoc inventory put-away transactions to ensure that task users have the necessary awareness of item costs and Worktags included on these transactions.

This will help users to distinguish ad hoc put-away transactions from order-based put-away transactions.

What do I need to do

Workday will introduce a new Ad Hoc Inventory Put Away task, that will have the same security policy as the Inventory Put Away task.

If you need to give a user different access, you can do it through the Edit Business Process Security Policy task, where you can select different security groups specifically for the Ad Hoc Inventory Put Away initiating action.

What happens if I do nothing

There will be no changes if you do nothing.

https://doc.workday.com/release-notes/en-us/sminv/8642312.html

Inventory: Restricted Access to Ad Hoc Inventory Put Away

Impact analysis

Before the release	After the release
Before the release, there was no task **Ad Hoc Inventory Put Away** that has the same security policy as **Inventory Put Away**	With Workday 2025 R1 we deliver the ability to restrict access to ad hoc inventory put-away transactions to ensure that task users have the necessary awareness of item costs and Worktags included on these transactions. We help your users distinguish ad hoc put-away transactions from order-based put-away transactions.

Impact description

A new Ad Hoc Inventory Put Away task, that will have the same security policy as the Inventory Put Away task.
If you need to give a user different access, you can do it through the Edit Business Process Security Policy task, where you can select different security groups specifically for the Ad Hoc Inventory Put Away initiating action.

https://doc.workday.com/release-notes/en-us/sminv/8642312.html

Inventory: Restricted Access to Ad Hoc Inventory Put Away
Impact Analysis

Before the release

After the release

Fictional information displayed. For illustrative purposes only. Actual screens may vary.

Talent Management

Talent Management features

Automatically Available

- Career Hub and Opportunity Marketplace: Job Match Analysis
- Career Hub and Opportunity Marketplace: Onboarding Progress and User Journey

Setup required

- Consolidated Interests Web Services

Career Hub and Opportunity Marketplace: Job Match Analysis

What's changing

Workday updates the job opportunity side panel in Career Hub and Opportunity Marketplace to display the worker's match analysis for suggested jobs.

This update enhances the user experience by making it easier to compare and contrast jobs by creating a more interconnected experience.

What do I need to do

No steps need to be taken. This feature is automatically available.

What happens if I do nothing

No steps need to be taken. This feature is automatically available.

https://doc.workday.com/release-notes/en-us/taladv/8652427.html

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Career Hub and Opportunity Marketplace: Job Match Analysis

Impact analysis

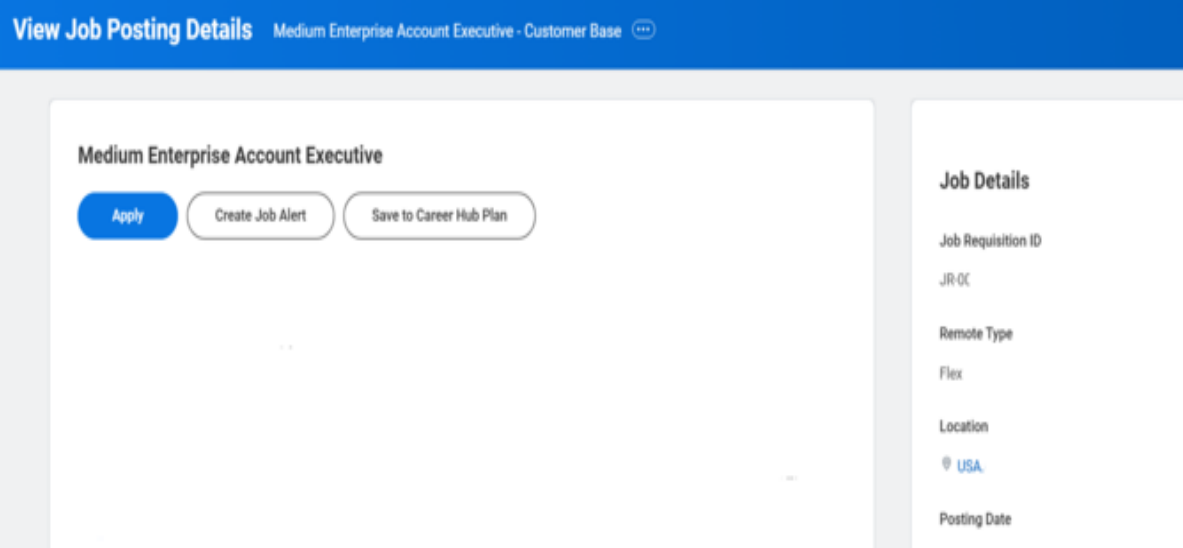| Before the release	After the release
Before this Workday update, the job opportunity side panel in Career Hub and Opportunity Marketplace did *not* display the worker's match analysis for suggested jobs.	This update enhances the user experience by making it easier to compare and contrast jobs by creating a more interconnected experience.

Impact description
Workday updates the job opportunity side panel in Career Hub and Opportunity Marketplace to display the worker's match analysis for suggested jobs.

https://doc.workday.com/release-notes/en-us/taladv/8652427.html
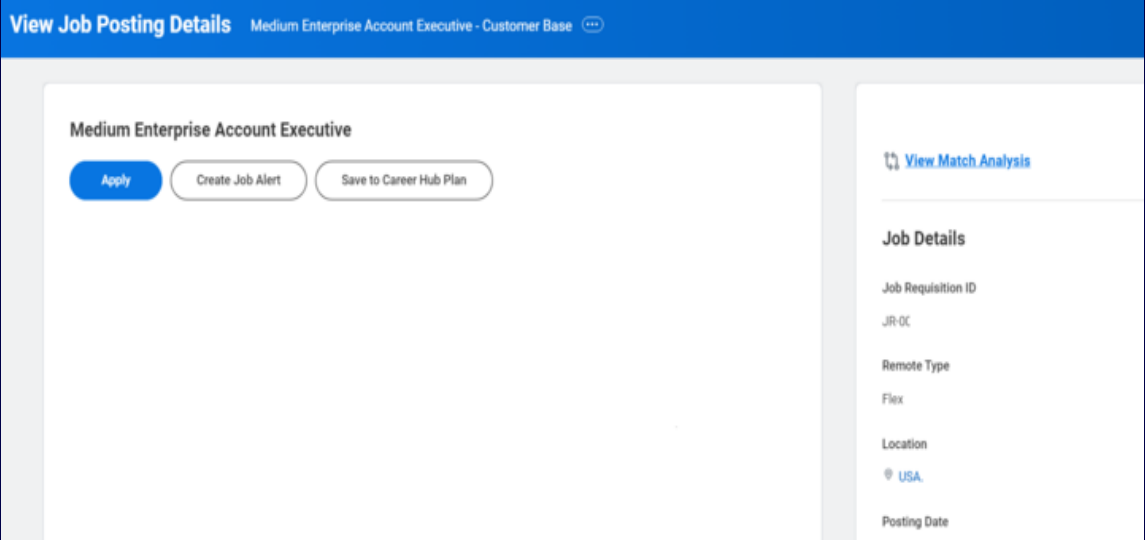
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Career Hub and Opportunity Marketplace: Job Match Analysis

Impact analysis

Before the release

After the release

Fictional information displayed. For illustrative purposes only. Actual screens may vary.

Consolidated Interests Web Services

What's changing

With this update, Workday delivers and make consolidated interests web services public. These web services support updating, retrieving, and importing worker career interests within the consolidated interests framework.

What do I need to do

Secure access to the Get Interests (Talent Public) web service to the Worker Data: Interests domain.

Add security group(s) to the Manage Interests (Web Service) initiating action on the Edit Interests business process security policy.

Add security group(s) to the Manage Interests (Web Service) initiating action on the Manage Interests business process security policy.

Configure security to create and launch EIBs.

What happens if I do nothing

Users can upload unconsolidated interests as they do today. Unconsolidated interests don't include skill interests or location values for short and long term relocation preferences.

https://doc.workday.com/release-notes/en-us/taladv/8324344.html

Consolidated Interests Web Services

Impact analysis

Before the release	After the release
Users can upload unconsolidated interests as they do today. Unconsolidated interests don't include skill interests or location values for short- and long-term relocation preferences.	Facilitates the career development journey by enabling you to import and export worker interests to update all career preferences, including: • Career interests and preferences. • Job interests. • Skill interests. • Travel and relocation preferences.

Impact description
This update enables easier access to consolidated interests web services public. These web services support updating, retrieving, and importing worker career interests within the consolidated interest's framework.

https://doc.workday.com/release-notes/en-us/taladv/8324344.html

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Consolidated Interests Web Services

Impact Analysis

Before the release

After the release

Fictional information displayed. For illustrative purposes only. Actual screens may vary.

Career Hub and Opportunity Marketplace: Onboarding Progress and User Journey

What's changing

Workday updates onboarding and career planning for Career Hub and Opportunity Marketplace. We now display a progress indicator for user profile setup and a bookmark icon to help reframe discovering new opportunities.

What do I need to do

No steps need to be taken. This feature is automatically available.

What happens if I do nothing

No steps need to be taken. This feature is automatically available.

https://doc.workday.com/release-notes/en-us/taladv/8635503.html

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Career Hub and Opportunity Marketplace: Onboarding Progress and User Journey

Impact analysis

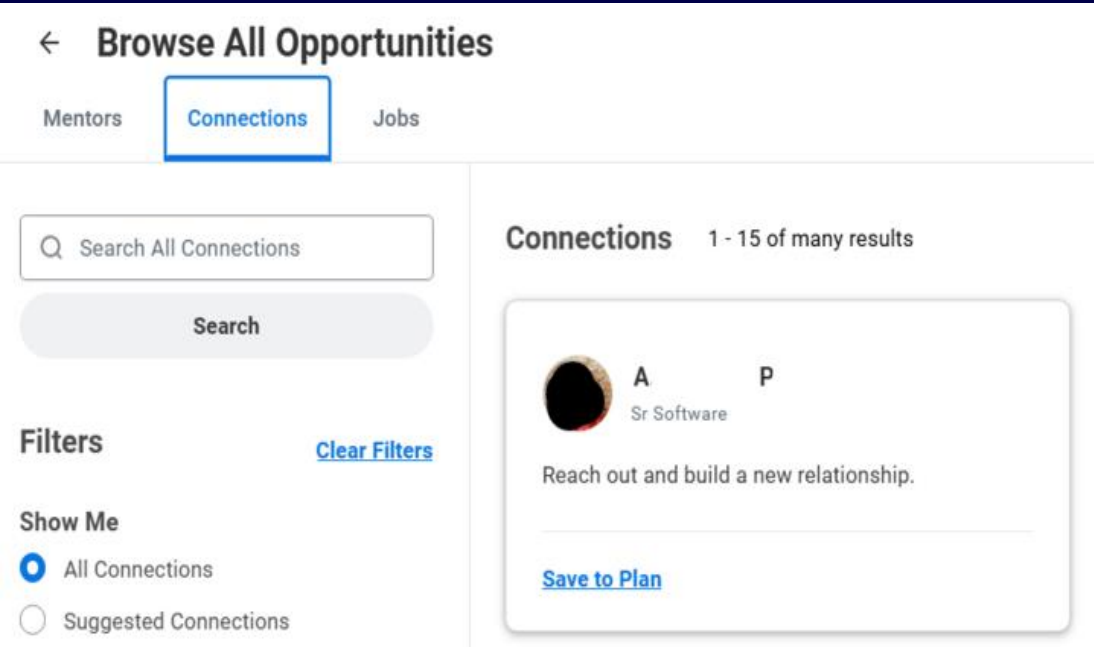| Before the release	After the release
Prior to this update, the onboarding experience in Career Hub and Opportunity Marketplace lacked a visual progress indicator. Users were not guided through the setup journey with a clear sense of their progress. Additionally, the platform did not offer a bookmarking feature for career options.	With this update: • Enhances the user experience in Career Hub and Opportunity Marketplace during the onboarding process with a progress indicator, which visually guides the users through the setup journey. • Facilitates user engagement by leveraging the familiar bookmarking pattern. This encourages users to save and explore career options within Career Hub, ultimately driving increased action and exploration.

Impact description

Workday updates onboarding and career planning for Career Hub and Opportunity Marketplace. We now display a progress indicator for user profile setup and a bookmark icon to help reframe discovering new opportunities.
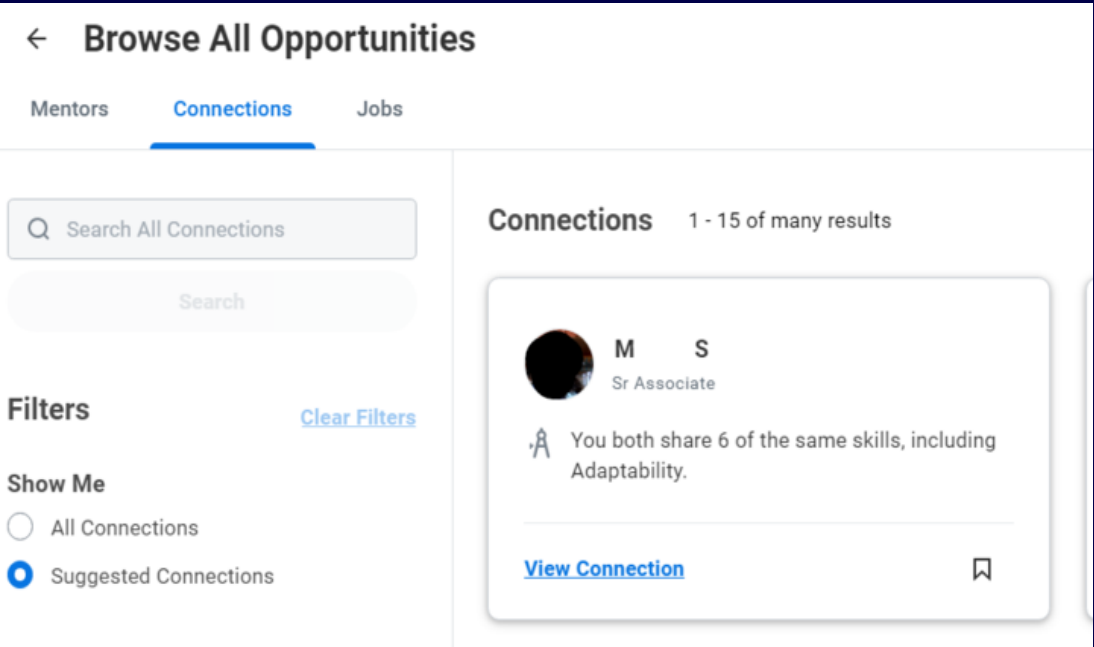
https://doc.workday.com/release-notes/en-us/taladv/8635503.html

Career Hub and Opportunity Marketplace: Onboarding Progress and User Journey
Impact analysis

Before the release

After the release

Fictional information displayed. For illustrative purposes only. Actual screens may vary.

Workday Peakon Employee Voice

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Japanese Translation Enhancements

What's changing

Workday is improving Japanese translations in Workday Peakon to enhance survey clarity and user experience.

These updates will be implemented between March 24th and 28th.

What do I need to do

Share this information with relevant users in your organization to ensure they are aware of the updates and can address any potential questions, as this change will affect any open survey rounds.

What happens if I do nothing

There will be no changes if you do nothing.

https://doc.workday.com/release-notes/en-us/doc/8747247.html

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Thank you

[Latest Workday Release Support | Cognizant](link)