

Workday's "Coming Soon" features impact analysis manual

Workday 2025R1

As of January 31, 2025

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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

- 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





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 <i>before</i> Sandbox Preview is updated with the release In Sandbox Preview <i>after</i> it is updated with the release
Execute test plans	 Test integrations first System data validation Critical business processes Critical custom reports

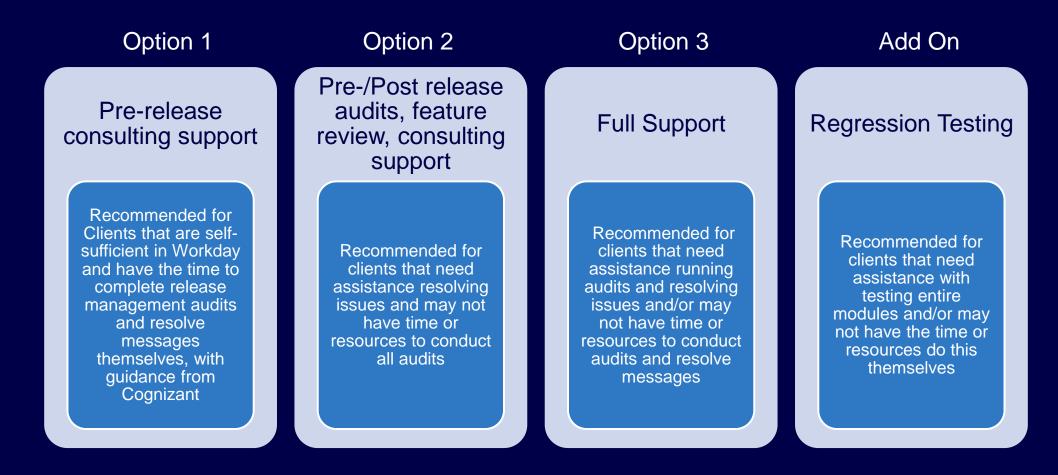
Visit Workday's Feature Release Planning Guide (US) here: https://community-content.workday.com/en-us/reference/learn/get-started/get-started-with-workday/feature-release-planning.html

5



Additional release support services

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



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 and Payroll
- <u>Financial Management Projects</u>
- Platform and Product Extensions
- Spend Management
- <u>Talent Management</u>
- Workday Peakon Employee Voice



Absence & Payroll

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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.



Setup Required

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

Financial Management - Projects

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Request Professional Services

• Services CPQ

Setup required

Task Level Forecasts on Resource Forecaster



Request Professional Services

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.



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/fincpg/8681908.html]



Request Professional Services

Services CPQ

Impact Analysis

Before the release

• N/A

After the release

Maintain Services CPQ Settings

General Quote Settings

Allow Role Unit Cost Overrides	 Image: A set of the set of the
Allow Item Unit Cost Overrides	 Image: A set of the set of the
Allow Unit List Price Overrides	
Manage Multiple Services as a Single Project	
Include Project ID in Project Name	
Allow Paste from Spreadsheets into Quote	

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



Setup Required

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.



Setup Required 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

Setup Required

Task Level Forecasts on Resource Forecaster

Impact Analysis

Before the release

Resource	e Plan	Project Resources Re	source Forecast	Resourc	e Forecaster]		
	_	ce Forecast	shot Apr 15, 2024	Delete)			
	··· / / /	() () Jan 29 -	Apr 15, 2024	\sim				
	Row	Delete Row	Total Hours	EAC	ETC	1/29 🔒	2/5 🔒	2/12 🔒
+ <u>Add</u>	Row	Delete Row	Total Hours 0		ETC 0	1/29 🔒 0	2/5 ≙	2/12 🖞

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

After the release

Resourc	e Forecast	er Resource Plan Resource For	recast Project Resources				
Edit	t in Works	heets Recalculate	Create Snapshot Ma	ss Update		Delete	
Too	day	e Forecast	025 ~				
+ <u>Ado</u>	<u>d Row</u> Action	Project Resource	Task	Total Hours	EAC	ETC	2/10
	•	Associate Consultant-1 Associate Consultant 02/13/2025 - 10/06/2025	1 Implement > Develop Prototypes (02/13/2025 - 10/06/2025)	1,344	1,344	1,344	16
		Associate Consultant-2 Associate Consultant	2 Implement > Develop Prototypes (02/13/2025 - 10/06/2025)	1,344	1,344	1,344	16





Platform and Product Extensions

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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



Setup Required

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



Setup Required

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

\bigcirc	Entire Tenant		
0	By Implementation Type Hierarchy(s)		
		≣	
0	By Implementation Area(s)		
0	By Implementation Type(s)		

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



Spend Management

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Automatically Available

• Strategic Sourcing : Compare Bid Replacement

Setup required

 Inventory : Restricted Access to Ad Hoc Inventory Put Away



Automatically Available

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.



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



Automatically Available

Strategic Sourcing: Compare Bid Replacement

Impact analysis

Before the release

+					
ard	Xour event is private. Only invited	suppliers can view this event, and it doesn't dis	lay in your public portal.		
e Center					
	SUMMARY				ID #13166
Analysis					
lion	5TARTED ON 7/15/2020	QUESTIONS 7/30/2020	ENDED ON 7/31/2020		7/31/2020
vent	© 7.42 PM	© 3:00 PM	© 0.37 PH		6 8:00 PM
	•	•	•		
	RFP OPTIONS:	e bids after submission deadline			
	INTERNAL DATA				
	INTERNAL DATA				
	SPEND AND SAVINGS				
	SPEND		PINGS	k	UPDATE
		5A \$	ANGS	k	UPDATE
	SPEND	5	/MGS	k	UPDATE
	SPEND S	5	revos	k	UPDATE
	SPEND S	5	reas	k	UPDATE
	SPEND S Savings not applicable for this	5	rends	k	UPDATE COMPARE BIOS
	SPEND S	5	renos	•	COMPARE INDS
	SPEND S Savings not applicable for this	5	renos	k	
	SPEND S Savings not applicable for this SUPPLIERS	5	WIGS BIDS RECEIVED	BICS AMAR	COMPARE RED:

After the release

«BACK Event Ar	naly	/sis:	Facilities &	Jan	itorial Ser	vices Pandemic	Project Compl	eted	
ŀ	•	ITEM	DETAILS						
PPE Bid Sheet	1								
Item Details						CloudForce 1/25/2023 at 3:49 PM		Globo-Chem (/25/2023 it 3:49)	
Supplier Summary			item #	-	Quantity =	Unit Price =	Extended Price =	Unit Price =	Extended Price
Scenario Sugmary		1	6181151		28,200	\$3.50	\$98,700.00	\$3.00	\$84,600.00
Item Pivot		2	6185373		17,200	\$3.50	\$60,200.00	\$3.76	\$64,672.00
~~		3	6185375		2,600	\$3.50	\$9,100.00	\$3.76	\$9,776.00
III Janitorial Services		4	6185377		23,400	\$3.50	\$81,900.00	\$3.76	\$87,984.00
B. A		5	6185390		121,200	\$3.60	\$436,320.00	\$8.25	\$999,900.00
異 Scenarios		6	6185907		17.600	\$3.50	\$61,600.00	\$3.76	\$66,176.00
Guestionnaire		7	6188378		5,500	\$3.50	\$19,250.00	\$3.76	\$20,680.00
		8	6192035		1,900	\$3.50	\$6,650.00	\$3.76	\$7,144.00
Attached Files		9	6201987		70,600	\$3.50	\$247,100.00	\$3.00	\$211,800.00
-		10	6203313		1,400	\$3.50	\$4,900.00	\$3.76	\$5,264.00
Export Bid Data		n	6203409		200	\$3.50	\$700.00	\$3.76	\$752.00
		12	6203919		1,100	\$3.50	\$3,850.00		\$0.00
		13	6205524		16,100	\$3.50	\$56,350.00	\$3.76	\$60,536.00
		14	6208488		300	\$3.50	\$1,050.00		\$0.00
		15	6209292		608	\$3.50	\$2,800.00		\$0.00
		16	6249344		17,600	\$8.60	\$151,360.00	\$9.31	\$163,856.00
		17	6279435		5,500	\$8.60	\$47,300.00	\$9.31	\$51,205.00
		18	6121896		1,900	\$8.60	\$16,340.00	\$9.31	\$17,689.00
		19	6121897		1,100	\$8.60	\$9,460.00	\$9.31	\$10,241.00
		20	6121898		70,600	\$12.90	\$910,740.00	\$4.50	\$317,700.00
		21	6121915		400	\$12.90	\$5,160.00	\$12.92	\$5,168.00

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.



Setup Required

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



Setup Required

Inventory: Restricted Access to Ad Hoc Inventory Put Away

Impact Analysis

Before the release

iew Security for Securable Item 💀 🛛 🖉							
ut Away Inventory							
pe	Task						
Menu	Menu: Inve	ntory					
ermission Required	Modify						
JJ	rt No						
dden Workday Delivered Repo		e Restrictions					
Business Process Security 2 It	y Languag	e Restrictions) 🎟 🖽			
Business Process Securit	y Languag	e Restrictions	X⊞ ⊞ ╤ 匝 Security Groups Needed				
Business Process Securit Business Process Security 2 Ita Initiating Action for Business	y Languag ems Action Step for Business						

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

After the release

View Security for Securable Item 🔤 🚈							
Ad Hoc Inventory Put Away							
Туре	Task						
Dn Menu	Menu: Inv	entory					
Permission Required	Modify						
Business Process Security Business Process Security 1 ite	_	ge Restrictions	₩ ₩ ₹ □	8			
	_	ge Restrictions Functional Area	(종 Security Groups Needed				



Talent Management

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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.



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 <i>not</i> 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

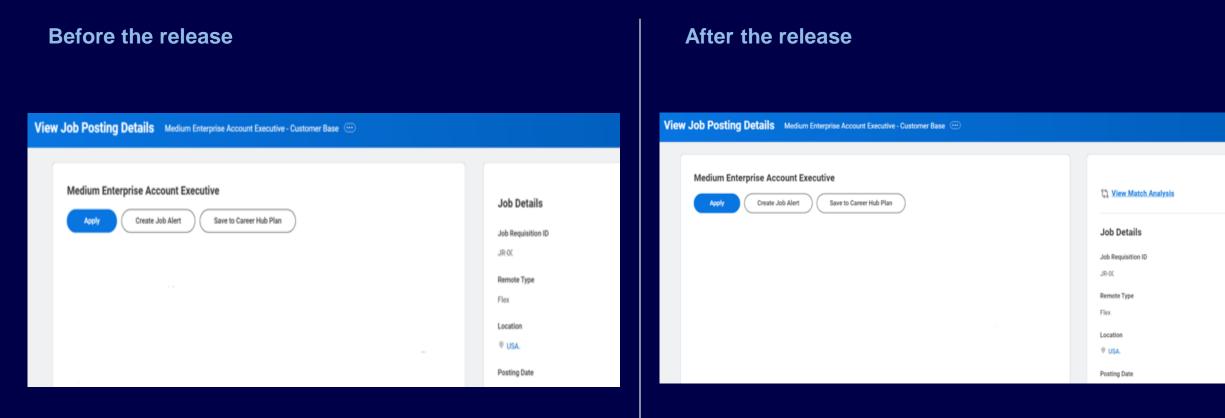
Workday updates the job opportunity side panel in Career Hub and Opportunity Marketplace to display the worker's match analysis for suggested jobs.

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



Career Hub and Opportunity Marketplace: Job Match Analysis

Impact analysis



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.



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



Setup required

Consolidated Interests Web Services

Impact Analysis

Before the release

Edit Career Profile	Edit Inter	ests	^
	~ Career		
O Skills	Job Profiles	× Director, Accounting () × Director, MI Operations ()	
Interests	Skill Interests	× Accounting () × Resource Management ()	
Job History	Career Preferences	× Expand Boyond Role III	
Work Experience	Career Interests	Normal \lor B $I \not = [\Delta \lor] ::: \partial \lor \Box := \partial$	
Award and Activity			
Certifications		A	
Education	 Travel 		
Summary	Are you willing to trave	0 Yes v	
	What amount of time?	75% *	
	Additional Information		
		A A	
	 Relocation 		
	Short Term		
	Are you willing to reloc	ete? Ves *	
	Where for short term?	× Wohin Canada 🛛	
	To which locations?		
	Long Term		
	Are you willing to reloc	ntê No v	-
	Back	or 0388	

After the release

Α	В	С	D	E	F	G	Н	
Manag	Manage Interests - v44.0							
Area	All				Skill Interest Data+ (/	Skill Reference+ (All	> Skill Interest Data+)
Restriction	Required	Required	Optional	Optional. May have mul	Required	Required	Optional	Optional
Format	Text	Employee_ID	Text	Job_Profile_ID	Text	Text	Remote_Skill_ID	External_Skill_ID
Fields	Spreadshe	Employee*	ID	Job Profile+	Row ID*	Row ID*	Skill	External Skill

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



Automatically Available

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.



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



Automatically Available

Career Hub and Opportunity Marketplace: Onboarding Progress and User Journey

Impact analysis

Before the release

Browse All Opportunit	ies
Mentors Connections Jobs	
Q Search All Connections	Connections 1 - 15 of many results
Search	
Filters Clear Filters	Reach out and build a new relationship.
Show Me	
O All Connections	Save to Plan
Suggested Connections	

After the release

← Browse All Opportunities

Mentors Connecti	ions Jobs	
Q Search All Connection	ons	Connections 1 - 15 of many results
Filters Show Me All Connections	<u>Clear Filters</u>	M S Sr Associate A You both share 6 of the same skills, including Adaptability.
Suggested Connection	ns	View Connection

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.

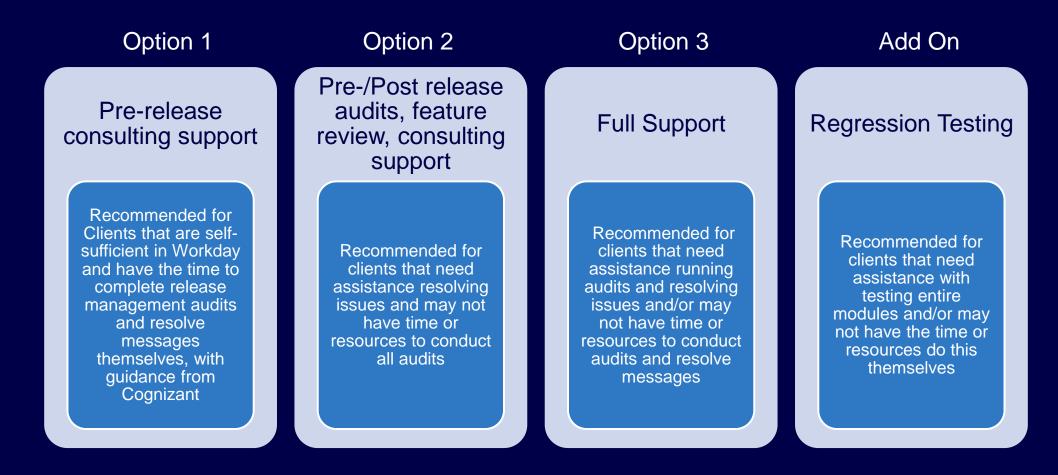
What happens if I do nothing

There will be no changes if you do nothing.



Additional release support services

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



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.





Thank you

Latest Workday Release Support | Cognizant

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