

What we know about Agent System of Record

Part 3 - Meet Your New Coworkers: a deep-dive in Workday's new Agents

WHICH AGENTS ARE AVAILABLE
AND WHICH ARE COMING



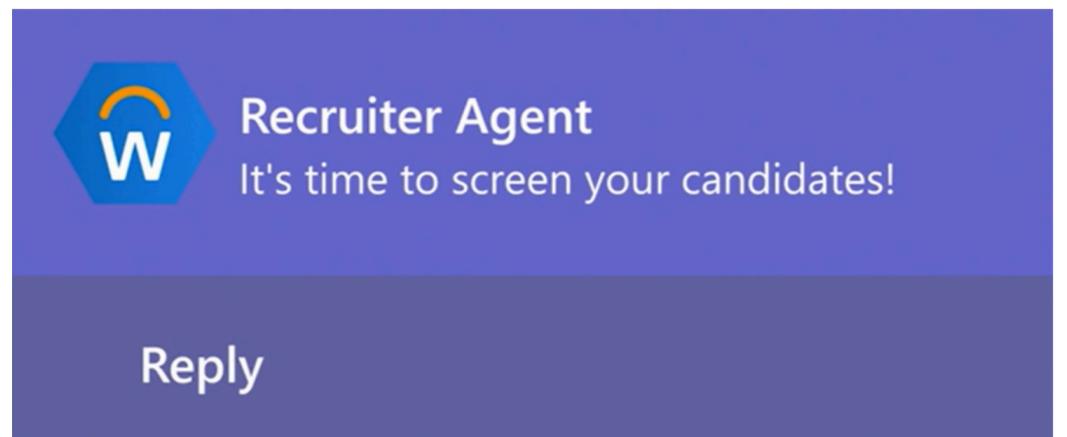
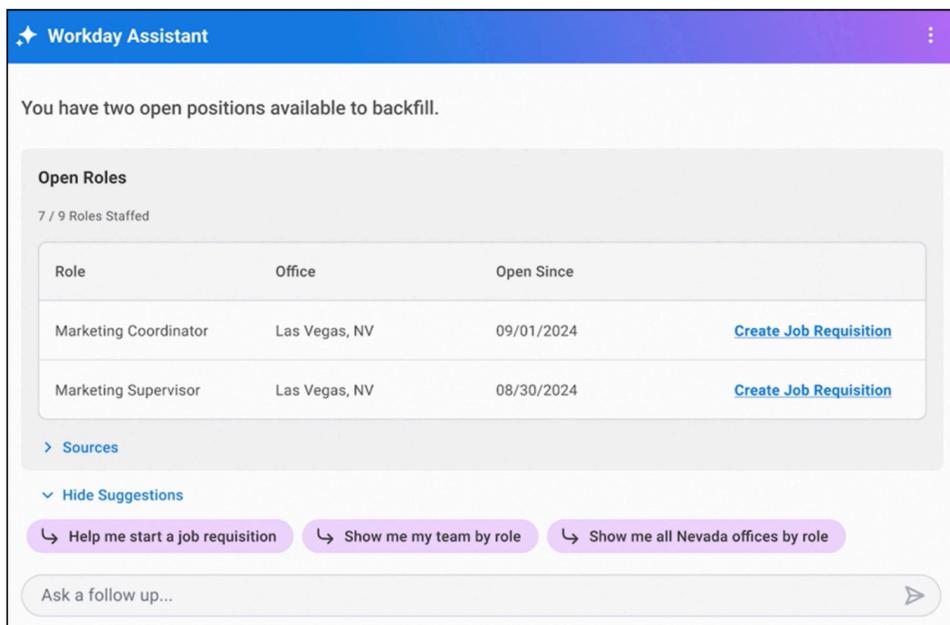
Generally Available

02/08

Recruiter Agent

The Recruiting Agent is already available in Workday today, combining AI, automation, and collaboration tools to supercharge every stage of hiring. Here's how it works:

Feature	What It Does	Why It Matters
AI Candidate Matching	Scans millions of past applications to find top-fit candidates automatically (powered by HiredScore)	Saves recruiters hours of manual screening and surfaces hidden gems
Fit Scoring & Insights	Uses AI to assess candidate-role match based on real performance signals	Helps make faster, smarter hiring decisions
Two-Way Messaging	Built-in platform allows recruiters to message candidates directly (and receive replies)	Speeds up communication, reduces drop-off
Unbiased & Compliant by Design	HiredScore's AI is proven to avoid bias and meet compliance standards	Builds trust and supports fair hiring practices
In-Flow for Hiring Managers	Delivers candidate insights, assessments, and scheduling tools directly to managers	Procurement agent optimizing supplier diversity.
Continuous Learning	AI adapts to recruiter feedback and hiring patterns over time	Finance and HR agents working together on workforce planning.



TALENT MOBILITY AGENT



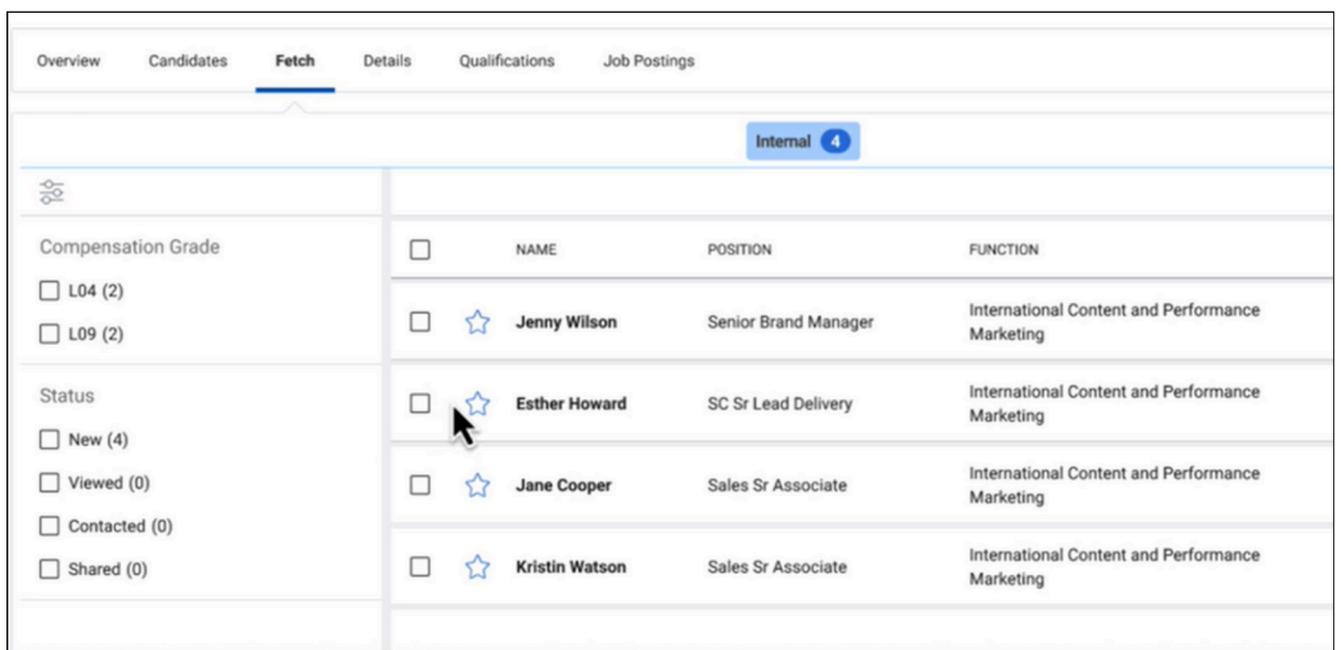
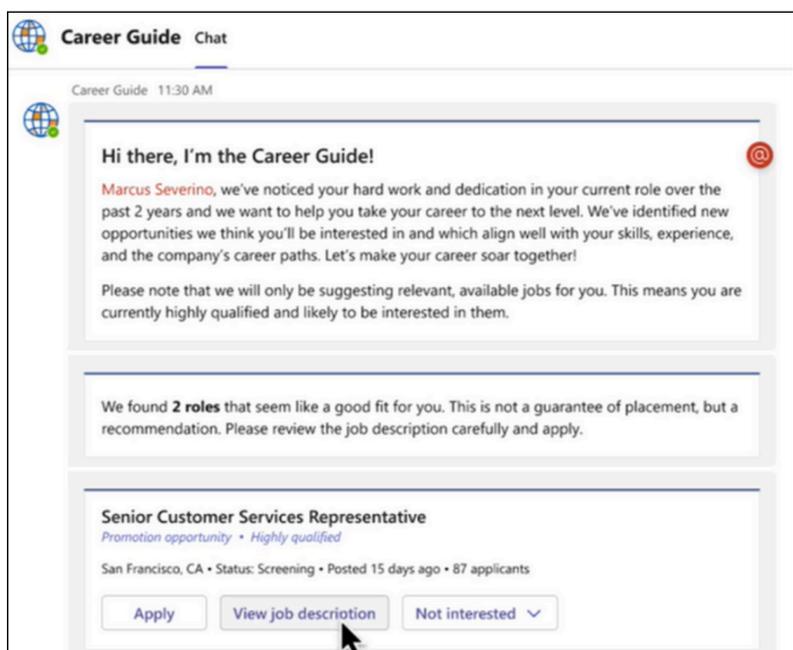
Generally Available

03/08

Talent Mobility Agent

The Talent Mobility Agent proactively surfacing growth opportunities inside the tools employees already use, like Microsoft Teams and Career Hub.

Feature	What It Does	Why It Matters
Proactive Opportunity Surfacing	Recommends open roles based on skills, performance, interests, and time-in-role	Employees don't have to search, growth comes to them
Smart Apply Flow	Takes employees straight to a pre-filled Workday application	Reduces drop-off and increases internal applications
Feedback Loop	Learns from employee actions (e.g., "not interested") to improve future suggestions	Personalized recommendations that actually fit
Profile Maintenance Nudges	Alerts employees when profile info is outdated	Ensures more accurate matches and visibility
Internal Recruiter View	Equips managers with open roles to support career discussions	Helps recruiters prioritize internal candidates quickly
Manager Career Tools	AI adapts to recruiter feedback and hiring patterns over time	Enables a real culture of mobility and retention



CONTRACT INTELLIGENCE AGENT





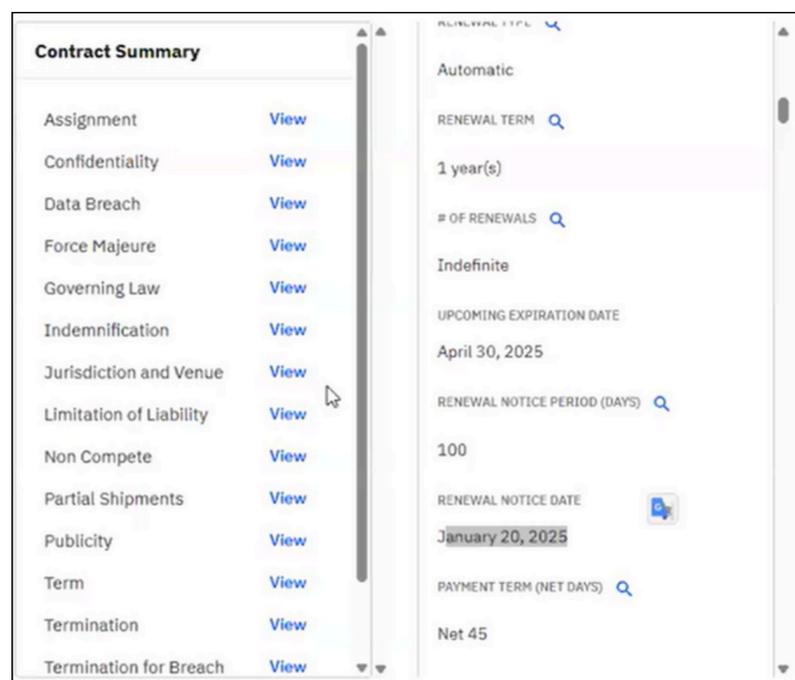
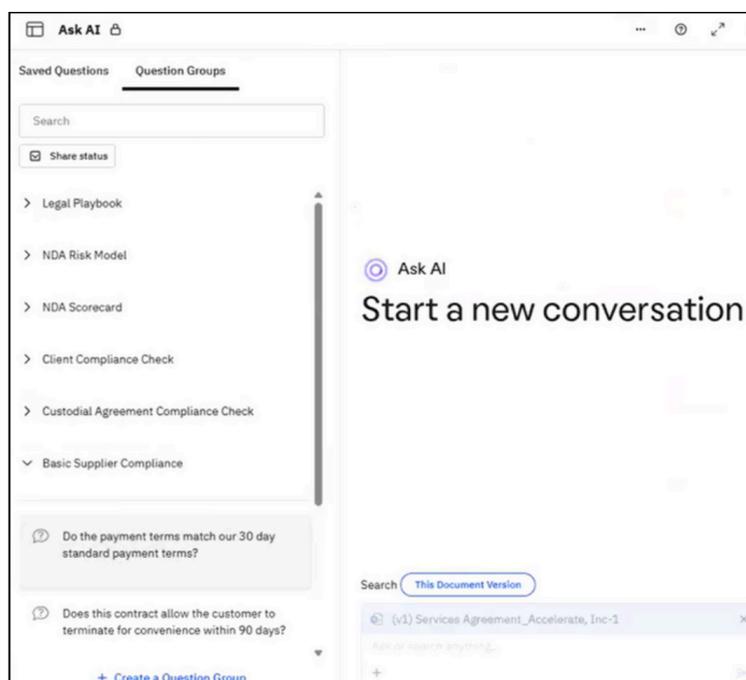
Generally Available

04/08

Contract Intelligence & Negotiation Agent

The Contract Intelligence Agent transforms static agreements into structured data and insight.

Feature	What It Does	Why It Matters
Advanced OCR + AI	Extracts data from poor scans, handwritten text, and tables at scale	No more manual review, even for messy or legacy docs
Contract Clause & Field Extraction	Automatically pulls terms like indemnification, governing law, term, fees, and more	Creates structured data across all your contracts
“Ask AI” Capability	Users ask natural-language questions and get answers + clause links	Empowers non-legal teams to self-serve insight with confidence
Automated Redlining & Clause Creation	Suggests edits to align with playbooks and drafts new clauses instantly	Speeds up negotiations and ensures contract compliance
Interactive Dashboards	Visualize renewal risks, payment terms, or clause usage by business area	Real-time insights for legal, procurement, finance, and beyond
Enterprise Integrations	Syncs with Box, SharePoint, Salesforce, and CLMs	Keeps contracts and systems aligned across your tech stack



AGENTS COMING IN 2025





EOY 2025

05/08

Agents Coming EOY 2025

These 8 agents are launching soon and they're set to transform how HR, Finance, and Procurement teams get work done.

Agent	What It Does	Why It Matters
Contingent Sourcing Agent	Identifies talent open to contingent roles and streamlines screening	Accelerates temp hiring with better match quality
Document-Driven Accounting Agent	Extracts data from contracts, invoices, and orders to propose billing, rev rec, and journal entries	Automates accounting workflows from documents, reducing manual effort
Frontline Management Agent	Helps with absence reporting, finds qualified shift replacements, and ensures accurate shift pay	Saves time for frontline teams and improves frontline worker experience via mobile
Supplier Contracts Agent	Analyzes supplier contracts, automates drafting and redlining, and routes approvals to procurement	Maximizes supplier value while reducing legal and compliance risks
Payroll Agent	Handles off-cycle pay requests, answers payroll questions, and proactively ensures compliance	Reduces manual work, improves payroll accuracy, and enhances employee trust
BP Optimize Agent	Analyzes business processes to identify inefficiencies and optimization opportunities	Continuously improves operations without waiting for formal reviews
Financial Audit Agent	Detects anomalies, recommends process fixes, and helps manage audit evidence	Improves audit readiness, ledger integrity, and control remediation speed
Self-Service Agent	Provides instant answers and completes HR tasks for employees and managers	Reduces HR ticket volume and boosts productivity across the org

SELF SERVICE AGENT



EOY 2025

06/08

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POTENTIAL FUTURE AGENTS



What's Next? These Agents Are in Incubation

Workday has a long list of future agents in the lab, but they're still in the "prove business value" phase.

We don't know exactly what they'll do yet...

But we do know this: the agent workforce is just getting started.

Planned Agents Include:

- Planning Agent
- Transfer Credit Agent
- Deployment Agent
- Learning Agent
- Job Architecture Agent
- Adoption Agent
- People Insights Agent
- Revenue Contracts Agent
- Succession Agent
- Employee Listening Agent
- Resource Scheduling Agent
- Award Contract Agent
- Performance Agent

— HOW TO PREPARE FOR AGENTS —→



What can you do to start preparing for agents?

✓ **Inventory your processes**

Start identifying which workflows could (or should) be handed off to agents.

✓ **Define agent governance rules**

Start the conversation now: Who owns agent approval, skills configuration, access, and retraining?

✓ **Build Extend capabilities**

Agents will need custom workflows. Teams that can build with Extend will make the most impact.

✓ **Strengthen your data foundation**

Agents are only as good as the data they access. Clean it, map it, govern it.

✓ **Plan for upskilling your team**

Your team will need to learn new skills. Start the conversation about these shifts, challenge them to learn, suggest trainings to follow (more on this soon).

✓ **Engage the right partner(s)**

Third-party agents will flood the market. Start demanding tight Assistant and Extend integrations already, so you won't have to catch-up later.

— LEAVE YOUR COMMENT BELOW —→