

Workday Extend's AI Gateway Explained

BUILT IN AI CAPABILITIES FOR WORKDAY
EXTEND DEVELOPERS





Workday Extend's AI Gateway Explained

The AI Gateway is how Extend Pro developers plug into Workday's most powerful asset: domain-trained, enterprise-ready AI services.

Forget external models and risky APIs. This is curated, Workday-native intelligence that speaks the language of HR, Finance, and People Data.

- Built-in governance
- API-first access via Orchestration
- Works with App Builder widgets
- GA now for 10 APIs, more rolling out each release

For these features you need to have a Workday Extend Pro license.

DOCUMENT INTELLIGENCE





Document Intelligence: Parse Anything at Scale

This is Workday's AI-powered document parser. You feed it structured or unstructured files (PDFs, resumes, receipts) and it returns clean, structured data.

💡 Use Cases:

- Auto-classify resumes and extract fields (e.g. name, experience, skills)
- Scan receipts or invoices into spend management flows
- Pre-fill forms from uploaded docs

✨ New in v2: Field extraction logic improves accuracy and supports more document types.

SKILLS CLOUD API



Skills Cloud APIs: From Text to Skill Profiles

The original skill extractor was already powerful. Now we have a second version

APIs Available:

- Extract skills from a resume or freeform job description
- Compare skill gaps between candidates and job profiles
- Return related, inferred, or categorized skills

v2 Upgrades:

- Skills categorization by domain
- Significance scoring to prioritize top skills
- Smarter inference for nuanced roles

Example Use Cases can be around auto extracting skills from feedback or performance reviews.

SENTIMENT ANALYSIS



Sentiment Analysis: Understand Tone at Scale

Every HR system has flat text which you cannot report on. With this API you can analyze it. This API turns open text into emotional signals: detecting positive, neutral, or negative tone.

 Example Inputs:

- “My manager never responds on time.” → 
- “Love the flexibility, but the tools are outdated.” → 

 Use Cases:

- Auto-flagging negative feedback in engagement tools
- Powering pulse dashboards
- Sentiment-driven nudges to HRBPs or People Partners

ML FORECASTER 



ML Forecaster: Predict What's Next

Historical data is valuable. Forecasting makes it actionable.

This API uses past data to predict future outcomes in time-series patterns.

Examples:

- Attrition prediction
- Headcount or workload planning
- Compensation forecasting
-

It's Workday's built-in answer to:
“What's likely to happen next?”

Perfect for Extend apps built on Prism, Finance, or Talent data.

REPORT Q&A 



Report Q&A: Ask, Don't Search

This API lets users ask natural questions about report data and get real answers.

Instead of pulling five dashboards and filters, ask:

“What was voluntary attrition in EMEA Q2 vs Q3?”

The AI interprets intent, checks permissions, queries the data, and returns a clear response.

Use Cases:

- HR Helpdesk Assistants
- Self-service analytics apps
- Manager Q&A bots for team metrics

Governance is baked in, so users only see data they're allowed to access.

TALK WQL 



08/09

Talk WQL: No-Code Queries for Real Workday Data

WQL is powerful but requires technical skill. This API lets non-developers describe what they want and generates the query.

💡 Input:

“Show active employees in sales org hired before 2022”

⚙️ Output:

- A valid WQL string ready to embed in Extend apps
- Editable, testable, and callable via Orchestration

Great for building dynamic apps that pull context-aware lists, filters, or triggers without needing custom reports.

HCM RECOMMENDER



HCM Recommender: Your Internal Talent Agent

This AI API recommends next roles or actions for an employee based on:

- Their current job
- Peer pathways
- Historical transitions

💡 Use Case:

- Power your own internal mobility app
- Give managers promotion-ready suggestions
- Embed growth paths into performance tools

It's the backend intelligence for any talent or mobility use case you want to build.

NATURAL LANGUAGE DATA QUERY →



Natural Language Data Query: Discover the Right Report

Ever been stuck thinking:

“Which Workday report even has this data?”

This API interprets natural language input to help users discover:

- Relevant reports and tasks
- How to query them using Workday's reporting model
- WQL snippets tied to intent

This will be the backend logic for agent-style helpers, guiding users to action or insight.

 Use Cases:

- Build a Manager Copilot that surfaces the right report based on their question
- Help HRBPs self-navigate complex org data without needing a report inventory

NATURAL LANGUAGE 



09/09

What will you build?

If you're still building Extend apps without tapping into these APIs... you're only using half the toolbox.

We've helped HRIS teams and Extend developers go from use case → mockup → pilot in weeks.

 Already using AI Gateway? Share your experience in the comments!

 Want to learn more about using AI in Extend? Follow Matt Komendolowicz and Incubane for more.

 **Found this post helpful? Repost it to share it with your network**

COMMENT BELOW 