Make Workday Learning Work for You

Customize a superior learning experience for your organization

Workday is an innovate cloud platform that helps enterprises around the world solve their biggest challenges. It's no wonder then, that over 4000 companies have switched to Workday and that number continues to grow every day. Many organizations are realizing the benefits of a single system for finance, HR, and planning entirely engineered for cloud deployment.

With an integrated system designed for the modern enterprise workforce, Workday has its roots in Human Capital Management and has quickly gained popularity among human resources professionals as their platform of choice.

Workday is designed to elevate enterprise learning and combines peer-generated content, interactive media, and learning management in a single application. With the increasing consumerization and hyper-personalization of content, Workday Learning aims to deliver a modern and engaging learning experience that:

Engages workers with a contemporary learning experience

Elevate learning from a disconnected, rigid experience to one that is consumer-like, on demand, collaborative, relevant, and personalized.

Curates personalized learning to support goals and career aspirations

A consumer-like, social environment where employees can take control of their own educational experience, set personalized preferences that surface relevant content for current or future roles, view recommended learning, and access required material.

Weaves learning into the employee lifecycle

Weave specific learning content at employee touchpoints like onboarding, role changes or goal setting and clearly distinguish which learning is required and which is intended for development.

Helps you understand the impact of your learning initiatives

Gain comprehensive insight into the activity and effectiveness of your learning programs with data, trends, reports and dashboards that clearly reflect activity or outcomes for learning administrators, people managers, and executives.

Gives you the benefits of a single system

Rapidly assimilate your business process framework, a single data model, comprehensive reporting and analytics, and security into your current HCM environment.

In a disrupted world where the workplace is in a state of continuous flux, robust platforms like Workday also continue to evolve every day.

Organizations need to ensure that these platforms align with their business and integrate seamlessly within their work ecosystem. In the case of human capital, these systems also need to blend homogenously with employee work culture while giving business leaders a meaningful and integrated view of data and analytics to drive business decisions.

As easy as this may sound, switching to Workday can be challenging for many organizations, especially large enterprises where this may involve traditional legacy systems, complex data and technology integrations, multiple functional areas, and process workflows.

To maximize ROI, it is critical for organizations to factor for critical needs specific to Workday implementation for each functional area. This is especially true for Workday Learning which is a critical component of employee engagement, productivity and talent development.

A partnership with an experienced learning partner can help deliver the best Workday Learning experience and results - from migration to deployment and from implementation to continuous improvement.

With over three and a half decades of pure-play experience in learning and development, NIIT partners with the world's leading companies to seamlessly deliver and support their complex technology implementations for greater business and functional impact.

NIIT's consultative approach can help you maximize the functionality of Workday Learning in eight critical areas.

Process Re-Engineering

Data Migration Support

Content Curation

Data Visualization

Project Management

Setup and Maintenance

Content Testing

Reporting

Elevating the Workday Learning Experience for an Oil and Gas Leader

NIIT is helping one of the world's leading Oil and Gas companies make the most of Workday Learning. With over 80,000 employees worldwide who learn through a centralized learning management system, the migration to Workday Learning involves many complex integrations and process workflows. NIIT helps the L&D organization through a targeted combination of customized services including PMO, process re-engineering and data migration support as well as content testing and curation services.

Customizing the Workday Learning Experience for an Integrated Oil and Natural Gas Company

For an integrated oil and natural gas company, NIIT helps with many aspects of Workday Learning. This includes setup and maintenance of learning including using Enterprise Interface Builder to create inbound activities to update employee enrolment data. NIIT also helps the company with the creation and enablement of customized reports and data visualization to give stakeholders the advantage of meaningful reports, dashboards and insights.

Maximize WorkDay Learning with NIIT's Consultative Approach

Project Management

NIIT works with you to create a strategic roadmap and project master plan for Workday Learning implementation. Our goal is to ensure end-to-end implementation per the project master plan. This includes but is not limited to risk planning and coordination with other Workday implementation partners.

Process Re-Engineering

For the successful implementation of Workday Learning, it is critical to align all processes with organizational workflows. This involves revisiting and all learning activities and steps such as standard operating procedures or program guides in detail to identify any gaps in process workflows. NIIT then works with you to reengineer and fix gaps in process workflows to maximize the functionality of Workday Learning. In some cases, this may involve building a work-around for gaps in CRM integration.

Setup and Maintenance Services

NIIT helps in the creation of learning topics and courses on Workday. We help you define learning campaigns and the campaign audience. We schedule learning campaigns and use the Enterprise Interface Builder (EIB) to create inbound activities and update employee enrolment data.

Data Migration Support

NIIT helps you create a Data Migration Strategy and execute data migration tasks along with your IT teams and other technology implementation partners.

Content Testing

NIIT tests your Workday Learning system based on the defined implementation strategy. This includes testing the migrated content to ensure the usability and accuracy of data migration.

Content Curation

Through our content curation services, we help portfolio or content owners repurpose content and align it with the functional features of Workday Learning. We also help optimize and fix meta tags for migrated content.

Reporting

NIIT helps L&D organizations identify data sources for custom reports. We help you create custom reports using different fields, filters, sorting options, and permissions to give you a meaningful view of data. We enable custom reports as a web service and attach custom reports to campaigns.

Data Visualization

We leverage custom reports and EIB outbound features to export data to external databases. We also utilize this information to create data visualization in Power BI to deliver meaningful insights and dashboards.

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