



PRODUCT OVERVIEW

Imagine What's Possible **When Skills Power Every Decision in Workday**

Censia + Workday transform skills into your most powerful business asset. Unlock agility, visibility, and confidence across your workforce.



THE CHALLENGE

Skills Are Shifting Fast

Skills are evolving faster than organizations can keep up. Some are disappearing while new ones emerge overnight. Without real-time visibility, CHROs cannot redeploy talent, build future capabilities, or fully realize the value of Workday.

“Skills intelligence unlocked our ability to identify how skills drive business objectives and market advantage.”

— Chief Learning Officer, Fortune 50 Global Telecom



Skills

- UI/UX Training
- Project Management
- Leadership Development
- Asana
- Workday Certified
- Risk Management
- Communications
- Persona Development
- Agile Product Methodology

THE BREAKTHROUGH

Censia + Workday

Censia and Workday together put skills at the center of your workforce strategy. With AI-inferred and validated skills at both the employee and job profile level, HR leaders see workforce capabilities and job architecture clearly so talent decisions connect directly to business outcomes.

Here's a snapshot of the value that HR teams are unlocking with Censia + Workday:

100%

of employee and job profiles enriched in just weeks, delivering quick ROI and unlocking richer insights across Workday, including Career Hub and Talent Optimization.

26%

boost in internal mobility as employees discover new opportunities because their skills are clearly shown and contextualized in their profiles.

82%

reduction in regrettable attrition, helping organizations retain top talent and reduce costly turnover.

The Censia Advantage

Censia brings precision, context, and trust to skills intelligence:



Unmatched Data Depth

Billions of talent data points contextualized to your industry and company



Built for Scale and Simplicity

Automatically enrich employee profiles with skills, eliminating the need for manual surveys



Integrated into Workday

Works directly in HR systems such as Workday



Responsible AI

Designed to meet enterprise standards for ethics, compliance, and security



Speed to Value

Realize measurable business outcomes within weeks through rapid deployment and fast integration

Censia Employee Intelligence

Censia Employee Intelligence is an AI-powered solution that transforms your organization's talent data into a dynamic skills foundation, one that fuels smarter workforce planning, mobility, development initiatives, and more. It integrates seamlessly with Workday via API to deliver these core components:

1

Employee Profile Enrichment

Enriches profiles with validated skills that reflect each employee's unique career journey.

2

Job Profile Enrichment

Builds dynamic, market-aligned job profiles.

3

Evolving Solutions

Additional components are in active development to further extend the value of Censia Employee Intelligence.

Foundational Capabilities

Powered by Censia's proprietary public talent graph built from thousands of trusted data sources, Censia Employee Intelligence analyzes billions of data points to deliver continuously updated, validated AI-inferred skills uniquely aligned to each worker and job profile.

- **Skills Intelligence:** Continuously validated and evolving data that adapts as roles and markets change.
- **Proprietary AI:** Identifies and infers skills at the individual level, going beyond assumptions from job titles.
- **Skills Benchmarking:** Enables leaders to benchmark skills and gain a deeper view of the talent landscape.
- **Workday Certified Integration:** Rapidly activate skills intelligence directly in HCM without additional tools required.
- **Data Security and Privacy:** ISO 27001 certified and fully compliant with GDPR and CCPA, ensuring secure, anonymized insights you can trust.

Workday Product Alignment

- Workday Human Capital Management (HCM)
- Workday Talent Optimization
- Career Hub
- Skills Cloud

Other Compatible Partner Platforms

Censia acts as a foundational data layer within Workday—no extra logins or tools needed—so its insights flow effortlessly across the entire ecosystem, including partner applications that use skills data.

Primary Industry Focus:

Censia is built to support organizations across all industries. Our ideal customers are:

1. Workday HCM users
2. Enterprises with 1,000 or more employees

Turn Possibility Into Action

Censia and Workday empower organizations to operate as true skills-based enterprises. Imagine building future-ready teams, unlocking hidden potential, and aligning every role to business strategy with skills intelligence that evolves as fast as the market.

"We bought a Ferrari (Workday), but we're driving it like a VW. Censia changed everything."

— CHRO,
Fortune 100 Insurance Company

Learn more about
Censia + Workday
censia.com/workday

