Censia | **workday.**

Skills Readiness Accelerator Deployment Program

Go Live with Complete Skills Data. Unlock Value from Day One.

THE CHALLENGE

Many existing Workday customers, including those live on HCM or preparing to activate the Talent Optimization solutions, are at varying stages of data readiness. In most organizations, employee skills and job profile data are incomplete, inconsistent, or stored in manual or disconnected systems, making it difficult to activate personalized talent experiences or workforce insights at scale. This makes it harder for customers to fully unlock the value of their Workday investment.

THE SOLUTION

Censia's AI solves this by automatically enriching and validating employee and job data with speed, consistency, and enterprise accuracy.

Customers frequently seek support to:

- Increase adoption of Talent Optimization applications
- Configure Skills Cloud with accurate skills context
- Personalize learning and career experiences at scale
- Accelerate activation of Talent Marketplace
- Strengthen workforce planning and capability insight
- Enrich both employee profiles and job profiles

The **Skills Readiness Accelerator** uses **Censia's AI-powered enrichment** to provide a fully enriched and validated dataset early in the process so customers can configure, test, activate, and optimize Workday solutions with confidence.

Whether you are:
- Implementing Workday HCM for the first time,
- Activating new Talent Optimization solutions, or
- Looking to unlock value from your existing Workday investments,

The Skills Readiness Accelerator ensures you start with the data foundation required for success.

What the Accelerator Delivers

A standardized, 90-day engagement designed to ensure you go live with:

- **Complete and enriched employee skills profiles**
  Powered by AI inference and contextualized from experience, background, certifications, competencies, achievements, and more.

- **Enriched job profiles**
  AI-powered data mapped to your roles and aligned with Skills Cloud for accuracy and consistency.

- **Validated data ready for configuration, UAT, and Day 1 activation**
  Eliminates manual data entry, reduces rework, and accelerates time-to-value.

- **A strong foundation for all Workday Talent applications**
  - ✔ Career Hub
  - ✔ Talent Marketplace
  - ✔ Skills Cloud
  - ✔ Learning
  - ✔ Workforce Planning
  - ✔ Recruiting

Why Workday Customers Choose This Accelerator

1. **Faster Time-to-Value**
   Skip the year-long manual skills-gathering process.
   Start configuring and testing in weeks with AI-enriched skills and job data.

2. **Higher Adoption from Day One**
   Rich, validated data enables real personalization and mobility from the moment you go live.

3. **Better Employee Experiences**
   Your workforce engages more deeply when Workday reflects their true skills, strengths, capabilities, and career paths.

4. **Less Risk, Less Rework**
   Accurate data reduces points of failure in configuration, testing, and workflows.

5. **Stronger Workforce Insights**
   Skills become an actionable asset for planning, talent mobility, succession, and reskilling initiatives.

IMPLEMENTATION

What we need to Configure, Connect, and Launch in 90 days

FIRST 30 DAYS

Laying the Foundation

- Kickoff & Confirm Project Expectations
- Integration Setup
- Planning & Non-Prod Tenant Configuration
- Data Synchronization & Analysis (Non-Prod)

- **Provide Non-Prod Tenant credentials** for integration and access validation
- **Complete the data mapping workbook** (Censia provides the structure; you fill in your system details)
- **Implement Non-Prod Tenant configuration** based on provided integration requirements

DAYS 31-60

Configure, Test, and Prepare for Go-Live

- Data Mappings Implementation
- Data Optimization & Censia QA (Non-Prod)
- Customer UAT
- Customer Production Configuration

- **Provide access to the test Non-Prod Tenant** for final validation
- **Review and sign off on UAT** to confirm Go/ No-Go Decision
- **Provide Production Tenant credentials** to enable Go-Live integration
- **Complete Production Tenant configuration** according to final specifications

DAYS 60-90

Go Live and Hypercare

- Data Synchronization & Analysis (Production)
- Data Optimization & Censia QA (Production)
- Production Review & Go-Live Approval
- Production Launch & Hypercare Phase

- **Review and approve final implementation** with Production Go/ No-Go
- **Confirm readiness for Production Go-Live** and begin rollout with post implementation customer support Hypercare

Succession Planning

2.5
2.0
1.5

About Censia

Censia delivers AI-powered talent intelligence that gives organizations the agility to shape the future of work and drive measurable business outcomes. Seamlessly integrated with leading HR systems like Workday, Censia enriches employee and job profiles with validated, contextualized skills tailored to each individual or job profile.

Censia's capabilities are powered by a governed data platform that applies AI to analyze millions of data points in context, delivering transparent, explainable insight into how skills connect to roles, industries, and career paths.

By gaining an unprecedented level of visibility into skills across the organization, leaders are able to elevate talent initiatives—from internal mobility to strategic workforce planning and more—at enterprise scale.

Learn more about Censia:
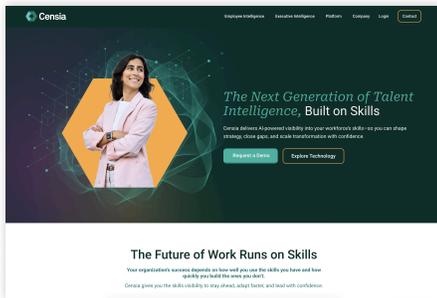
WEBSITE

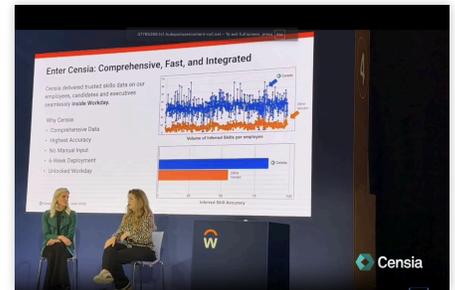Learn about Censia and its approach to skills intelligence.

READ MORE »

WEBINAR

Discover how skills visibility across the entire workforce drives meaningful business outcomes.

WATCH WEBINAR »

WEBINAR

See Verizon's skills transformation story at their Workday Rising session.

WATCH WEBINAR »

Next Steps

Workday and Censia will help determine whether the Skills Readiness Accelerator is the right fit for your organization's deployment or optimization journey.

If you'd like to explore the program, request a scoping discussion, or receive pricing please contact:

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