

Workday for the Public Sector

The public sector has always played a critical role in delivering exceptional constituent services and ensuring the health, safety, and fiscal well-being of the community. As the world changes, these core-mission activities must continue despite budget uncertainties, rising costs, shifts in workforce demographics, and the limitations brought on by an aging technology infrastructure. Organizations need systems that can help eliminate inefficiencies, streamline processes, identify opportunities, maintain compliance and transparency, and quickly adapt to change. As public sector leaders move forward, they are increasingly turning to cloud-delivered technology to gain deeper visibility into present-day issues and tomorrow's possibilities. That's where Workday comes in.

Workday unifies financials, spend management, human capital management, payroll, grants, budgeting, planning, and analytics to bring your entire organization together under one agile, easy-to-use system—all delivered in the cloud. It supports your organization's mission for greater efficiency in administrative processes and offers unprecedented insight into the management of programs and services, enabling transformative growth.

Different by Design

Simple enough for the casual user yet robust enough to handle critical back-office tasks, Workday applications are natively built for cloud delivery, offering advantages that are not possible with rigid on-premise, single-tenant SaaS systems.

- **Better decision-making with real-time analytics:** Built-in reporting tools and real-time, actionable analytics provide a 360-degree view of your organization. This functionality eliminates the need for a data warehouse and for juggling multiple (often expensive third-party) applications to reconcile data across disparate security schemas. Embedded predictive analytics in Workday offer quick and easy drill-downs into and across any dimension of required information, without the need to wait for IT to develop reports or implement special tools. With Workday, every action is recorded and tracked, making it easy to maintain audit controls.
- **Continuous innovation and adoption:** Workday eliminates the cost and complexity associated with traditional upgrades by delivering easy-to-adopt automated updates. This multi-tenant cloud delivery model leverages a unified data core with one platform, one codeline, and one user community—opening the door for faster innovation, easily consumable enhancements, and shared best practices.

Key Benefits

- Improve decision-making with real-time data and collaborative, continuous budgeting and workforce planning
- Attract, develop, and retain the best talent with skills-based insights driven by machine learning
- Increase productivity and user adoption with an intuitive mobile and desktop interface
- Empower your workforce through self-service
- Eliminate costly system maintenance and upgrade cycles with a proven SaaS delivery model

Key Features

- Single source of finance, HR, and payroll data
- Built-in, always-on auditing and compliance controls
- Configurable business processes
- Intuitive, native mobile user experience

Results

- 50% decrease in time to run payroll
- 81% decrease in time to onboard new employees
- 15% reduction in maverick spend
- 83% decrease in recruit-to-hire time
- 80% reduction in paper usage
- 90% decrease in time to make benefit changes
- 25% decrease in expense reimbursement time

- **Rapid deployment and faster time to value:** Workday applications are more cost-effective and faster to deploy than legacy applications, giving public sector organizations predictable operational expenditures. Workday deployments start immediately and are delivered on time and often under budget.
- **More time to focus on strategic initiatives:** Workday manages all the traditional IT-related aspects of your administrative applications: upgrades, patches, data security, application availability, backup, disaster recovery, performance tuning, operating system, database, network, storage, and maintenance. IT teams can then spend more time focusing on strategic initiatives that help further your mission.

Unified Suite of Applications

The administrative systems in use today by most public sector organizations were designed and implemented years, if not decades, ago. Due to the rigidity of these now-outdated technologies, organizations have been forced to cobble together disparate systems to address their evolving administrative needs. These costly, inflexible, and siloed systems cannot keep up with the pace of change. Built from the ground up as a unified suite, Workday provides a seamless user and administrative experience across financials, sourcing, human resources, talent management, payroll, budgeting and planning, reporting and analytics, and more.

Flexible Technology Foundation

Workday enables you to configure the applications to meet your diverse and unique needs. Legacy systems require you to conform to a limited set of rigid hierarchies and “vanilla” implementations that are difficult to change. But the multiple dynamic organizational structures in Workday enable managers and other approved users to accurately represent and update organizations and operations in real time, reflecting changes immediately without the need for IT assistance.

Workday also delivers more than 500 business processes optimized with industry best practices to help with standardization. If you have unique needs, the processes and controls can be configured and specialized with an intuitive business process framework. All these options are fluid and adaptable, meaning you will never again be locked into a system that does not work for your organization.

Engaging User Experience

Workday looks and works like your favorite consumer websites, such as Amazon or Google. The intuitive interface uses internet constructs such as hyperlinks, icons, predictive search, embedded help, and worktags—identifying names that can be used for reporting and associated transactions to give you a 360-degree view of your organization. With minimal training, all users can quickly adopt Workday.

Workday is designed to be mobile-first for smartphones and tablets, and you don’t need a separate application for each business process. With Workday, it’s all unified in a single mobile experience.

Workday Applications

Financial/Spend Management

- Core Financials
- Revenue Management
- Accounting Center
- Expenses
- Grants Management
- Projects
- Financial Planning/Budgeting
- Strategic Sourcing
- Inventory
- Procurement

Human Capital Management

- Human Resource Management
- Payroll Management
- Recruiting
- Compensation
- Benefits
- Learning
- Talent Optimization
- Time Tracking
- Absence Management
- Workforce Planning
- Journeys
- Help
- Cloud Connect for Payroll and Benefits

Analytics and Reporting

- Prism Analytics
- People Analytics
- Report Writer and Discovery Boards
- Benchmarking

Embedded, Actionable, Real-Time Analytics

Workday includes built-in reporting tools and actionable analytics. As a unified suite of applications, there is no need for separate third-party reporting tools or a data warehouse to analyze your information. Rather than juggling multiple applications to reconcile data across disparate security schemas, Workday enables you to build reports, gain insight, and take action in real time.

Active User Community

Workday customers are encouraged to participate in solution development through Workday Community, an online resource that promotes collaboration across the Workday ecosystem. Customers and partners can share best practices, data migration scripts, integration templates, and more—as well as make suggestions for new functionality. In this way, you can learn from others to help drive down the total cost of ownership and optimize your Workday experience.

Designed for Today and Tomorrow

With an innovative foundation and a multi-tenant cloud delivery model, Workday grows and adapts with your organization in ways your legacy systems will never be able to do. Workday has reinvented business applications to help your organization run more efficiently and effectively.

To learn more about how Workday addresses the needs of public sector organizations, please visit workday.com/gov.

Deploy Workday and Get Significant Value Fast

Workday offers deployment services, training, support, and continuous innovations to help you use Workday with confidence as your organization evolves. Because each customer has different requirements, resources, and goals, we've designed our services to meet a variety of needs and learning styles.

To help you reach your goals faster and empower your teams, subscription-based Workday Success Plans offer exclusive access to resources, tools, and expertise for an even deeper understanding of Workday.

For more information, visit workday.com/cx.



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