

# Workday's Approach to Learning

With Workday, learning and professional development will all be housed in one centralized place, eliminating the need to interface with multiple platforms. See below for some of the upcoming changes Workday learning has to offer.

## What's Changing?

- **Instructors Having Access to Schedule Their Own Offerings with Approval** – Currently, at FSU, SU, and UBalt instructors lack the ability to independently schedule their course offerings with approval.
  - **Workday Enhancement:** Workday introduces an innovative solution, granting instructors the autonomy to schedule new offerings for their courses that have a personal component, i.e. instructor led courses, with a streamlined approval process. Also, instructors can easily manage grades and attendance, enhancing efficiency.
- **Soft Alerts** - Currently, while SU and FSU have no alerts, UBalt manually sends alerts through Percipio. At CSU, SkillSoft/Percipio are programmed to send timely notifications for both upcoming and overdue training. BSU also has alerts in place and utilizes Percipio and LMS 365.
  - **Workday Enhancement:** Workday implements learning validations in the form of soft alerts, providing employees with guidance throughout the learning process. These soft alerts include notifications when enrolling or dropping a course. Workday aims to automate and improve the notification system for a more seamless experience.
- **Centralized System** - SU currently lacks a centralized learning and professional development system. UBalt relies on Percipio for Elearning courses, but the absence of support for instructor-led courses will be addressed through Workday. In contrast, CSU has a comprehensive centralized system utilizing Percipio and additional learning suites from Vector Solutions, covering essential areas like Title IX and Cybersecurity Compliance. Similarly, BSU employs Percipio and LMS 365, while FSU, having initially used LinkedIn Learning during the Workday project, no longer maintains a dedicated learning platform.
  - **Workday Enhancement:** Workday brings about a transformative change by introducing a centralized system for employee learning and development. This enhancement enables employees to easily track and enroll in content, fostering a more cohesive and streamlined learning experience.
- **Tracking Enrollment Reports** - Currently, FSU and SU Managers lack access

to enrollment reports. UBalt Managers can track eLearning training statistics in Percipio but lack reporting insight for instructor-led courses. BSU effectively tracks enrollments for all training registrants. At CSU, it is unclear if they can see enrollment status, but can identify employees with ongoing or completed training.

- **Workday Enhancement:** Workday introduces robust manager reports, offering detailed insights into learning enrollment. This enhancement, accessible through features like Learner Transcript and My Team Dashboard, is expected to be utilized by all managers for more effective tracking and management of employee learning.
  - **Sharing Courses** – Currently, schools cannot share courses publicly or participate in public courses together.
    - **Workday Enhancement** - Workday revolutionizes collaboration by introducing topic segmented security for courses, allowing schools to share courses publicly. This enhancement enables employees to attend courses with peers from other schools and potentially have instructors from different institutions, fostering a more collaborative and diverse learning environment.
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