Release:	2022R2	Feature Release Item:	External Career Site Search Experience and Job Details	Feature Setup:	Automatically Available
Functional Area:	Recruiting	Community Resources:	CXS-4008	Target Audience:	All Workday customers using Workday Recruiting with external career sites

Description of Change:

With this release, you can no longer opt out of the new job search user interface on external career sites. The new user interface is automatically applied if you've previously opted out. The improved experience is easier to navigate for applicants who search for and view jobs on your external career sites.

If you use third-party web scraping tools or similar software to automate job postings, they may be affected by the new user interface. Your vendor may need to update scripts to accommodate this feature. It's recommended that you contact your vendors to resolve any issues prior to this release to ensure service isn't interrupted.

Update Complexity:	Low	Impacted Modules:	Recruiting	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
None	None	Low

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Release:	2022R2	Feature Release Item:	Welcome Page for Candidate Home	Feature Setup:	Automatically Available
Functional Area:	Recruiting	Community Resources:	CXS-715 https://community.workday.com/node/987377	Target Audience:	All customers using Workday Recruiting with Candidate Home enabled

Description of Change: The Candidate Home page on external career sites is updated to improve navigation and bring greater visibility to candidate action items and job application statuses. You can configure a new type of sidebar to display content on the Candidate Home page.

This feature will automatically apply the usability updates and new user interface for Candidate Home on all external career sites.

Update Complexity:	Low	Impacted Modules:	Recruiting	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:

To update the existing configuration for the Candidate Home section:
1. Access the Edit External Career Site.
2. Select that site you want to edit.
3. Edit the Candidate Home section:
   1. Use the My Tasks Intro Text field to configure the text that appears above the My Tasks table in Candidate Home.
   2. Use the My Applications Intro Text field to edit or add text that appears above the My Applications section of Candidate Home.
(To update the existing configuration for the sidebar:
1. Access the Edit Sidebar Configuration task.
2. Select the Candidate Home sidebar for your external career site.
3. Configure sections by adding and editing rows.
	See What's New Post for full list of considerations.	Low

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Release:	2022R2	Feature Release Item:	Recruiting Campaigns	Feature Setup:	Setup Required
Functional Area:	Recruiting	Community Resources:	HRCRM-4518 https://community.workday.com/node/987570	Target Audience:	All Workday Recruiting customers

Description of Change:	Workday delivers Recruiting Campaigns, a new application that enables you to configure and schedule branded marketing communications to send to pools of prospects and candidates. You can configure a series of emails within a campaign and automate them by specifying the conditions and timeframe for Workday to send each message. Workday also provides analytics so you can view the number of emails sent, delivered and bounced, click-through rates, as well as conversion rates for job applications that campaign recipients submit. **Note**: This feature is part of Candidate Engagement, a separate product SKU requiring a separate license. To purchase Candidate Engagement, you must contact your Customer Base Account Executive.

Update Complexity:	Medium	Impacted Modules:	Recruiting	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:

• To uptake the Recruiting Campaigns feature:
   • Enable Candidate Engagement.
   • Give users access to create, view, and edit campaigns.
   • Add Recruiting Campaigns as a new source.
   • Create notification templates for the Recruiting Campaigns notification type.
   • Create message templates for the Recruiting Campaigns notification type.
   • Configure the Recruiting Campaign Email Analytics discovery board for analytics.
• To enable sending email messages and collecting analytics:
   • Opt into the new Innovation Services Agreement for Email Analytics.
   • Create and verify a sending domain for email analytics.
   • Configure email analytics notification delivery settings.
	See What's New Post for full list of considerations.	Medium

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Release:	2022R2	Feature Release Item:	Sync Scheduled Weekly Hours Between Job Requisitions and Position Restrictions	Feature Setup:	Setup Required
Functional Area:	Recruiting	Community Resources:	HRJOBREQ-10898 https://community.workday.com/node/962231	Target Audience:	All Workday Recruiting customers
Description of Change:	With this release, you can now enter the scheduled weekly hours on a job requisition as defined by a position restriction, reducing manual effort when you manage your job requisitions.				
Update Complexity:	Medium	Impacted Modules:	Recruiting	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
1. Access the Edit Tenant Setup – HCM task. 2. Select the Enable FTE on Position Restriction check box to display the Schedule Weekly Hours field on the Edit Position Restrictions and Create Position tasks. 3. Define a position's Scheduled Weekly Hours so that the hours will populate into Job Requisition business processes and tasks by default.	The Scheduled Weekly Hours value also considers the Edit Tenant Setup – HCM (Job Requisitions section) Defaulting Behavior for Position Management Job Requisitions. You can also sync Scheduled Weekly Hours from: • Default from most recent filled position on Create Job Requisition • Default from Position Restriction on Create Job Requisition Workday then calculates the Job Requisition FTE percentages using the Scheduled Weekly Hours and Default Weekly Hours. You may surface the FTE percentages from the new Job Requisition FTE report field. You can override values that automatically populate Scheduled Weekly Hours. Scheduled Weekly Hours will flow from the Job Requisition into the Hire process.	Medium

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Release:	2022R2	Feature Release Item:	Salary and Compensation Grade Ranges for Job Postings	Feature Setup:	Setup Required
Functional Area:	Recruiting	Community Resources:	HRREC-68962 https://community.workday.com/node/987386	Target Audience:	All Workday recruiting customers posting job requisitions and compensation grades
Description of Change:	To help you to comply with government laws, Workday enables you to display the minimum and maximum salary range, as well as the compensation grade range on your job postings.				
Update Complexity:	Low	Impacted Modules:	Recruiting	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
1. Access the Create Job Posting Template Content task to create new content and add one or both of these report fields: • Job Requisition Minimum-Maximum Compensation Pay Range • Job Requisition Compensation Grades We recommend adding text above each report field so the candidate understands the data Workday pulls in. Note: • If you created a new Job Posting Template Content, include it in the appropriate Job Posting Template. • You can also edit an existing job template. If you do edit an existing Job Posting Template Content, you'll need to unpost and repost posted jobs to career sites to see the changes reflected.	Both the Job Requisition Minimum-Maximum Compensation Pay Range and Job Requisition Compensation Grades report fields process a Job Requisition's compensation data from associated Primary Job Profile and Additional Job Profiles in a defined order. For location-based Compensation Grade Profile eligibility rules, the Job Requisition's Primary Location will be used to process any compensation location-based eligibility rules. Additional Locations or Additional Job Posting Locations won't be considered. Also, currency formatting is based off of localization settings of the user posting the job. For example, if the Job Requisition's compensation data is in Euro and the user has preferred location of France and preferred currency of Euro, the Job Requisition Minimum-Maximum Compensation Pay Range will return compensation data in French format: 80 000,00 € - 130 000,00 €.	Low

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