Release:	2022R2	Feature Release Item:	Enrollment Event Rules for Coverage Begin Dates	Feature Setup:	Setup Required
Functional Area:	HCM	Community Resources:	https://community.workday.com/node/949797 HRBENCORE-3347	Target Audience:	All Workday Customers using Workday Benefits
Description of Change:	To help you reduce manual effort, Workday enables you to apply additional rules to coverage begin dates on enrollment events. You can only select these new options on life change events. These options don't work with open enrollment events.				
Update Complexity:	Low	Impacted Modules:	Benefits	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
1. Access the Edit Enrollment Event Rule task and navigate to the Start or Waive Coverage tab. 2. (Optional) Add a new row for Enrollment Event Type, and a new row for Benefit Coverage Type. Select your desired options. 3. Select 1 of the 2 new rules under the Coverage Begin Date column for an existing or newly added Enrollment Event Type and Benefit Coverage Type.	You can only select these new options on life change events, such as New Hire, Family Status Change, and Administrative Corrections. These options don't work with open enrollment events. For dates based on submission date, Workday uses the completion date of the Change Benefits for Life Event business process as the submission date. For dates based on pay period, Workday uses the pay period schedule associated with the pay group tied to the worker's primary position.	Low

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Release:	2022R2	Feature Release Item:	Open Enrollment Scheduling	Feature Setup:	Setup Required
Functional Area:	HCM	Community Resources:	HRBENENGINE-3912 https://community.workday.com/node/987492	Target Audience:	All Benefits Customers running open enrollment in Workday
Description of Change:	With this release, Workday enables you to schedule when you initiate and close the Open Enrollment process.				

Update Complexity:	Low	Impacted Modules:	Benefits	Prerequisite:	None	

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

To schedule open enrollment initiation for a future date:
    Select the new Run Once in Future option in the Initiate Open Enrollment task.
    Enter the event details on the Initiate Open Enrollment tab
    Enter the schedule start date, time, and time zone on the Schedule tab.
Note: View scheduled initiation events in the new Active Schedules: Initiate Open Enrollment grid in the Open Enrollment Status report.
To schedule close open enrollment events for a future date:
    Select the new Close Open Enrollment by Schedule action from the Actions menu on the Open Enrollment Details View page.
Note: View scheduled closing events in the new Active Schedules: Close Open Enrollment grid in the Open Enrollment Status report.
	See What's New Post for full list of considerations.	Low

Release:	2022R2	Feature Release Item:	Benefit Election Decision Support	Feature Setup:	Setup Required
Functional Area:	HCM	Community Resources:	HRBENENROLL-8367 https://community.workday.com/node/874696	Target Audience:	All Workday Customers using Workday Benefits

| Description of Change: | With Workday 2022R2, Workday improves the benefit enrollment experience with new options that help employees make better decisions when they select benefit elections. This includes functionality such as expanded plan details for all benefit plan types, in addition to health care plans.

You can create custom labels for Expanded Plan Details and Coverage Details from the Maintain Custom Labels task. Terms that commonly have different names across customers, for example the word "drugs," can be overwritten using this task. There are also 3 custom labels for Expanded Plan Details (with 4 corresponding custom Coverage Details each), which you can name by using the Maintain Custom Labels task. |
|---|---|

Update Complexity:	Low	Impacted Modules:	Benefits	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
1. Access the Edit Benefit Plan task for the benefit plan that you want to add details to and open the Expanded Plan Details section. 2. (Optional) In the Additional Information Text box, add overview or explanatory information to help workers understand the benefit plan being offered. 3. In the Expanded Plan Details grid, configure details about the coverage that the plan offers. 4. (Optional) Access the Maintain Custom Labels task to override the delivered Workday options.	None	Medium

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Release:	2022R2	Feature Release Item:	Working Time	Feature Setup:	Setup Required
Functional Area:	HCM	Community Resources:	HRCORE-77833 https://community.workday.com/node/987036	Target Audience:	All Workday Customers
Description of Change:	With Workday 2022R2, you can configure country-specific rules for working time. This enables you to automatically populate scheduled and default weekly hours for workers, providing a more efficient way to assign full-time equivalent (FTE) percentages to workers. This feature includes the delivery of new and reorganized current fields on the Working Time section in many business processes to provide you with a better user experience.				
Update Complexity:	Medium	Impacted Modules:	HCM	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
1. Activate the new Set Up: Working Time security domain and assign roles accordingly. 2. Create working time eligibility rules using the Create Working Time Eligibility Rules task. 3. Configure your Working Time eligibility rules and set values for default and scheduled weekly hours on the Maintain Working Time for Country task. 4. To prepopulate weekly hours values on Create Position and Edit Position Restrictions business processes, you must turn on the Enable FTE on Position Restrictions tenant setting in Edit Tenant Setup – HCM. 5. To support the accurate persistence of weekly hours and full-time equivalent percentages, Workday allows you to configure the enterable working time fields to be not enterable for certain security groups using the Configure Optional Fields task	Workday currently supports working time defaulting for staffing events only. We're targeting support of the the working time defaulting in recruiting events in a future release. We've made no changes in the user interface of these supported business processes: • Change Job • Create Position • Edit Position Restrictions For the system to check the rules in staffing events, you must interact with the data the rule is based on in the staffing business processes.	Low

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Release:	2022R2	Feature Release Item:	Support for Remote Jobs	Feature Setup:	Setup Required
Functional Area:	HCM	Community Resources:	HRJOBREQ-8534 https://community.workday.com/node/987346	Target Audience:	All Workday Recruiting customers
Description of Change:	With this release, Workday enables you to create your own custom remote values that you can use when you create remote job requisitions. This enhances recruiting efficiency by making it easier for you to post unique remote jobs to your career sites, and easier for prospects to search for and apply to remote opportunities.				

Update Complexity:	Low	Impacted Modules:	Recruiting	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
1. Confirm access to these tasks for administrators: • Maintain Job Requisition Remote Types • View Job Requisition Remote Types 2. Configure Remote Types on the Maintain Job Requisition Remote Types task. 3. Adjust the hidden configuration on the Configure Optional Fields task from functional areas per your requirements. 4. To add the Remote filters to your External Career Site, edit the Advanced and Search Results tabs on the Find Jobs custom report.	• We recommend that you don't create a remote type to denote a Non Remote value. This returns as a Remote Type on the Career Site and therefore will skew the Remote search results. • When searching for remote opportunities along with a specific location, our reporting framework only supports ANDs, not ORs. Example: If you search **Remote** and **Dublin**, your results will include **Remote** AND **Dublin**, not **Remote** OR **Dublin**. • Searching for the word Remote will also return results if the remote type contains the word remote. • A Primary Location is still required on Job Requisitions. This ensures that tasks such as Personal Information collection and Country-specific Terms and Conditions will present properly to candidates. Job Posting Locations are optional.	Medium

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Release:	2022R2	Feature Release Item:	Employee Reviews	Feature Setup:	Setup Required
Functional Area:	HCM	Community Resources:	HRPERF-21233 https://community.workday.com/node/988076	Target Audience:	All Workday customers using employee reviews
Description of Change:	Workday 2022R2 enhances employee reviews by enabling you to configure employee review template help text on a single task. When you configure a template to use Guided Experience, you can also configure help text specifically for employees or managers, enabling you to provide more targeted instructions. Workday also enhances Guided Experience by now supporting additional reviewers and managers, delivering them with a more intuitive user experience where they can provide more data to evaluate your workers' performance.				

Update Complexity:	Medium	Impacted Modules:	Performance	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
1. Access the Configure Employee Review Template task. 2. Click Edit and set the Default Editor Option field to Use Guided Experience if you want separate help text for employee and manager. 3. Click Configure Sections and add sections to the template. 4. Click Configure Help Text. 5. Guided Experience: On the Template Help Text tab, enter separate help text in the Employee Evaluation Help Text and Manager Evaluation Help Text fields. On the Section Help Text tab, for each section, enter help text in these fields: • Set Content (if supported) • Employee Evaluation • Manager Evaluation 6. Guided Editor and Summary Editor: On the Template Help Text tab, enter help text in the Evaluation Help Text field. On the Section Help Text tab, for each section, enter help text in these fields: • Set Content (if supported) • Evaluation	See What's New Post for full list of considerations.	Medium

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Release:	2022R2	Feature Release Item:	Import External Skills	Feature Setup:	Setup Required
Functional Area:	HCM	Community Resources:	SKILLS-45 https://community.workday.com/node/988249	Target Audience:	All Workday customers using Skills cloud

Description of Change:	Workday 2022R2 enables you to import skills from third-party systems. This can help you to integrate your skills data into a centralized system and increase the number of skills available to your workers, creating a cohesive experience where they can see all the skills, across all the systems they use, within Workday.

Update Complexity:	Medium	Impacted Modules:	Integrations	Prerequisite:	Workday Skills Cloud Enablement Innovation Services Agreement

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

1. Enable Workday Skills Cloud Skills.
    1. Opt-in to Workday's Innovation Services agreement.
    2. Convert Duplicate Skills to Skills Cloud Skills.
    3. Convert Synonymous Skills to Skills Cloud Skills.
2. Add a Skill Vendor and the Skill Vendor Name.
3. Set up Manage: External Skills domain.
4. Load external skills.
5. Generate the spreadsheet.
6. Review mappings.
7. Take actions with the new mapping service.
	• If you load external skills into Workday, tag them with a skill vendor that you maintain in your tenant.
	• You can use the View External Skills report to view the current mapping relationships for External Skills in Workday.
	• When you confirm mappings and set your External Skill List, use the Put External Skills web service to share them across your Workday tenants.
		Medium

Release:	2022R2	Feature Release Item:	Alternate Work Location Address Effective Date	Feature Setup:	Setup Required
Functional Area:	HCM	Community Resources:	HRPERSON-18149	Target Audience:	All Workday customers using alternate work locations

Description of Change:	We enable you to update the effective date of an alternate work location address that you can configure in the Work Contact Change business process. This ensures that payroll taxes can be correctly calculated for an employee who works from a state that's different from their primary office location.

Update Complexity:	Low	Impacted Modules:	HCM Payroll	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
No additional details available from Workday currently.	No additional details available from Workday currently.	Low

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Release:	2022R2	**Feature Release Item:**	Service Dates	**Feature Setup:**	Setup Required
Functional Area:	HCM	**Community Resources:**	HRCORE-77798	**Target Audience:**	All Workday customers
Description of Change:	Workday now enables you to add custom labels to service dates, enabling you to name them according to your business requirements. We also make it easier for you to update service dates while completing a job change for a worker.				
Update Complexity:	Low	**Impacted Modules:**	HCM	**Prerequisite:**	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
No additional details available from Workday currently.	No additional details available from Workday currently.	Low

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Release:	2022R2	Feature Release Item:	Self-Service for One-Time Payments	Feature Setup:	Setup Required
Functional Area:	HCM	Community Resources:	HRCOMPROC-5333	Target Audience:	All Workday customers
Description of Change:	Workday 2022R2 provides greater flexibility for giving one-time payments by enabling employees to request a one-time payment for themselves.				
Update Complexity:	Low	Impacted Modules:	Compensation	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
• Configure the default definition and business process security policy for the Request One-Time Payment for Self business process. • Configure your own categories and reasons for the One-Time Payment for Self event. • Configure any new custom validations. • Grant selected security groups access to the new domains. • Select Worker Selectable on one-time payment plans.	• Existing custom validations for One-Time Payments also apply to the new Request One-Time Payment for Self business process. Use the new One-Time Payment Event for Self report field to exclude these types of events from specific custom validations. • If a one-time payment plan isn't enabled as Worker Selectable, the plan isn't selectable by any user during the Request One-Time Payment for Self business process. • We permanently hide these fields from the employee as self during the business process: • Coverage Dates • Gross Up • Recommended Maximum • Recommended Minimum • Send to Payroll • Target Amount • Target Currency • Target Frequency • Target Percent	Low

Release:	2022R2	Feature Release Item:	Custom Modifiers for Bonus Proration Segments	Feature Setup:	Setup Required
Functional Area:	HCM Advanced Compensation	Community Resources:	HRCOMPREV-24413 https://community.workday.com/node/987956	Target Audience:	Workday Advanced Compensation customers
Description of Change:	Workday 2022R2 provides greater flexibility when you calculate employee bonus awards by enabling you to create custom modifiers for bonus proration segments.				
Update Complexity:	Low	Impacted Modules:	Advanced Compensation	Prerequisite:	None

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

• Access the new Maintain Compensation Review Custom Modifiers task to create a custom modifier name.
• Access the Create Compensation Review Options task and click the Participation Rules tab. Navigate to the Custom Modifier section. Then select options, such as Update Award To New Employee Target, to determine what Workday does with the planned bonus awards when a custom modifier is modified.
• Initiate a compensation review process and progress to the Configure Pools step.
• Access the new Maintain Compensation Review Custom Modifiers for Employees task or use the Get/Import Employee Proration Segment Details web services to create a percent for an employee proration segment.
	• You can use more than one custom modifier per employee proration segment.
	• You can use the Maintain Compensation Review Custom Modifiers task to modify custom modifier names at any time.
	• You can only use the Maintain Compensation Review Custom Modifiers for Employee task during an in-progress compensation review process during:
	  • Configure Pools
	  • Complete Employee Awards
	  • Review Employee Awards
	• You can use the Get Employee Proration Segment Details web service at any time on in progress and completed compensation review processes.
	• You can only use the Import Employee Proration Segment Details web service during an in-progress compensation review process during:
	  • Configure Pools
	  • Complete Employee Awards
	  • Review Employee Awards
	• The Compensation Review Options task defaults the Custom Modifier setting to Update Award to New Employee Target unless you change it.
		Medium

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Release:	2022R2	Feature Release Item:	Fixed Recurring Expiration Dates	Feature Setup:	Automatically Available
Functional Area:	HCM Learning	Community Resources:	LRN-16222 https://community.workday.com/node/875890	Target Audience:	Customers using the Learning module with courses that contain expiration dates.

Description of Change:

Workday improves efficiency by enabling you to configure recurring expiration periods for courses, making it easier for learning administrators to manage your workers' retraining needs. You can also configure a retraining window to trigger retraining content to display on the *Required For You* slider during a specified time period, while also ensuring that learners complete retraining within the defined retraining window. You can no longer add or edit expiration dates on course offerings. You can also add a new Retraining Window section and a new Recurrence Frequency option on the Expiry Period prompt on these tasks:

- Create Course
- Edit Course

Update Complexity:	Low	Impacted Modules:	Learning	Prerequisite:	None

Description of Uptake Project:	Assumptions/Special Considerations:	Level of Effort:
1. Access the Create Course or Edit Course task 2. Under the Retrain Window section, enter the number of weeks or months for the retraining time period. 3. Under the Default Expiration Rule section, select Recurrence Frequency for the Expiry Period. 4. Enter a number and select a time unit in the Recurs Every and Recurrence Time Unit fields to configure a recurrence frequency.	This feature doesn't affect existing course offerings with expiration dates. New course offerings will use the expiration dates from the course.	Low

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