

Office of State Controller (OSC) Financial Conference

Office of State Human Resources presents
Workday

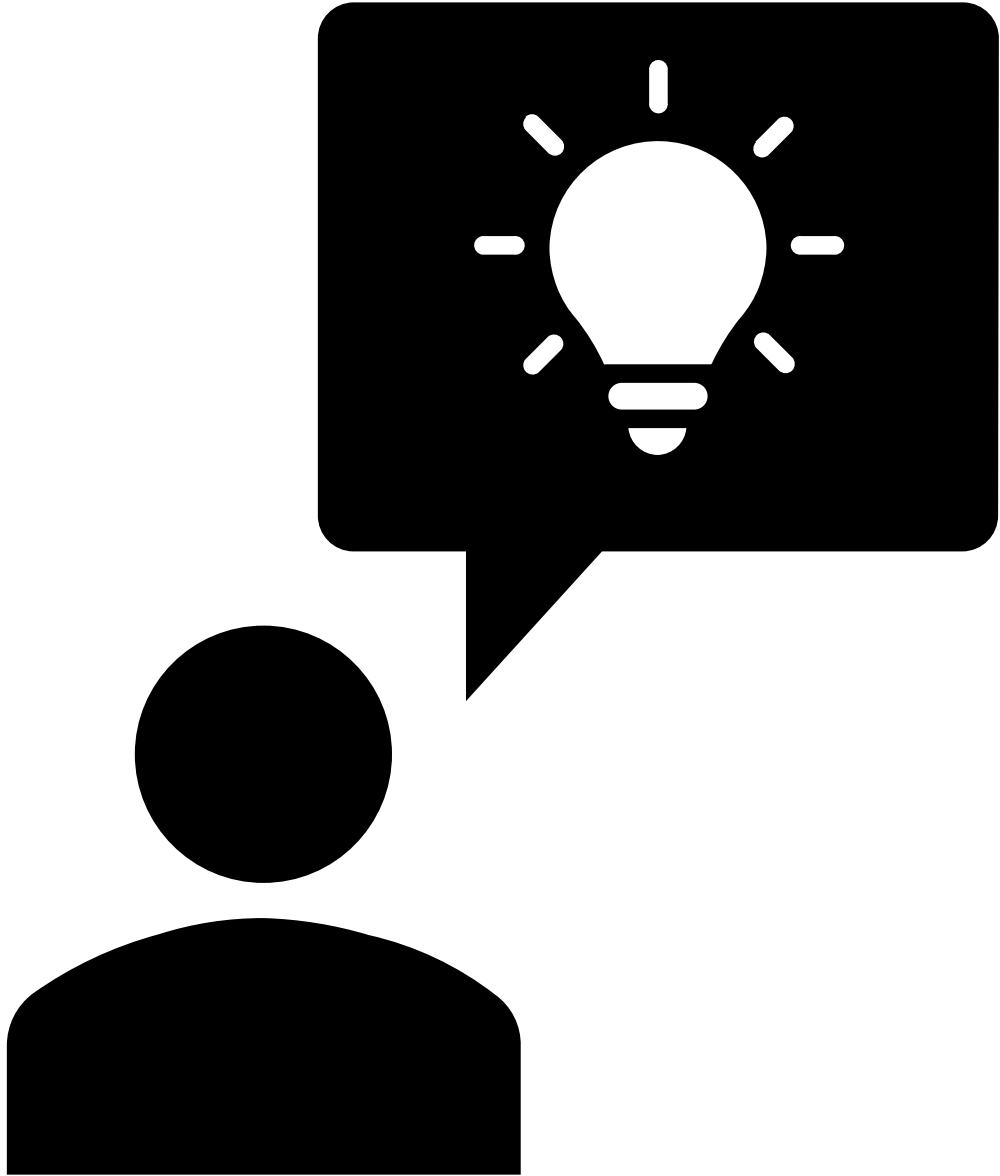
December 9, 2025

Introductions

- Tammy Penny - Special Advisor to OSHR Director
- Kristin Siemek - State Talent Acquisition Manager
- Jill Anderson - Program Director
- Terri Youngs - Project/OCM Manager

1	Why Workday?
2	Workday - Phase I
3	Workday Value
4	Workday Integrations
5	Workday Tools & Training
6	Workday Demonstration

Agenda



Why Workday?

Why Workday?

Workday Supports a Compelling, Strategic and Streamlined Talent Acquisition Experience

Workday Messaging

Customize SMS messages to candidates to keep them up to date during the application process.

Candidate Engagement

Information captured through campaigns and landing pages flows seamlessly to Workday.

Analytics

More recruitment data providing HR and managers with more opportunity to make data-driven decisions

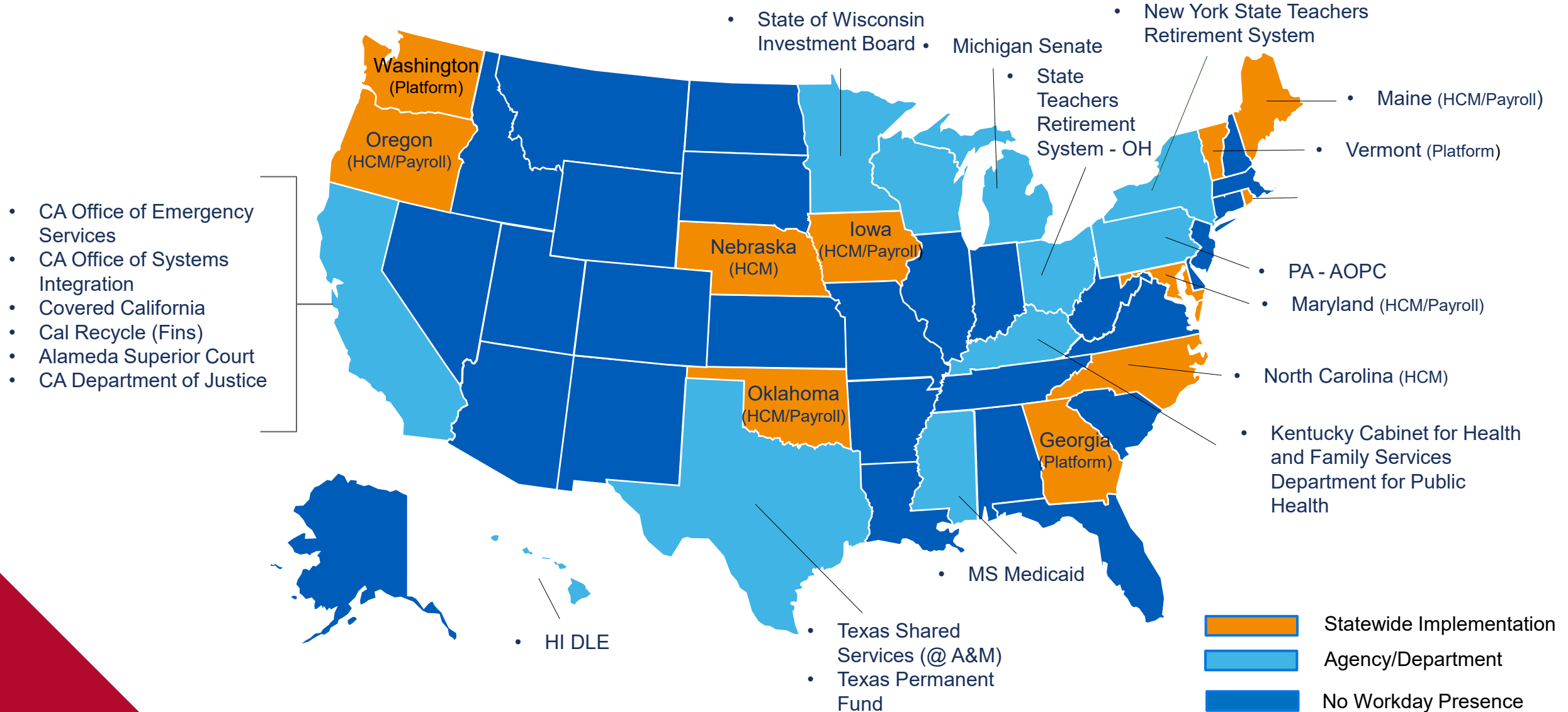


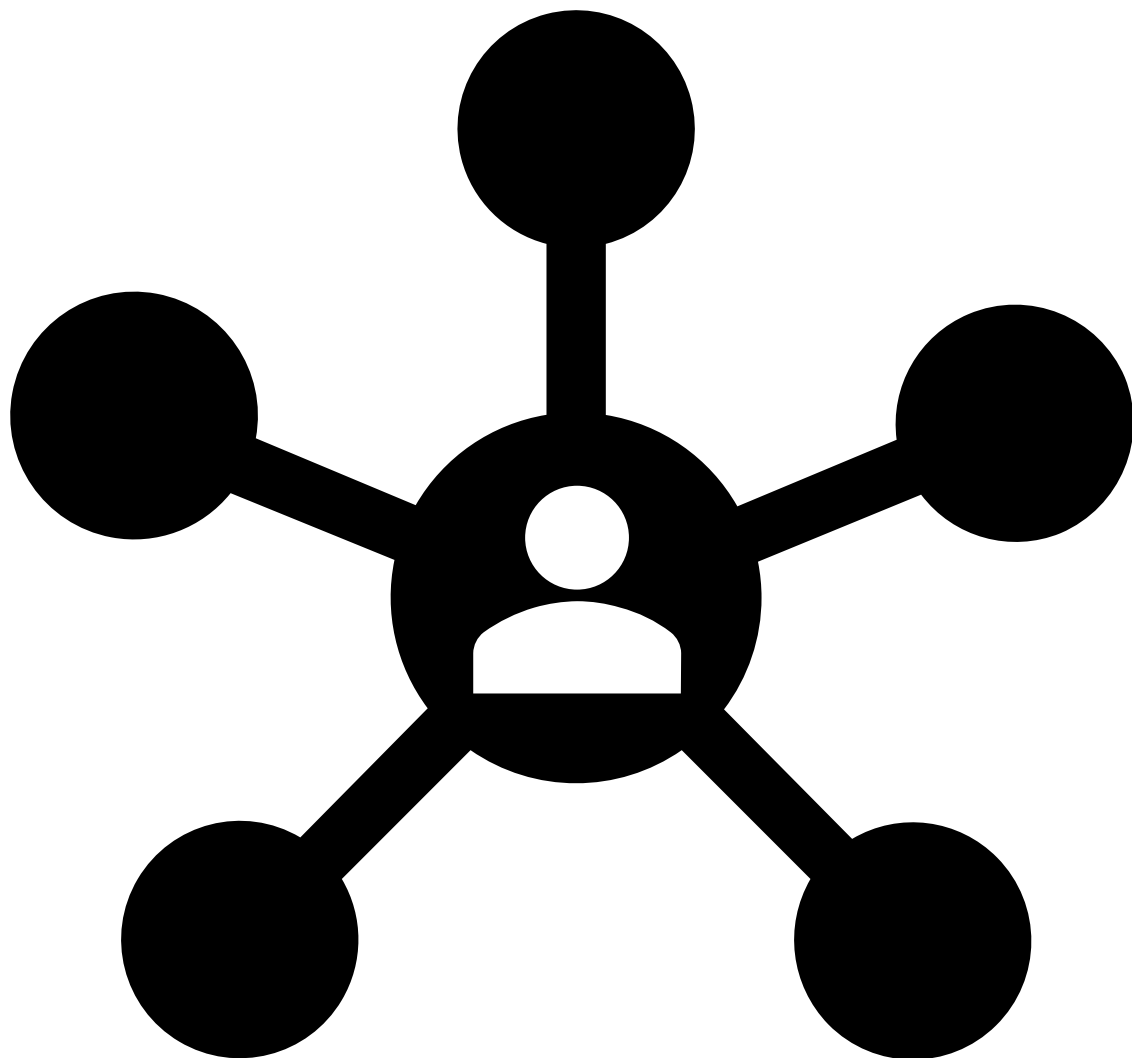
Recruiting
 A unified system which will reduce duplicative processes and streamlines the overall recruitment process.

Compensation
 Salary data pre-fills job profiles supporting recruitment and necessary budget approval.

Core HCM
 Recruiting data pre-fills the worker profile, streamlining the new-hire onboarding process.

Workday - Supporting State Government





Workday - Phase I

What is in Scope?

Phase I Workday HCM Scope:



- OSHR, while procuring the rights to license a complete enterprise HCM Solution over time, is utilizing the initial phase of the HCM Project to implement **Recruitment, Applicant Tracking, Onboarding and Offboarding.**
- With the appropriation of the funding for Phase I, the State has positioned the agencies to eliminate shadow systems, provide for better data analytics, enable more consistent onboarding and offboarding processes, improve hiring, and deliver automated workflows that will reduce process times and increase productivity.
- The **Phase I** project scope also includes **Position Description Management, Organizational Charts, E-Verify, and the related Reporting and Analytics.**

Workday End-to-End Recruitment Cycle

SOURCE

In the first phase of the NC Workday HCM Recruitment Lifecycle, the following activities are completed:

- Create Position (automated)
- Create, Change, or Close a Job Requisition
- Post Job
- Internal Applicants Apply
- External Applicants Apply

HIRE

In the second phase of the NC Workday HCM Recruitment Lifecycle, the following activities are completed:

- Review Candidate
- Screen Candidate
- Assess Candidate
- Interview
- Reference Check
- Background Check/Drug Screen
- Offer

ONBOARDING

In the third phase of the NC Workday HCM Recruitment Lifecycle, the following activities are completed:

- Onboarding - New Hire
- Complete I-9
- Change Job - Transfers
- Manage Position Descriptions
- Organizational Charts

OFFBOARDING

In the fourth phase of the NC Workday HCM Recruitment Lifecycle, the following activities are completed:

- Change Job - Transfers
- Separation

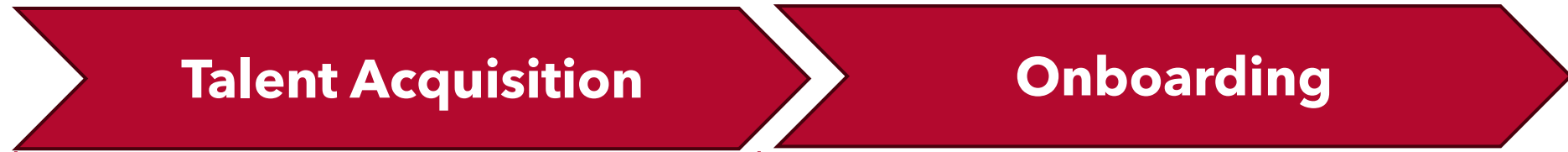


Workday Value

Hire to Retire (H2R) Value Stream

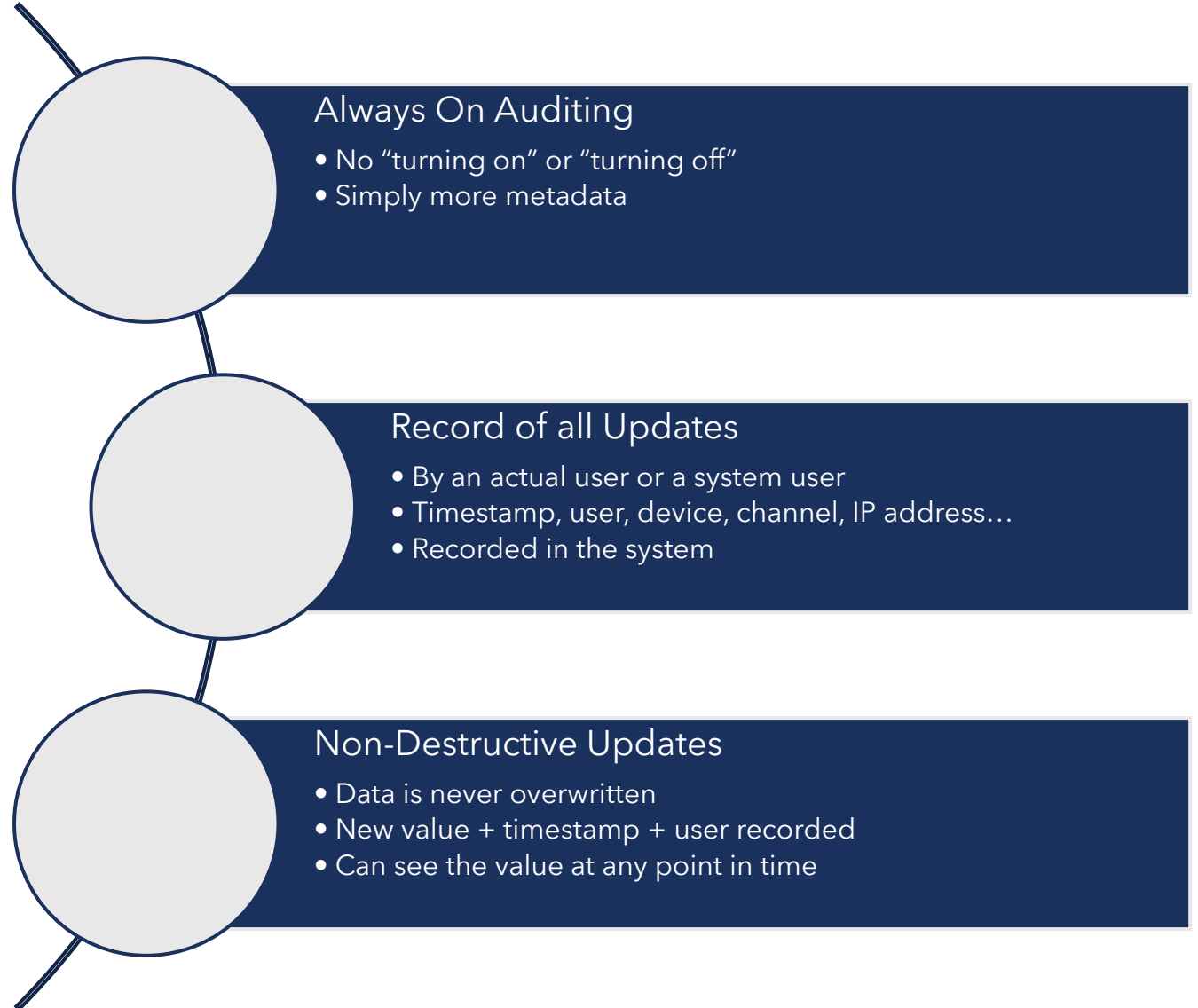


H2R Value Stream - System Cost Saving

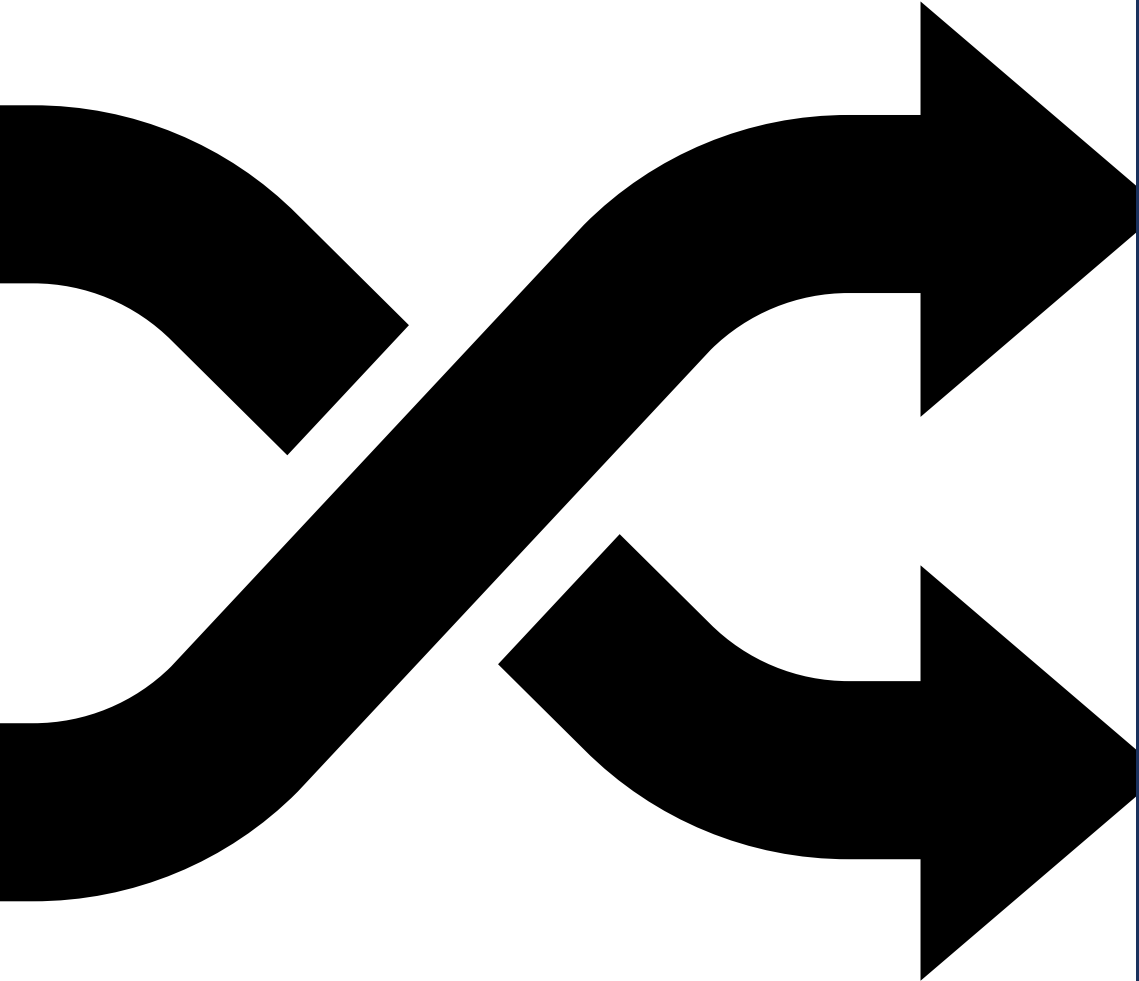


Capability	Previous	Current	Previous	Current
Recruiting	NEOGOV®	workday. Recruiting		
Position Management	PeopleAdmin	workday. Position Management		
Org Chart Management	OrgChartPlus	workday. Workchart		
Onboarding Management			No Statewide E-Verify Account & Multiple agency-specific systems	workday. Onboarding & Offboarding

Comprehensive Auditing Value



Polling Question #1



Workday Integrations

Integrations for Phase I



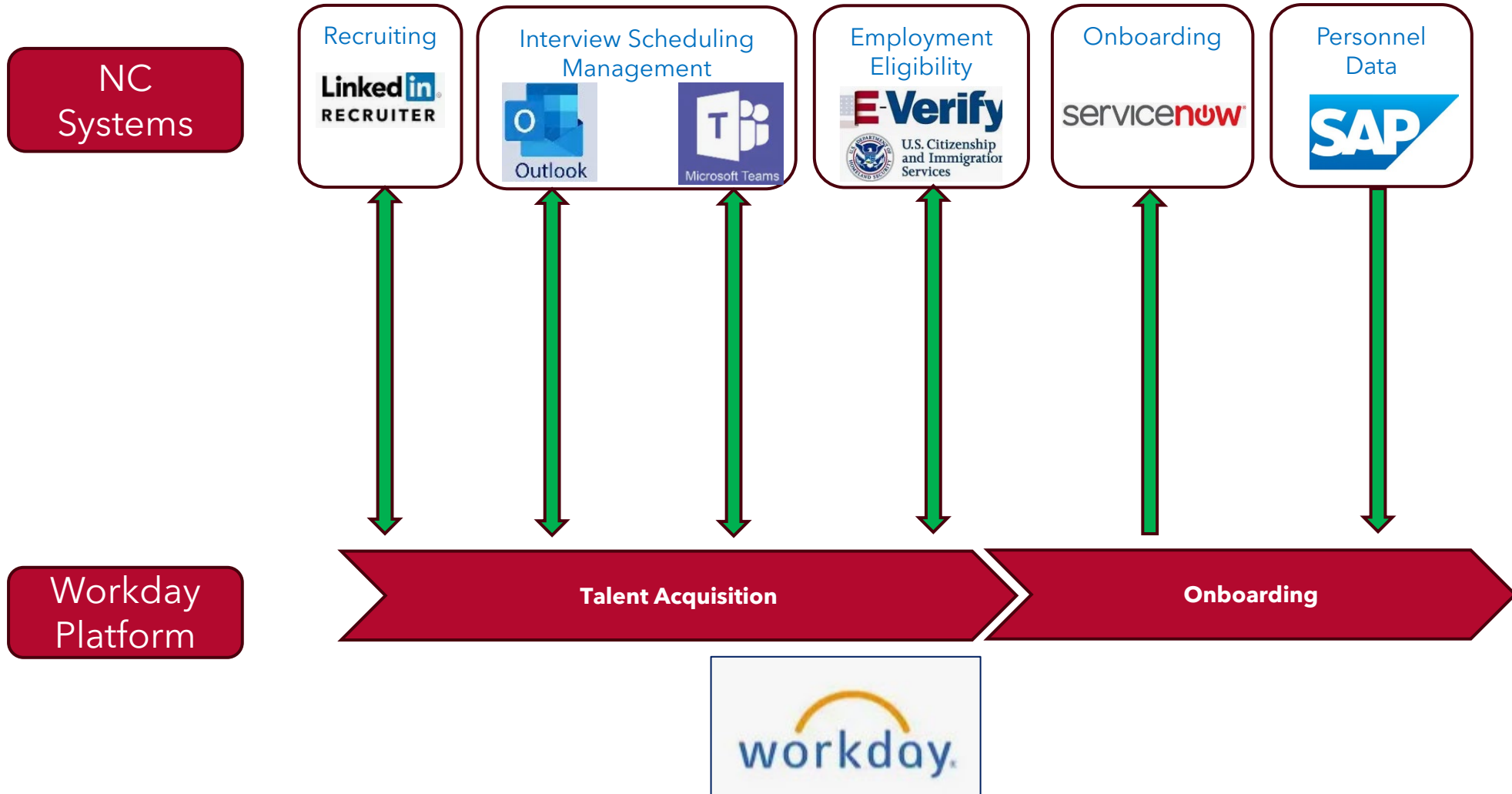
- Integration to Workday
 - Integrated HR/Payroll System (SAP)

- Integrations from Workday
 - ServiceNow - for IT requests for equipment, email, NCID, etc. (being tested with targeted go-live in early 2026)

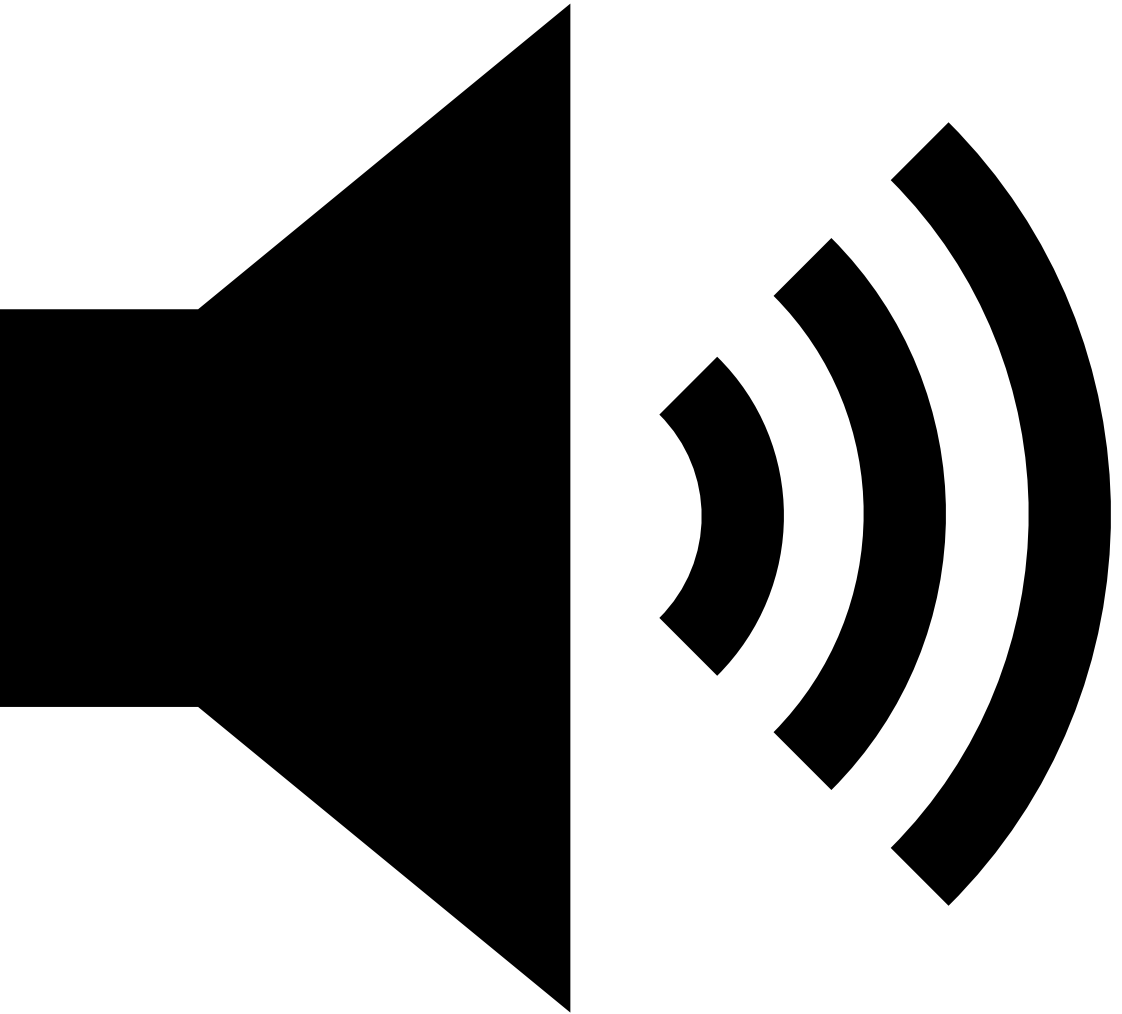


- Integrations to and from Workday:
 - Single Sign-On (SSO)
 - "Apply with LinkedIn"/LinkedIn Recruiter
 - E-Verify, Federal employment eligibility verification system
 - Microsoft Outlook - for calendaring of candidate interviews
 - Microsoft Teams - for holding candidate interviews

Integration Architecture



Polling Question #2



Workday Tools & Training

Introducing Workday for State of NC



Introducing Workday for the State of North Carolina

Home > Work for NC > Introducing Workday for the State of North Carolina

What Is Workday?

Workday is a cloud-based platform that provides comprehensive functions for human capital management. In Phase I, Workday will allow the State of North Carolina to streamline its recruitment, applicant tracking, employee onboarding and offboarding, position description management, and organizational charts in one, centralized location.

Jobseekers will benefit from a faster, simpler application process and improved communication with hiring managers, ultimately resulting in quicker hiring times. Our HR teams and hiring managers will be able to make data-driven decisions and continuously refine hiring strategies, helping to achieve our ultimate goal: filling vital state government positions and retaining state employees.

The State of North Carolina is currently in Phase I of Workday, which will launch on October 8, 2025.



OSHR Director Staci Meyer Introduces Workday

Published on July 28, 2025

Introducing Workday for State of NC

Workday Personas

MY ROLE IN WORKDAY

HIRING MANAGER

Livia Olvido



WHAT DOES LIVIA THINK?

"Workday helps me fill my vacant positions faster by allowing me to create job requisitions and review applications all in one place. When planning for an interview, I can pull up my agency's organizational charts to identify colleagues who could bring valuable perspectives to the interview panel. Once I make my hiring decision, I can use Workday to manage the onboarding tasks."

BENEFITS

- Move candidates through the hiring process, including making an offer and onboarding, in just a few clicks
- Initiate the job requisition process

MOTIVATION

Use Workday to interview, evaluate, and select candidates for hire and manage team structures.

MY ROLE IN WORKDAY

AGENCY LEADER
Harper Hayes



WHAT DOES HARPER THINK?

"As an agency leader, my agency's staffing needs are top of mind. In Workday, I am able to monitor our vacancies and determine areas that need additional attention. The organizational chart is an easy-to-use tool that allows me to quickly see the various structures within my agency. Workday helps me make informed decisions that benefit my employees and my agency as a whole."

BENEFITS

- Real-time dashboards and reports
- Increased visibility of recruitment, onboarding, and offboarding processes

MOTIVATION

Be informed on staffing metrics and hiring needs within my agency.

Learning Management System



NC Learning Center

Learn. Perform. Connect

- Home
- Learning
- Leadership Training
- Reports
- ILT Admin
- Content
- Performance
- Admin
- New Connect
- Workday Training**



Welcome!

Welcome to Workday training for North Carolina state employees. Each training section contains links to relevant training courses, quick reference guides, business process guides, and external resources.

External Resources

[Workday NC](#)

[Agency POC List](#)

[NC Workday: Week 1 Checklist](#)

[Work for NC](#)



Navigating Workday

Learn Workday's fundamental features. Includes training and resources to guide users through the Workday platform.



Recruiting & Hiring Managers

For hiring managers and recruiting staff. Includes resources on topics such as the requisition process, hiring, and preparing for hire.



HR Non-Recruiting

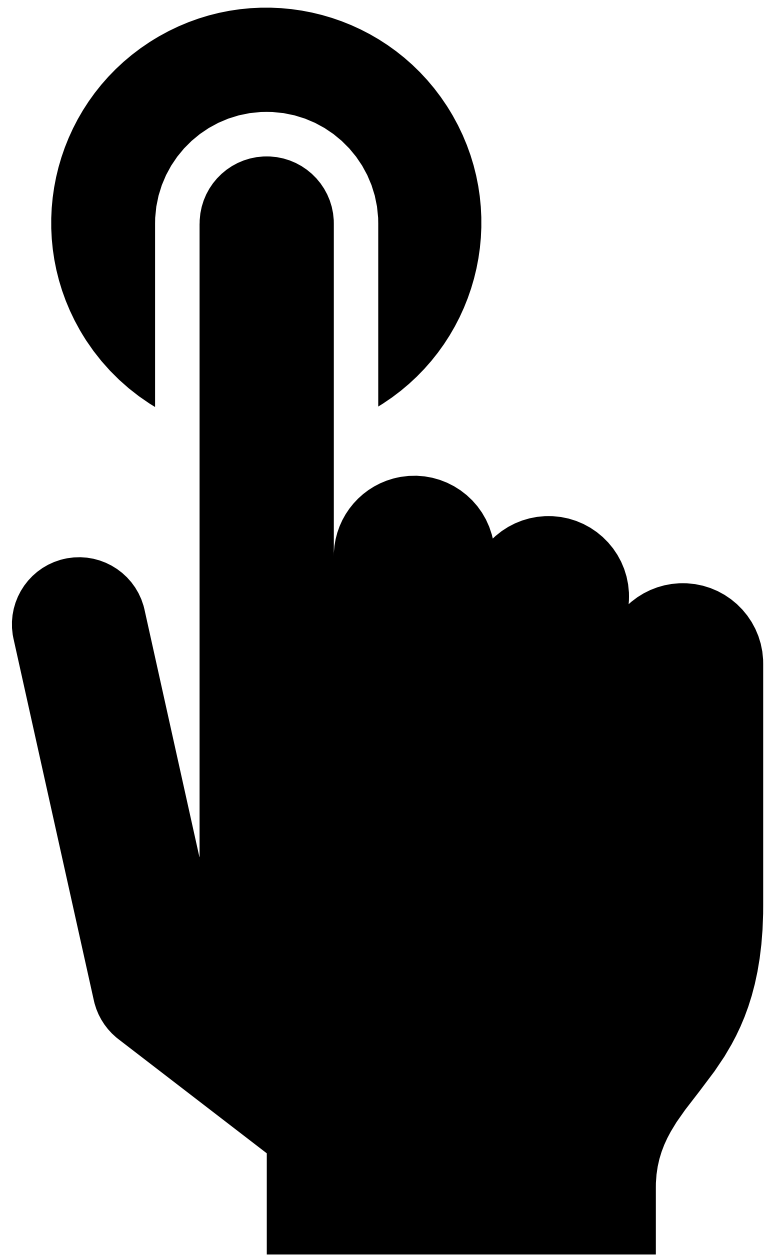
For HR staff who support onboarding activities. Includes resources for position management, onboarding, and offboarding.



I-9 & Security Partner

Training and resources for those assigned I-9 and Security Partner roles in Workday.

Polling Question #3

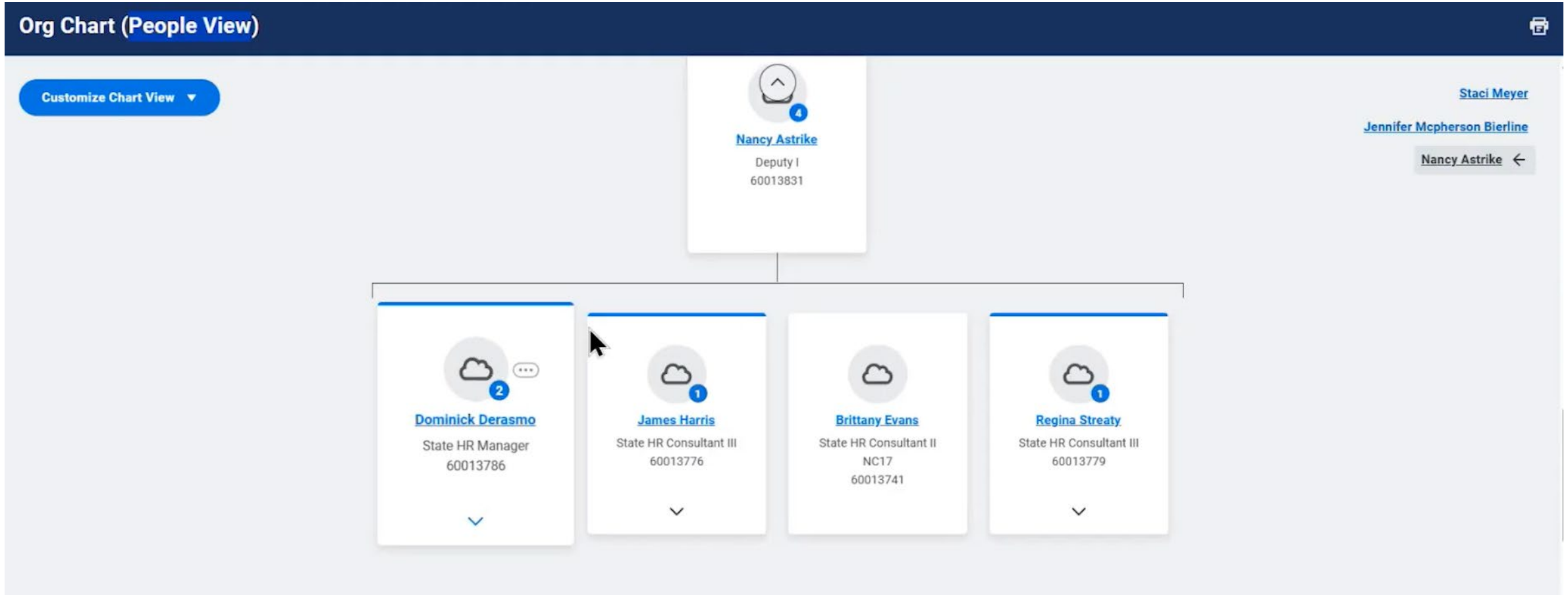


Workday Demonstration

Workday Landing Page

The screenshot shows the Workday landing page interface. At the top left, there is a 'MENU' button (1) and a profile icon (2). A search bar is located in the top center. On the top right, there are four notification icons: a speech bubble (3), a bell (4), an envelope (5), and a person (6). Below the navigation bar is a large banner image featuring a North Carolina flag on the left and a scenic view of a city and coastline on the right. The main content area is titled 'Let's Get Started' and includes the date 'It's Monday, July 28, 2025'. There are three main sections: 1. 'Awaiting Your Action' (7) with a sub-header 'You're all caught up on your tasks.' 2. 'Timely Suggestions' containing a card for 'Keep Your Home Contact Information Updated' with a house icon and an 'Update Contact Info' link. 3. 'Your Top Apps' (8) listing 'Jobs Hub' and 'Onboarding' with a 'View All Apps' link.

Organizational Chart



Interview Scheduling

Time Zone *

× GMT-05:00 Eastern Time (New York) ☰

2 items

	Order	*Interviewers	*Duration (in minutes)	Interview Type	Notes
+ -	▼ ▼	× Megan Church ☰	<input type="text" value="0"/>	<input type="text" value=""/>	<input type="text" value=""/>
+ -	▲ ▲	× Kristin Siemek ☰	0	<input type="text" value=""/>	<input type="text" value=""/>

Room Selection

Interview: Outlook Calendar Integration

Today < > Thursday, August 14, 2025 Day ▾

	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM
Megan Church	12:05 PM - 1:00 PM Busy	1:00 PM - 2:30 PM Tentative	2:30 PM - 3:30 PM Out of Office	3:30 PM - 5:00 PM Tentative				
Kristin Siemek		1:00 PM - 6:00 PM Busy						

Internal Jobs Hub

The screenshot displays the 'Internal Jobs Hub' interface. At the top left, there is a 'MENU' button and a state seal. A search bar at the top right contains the text 'task'. The left sidebar features a 'Jobs Hub' header and a list of navigation options: 'Overview', 'Browse Jobs' (highlighted), 'My Job Alerts', and 'My Applications'. The main content area is titled 'Find Jobs for Internal Career Site' and includes a search input field with 'search' text, a 'Saved Searches' link, and a 'Current Search' section with 'Save' and 'Clear All' buttons. Below these are filter categories: 'Agency', 'Job Family', 'Job Type' (selected), 'Locations', 'Remote Type', and 'Time Type'. The '901 Results' section lists five job postings with their titles, IDs, posting dates, and locations.

Current Search	901 Results
Save Clear All	Teacher of the Hearing Impaired JR-104980 Posting Date: 12/05/2025 Craven County, NC
> Agency	Insurance Company Examiner I JR-101056 Posting Date: 12/05/2025 Wake County, NC
> Job Family	IT Talent Operations Specialist JR-104989 Posting Date: 12/05/2025 Wake County, NC
> Job Type	Vocational Evaluator JR-105039 Posting Date: 12/05/2025 Alamance County, NC
> Locations	Correctional Associate Warden-Gaston Correctional Center JR-104923 Posting Date: 12/05/2025 Gaston County, NC
> Remote Type	
> Time Type	

Questions?