

ORACLE

## HCM 25C Release Update

ORACLE FUSION CLOUD HCM



# Yvette Cameron

**SENIOR VICE PRESIDENT, CLOUD HCM PRODUCT STRATEGY**

Hi, I'm Yvette Cameron, Senior Vice President of Oracle Cloud HCM Product Strategy. Welcome to the Oracle Cloud HCM 25C Spotlight — your front-row seat to the innovation shaping the future of work.

Over the next several minutes, you will hear directly from our global product leaders as we explore how AI is redefining HR — from streamlined approvals and career growth to powerful analytics and more.

Each speaker is proudly tossing their hat into the spotlight — bringing unique perspectives and unveiling what's new in their product areas for the 25C release.

This update reflects how our product vision continues to evolve — delivering enhancements grounded in our principles of exceptional employee experience, built-in intelligence, and modern usability.

You are going to see how we are expanding embedded AI across the suite to help your teams work smarter and faster. You will also see us continue to drive additional Redwood experiences that simplify, personalize, and elevate every interaction.

We are going deeper in key focus areas — giving you the agility, insights, and tools you need to succeed today and prepare for tomorrow. And to reduce your total cost of ownership.

But don't just take it from me — it's time to toss the hat to our next expert, who will delve further into the Oracle Cloud HCM 25C spotlight.



# Nancy Estell-Zoder

**GROUP VICE PRESIDENT, ORACLE CLOUD HCM**

Thanks Yvette.

Hello everyone, and welcome! I am Nancy Estell Zoder and I am the Group Vice President for Oracle Cloud HCM. And I'm thrilled to be walking you through some of the most exciting updates we've made to our Core HR, Employee Experience and Service Delivery, Workforce Management, and Payroll solutions in the latest 25C update.

These enhancements have been specifically designed to not only elevate the overall experience but to also optimize productivity and efficiencies.

# Core HR

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Let's start with Core HR—this is your system of record for all work and worker data so the backbone of your organization's workforce processes and experiences.

## Approval Rules

Search by process name

## Transaction Console

Ask any Transaction Console related queries

Topics Transaction Console

Process Name	Bypass Approvals	Alert Initiator on Error	Parallel Transactions	Rules summary
Account Coding	<input type="checkbox"/>	<input type="checkbox"/>		
Add Contingent Worker	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Add Nonworker	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Add Pending Worker	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Additional Assignment Info	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Administer Individual Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Administer Salary	<input type="checkbox"/>	<input type="checkbox"/>		
Approve Development Goal	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Approve Gig Assignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>		

Transaction Summary Approval Rules Archived Transaction Summary Transaction Analytics

Transaction Console in Oracle HCM Cloud. Here are the steps to follow:

1. Navigate to the Transaction Console by clicking on "Tools" and then "Transaction Console".
2. Search for the failed transaction by using the keyword search against the Name or Process Name columns.
3. Highlight the failed transaction and click on the "Actions" dropdown menu.
4. Select "Recover" from the list of available actions.

However, before attempting to recover a failed transaction, it is recommended that you trace the root issue and attempt to change approval rules or other configuration to ensure that the recovery process has a chance to succeed.

Additionally, you can also use the "Alert Initiator on Error" feature to send an error notification to the initiator of the transaction, which includes a link to resubmit the transaction if applicable.

It's also important to note that the recovery process may not always be successful, and in some cases, it may be necessary to terminate the transaction and start again.

If you are still experiencing issues, it's recommended to review the TAC Diagnostic log and attach it to any support requests for further assistance.

Please refer to the Oracle HCM Cloud documentation for more information on using the Transaction Console and recovering failed transactions.

## What is bypass approval



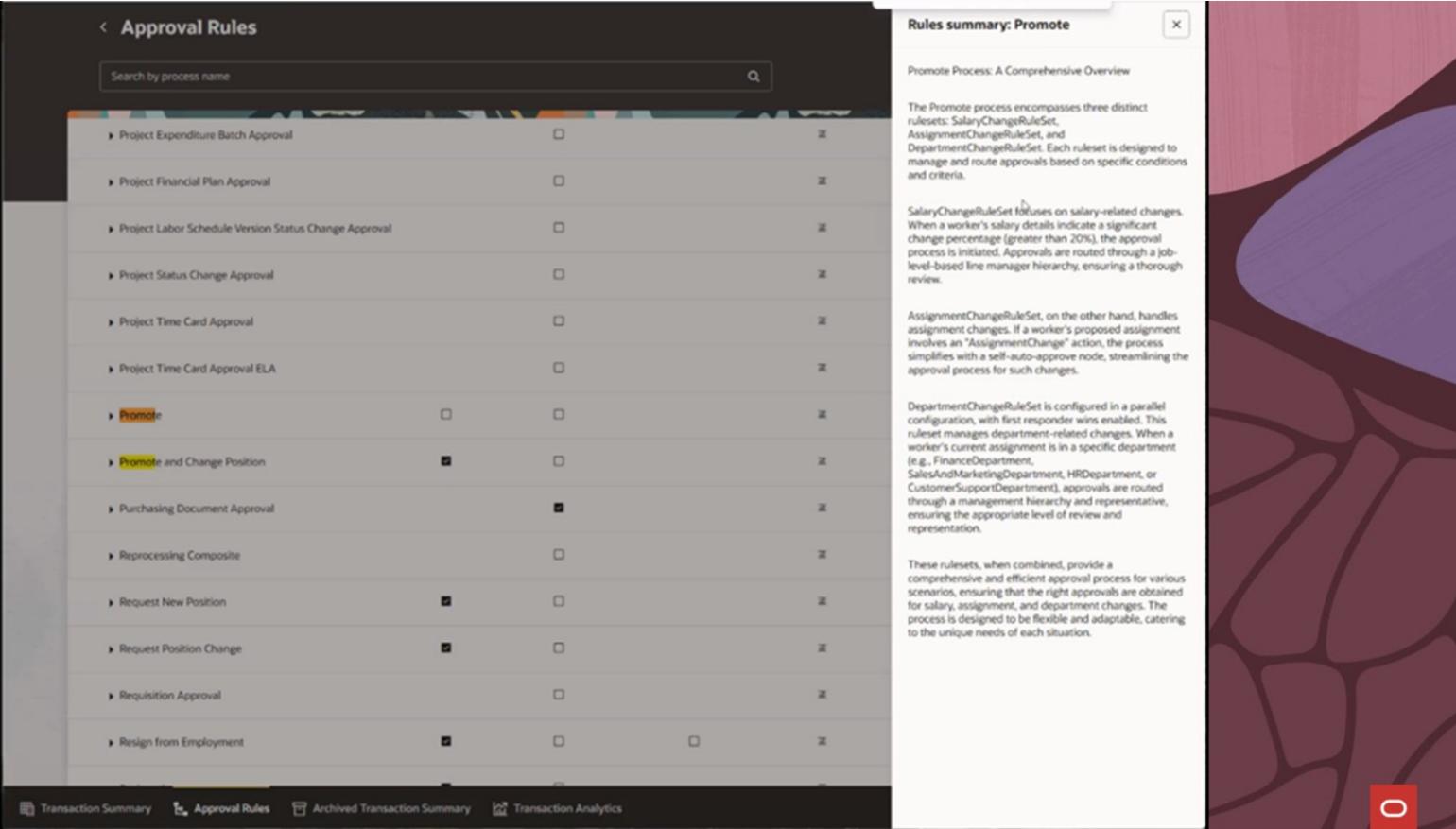
Bypass approval is a feature in the Approval Rules UI that allows users to enable or disable the approval process for specific processes. **When bypass approval is enabled (indicated by a blue tick), submitted data commits immediately and directly in the UI, without going through the approval process.** Conversely, **when bypass approval is disabled (indicated by a grey tick), submitted data goes through the approval process according to the approval rule configuration.**

In the case of atomic processes, which are sub-processes under a parent process, the bypass approval setting can be configured independently for each atomic process. This means that some atomic processes can have bypass approval enabled, while others have it disabled, even if they are under the same parent process.

It's worth noting that the seeded bypass approval setting for all processes is listed in the column "Bypass Approval Enabled by default" in Table 1, and that for upgrade environments, the user's configuration of enabling or disabling bypass approval for any process is persisted during upgrade regardless of the seeded setting.

Topics Transaction Console Ask Oracle

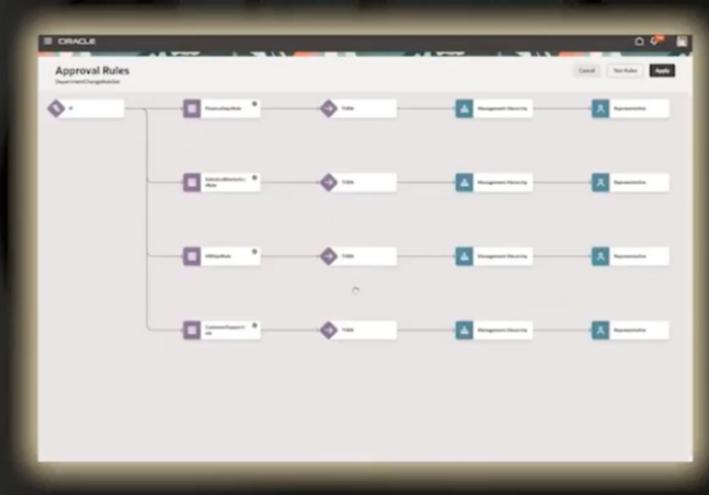
With our latest updates, we've streamlined the administrator's experience with updates to our Transaction Admin Console. This includes the introduction of an AI based Rule Composition Assistant, Comments Assistant, Rule summarizer, Advanced Rule Compositions and Notification Manager. This investment enhances efficiencies with the use of AI agents.



What does this mean to your administrators?

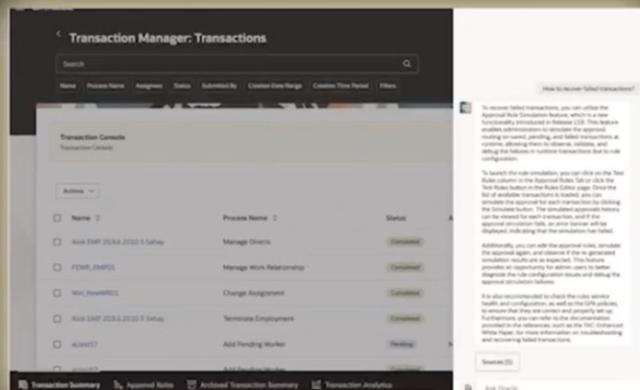
Artificial Intelligence (AI) is simplifying the life of Transaction Admin Console Administrators with AI assisted Approval Rules Configuration.

The administrative users can now enter rule details in text format in the AI Agent and the application will reflect those changes in the Rules displayed in diagram.



We now provide support of an AI generated Approval Rules Summary.

Approval rule files are now processed using AI and translated to English text and displayed in the configuration page so the administrators can now more easily read the rule summary and understand the rule details.



And we now have AI Agents integrated in the Transaction Admin console with options to use Guided Journeys. AI will retrieve the relevant information from the uploaded documents and summarize the output in the chat window to expedite configuration.

Now that wraps up our Core HR and Experience highlights.

# Benefits

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Let's move on to the Benefits investments.

# < Benefits Activity Center

- Worker Type
- Assignment Status
- Effective As-of Date
- Life Event Status
- Filters

NW	<b>Nancy:: Nancy Weaver</b> Process Engineer	Assignment Number EWK-TRSM-DEV_43	Assignment Status Active - Payroll Eligible	Person Number WK-TRSM-DEV_43
KH	<b>Kevin:: Kevin Hopkins</b> Process Engineer	Assignment Number EWK-T	Assignment Status	Person Number
BN	<b>Brad:: Brad Nankivell</b> Instrumentation Engineer	Assignm EWK-T		

### < Benefits Activity Center

- Worker Type
- Assignment Status
- Effective As-of Date
- Life Event Status
- Filters

NW	<b>Nancy:: Nancy Weaver</b> Process Engineer	Assignment Number EWK-TRSM-DEV_43	Assignment Status Active - Payroll Eligible	Person Number WK-TRSM-DEV_43
KH	<b>Kevin:: Kevin Hopkins</b> Process Engineer	Assignment Number EWK-TRSM-DEV_380	Assignment Status Active - Payroll Eligible	Person Number WK-TRSM-DEV_380
BN	<b>Brad:: Brad Nankivell</b> Instrumentation Engineer	Assignment Number EWK-TRSM-DEV_312	Assignment Status Active - Payroll Eligible	Person Number WK-TRSM-DEV_312
DA	<b>David:: David Allen</b> Process Engineer	Assignment Number EWK-TRSM-DEV_178	Assignment Status Active - Payroll Eligible	Person Number WK-TRSM-DEV_178
MW	<b>Margaret:: Margaret Woodland</b> Senior Process Engineer	Assignment Number EWK-TRSM-DEV_225	Assignment Status Active - Payroll Eligible	Person Number WK-TRSM-DEV_225
TB	<b>Thomas:: Thomas Braksator</b> Senior Process Engineer	Assignment Number EWK-TRSM-DEV_376	Assignment Status Active - Payroll Eligible	Person Number WK-TRSM-DEV_376
NK	<b>Norman:: Norman Klehr</b> Process Engineer	Assignment Number EWK-TRSM-DEV_342	Assignment Status Active - Payroll Eligible	Person Number WK-TRSM-DEV_342

#### Filters

- > Effective As-of Date
- > Life Event Status
  - Detected (850)
  - Started (9)
  - Backed Out (3)
- > Benefit Groups
  - Benefit Groups
- > Pending actions
  - Pending Action Items (3)
- > Billing Status
  - People with unpaid bills (0)
- > Court Orders
  - People with court orders (0)

Beyond the flexible rules' configuration, we have invested in the Benefits Administrators experience with enhancements to the Benefits Activity Center Search - providing a simplified way for the Benefits Administrator to easily locate people with unique benefits statuses, such as individuals with pending actions, suspended coverage, interim coverage applied, paid bills, and many more.

# Absence Management

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Now let's take a look at the key investment in Absence Management.

Existing Absences Plans

Search by type

Time Period 8/23/24 Status Processing Status Clear (1)

+ Add

Absence Status	Dates	Absence Type	Duration
Scheduled	8/1/25	Floating Holiday	1.00
Scheduled	7/15/25	Paid Time Off	9.00
Awaiting approval	5/19/25 - 5/23/25	Jury Duty	5.00
Scheduled	4/8/25	Compensatory Time Off	9.00
Completed	1/29/25 - 1/31/25	Bereavement Leave	3.00
Completed	1/14/25 - 1/15/25	Sickness Leave	18.00
Completed	10/1/24 - 11/11/24	Maternity	42.00

Existing Absences Plans

Search by plan name

Status Active Type Clear (1)

+ Add Enrollment Run Accrual for all Active Plans

Plan	Type	Assignment	Enrollment Start Date	Enrollment End Date	Balance Calculati...	Balance	Status	Actions
Compensatory Time Off	Compensatory	E955160008193789	1/1/25		3/8/25	28.00 Hours	Active	...
Employee Donations	Donation	E955160008193789	1/1/24		2/28/25	4.00 Hours	Active	...
Floating Holiday	Accrual	E955160008193789	1/1/24		2/28/25	4.00 Days	Active	...
Paid Time Off	Accrual	E955160008193789	1/1/24		2/28/25	66.66 Hours	Active	...
Sickness Leave	Accrual	E955160008193789	1/1/25		2/28/25	4.50 Hours	Active	...

Qualified entitlements

Balance As-of Date 2/24/25

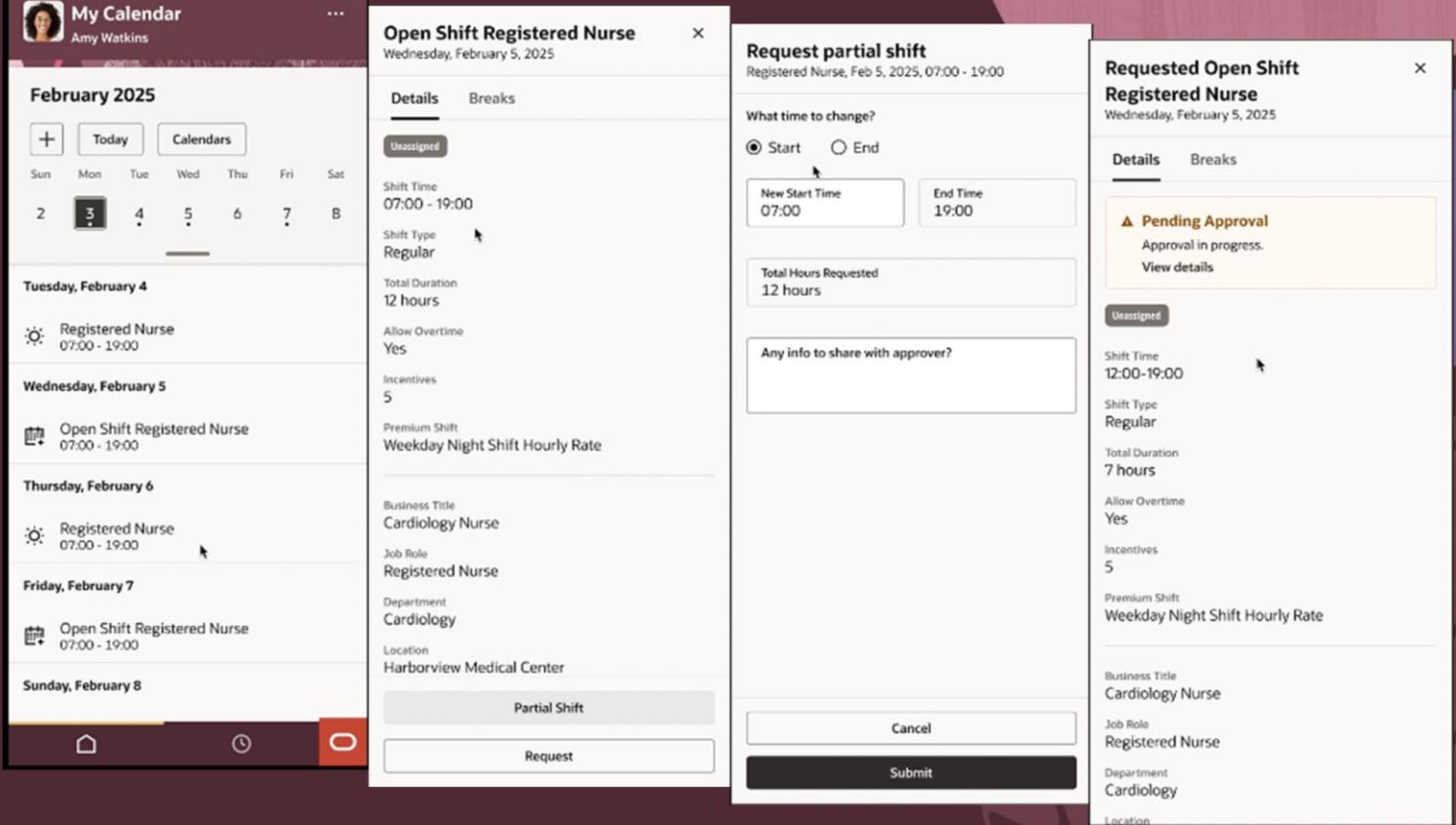
Plan	Plan Period	Payment Percentage	Band Name	Qualified Entitlements	Used	Remaining
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As part of Absence Management (included with Core HR), we have continued to focus on the Administrator's optimized experience, with the new support for Absences and Entitlements providing one page to view all absences and statuses.

# Workforce Management

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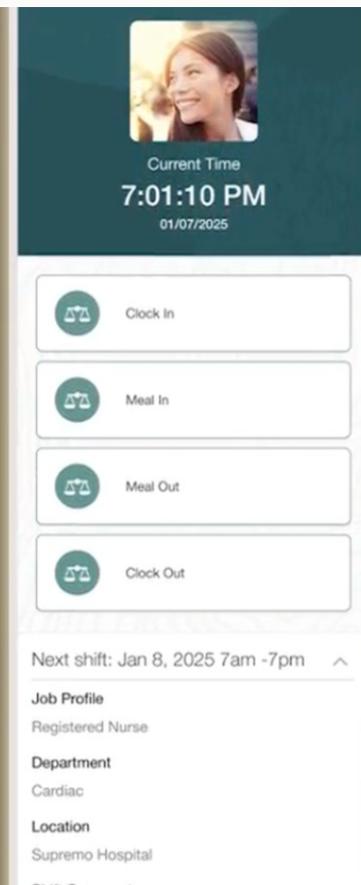
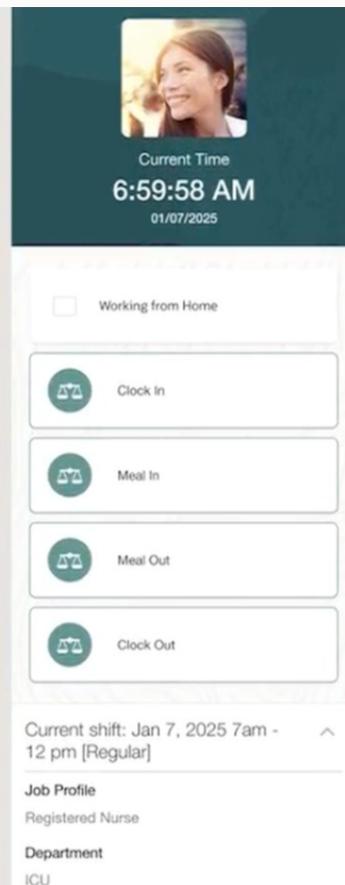
Next up is Workforce Management – our complete solution to support all workforce management needs natively built with Core HR to ensure data integrity and security.



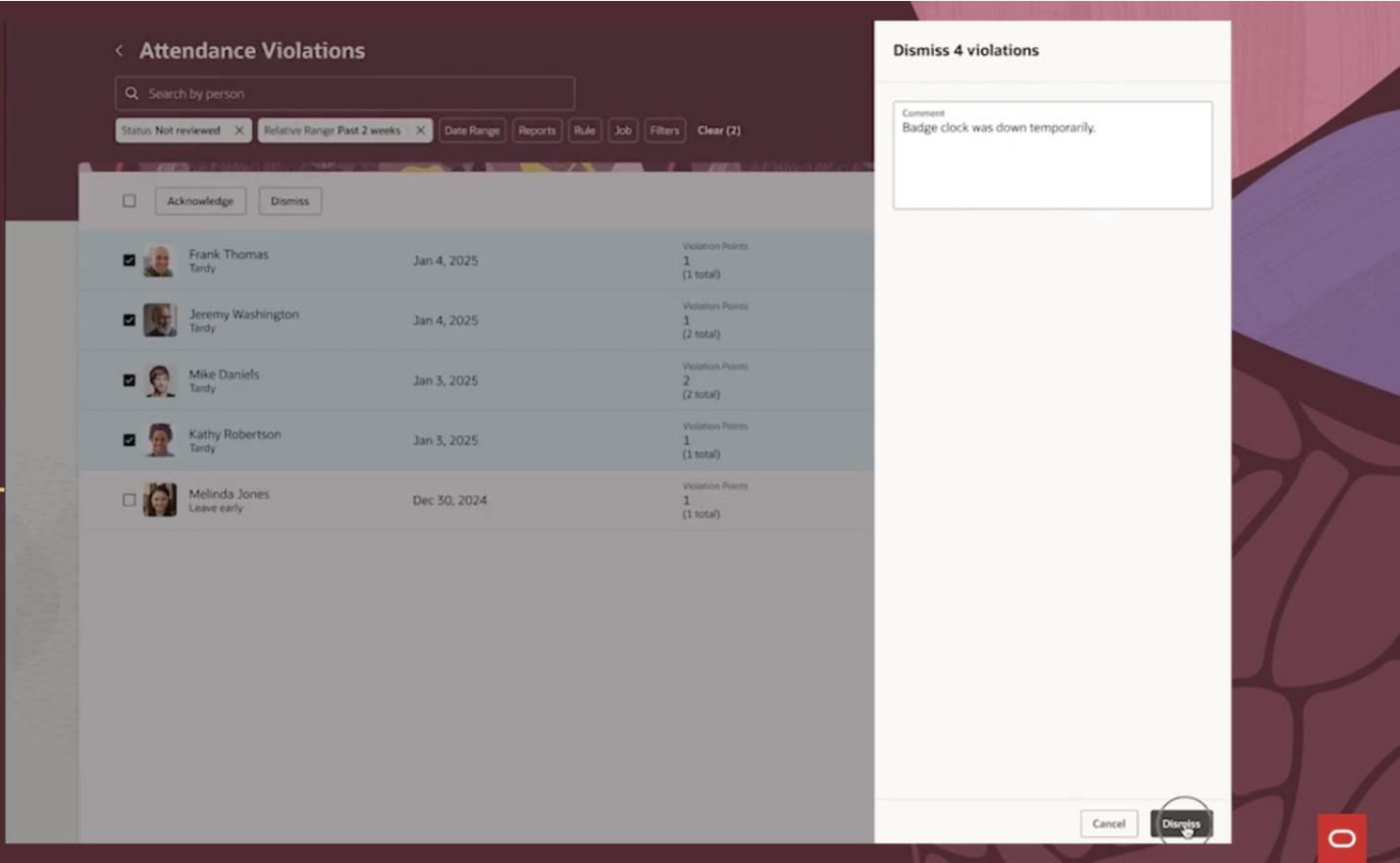
With this, we continue to provide optimized solutions to support the complex time needs. So in 25C, we provide Partial Shift coverage - allowing workers to partially claim open shifts which provides visibility to Schedule Managers of the partially claimed/assigned shifts.

Ex: If a shift is not covered 3 hours or more, the uncovered portion should be split into a separate shift and posted as an opportunity to be claimed.

This flexibility allows for better coverage of workload demand when workers' availability is limited and reduces the steps – simplifying the experience for scheduling managers.



We also know you may have workers across multiple locations and workers need to be allowed to clock in for work in scheduled work locations. With this, in 25C, we now support Hybrid and multi-location support in our web clock geofencing. This provides the flexibility needed to leverage your workforce from across multiple work locations and allow other options like hybrid work from home situations while still maintaining the integrity of the allowable clock in location.



We also know that managers may have challenges with managing attendance so with Oracle Time and Labor, we delivered a manager landing page to support Attendance tracking. This will enable managers to monitor and manage all attendance violations to ensure fairness in disciplinary actions for attendance violations in order to provide better service and ensure productivity.

# Payroll

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Now, let's talk about Payroll.

< Payroll Semi-monthly US 03/01/2025 - 03/15/2025 >

Submit New Flow

Search

Flow Name Flow Pattern Run Type Consolidation Group Cycle Type More Filters

Payroll Cycle <b>32,500</b> Employees	Payroll Calculations <b>32,500</b> Employees	Payments <b>32,496</b> Employees	Issues	Payslips <b>32,496</b> Employees	Issues	Accounting <b>0</b> Employees
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Result comparison

	03/01/2025 - 03/15/2025	02/16/2025 - 02/28/2025	02/01/2025 - 02/15/2025	01/16/2025 - 01/31/2025
Balance				
Standard Earnings	\$211,229,324.60	\$209,853,185.20	\$208,952,347.63	\$207,986,978.49
Supplemental Earnings	\$1,795,392.94	\$1,905,373.17	\$2,169,253.98	\$2,295,698.58
Imputed Earnings	\$136,896,885.74	\$134,216,887.08	\$132,963,817.25	\$129,637,219.36
Employee Tax Deductions	\$38,193,703.45	\$37,911,218.39	\$36,598,273.29	\$35,964,213.97
Voluntary Deductions	\$4,637,740.50	\$4,661,807.43	\$4,600,875.43	\$4,735,608.52

We are focused on providing simplified payroll processes to optimize the payroll administrators experience and ensuring that your employees are paid accurately and on time. In 25C, we have delivered new reports available on the Payroll Activity Center. Demonstrating our continued focus on optimizing how the administrator gets their work done.

# HelpDesk

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And last, but certainly not least, we have continued to invest in our Help Desk to ensure focus on the employee experience and service delivery.

## Harassed by my officemate

Case Number  
CASE-8001

Primary Contact  
John Smith

Status  
In progress

Priority  
High

Last Updated Date  
3/7/25 3:14 PM

### Conversations (1)

 Your report has been recieved  
3/7/25 3:12 PM

### Notes (1)

 automhrhdadm1  
3/7/25 3:14 PM

### Contacts (1)

### Details

Edit

Case Summary (Generated by AI) 

An employee reported being harassed by their officemate, and the Employee Relations Team acknowledged the issue, promising to investigate and resolve the problem.

Summary Generated On 3/7/25 3:14 PM 

Title  
Harassed by my officemate

Case Number  
CASE-8001

Status  
In progress

Priority  
High

Case Type  
Grievance

We are providing optimization solutions for the Service Agent. This starts with the new AI-assisted summarization to expedite case resolution.

# New Help Desk Request

Cancel Save

Chat Details End

## TestDemo-ISR

automisrh Demp1 svc

Subject  
TestDemo-ISR

Primary Point of Contact  
automisrh Demp1 svc

Queue

Severity

Assigned To

Category

Product Group

Installed Base Asset

Channel Type  
Chat

Critical

Detailed Description  
A customer is experiencing an issue with their machine and repeatedly attempts to get assistance. The customer does not provide any details about the nature of the issue or the machine in question. The agent, automisrh chatadm1, has not been able to resolve the issue or provide any assistance due to the lack of details.

AS automisrh Demp1 svc joined the chat

A automisrh chatadm1 joined the chat

Hi, I'm chat agent automisrh chatadm1. How may I help you?

AS Hello I am having issue with my machine

Hello I am having issue with my machine

Hello I am having issue with my machine

Message automisrh Demp1

B I U @ Ω

And we are also optimizing the worker's experience when requiring service. So when they are in a chat, the worker can create a service request to capture the context to ensure contractual compliance for complex cases such as employee relations cases.



# Nancy Estell-Zoder

**GROUP VICE PRESIDENT, ORACLE CLOUD HCM**

These updates are all about one thing: simplified, contextual experiences to enable your workforce to enhance their productivity and efficiencies. From smarter workflows and enhanced data intelligence to AI powered interactions, we're helping you transform the way you work. By optimizing these HR processes, you're not only boosting efficiencies, but you're also creating a more responsive, engaged, and future-ready workforce.

So, if you're ready to experience the future of HR, Workforce Management, Payroll, and Employee Experience, check out the What's New documentation for 25c for more details. Thanks for joining me today, and next - here is Chris to share the investments made in Talent Management.

Over to you Chris.



**Chris Havrilla**

**VICE PRESIDENT, CLOUD HCM PRODUCT STRATEGY**

Thanks Nancy and Hello everyone!

I am indeed Chris Havrilla and I am the Vice President of Product Strategy for Oracle Cloud HCM. I am here to talk to you today about all things Talent Management, Development, and Experience. I'd like to share with you some of the highlights I am most excited about with our 25C updates that we made to Enhanced Dynamic Skills, Career Development, Talent Review, Succession, Goals, Touchpoints, Celebrate, Learning, Grow, and of course Recruiting. As Nancy shared also -- these enhancements have all been specifically designed to optimize productivity and efficiencies, as well as elevate experiences and outcomes.

# Talent Profile

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Let's start with the heart of the Talent Suite, the Talent Profile itself -- the Source of Truth for Skills, People, and Job and Work data that sits at the center of all our talent solutions.

# Talent Profile Search

Search by item name, profile code, or person number

Include Terminated Worker No Business Title Software Engineer Developed Skills **Communication** Developing Skills Confirmed Skills Filters Clear (2)

Developed Skills

Communication x

Q

Problem Solving

JavaScript

Cloud Computing

Name	Person Number	Status
Val Maya	54123234234	Active
Jennifer Smith	32234234234	Active
Carl Susanto	65123234234	Active
Nikki Bailey	21123234234	Active
Lucas Dadich	99123234234	Active
Cynthia Rose	99123234234	Active
Milan Gotovac	44123234234	Active
Rob King	09123234234	Active
Colin Wu	33123234234	Active

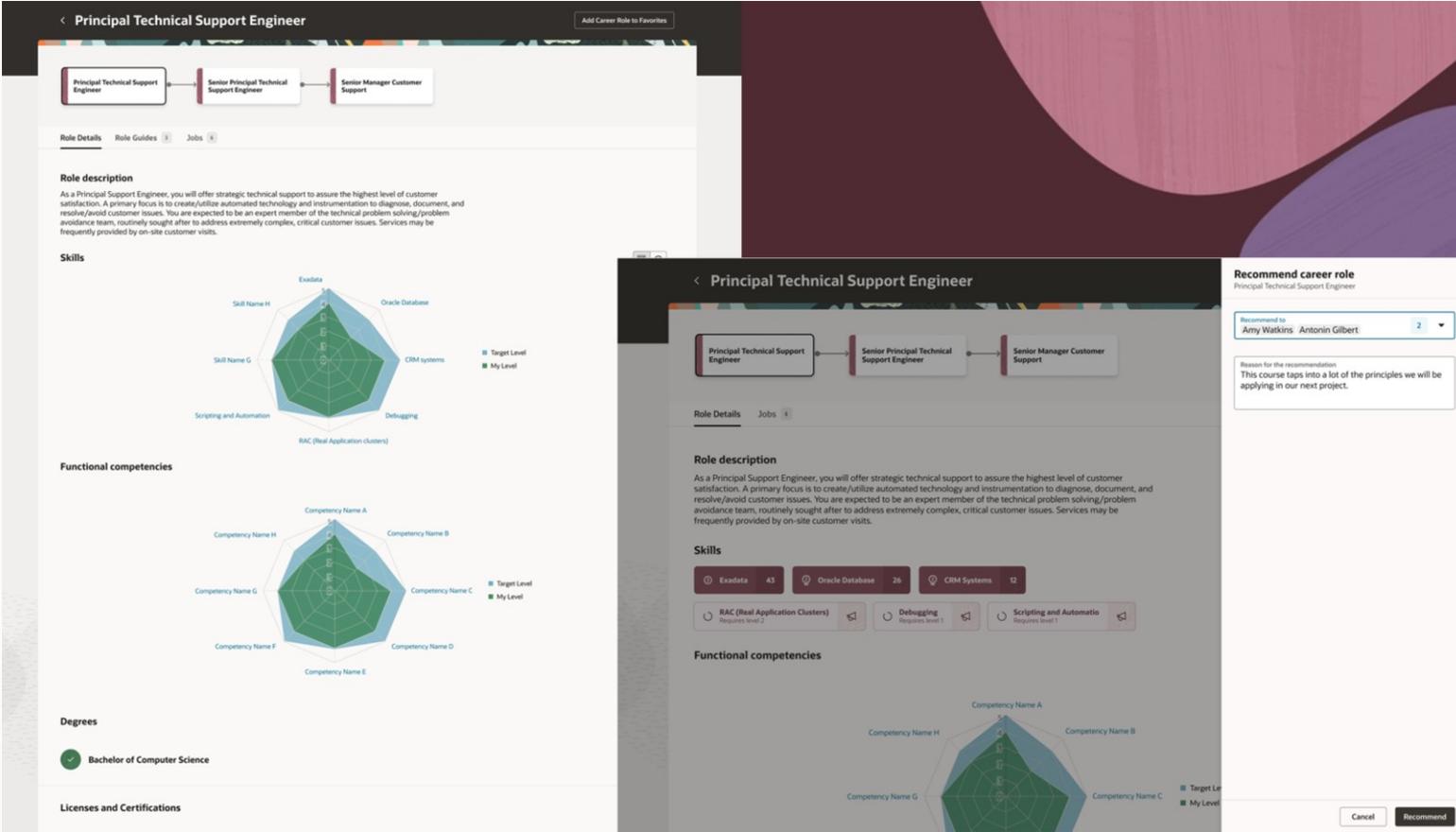
In this release we added the ability to do a Talent Profile Search by attained, developing, and validated skills. In addition to this talent search by skill level, we have added an “ALL” filter for skills in Team Skills Center, and the ability for Administrators to apply GenAI skill description and classifiers to the skill library -- amongst the other 25C updates to Enhanced Dynamic Skills that we released in 24D.



# Career Development

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And speaking of Skills, let's talk about Career Development.



And because everybody loves the spider chart, we now have a radar chart for Skills within the Role guide – and with the same user experience as the Competency radar chart people already know and love. We have also now added the ability for individuals to recommend Career Roles to others as well.

# Talent Review & Succession Planning

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We have been busy with enhancements to Talent Review and Succession Planning also.

Succession Plans interface showing two panels for a plan named '{Plan name}'. Each panel includes a '+ Add' and 'View Details' button, and tabs for 'Candidates in Meeting' and 'All Candidates'. The first panel lists two candidates: Samantha Adams (Ranking 3, Interim Successor Yes) and Stephanie Lam (Ranking 2, Interim Successor No). The second panel lists the same two candidates with identical details.

Name	Ranking	Interim Successor
Samantha Adams	3	Yes
Stephanie Lam	2	No

I am pleased to share is the ability to show ALL candidates in a succession plan --including candidates outside of the actual Talent Review population -- from other departments or areas, and external candidates -- expanding options -- by bringing in people with broader experiences and backgrounds.

# Prepare Review Content

Julie Durant 2025

Meeting Date 31/12/25    Deadline for Submitting Ratings 01/12/25    Data Validity Guideline Updated within previous year

**Some ratings aren't recent**

The ratings that haven't been updated within the data validity guideline are highlighted. Review and update ratings if needed.

Guide Me

Sort By Last Na

Search by worker or manager

Name	Notes	Tasks	Manager	Impact of Loss		Rating
				Rating	Comments	
<b>Matt Wagner</b> Director of Learning Mgmt02			Abdullah AL Mohammed	High		expect
<b>Jack Fisher</b> Director of Recruitment Prof04			Jabir AL Yacoub	Medium		Incons expect
<b>Elaine Shoudy</b> Human Resources Specialist Prof01			Susanne Kalin	Low		Incons expect
<b>Carol Parry</b> Head of People Engagement KSA Analyst			Abdullah AL Mohammed	Medium		expect
<b>Rakan Al Adnan</b> Junior Service Desk Agent SA KSA Admin			Afnan Al Salem	Low		Incons expect
<b>Hamed Al Ahmad</b> Senior Service Desk Analyst			Jabir AL Yacoub	Medium		expect

Get me Matt's latest performance evaluation.

Matt Wagner's latest performance evaluation for the 2025 Review Period highlights his strengths in ethical leadership, communication, and aligning learning initiatives with business outcomes. While he has made progress in areas like learning ROI and cross-department collaboration, there are opportunities for improvement in execution speed, employee engagement, and leveraging generative AI.

Key details include:

- Overall Manager Rating: Frequently exceeds expectations (4/5)
- Overall Worker Rating: Consistently meets expectations (3/5)
- Strengths: Ethical leadership, communication, and demonstrating the business value of learning.
- Areas for Improvement: Accelerating goal execution, enhancing engagement efforts, and integrating AI into workflows.

Matt has shown self-awareness and is committed to recalibrating focus areas for stronger performance in the second half of the year. If you'd like further details on specific goals or competencies, please let me know.

What was discussed during Matt's check-in

I am very excited to also highlight Oracle's new Talent Review Advisor from AI Agent Studio that offers invaluable support to managers by providing on-demand, targeted answers to their questions, significantly streamlining the often complex and time-consuming process of preparing for talent review meetings.

Harnessing agentic AI, the Advisor accesses data such as performance, goals, feedback, and recognitions, as well as employment history and compensation data for applicable employees.

# Goals

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Next let's take a look at Goals with the Suggested Goals drawer enhancements.

**Team Goals Center**  
Jennifer Smith's Team

**Performance Goals**    Development Goals

Review Period: 2025    Plan: FY 2025 Performance

Goals Not Started	Goals In Progress	Goals Completed	Goals Aligned	Pending Approvals
2	5	2	2	2

**Goals Summary**

The team is working on a variety of performance goals, with a focus on testing and assigning tasks. Common goal categories include **Testing Assign**, **Test Assign**, and **Assign Test**, which are all variations of the same goal type. There are also goals related to **Testing Assign -- MEG**, which is a specific project or initiative. Currently, all the common goal categories are listed as **Not Started**. This indicates that the team has not yet begun work on these goals, and they are still in the planning or preparation phase. It is important to note that the status of these goals may change as the team progresses and starts working on them.

[+ Assign Goal](#)    [View Plan Details](#)

Samantha Adams Project Manager	Goals 0 of 2 completed	Last Updated Not available
Emma Burton Project Manager	Goals 0 of 5 completed	Last Updated Jan 10, 2025
Ante Lisak Project Manager	Goals 2 of 4 completed	Last Updated Jan 15, 2025
Carmen Santiago Project Manager <small>Deleted line manager</small>	Goals No goals yet	Last Updated Jan 10, 2025

**Plan details**

Plan: FY 2025 Performance

Start Date: 01/01/2025    End Date: 07/01/2025

Start Date for Setting Goals: 01/01/25    End Date for Setting Goals: 02/15/25

Minimum Goals: 3    Maximum Goals: 8

**New Goal**    Samantha Adams    [Cancel](#)    [Add](#)

**What do you want to achieve?**

Start writing a clear and concise goal name here.

[AI Assist](#)    [View Suggested Goals](#)

**How will you describe your goal?**

Add details about this goal here.

**How will you know you have achieved your goal?**

Specify the success criteria for your goal here.

Start Date: 01/06/2024    Target Date: 06/30/2024

Category:    Priority: Medium

Private

**Suggested goals**

Org    Shared    Previous    Evaluation Goals

**Conduct market research and identify new target demographics to expand our customer...**  
Develop a sales strategy that focuses on increasing revenue from the identified strengths and weaknesses. Previous goal from FY 2024 goal plan  
Created by Samantha Adams

**Improve email open rates by 20% within the next six months.**  
Ensure 90% of customer inquiries are responded to within 24 hours, in order to increase customer satisfaction rates. Previous goal from FY 2024  
Created by Samantha Adams

**Improve email open rates by 20% within the next six months.**  
Ensure 90% of customer inquiries are responded to within 24 hours, in order to increase customer satisfaction rates. Previous goal from FY 2024  
Created by Samantha Adams

The drawer now has tabs for each type of suggested goal – whether it’s by organization level, shared, previous, or evaluation goals. I love this!

# Touchpoints

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Lastly from an overall talent and performance management perspective, I do want to shine a light on how we are continuing to evolve Touchpoints as a differentiating solution -- purpose built for continuous performance management.

Check-in with  
**Jennifer Smith**  
 Senior Manager

Review Period  
 FY2024-FY2025 Required

Check-in Date  
 04/06/2023 Required

Template  
 Template Name Required

Frequency  
 Weekly Required

**Build your agenda**

Create your own discussion topic Add

Discussion Topics

**New learning opportunities**  
 No notes 🗑️ >

**Discussion topics** ×

**Suggestions** Goals Feedback Skills >

- Advancing Analytics Skills to Optimize Campaign Performance and Uncover New Marketing Growth Opportunities +
- Building Leadership Skills for Cross-Department Collaboration and Strategic Influence in Marketing Initiatives +
- Setting Career Goals to Master Emerging Digital Marketing Trends and Enhance Strategic Expertise +
- Plan goals for this period +
- What were your work and non-work highlights last week? +
- Congratulate Val on work anniversary +

**Open topics from previous check-ins**

- New learning opportunities**  
 Last discussed on May 7, 2024 +
- Competency: Decision Making**  
 Last discussed on April 16, 2024 +
- Goal: Sustain long-term and trusted relationships with all.**  
 Last discussed on March 21, 2024 +
- Anytime Feedback from Colin Wu**  
 Last discussed on March 2, 2024 +

I love it because we are really evolving Checkin's into gamechangers.

The template now has several sets of options, where administrators can pick and choose what type of topics can be discussed, by whom, in what context. This provides a lot more flexibility while still keeping it simple for end-users.

Include in performance document  
 Create meeting invite

**Role Actions**

<p><b>Manager</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Create Check-in</li> <li><input checked="" type="checkbox"/> Delete Check-in</li> <li><input checked="" type="checkbox"/> Make Check-in Read-Only</li> <li><input checked="" type="checkbox"/> Make Check-in Editable</li> </ul>	<p><b>Employee</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Create Check-in</li> <li><input checked="" type="checkbox"/> Delete Check-in</li> <li><input type="checkbox"/> Make Check-in Read-Only</li> <li><input type="checkbox"/> Make Check-in Editable</li> </ul>
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**Check-in Content**

<p><b>Goal discussion topics</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Performance goals</li> <li><input checked="" type="checkbox"/> Development goals</li> </ul> <p><b>Feedback discussion topics</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Anytime feedback</li> <li><input checked="" type="checkbox"/> Requested feedback</li> </ul> <p><b>Competencies</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> Position Profile competencies</li> <li><input checked="" type="checkbox"/> Job Profile competencies</li> <li><input checked="" type="checkbox"/> Talent Profile competencies</li> </ul>	<p><b>General Content</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> General discussion topics</li> <li><input type="checkbox"/> Open-ended</li> <li><input checked="" type="checkbox"/> Include All related topics</li> <li><input checked="" type="checkbox"/> Include nudges</li> <li><input checked="" type="checkbox"/> Include open topics from previous check-ins</li> </ul> <p> <input type="text"/> </p>
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**Suggested Actions Based in Check-in Discussion**

- Performance goals
- Development goals

**Eligibility Profiles**

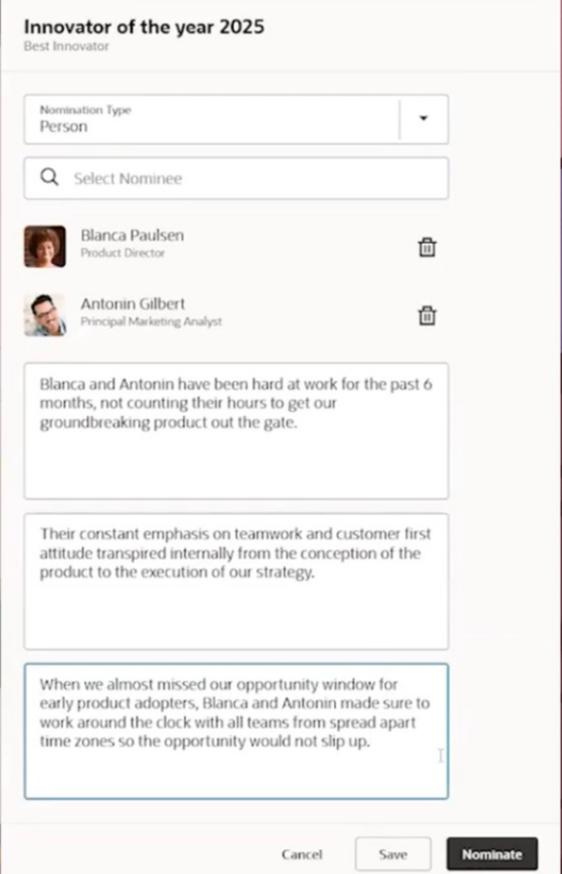
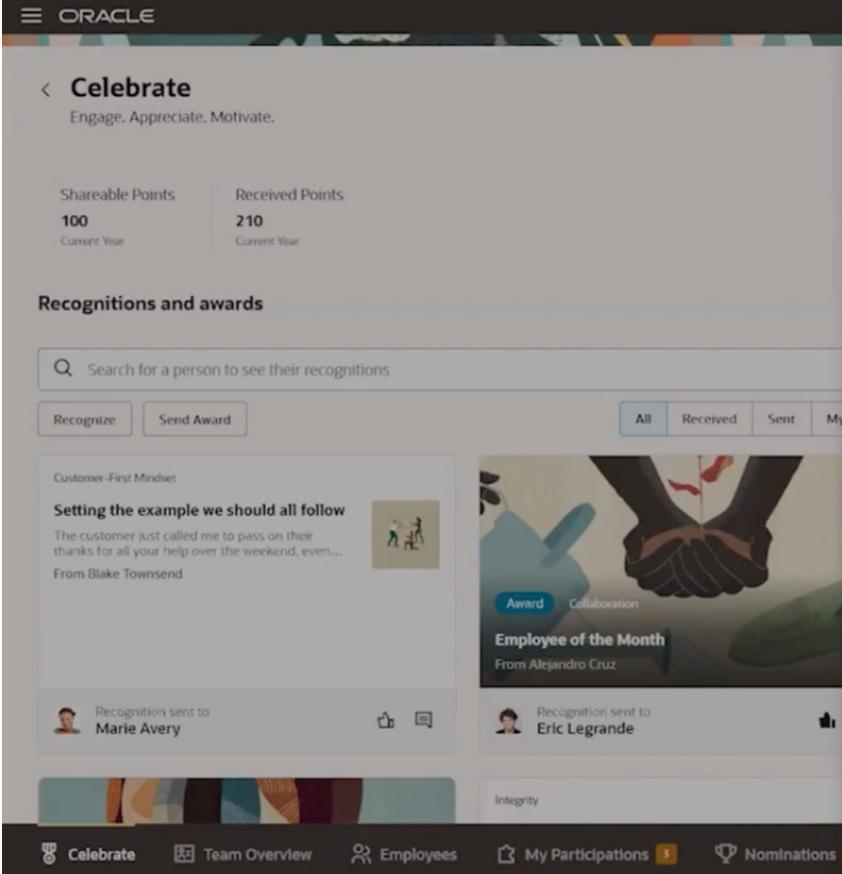
And now nudge plans can have specific targeted populations AND dispatch to target populations.

Finally, scheduling distribution plans and views of which nudges were actually executed upon! I love touchpoints – it's all about Better Conversations. Better Managers. And Better Results.

# Celebrate

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And for Celebrate – which comes bundled with Touchpoints.



Managers can now nominate inside and outside of their team, expanding potential use cases that organizations want to implement -- and have a more official procedure and decision process for award distribution. We Provided an additional layer of Nomination and Committee approval for award decision making. Admins can configure new types of programs that will make any awards go through a nomination and winner selection process -- with a dedicated UI.

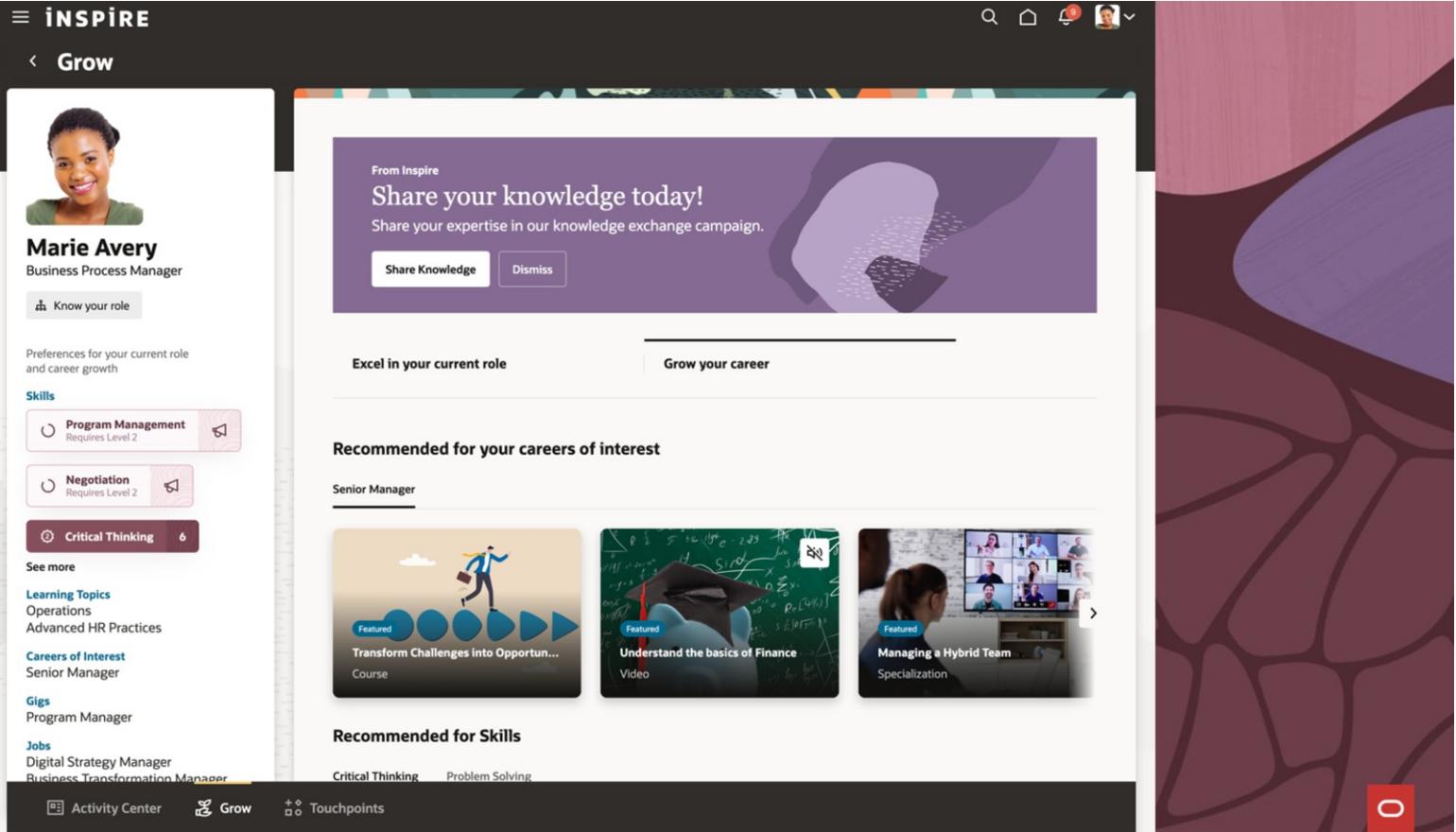
# Learning and Grow

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Next up is Learning and Grow.



I am so excited to share our newest out of the box connector with Udemy. The Udemy catalog is automatically sync'd with Oracle Learning – and Learners can search, browse, be recommended, and of course, consume Udemy courses via Oracle Learning --or directly via Udemy -- and yes -- the enrollment and completion is always recorded in Oracle.

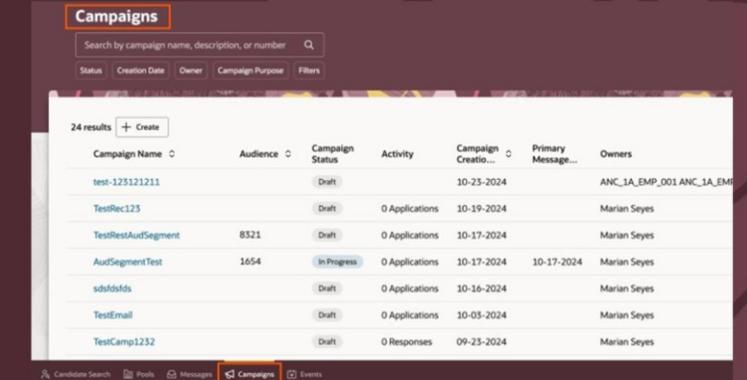
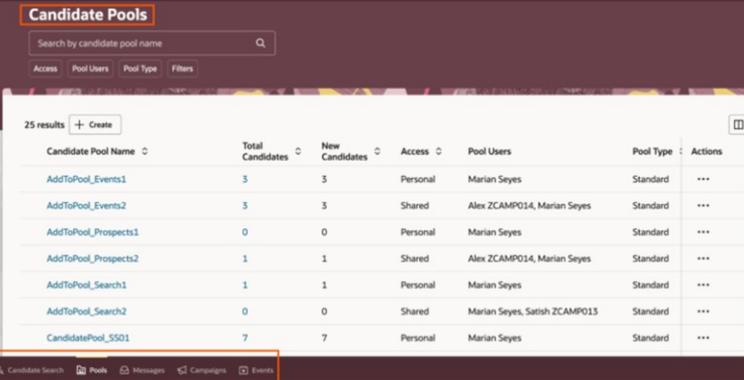
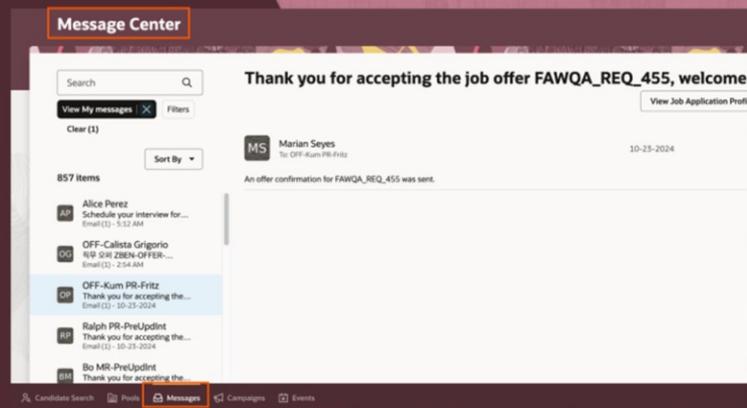


My favorite new feature for Grow in 25C is that each worker's recommendations for Next best career role can now be surfaced in their Grow Your Career section. These Recommendations are generated using GenAI -- by leveraging GenAI-created synthetic summaries for people and jobs. AND remember those Career Role Recommendations from other users that I mentioned earlier? They will show up in this same swim lane now as well. Love it!

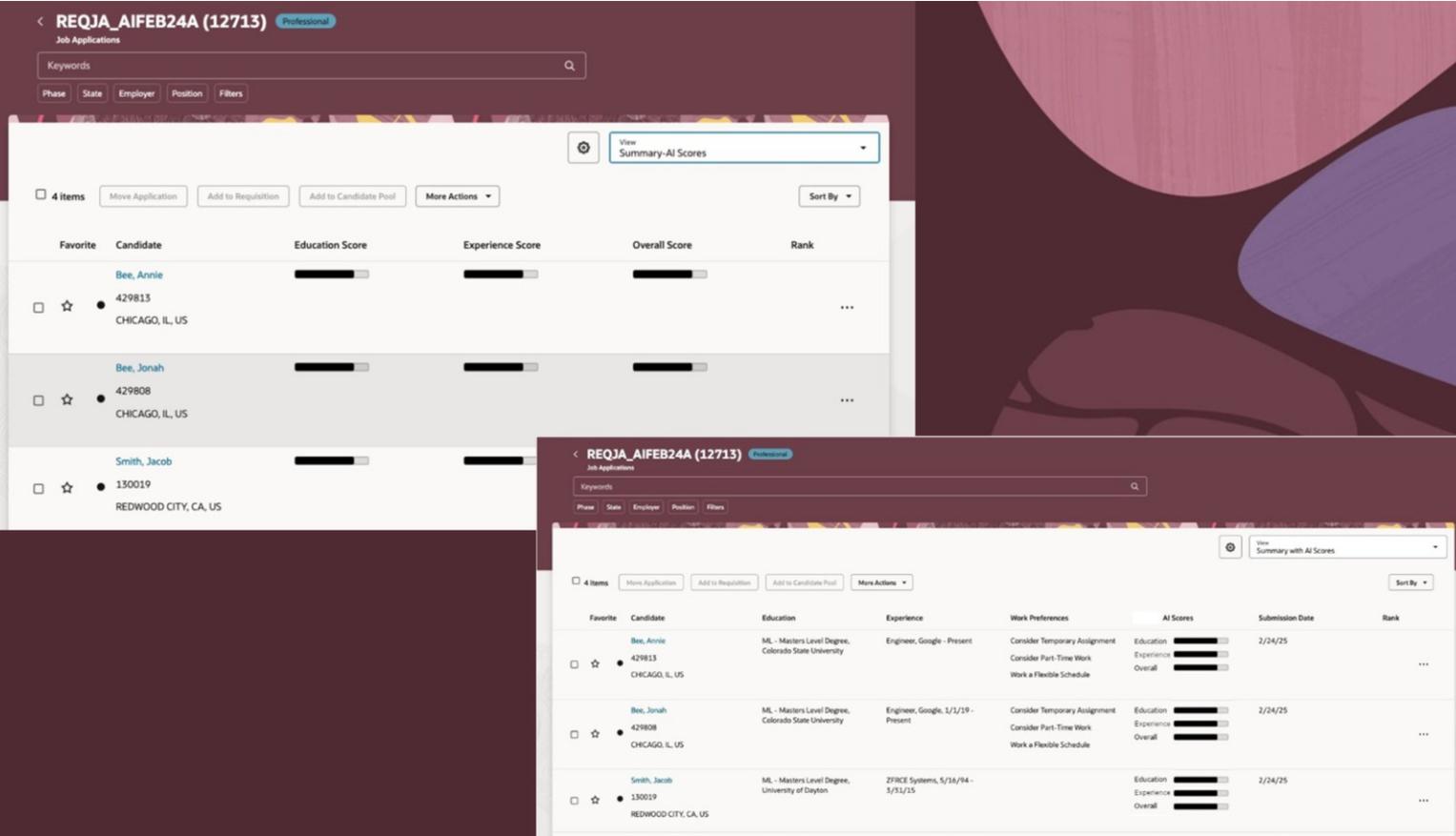
# Recruiting

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And last but certainly not least is Recruiting – where the list is long, so I had to limit even my highlight reel to my top 5!



Candidate Sourcing Navigation – delivering New Sourcing Redwood navigation which actually groups Sourcing into its own functional area.



And, #2, AI match scores and, really, the new Compact view – As of 25B, You can View AI match scores for applicants, education, experience, skills and overall. But in 25C we deliver a compact view of scores -- as well as adjusting weights to compute overall scoring

Upload candidate's resume

Data will be extracted from the file and entered in the fields.

Select a file or drop one here.  
Maximum file size is 25 MB.

Resume  
MichelleReyes-Resume.pdf  
1.1 MB

Last updated by Sam Jackson on 05/17/2024

Where do you want to add the candidate?

You can add the candidate to a maximum of 10 areas.

Candidate pool

Candidate Pool  
San Francisco Design Community X

Job requisition

Event

Review candidate profile details

Show this information to candidate

First Name: Michelle Middle Name:

Last Name: Reyes Title:

Country: Canada Area Code:

Phone Number: Email: Michelle.reyes@gmail.com

Source: Preferred Language: American English

Time Zone: PST Campaign Opt In: Unspecified

Attachments

Select a file or drop one here.  
Maximum file size is 25 MB.

URL: Add URL

Resume preview

1 / 1 | Search | Refresh | Close

Michelle Reyes

(208) 885-6121 • frex0000@vandals.uidaho.edu • 71011 Elmer Street, Moscow, ID 83843

Objective:

To obtain a position as a/an *(Job Title)* with *(Organization/Company)*

Education:

**Bachelor of Science in General Studies** | University of Idaho (UI) – Moscow, ID | Expected May 20xx  
**High School Diploma** | Caldwell High School (CHS) – Caldwell, ID | June 20xx, GPA: 3.60

Projects:

**"Looking Toward Our Future"** Senior Project | CHS – Caldwell, ID | Spring 20xx  
• Developed and implemented a web-based survey to collect educational and post-graduation goals of 250 graduating seniors  
• Analyzed data, created graphs with Excel, and prepared a final report  
• Presented findings at the Hispanic Youth Summit

Experience:

**Cash Member** | Alby's – Caldwell, ID | Summer 20xx  
• Maintained to provide friendly service to customers while handling orders and transactions  
• Prepared equipment and inventory to ensure efficient daily operation  
• Managed and recorded intake of freight deliveries

**Secretary** | Caldwell High School Student Body (CHSB) – Caldwell, ID | Spring 20xx – Fall 20xx  
• Recorded minutes at weekly meetings and published them on school Facebook page, maintaining a professional communication outlet with student body and parents  
• Collaborated with fellow CHSB officers to organize multiple Fall events, with Homecoming drawing over 700 participants

**Banner** | Heavenly Breakfast – Meridian, ID | Spring – Summer 20xx  
• Maintained a friendly, welcoming, and sanitary dining area for guests  
• Communicated with patrons, hosts, servers, and managers in a fast-paced environment to ensure smooth overall restaurant operations

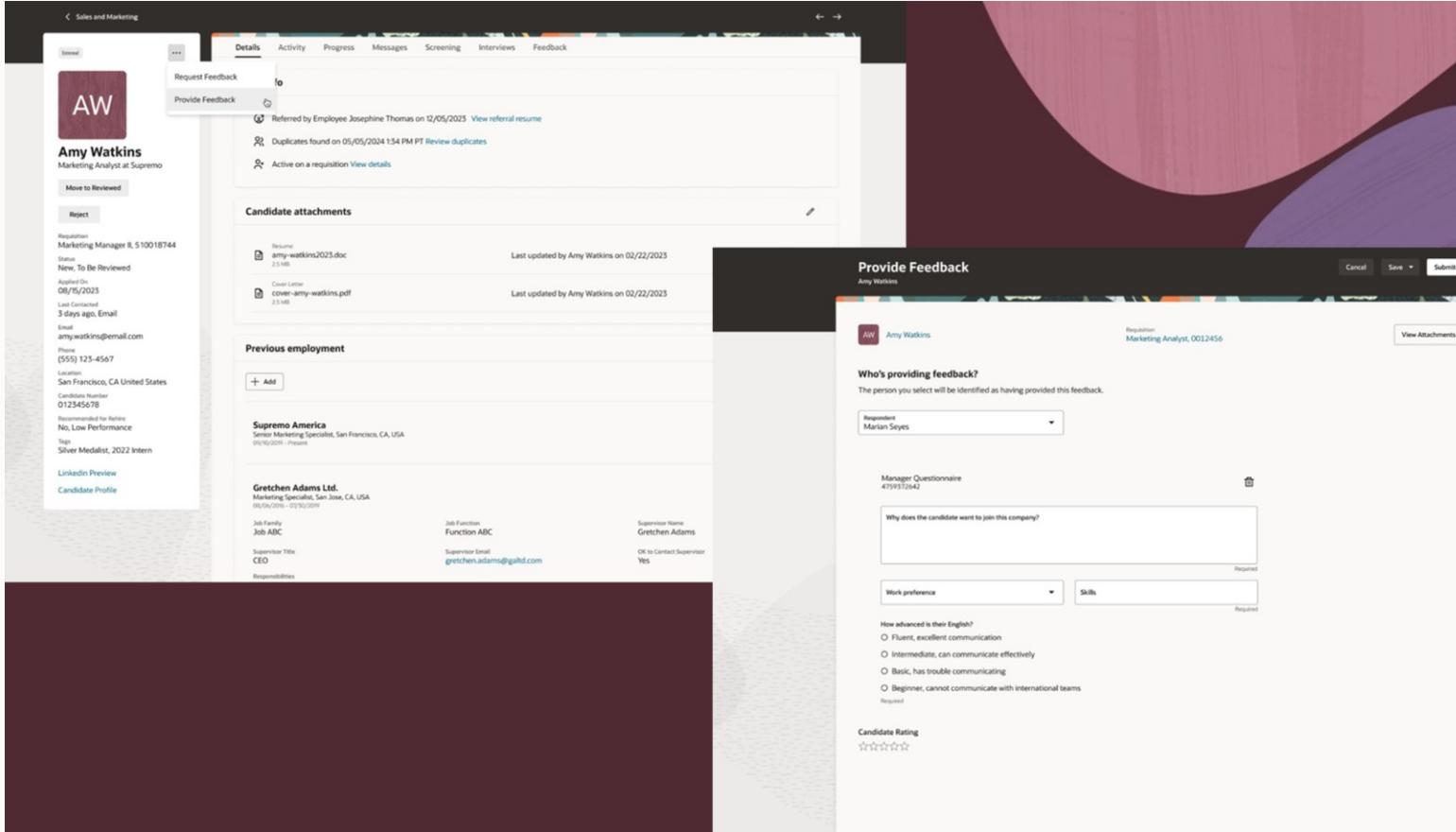
Computer Skills & Certifications:

**Computer:** Proficient in Microsoft Word, Excel, & PowerPoint  
**Certification:** Idaho Food Handler's Permit | Expires 20xx

Service & Activities:

**Hall Representative** | Housing & Residence Life, UI | Fall 20xx – Present  
**Team Member** | Basketball & Ultimate Frisbee, Intramural Sports, UI | Fall 20xx – Present  
**Team Member** | Varsity Basketball, Caldwell High School | Fall 20xx – Spring 20xx  
**Volunteer** | Natural Helpers, Caldwell High School | Spring 20xx – Fall 20xx

#3, Creation of a candidate from the resume itself -- with resume parsing capabilities



#4 is Ad hoc & Automated Interview Feedback - Candidate feedback is one of ORC's top adopted features – and the combination of features that are delivered here in 25C fulfills many popular enhancement requests that strengthen and streamline this area of the product.

**ORACLE**

## Recruiting Activity Center

Activities: 1 (High Priority) | Requisitions: 1,073 (Active Requisitions) | Job Applications: 24,855 (Active Job Applications)

**Recruitment Pipeline**  
Candidate Selection Process Name: Default Candidate Selection Process

**Requisition Aging**  
Requisition: Gomez, Henrique

**Source:**

- Already created OTBI Analysis in BI Catalog

**Sample View:**

- View of the configured report output

**Simplified Options for Chart Config**

- Type of a chart
- X, Y Axis
- Drill down config to another report or Deep link to a page
- Orientation
- Field Data Formatting
- Labeling

**List of Chart Types**

- Fairly Comprehensive and more coming

**Edit Configuration**  
Opportunity Pipeline

Activity Center | Messages | Requisitions | Offers | Candidate Search | Pools | Campaigns | Events

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#5, And YES – my favorite for last --The recruiting activity center and dashboard --where the pictures themselves are worth a thousand words.



**Chris Havrilla**

**VICE PRESIDENT, CLOUD HCM PRODUCT STRATEGY**

So please be sure to check out the What's new documentation for 25c for more details on this -- because it really is big -- but also for all that I have highlighted today.

You will also want to check out the many enhancements I did not feature today from this fabulous release. The Future of Talent Management is already here at Oracle --from your ability to access talent -- to how you develop, manage, move, engage, and retain your talent. Thank you so much for joining me today, and with that.... Back to you Yvette.



# Yvette Cameron

**SENIOR VICE PRESIDENT, CLOUD HCM PRODUCT STRATEGY**

Thanks. That was amazing! And that's your inside look at Oracle Cloud HCM 25C. From smarter workflows to sharper insights, this release proves that AI isn't just a trend — it's a team player.

To our product leads, partners, and customers around the world — thanks for joining us. Until next time... hats off to 25C!