

25D Release Update

ORACLE FUSION CLOUD HCM





Yvette Cameron
SENIOR VICE PRESIDENT, ORACLE CLOUD HCM STRATEGY & MARKETING

Hi, my name is Yvette Cameron, Senior Vice President of Cloud HCM Product Strategy and Marketing at Oracle.

Welcome to this Spotlight of Release 25D for Oracle Fusion Cloud HCM.

HCM Roadmap: Guiding Vision

Empower the workforce with exceptional experiences

Advance skills for mobility and growth

Attract and retain top talent

Empower leaders and managers

Drive business agility and optimization

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Guided by our core principles, we're excited to bring you the latest innovations in Oracle Cloud HCM.

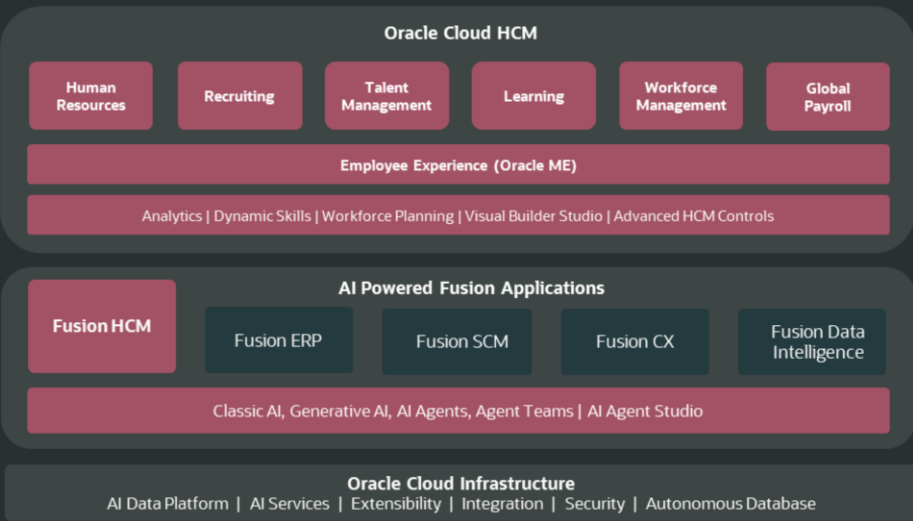
In this release, you'll see how an enhanced user experience helps simplify everyday work and improve overall productivity.

We'll spotlight breakthrough capabilities in Recruiting, Talent Management, Workforce Management, and our Employee Experience platform, alongside a powerful set of new AI Agents designed to do more of the work for you.

Let's dive into the 25D release and explore how these new capabilities can help your organization work smarter and adapt with greater speed.

The most comprehensive & innovative Cloud HCM suite

- Best of breed solutions in best-of-suite
- 100% natively built for Cloud
- Hyper-personalized employee experiences
- AI from infrastructure through applications
- Scalable and extensible
- Global reach 200+ countries & jurisdictions, 30 languages
- Consistent foundation across org structures, roles, rules, and security across Fusion apps
- Single source of truth and experience across the enterprise



But First, let’s start with a brief recap of Oracle Cloud HCM.

Oracle provides the industry’s most complete, fully cloud-native HCM suite—built entirely on a single, secure and global platform.

It’s designed to address every phase of the employee lifecycle, from talent acquisition, through core HR and payroll, workforce management, talent development, compensation, and beyond.

Recognized for its best-in-class capabilities AND strategic vision, Oracle Cloud HCM regularly receives leadership rankings from prominent industry analysts.

Thousands of companies across the globe rely on Oracle to streamline HR processes, unify data across finance and HR, deliver personalized employee experiences, and embed AI into everyday decisions.

In 25D, we’ve introduced both functional and technical advances throughout the suite—driven directly by feedback from you, our valued customers.

TALENT MANAGEMENT

RECRUITING
RECRUITING BOOSTER
TALENT MANAGEMENT

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Let's start with a review of the Talent Management area, where in Release 25D, new AI and agentic workflows have enabled us to reimagine candidate experiences, accelerate smarter succession planning, and more.

Joining me today to discuss these features is Jane Veader.



Jane Veader

DIRECTOR, ORACLE CLOUD RECRUITING PRODUCT STRATEGY

Thanks Yvette.

Hi, I'm Jane Veader, Director Product Strategy for Oracle Recruiting and Communicate.

I'm excited to share what the teams have been working on.

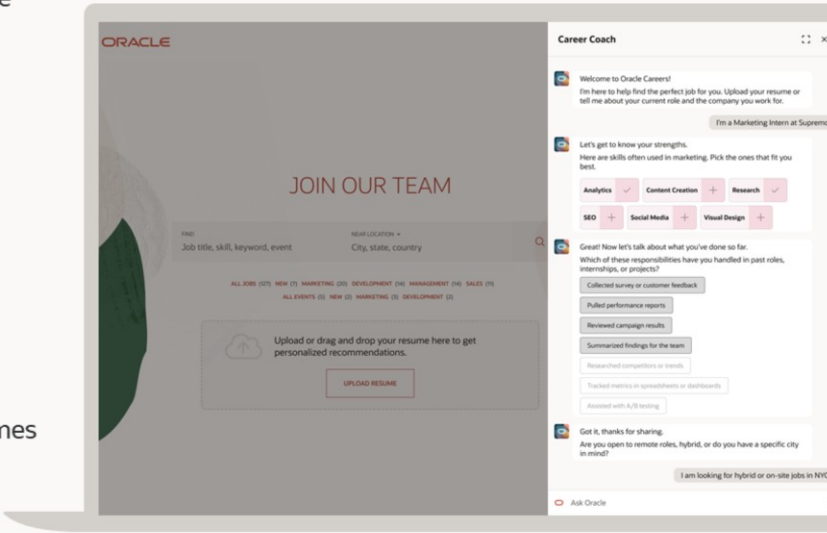
Agentic Candidate Experiences: Career coach

Guide candidates with embedded support to optimize their profiles for stronger job matching

Redirect applicants away from low-match roles, streamlining fit between candidate aspirations and recommendations

Reduce rejection rates and negative experiences by helping candidates self-select suitable opportunities earlier

Improve application quality, relieving recruiters from inefficient manual screening and high rejection volumes



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In this release, we are launching the Career Coach – an Agentic candidate experience that helps external and internal candidates optimize their profile to match with jobs and get immediate feedback on how qualified they are for positions, helping to direct applicants to the right opportunity for their skills and ambitions.

This results in higher-quality applications, improved candidate experience, and reduced manual workload for recruiters by encouraging self-selection into better-matched roles early in the hiring process.

Candidate selection process automation enhancements

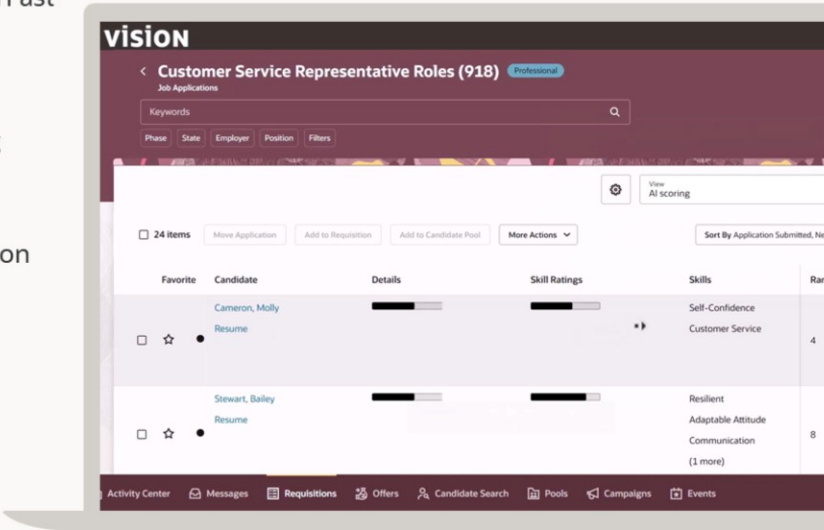
Automate job application ranking by creating custom Fast Formulae using scores or fields like assessments and feedback

Trigger rank calculation for all applications, removing manual and tedious scoring processes

Display calculated rank scores directly in job application lists and details for easy decision-making

Enhance efficiency and consistency in candidate evaluation with flexible, formula-based automation

Use Rejection Reasons as criteria for automation



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Customers are now able to use Fast Formulae to automatically calculate job application rank scores based on the information gathered from applicants. Automated ranking helps to support processes that require consistent evaluation and eliminates manual entry, improving recruiter productivity and streamlining hiring decisions.

Further enhancing efficiency, Rejection Reasons are now part of the information that can be used to automate the selection process.

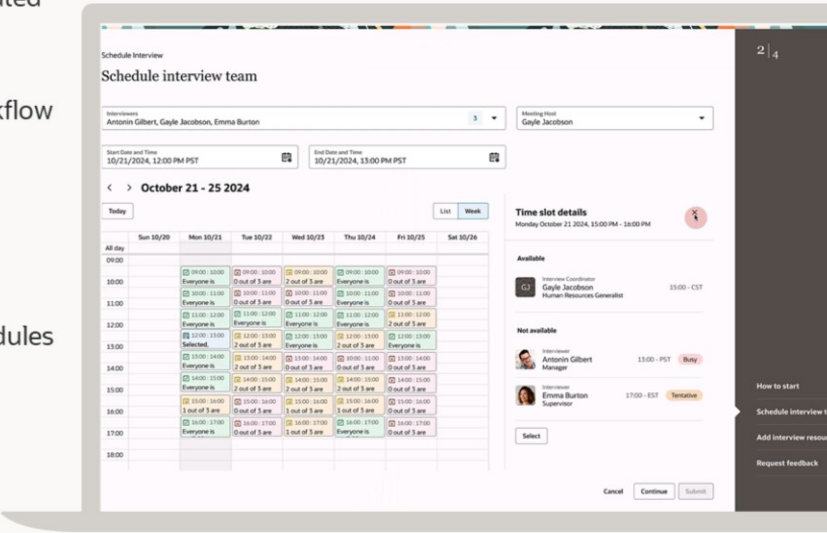
Redwood: Interviews

Enable interview creation and scheduling with integrated invite functionality and flexible scheduling options

Request interviewer feedback directly within the workflow to streamline assessment and follow-up activities

Equip interviewers with relevant resources and documentation for each interview

Allow creation of interviews without predefined schedules to accommodate dynamic recruiting needs



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Interview management is now in Redwood UI, providing the foundation for modern, assisted scheduling.

Enhancements include the ability to create an interview without first creating a schedule, and generative AI to help interview teams prepare resources for both internal and external interview participants.

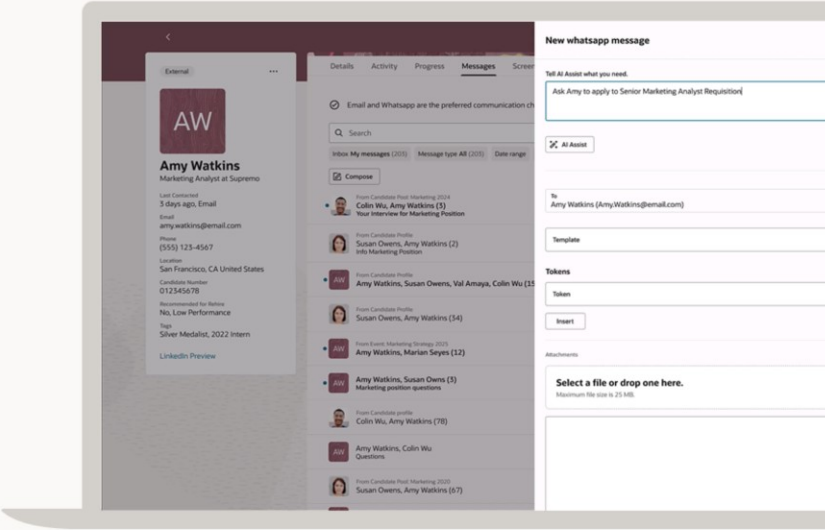
Recruiting Booster: WhatsApp support

Candidates can register with WhatsApp as a primary communication channel

Administrators can configure a WhatsApp service provider

Create templates (with global translations) for WhatsApp communications

Enable recruiters to compose and send WhatsApp messages



Finally, we have a new communication channel for Recruiting Booster customers: WhatsApp is now supported for all your candidate messaging needs, from initial registration, multi-lingual automated templates, to AI generated messages, all those standard capabilities now can be sent and received through WhatsApp.

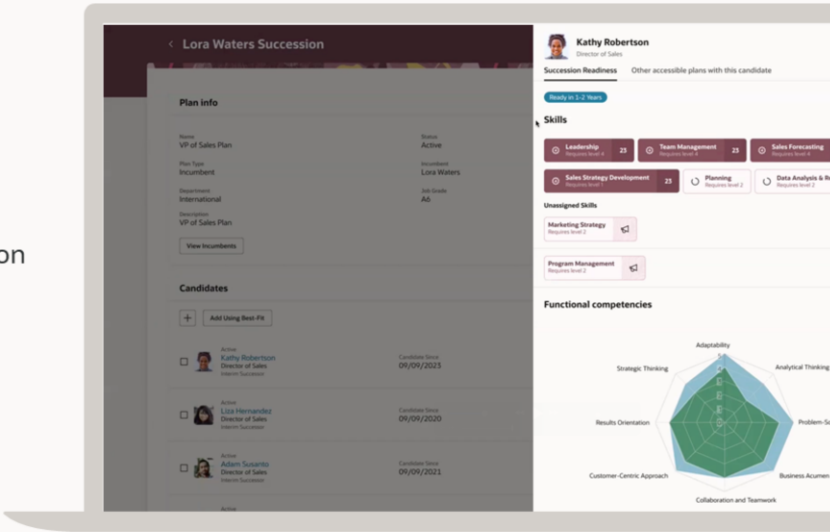
View skills and qualifications of succession candidates

Display Succession candidates' current skills and qualifications with actionable options to create development goals directly

Enable leaders and managers to compare candidate capabilities against target skills for specific roles

Assign upskilling and development goals to succession candidates to improve readiness

Provide a single, comprehensive view of succession readiness for faster, better decision-making



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Next, I'll highlight some innovations in Talent Management.

In Succession, we now feature viewing candidates' skills and qualifications, allowing leaders to review, compare, and take action on talent readiness in the flow of succession candidates review. A comprehensive, visual representation of skills and qualifications along with inline goal setting supports targeted upskilling and enables more effective succession planning and development.

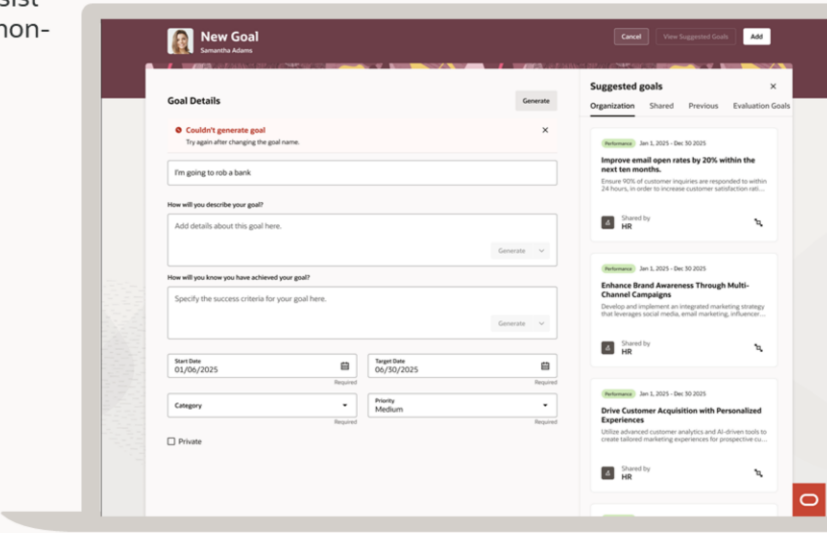
AI Assist: Input validation for goal creation

Check the goal input entered by users to invoke AI Assist for compliance, reducing risks from inappropriate or non-ethical entries

Flag unclear or vague goals, encouraging creation of specific, actionable objectives

Provide instant feedback to guide employees toward higher-quality, legally sound goals

Reduce manual review needs, saving HR time and increasing trust in AI-assisted goal management



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AI Assist Input Validation enhances goal management by automatically checking for potentially inappropriate or non-compliant goals.

The feature guides employees, reduces HR workload, and fosters confidence in AI-generated suggestions—helping organizations set smarter, safer, and more effective goals.

AI Assist: Performance evaluation for employees and participants

Assist employees and feedback participants in writing evaluations by generating insightful, high-quality comments for competencies, skills, goals, and overall performance using AI

Save time and reduce manual effort for all evaluators by jumpstarting performance and development commentary

Encourage timely and thorough participation in evaluations with AI support extended to all involved parties

Promote fairness by standardizing evaluation language and reducing bias through AI-generated suggestions



Performance AI Assist now
available for Employees
and Feedback Participants

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Performance Evaluation AI Assist now enables employees and feedback participants to generate thoughtful, relevant review comments using Generative AI.

This streamlines and enhances evaluation quality, encourages broader participation, and helps drive more consistent language — resulting in a faster, more efficient, and meaningful performance management process for everyone involved.

Thanks for your time today. Yvette, back to you.

EMPLOYEE EXPERIENCE PLATFORM

COMMUNICATE
TOUCHPOINTS
CELEBRATE
HR HELP DESK

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Thank you, Jane. That was a great overview of the latest in Recruiting and Talent Management —so much exciting progress.

Now I'm joined by Nancy Estell Zoder to highlight what's new in our Employee Experience Platform.

Nancy, let's hear what's coming in 25D.



Nancy Estell Zoder
GROUP VICE PRESIDENT, ORACLE CLOUD HCM PRODUCT STRATEGY

Thanks Yvette. I am excited to share some of our recent innovations in Oracle’s Employee Experience Platform.

Hi, I’m Nancy Estell Zoder, Group Vice President of Cloud HCM Strategy.

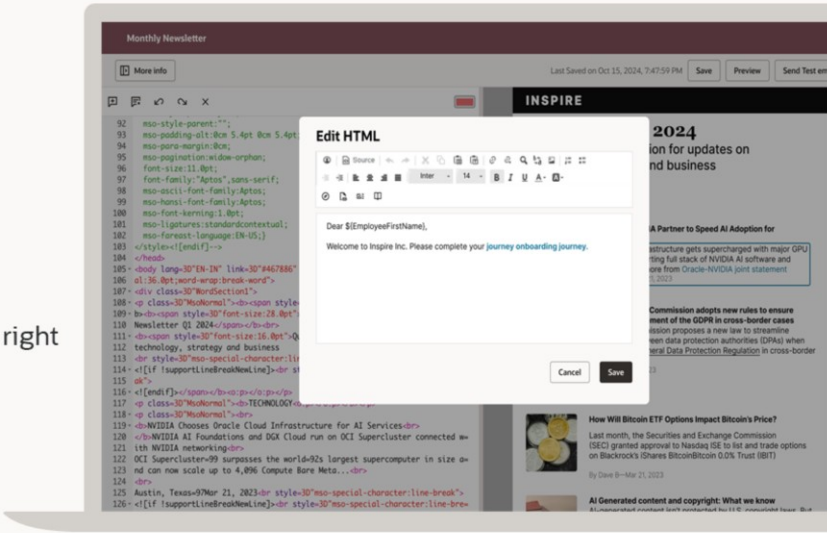
Import and edit HTML templates with communicate campaigns

Import external HTML templates for use in communication campaigns with just a few clicks

Edit and customize imported templates using the integrated HTML editor for tailored messaging

Enable campaign admins to leverage a wide range of external resources for campaign design

Position campaigns more effectively by targeting the right audience with custom templates



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Let’s start with Oracle Communicate.

Campaign administrators are now able to import HTML into the email designer and edit the code directly, greatly enhancing branding flexibility for communication campaigns.

This enables organizations to deliver pixel-perfect alignment with marketing guides and design specifications for employee email communications.

What does this mean for you? When communications are harmonized with your organization's brand, it increases the perception of authenticity, enhancing audience engagement and the likelihood of taking action.

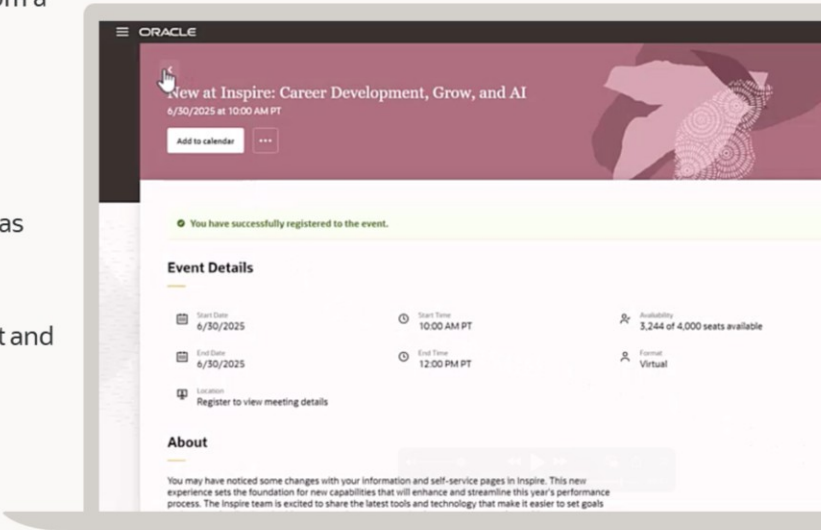
Create and manage events

Create, view, and manage events and their phases from a centralized Manage tab

Access a unified list to monitor all events and swiftly locate details by sorting or searching

Easily add new events and update event information as needed

Streamline event administration, improving oversight and efficiency for event owners



Also new in Oracle Communicate are employee events and the events and communications hub.

So, whether it's introducing a new wellness partner, an all-hands meeting, or rolling out new AI capabilities, you can use Events to bring the organization together, and you can use the events and communications hub as a central place to catch up on everything.

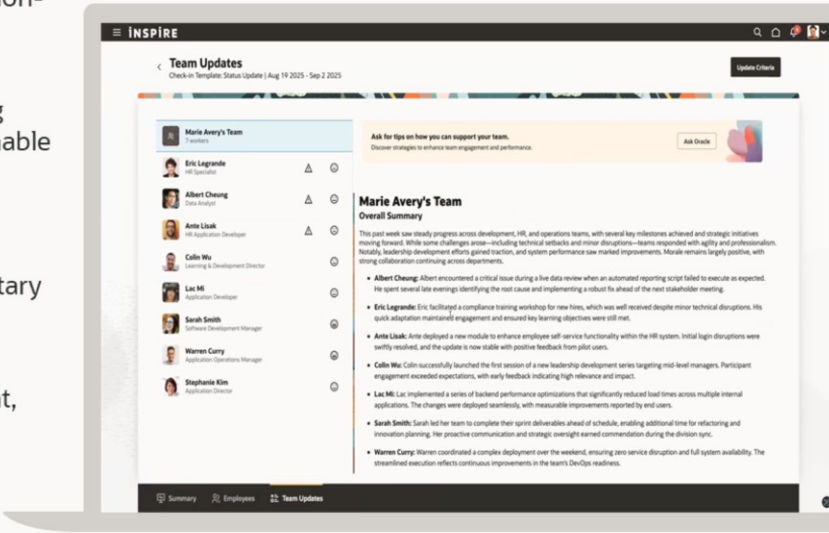
AI Agent: Team sync

Enable managers to create quick questionnaires for non-synchronous employee status check-ins

Summarize team challenges and achievements using Agentic AI from these questionnaires for clear, actionable insights

Present team updates in a unified UI with overall summaries, individual perspectives, and complementary answers from conversation AI.

Improve one-on-one preparation by providing current, concise team views and emerging challenges



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Let’s continue with how Oracle is optimizing the employee experience for the Manager.

With our introduction of the Team Sync Agent, Oracle Touchpoints lets managers generate team status check-ins, with Agentic AI summarizing responses for actionable team insights.

This delivers a structured, clear overview of immediate team challenges and achievements, empowering better one-on-one preparations and more targeted management conversations for improved team support and performance.

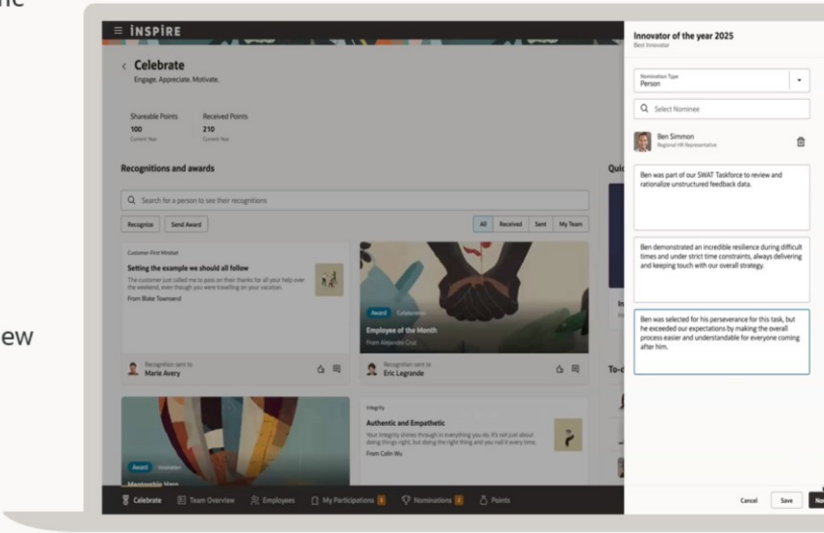
Embedded questionnaires in award nominations

Enable nominators to fill pre-defined, program-specific questionnaires for any nomination

Capture nominee achievements and justification in a structured, consistent manner

Allow program owners to create and manage custom questionnaires for each award program

Streamline winner selection with guided edit and review flows for nomination responses



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And with Experience, we must Celebrate....

Now in Oracle Celebrate we’ve introduced questionnaires for nominations, letting nominators justify and clearly describe achievements. Customizable forms, integrated into award programs, ensure consistent, comprehensive information for each nomination to ensure the right information is provided for effective decision making.

The review and edit flows improve the winner selection process, helping selectors confidently identify the best fit for each award and celebrate their achievements.

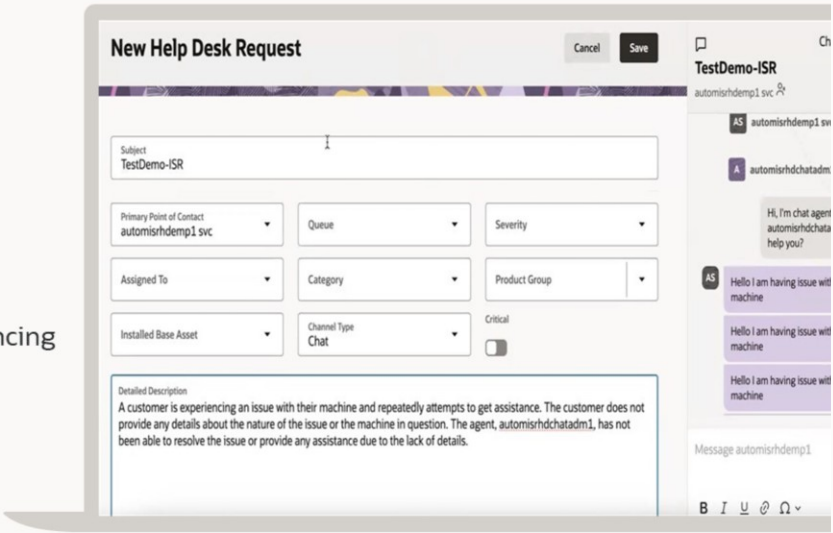
Create request from chat

Enable request creation at any point during chat for flexible issue management

Auto-populate request fields with chat metadata to reduce manual data entry

Associate the chat transcript and attachments to the request for complete context

Save description as an AI-generated summary, enhancing request clarity and efficiency



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Next, I am excited to share with you how our AI powered Help Desk innovations elevate your employee experience and service with more intelligent recommendations, ensuring faster and more accurate support. Let me show you just some of the highlights in 25D that support this personalized service.

For the agent’s optimized experience, we provide the support of creating requests from the chat within Help Desk to empower agents to efficiently generate help desk requests with full context, leveraging automated field population, chat transcript association, and AI-generated summaries.

This drives faster, more accurate resolutions and improves agent productivity by streamlining the chat-to-request workflow.

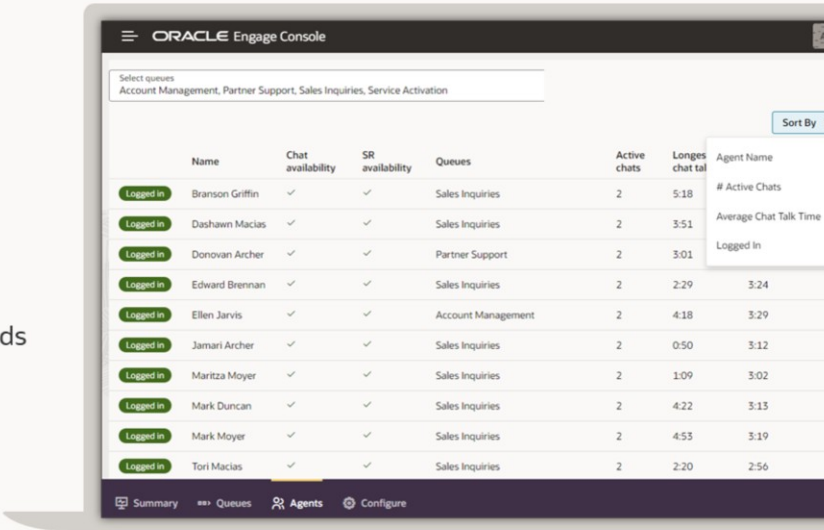
Omni-channel supervisor dashboard

Monitor agent logins, availability, chat queues, and requests in real time

View detailed performance metrics to identify and address performance issues

Sort and filter agent and queue data for actionable visibility

Assign requests manually based on high-priority needs

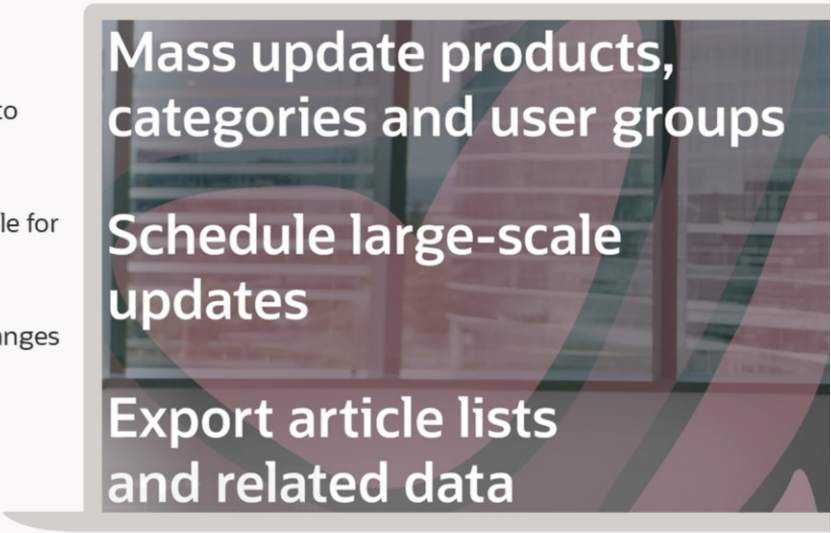


In addition, we are providing service supervisors with the ability to gain real-time visibility into agent activities and queues, allowing supervisors to quickly identify, understand, and address performance challenges.

Intelligent sorting, filtering, and assignment tools boost productivity and enable targeted interventions to improve employee support outcomes.

Mass Update: Products, categories & user groups

- Update products, categories, and user groups across many knowledge articles in a single operation
- Schedule large-scale updates during off-peak hours to minimize system disruption
- Export article lists and related data directly to a .csv file for tracking and reporting
- Save significant time and react faster to triggered changes across your knowledge base



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And for the administrator’s experience, they can easily manage and update products, categories, and user groups across multiple articles in bulk.

By scheduling tasks and exporting data, teams gain efficiency and speed, quickly responding to changes and keeping the knowledge base accurate without time-consuming manual effort.

Gen AI: Multilingual semantic search

Generate and consume text in multiple non-English languages with Gen AI KM features

Improve search accuracy with semantic search across more supported languages

Enhance agent and author efficiency using multi-lingual Gen AI capabilities

Deliver accurate search results to users regardless of their preferred language



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And of course, we continue to optimize the employee experience with Multi-lingual Gen AI and semantic search which enables agents and authors to work efficiently in many languages.

These features provide accurate, relevant content and search results, supporting diverse user bases and delivering a seamless experience across all supported languages.

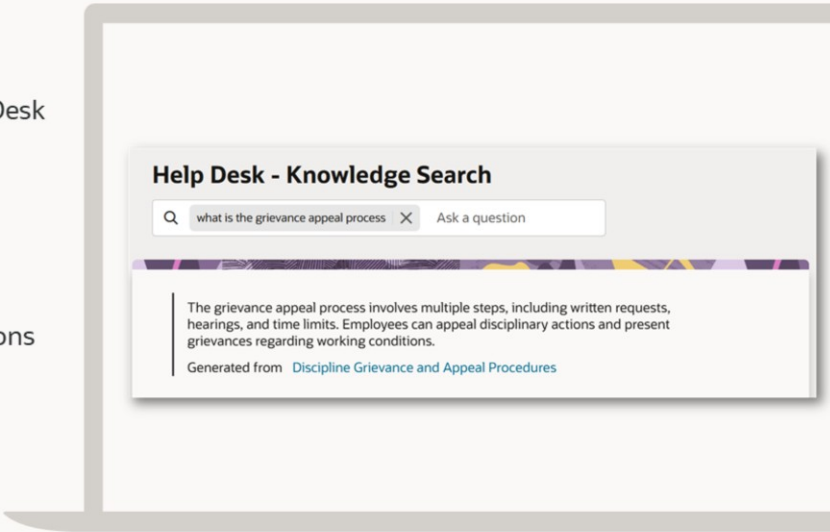
Question answering in knowledge UIs

Present a direct answer to user questions above traditional search results for immediate clarity

Enable seamless access across Service Center, Help Desk Requests, CX4U, and Redwood My Knowledge

Accelerate query resolution with quick, relevant, and context-sensitive responses

Increase user satisfaction by quickly providing solutions that match user intent and needs



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And with AI powered question answering in knowledge UIs, employees instantly receive accurate, context-aware answers above search results, driving faster resolutions and user satisfaction.

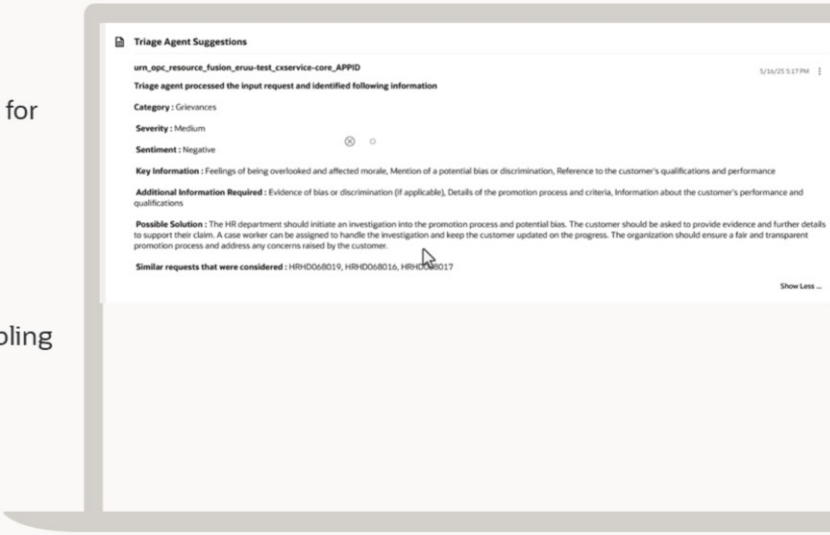
AI Agents: Triage and resolution

Reveal every step the AI agent takes to complete automated triage and resolution tasks

Display status updates, from initiation to completion, for greater process transparency

Report all tools and resources leveraged, including knowledge articles and similar service requests

Summarize outcomes and AI recommendations, enabling users to understand and trust AI decisions



And newly introduced, AI Agents for triage and resolution support providing service agents with the simplified experience with detailed visibility into each action and decision, increasing user trust and transparency and ultimately RESULTS.

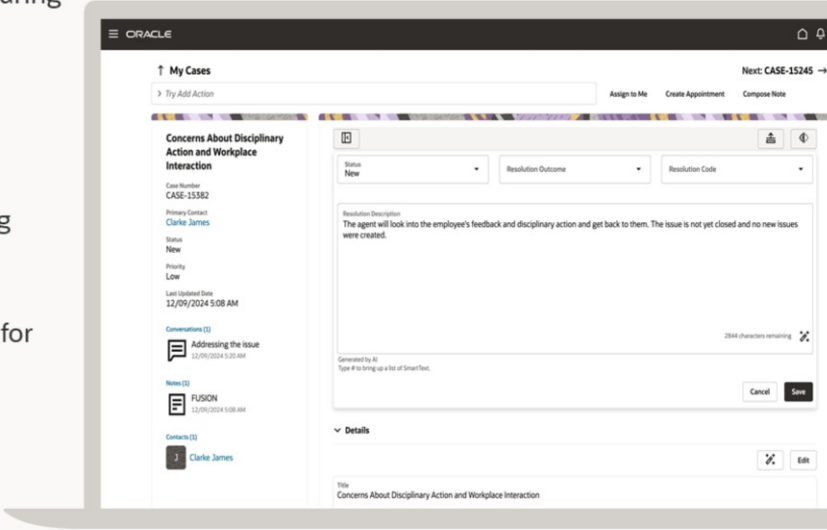
Gen AI: Case summarization

Automatically generate concise case summaries capturing issue status, progress, and planned next steps

Produce resolution summaries to clearly highlight solutions provided to customers

Deliver instant understanding of case progress during agent transitions and manager reviews

Eliminate repetitive review of lengthy, ongoing cases for more efficient workflows



Continuing with the service agents experience, Generative AI auto-generates detailed case and resolution summaries, enabling fast understanding and smoother handoffs.

This reduces review redundancy, increases agent efficiency, and keeps managers focused on critical updates, streamlining the handling of ongoing support cases.

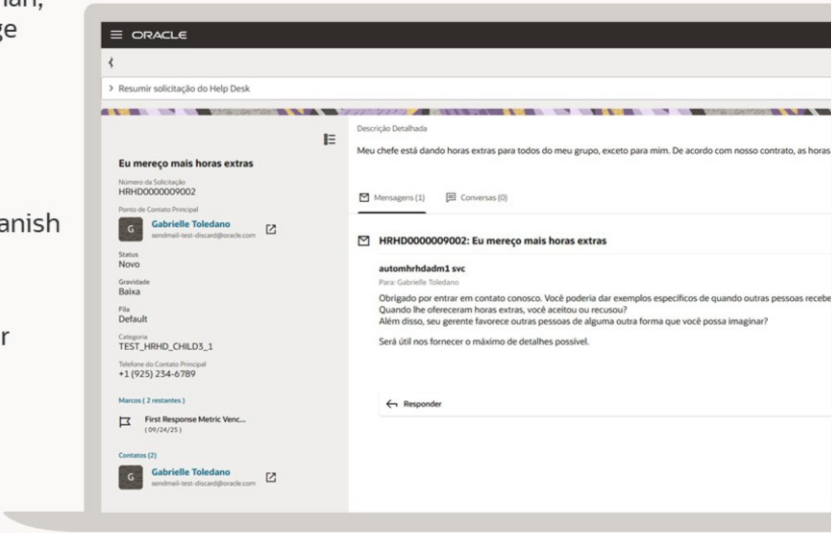
Gen AI: Additional languages support

Enable SR summaries and resolutions in Arabic, German, Italian, and Portuguese for broader language coverage

Support SR triage and resolution agents in additional languages for global accessibility

Expand functionality beyond English, French, and Spanish to meet diverse language needs

Deliver generative AI benefits to non-English users for improved worldwide service



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Our multi language support extends beyond search to leveraging Generative AI to now support Arabic, German, Italian, Portuguese, French, and Spanish, allowing non-English implementations to leverage advanced summaries, triage, and resolutions for expanded global reach and enhanced employee experience.

That’s all we have the time for in the Employee Experience Platform highlights in 25D. Definitely check out the What’s New document for more innovations and details.

Yvette, what area will we cover next?

WORKFORCE MANAGEMENT

ABSENCE MANAGEMENT
WORKFORCE SCHEDULING
TIME & LABOR

WOW. Thanks a lot, Nancy, what a tremendous amount of new capability.

And to answer your question of “what’s next” – we’re going to dive into the area of Workforce Management.

Joining me today to discuss these innovations is Sherri Bartels.



Sherri Bartels
SENIOR DIRECTOR, ORACLE CLOUD WORKFORCE MANAGEMENT PRODUCT STRATEGY

Thanks Yvette.

Hi, I'm Sherri Bartels, Senior Director, for HCM Strategy. I'm excited to share the Workforce Management innovation highlights for 25D.

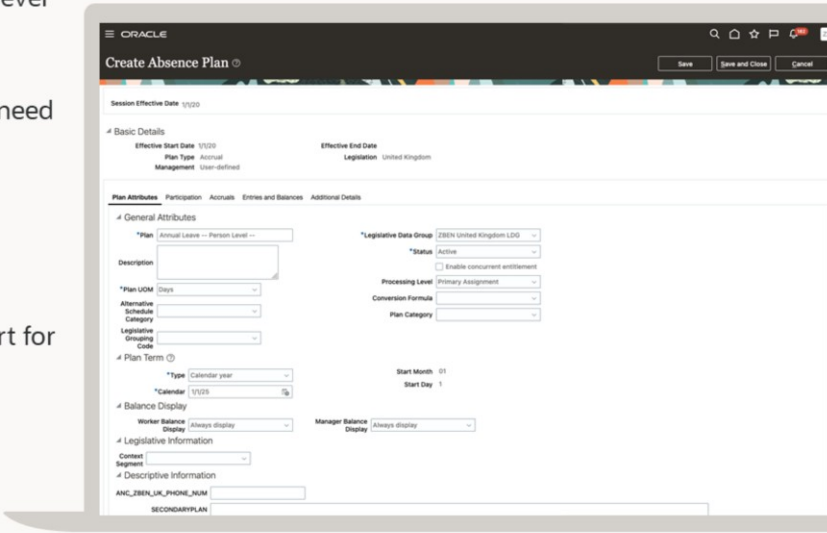
Accrual processing at person level

Enable accrual calculation and storage at the person level across all employee assignments

Streamline absence management by eliminating the need for complex multi-assignment workarounds

Prevent issues where employees are unable to use available balances across assignments

Reduce implementation time and administrative effort for customers with multiple employee assignments



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There are several innovations in the area of Absence Management.

We have enabled person-level accrual processing for employees with multiple assignments, streamlining absence management and improving accuracy. Customers save time, avoid workarounds, and gain a single accrual balance for all assignments, enhancing efficiency and user experience.

This enhancement was driven by customer feedback with 44 unique votes in the Cloud Customer Connect Idea Lab! It’s a great example of how our customers' engagement and partnership drives product improvements. We appreciate your feedback that's made these enhancements possible.

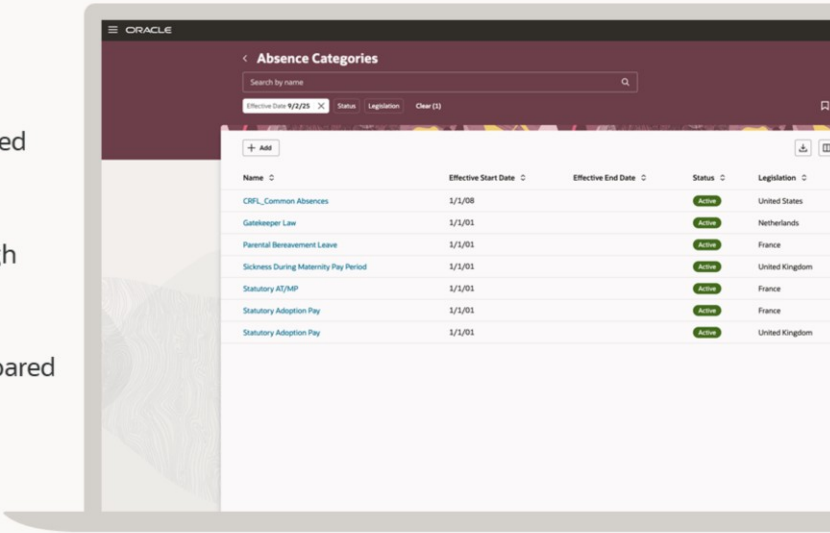
Redwood: Entitlement agreements and absence categories

Empower administrators to manage absences and entitlements using updated Redwood UI technology

Allow creation and management of employee’s entitlement agreements setup within a modern, unified experience

Enable creation of absence categories directly through Redwood pages for streamlined processes

Simplify and speed up all administrator actions compared to classic UI



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With the Entitlement Agreements and Absence Categories now available in the Redwood UI, all customers can manage employees’ entitlement agreements and absence categories with a modern, user-friendly interface.

This upgrade makes administrator actions simpler and faster, streamlining the creation and management of agreement entitlements and absences using the latest Redwood technology.

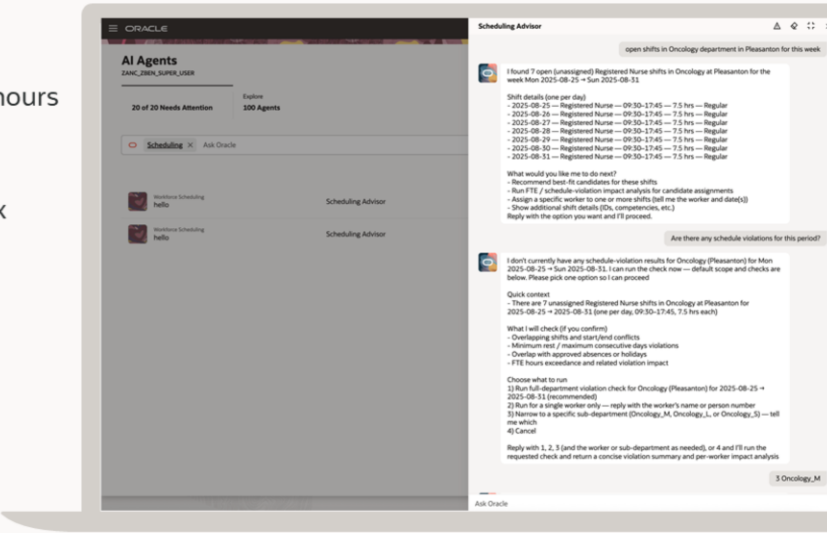
AI Agent: Schedule manager assistant

Answer policy and key metric questions instantly without leaving the schedule planning Gantt

Perform real-time violation checks and monitor FTE hours seamlessly

Deliver best-fit recommendations to support complex scheduling decisions

Enable faster, more accurate scheduling by keeping schedulers informed at every step



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Next, let’s look at the innovation highlights in Workforce Scheduling.

The schedule manager assistant uses embedded AI to help schedulers make fast, compliant decisions by answering questions, checking violations, and recommending best-fit solutions for open shifts.

Schedulers in Healthcare and other industries with frontline workforces will benefit from informed, efficient scheduling, reducing errors and freeing time for more strategic tasks.

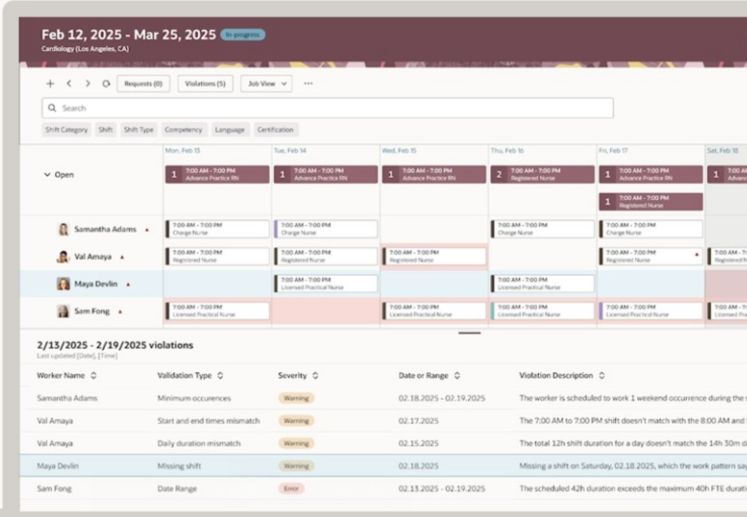
Enhanced schedule violation management

Detect schedule violations instantly during the scheduling process using the Gantt drawer feature

Enable schedule managers to view real-time validation issues highlighted in the schedule Gantt

Eliminate reliance on after-the-fact validation reports for schedule conflict detection

Inform schedule managers of violations immediately, supporting more effective scheduling and staffing



Now that the schedule violation list is in the Gantt drawer, it allows schedule managers to see all violations at once and highlights where issues are in the Gantt for more rapid resolution.

Real-time conflict visibility enables managers to make timely, informed decisions, ultimately increasing efficiency and supporting better scheduling and staffing outcomes.

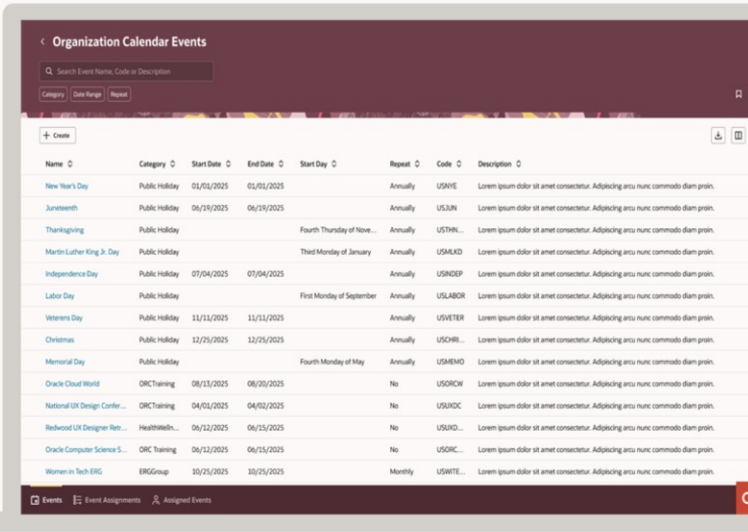
Redwood: Organizational holiday & calendar events

Improved setup and management of holiday and event calendars using a new Redwood page

Support creation of recurring and one-time holidays with advanced assignment logic and flexible conditions

Allow grouping, exclusion, and rotation of employees for holidays to ensure fairness and union compliance

Simplify administration for frontline-heavy industries with automated, criteria-based assignment and rotation rules



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With organizational calendar events now in the Redwood UI, industries with frontline workforces, like healthcare, can easily create, manage, and assign holiday calendars and other organizational events using flexible rules and automated rotations.

This new design streamlines administration and ensures fair holiday assignment to employees across all levels and groups.

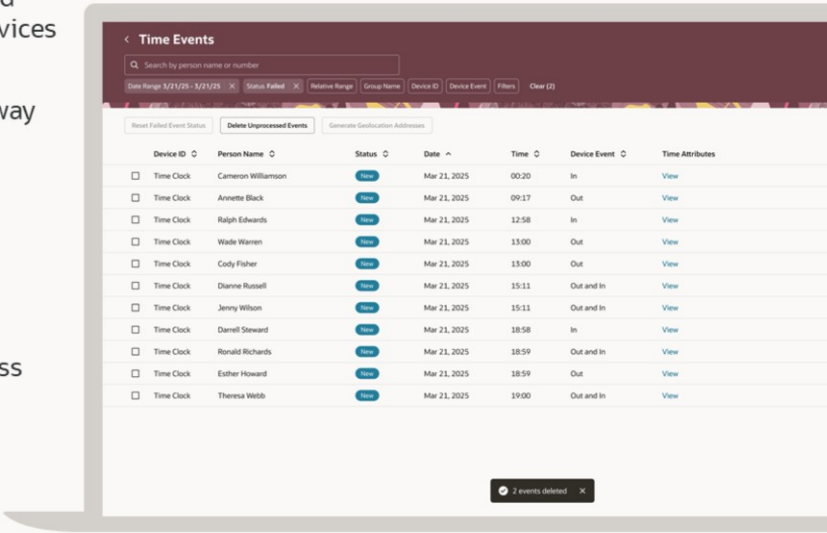
Redwood: Manage time events from time collection devices

Enable Time Administrators to easily search, view, and correct time events imported from time collection devices

Minimize delays in time processing with an intuitive way to reset failed events and delete duplicate entries

Generate relevant physical location addresses for geolocations associated to time events

Reduce errors with an interface that helps time administrators ensure time events are ready to process



Next is Time and Labor.

This new Redwood manage time events feature is designed to make life much easier for time administrators. It provides a clear, intuitive way to search, view, and correct time events that come in from collection devices. It also allows for generation of relevant location addresses for geolocated punches, giving better context for reporting and compliance.

This streamlined interface reduces errors and ensures that time events are clean, accurate, and ready to process without unnecessary delays.

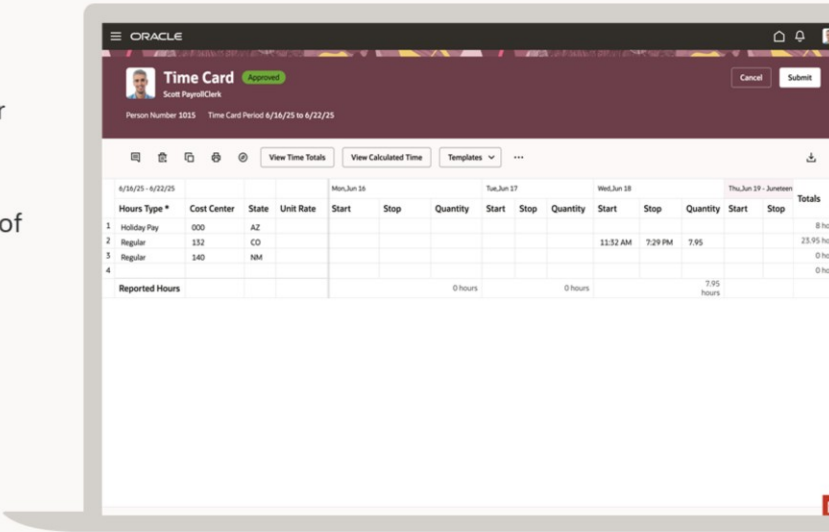
Timecard locations based on web clock geolocations

Automatically derive HR, Payroll Tax, or Cost Center locations for geolocations captured in Web Clock

Authenticate where a worker is clocking in and out for work.

Enable more accurate tracking, costing, and taxation of hours worked

Reduce the burden on managers, time keepers, and payroll administrators



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Timecard locations can now be based on geo locations from Web Clock.

This enables line managers to easily see where a worker is clocking in and out from. It also ensures that the worker's time is properly tracked to provide more accurate costing and taxation resulting in faster payroll processing and less errors in pay.

Yvette, it was my pleasure to share the innovation highlights in 25D for Workforce Management. Back to you.

FDI HCM

People Intelligence

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Sherri, it was great to see all the innovation happening in Workforce Management. Thank you.

Next, I'm excited to have Manisha Gupta joining us to cover what is happening with People Intelligence in Release 25D.



Manisha Gupta

VICE PRESIDENT, ORACLE CLOUD HCM ANALYTICS PRODUCT MANAGEMENT

Thanks, Yvette. I'm glad to be here.

I'm Manisha Gupta, Vice President of People Intelligence here at Oracle.

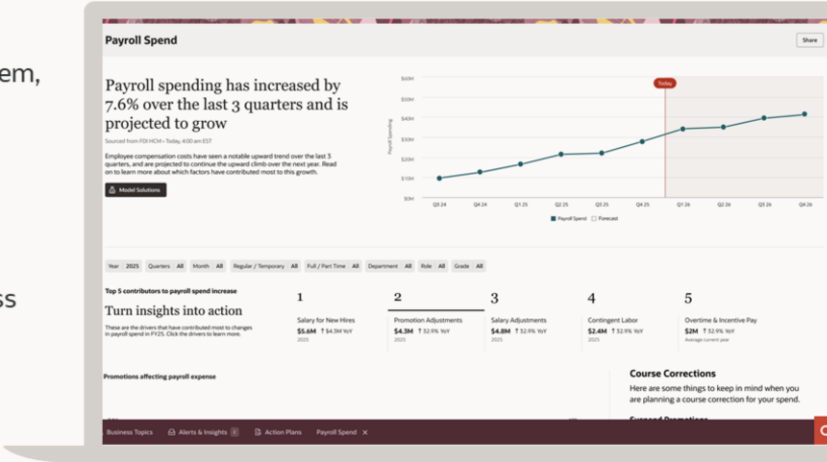
People Leader Workbench: Workforce investment

Break silos across Finance, HR, and Operations with connected analytics, AI, and actionable workforce strategies

Manage payroll and salary spend, the largest OPEX item, by linking budgets directly with hiring decisions

Guide managers, HR, and Finance with workflows powered by insights, drivers, and what-if scenarios

Rebalance workforce investments to adapt to business shifts without derailing budgets



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Every year Finance, HR, and Operations spend weeks aligning on headcount and budget. But by February, plans drift, budgets break, performance slips, and trust erodes.

The People Leader Workbench is built to change that. It unifies analytics, AI, and actions so leaders stay aligned year-round, with real-time transparency across financial, business, and workforce strategies.

With the Workforce Investment App, leaders can manage payroll and salary spend, the largest operating cost, by tracking trends, understanding drivers, applying corrective actions, and running what-if scenarios. Our first focus is hiring effectively.

That means leaders can make real-time adjustments as needs shift and stay on track.

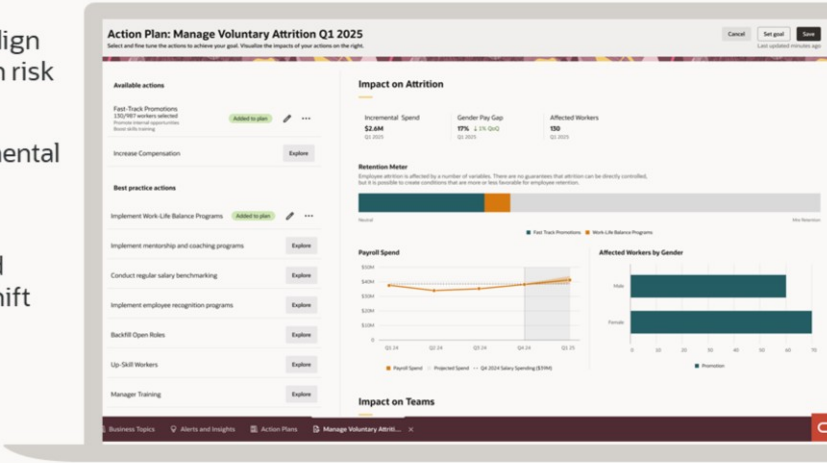
People Leader Workbench: Manage attrition

Retain key talent with targeted, data-driven actions in People Leader Workbench

Identify key performers overdue for promotion and align salary increases with business outcomes and attrition risk

Analyze attrition drivers, corrective measures, incremental spend, affected workers, and gender pay gap impact

Visualize attrition impact across units, managers, and teams to rebalance investments as business needs shift



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Next is the Attrition App in People Leader Workbench—built to help you retain key talent before it’s too late.

Take targeted actions: identify high performers overdue for promotion, weigh promotion and salary costs against attrition risk, understand what’s driving turnover.

See the impact of every action—on spend, affected workers, and even pay equity.

Attrition doesn’t wait. This app gives us the power to protect your organization with intelligence and confidence.

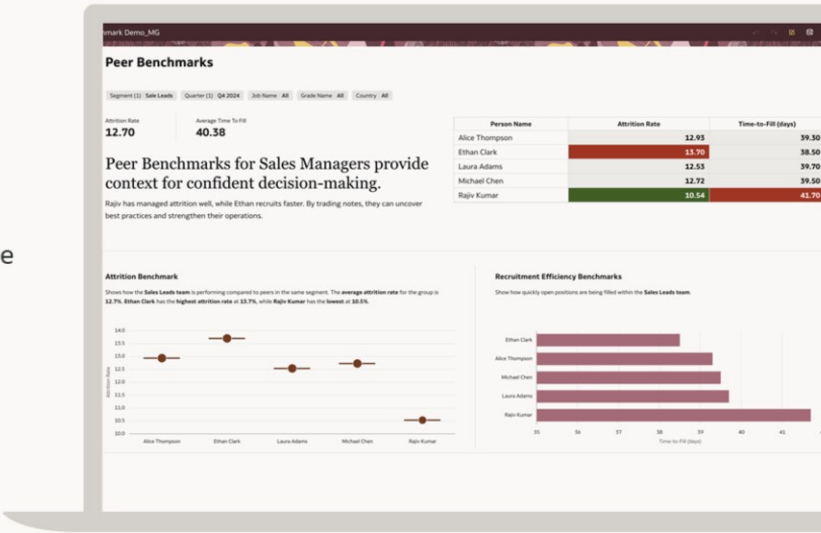
Peer Benchmarks: Attrition, recruiting efficiency & team composition

Enable teams to learn by creating peer groups and benchmarking aggregated metrics by job, grade, and country

Track attrition with three KPIs: Attrition Rate, Retention Rate, and New Hire Attrition

Measure team composition with three KPIs: Workforce Growth, Contingent Ratio, and Female Ratio

Improve recruiting efficiency with benchmarks for Diversity Ratio and Time-to-Fill



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I’m super excited to share three new Peer Benchmarks—Attrition, Recruiting Efficiency, and Team Composition.

Meet Ethan Clark, a Sales Director. He’s proud of his speed—filling roles in just 38 days, faster than Rajiv Kumar’s 41. But when you look at attrition, the picture changes. Ethan’s attrition is 14%, well above Rajiv’s 10%. Now that's an aha moment: speed without staying power doesn’t win. Ethan decides to focus less on racing to hire, and more on keeping talent through onboarding, coaching, and career development.

That’s the power of Peer Benchmarks. They give managers the context they need to take the actions that moves the org forward. Context to see what’s working. To learn and to apply best practices. All through aggregated insights that protect confidentiality.

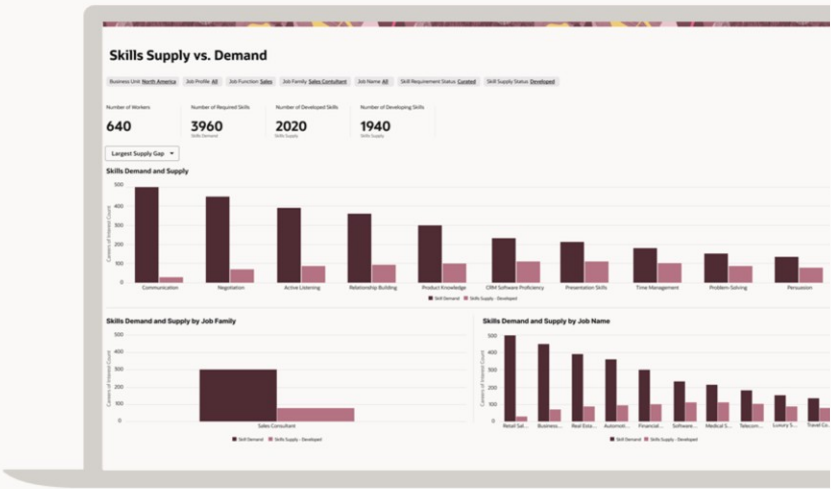
Supply vs demand skills analytics

Map demand versus supply by comparing job requirements with employee talent profiles to establish baseline skill gaps

Identify role-specific gaps by spotting missing or underutilized skills that may slow execution

Uncover surplus skills and redeploy talent to higher-value areas

Drive targeted upskilling and reskilling to close gaps and strengthen future readiness



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Next, we have to talk about skills analytics.

Leading companies are already upskilling for the future.

Demand vs. supply analysis is the game changer. It shows where skills are missing, talent is underused, and where shortages could slow us down.

Map demand vs. supply to set the baseline → identify critical role gaps.

Redeploy surplus talent → drive targeted upskilling and reskilling.

Without this, we’re flying blind. So, enable it for every manager, and make sure job profiles are built with Skill Center skills, and employees are keeping their profiles updated for skills. Every gap we close today becomes tomorrow’s execution strength.

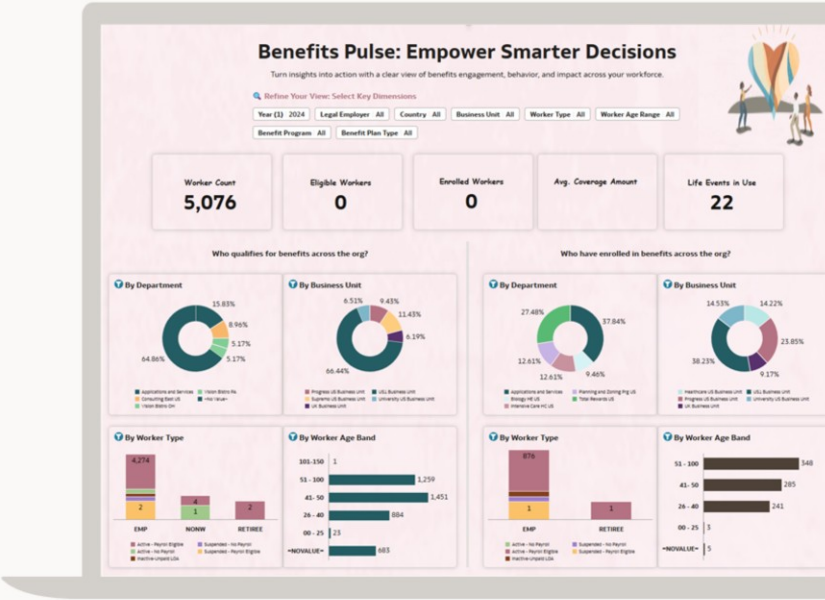
Benefits analytics

Align benefits with employee needs and business goals using data-driven insights

Analyze which benefit plans resonate across demographics and workforce groups

Identify seasonal changes, life events, and worker habits influencing enrollments

Track percentage of workers who are benefits-eligible and actively enrolled



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Last but not least, we’ve released Benefit Analytics, giving Benefits Admins and Managers the power to see the full picture.

Track enrollments. Understand which plans resonate across demographics. See how worker habits are shifting over time.

With these insights, you can spot opt-in and opt-out patterns, connect life events to benefit choices, and uncover enrollment trends that matter.

So, the Benefits programs that stay aligned with business goals, while better meeting the real needs of employees.

That’s it for the 25D highlights in FDI HCM. Thanks Yvette.

Concierge Agents

Manager Concierge
Worker Concierge

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Manisha, thank you so much. I’m glad you could join me to share the innovations happening in People Analytics.

We covered a lot today, but before I wrap things up, I want to highlight one more innovation in Release 25D, and that’s around something we’re calling “Concierge Agents”.

With Concierge Agents, the intent is that users don’t need to know which agent does what. They serve as single, intelligent entry points for users, understanding intent in real time, and directing each request to the right AI agent without the user needing to understand what’s happening behind the scenes.

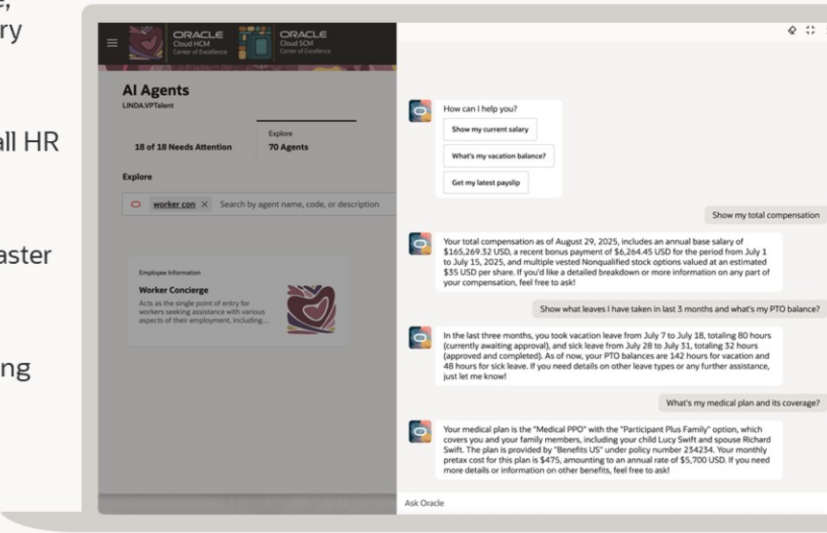
AI Agent: Worker concierge

Coordinate employee queries on compensation, leave, benefits, and payroll through a single AI-powered entry point

Automate support for routine HR tasks to boost overall HR department efficiency

Improve satisfaction and engagement by delivering faster service and clearer communication

Enhance compliance and accuracy for policies, reducing time lost to manual administration



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We have two Concierge Agents in Release 25D.

The WORKER Concierge Agent spans individual agents across compensation, leave, benefits, and payroll.

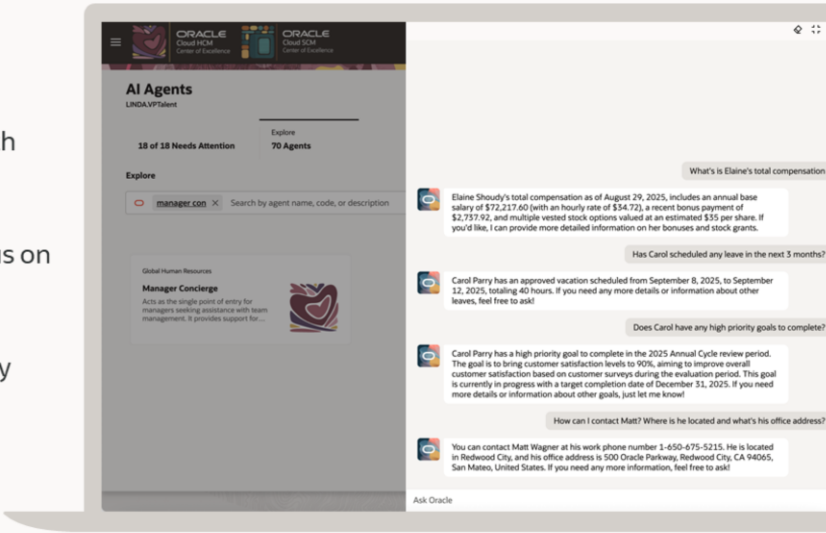
AI Agent: Manager concierge

Centralize manager support for compensation, leave, talent management, and employment details in one intelligent entry point

Reduce complexity and improve decision-making with quick access to actionable HR information

Automate routine HR tasks, freeing managers to focus on leadership and team development

Boost team engagement and employee experience by enabling prompt, accurate HR responses



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While the MANAGER Concierge Agent simplifies support across areas such as talent management and employment details.

As we move into 2026, our roadmap envisions even more individual agents becoming incorporated into these new Concierge Agents, reducing friction while boosting productivity and experience.

Resources

Oracle Cloud Customer Connect

<https://cloudcustomerconnect.oracle.com>

Oracle Documentation

<https://docs.oracle.com>

Oracle Cloud Readiness Content

docs.oracle.com/en/cloud/saas/readiness/



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We covered a lot today, but there are many more innovations in 25D that we didn't have time for.

For more information on these additional features, and Release 25D in general, please use these links or scan the QR code.



At Oracle, we're committed to delivering innovation that matters, working closely with you, our customers, to ensure the functionality, flexibility and extensibility you need to stay future-ready and THRIVE in the era of Agentic AI.

Thank you so much for your time today. I look forward to seeing you again next quarter, when we'll shine the spotlight on Oracle Fusion Cloud HCM Release 26A.