

ORACLE

26B Release Update

ORACLE FUSION CLOUD HCM

A woman with long dark hair, wearing a red short-sleeved button-down top and black pants, stands in a modern office. She has her hands clasped in front of her. The office has large windows in the background showing a city view, a small table with four light blue chairs, and a yellow chair to the left. A framed picture hangs on the wall to the left.

Nancy Estell Zoder

GROUP VICE PRESIDENT, ORACLE CLOUD HCM PRODUCT STRATEGY

Hi, I'm Nancy Estell Zoder, Group Vice President of Cloud HCM Product Strategy at Oracle. I'm excited to welcome you to this Spotlight for Release 26B for Oracle Fusion Cloud HCM.

We're in a moment where work is changing faster than organizations were ever designed for—and leaders are being asked to deliver more, faster, while supporting people through constant change.

That's pushing a fundamental redesign in how work gets done.

The human-agent workforce has arrived

Where people lead and AI moves work forward

We call it the human-agent workforce—humans lead with judgment, while partnering with intelligent systems to coordinate and execute at scale.

That's how work shifts from siloed workflows to continuous, agentic operations. From people hunting through systems, to systems that work on your behalf. And from isolated AI features to orchestrated experiences across the enterprise.

And if you can harness this – it unlocks three shifts:
Your people can spend more time deciding and leading;
work keeps moving between touchpoints without stalling;
and actions run continuously through built-in governance you can trust.

Introducing agentic applications

Driven by outcomes

based on specific business objectives
(i.e., increase manager productivity, reduce attrition)

Proactive not passive

apps that continuously reason and
share context to achieve objectives

Built for enterprise execution

within governance, security, and approval
frameworks and full auditability



Powered by teams of agents

with defined roles (i.e., analysis, decisioning,
execution, collaboration) and expertise

HCM

- ✓ Manager Concierge Workspace
- ✓ Workforce Operations Command Center
- ✓ Team Learning & Development Workspace for Managers
- ✓ Hiring Workspace for Store Managers
- ✓ Career Advancement Command Center
- ✓ Team Talent Calibration & Review Workspace
- ✓ My Help Workspace for Employees

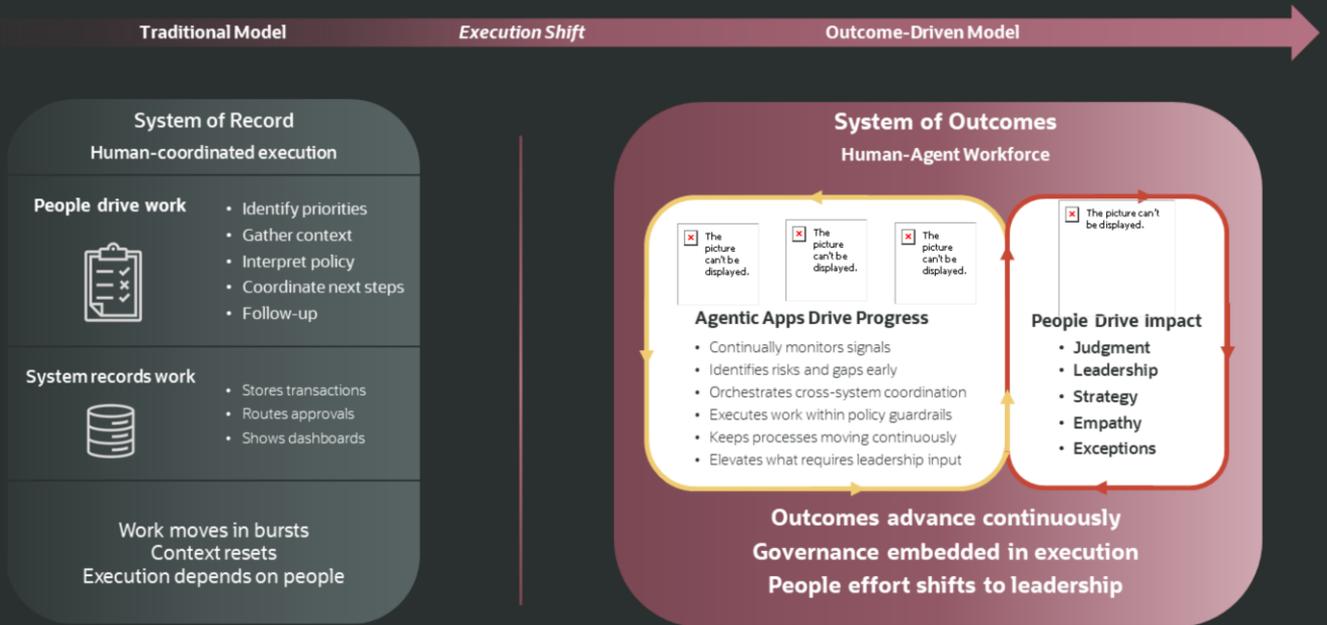
To power this shift, I am excited to say we have recently announced a new class of capability: agentic applications—with over 22 across Fusion Applications delivered in this Release 26B, including seven in Oracle Cloud HCM.

Agentic applications don't just generate content or give guidance—they are powered by teams of agents, working together to drive work to an outcome. They understand intent, reason over enterprise context, and progress the next best action—all within the right permissions and controls.

They do that by bringing together everything Oracle has been innovating on for years: pervasively embedded AI across HCM and Fusion—classic AI, generative AI, and AI agents—grounded in your system-of-record data and processes.

In Release 26B, these agentic applications are available now—spanning key areas including HR, workforce management, recruiting, learning, and talent management—with many more to come.

The new HR operating model: From transactions to outcomes



The system advances work. Humans shape it.

Ultimately, agentic applications transform your system of record into a system of outcomes.

A system of record captures what happened—the data, the history, the process.

A system of outcomes uses that foundation, plus agentic applications, to continuously determine what should happen next—and to move the work forward in the flow. So instead of digging through dashboards, assembling context, and chasing steps, the system surfaces what matters, prepares actions, and progresses outcomes—then brings humans in exactly where judgment and accountability are required.

And with that, let's take a look at Oracle Fusion Cloud HCM Release 26B.





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

Marcie Van Houten
SENIOR DIRECTOR, ORACLE CLOUD HCM CUSTOMER STRATEGY

Hi, I'm Marcie Van Houten, Senior Director for Cloud HCM Customer Strategy.

I'm here with Nancy to talk about many of the innovations delivered in Oracle Cloud HCM 26B. Thanks for joining us.

Marcie: Nancy, you just highlighted the announcement of the agentic apps in 26B. How does this influence what we are focusing on now and in future releases?

Nancy: Thanks, Marcie. We are changing how work works. The “future of work” has been a topic of conversation for years—but it's not a distant concept anymore. It's evolving in real time, and the expectations on organizations and employees are moving just as fast: move quicker, do more with less, deliver better outcomes, and keep people engaged and growing.

Marcie: Got it! But since this has been a focus for some time, what are we doing differently now starting with 26B?

Nancy: We're reimagining how work gets done using agentic apps—intelligent, goal-driven capabilities that don't just surface information, but help move work forward. They can take action, coordinate steps, and support decisions so teams can spend less time navigating process and more time delivering outcomes.

But there's a key requirement to make this real: it only works when your system of outcomes *is* built into your system of record.

In other words, you need a connected understanding of:

what work needs to get done, what “good” looks like in measurable outcomes, and the people, skills, and capacity needed to deliver it.

When outcomes and work are tied together—inside the system where work is actually managed—AI can do more than automate tasks. It can recommend next steps, anticipate blockers, and help leaders and employees align effort with impact.

Marcie: That's amazing. What does this mean for the experience?

Nancy: It means experience is no longer just about usability or workflow. It becomes outcome-focused: helping people achieve goals. It means recommendations that encourage better behaviors—like prioritizing the right work, building the right skills, and collaborating more effectively. And it means creating opportunities for growth, with support delivered when and where it is needed. Whether that's guidance in the moment, personalized coaching, or development pathways that connect directly to organizational priorities. This is how Oracle can help organizations move from managing work to orchestrating outcomes.

Marcie: Thanks, Nancy.

Now, in this spotlight, as Nancy mentioned, we will bring together the innovations that are redefining how work gets done—agentic apps and AI agents, enhanced workflow, and we will also introduce other key investments designed to help organizations move faster and operate smarter. We are excited to share with you what HCM Release 26B is bringing to the table to support your success.

Experience



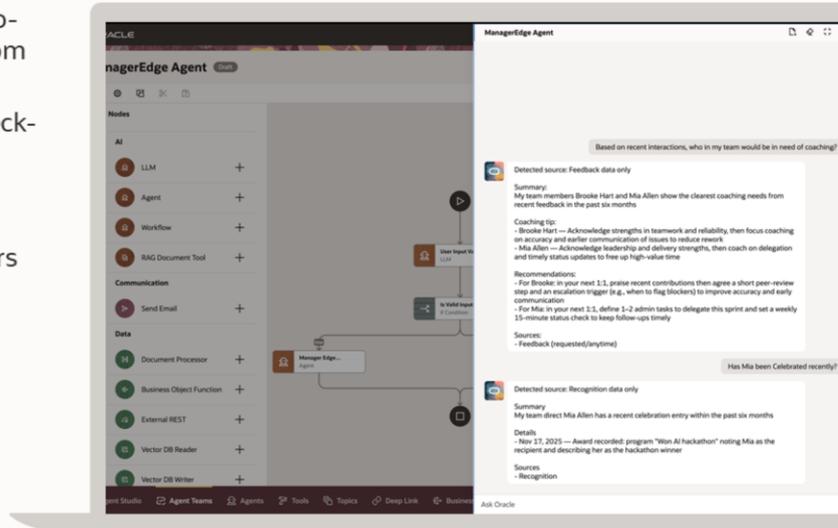
AI Agent: Manager Edge

Cuts manager prep time: Auto-generates a ready-to-use **Summary, Coaching Tips, and Action Items** from existing talent data and notes.

Reduces manual synthesis: Consolidates goals, check-ins, feedback, evaluations, and recognition into one view with less searching, copying, and rework.

Speeds up next-best actions: Provides targeted coaching recommendations and conversation starters so managers move from insight to action faster.

Improves meeting efficiency: Keeps 1:1s and touchpoints structured and outcome-oriented, increasing throughput of high-quality employee conversations.



Let's get started with Experience where we will cover—what's new, who it impacts, and the business value.

The theme of 26B is reducing friction and increasing efficiencies in your work. We're simplifying key experiences across hiring, career growth, learning, and talent processes so employees, managers, and HR teams can take action faster with less navigation and coordination.

Let's start with the manager experience. We are excited to introduce Manager Edge -an AI coaching agent that helps managers run better 1:1s with less effort.

Instead of searching across goals, check-ins, feedback, evaluations, and recognition, it pulls the relevant talent data together and generates three things automatically: a quick Summary, practical Coaching Tips, and clear Action Items. That cuts prep time and eliminates the manual copy/paste and “connect-the-dots” work.

It also speeds up next steps by suggesting conversation starters and targeted coaching moves, so managers can go from insight to action faster.

The result is more efficient meetings—structured, outcome-oriented touchpoints that end with clear commitments and follow-through.

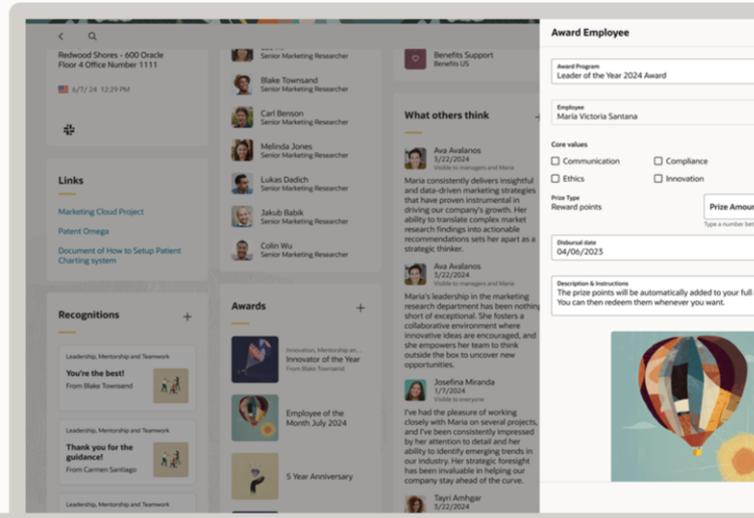
Celebrate integration with Connections

Faster visibility of recognition: Employees and managers can see a person's public awards and celebrations directly on the **Connections profile**, eliminating extra navigation to Celebrate.

More timely recognition moments: Start **Recognitions and Rewards** from the profile page, making it easier to celebrate in-the-moment when viewing someone's info.

Improved engagement in everyday workflows: Embeds Celebrate into a high-traffic destination (Profiles), aligning with natural "look up → recognize" behavior and increasing participation.

Streamlined review and context: A dedicated waterfall panel with drill-in details and easy back-and-forth makes it simpler to understand recognition history and context quickly.



And for managers and employees, Celebrate integration with Connections brings recognition right where people already work—on the employee profile. Now, when you open someone's Connections profile, you can immediately see their public awards and celebrations in a dedicated panel, without having to navigate to the Celebrate module just to get context.

It also makes recognition more timely. If you're looking up a teammate to understand what they've been working on, you can start a Recognition or Reward directly from the profile page.

Compliance



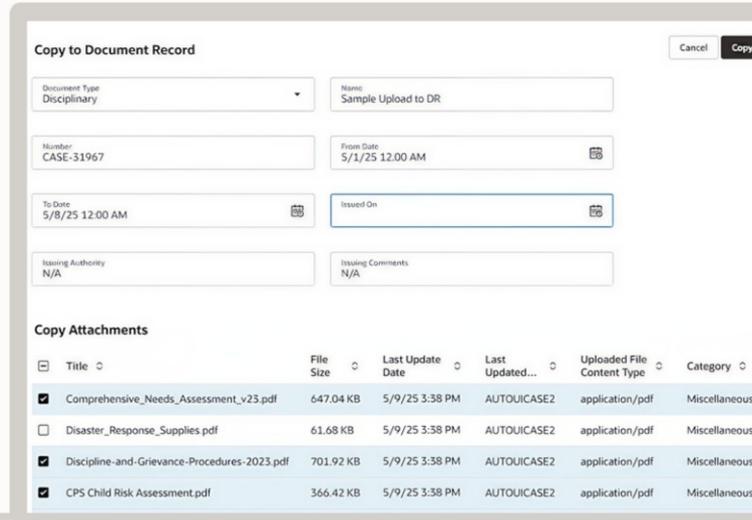
Upload to document record from cases and service requests

Eliminates download/re-upload work: Lets users load any or all Case/Help Desk attachments directly into the employee's Document Record reducing manual steps and handling time.

Creates a single, reliable employee document repository: Seamlessly integrates attachments with Documents of Record so customers maintain one authoritative place for employee documents.

Improves accuracy and traceability: Pre-fills key metadata (e.g., Case Number) and automatically creates a case note with a link to the Document Record, strengthening linkage and reducing data entry errors.

More secure document transmission: Keeps documents moving securely within the application flow, minimizing local copies and reducing the risk of misplacement or unauthorized sharing.



Now on to compliance, we are streamlining the document of records process in HCM by providing the ability to upload directly from a case or SR - removing manual document handling—no downloading, renaming, and re-uploading. Users can move any or all documents into the employee's record in a few clicks, saving time and speeding resolution.

It creates a single trusted repository for HR documents, while pre-filled metadata (including Case Number) and an automatic case note with a link improve traceability and reduce errors.

Gender pay gap report - Ireland

Meet June 2026 Ireland compliance (50+ employees) with accurate, audit-ready automated reporting.

Explain pay equity clearly with mean/median Hourly and Bonus Pay Gap metrics.

Report total rewards drivers by including Benefits-in-Kind and bonus participation by gender.

Strengthen trust and reputation using pay quartiles insights to support an evidence-based narrative and action plan.

	A	B	C	D	E	F
1	IE Gender Pay - Analysis			Comments		
2	Mean Hourly Remuneration Gender Pay Gap	31.9%		Ordinary Pay (YTD)		
3						
4	Median Hourly Remuneration Gender Pay Gap	50.0%				
5						
6						
7						
8	Mean Bonus Gender Pay Gap	-55.3%		Bonus Pay (YTD)		
9						
10	Median Bonus Gender Pay Gap	-134.1%				
11						
12						
13						
14	Mean Hourly Remuneration of Part-Time Gender Pay Gap	-0.4%		FTE and OP		
15						
16						
17	Median Hourly Remuneration of Part-Time Gender Pay Gap	48.4%				
18						
19	Proportion of Males Receiving A Bonus Payment	53.3%		Male and Bonus		
20						
21	Proportion of Females Receiving A Bonus Payment	66.7%		Female and Bonus		
22						
23						
24						
25	Proportion of Males Receiving A BIK	53.3%		Male and BIK		
26						
27	Proportion of Females Receiving A BIK	33.3%		Female and BIK		
28						
29						
30						



As EU countries move closer to meeting the requirements of the EU Pay Transparency Directive (EU PTD), gender pay gap reporting is becoming more than a compliance exercise—it’s a leadership moment.

Ireland’s Gender Pay Gap reporting requirements help local organizations meet these expectations through transparent, structured reporting built on detailed employee and pay data. The framework explains pay equity through mean and median hourly and bonus gap metrics, highlights drivers such as benefits-in-kind and bonus participation by gender and provides pay quartile insights to help tell an evidence-based story—enabling the creation of an action plan that builds trust and protects your reputation.

Payroll encumbrance

Stronger budget control and fund reservation:

Secures salary and benefit funds in advance by generating payroll encumbrances for any defined period, preventing overspend in fund-driven environments.

Real-time visibility into future labor obligations:

Gives finance and payroll leaders clearer insight into upcoming payroll commitments, improving forecast accuracy and reducing budget variance.

Automated, rules-based liquidation: Uses Subledger Accounting (SLA) accrual reversal rules to liquidate encumbrances consistently and automatically, reducing manual effort and errors.

Better alignment, governance, and audit readiness:

Tightens the link between payroll activity, financial accounting, and budget reporting with consistent, auditable logic—supporting financial transparency and compliance.

The screenshot shows a web interface titled "Submit a Payroll Flow" with a sub-header "Calculate Payroll Encumbrances". It includes a "Cancel" button and a "Submit" button. The form contains several input fields:

- Payroll Flow:** A text input field with a "Required" label below it.
- Schedule:** A dropdown menu with "As soon as possible" selected.
- Required Parameters:**
 - Payroll:** A dropdown menu with a "Required" label below it.
 - Start Payroll Period:** A date input field with a "Required" label below it.
 - End Payroll Period:** A date input field with a "Required" label below it.
 - Element Group:** A dropdown menu with a "Required" label below it.
- Optional Parameters:**
 - Consolidation Group:** A dropdown menu.
 - Payroll Relationship Group:** A dropdown menu.
 - Process Configuration Group:** A dropdown menu.

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I am most excited about this new investment. Payroll Encumbrance gives public sector and fund-driven organizations tighter control over their largest expense—labor—by reserving payroll dollars before they're spent. It generates payroll encumbrance lines for any defined period, securing salary and benefit funds in advance and helping prevent overspending against constrained budgets.

It also provides finance and payroll leaders real-time visibility into upcoming labor obligations, which improves forecast accuracy, reduces budget variance, and supports more confident planning.

And because payroll activity, accounting, and budget reporting stay aligned through auditable processes, organizations gain stronger governance, providing better financial transparency, and improved audit readiness.

Workforce Management





Sherri Bartels,

SENIOR DIRECTOR, ORACLE CLOUD WORKFORCE MANAGEMENT PRODUCT STRATEGY

Hi, I'm Sherri Bartels, Senior Director, Cloud HCM Strategy for Workforce Management.

I'm excited to share the Workforce Management innovation highlights for 26B.

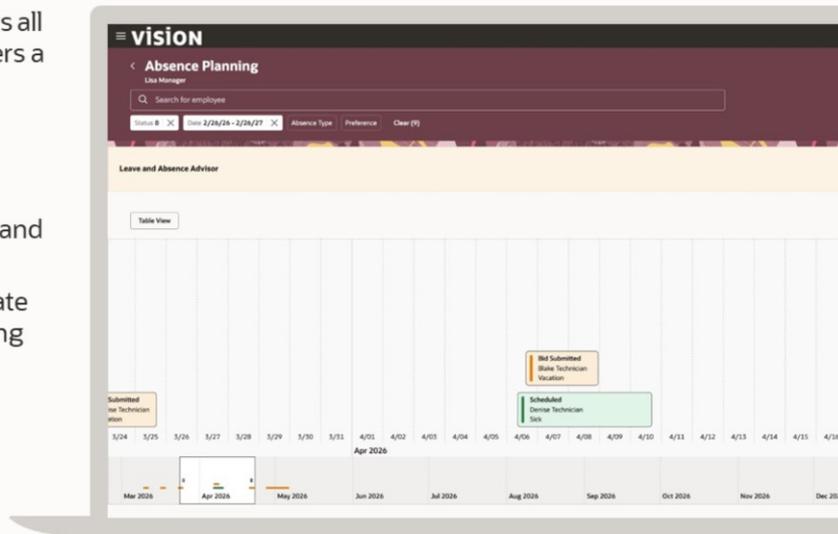
Absence planning enhancements

Full absence visibility: Absence Planning now shows all absence types (including completed), giving managers a complete view of team availability.

Better, faster decisions: Key absence details and employee comments are surfaced in-line, reducing back-and-forth.

Streamlined approvals: Removes double approvals and improves mass approve/reject across all directs.

More efficient planning UI: 1-year (configurable) date filters plus simpler, more usable controls for managing and exporting views.



The Absence Planning enhancements give managers a complete, more actionable view of time off. Planning now includes all absence types, even completed absences, so managers can see the full picture of team availability and spot conflicts earlier.

Key details and employee comments are shown in-line, which speeds decisions and reduces follow-up. Approvals are simpler too, with no double approvals and improved mass approve/reject across all directs. Absence Planning is more efficient with a 1-year, configurable date range.

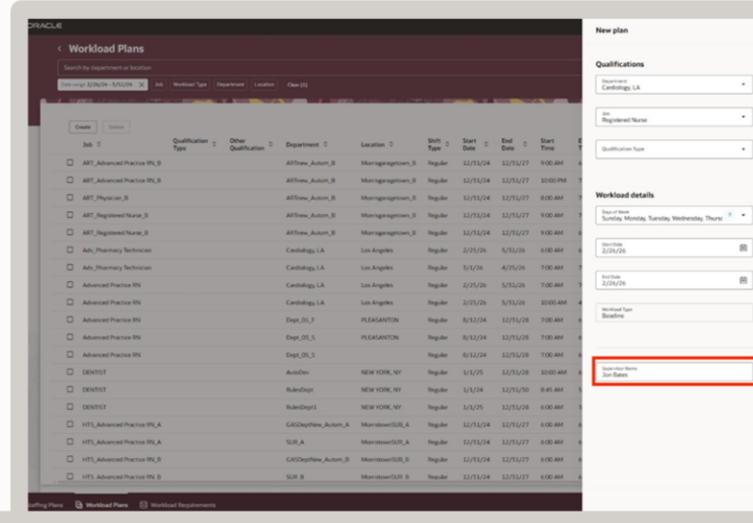
Extending workload demand and shifts w/descriptive flexfields for sub-locations and/or tasks

More precise demand definition: Add DFFs to Workload Plans by Shift to capture sub-location, task, team lead, or other requirement details that standard fields don't cover.

Better schedule quality and execution: Unique shift + DFF combinations are exposed to the schedule engine, enabling generation of shifts that align more closely to real operational needs.

Clearer worker instructions at shift level: Configure the same DFFs on Schedule Shifts so employees receive specific, actionable guidance (where to report, what to do, who to work with).

End-to-end continuity with manager control: DFF details flow from workload plan to generated shifts automatically, and managers/admins can refine instructions directly on the schedule Gantt—reducing confusion and last-minute rework.



Extending Workload Demand and Shifts with Descriptive Flexfields helps frontline organizations capture the details that make schedules work in their unique world. When defining Workload Plans by Shift, planners can specify demand details like an area of the hospital that a person assigned to the shift should report to, or the specify tasks they should complete during their shift, or the team lead they should report to.

Those unique details are passed to the schedule engine, so generated schedules will align more closely to operational needs, not just headcount and time.

Those details can be manually defined on Shifts, so even if Workforce Labor Optimization is not used, schedulers can give workers clear, shift-level instructions on where to report, what to focus on, and who they're supporting reducing confusion when workers arrive for work.

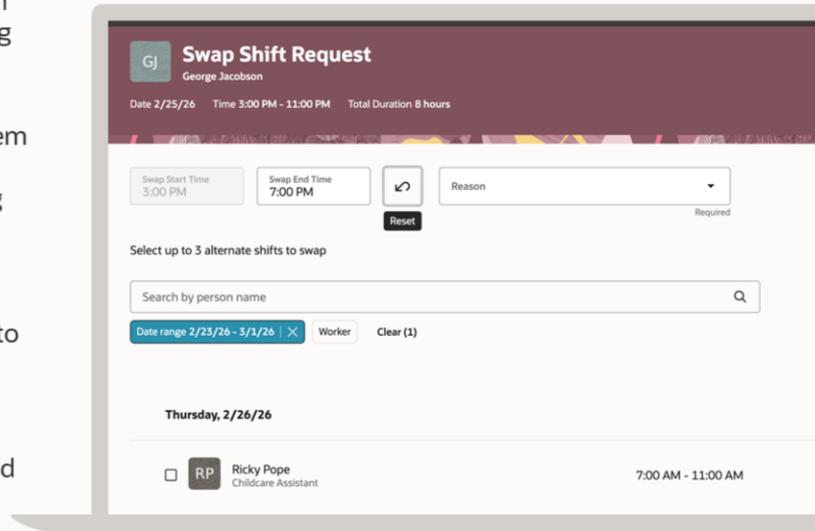
Partial shift swap requests

Improves shift coverage and continuity: Workers can offer only the portion of a shift they can't work, helping organizations keep shifts filled instead of losing the entire shift.

Faster, smarter matching and acceptance: The system identifies eligible recipients and clearly shows full vs. partial shift times in notifications and the UI, speeding up decisions and reducing confusion.

Accurate schedules with proper follow-through: Upon acceptance, calendars update automatically and breaks are flagged for schedule manager assignment to maintain compliant, workable schedules.

Operational visibility and control: Partial swap transactions are reportable, giving managers insight into coverage trends and supporting accountability and workforce planning.



Partial Shift Swap helps frontline teams keep coverage intact when life happens. Instead of giving up an entire shift, a worker can offer just the portion they can't work, so the shift stays staffed and service levels remain high. The system automatically matches eligible recipients and clearly shows both full and partial shift times in calendars and notifications, making it easy for someone to accept quickly.

Once accepted, calendars updated automatically and any necessary break re-assignments are flagged for the schedule manager to complete.

Because every transaction is reportable, leaders gain visibility into swap patterns and coverage risks for better planning.

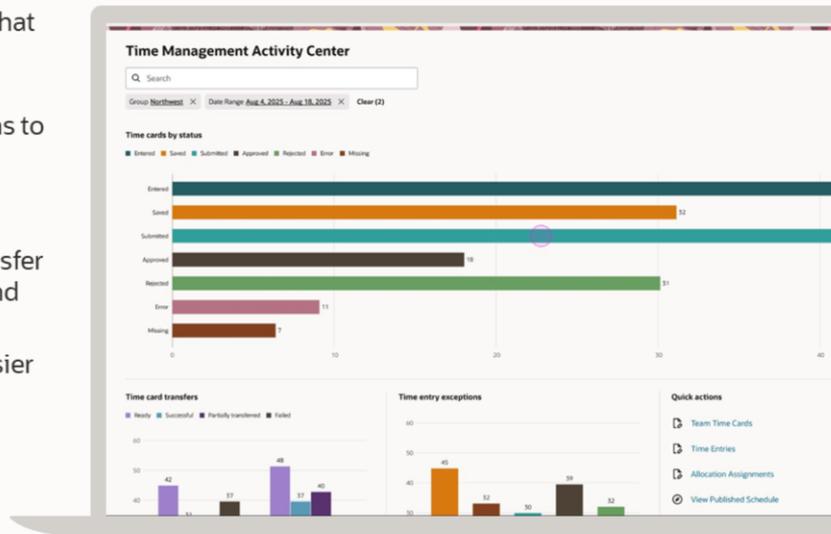
Workforce Management activity center

Single, personalized hub for Operational leaders that reduces navigation and shows only role-relevant actions.

New time enhancements beyond 26A: More actions to available for things like generating time cards and managing time entries without having to navigate elsewhere.

End-to-end processing in one place: time card transfer to payroll/projects with centralized status, results, and error resolution.

Better efficiency and scalability now and next: easier onboarding and admin productivity today (Time & Labor), with Scheduling and Absence Management coming next



The Workforce Management Activity Center gives operational leaders a single, personalized hub to run time management operations, so they spend less time navigating and more time getting work done.

With the enhancements in this release, administrators can generate time cards and manage time entries directly from one place. It also streamlines end-to-end processing by supporting transfers to payroll and projects, with centralized status results, and error handling to resolve issues faster.

The result is better time administration productivity, and scalability today for Time and Labor, with Scheduling, Absence Management coming next.

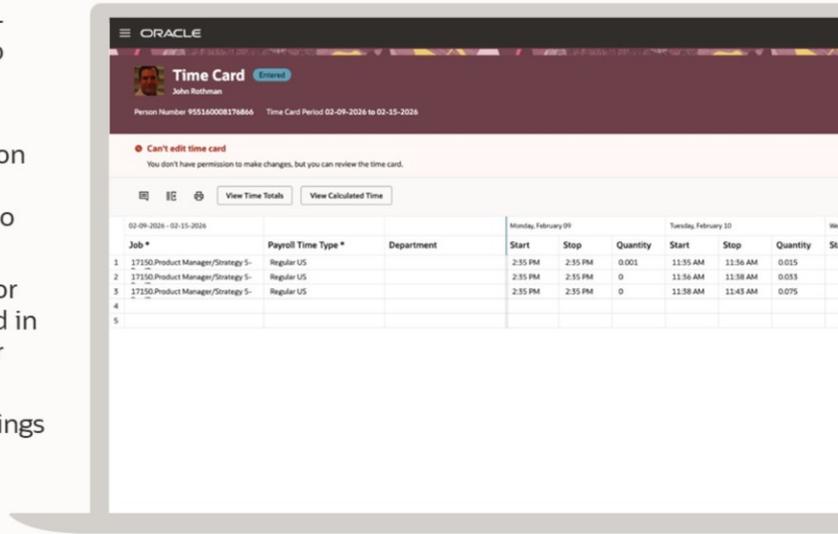
Team timecard multi-select navigation

Batch workflow for managers/timekeepers: Multi-select and launch View/Edit from Team Timecards to process a group of workers' timecards in one continuous flow (parity with classic UI).

Faster navigation, less clicking: "Rolodex" navigation lets users move back/forward through selected timecards in the same order as the search results—no returning to the list after each card.

Accelerated submit/approve throughput: Submit or Approve automatically advances to the next timecard in the queue; Save/Save & Close options support either rapid progression or quick return to the list.

Reduced errors and rework: Unsaved-change warnings prevent accidental loss of edits, while Cancel returns users to the same Team Timecards results for a predictable, efficient review cycle.



With the improved Team Timecards multi-select navigation, managers and timekeepers can select a group of employees time cards and jump straight into a continuous View/Edit/Submit/Approve flow, similar to what the classic experience provided, but modernized.

Managers can move back and forth through the selected timecards, without repeatedly returning to the Team Time Cards list. When they submit or approve, the system automatically advances to the next time card, speeding up high-volume processing.

And built-in safeguards, like unsaved-change warnings help prevent lost edits and rework.

Core HR





Brian Kleb

SENIOR MANAGER, ORACLE CLOUD HCM PRODUCT STRATEGY

Hi, my name is Brian Kleb, Senior Manager of Cloud HCM Product Strategy for Core HR and Employee Experience at Oracle.

I'm excited to share the Core HR innovations in Release 26B.

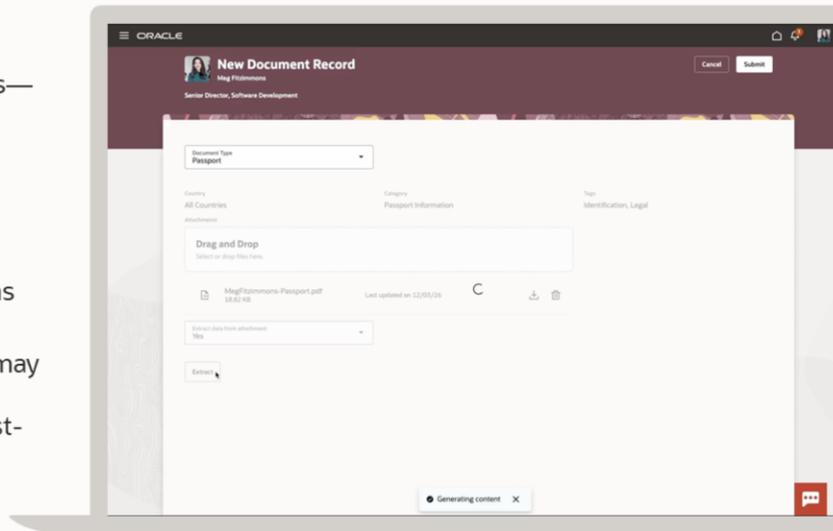
AI to scan and fill out document of record attributes

Cuts manual effort: AI extracts and pre-fills key Documents of Record attributes (name/number/country/dates) from uploaded scans—reducing HR admin work.

Speeds self-service: Employees/managers upload, review, and submit in a few clicks—accelerating onboarding, compliance, leave, and payroll documentation.

Improves accuracy: Fewer transcription errors means less rework and fewer processing delays.

Privacy & security by design: Because documents may contain sensitive PII, ensure rollout follows Oracle privacy, security, and data-handling guidelines—least-privilege access, appropriate retention, and regional compliance requirements.



Starting with the new AI-powered Documents of Record experience, users can upload a scanned document—like a passport or degree certificate—and the system automatically extracts and pre-fills key attributes such as document name, number, issuing country, and dates.

That dramatically reduces manual transcription and HR administrative effort. It also speeds employee and manager self-service: upload, review, and submit in just a few clicks—accelerating onboarding, compliance, leave, and payroll documentation.

Because the data is captured consistently, it reduces errors, rework, and processing delays.

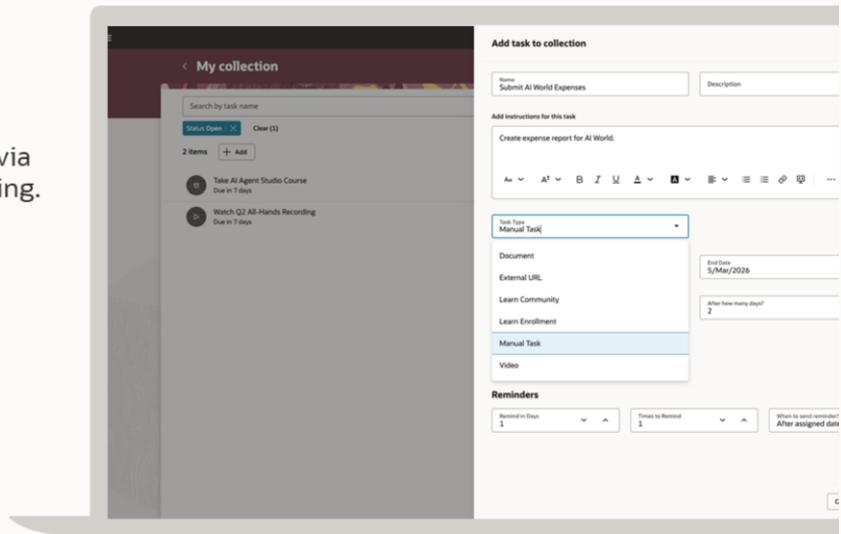
Open ended collection journey

User-owned, flexible workspace: Always-on Collections let users organize ad hoc tasks and resources beyond standard journey templates.

Capture and access anywhere: Add items from any Redwood page (or external links) and manage them via a floating panel—less navigation and context switching.

Stay on track: Grouping, notes, reminders, and due dates help users prioritize and execute work as it changes.

Private by default, share when useful: Persistent personal collections with optional public sharing to spread best practices.



Today we're introducing an open-ended, always-available Collections journey—a new, user-owned way to get work done in Oracle Cloud HCM.

Instead of forcing everything into a fixed journey template, Collections give every user a flexible personal workspace to organize what really drives their day: ad hoc tasks, project to-dos, key links, learning items, skills to build, and even important contacts. It's built for how people actually work—dynamic, cross-functional, and constantly changing.

The experience is frictionless. From anywhere in Fusion, users can instantly add an item to a Collection with an “add to Collection” action—or capture an external link—and then manage everything from any page using a floating panel. That means less jumping between modules, fewer sticky notes and spreadsheets, and more time spent executing.

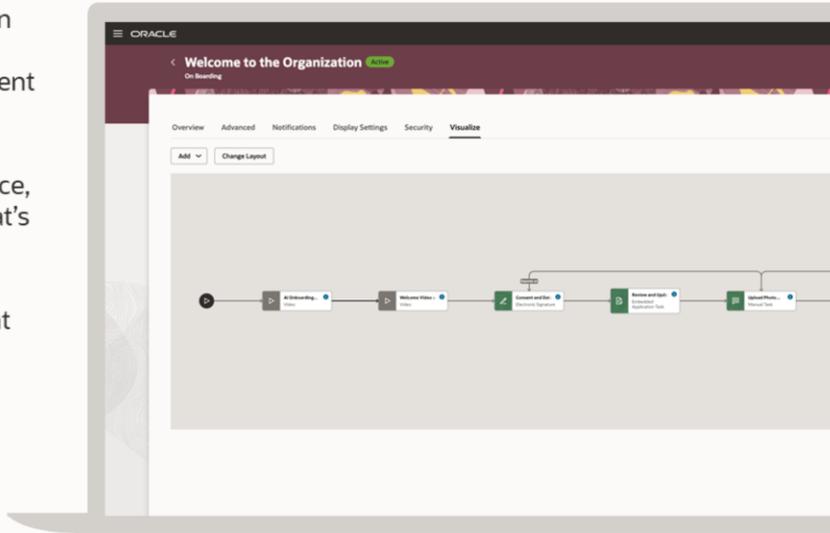
Journeys experience enhancements

Faster prioritization with saved searches: Users can save commonly used filters to instantly surface the Journeys/Tasks that matter most—reducing time spent re-sorting and re-filtering work.

More transparency into dependencies: Enhanced visualization shows preceding task context at-a-glance, so users understand what's been completed and what's required next without clicking into each task.

In-task access to upstream information: Users can view preceding-task details directly within the current task, minimizing navigation and keeping focus on completion.

Better handoffs and fewer errors: Downstream assignees (e.g., a reviewer) can see inputs from prior contributors (e.g., questionnaire answers) in context, improving decision quality and reducing back-and-forth.



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Journeys now includes enhancements that help users prioritize and complete work with fewer clicks.

Users can create saved searches for the views they use most, see task dependencies with clearer visualization, and access upstream task details in-task to avoid page-hopping.

Together, this improves handoffs and reduces errors—like letting reviewers see submitted questionnaire answers directly in the review task—driving faster turnaround and less back-and-forth.

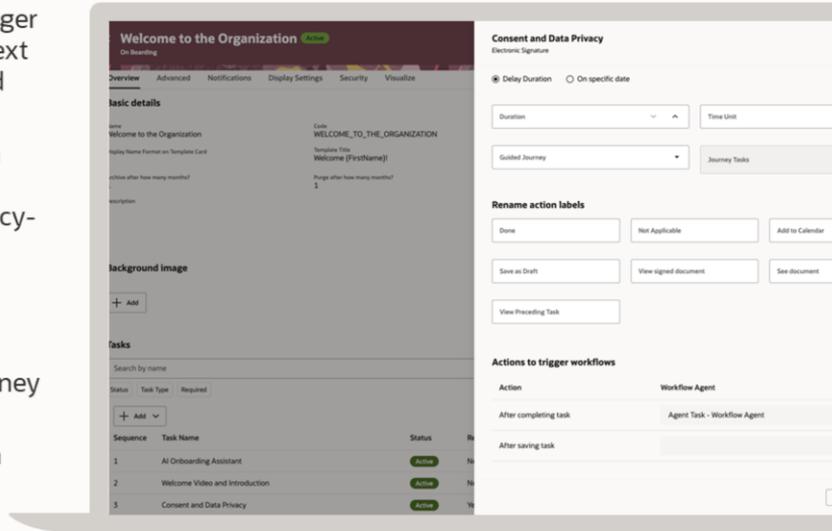
Workflow agent trigger on journey for saving and submitting task

Automates “what happens next” in Journeys: Trigger workflow agents on task save or submit to kick off next steps immediately—reducing manual follow-ups and handoffs.

Improves data quality and compliance: Agents can validate entries at the point of capture, flag missing/incorrect information, and help enforce policy-aligned completion before a task is finalized.

Faster cycle times with fewer errors: Embedded automation streamlines approvals, notifications, document generation, and downstream updates—minimizing rework and accelerating end-to-end journey completion.

Flexible, extensible orchestration: A simple “attach agent” field on Journey tasks lets customers apply consistent automation across templates and scale capabilities as workflow agent use cases expand.



With Workflow Agent Triggers in Journeys, customers can automate “what happens next” the moment a task is saved or submitted. Instead of relying on manual follow-ups, a workflow agent can immediately validate the information entered, flag missing or incorrect details, and ensure the task meets policy requirements before it’s finalized. That embedded automation also speeds up downstream steps—like approvals, notifications, document generation, and updates to other systems—reducing rework and shortening overall cycle time.

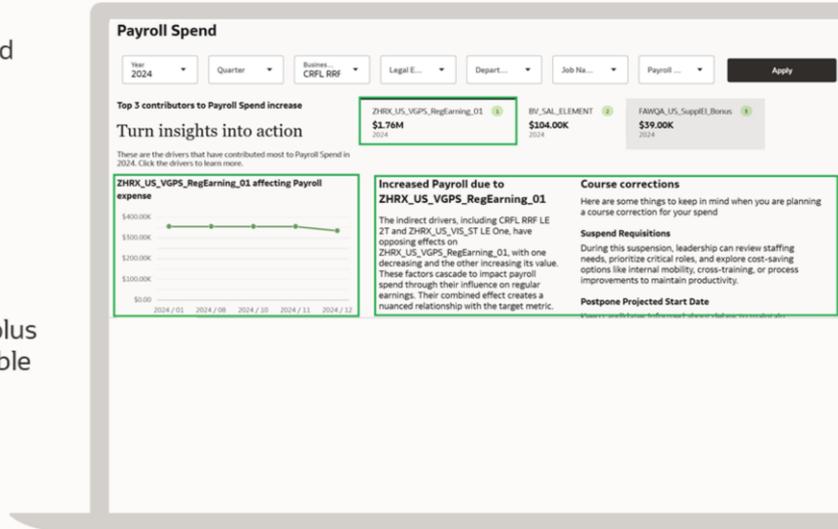
People Leader Workbench: New features and enhancements

Sharper spend insight: Improved drivers (including factor importance), indirect drivers, and payroll spend components clarify what's driving workforce costs.

Actionable guidance: Coaching tips, recommended solutions, and upcoming Insights/Coaching/Drivers agents turn analysis into next steps.

Stronger org planning: HRBP Workbench, Position Management, and Peer Benchmarks add context for better workforce decisions.

Secure, trusted adoption: Security enhancements plus clarifying questions/dynamic visuals and customizable tips support governed, reliable decision-making.



We're making targeted investments in the People Leader Workbench to help HR Business Partners and leaders make faster, better workforce decisions. Enhancements provide clearer insight into workforce spend—including improved spend drivers (with factor importance), indirect drivers, and a new payroll-spend component—so leaders can focus on what's driving change. It goes beyond analytics with coaching tips and recommended actions, and upcoming agents (Insights, Coaching, Drivers) will add guided, context-aware decision support.

We're also expanding planning context with the upcoming HRBP Workbench, Position Management, and peer benchmarking, while strengthening trust through security enhancements, clarifying questions, dynamic visuals, and customizable, org-specific tips.

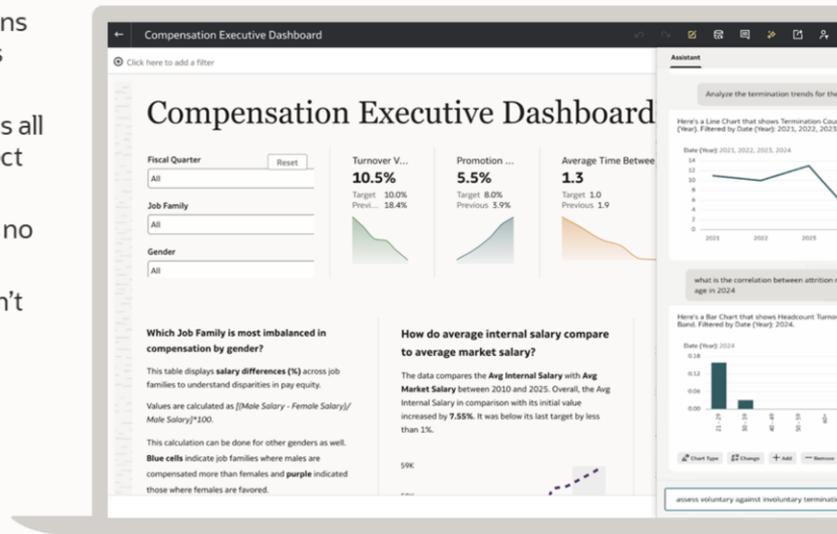
AI Assistant: Oracle Analytics

Faster insights with natural language: Ask questions in plain language to instantly generate visualizations and insights—no complex query building.

Broad coverage and easy adoption: Available across all OAC shapes and works with both datasets and subject areas.

No added cost barrier: Unlimited usage included at no additional charge or licenses.

Enterprise-grade security: Data stays in OCI and isn't used for future training; GA last year, with factory workbooks enabled today.



Oracle Analytics AI Assistant helps users get to insights faster using natural language—just ask a question and it instantly generates visualizations and key findings, without complex query building. It's designed for broad adoption, available across all OAC shapes and working with both datasets and subject areas. There's no added cost barrier, with unlimited usage included at no additional charge or licenses.

And it's enterprise-grade: your data stays securely in OCI and isn't used for future training. It's been generally available since last year, with factory workbooks enabled today.

Benefits



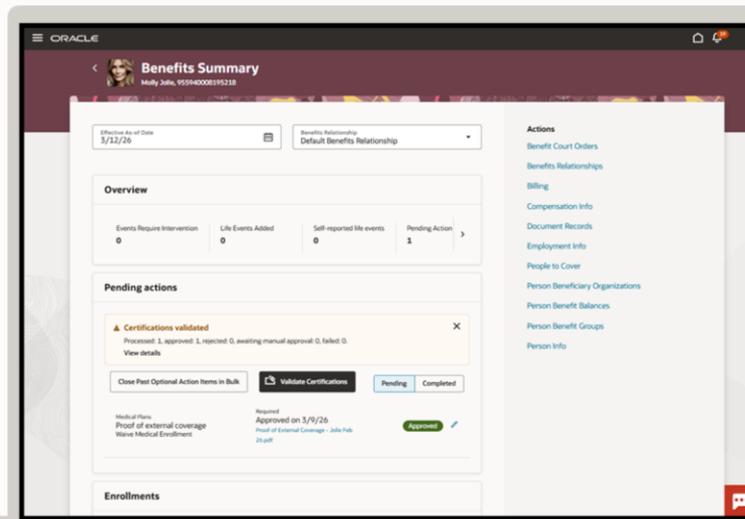
Workflow Agent: Certification

Automated Certification Reviews: AI evaluates submitted documents against certification requirements and automatically approves, denies or flags items that require human review.

Reduced Administrative Work: Processes pending certification actions directly from the Benefits Summary page, significantly reducing the time administrators spend reviewing documents manually.

Improved Compliance: Validates that required documentation meets eligibility and certification rules, helping ensure consistent decisions and fewer missed requirements.

Full Visibility & Audit Trail: Maintains a complete record of certification reviews, actions, and outcomes, giving administrators transparency and supporting compliance and audit readiness.



The Benefits Certification Workflow Agent automates certification from start to finish—initiating requests, collecting required documents, and routing them for review and approval directly within Benefits, instead of relying on manual tracking. It strengthens compliance by enforcing completeness and eligibility checks, reducing missed deadlines and exceptions.

For employees, it improves the experience with clear notifications and reminders, so they know exactly what to submit and when—cutting down on back-and-forth. And for HR and administrators, it centralizes status and outcomes to improve visibility, speed follow-up, and support audit-ready reporting.

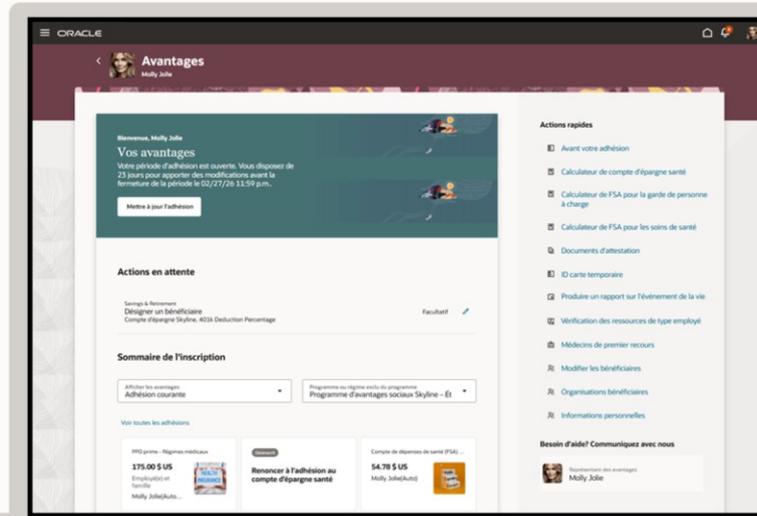
Multilanguage support

Complete Global Benefits experience: Native multi-language support localizes program, plan, option, and plan type names directly in Benefits replacing manual translation workarounds and inconsistent regional experiences.

Faster, more accurate regional deployments: Regional Benefits teams can configure and maintain localized terminology without duplicating setups, improving rollout speed and reducing configuration errors.

Better enrollment comprehension and lower support load: Employees see familiar, localized plan terminology during enrollment, reducing confusion, mistakes, and help-desk volume.

Stronger adoption and compliance alignment: Consistent language display across Benefits supports multinational adoption and helps meet local language requirements across EMEA, APAC, LATAM, and Canada.



Multi-Language Support in Benefits delivers a complete global experience by letting customers localize program, plan, option, and plan type names directly in the product—eliminating manual translation workarounds and inconsistent regional terminology.

For employees, seeing plans in their preferred language improves understanding during enrollment, cutting down on mistakes and support calls.

Recruiting





Jane Veader

DIRECTOR, ORACLE CLOUD RECRUITING PRODUCT STRATEGY

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

Let's take a look at the exciting new Recruiting and Communicate features in 26B.

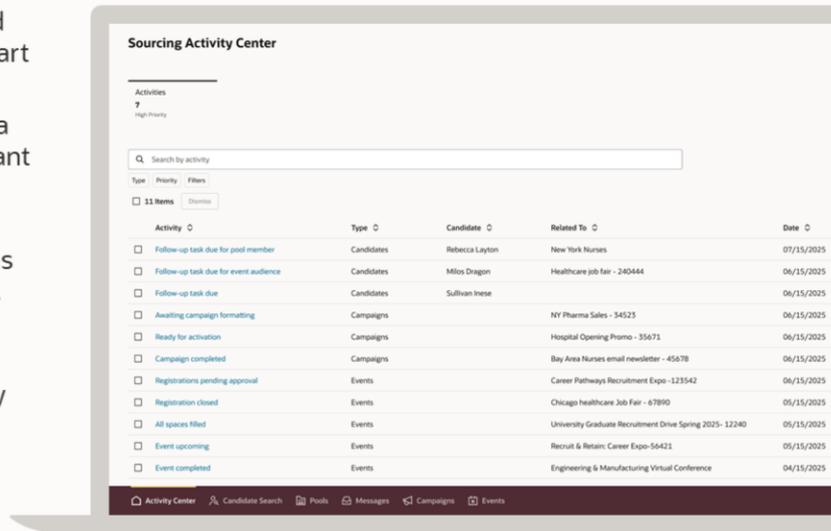
Sourcing activity center

Enhance Sourcing efficiency: Orchestrate tasks and follow ups for Candidates, Campaigns and Events (part of Recruiting Booster) in one intelligent workspace.

Get context without leaving the page: Clicking on a task extends configurable side panels showing relevant details about the activity.

Prioritize actions and automate next steps: Configurable task prioritization with next step actions keep sourcing teams move quickly and stay focused.

Prioritize follow up tasks for Candidates: A new activity type for Candidate follow up tasks is now available in both the Sourcing and Recruiting Activity Centers.



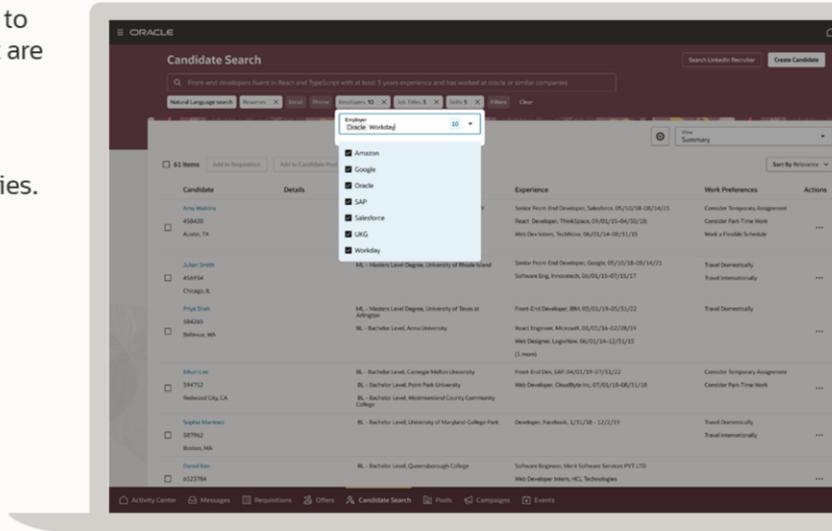
A big theme of this release is enhanced efficiency with modern user experiences. In 26B we have delivered a new activity center for candidate Sourcing Activities. Using the same concepts as the Recruiting Activity Center, the Sourcing Activity Center gives hiring teams a new work area to centralize Sourcing tasks and activities across Candidates, Campaigns and Hiring Events delivered with Recruiting Booster.

Each activity has a configurable side panels that provides context for the task without needing to navigate away from the page, keeping Sourcing teams focused. Activities are automatically prioritized and next steps are suggested to keep users moving efficiently as they proactively engage candidates. Along with the new activity center, we've added follow up tasks for Candidates that appear in both the Recruiting and Sourcing Activity Centers that help hiring teams stay organized as they coordinate outreach and attract talent.

Search for candidates using AI

Describe the ideal candidate: Use natural language to describe the type of person, skills, and expertise that are in demand.

AI interprets the search: Generative AI converts the input into filters and synonyms, saving users time bypassing the need to select filters or construct queries.



We've also enhanced Candidate Searching with Generative AI. Now users can effectively write in what kind of characteristics they are looking for in a candidate, and AI breaks down that input into filters and synonyms to create a structured search.

This gives users an incredible boost of efficiency, bypassing manually selecting filters, and having to know the specifics of how data is structured on candidate profiles and attachments.

This enhancement makes it much easier to translate skill gaps and requirements into groups of candidates that go on to becoming prospects, pool members, and audiences for campaigns and events.

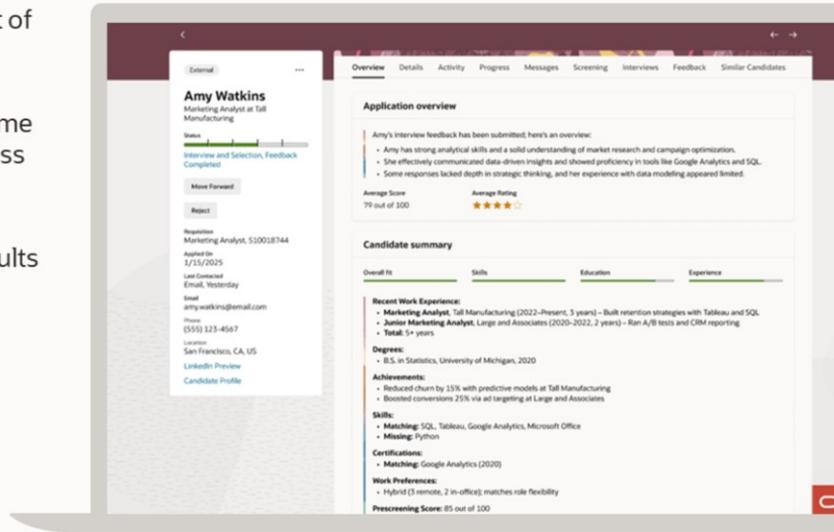
Job application AI overview

Candidate highlights, summarized: Get a snapshot of both information submitted by the candidate, and information collected during the hiring process.

Understand fit in context: Use the candidate's resume and profile information to explain and assess fit across education, work experience, and skills.

Insights into screening and feedback: Quickly interpret feedback from interviews, prescreening results and assessment scores.

Efficiently work with Job Applications: The AI Overview tab is part of the Job Applicant's profile, empowering users to seamlessly dive into details, disposition, and move between applicants.



This release also includes a new AI overview tab that can be optionally enabled on the job applicant's profile. This boosts efficiency by providing the hiring team with a quick snapshot of who the applicant is, where they are in the hiring process, and what information has been collected about them.

Oracle's approach to candidate fit analysis intentionally looks at only specific facets of the candidate's profile: education, experience, and skills, and the summary here provides fit insights with detailed explanations about matches and gaps with the job requirements.

A screening summary synthesizes information from prescreening questionnaires, 3rd party assessment results, and feedback gathered through from the hiring team to provide visibility into relevant data collected about the candidate.

Because this is part of the applicant's profile, hiring teams can seamlessly transition from insights to reviewing the underlying attachments and details, to follow up and messaging with candidates, to dispositioning and moving candidates through the hiring process, all in one efficient, connected experience.

Interviews enhancements

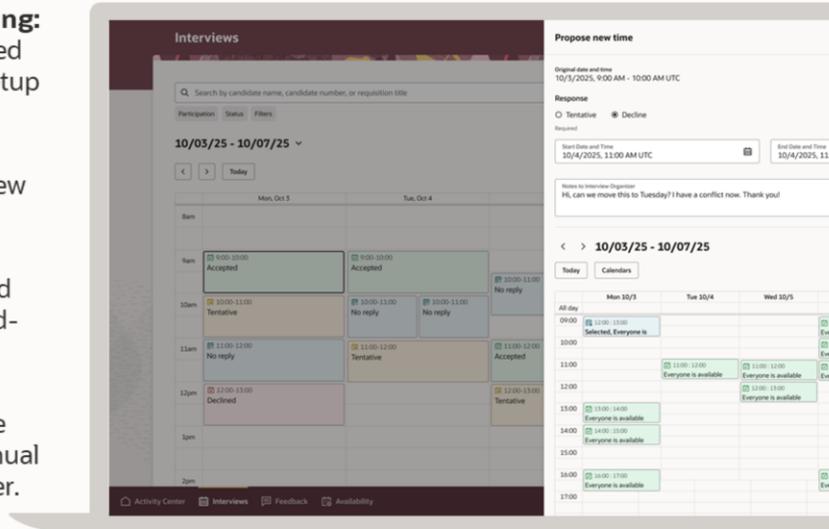
Modern, streamlined Redwood interview scheduling:

Shared schedules, schedule templates, and embedded generative AI to simplify the end-to-end interview setup and management experience.

Standardized scheduling at scale: Team-managed, candidate-managed, and requisition-specific interview schedule templates create consistent, repeatable interview plans across roles and teams.

Better coordination and global consistency: Shared schedules plus translated templates reduce back-and-forth and support consistent interview experiences across regions and languages.

Higher efficiency for high-volume hiring: Schedule interviews for multiple candidates at once to cut manual work and move candidates through the process faster.



In this release Recruiting also hits a key milestone in our long-term investment in modern, intelligent user experiences. 26B marks the completion of delivering Interview management in Redwood including interview schedule templates, template translations to support global hiring, interview work areas, and new AI capabilities to generate interview guides.

For Recruiting Booster customers, this also includes Shared Interview schedules that work with core Recruiting functionality to support team-managed, candidate-managed, and requisition-specific templates—creating consistent, repeatable interview plans that reduce back-and-forth while moving candidates through the process faster.

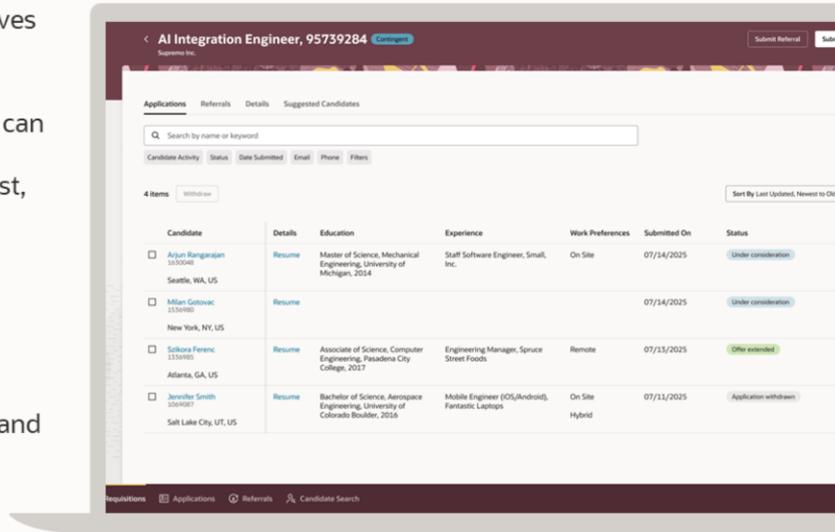
Agency portal enhancements

Modern, intuitive experience for hiring agents: Gives agents a clear, easy-to-use portal so they can work efficiently without added complexity or navigation.

End-to-end agency workflow in one place: Agents can access assigned requisitions and submit/manage candidates through Requisitions List, Applications List, Referrals, and Candidate Search.

Faster candidate flow with fewer handoffs: Self-service actions and better visibility reduce recruiter coordination overhead and speed up submissions, updates, and next steps.

More consistent, governed agency engagement: Standardized portal workflows improve data quality and process consistency across agencies, supporting a unified experience for customers.



We are also enhancing the Agency Portal with a more modern, intuitive experience so hiring agents can participate in the source to hire process efficiently. Agents manage the end-to-end agency workflow in one place—access assigned requisitions and submit or manage candidates through the Requisitions List, Applications List, Referrals, and Candidate Search.

With better visibility and self-service actions, we reduce handoffs and recruiter coordination, speeding submissions, updates, and next steps. And by standardizing portal workflows, we improve governance and data quality for a more consistent agency experience.

Communicate



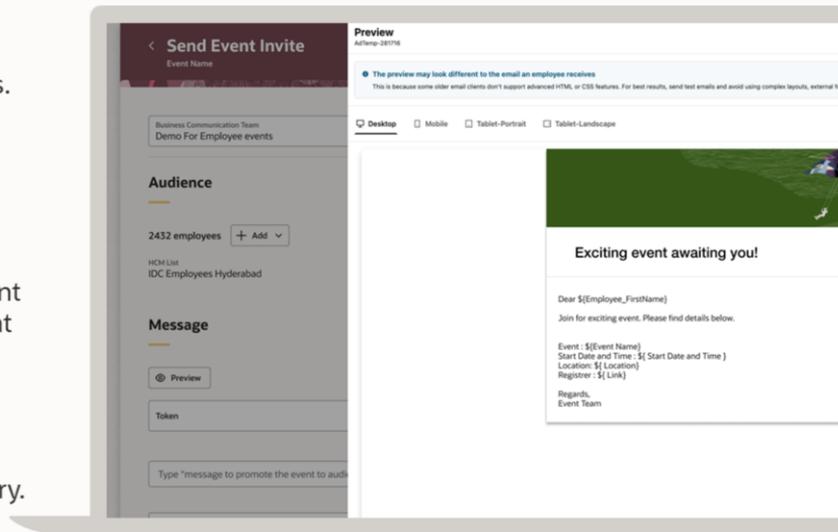
Promote events to employees

Drives participation through targeted promotion: Event owners can send events to an invited, targeted group of employees, proactively engaging audiences.

Accelerates communications with AI-generated messaging: AI helps draft promotion messages, reducing effort and improving message quality/consistency while speeding time to send.

Improves experience for event owners and employees: Enables seamless promotion by the event owner, while employees receive clearer, more relevant invitations that are easier to act on.

Increases event impact at enterprise scale: For all customers, better-targeted promotion and easier messaging help fill events, reduce under-enrollment risk, and maximize ROI on event planning and delivery.



Moving to Communicate, we've added the ability to Promote Events to Employees.

This enhancement makes it easy for event owners to create campaign-like communications about their events to targeted employees, in addition to the existing capabilities that enable organizations to post general events with open registration.

Now event owners can target and invite the right group of employees directly, driving better awareness and higher participation.

AI Assist: Promote employee events

Replaces passive posting with targeted outreach:

Event owners can promote employee events directly to an invited, targeted group—driving awareness and increasing registrations.

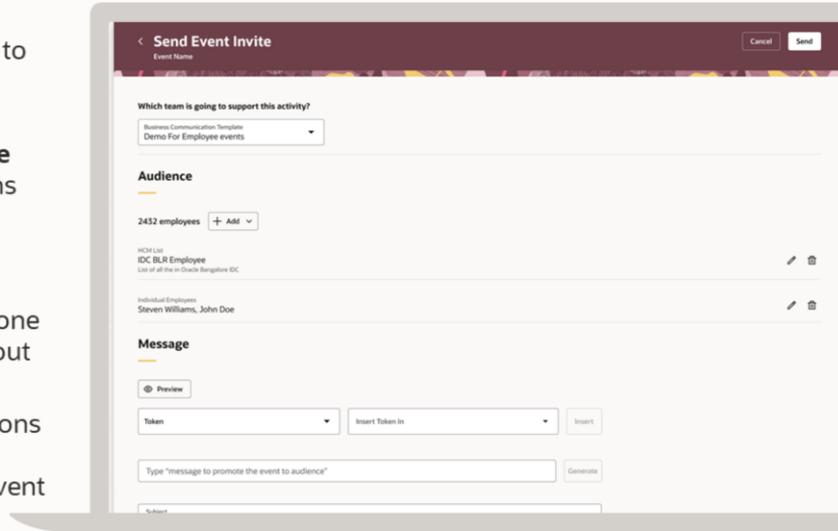
AI-generated messages reduce effort and improve quality:

AI Assist drafts promotional communications quickly, helping event owners send clear, consistent invitations with less time spent writing and revising.

Seamless end-to-end promotion experience:

Supports creating and sending event promotions in one flow, making it easy to execute timely outreach without extra tools or manual steps.

Scales value across all customers: Helps organizations boost participation and maximize the impact of employee events by simplifying promotion for any event owner.



To make outreach even easier, the system can help generate promotional messages using AI so event owners spend less time drafting emails or announcements and more time focusing on delivering a great event.

The result is seamless, targeted promotion that fills sessions faster, reduces the risk of low enrollment, and increases the overall impact of employee events across the organization.

Talent





Kautul Mehta

SENIOR DIRECTOR, ORACLE CLOUD TALENT DEVELOPMENT PRODUCT STRATEGY

Hi, I'm Kautul Mehta, Senior Director of Product Strategy for Oracle Learning Development.

I'll be covering Learning Development, Talent Management and Dynamic Skills innovations in the 26B release.

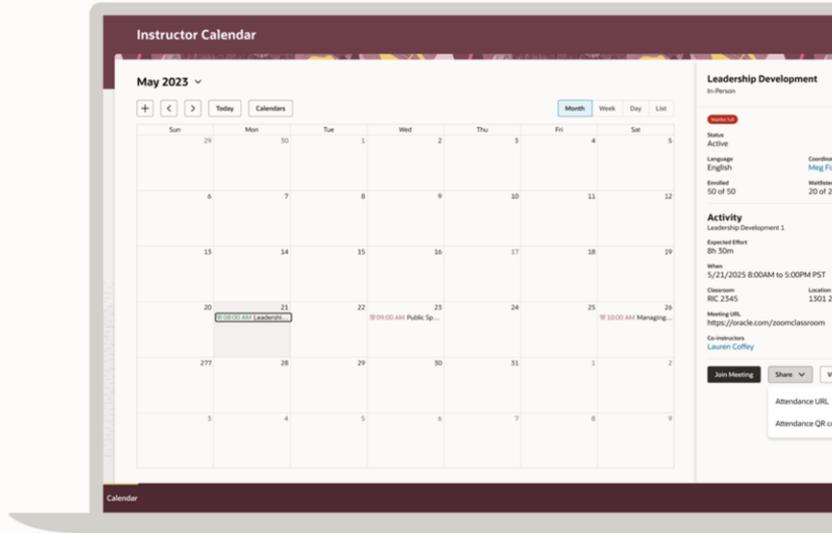
Learning instructor activity center

Central instructor hub: Manage key teaching tasks (links, attendance, enrollments) in one place.

Visual, personalized scheduling: Calendar views plus search/filtering tailored to time zone and preferences.

Quicker session execution: Join meetings, download invites, and track enrollment/waitlists with fewer steps.

Role-based visibility & collaboration: Instructors see only what they need, with key contacts and real-time status.



The Learning Instructor Activity Center gives instructors a single, centralized workspace to run their classes efficiently—without having to dig through broader admin menus. From one place, instructors can see their upcoming sessions in flexible calendar views—monthly, weekly, daily, or list view—making it easy to plan and stay organized.

All the essentials are right at hand: like joining the meeting, downloading invites, and tracking attendance.

Workflow Agent: Learning creation via email

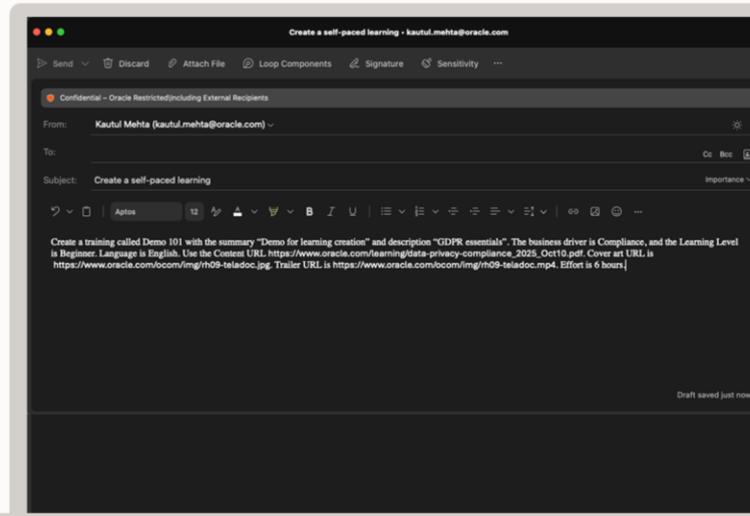
Turns work orders into learning items automatically:

Learning admins/coordinators can email a work order document or plain-English instructions, and the agent creates the appropriate self-paced or ILT learning items based on the details provided.

Cuts manual effort and cycle time: Replaces today's fully manual build process with an email-driven workflow, accelerating creation and reducing back-and-forth for coordinators.

Improves consistency and quality of setup: Standardizes how learning items are created from “work order” inputs, reducing missed details and rework across self-paced and ILT events.

Scales across the entire customer base: Designed to benefit all customers by streamlining a common, high-volume coordinator task and freeing time for higher-value learning administration activities.



The Learning creation workflow agent removes the most time-consuming part of a learning coordinator's day: manually turning “work order” requests into learning items. Instead of logging in and building everything by hand, a learning admin or coordinator can simply email the agent—either attaching a work order document or writing instructions in plain English.

The agent reads the request, captures the key details, and creates the right learning item—whether it's self-paced or instructor-led training—based on what was provided.

The result is a faster, simpler creation process with less rework, fewer missed details, and quicker turnaround from request to publish.

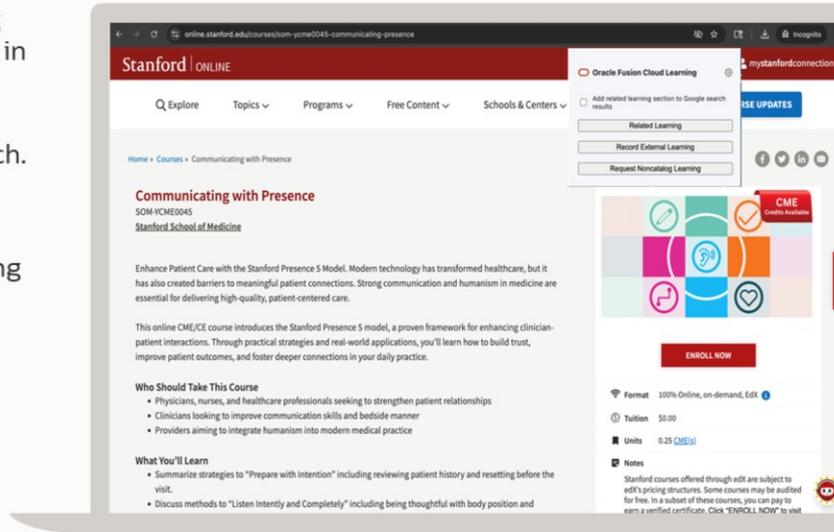
Learning Cloud Google Chrome plug-in

Capture external learning in the flow of work: Log web-based learning and request recognition directly in Chrome.

Point-of-need discovery: Surfaces relevant HCM Learning content on visited sites and in Google Search.

Easy to deploy at scale: Simple install for users and centralized rollout via Google Admin Console.

Drives engagement and upskilling: Embeds learning into daily browsing and connects informal to formal development.



The Learning Cloud Google Chrome plug-in brings learning into the flow of work—right inside the browser you use every day. As you are consuming learning on different websites, you can instantly record external learning you've completed on any website without having to switch systems or remembering to track it later.

For organizations, it's easy to roll out and manage at scale through a simple download or centralized distribution using the Google Admin Console.

Overall, it reduces friction, improves learning tracking, and increases engagement.

Learning Content Providers: Automated skills import and tagging

Auto skill-tagging on import: Maps relevant skills to external content from supported providers for consistent tagging.

Better recommendations: Uses Oracle skills library and AI semantic matching to improve relevance and personalization.

Measurable skill outcomes: Auto-assigns proficiency levels and learning outcomes to track skill attainment.

Less admin effort, more control: Configurable mappings reduce manual maintenance and support skills-based learning.



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The ability to Automate to import skills and tag them on learning items for external content providers helps organizations get far more value from their external learning content—without all the manual work. When you import learning items from supported content providers, relevant skills are automatically imported, normalized to your skills taxonomy in Oracle Dynamic Skills and automatically mapped to that learning items - creating consistent skill tagging across your learning ecosystem.

For learning administrators, this delivers configurable control with far less setup and maintenance. The result is measurable, skills-based learning that better aligns content investments to employee growth and workforce development priorities.

AI Agent: Learning representative agent for managers

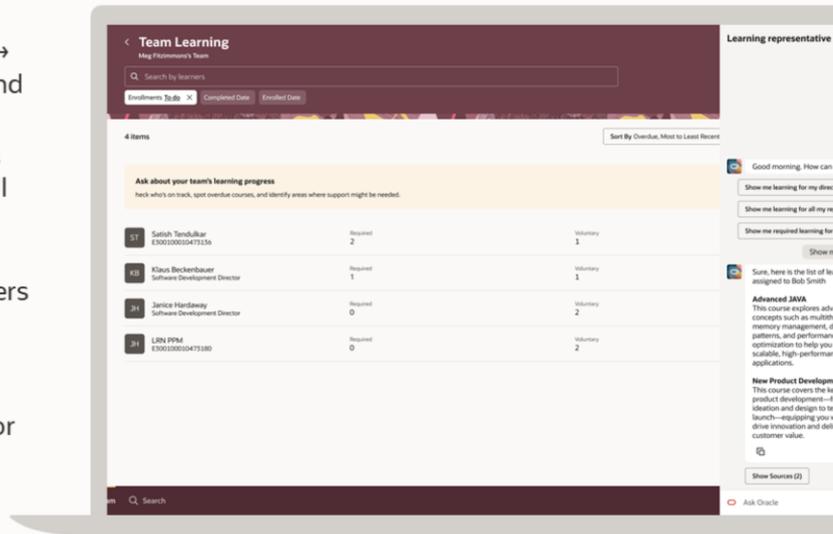
Instant answers for manager learning questions:

Managers can interact with an AI agent in My Team → Learning to quickly understand required, overdue, and completed learning for their employees.

Reduces reliance on complex navigation: Replaces time-consuming exploration of the Team Learning UI with simple, natural-language questions—lowering friction and improving usability.

Faster follow-up and accountability: Helps managers identify gaps and take action sooner (e.g., nudging completion, addressing overdue items), supporting compliance and development goals.

Broad value across the customer base: Designed for all customers to improve manager self-service and speed up access to learning insights across teams.



The Learning representative agent for managers makes it dramatically easier for managers to stay on top of team learning. Right from My Team → Learning, managers can simply ask questions like, “Who is overdue on required training?” or “What assignments are due this month?” — and get clear answers immediately.

Instead of clicking through the Team Learning experience to piece together the information, managers can use natural language to find what they need in seconds.

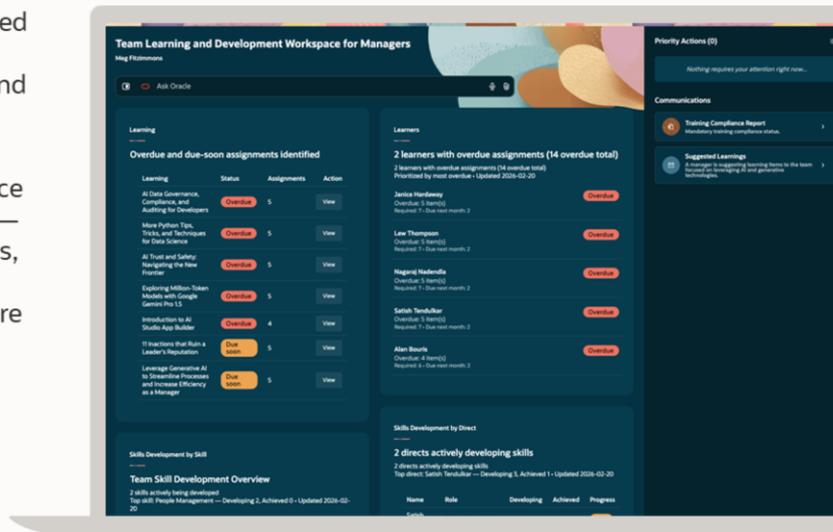
The result is faster visibility into required, overdue, and completed learning, making it easier to follow up with employees, support development goals, and keep compliance on track.

Team learning and development workspace for managers

Unified view of team learning and skills: A dedicated manager workspace brings together learning assignments, learner progress, skills development, and recommendations in one place, giving managers a comprehensive view of their team's development.

AI-driven insights and prioritization: The workspace highlights the most important actions for managers—such as overdue or due-soon training, at-risk learners, skills in development, and high-value recommendations—so they can quickly identify where intervention is needed.

Faster coaching and development planning: By surfacing key insights and recommended actions, managers can proactively guide employee growth, address learning gaps, and support continuous skill development across their teams.



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Managers play a critical role in driving employee development, but they often lack a single place to understand what's happening across their team. This new Team Learning and Development Workspace gives managers a unified, AI-driven view of team learning, skills development, and recommendations. This workspace is an agentic app – meaning all information, recommendations, and actions that are surfaced here are driven by AI.

It highlights the most important items for the manager—like overdue training, at-risk learners, and skills in development—and surfaces priority actions for the manager.

With Ask Oracle providing context-sensitive insights, managers can coach employees more effectively and support continuous skill growth across their teams

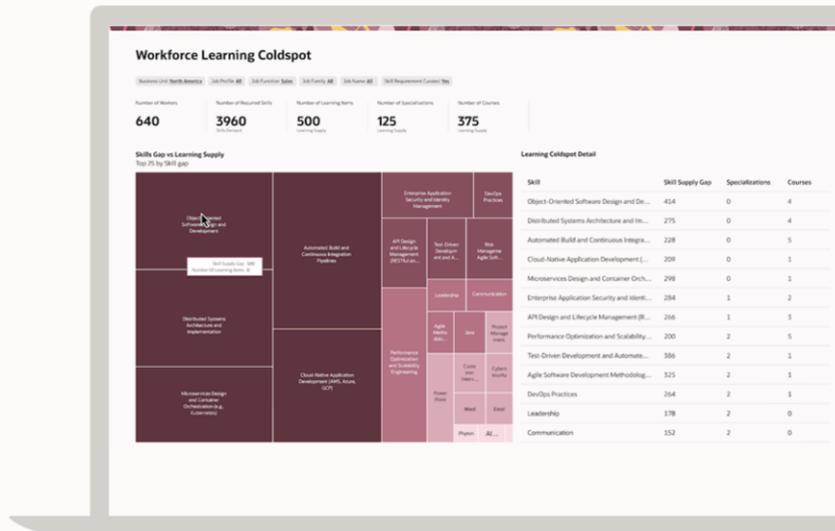
Workforce learning coldspot analytics

Finds skill-to-learning gaps: Highlights where in-demand skills lack mapped courses/specializations.

Prioritizes investment with metrics: Shows demand, supply, gaps, and impacted employee counts.

Aligns catalog to workforce needs: Identifies thin or missing learning coverage by job profile/skill.

Better skills planning with Talent Profile Marketplace: Connects demand/supply/gap insights for enterprise-wide planning and measurement.



The Learning Coldspot Analysis helps you quickly identify where your learning catalog isn't keeping up with the skills your organization needs most. It provides analytics on the demand–supply gap between the top skills in demand in your organization and the supply of learning items available to meet that demand.

Used together with the rest of talent development, Learning Coldspot Analytics supports data-driven decisions on where to invest in new content and training.

Employee Goals Assistant: Trigger approvals for new or updated goals

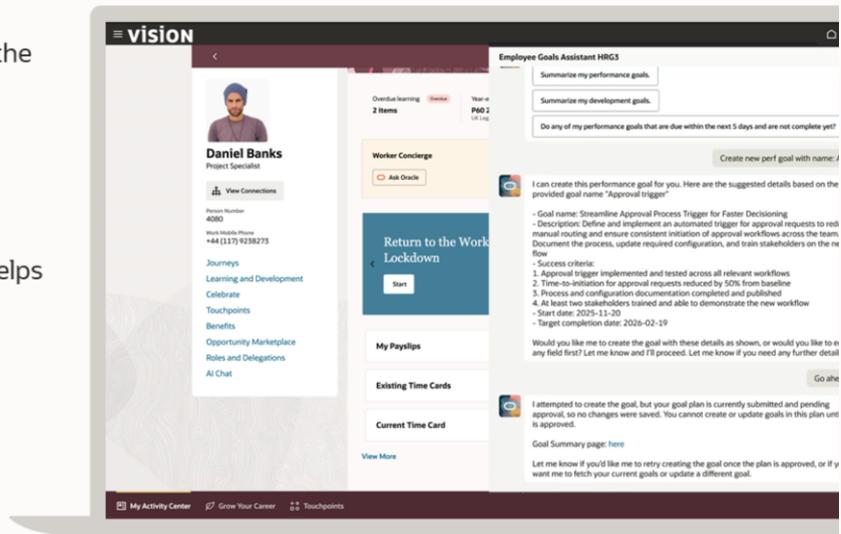
Create, update, and submit goals in one flow:

Employees can submit goals for approval directly in the Employee Goals Assistant.

Less admin effort: In-context submission reduces navigation, re-entry, and coordination for approvals.

Lower friction for employees: One conversational interface makes goal actions easier and more timely.

Faster alignment: Quicker submission and review helps align goals to team and organization priorities early.



The Employee Goals Assistant now supports formal goal approvals, letting employees submit new or updated goals for approval directly in the Assistant. This reduces admin effort and friction by keeping everything in one place, while improving alignment through earlier manager review and feedback to keep goals governed and tied to organizational priorities.

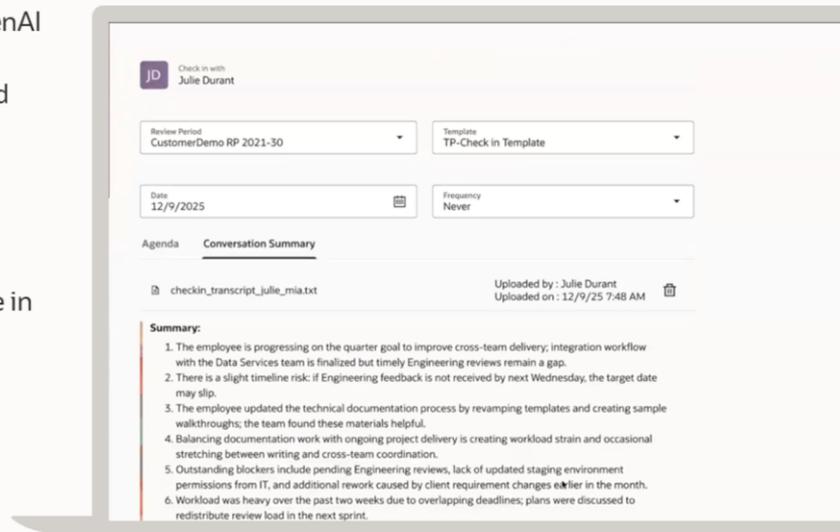
AI generated check-in transcript summary

No manual note-taking: Upload a transcript and GenAI summarizes the check-in automatically.

Clear decisions and actions: Extracts key points and next steps to reduce missed follow-ups.

Turns long transcripts into usable summaries: Produces concise, structured takeaways for quick review.

Reusable record for talent workflows: Saves summaries for future reference and downstream use in Performance Management and Touchpoints.



Our new AI generated check-in transcript summary removes the friction from regular check-ins by taking note-taking off your plate. After a meeting, you simply upload the transcription file, and GenAI distills the conversation into a clear summary—capturing the most important points and action items that were discussed.

This helps prevent missed details and follow-ups that get lost after the meeting. Because the summary is stored, managers and employees can always come back to it when they need to recall decisions and actions—making frequent check-ins easier, more consistent, and more effective.

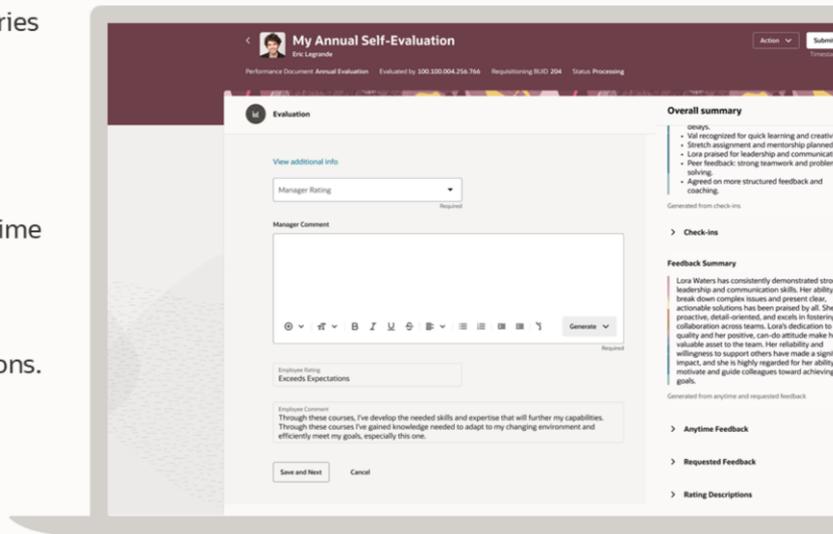
AI feedback and check-ins summaries in performance evaluations

Brings full-period context into reviews: AI summaries surface key highlights and themes so feedback isn't missed.

Reduces recency bias: Consolidates earlier accomplishments and patterns for more balanced evaluations.

Speeds review completion: Concise overviews cut time spent reading and synthesizing notes.

Improves performance conversations: Creates a shared narrative to foster trust and support more meaningful performance and development discussions.



Now AI-generated feedback and check-in summaries help turn a year's worth of input into a clear, balanced picture—right inside the evaluation. Over a review period, feedback and check-in notes can pile up, making it hard to review everything and easy to overemphasize recent events.

With these summaries, the system surfaces key highlights and recurring themes across the entire period. This provides more complete context, reduces recency bias, and supports fairer assessments.

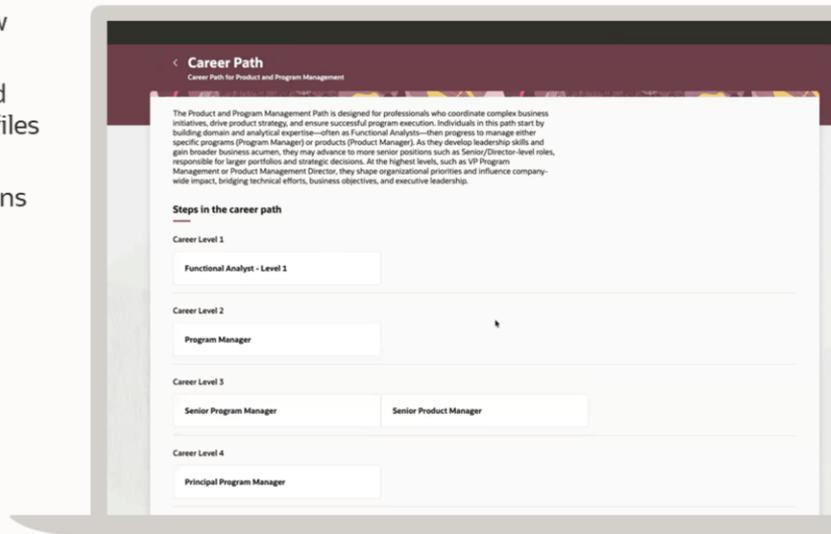
Talent administrator-curated career paths in Opportunity Marketplace

Broader career visibility: Curated career paths show options beyond traditional linear career ladders.

More flexible moves: Supports lateral, diagonal, and vertical progression and multiple job or position profiles per step.

Clearer development planning: Makes career options and requirements visible to guide skill-building and development goals and activities.

Higher mobility and retention: Transparent career maps boost engagement, internal movement, and workforce planning alignment.



Talent administrator-curated career paths in Opportunity Marketplace give employees a transparent, flexible way to explore career growth across the organization—without being limited by traditional, linear job ladders or compensation frameworks. Instead of assuming there’s only one “next job,” employees can see multiple pathways that include lateral, diagonal, and vertical moves.

Employees can have a clear view of the variety of options available and the requirements for each step—so they can plan development and build the right skills.

For the organization, these curated career maps help facilitate career mobility outside of traditional paths, making growth opportunities visible and actionable, to enhance engagement and retention.

Innovation Update

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The goal is clear: increase productivity, drive efficiencies at scale, and enable workforce growth—not just by doing more work, but by doing the right work, with the right support, at the right time.

In this 26B update, we covered how our latest investments—across agentic apps, AI agents, and workflow enhancements—are designed to improve outcomes, not just add features.

The impact is practical: less friction in getting work done, faster and confident decision-making, and more capacity created across teams. That capacity matters because it gives people more time and support to learn, contribute at a higher level, and deliver measurable impact.

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 have even more innovations to share in 26B that we were unable to highlight within this Spotlight.

For more information on all the features in Oracle Cloud HCM Release 26B, please use these links or scan the QR code.

ORACLE



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

Thank you 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 26C.