

ORACLE

26C Release Update

ORACLE FUSION CLOUD HCM



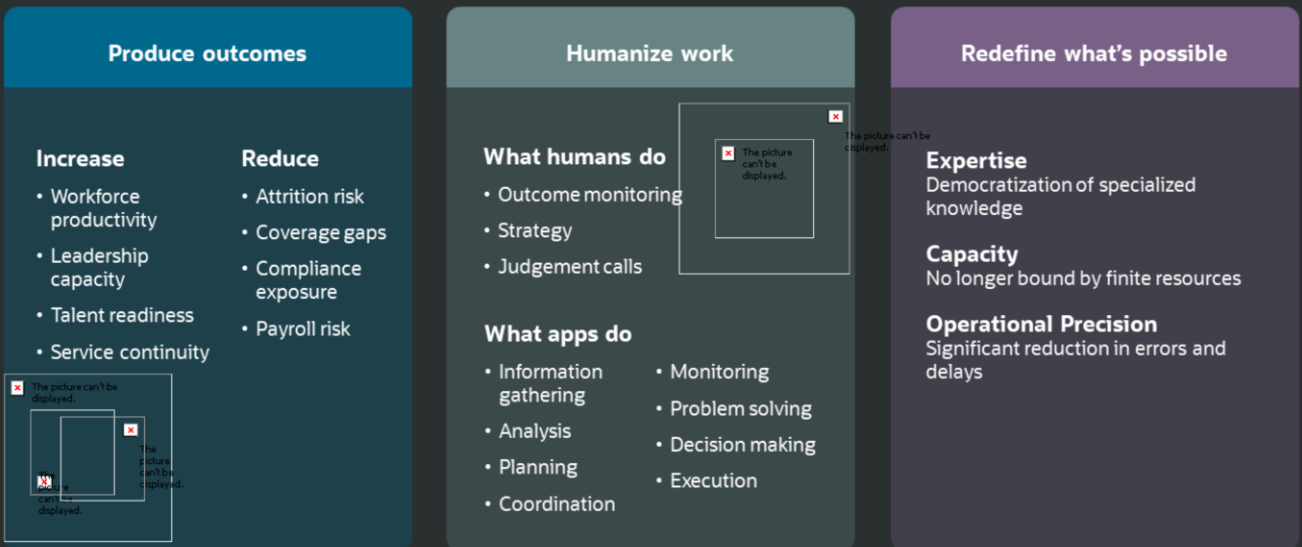
Rocky Mitarai

VICE PRESIDENT, ORACLE CLOUD HCM STRATEGY & MARKETING

Hi, I'm Rocky Mitarai, Vice President of HCM Product Strategy and Marketing at Oracle, and I am excited to welcome you to this Spotlight for Oracle Fusion Cloud HCM Release 26C.

Human-agent workforce

The future where systems advance work while humans lead it



Across Oracle Cloud HCM, we have been advancing a broader direction: helping organizations reimagine how work works by bringing more intelligence, context, and action into the places where people, work, and business outcomes come together.

Our recent introduction of agentic applications is an important part of that direction. These outcome-driven experiences bring together agents, data, workflows, security, and human oversight so work can move forward with more intelligence, while people stay focused on the decisions that matter most.

Release 26C builds on this momentum and makes it even more tangible with a broad set of advancements across the entire suite.

AI-powered guidance, workflow automation, analytics, and modern user experiences are being applied to moments where teams need to understand what is happening, decide what comes next, and keep the right actions moving.

For customers, the opportunity is to apply these innovations to the HCM investments that they already have — making the work that their teams are doing easier, while creating more room to rethink established processes with greater speed, visibility, and confidence.

With that, I am pleased to turn it over to Marcie Van Houten, who will guide us through what is included in this release. Marcie, over to you.



Marcie Van Houten

SENIOR DIRECTOR, ORACLE CLOUD HCM CUSTOMER PROGRAMS STRATEGY

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

As Rocky mentioned, Release 26C brings together a broad set of capabilities that customers can begin exploring and adopting right now.

Throughout this Spotlight, you'll hear directly from our product experts as they showcase key innovations across Oracle Cloud HCM spanning HR, benefits, analytics, security, payroll, workforce management, talent management, and the Redwood user experience. They'll highlight what's new, why it matters, and how these capabilities can help organizations improve productivity, simplify work, and enhance workforce experiences.

Let's take a look at what's included in Release 26C.



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, Benefits, and Employee Experience innovations in Release 26C.

Core HR and Employee Experience



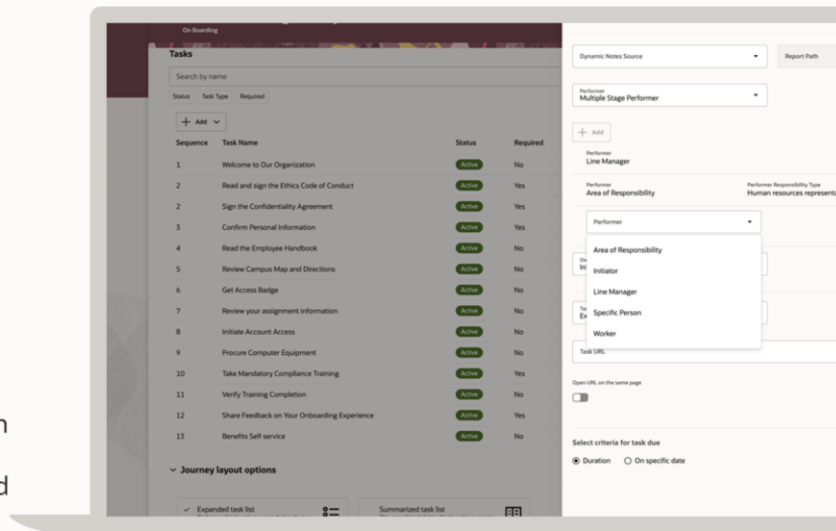
Single Task - Multiple performers for Oracle Journeys

Transform complex, multi-step processes into a single streamlined workflow, reducing task sprawl and simplifying experiences for employees, managers, and administrators

Accelerate process completion and improves efficiency by automatically routing work to the right performer at the right time, eliminating manual coordination and handoffs

Strengthen governance, accountability, and visibility through sequential task ownership, visual workflow tracking, and clear auditability across all participants

Enable more sophisticated business processes within Journeys, supporting accurate review, collaboration, and approvals while reducing operational friction and improving process quality



We continue to enhance Oracle Journeys with new capabilities that simplify complex business processes such as onboarding and approvals. Traditionally, these processes required multiple separate tasks, increasing administrative effort, and limiting visibility.

Our new sequential multi-performer task capability enables multiple performers to complete a single task in a defined order.

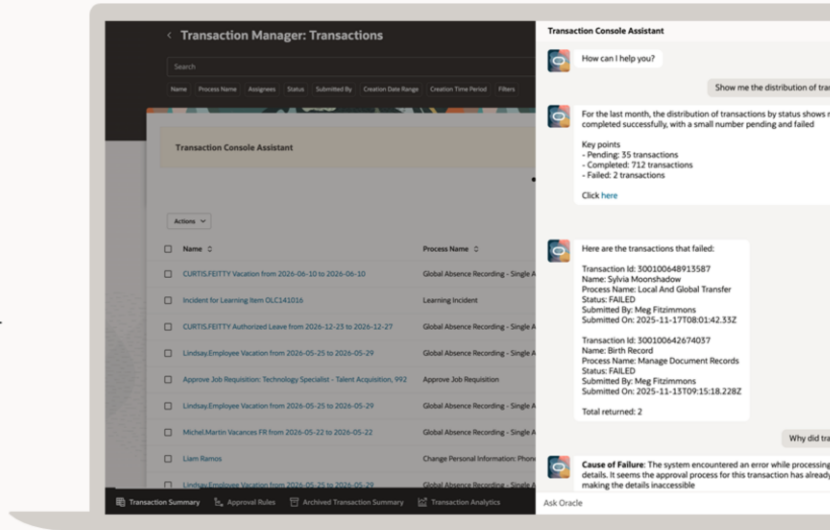
AI Agents: Expanded agent capabilities

Expanding AI agents to help HR teams work more efficiently, make better decisions, and simplify processes

Support for Promotion, Jobs, Positions, Documents of Record, Person Data, and Transaction Console

Agents provide intelligent guidance, streamline administrative tasks, and surface the right information in the flow of work

Resulting in a more productive, consistent, and user-centric HR experience with less manual effort and better outcomes



In this release, we are introducing enhanced support across key HR workflows with the Promotion Advisor, Jobs Assistant, Positions Assistant, Documents of Record Management Assistant, Person Data Assistant, and Transaction Console Assistant.

Whether it's evaluating promotion readiness, managing jobs and positions, maintaining employee records, updating person data, or monitoring HR transactions, these agents reduce manual effort and provide contextual assistance directly within the flow of work.

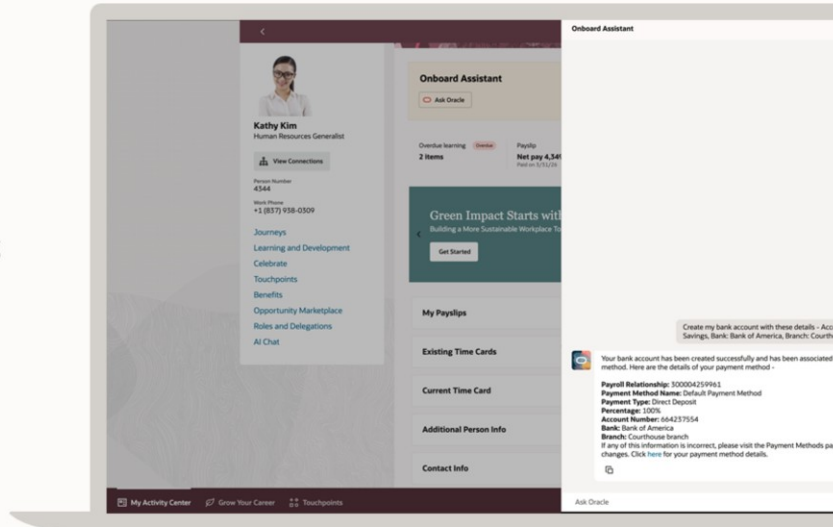
AI Agent: Onboarding enhancements

Streamlines onboarding with intelligent guidance, personalized learning, and step-by-step support

Role-based recommendations surface the right tasks, actions, and information at each new hire milestone

Automated content delivery reduces manual effort, improves consistency, and keeps employees moving faster

Fewer admin tasks and better access to guidance help teams deliver a more productive experience



Our continued investments in AI-powered onboarding are helping organizations accelerate new hire productivity while reducing administrative burden. By bringing personalized learning recommendations, guided setup assistance, and automated document processing into a single conversational experience, employees can complete onboarding tasks faster and with greater confidence.

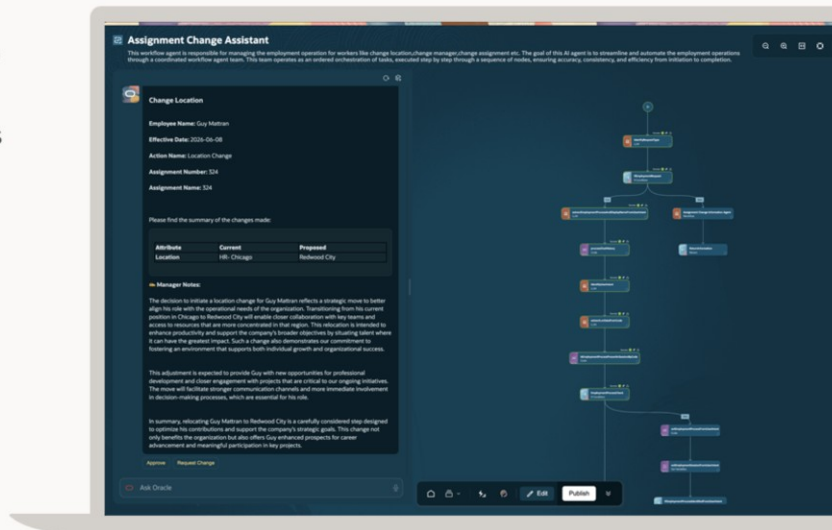
AI Agent: Assignment change

Guided conversational agent streamlines worker assignments across multiple updates in one timeline flow

Walks users through step-by-step changes, validates entries, suggests dates, and submits via Workflow Agent

Routes exceptions to Manage Employment for accurate, controlled processing

Drives faster transactions, fewer errors, and a more consistent employee update experience



And we have added a new Assignment Change Agent to simplify one of the most common HR transactions. This AI-powered experience guides managers and HR specialists through assignment changes such as transfers, promotions, manager updates, and location changes within a single conversational workflow.

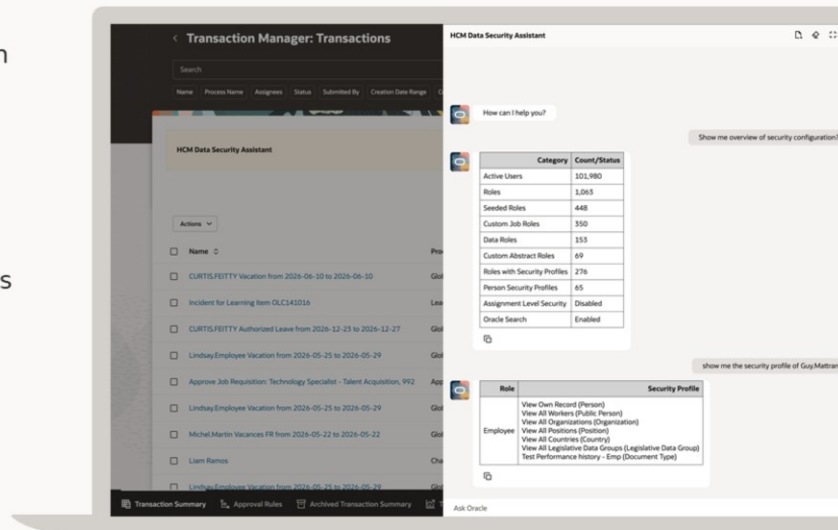
AI Agent: HCM data security assistant

AI Security Administration Agent helps IT teams analyze, explain, and maintain HCM security through plain-language conversation

Provides security overviews, access comparisons, troubleshooting, and ACL/profile regeneration in seconds

Uses uploaded documentation for guided, context-aware support across complex security environments

Improves issue resolution, audit readiness, and confidence in access control compliance



Managing HCM data security can be complex, especially for large organizations with thousands of users, roles, and security profiles. IT teams often spend significant time investigating access issues, validating configurations, and ensuring compliance with security policies.

Our new AI Security Administration Agent simplifies that process by providing IT Security Managers with a conversational assistant that can analyze, explain, and help maintain HCM security configurations. Administrators can quickly get security overviews for users and roles, compare and troubleshoot access settings, regenerate ACLs and security profiles, and even leverage their organization's uploaded documentation for guided, context-aware support.

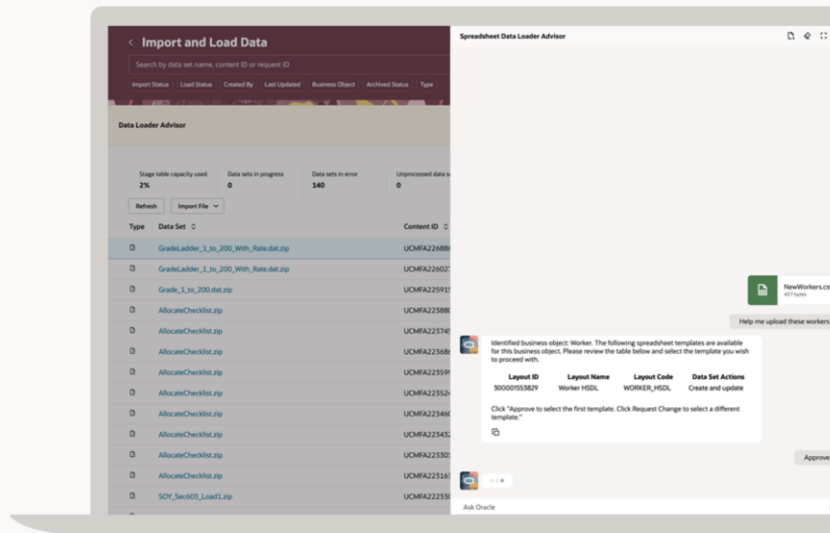
AI Agent: HCM spreadsheet data loader

AI-powered Spreadsheet Upload Agent lets users start HSDL loads through a simple conversational interface

Uploads a template name and CSV file to trigger loads without ADFdi or Windows

Makes data imports more accessible, flexible, and device-agnostic for users everywhere

Reduces technology dependencies, simplifies submissions, and improves operational efficiency



Another new agent, the Spreadsheet Upload Agent, modernizes HSDL data loading by enabling users to upload HR data through a simple conversational experience. By eliminating the need for ADF Desktop Integration and Windows-based environments, organizations can make data imports accessible from virtually any device.

Attach workflow agent to document type

Associate AI agents directly with document types for automatic processing when documents are uploaded

Trigger workflow evaluations instantly without manual review or intervention

Extract and analyze document-specific information using purpose-built HCM agents

Improve efficiency with consistent, scalable processing across high-volume document workflows

The screenshot displays the configuration interface for a document type named 'Birth'. The interface is organized into several sections:

- Category:** A dropdown menu set to 'Personal'.
- Subcategory:** A dropdown menu set to 'Personal'.
- Level:** A dropdown menu set to 'Person'.
- Tags:** A text input field.
- Minimum Attachments:** A numeric input field set to '0'.
- Expiration Notification Period:** A dropdown menu.
- Approval Required:** A dropdown menu set to 'Yes'.
- Allow Multiple Occurrences:** A dropdown menu set to 'Yes'.
- Publish Required:** A dropdown menu set to 'No'.
- Delivery Preference Hierarchy:** A dropdown menu.
- Workflow Agent:** A dropdown menu set to 'DORL_BIRTH_AGENT'.
- Report Path:** A text input field.
- Description:** A text input field with the placeholder text 'Provide a formatted description that appears on the document records page'.

On the right side of the interface, there is a sidebar with the following options: 'Basic details', 'Attributes', 'Restrict settings', 'Archive settings', 'Flexfield preferences', 'Additional information', and 'Attachments'. A 'Cancel' button is visible in the top right corner.



Oracle Cloud HCM now allows administrators to attach AI agents directly within document type definitions. When a document is uploaded, the associated agent is automatically invoked to analyze content, extract relevant information, and evaluate business rules.

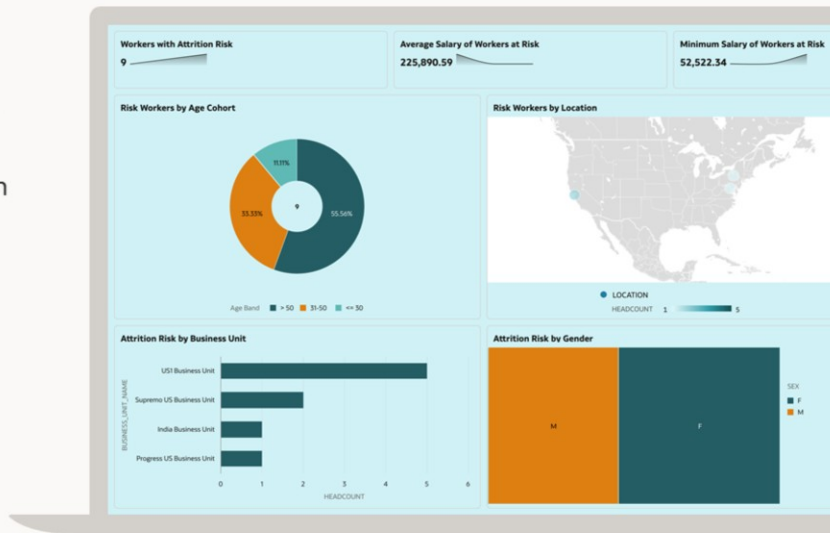
Attrition prediction

Enhanced analytics identifies employees at risk of attrition and reveals the key factors driving that risk

Analyzes trends across business units, departments, legal employers, and workforce demographics

Moves HR from reactive reporting to proactive action with clearer risk visibility

Supports smarter retention strategies and data-driven workforce planning to help retain key talent



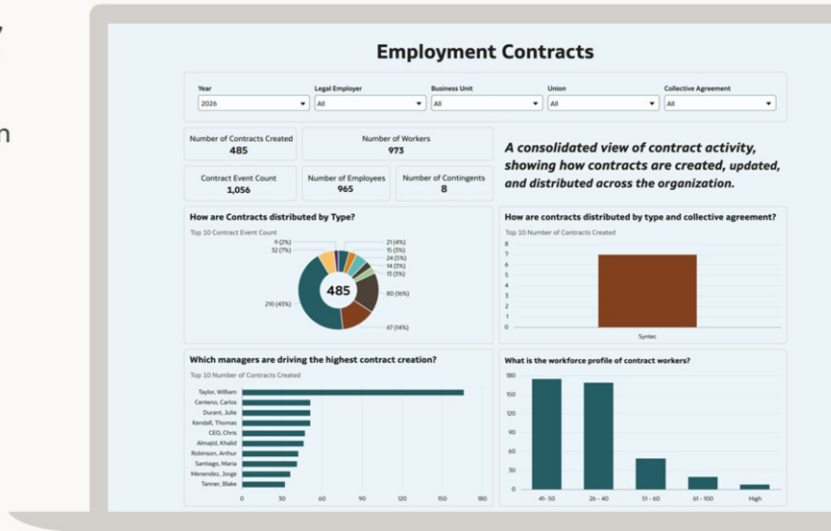
Delivered through our enhanced Analytics capabilities, organizations can gain deeper insight into workforce trends and make more informed talent decisions. New analytics help HR leaders identify employees at risk of attrition, understand the key drivers behind that risk, and pinpoint where it is emerging across the organization.

Employment contract

Employment contract insights reveal contract trends, renewals, expirations, and broader workforce impact

Tracks fixed-term contract usage over time and analyzes contract distribution across the organization

Highlights correlations between contract types and attrition to support proactive planning, compliance, and talent decisions



And we continue to invest in workforce analytics with new employment contract insights that help organizations better understand contract trends, renewals, expirations, and workforce impact.

HR leaders can analyze contract distribution, track fixed-term contract usage over time, and identify correlations between contract types and attrition, enabling more proactive workforce planning, stronger compliance, and better talent decisions.

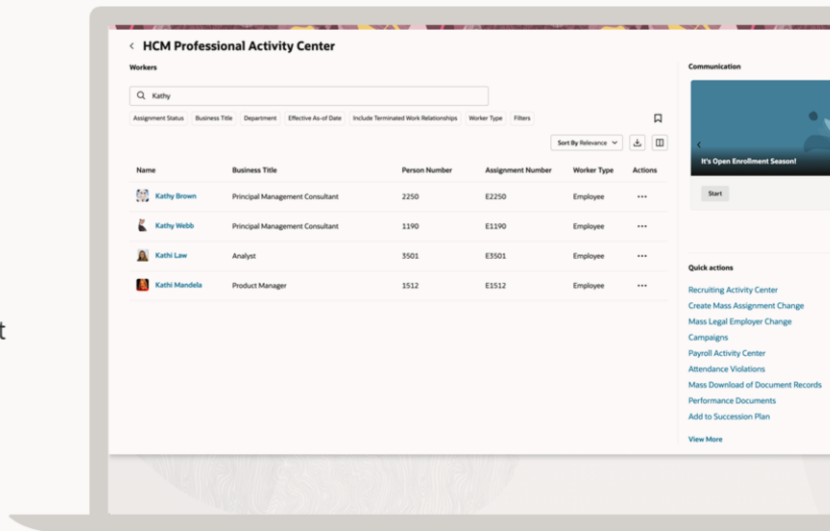
HCM professional activity center

The HCM Professional Activity Center centralizes people search, actions, and daily tasks in one streamlined workspace

Users can save searches, rerun favorites, download results, and launch quick actions from search pages

Flexible custom tiles and Visual Builder Studio extensions tailor the experience to unique business processes

Runs alongside Classic and Responsive management for a smoother Redwood transition and greater productivity



And the feature we are most excited about in this update is our HCM Professional Activity Center. We know that HR professionals spend a significant amount of time searching for employee information, navigating between actions, and managing people-related processes across multiple pages and interfaces. As organizations continue their journey to Redwood, they need a more modern and efficient way to access and act on workforce data.

The new HCM Professional Activity Center delivers exactly that. It provides a centralized workspace where HR users can quickly find people, access relevant actions, and manage day-to-day activities from a single, streamlined experience. Users can save and rerun frequently used searches, download search results for analysis, and launch quick actions directly from the results page—including opening actions in multiple tabs to work more efficiently.

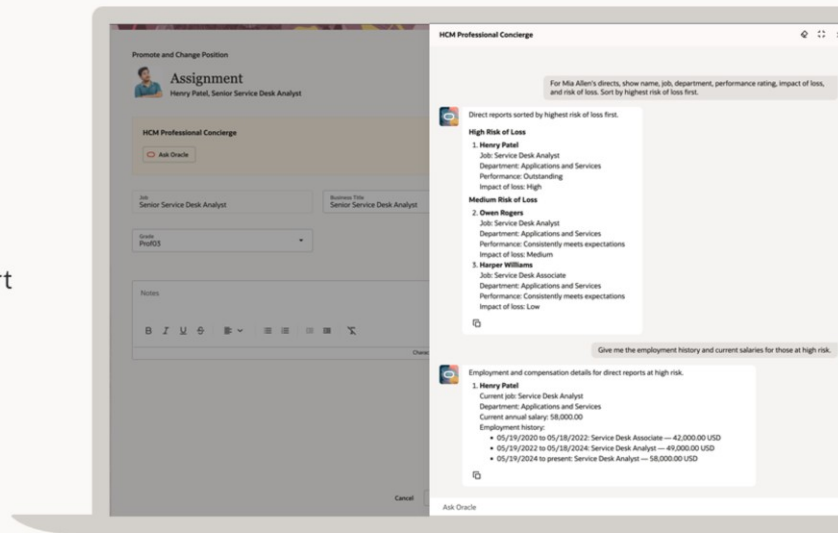
AI Assistant: HCM professional concierge

Unifies HR support experiences through a single AI-powered entry point for workforce information, actions, and guidance

Delivers intelligent workforce insights across employment, compensation, absence, talent, and organizational data

Connects users to specialized expertise through purpose-built agents that provide contextual support in the flow of work

Improves productivity and decision-making with accurate, role-based responses that help HR teams work more efficiently



Complementing the HCM Professional Activity Center is the new HCM Professional Concierge, an AI-powered assistant for HR professionals.

The Concierge provides a single-entry point for workforce questions, guidance, and actions across employment, compensation, absences, talent, workforce structures, and HR policies.

By leveraging specialized AI agents, it delivers accurate, role-based responses that help HR teams find information faster, make better decisions, and work more efficiently.

Benefits

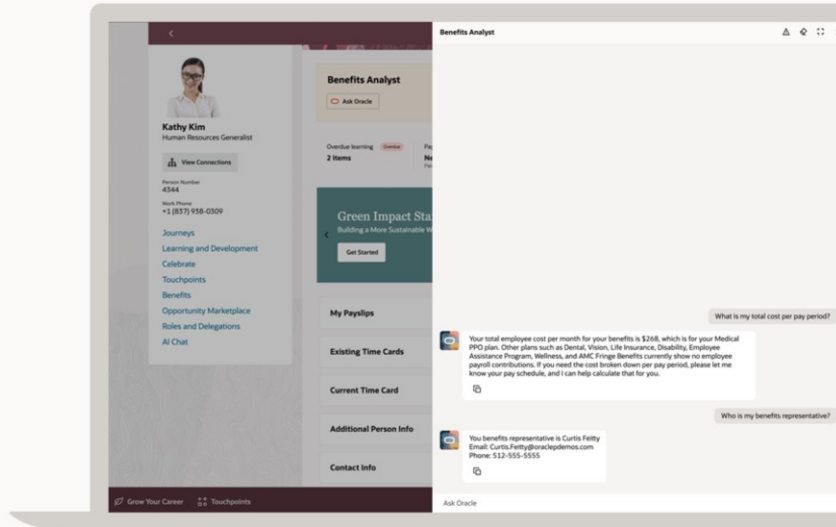


AI Agent: Benefits analyst

Benefits Analyst Agent gives employees a single trusted source for enrollment, eligibility, coverage, and flex credits

Delivers real-time guidance from system data to support better benefit decisions and informed choices

Improves self-service, reduces HR inquiries, and provides consistent policy-aligned answers when employees need them



Employees often have questions about their benefits, especially when flex credits, multiple plans, and coverage options are involved. The enhanced Benefits Analyst Agent provides a single, trusted source for answers by delivering real-time insights into enrollment, eligibility, coverage, flex credit balances, and even benefits representative information.

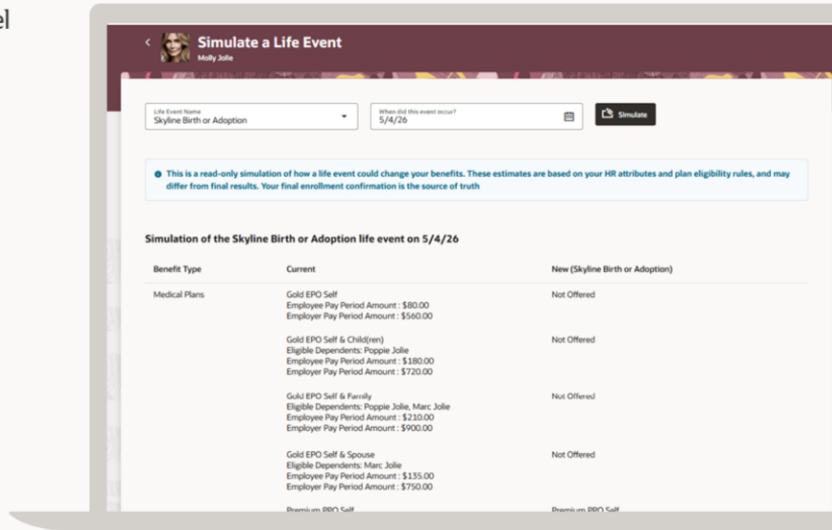
Life event simulation

What-if simulation lets benefits administrators model life event scenarios before any employee action is taken

Uses actual system logic and eligibility rules to show the real impact of potential changes

Gives employees more informed choices and administrators greater confidence in the guidance they provide

Reduces errors, rework, and support volume for a better experience during open enrollment and life events



Benefits decisions can be complex, and employees often want to understand the impact of a life event change before submitting it. Our new Life Event Simulation capability gives Benefits Administrators a powerful coaching tool to guide employees through those decisions in a no-risk environment.

Using actual system logic and eligibility rules, administrators can model life event scenarios and show employees the real impact of changes before any action is taken.

The result is fewer errors, less rework, reduced support volume, and a better employee experience—especially during critical periods like open enrollment and major life events.



Jane Veader

DIRECTOR, ORACLE CLOUD RECRUITING PRODUCT STRATEGY

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

Let's dive into the exciting new features in 26C.

Opportunity Marketplace



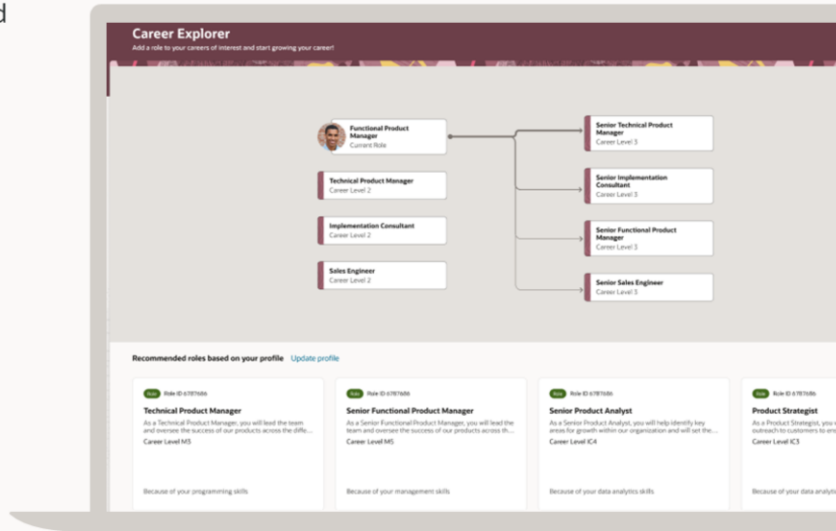
Career paths experience

Visually enable employees to discover recommended career options, open jobs, and gigs

Option to display personalized job insights for Favorited careers

Greatly enhances the browsing experience for users who may be unfamiliar with job structures

Improves role visibility and employee engagement



In Opportunity Marketplace, using the new Career Path functionality, employees can now browse roles using a visual discovery experience. This is especially important for audiences that may not be familiar with job architecture, making it easier to understand and engage with career progression.

Seeing how roles fit into career paths can help to source talent by uncovering open job and gig opportunities that previously were buried in search recommendations. When jobs are favorited, AI insights provide personalized fit assessments in the browsing experience and help employees connect to key resources.

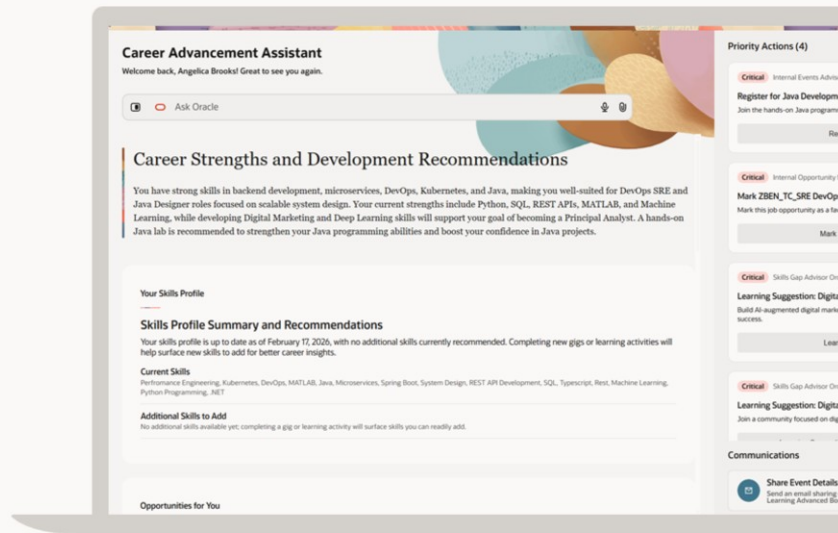
Agentic Application: Career advancement command center

Centralized internal mobility hub for proactive, intelligent insights to help employees find the next opportunity

Context-driven AI uncovers and articulates role fitness and development recommendations

AI highlights opportunities and acts on behalf of the employee

Encourage networking with recommended events and suggested outreach to hiring teams



We're also adding a new Agentic Application to bring internal mobility together in one personalized, proactive, and intelligent workspace for employees to discover their next opportunity – the Career Advancement Command Center.

Here, employees get insights about role fitness and match to help uncover roles and gigs, and agents help with taking action on career suggestions, like automatically drafting recommended introduction emails to network with the hiring team. Recommended employee events help employees stay engaged with development initiatives and other organization announcements.

Recruiting



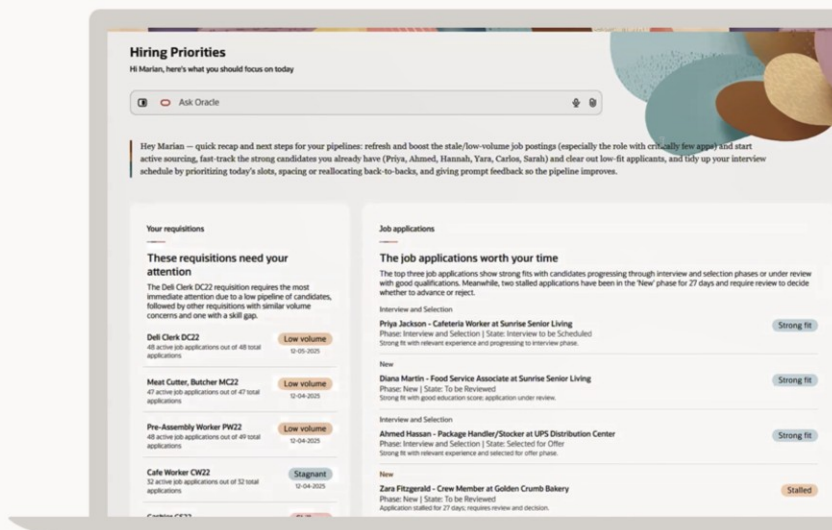
Agentic Application: Hiring workspace for store managers

Proactive, intelligent workspace purpose-built for high-volume retail

Context-driven AI focuses and informs decisions, and automates next steps

Highlights delays and blockers affecting progress

Every insight includes an action that can be carried out by the agent



In Recruiting, the full hiring lifecycle comes together in the Hiring Workspace for Store Managers, an Agentic App available now for Oracle Recruiting customers supporting retail hiring.

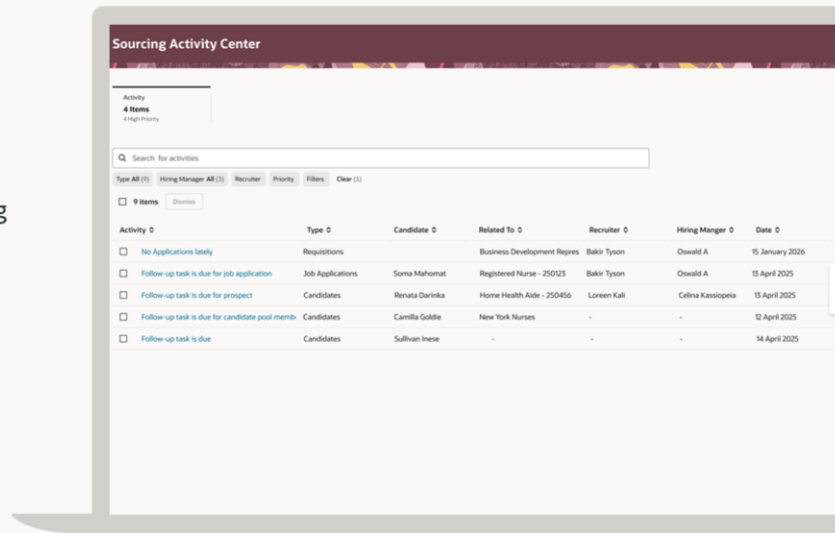
Context-driven AI guides store-level hiring leaders to the next best use of their limited time, suggesting requisitions that may need attention or candidates that are uncontacted, and then agents execute the work on behalf of the user like drafting messages and rescheduling interviews. The goal is to identify, and quickly remove blockers to the hiring process, freeing retail leaders to focus on building great teams.

AI Agents: Workflow agents in the CSP & activity centers

Use workflow agents to automatically create campaigns and talent pools based on activity center tasks

Candidate selection process automation can now launch workflow agents automatically

Adds requisitions as a type of activity in the sourcing activity center



We're also adding workflow agents in Oracle Recruiting that can automatically create candidate pools and draft campaigns. These workflow agents can be triggered by activity center tasks or candidate selection process actions.

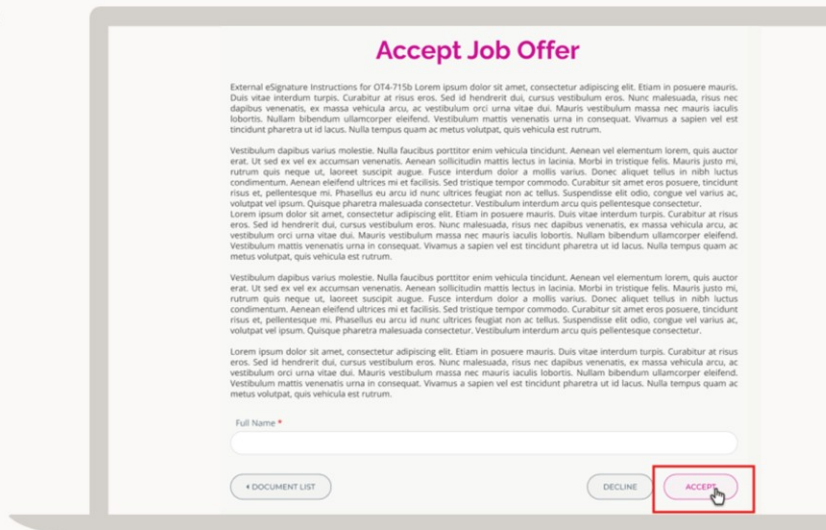
This enables powerful sourcing automation where factors like low requisition volume create candidate pools of suggested matches, and stages content for a campaign to that pool. All the user needs to do is review what the agents created and send.

Capture multiple signatures for offers and offer RMI

Capture signatures on multiple documents within an offer packet (additional documents)

Enhances RMI to support questions immediately after Offer Acceptance

Improves data capture of critical information

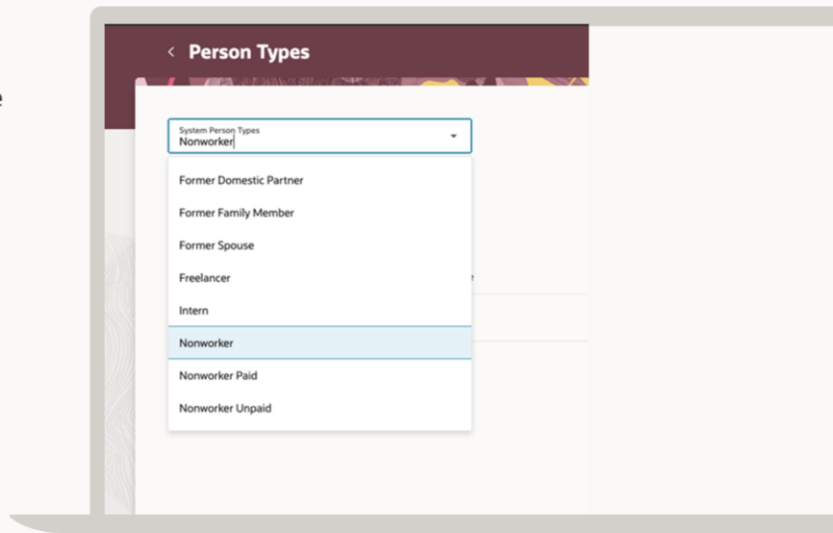


In this release we also have delivered a long-awaited enhancement to Offers. Now it's possible to capture multiple signatures within an offer packet. This enhancement also includes the ability to collect more information via questionnaire immediately upon offer acceptance, making it even easier to capture important information during the recruit to hire process.

Nonworkers as candidates in Recruiting

Enhances the candidate database and sourcing to include nonworkers as candidates

Greatly benefits duplicate checking to assist with use cases such as hiring volunteers as employees



Another highly requested enhancement especially from healthcare and education customers is in 26C; nonworkers can now be included as Candidates in Oracle Recruiting. This can greatly expand sourcing and talent pools and assists with duplicate checking and tracking for important use cases like hiring volunteers into paying roles.

Recruiting Booster



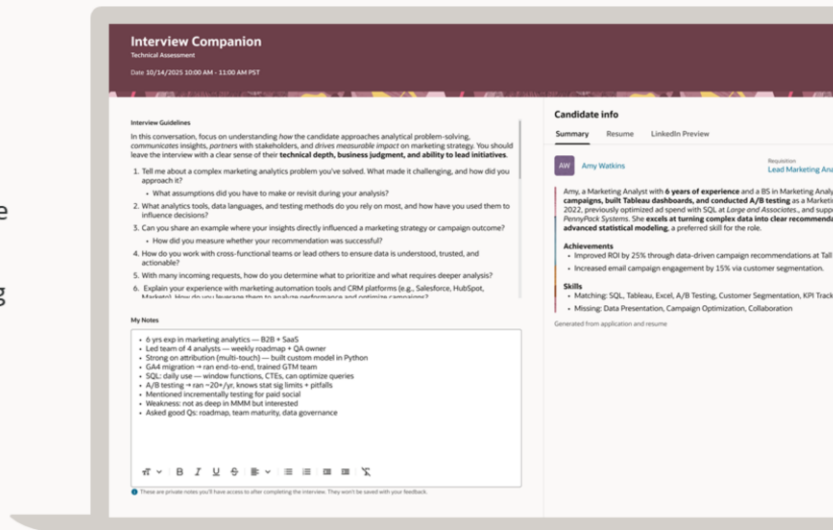
Interview companion

Increase interview efficiency with an intelligent work area

Central location for interview guides, candidate information, AI fit insights, and notes

Enriches data collected from the interview using an Agent to capture and summarize the transcript of the conversation via Zoom & Teams

Streamline the user experience with Agents assisting with completing feedback



In Recruiting Booster, we are launching a new intelligent work area to support high-quality data capture and interviews – the Interview Companion.

This work area is powered by agents that help to assemble interview resources, provide a summary of candidates as well as detailed profile information, and a space to capture notes.

The Agent collects the transcript of the meeting from Zoom or Teams and helps to pre-fill interview feedback form after the interview has taken place.

This greatly enhances the data captured from the interview process that feeds the AI overview and other areas where fit and candidate activity are surfaced.



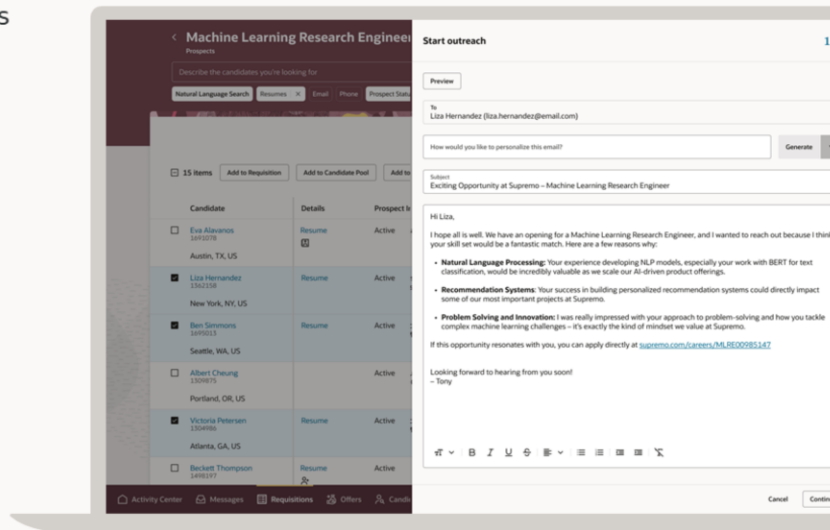
AI Agent: Candidate outreach

Use AI to scale personalized job promotion messages to prospects

Includes a tailored fit analysis for the candidate with an invitation to apply

Schedule automated follow ups after the initial message

Leverage 2-way messaging to send personalized outreach and receive candidate responses on the candidate's preferred communication channel(s)



One enhancement I'm particularly excited about is the Candidate Outreach Agent. This merges the world of messaging, sourcing, campaigning, and AI to invite large groups of candidates to apply to a job with a personalized assessment of the prospect's fit for the role.

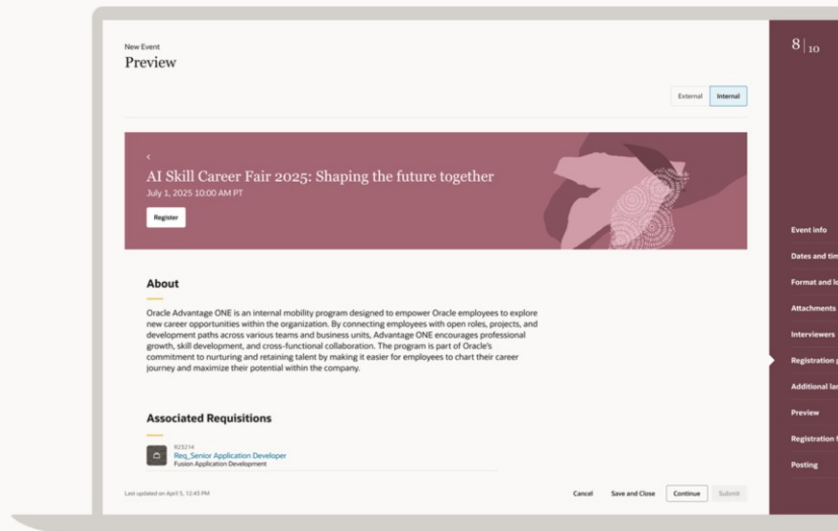
Hiring team members can schedule automated, template-based follow ups as well as review and modify generated messages for quality and tone before sending. Because this is delivered as part of 2-way messaging, candidate responses can be tracked and managed centrally, and Outreach will be available across messaging channels, with email in 26C, and then expanding to SMS and WhatsApp next.

Internal hiring events

Extends Hiring Events to Internal audiences

Increase internal mobility and exposure to roles and networking

Discover Hiring Events in Opportunity Marketplace



Also, in 26C, Recruiting Booster supports hiring events for internal talent. This enables organizations to run job fairs and career discovery events targeting internal mobility, which helps to raise awareness of career opportunities within the organization.

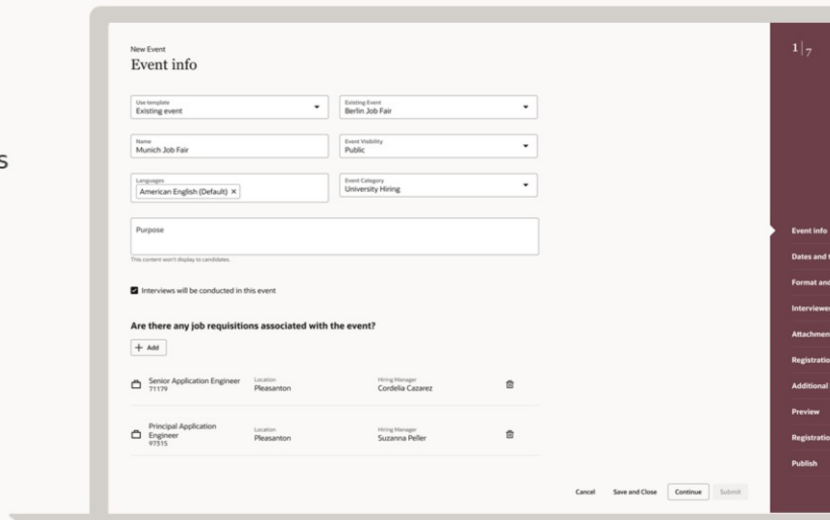
Employees can discover and register for Hiring Events in Opportunity Marketplace.

Requisitions for hiring events

Brings Requisition functionality like interview scheduling, candidate pipelining, and the power of Candidate Selection Process automation to Hiring Events

Increased visibility into talent movement from Events to Pipelines and Hiring Requisitions

Increases visibility of promoted jobs to Candidates



Another powerful enhancement for hiring events is the ability to link requisitions to hiring events. This connection between event registrations, pipelines, and requisitions simplifies the visibility and management of prospects and candidates across various stages of engagement.

Additionally, this increases the visibility of the attached jobs to candidates.

Communicate

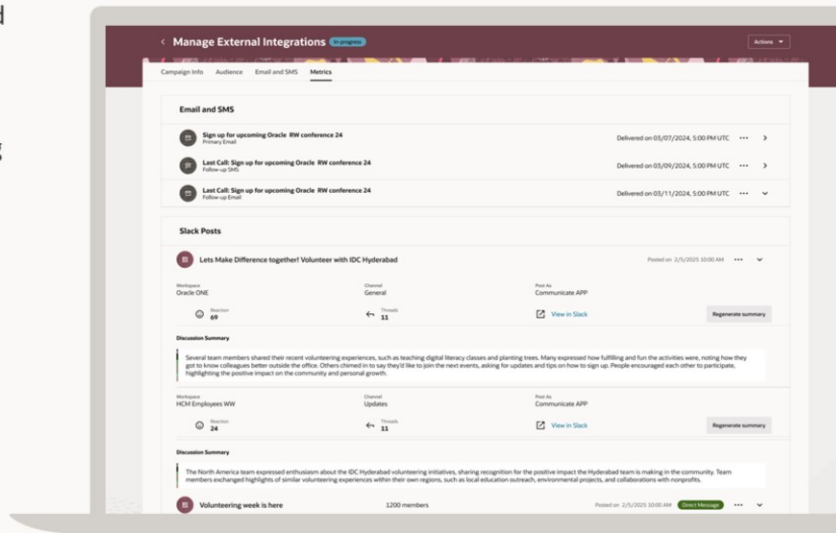


Slack for communicate campaigns

Use AI to create Campaign content optimized for and delivered as messages in slack channels

Drive employees to action and outcomes from Slack

Get insights into responses and reactions happening on Slack posts directly within the Campaign



New in Communicate in 26C, we've added support for Slack so now Communicate campaign owners can create Slack-optimized content delivered as messages in Slack channels.

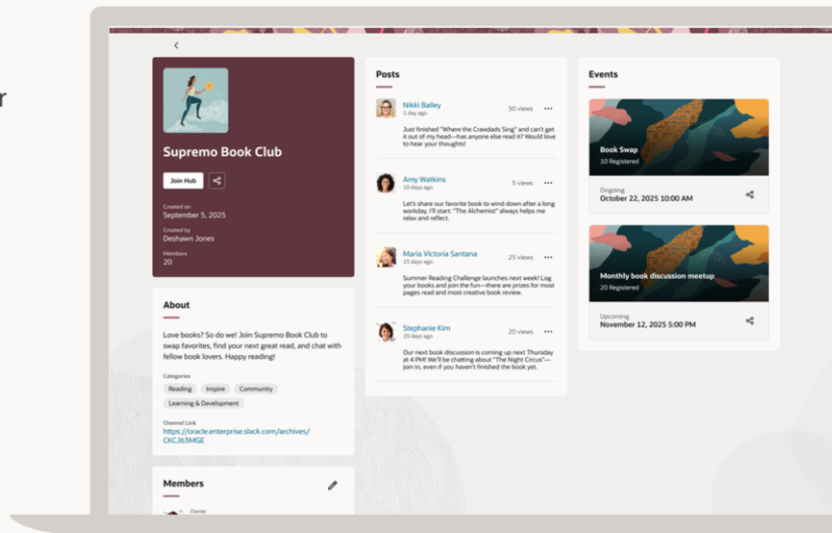
This helps to reach employees where they work and drive them into tasks, information, and action across HCM and Fusion Applications. Get insight about the performance of posts and campaigns directly within Communicate to track how audiences react and respond to messages, all from a centralized workspace.

Employee communities

Build culture and belonging with Employee Communities

Employees can opt-in to Communities self-service or be added by Community Administrators

Community Administrators can publish posts, run campaigns, and host events for their Community



We're also excited to announce employee communities for Communicate, that enables employees to discover and join groups of employees for any cause or interest – run clubs, snack tasting, diversity groups – anything your employees are interested in can bring teams together.

Employees can opt in to communities self-service, or they can be added and managed by community administrators. Administrators can engage and organize their community using posts, campaigns, and events delivered by Communicate.



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, Dynamic Skills, and Talent Management innovations in the 26C release.

Learning Development



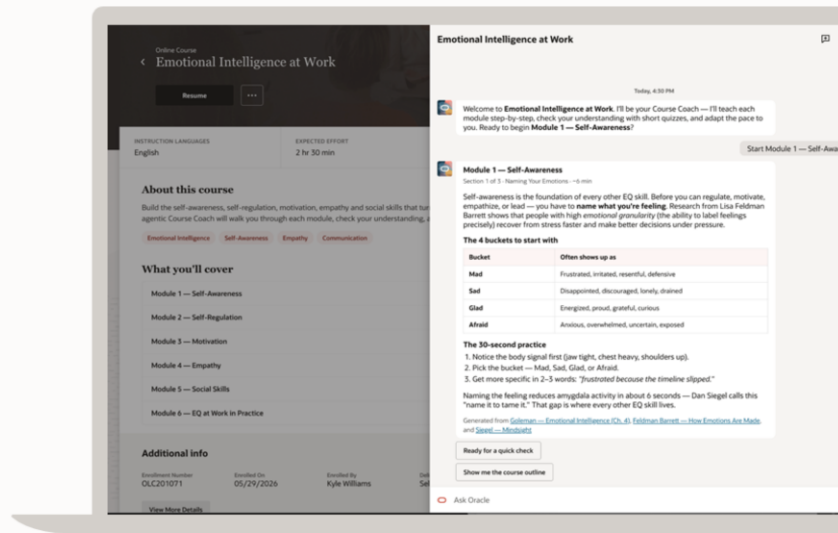
Agentic learning courses

Delivers course material through a conversational interface that guides learners interactively

Let's learning admins create, author, and deploy agentic courses from any existing learning collateral

Accelerates time to proficiency with guided, conversational instruction tailored to each learner

Improves learning effectiveness and drives higher completion rates with faster deployment



Agentic learning courses change how learning content reaches employees by delivering course material through a conversational interface.

Learning administrators can quickly create, author, and deploy these agentic courses using any existing learning collateral, so new material gets in front of learners without delay.

Because learners move through the content in a guided, conversational way, they reach proficiency sooner, completion rates improve, and the organization sees a faster path from content creation to deployment to skill and business outcomes.

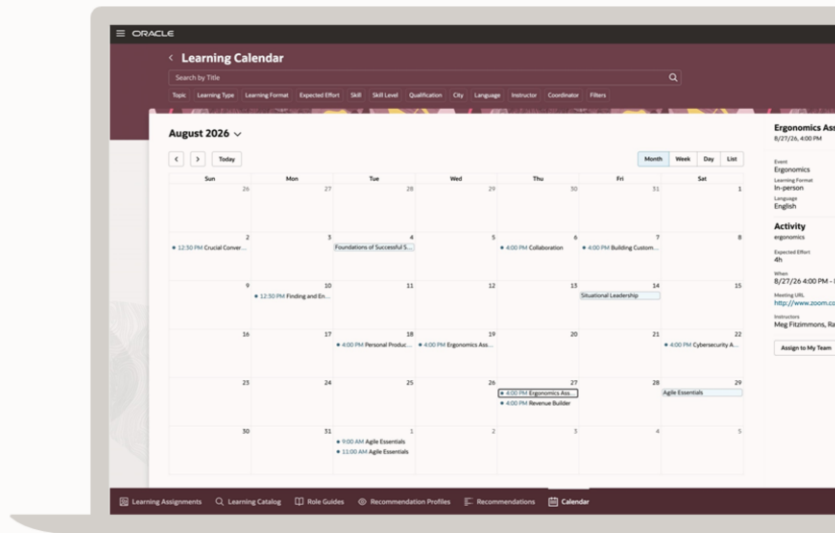
Learning catalog calendar view

Adds Month, Week, Day, and List calendar views for the catalog and My Learning

Shows scheduled Events and Offerings for learners, managers, instructors, and administrators

Enables direct actions like enroll, request, assign, or join a waitlist from the calendar

Surfaces capacity and waitlist indicators with configurable filters and search to speed discovery



The learning catalog calendar view brings a familiar calendar experience to instructor-led learning for learners, managers, instructors, and administrators.

Users can see scheduled events and offerings in month, week, day, or list formats, hover for quick details, and open panel drawers to act directly from the calendar, whether that means enrolling, requesting, assigning, or joining a waitlist.

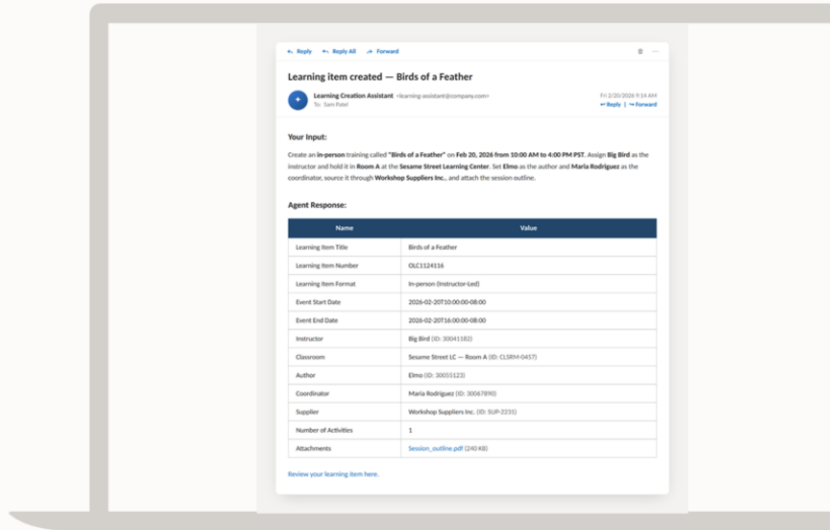
AI Agent: Learning creation agent enhancements

Extends the learning creation assistant to handle instructor, classroom, author, coordinator, and supplier attributes

Automatically resolves named attributes to internal IDs when creating events and self-paced learning

Supports attachments so admins can include supporting materials during creation

Continues creation when matches fail, provided minimum required attributes are present



The learning creation assistant now understands a richer set of details when building learning.

Administrators can specify instructor, classroom, author, learning coordinator, and supplier attributes, and the assistant resolves these to the matching internal records when creating events, activities, and self-paced learning items. It also supports attachments, so supporting materials can be included as part of the creation process.

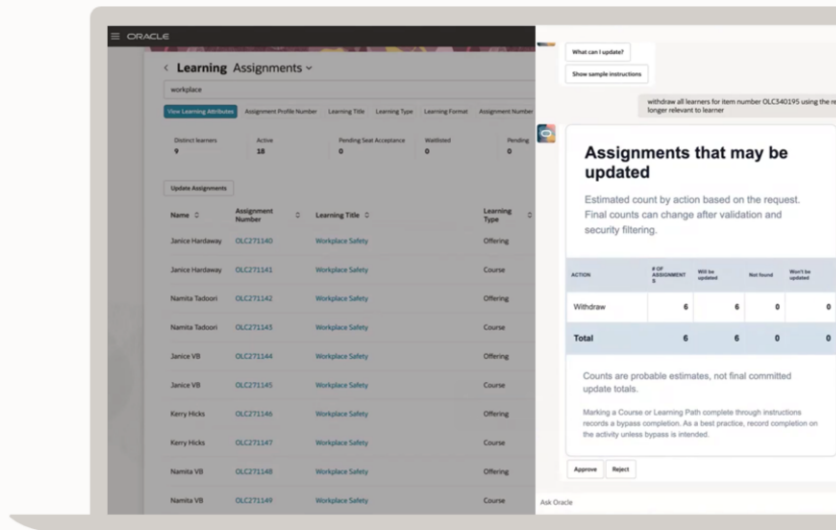
AI Agent: Learning assignments assistant

Performs mass assignment actions like complete, withdraw, undo completion, and exempt via natural-language instructions

Accessed from learning item assignment tabs or the global assignments page

Identifies assignments using action, reason code, item or assignment number, and learner

Matches learners by full name, person number, or work email, reducing manual effort



The learning assignments assistant agent helps learning administrators update many learning assignments at once using simple, natural-language instructions.

Administrators can reach the agent from any page where they manage assignments. From there they can run mass actions such as marking assignments complete, withdrawing learners, undoing completions, and so on.

By handling these updates in bulk through conversational instructions, the agent reduces the manual effort and errors involved in managing learning assignments, and gives administrators a faster, more consistent way to keep assignment records accurate.

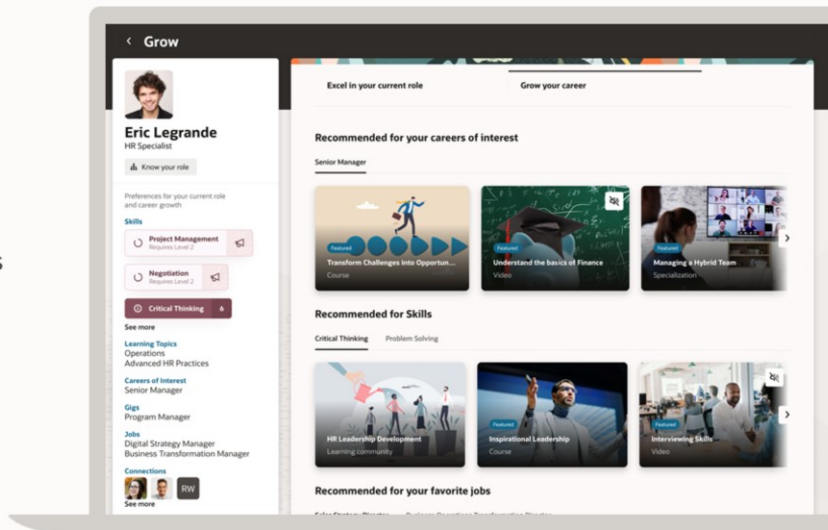
Real-time Grow recommendations refresh

Generates recommendations instantly when an employee favorites a career role

Removes the wait for the scheduled Process Recommendation Profiles job to run

Displays relevant skills and qualifications recommendations immediately on the Grow page

Helps employees take action and plan learning paths without delay



Real-time Grow recommendations remove the wait that employees used to experience when exploring career roles.

Previously, recommendations appeared only after the background job had run. Now, the moment an employee favorites a career role, the system generates relevant skills and qualifications recommendations and displays them immediately on the Grow page.

This means employees can take action right away and plan their learning paths more efficiently, with no delay between expressing interest in a role and seeing how to grow toward it.

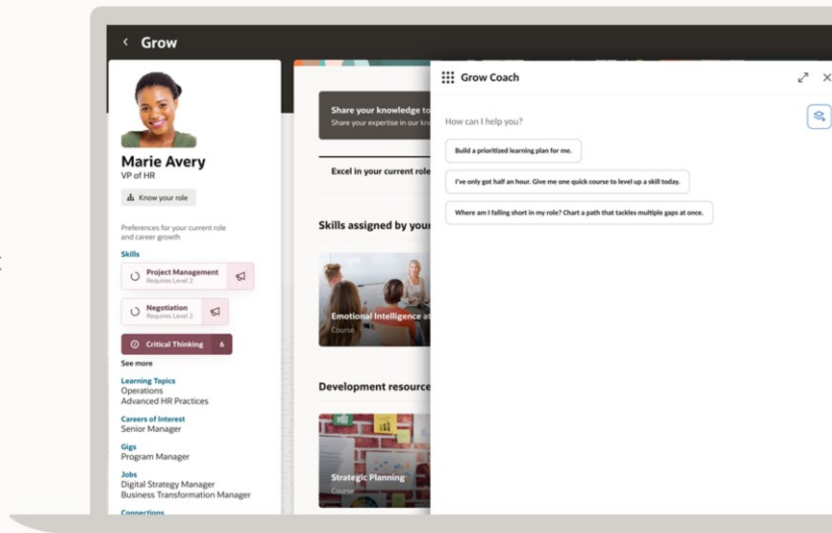
AI Agent: Grow coach

Analyzes multiple Grow page sections to deliver personalized, prioritized upskilling guidance

Recommends courses targeting specific skill gaps, career goals, or available time

Warns about overdue required learning to highlight professional risk and prioritization needs

Powered by the Grow coach agent in Oracle AI Agent Studio



The Grow coach agent gives employees personalized learning guidance directly on the Grow page.

It analyzes multiple sections of the page, including manager recommendations, current role gaps, skills in development, careers of interest, and current learning, and uses that context to deliver prioritized upskilling advice. Employees can ask the agent flexible questions in natural language, such as what they should learn next, a quick win course for their career gaps, or what they can learn in thirty minutes.

By tailoring recommendations to each person's skill gaps and career goals, it helps employees spend their time on the development that moves their careers forward.

Dynamic Skills & Talent Management



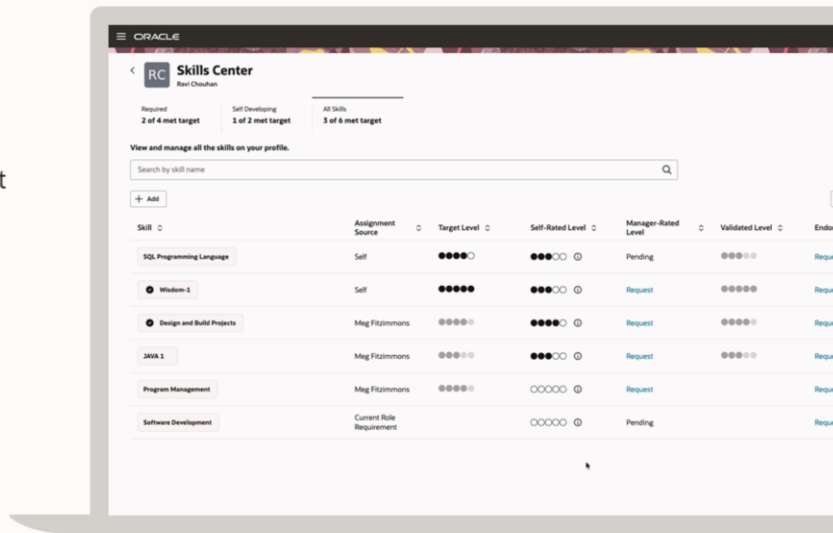
Enhanced skills center user experience

Delivers a simpler, more intuitive experience for skill development and tracking

Clear skill requirements and status visibility help employees understand progress and next steps

Streamlines skill addition and manager endorsement requests with more guided workflows

Enhances visibility for employees and managers, supporting more effective development planning



The Skills Center user experience has been redesigned to make skill monitoring and development simpler and more transparent.

Employees and managers can more easily understand skill requirements and track progress towards the skill target proficiency level.

The streamlined experience provides clearer visibility for all, supporting more effective development and growth.

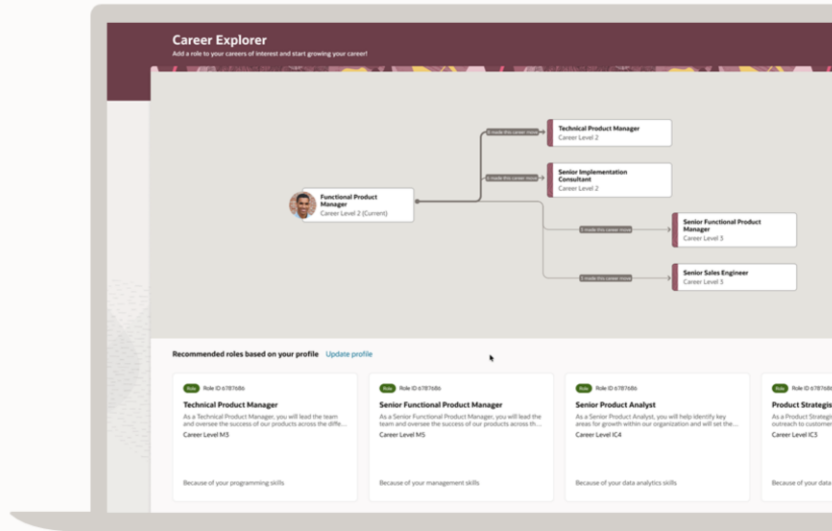
Explore career paths in Opportunity Marketplace

Explore administrator-curated career paths and suggested recommendations based on historical career movement patterns

Understand career role fit and plan future development

Discover relevant roles, jobs, and gigs aligned to career interests

Increase career visibility, helping employees take informed next steps in their growth journey



Career Explorer in Opportunity Marketplace helps employees discover career opportunities within the organization.

Employees can explore administrator-curated career paths and receive AI recommendations based on historical career movement patterns.

The experience helps you understand your fit for career roles, identify development opportunities, and discover relevant jobs and gigs aligned to your interests.

This increased visibility empowers employees to take informed next steps in their career growth journey.

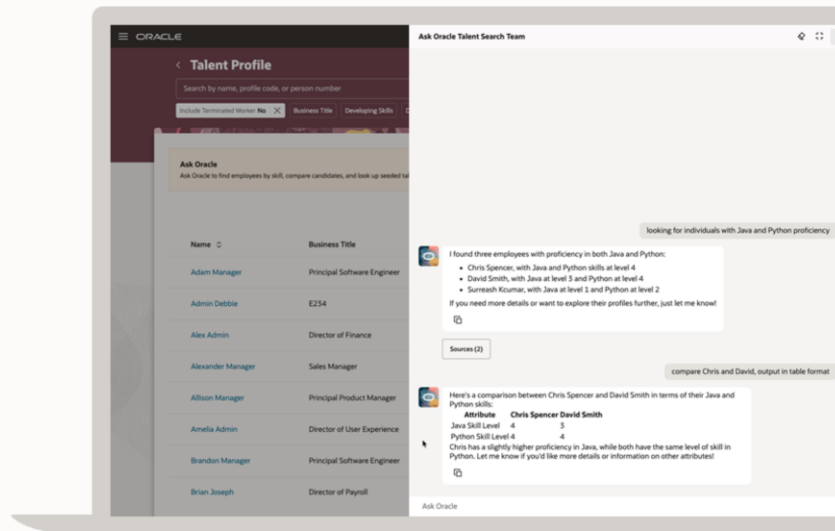
AI Agent: Intelligent talent profile search agent

Identifies best-fit employees based on skills, qualifications, and career preferences

Search across skills, competencies, certifications, education, languages, and work experience

Incorporates location, assignment, and workforce structure criteria to meet staffing requirements

Reduces time to find internal talent for projects, roles, and career opportunities



Our Intelligent Talent Profile Search agent helps managers and HR specialists quickly identify the best internal talent for staffing, projects, and career opportunities.

Using a broad set of talent data, the solution delivers more intelligent employee matches based on criteria expressed in natural language.

This reduces the time required to find qualified talent, improves internal mobility, and helps connect the right people to the right opportunities.

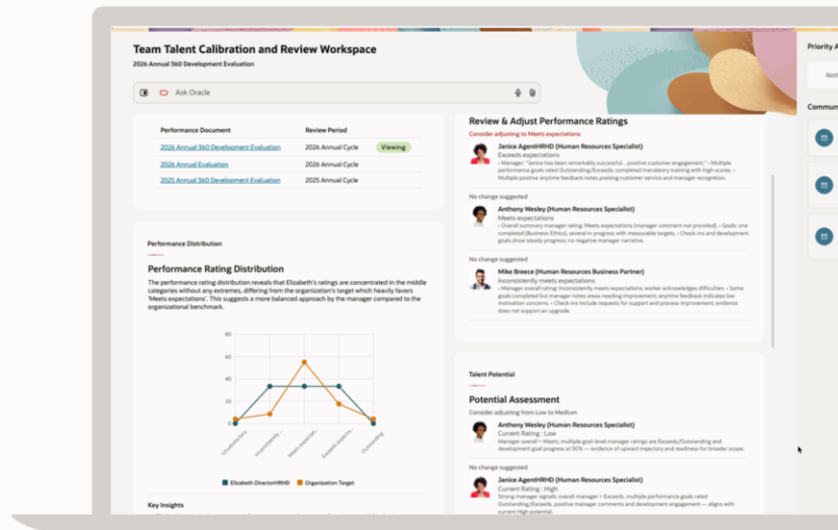
Agentic Application: Team talent calibration and review workspace

Provides a centralized manager workspace for calibration preparation and talent analysis

Delivers AI-powered recommendations for performance, potential, and risk-of-loss ratings

Provides evidence-backed insights and corrective actions to support fair, consistent talent decisions

Enables real-time conversational manager guidance for questions or checks



The Team Talent Calibration and Review Workspace agentic application gives managers a single space to prepare for calibration discussions with confidence.

By bringing together organizational targets and key metrics, it helps leaders quickly identify areas that need attention.

The agent provides AI-powered recommendations for talent ratings along with suggested corrective actions, and managers can also interact with the agent in real time for guidance.

This enables leaders to focus on exceptions and strategic discussions in the calibration meeting.

AI Assistant: Schedule check-ins using Microsoft Outlook calendar

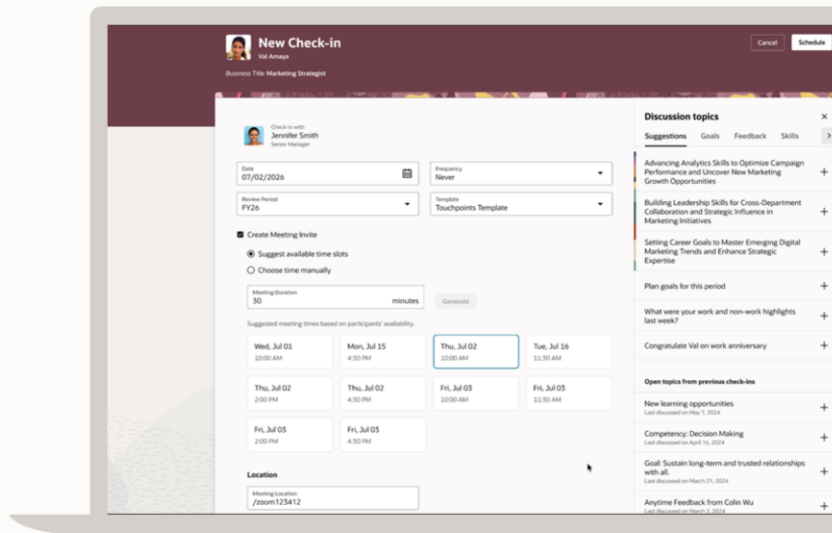
Check-in Calendar Integration Assistant schedules and manages one-time or recurring check-in meetings

Automatically finds mutually available time slots based on participant availability

Integrates with Microsoft Outlook Calendar for seamless scheduling and updates

Eliminates scheduling back-and-forth, saving time and supporting consistent check-in conversations

For both Performance and Touchpoints check-ins



The Check-in Calendar Integration Assistant for both Performance and Touchpoints check-ins makes it easy for employees and managers to schedule check-in conversations without the hassle of coordinating calendars.

This streamlined experience eliminates scheduling back-and-forth, saves valuable time, and helps ensure timely check-ins that support employee development and engagement.

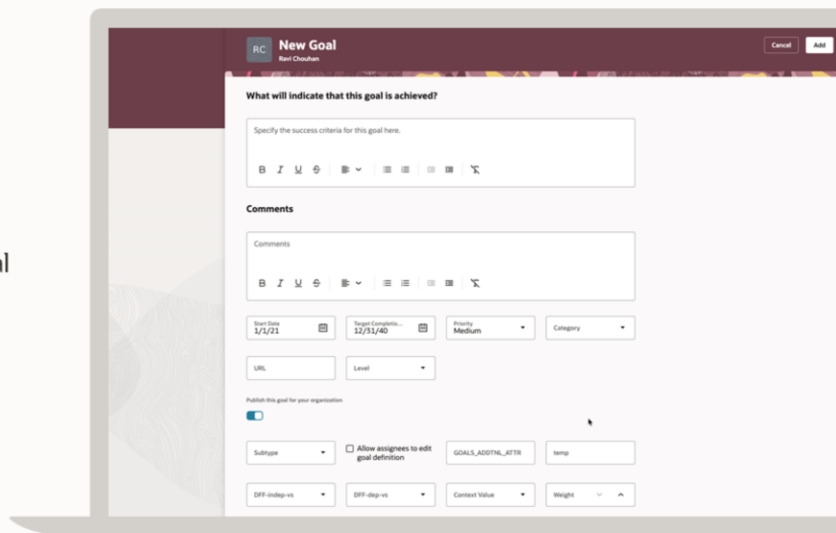
HR publishes organization goals on behalf of leaders

Enables organization goals to be created by HR on behalf of leaders and executives

Search and select eligible managers, then create and publish goals with required details

Reduces delays and manual follow-up when leaders are unable to access the system

Improves goal adoption, consistency, and operational efficiency across the organization



Now HR professionals can create and publish organization goals on behalf of leaders and executives.

HR can search for the managers they support, create goals for them with the necessary details and metrics, and publish them directly after role validation.

By reducing dependency on leader participation in the system, organizations can ensure goals are published on time and improve consistency across goal-setting processes.



Felicia Cheek

DIRECTOR, ORACLE CLOUD HCM PAYROLL STRATEGY

Hi, I'm Felicia Cheek, Director, Cloud HCM Strategy for Payroll.

I'm excited to share the Workforce Management and Payroll innovation highlights for 26C.

Absence



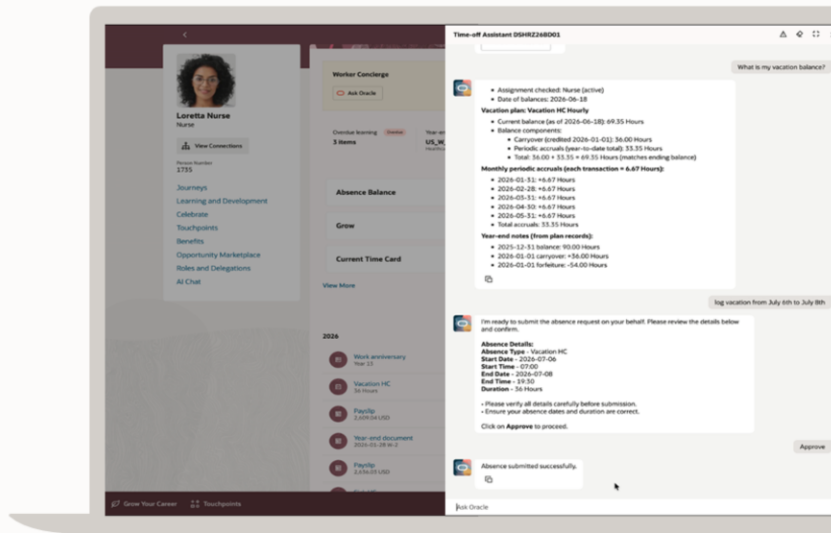
AI Assistant: Time-off

Manage absences through chat without navigating the application, saving time and reducing effort

Support creating, editing, withdrawing, and deleting absences for elapsed-based employees

Submit full-day or partial-day requests and update dates, duration, reasons, and comments

Provide guided prompts, reviews, and confirmations for a simple, user-friendly experience Enforces comprehensive validations to prevent errors and ensure policy compliance



The enhanced Time-Off Assistant allows employees to complete common absence tasks through a conversational experience. Employees can now create, edit, withdraw, and delete absences for elapsed-based employees, including full-day, partial-day, first-half, and second-half day requests.

Building on this conversational experience, we've also introduced new AI Agent business objects that enable donation and cash disbursement transactions through AI-powered interactions. Together, these enhancements reduce navigation and administrative effort, improve user adoption through guided experiences, and create a foundation for employees to complete more Absence Management tasks directly through AI, increasing efficiency while maintaining policy compliance and data accuracy.

Workforce Scheduling



Agentic Application: Workforce operations command center

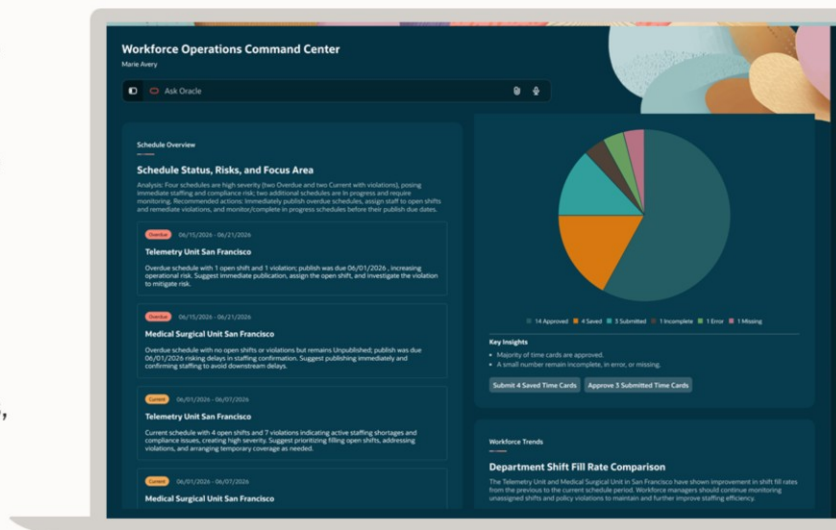
Unified command center consolidating scheduling, time, and absence insights into prioritized workforce actions

AI-driven recommendations identify risks, prioritize decisions, and suggest next-best actions in real time

Agent-powered workflow execution automates approvals, reassignments, publishing, notifications, and follow-up tasks

Instant workforce trend analysis help managers understand downstream effects before acting

Improves operational efficiency with faster decisions, stronger coverage, payroll accuracy, and reduced compliance risk



The Workforce Operations Command Center is an agentic application that brings scheduling, time, and absence management into a single, intelligent workspace. It surfaces the most critical workforce priorities in a real-time view with insights, helping managers quickly identify risks, coverage gaps, attendance issues, and emerging workforce trends.

The solution goes beyond visibility by providing AI-driven recommendations and orchestrating actions through specialized agents. Managers can automate workflows such as approvals, schedule adjustments, notifications, and workforce communications, and view analytics, before taking action, just by Asking Oracle.

Ultimately, it helps organizations operate more efficiently while enabling managers and frontline teams to focus on higher-value work.

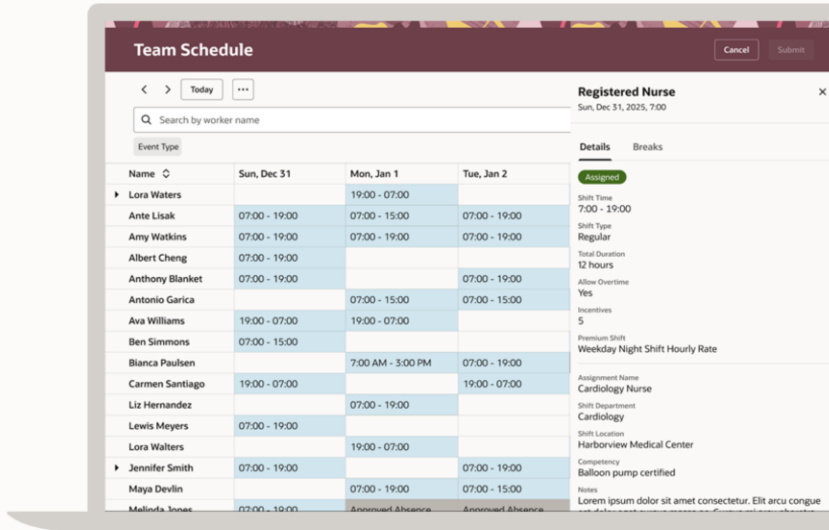
Team schedule view for workers

Team schedule visibility gives workers a shared view of coworkers' published schedules

Schedule generation profile-based access controls ensures schedule visibility aligns with policies

Schedule displays assigned departments, approved absences, and public holidays

Improves collaboration and coverage while reducing scheduling friction and staffing gaps



The Worker's Team Schedule View provides employees with a clear, centralized view of their coworkers' published schedules, helping teams coordinate more effectively. Built with Schedule Generation Profile, or SGP, visibility rules, the experience ensures workers only see schedules they are authorized to access.

By increasing schedule transparency, this feature makes it easier for workers to coordinate shift swaps, pick up open shifts, and collaborate across teams. The result is improved workforce awareness, reduced scheduling friction, stronger coverage planning, and more efficient utilization of staffing resources.

Labor optimization fairness and priority controls

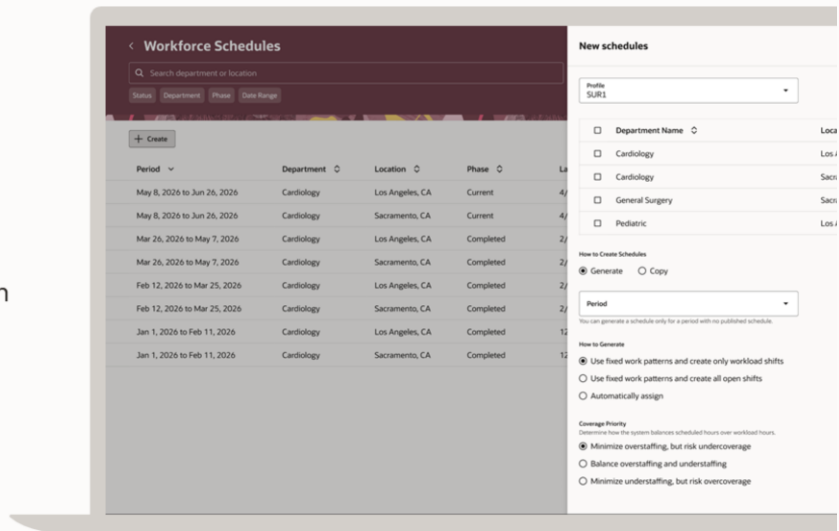
Configurable scheduling priorities let managers balance coverage, labor costs, and demand

Three optimization strategies support avoiding overstaffing, balanced scheduling, or avoiding understaffing

Fairness rules help distribute shifts and workload more equitably across workers

Manager-controlled generation aligns schedules with business objectives and operational needs

Improves coverage and compliance while providing transparent trade-offs between labor cost and service levels



The Fairness and Priority Options for Labor Optimization feature gives schedule managers greater control over how workforce schedules are generated. Rather than relying on a one-size-fits-all approach, managers can select scheduling strategies that best align with operational goals and workforce needs.

By putting these controls directly in the hands of managers, organizations can better align schedules with business priorities, improve compliance with workforce rules, and create a fairer employee experience. The result is stronger coverage, more efficient labor utilization, and greater flexibility to adapt scheduling strategies as business conditions change.

Time and Labor



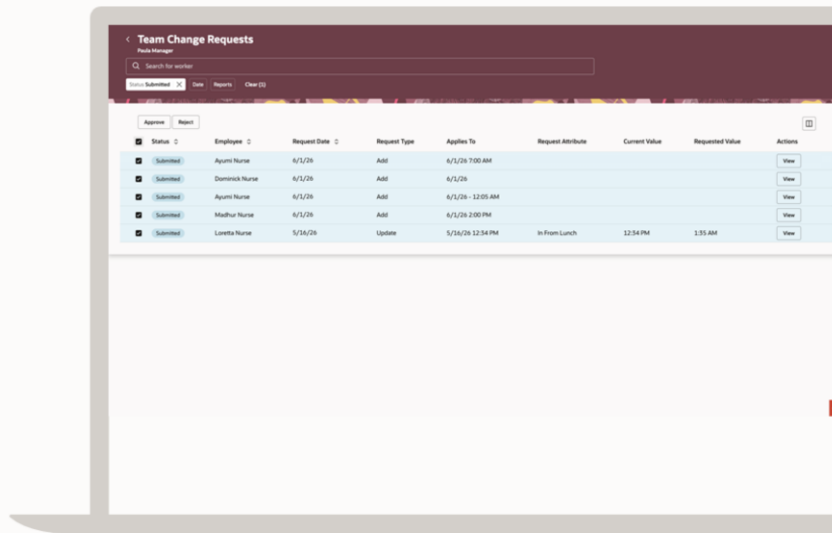
Mass approvals for time change requests

Mass approve or reject requests directly from the Team Change Requests page

Multi-select processing enables managers to act on multiple requests simultaneously

Streamlined approval workflow reduces repetitive review and approval effort

Accelerates time corrections while improving manager productivity and responsiveness



The Team Time Change Request Mass Approval feature helps managers and timekeepers process employee time change requests more efficiently. From the Team Change Requests page, users can select multiple requests at once and approve or reject them through a streamlined mass approval workflow.

By simplifying high-volume approval activities, organizations can accelerate time correction processing, improve responsiveness to employee requests, and reduce administrative workload for managers and timekeepers. The result is faster approvals, greater operational efficiency, and a more streamlined time management process.

Dynamic break management

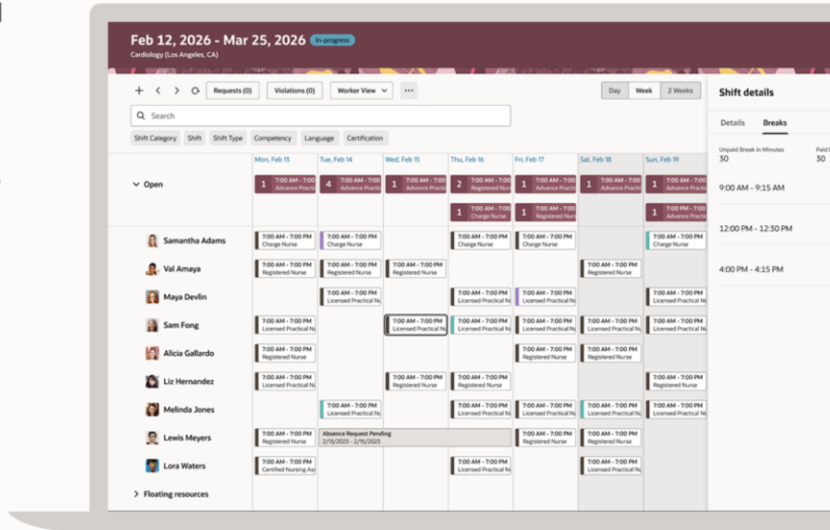
Detailed break management captures exact paid and unpaid break start and end times

Automatic break assignment derives break details from worker work patterns and shift assignments

Dynamic break updates adjust break details as shifts are assigned, changed, or reassigned

Built-in validation rules prevent overlaps and ensure compliance with break requirements

Improves compliance and planning with greater visibility into break schedules and workforce coverage



Dynamic Break Management gives schedulers and managers greater control and visibility into employee break scheduling.

The feature captures detailed paid and unpaid break start and end times directly within assigned shifts, helping organizations move beyond simple break duration tracking.

By providing precise break management and enforcing compliance rules, organizations can improve adherence to labor policies, enhance communication between managers and workers, and make more informed staffing decisions. The result is stronger compliance, improved workforce planning, and more accurate coverage management throughout the day.

Payroll



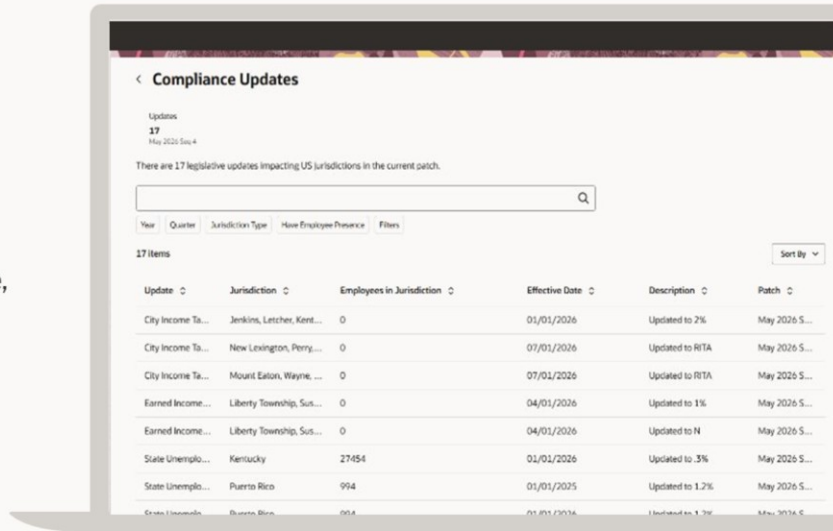
Compliance updates - US

Compliance intelligence at administrator's fingertips, allowing drill-down insight for impact analysis

AI-generated summaries making it easy to understand what, when, why, and how legislation changed

Payroll teams gain the transparency and control to move from reactive compliance tracking to proactive, confident execution

Value is stronger compliance readiness



The Compliance Dashboard in Oracle Fusion HCM Payroll gives payroll managers a centralized view of legislative updates, including effective dates, impacted jurisdictions, drill-down details, and AI-generated summaries.

By making compliance changes easier to understand and manage, payroll teams can assess impact, plan ahead, reduce manual tracking, and execute with greater confidence.

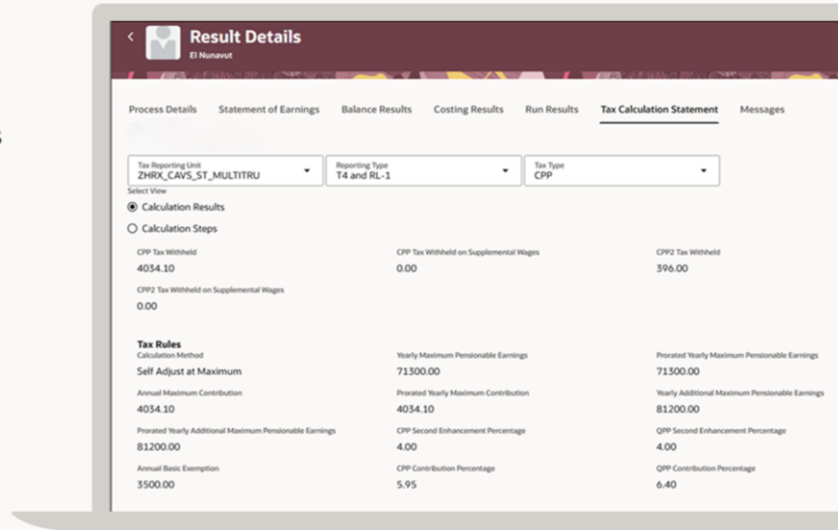
Tax calculation statement

Delivers instant tax calculation transparency, showing administrators exactly how each tax was calculated for a specific employee and payroll run

Administrators can instantly understand which taxes applied, how they were calculated, and what drove the final result

The agent delivers clear tax calculation insight directly within payroll analysis—no manual research required

Value is improved transparency and stronger compliance confidence



The Tax Calculation Statement, delivered through the Payroll Run Analyst agent, gives payroll administrators a clear breakdown of how each tax was calculated for a specific employee and payroll run.

Administrators can ask questions to see which taxes applied, how amounts were derived, and what drove the final result—all within the payroll analysis experience.

This reduces manual research, improves transparency, strengthens compliance confidence, and helps teams investigate, validate, and resolve tax questions faster.

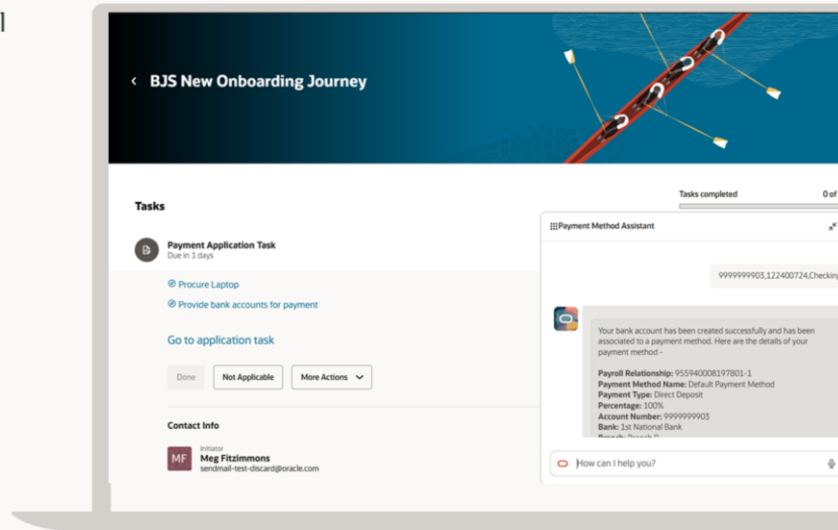
AI Agent: Bank details

Employees can confidently set up and update payroll bank details through a simple, guided conversation

Embedded in the Onboarding Agent and Employee Concierge, employees can manage payroll banking tasks seamlessly

Simplified bank detail management reduces confusion, lowers support needs, and helps ensure payroll payments are accurate and on time

Value is smoother employee experience



The Bank Details Agent helps employees set up and update payroll payment information through a guided, conversational experience during onboarding or self-service.

Available through the Onboarding Agent and Employee Concierge, it simplifies payroll banking tasks, reduces support requests, improves accuracy, and helps ensure employees are paid correctly and on time.

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/



There is so much in this release we look forward to seeing our customers adopt and use.

We covered how our latest investments in Cloud HCM 26C, across agentic apps, AI agents, and workflow enhancements are designed to improve outcomes, not just add features.

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

For more information on all the features in Oracle Cloud HCM Release 26C, 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. We look forward to seeing you again next quarter, when we'll shine the spotlight on Oracle Fusion Cloud HCM Release 26D.