SuccessFactors H1 2026 Release

Presentation – 29/04/2026

delaware

Our SuccessFactors Experts

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20+ years of working with SAP technology in which the past decade has been dedicated as SuccessFactors Consultant with Experience in Employee Central, Reporting, Compensation and Variable Pay with multiple implementations of SuccessFactors projects.

Kate Rastrick
25+ years of SAP HCM with 10+ SuccessFactors experience. During this time Kate has performed a variety of roles focusing primarily as a solution architect, delivery lead, project manager and operational lead.

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9+ years of SAP Success Factors support experience in Employee Central, Learning Management, Onboarding, Recruitment, Performance & Goal , Compensation and Succession & Career Planning, doing small projects, release review and providing day to day AMS support for Global customers

Release Updates: Universal vs. Opt-in

Two approaches to managing SuccessFactors software updates — one built for convenience; one built for control.

UNIVERSAL UPDATES

Automatic Updates

- Mandatory updates applied to improve user and administration experiences
- Cannot be disabled
- Valuable features with little to no impact to existing processes
- Low security risk, do not affect user permissions or change security settings

OPT IN/OUT UPDATES

Configured Updates - You're in Control

- Optional items, often referred as nice to have changes.
- This can be enabled by the system administrator
- They normally carry pre-requisites such as permission updates.
- Some updates by default are enabled but the administrator has the option to disable (opt-out)
- Some of these updates become automatic/universal in the later releases

Major updates are initially introduced as Opt-in, and the timeline is communicated for when they will become universal/mandatory is communicated well in advance.

Preview Release
APRIL 13

Production Release
MAY 15

Product Release and Road Map Information | SAP SuccessFactors | SAP Community

Agenda

1. Employee Central & Platform
2. Reporting
3. Time Off, Sheets, Tracking
4. Compensation Management
5. Performance Management
6. Learning Management
7. Recruiting
8. Onboarding

Employee Central & Platform

Summary of changes

Description of change	Universal	Opt In	Opt Out
Full Profile Enhancements - Messages displayed when there's no data	✓		
Enhanced no permission error page for Full Profile	✓		
Sequence Number Display in History Records List	✓		
Empty Sections are hidden	✓		
Navigation from Future Change Alerts to the History UI	✓		
Filter History Record by Custom Date Range	✓		
Enhancements to Payment Information in Full Profile	✓		
Adding Contingent Workers to Future Inactive Positions	✓		

Summary of changes

Description of change	Universal	Opt In	Opt Out
Background Image for the Latest Home Page			✓
Brand Image on the Latest Home Page			✓
View All Cards on the Latest Home Page			✓
Automated Deletion of Future-Dated Job and Compensation Information Records After Employment Termination		✓	

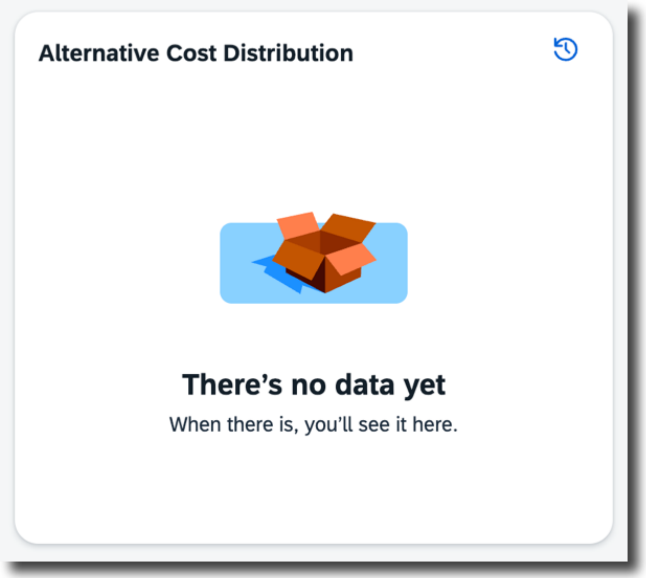
UNIVERSAL

Latest People Profile – What's new?

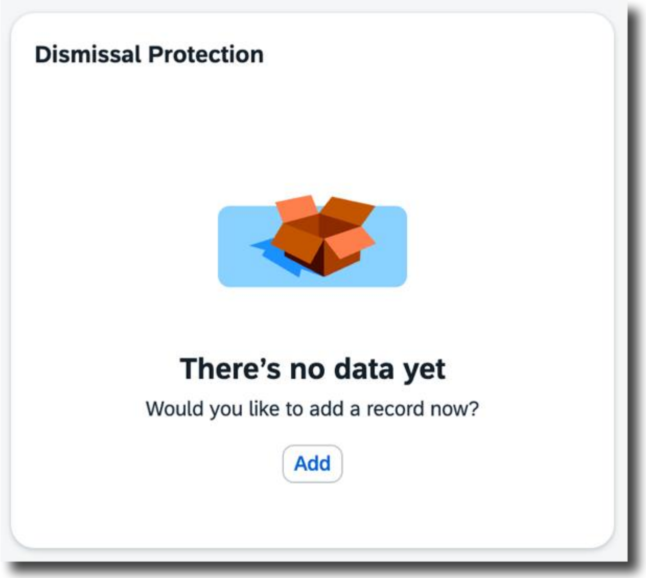
Enhancements to Data Viewing in Full Profile:

Messages displayed when there's no data

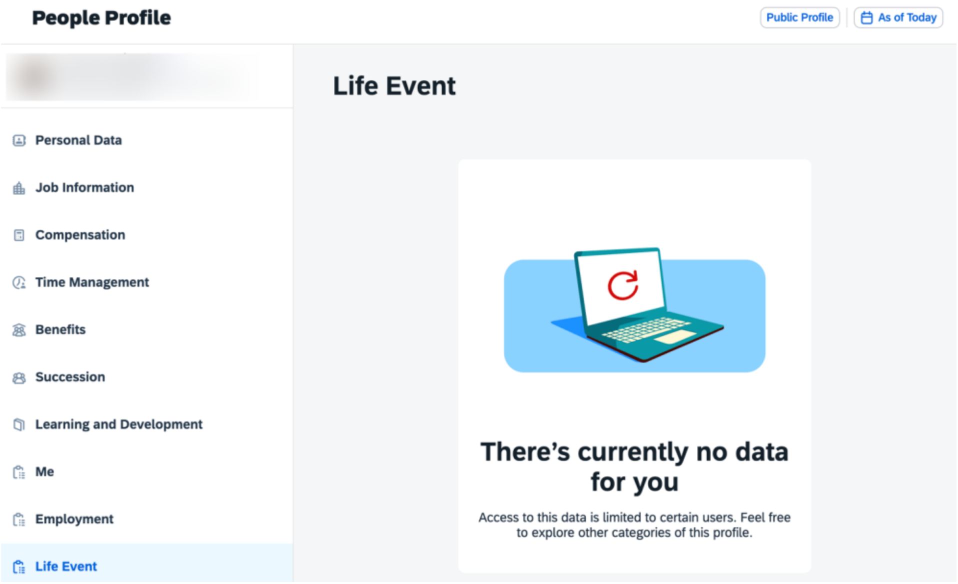
No data is available in a card in your profile, and you do not have permission to add data.



No data is available in a card in your profile, and you have permission to add data.



You don't have permission to view cards in a category of another user's profile, but you have permission to access the category.



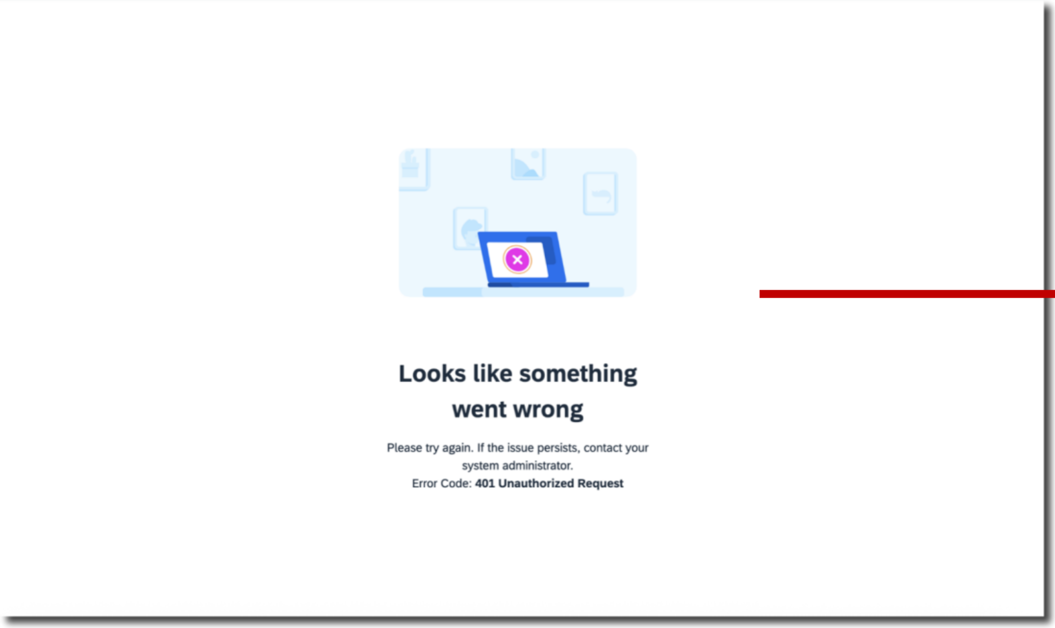
Latest People Profile – What's new?

UNIVERSAL

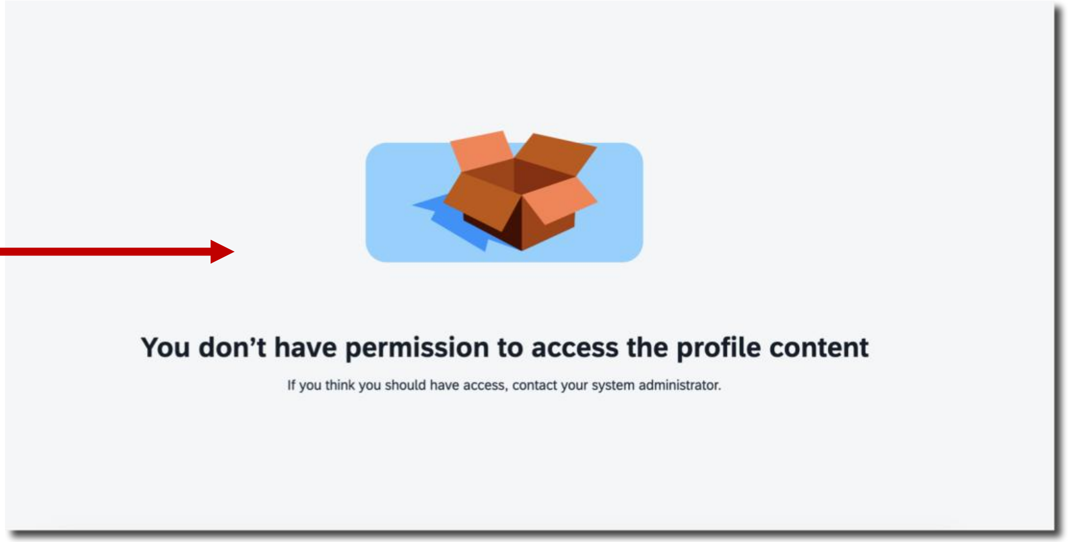
Enhancements to Data Viewing in Full Profile:

Enhanced no permission error page for Full Profile

Before



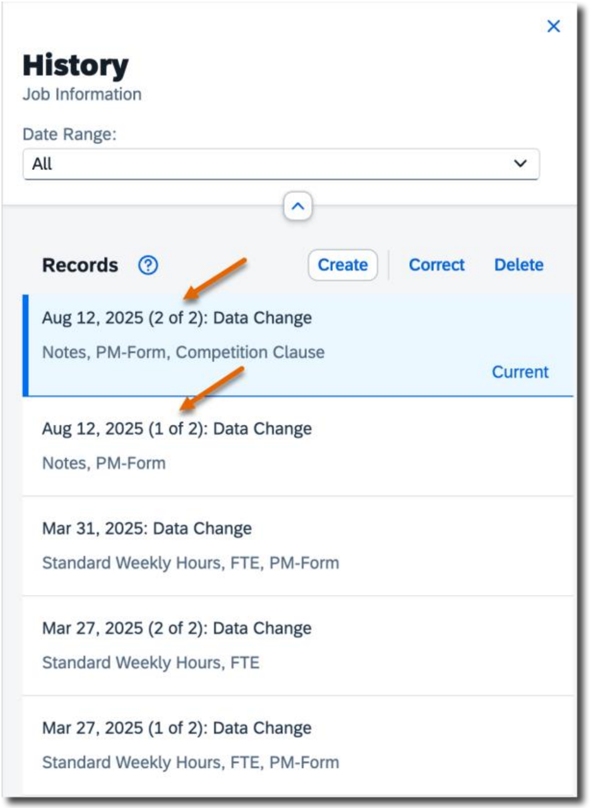
Now



Latest People Profile – What's new?

Enhancements to History UI of Full Profile

- Sequence Number Display in History Records List



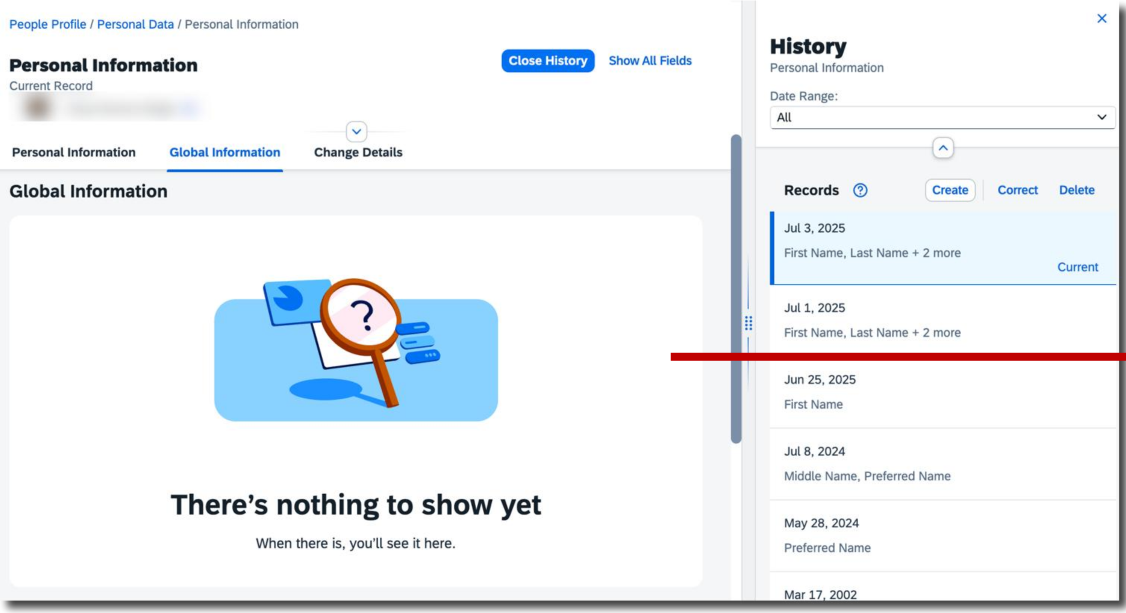
UNIVERSAL

Latest People Profile – What's new?

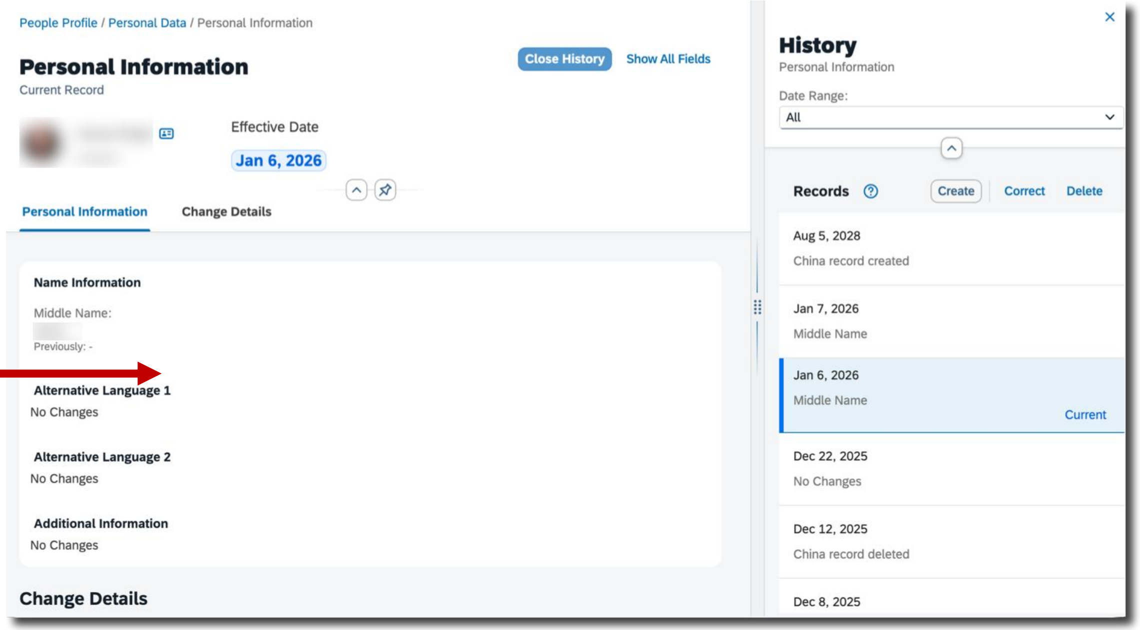
Enhancements to History UI of Full Profile

- Empty Sections are hidden

Before



Now



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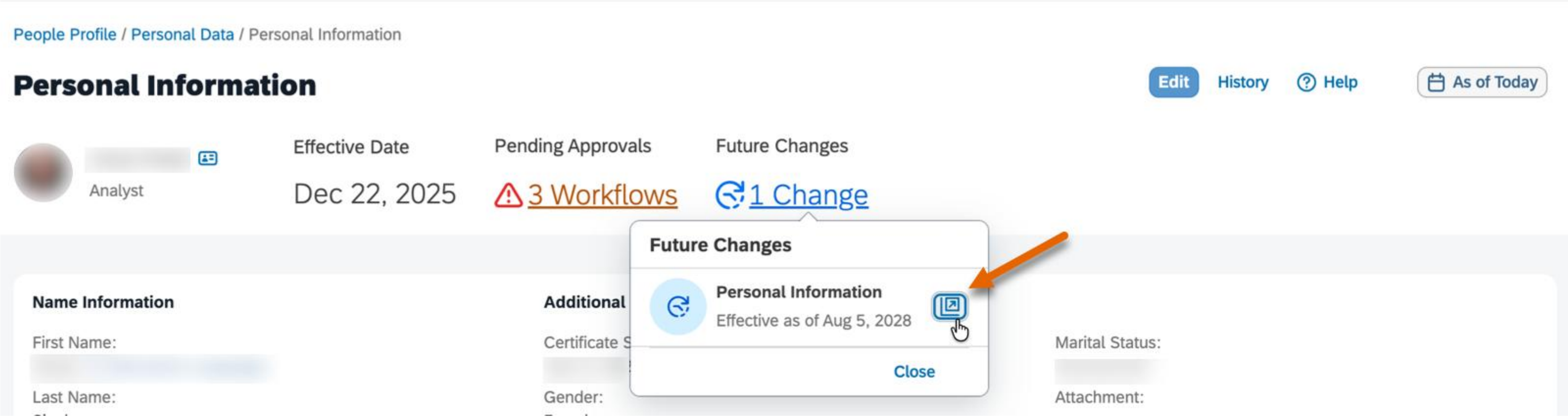
Latest People Profile – What’s new?

Enhancements to History UI of Full Profile

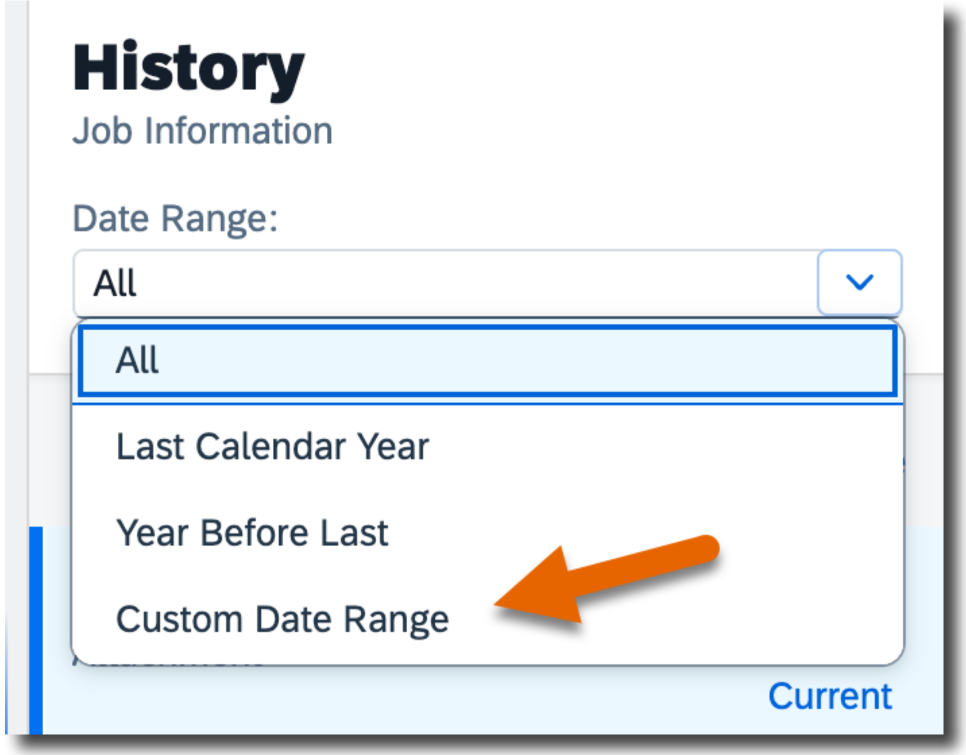
- Navigation from Future Change Alerts to the History UI



Latest People Profile – What's new?

Enhancements to History UI of Full Profile

- Filter History Record by Custom Date Range



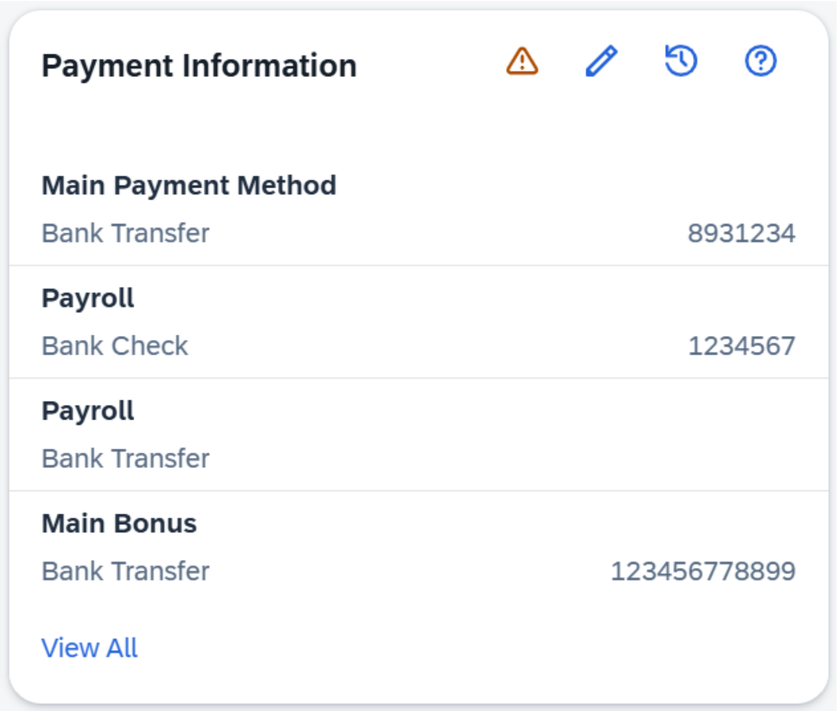
Latest People Profile – What's new?

UNIVERSAL

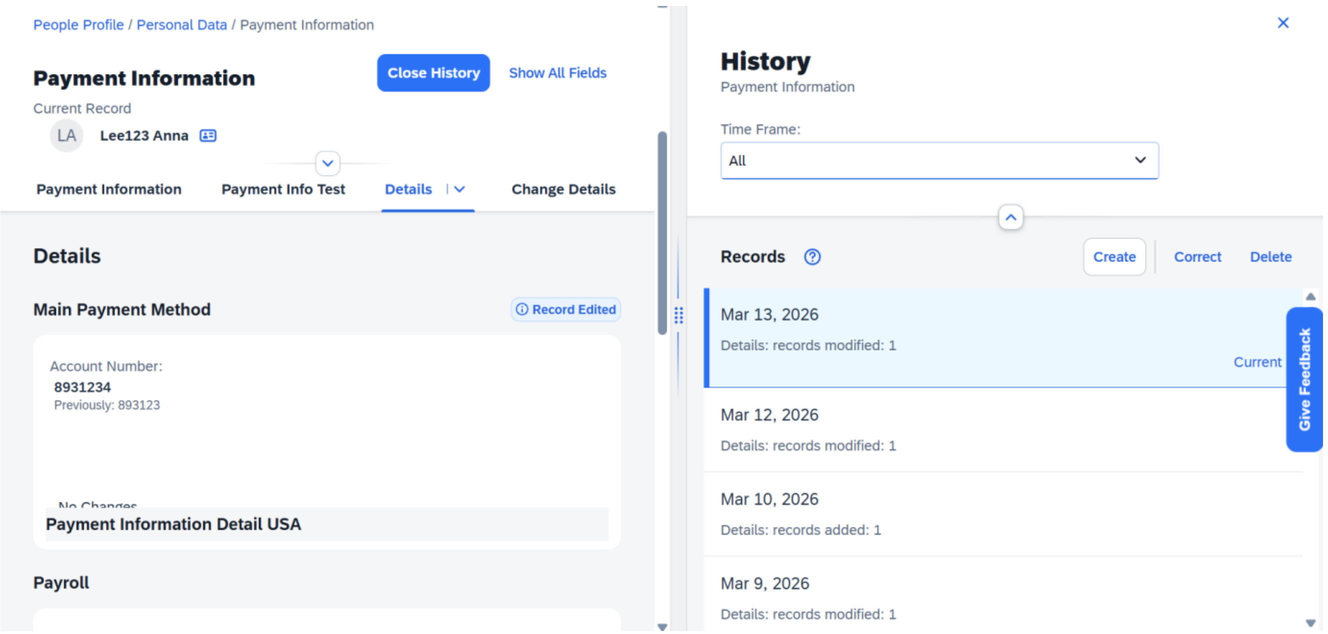
Enhancements to Payment Information in Full Profile

Data viewing, History UI, and Editing UI were redesigned for Payment Information in the Latest People Profile.

Data viewing



History UI



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Latest People Profile – What's new?

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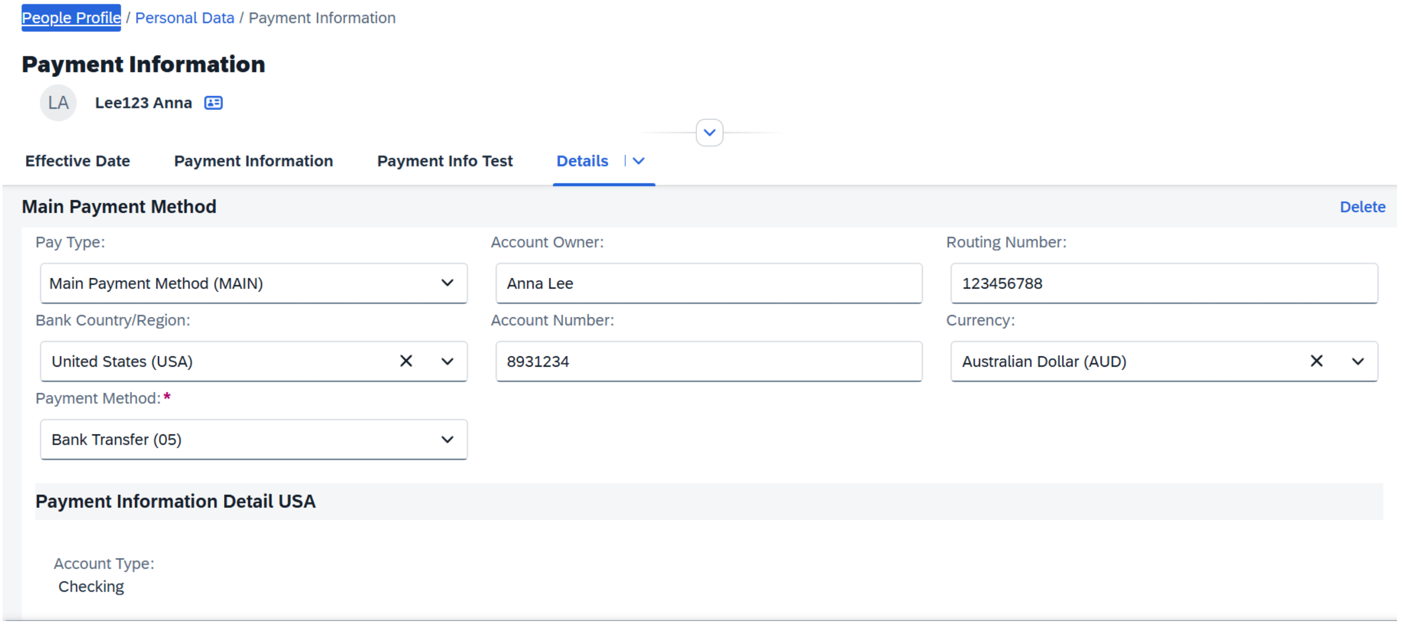
Editing UI



Latest People Profile

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Important Dates

Legacy People Profile:

- End of Development: May 17, 2024
- End of Maintenance: May 17, 2026
- Deleted: May 17, 2026 – **Latest People Profile should be configured before the release in Production!**

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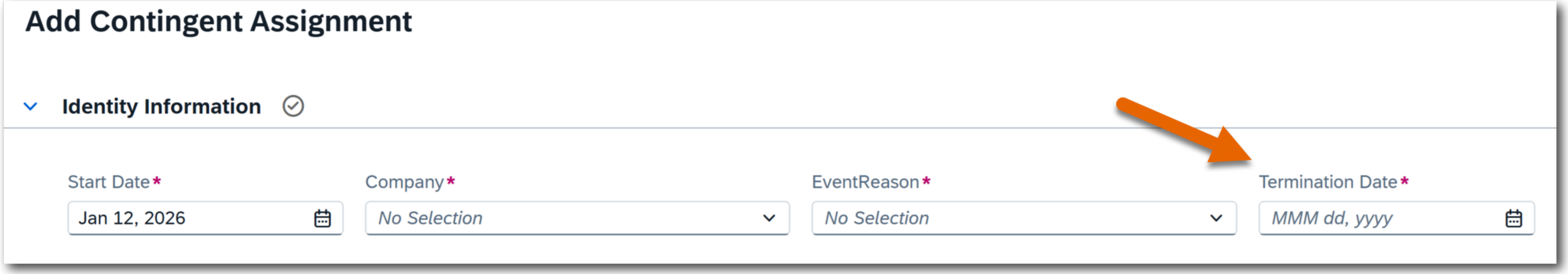
Adding Contingent Workers to Future Inactive Positions

The **Termination Date field** is now available in the **Identity Information section** for **Contingent workers**. This also defaults the End Date of the Work Order later in the process.

The **Termination Date** is used to validate the **position's active period** during the hiring process.

Previously, the default End Date for validation was 31/12/9999. If a position was inactive before that date the assignment was blocked.

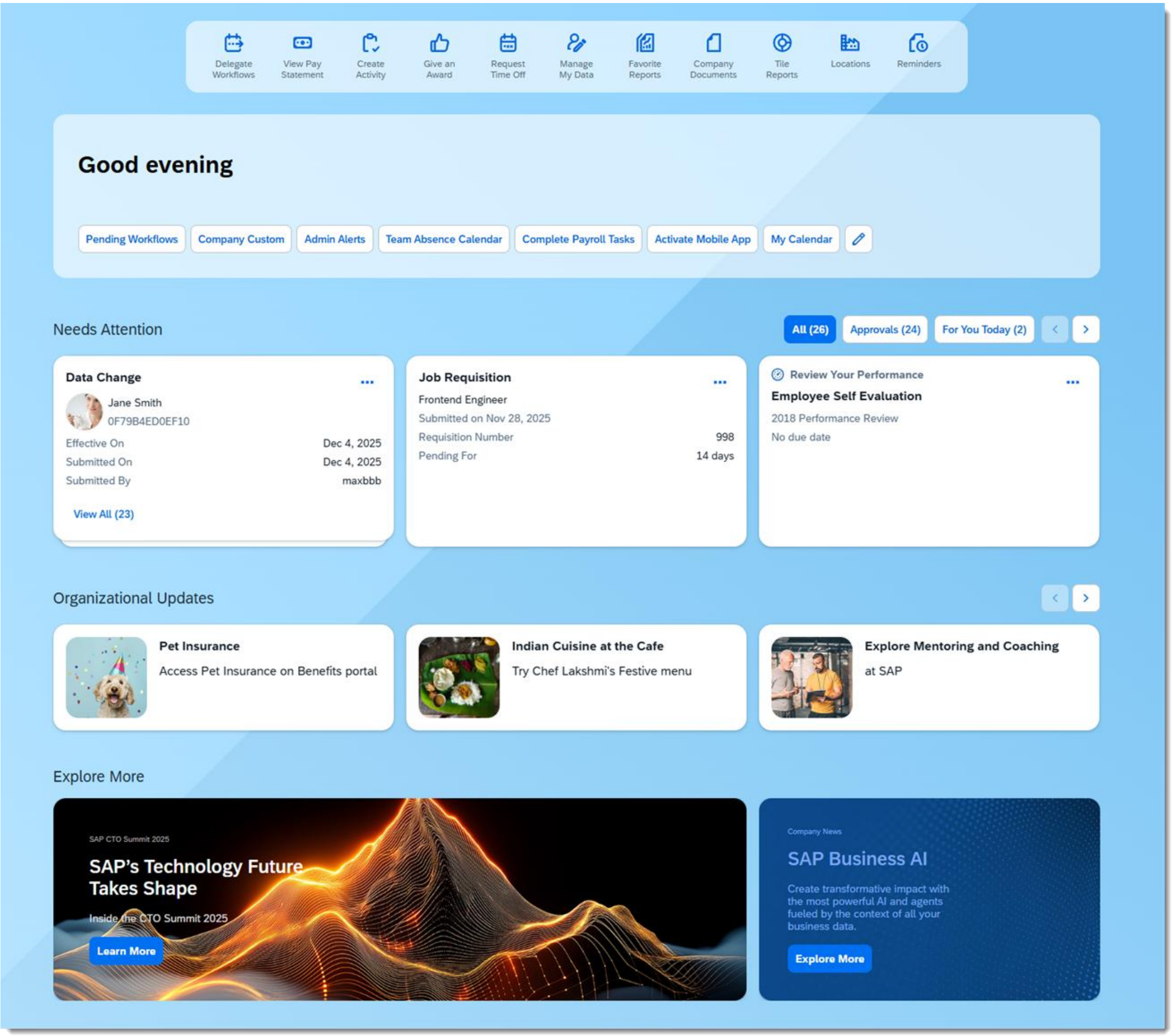


OPT OUT

Latest Home Page – What's new?

Background Image for the Latest Home Page

Example of the latest home page using the default background image, with a diagonal blue gradient.

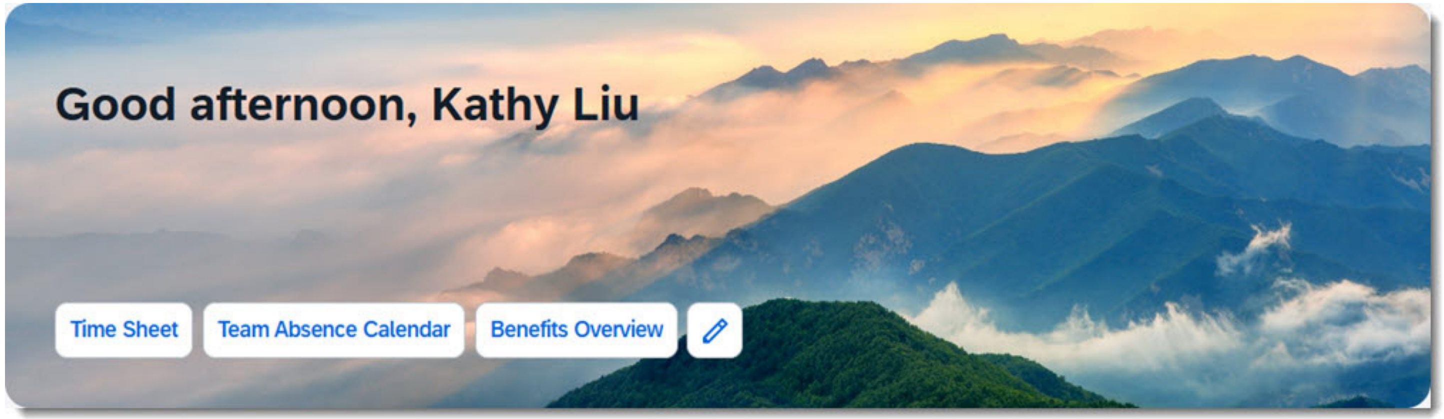


OPT OU

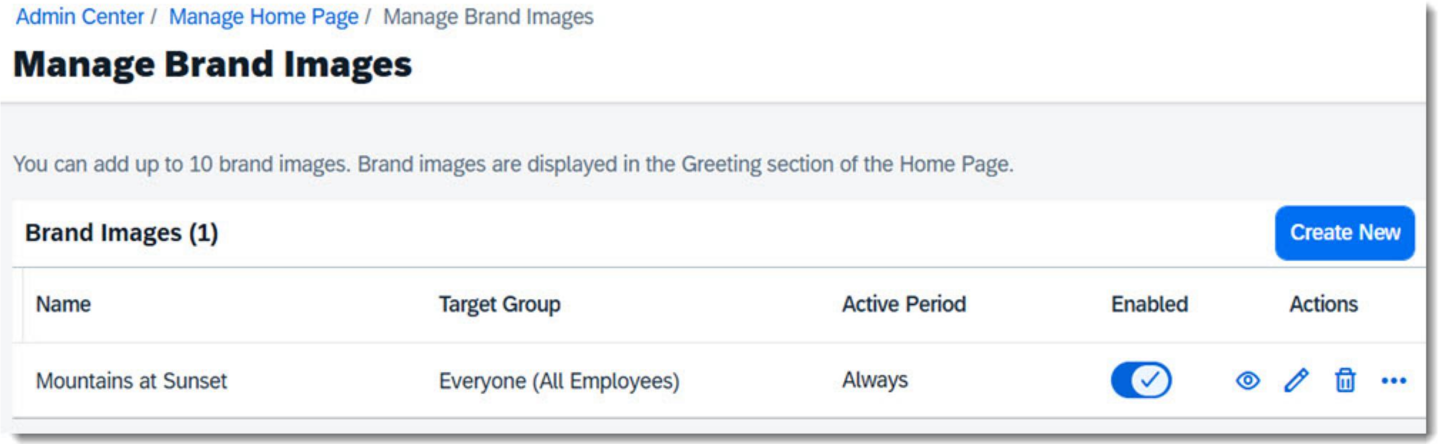
Latest Home Page – What's new?

Brand Image on the Latest Home Page

You can now display a brand image in the Greeting section at the top of the latest home page.



You can upload up to 10 brand images and assign them to different target groups or make them active during different time periods. You can also provide a different image for use on smaller screens, like mobile devices.



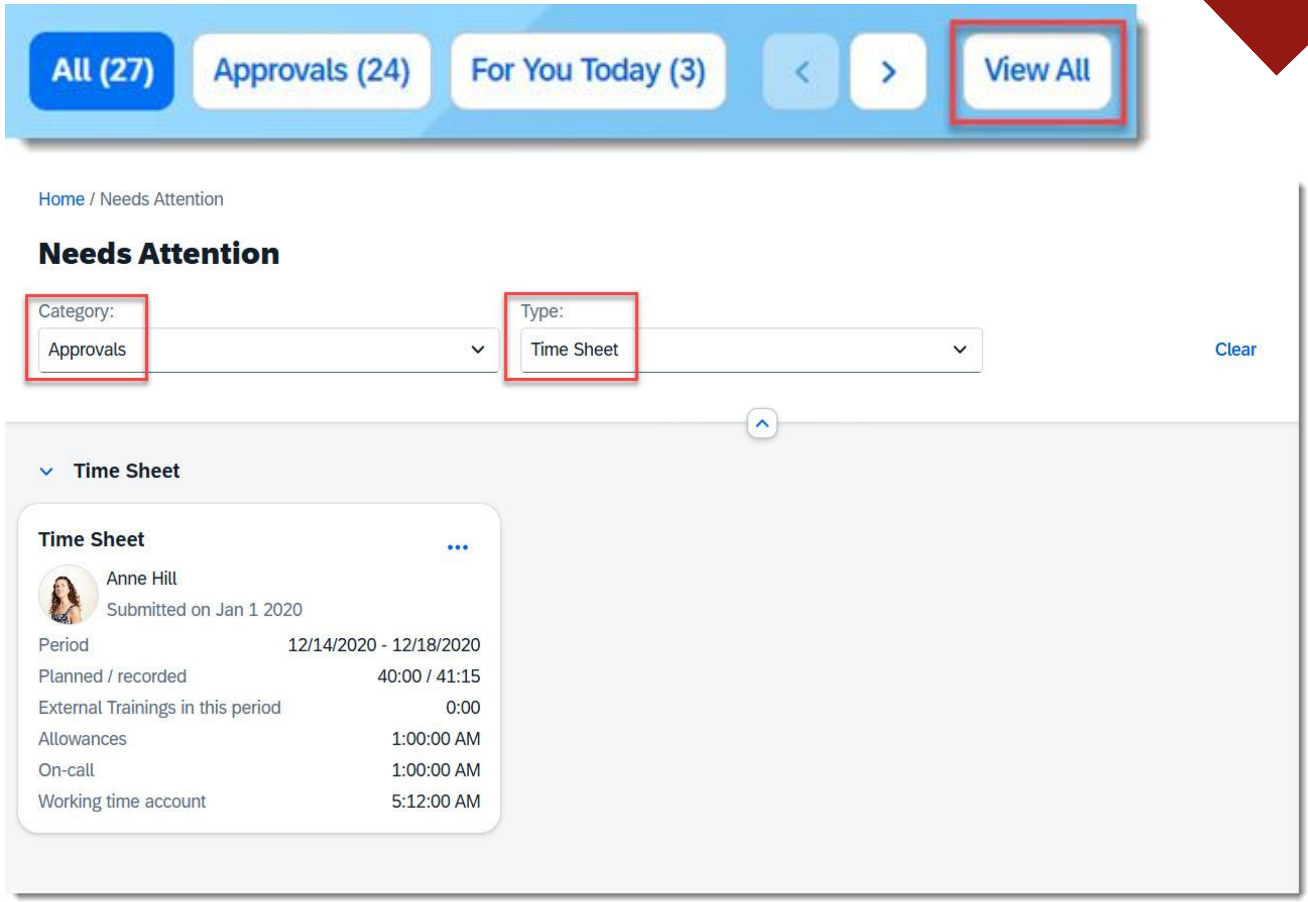
Latest Home Page – What's new?

OPT OUT

View All Cards on the Latest Home Page

New ways to view all your cards on the latest home page, for both Needs Attention and Organizational Updates sections

- Use the **View All** option in the **Needs Attention** section to view all of your cards on a separate page.
- Use the **View More** option in the **Organizational Updates** section to expand the section and show all cards directly on the home page. Then you can use **View Less** to collapse the section back to a single row



Latest Home Page

OPT OUT

Important Dates:

Legacy Home Page Experience:

- End of Development: November 25, 2025
- End of Maintenance: November 13, 2026
- **Deleted: November 13, 2026 – Latest Home Page should be configured by next release!**

1H2026 Release: Latest Home Page will be pushed. You will need to OPT OUT if you don't want to use it yet!

Automated Deletion of Future-Dated Job and Compensation Information Records After Employment Termination

OPT IN

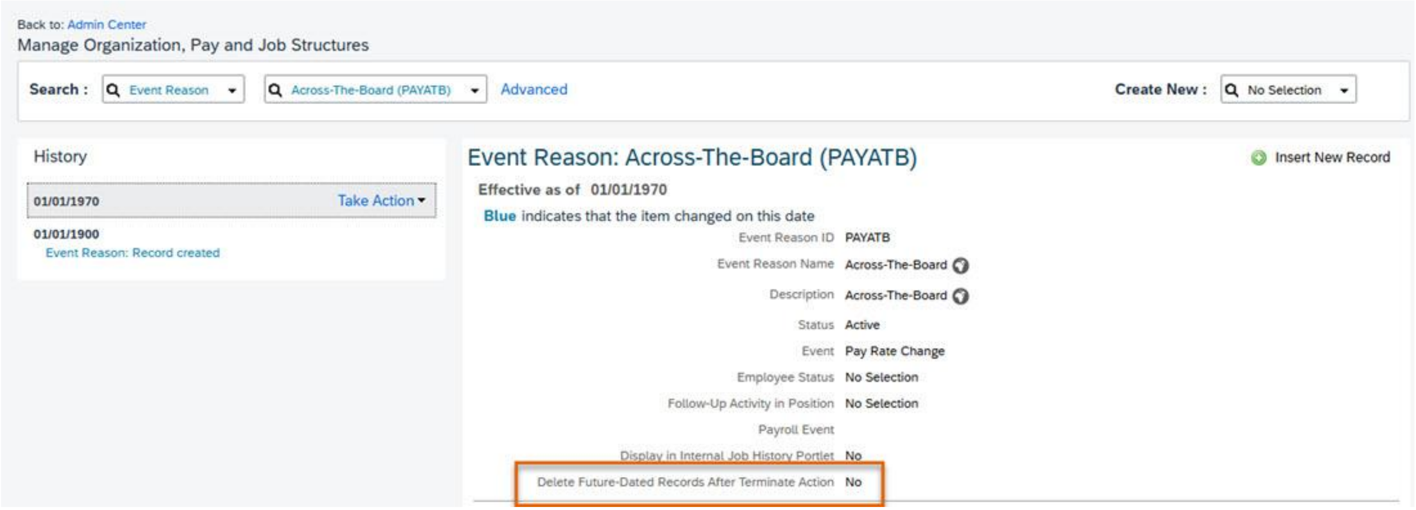
Administrators can enable the system to **automatically remove future-dated records** after an employee's termination.

The system checks **records dated after the employee's termination**.

Any **future-dated Job or Compensation records** beyond that date are **automatically removed**.

Configuration Requirements:

- Manage Organization, Pay and Job Structures > Event Reason > Delete Future-Dated Records After Termination setting: Change it to Yes



Latest People Profile – What's new?

Enhancements to History UI of Full Profile

Enhancements to the redesigned History UI for effective-dated entities in Full Profile of the latest People Profile.

The redesigned History UI is available for:

- Compensation Information
- Payment Information
- Alternative Cost Distribution
- Work Order
- Recurring Deductions
- Custom MDF information cards

Auto-Reassigning Primary Phone and Email Records

OPT IN

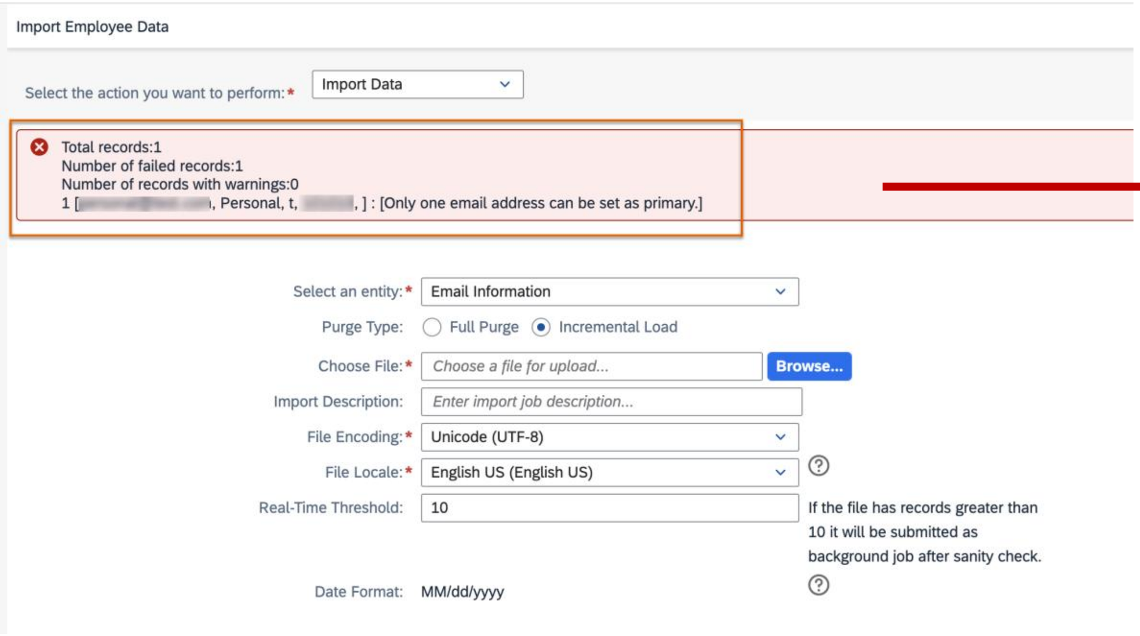
Automatically change existing primary phone/email records to non-primary when a new primary record is added through:

- Import
- Odata APIs
- Business Rules

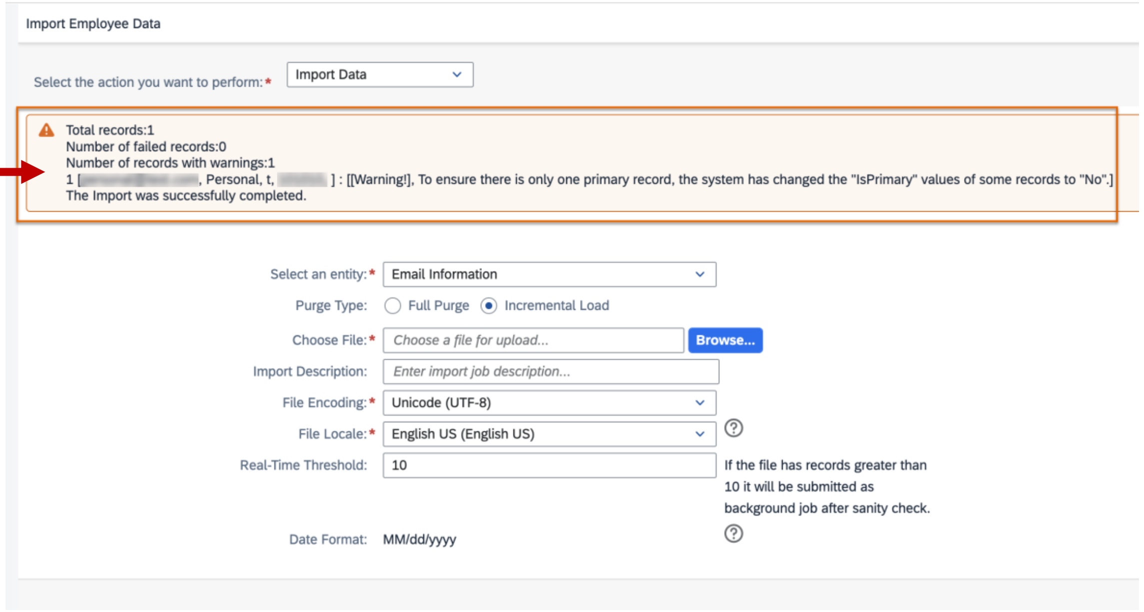
Configuration Requirements:

- Admin Center > Manage Employee Central Settings Person > Employment and Worker Type > Auto-Reassignment of Primary Phone and Email Records.

Before


Import Employee Data
Select the action you want to perform:*
Import Data
Total records:1
Number of failed records:1
Number of records with warnings:0
1 [, Personal, t, ,] : [Only one email address can be set as primary.]
Select an entity:*
Email Information
Purge Type:
Full Purge
Incremental Load
Choose File:*
Choose a file for upload...
Browse...
Import Description:
Enter import job description...
File Encoding:*
Unicode (UTF-8)
File Locale:*
English US (English US)
Real-Time Threshold:
10
If the file has records greater than 10 it will be submitted as background job after sanity check.
Date Format:
MM/dd/yyyy

Now


Import Employee Data
Select the action you want to perform:*
Import Data
Total records:1
Number of failed records:0
Number of records with warnings:1
1 [, Personal, t,] : [[Warning!], To ensure there is only one primary record, the system has changed the "IsPrimary" values of some records to "No".]
The Import was successfully completed.
Select an entity:*
Email Information
Purge Type:
Full Purge
Incremental Load
Choose File:*
Choose a file for upload...
Browse...
Import Description:
Enter import job description...
File Encoding:*
Unicode (UTF-8)
File Locale:*
English US (English US)
Real-Time Threshold:
10
If the file has records greater than 10 it will be submitted as background job after sanity check.
Date Format:
MM/dd/yyyy

Latest Home Page

OPT OUT

Important Dates:

Legacy Home Page Experience:

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1H2026 Release: Latest Home Page will be pushed. You will need to OPT OUT if you don't want to use it yet!

Employee Pay Transparency Information

OPT IN

Two new MDF entities **Work Category Pay Snapshot** and **Employee Pay Snapshot** have been introduced to enable you to store and manage the necessary employee and comparator data required for employee information documents (via Document Generation).

Work Category Pay Snapshot

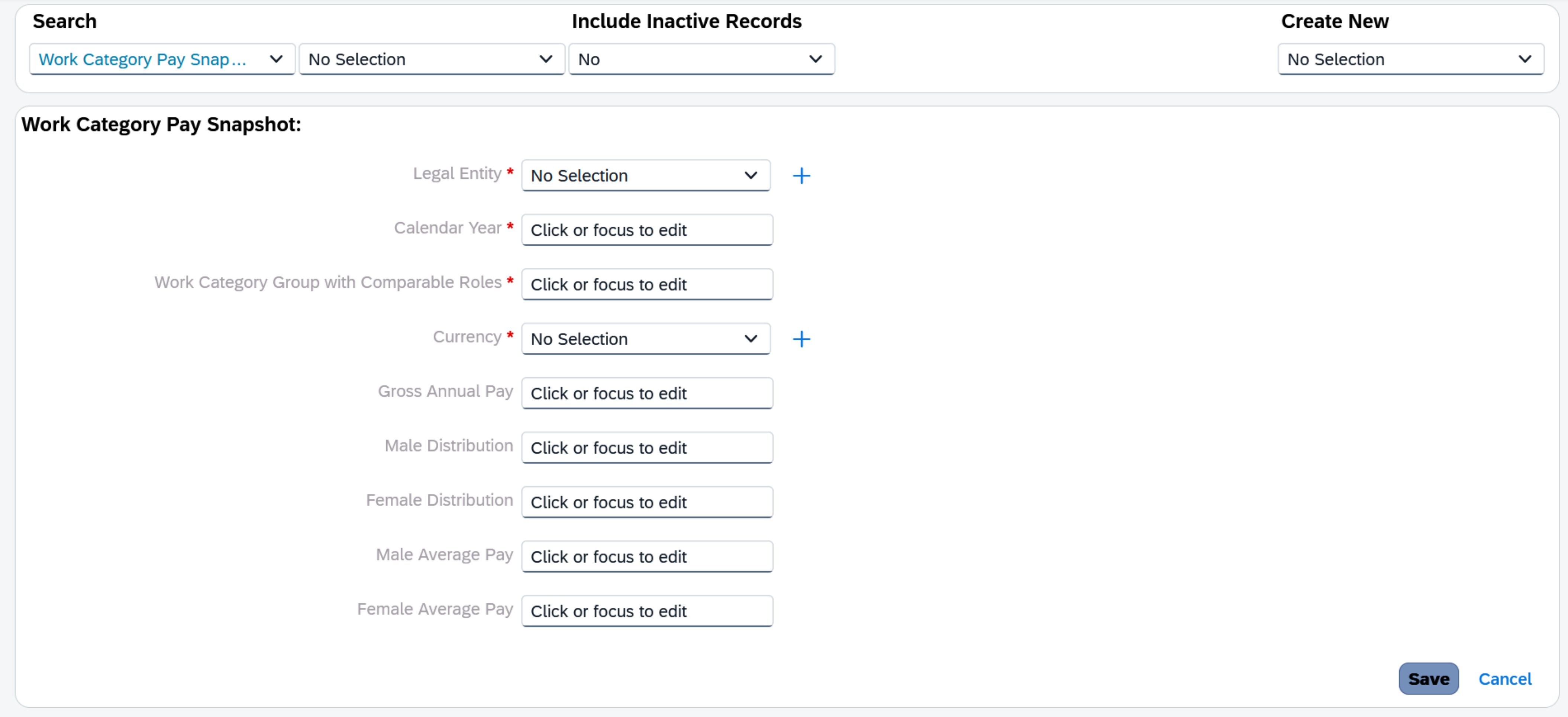
This Entity stores comparator data needed for pay transparency statements. The entity can be used to capture pay-related information for each legal entity, calendar year, and work category group.

Employee Pay Snapshot

This entity stores individual employee compensation data needed for generating pay transparency information documents. This entity captures the complete earnings for an employee during a specific reporting period, enabling correct pay transparency reporting and supporting pay equity initiatives.

Employee Pay Transparency Information

OPT IN



Enhancements to Custom Workflow Notifications

OPT IN

Enhancements include the following:

- **Support for pending Data**
  - Select **Pending Data** in the **Reference** dropdown to map a token to a field of the workflow-triggering object and derive the pending value.
- **User-based MDF objects for the Direct mapping type**
  - You can now use tokens in your Document Generation templates to derive data from user-based MDF objects available in the Base Object dropdown, such as Employee Time and Payment Information.
- **Data derivation based on workflow-triggering records**
  - When using Direct mapping, tokens from the workflow-triggering object are resolved using the record that started the workflow. For reference objects, tokens are resolved using the record that matches the user ID and the current date.

Enhancements to Custom Workflow Notifications

OPT IN

For the Direct and Reference mapping types, both HRIS entities and user-based MDF objects available in the **Base Object** dropdown are now supported.

However, following workflow types are not supported:

- CC-only workflows (workflows without approvers and contributors)
- Foundation Object (FO) workflows
- Non-user-based MDF workflows
- New hire workflows

Latest People Profile – What's new?

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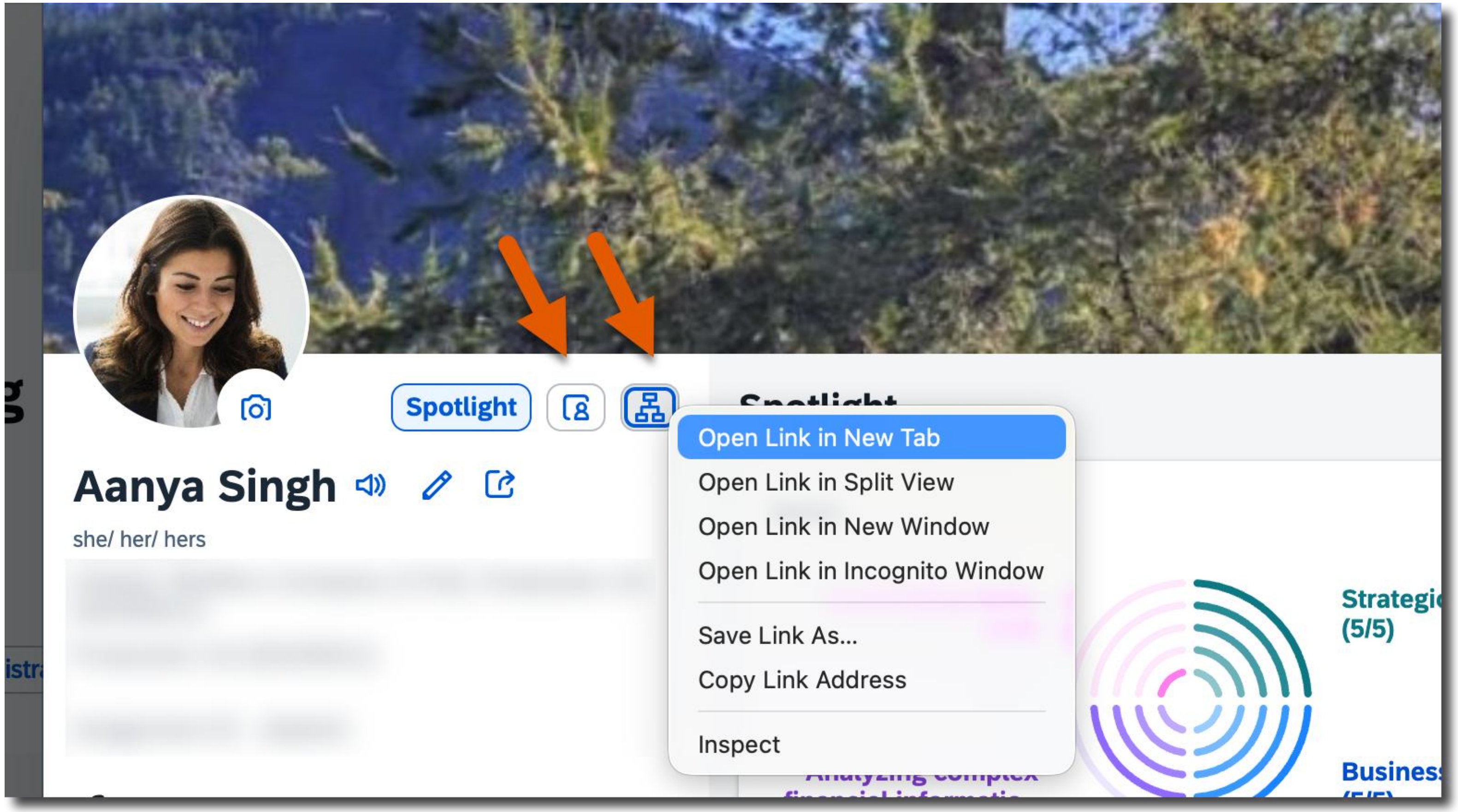
Enhancements to Profile Preview and Spotlight of Latest People Profile

Open Full Profile and Org Chart In New Tab



Latest Home Page – What's new?

OPT OUT

View All Cards on the Latest Home Page

Latest Home Page – What's new?

OPT OUT

Background Image for the Latest Home Page

You can now choose to configure a background image for the latest home page, instead of a background color.

Following options are available in **Theme Manager**:

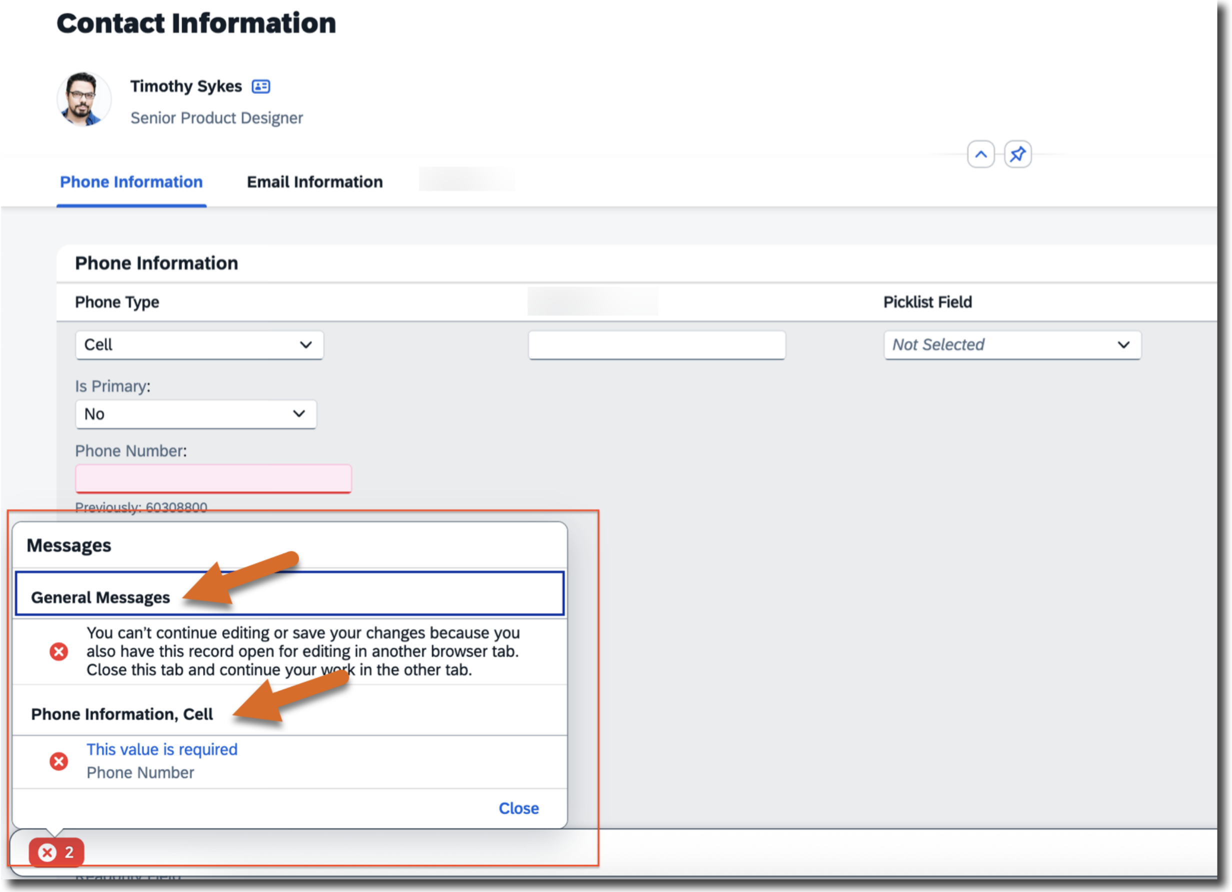
- **Default** - Displays a default background image
- **Solid color** - Defines a background color for the latest home page only.
- **Upload an image** - Defines a background image for the latest home page only.

Latest People Profile – What's new?

UNIVERSAL

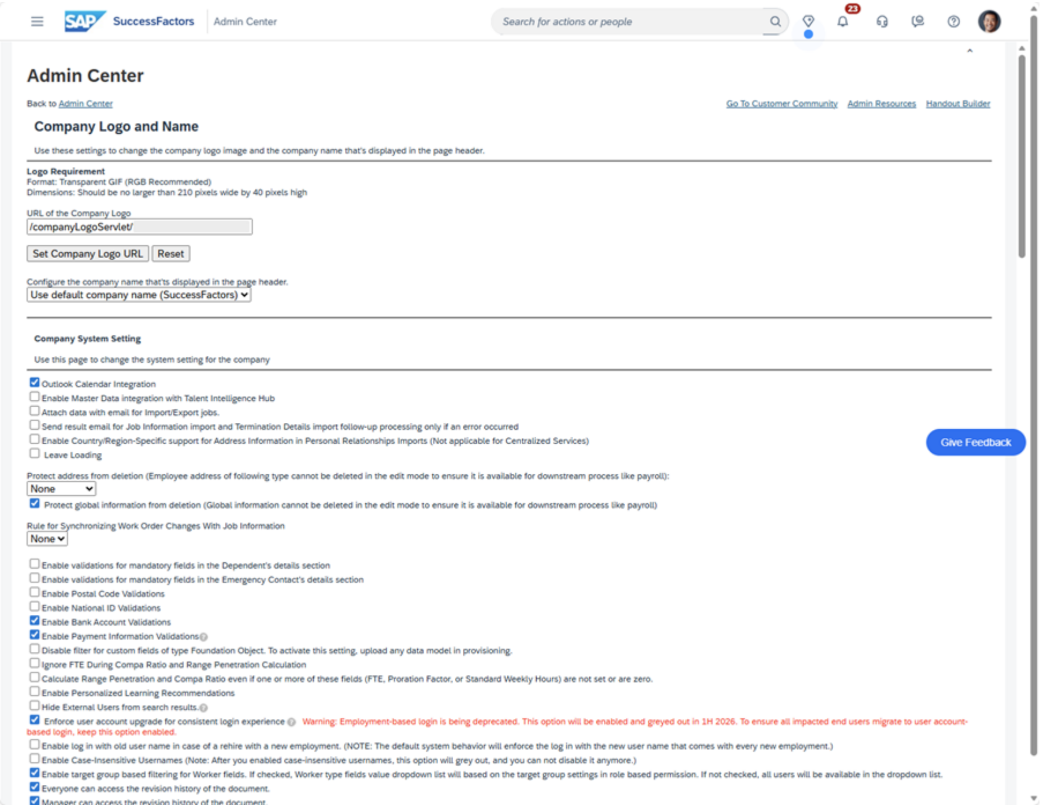
Enhancements to Editing UI of Full Profile

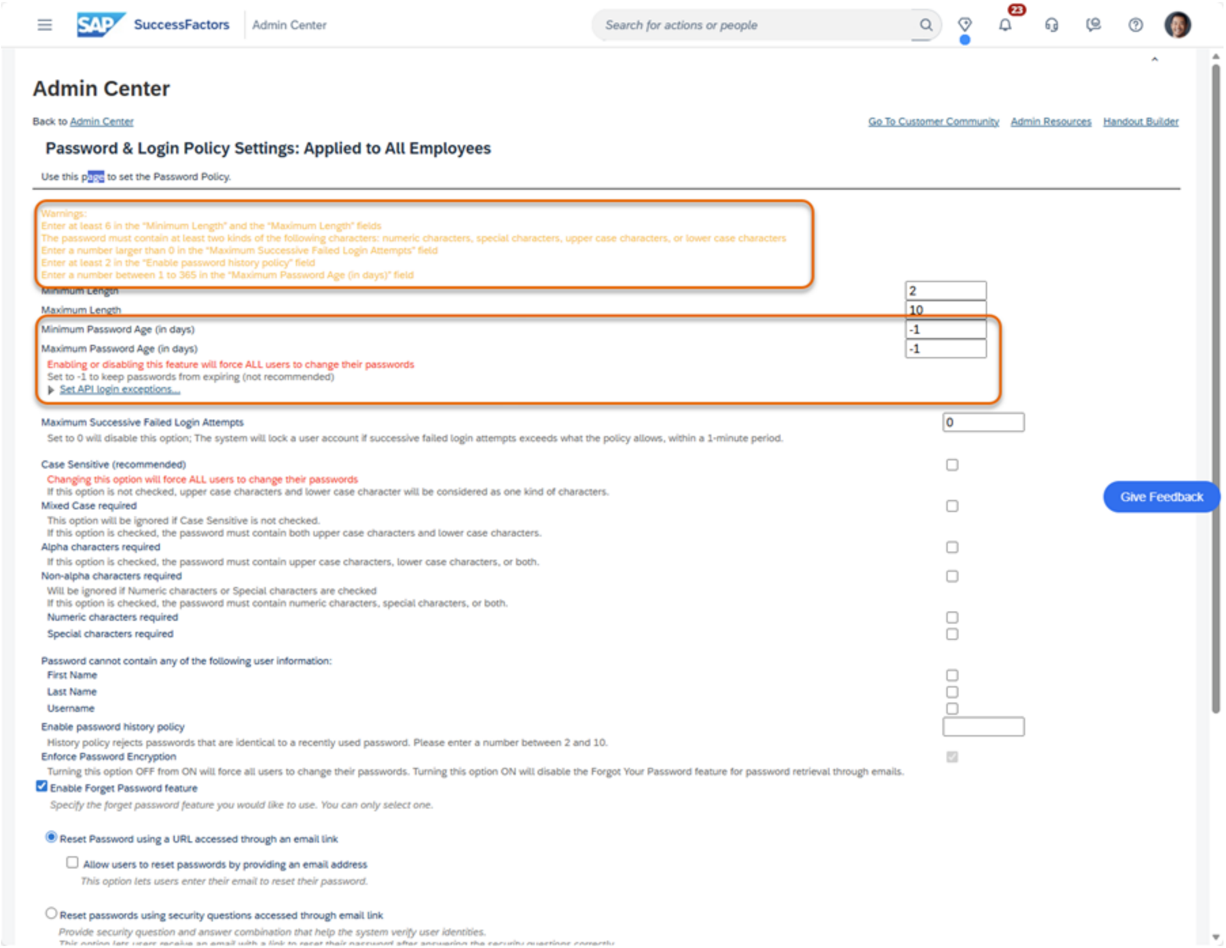
Subheading Names for the Message Popup



Administrator Pages Revamp for 1H 2026

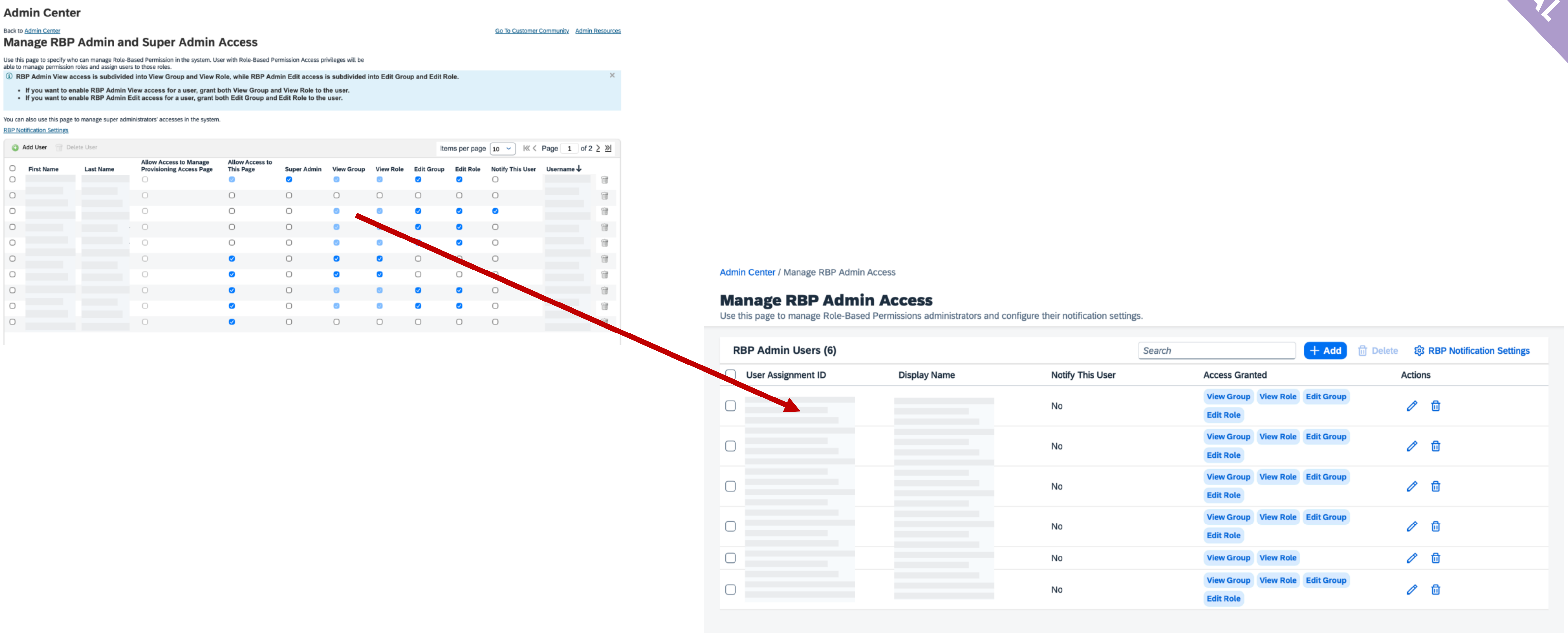
OPT OUT





New Manage RBP Admin Access Tool

UNIVERSAL



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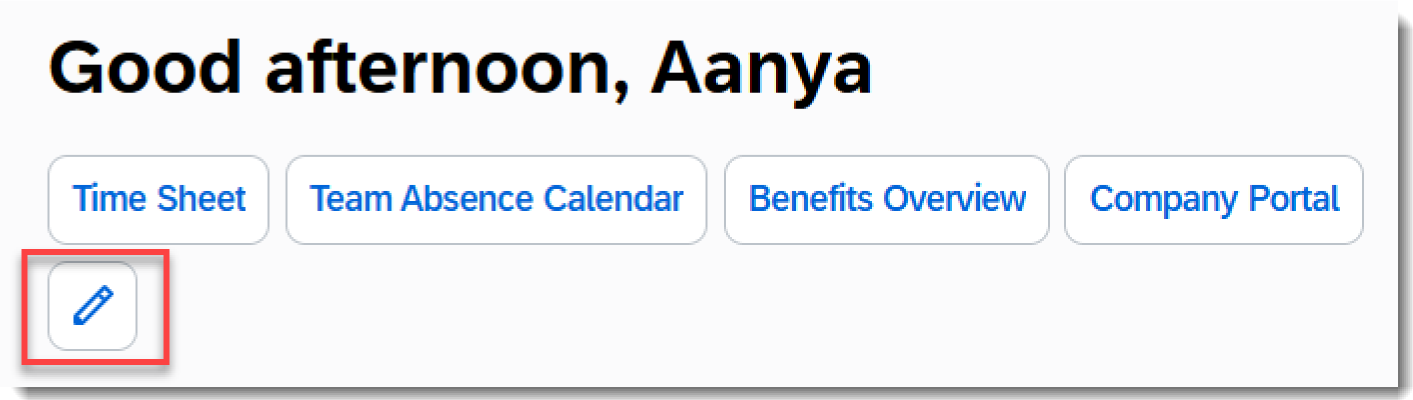
Latest Home Page – What's new?

OPT OUT

Personal Quick Links on the Latest Home Page

As a home page user, you can now create up to 5 personal quick links to display on your home page.



Configuration Requirements:

Admin Center > Company System and Logo Settings > Enable the latest Home Page experience and Allow users to personalize their home page setting is selected.

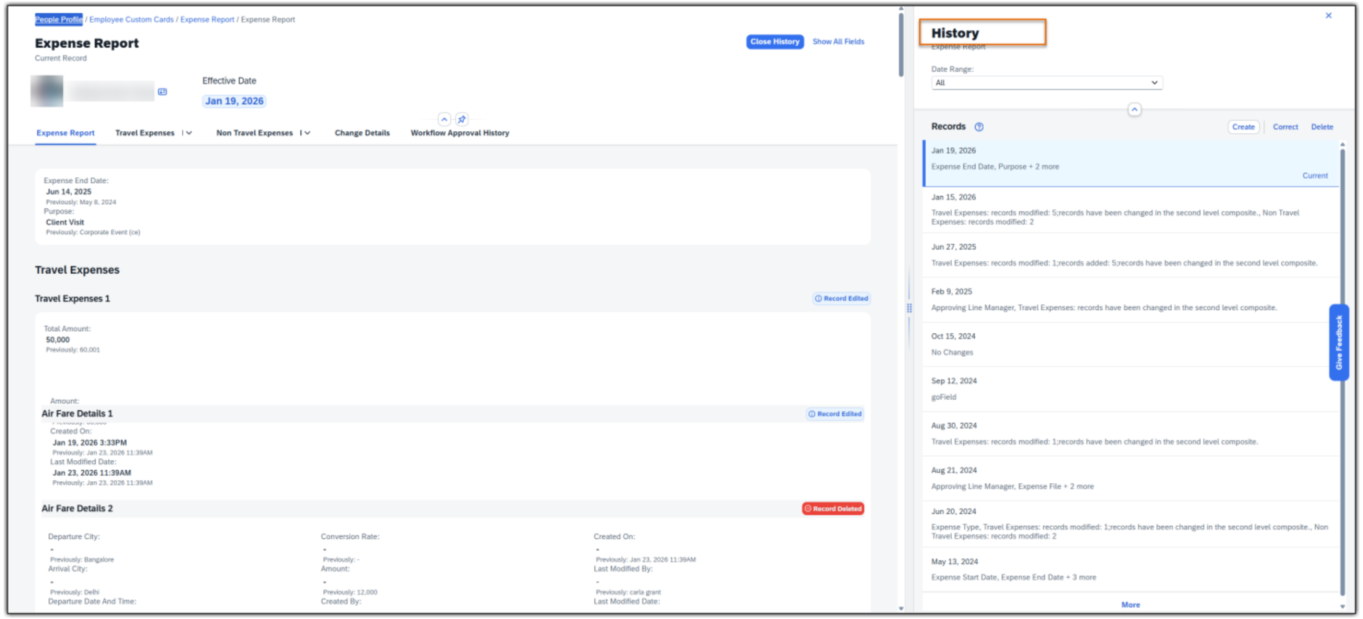
UNIVERSAL

Latest People Profile – What's new?

Enhancements to People Profile Experience for Custom MDF Objects

Key enhancements:

- New Editing UI and History UI Experience
- Supports MDF configurations that allow multiple records to be created for a single user.
- Improved History UI:

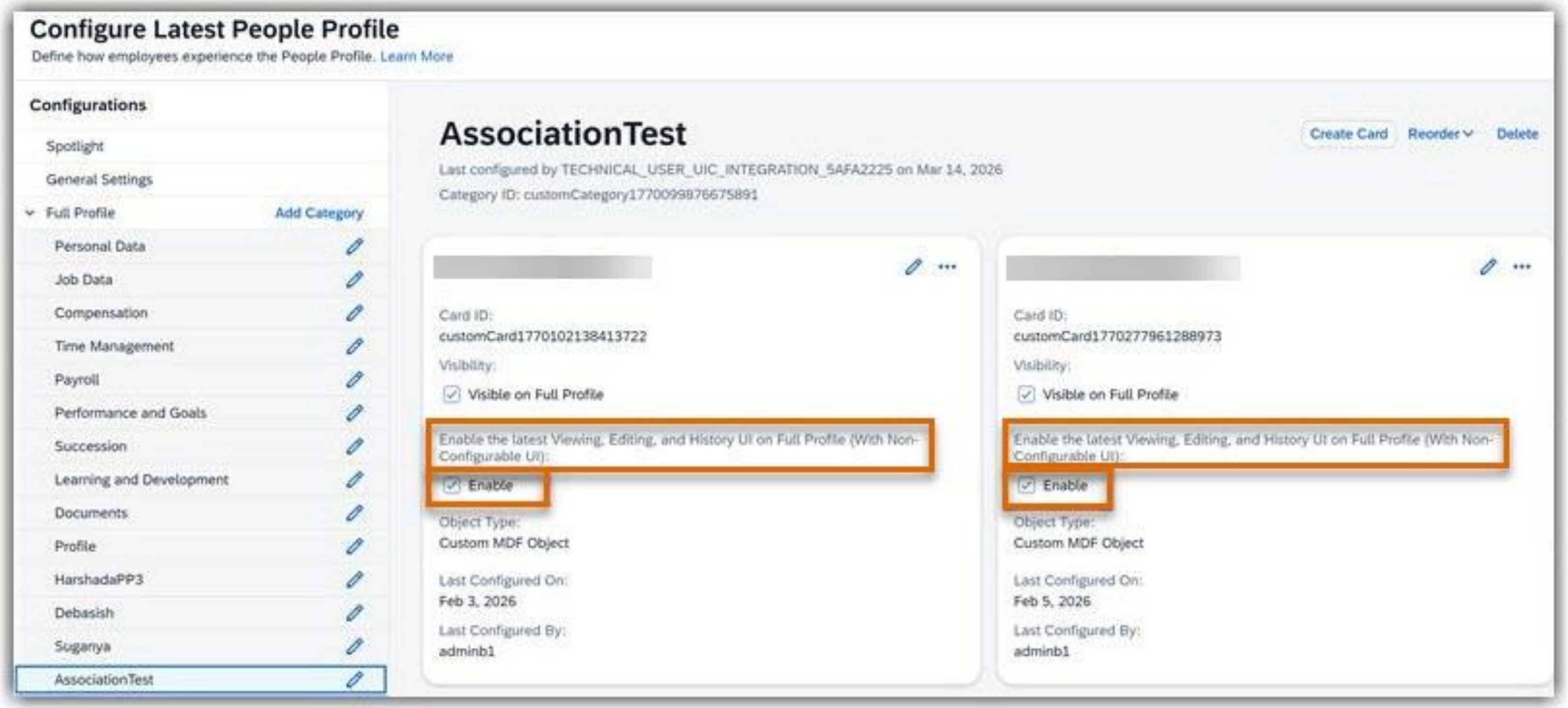


Latest People Profile – What's new?

UNIVERSAL

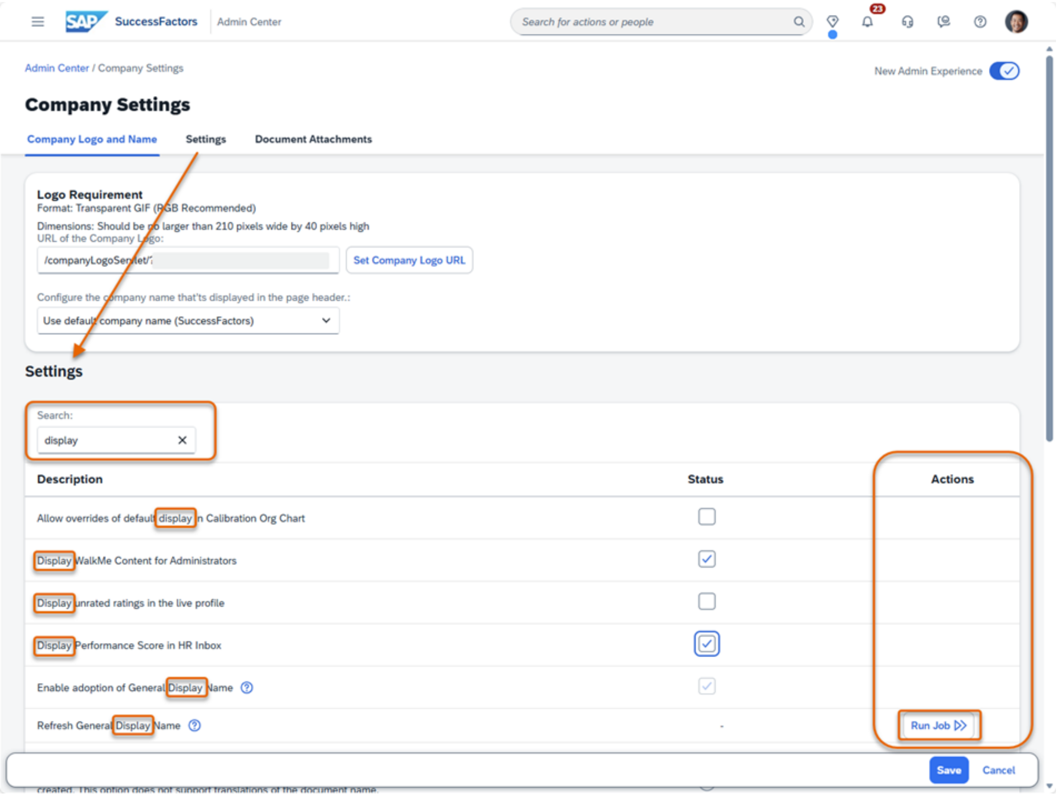
Enhancements to People Profile Experience for Custom MDF Objects

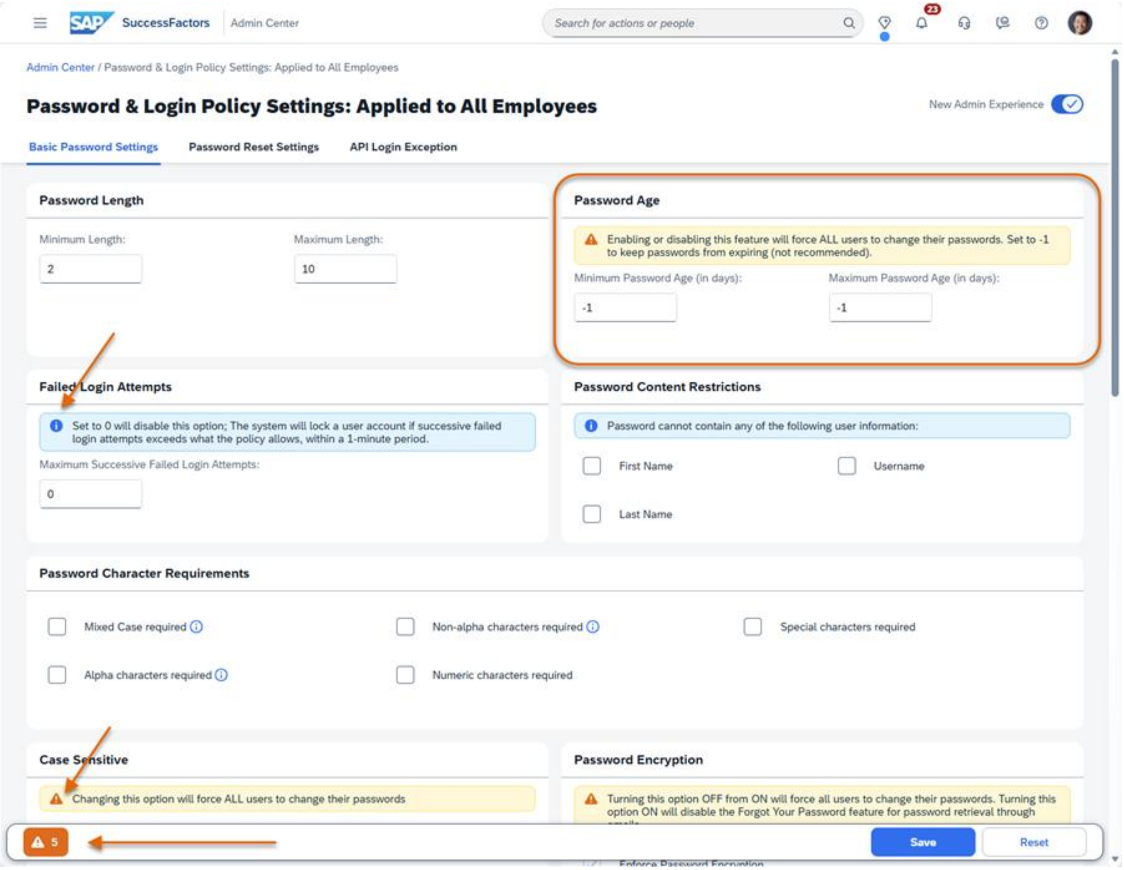
Can be enabled via "configure latest people profile"



Administrator Pages Revamp for 1H 2026

OPT OUT





Administrator Pages Revamp for 1H 2026

OPT OUT

Applicable for following pages:

- Company System & Logo Settings
- Delete Form Page
- Export Users (Employees)
- Manage Action Search
- Manage Calibration Sessions
- Manage Job Profiles
- Manage Templates
- Manage Workflow Requests
- Password & Login Policy Settings
- Reset User Password

Configuration Requirements:

- The 1H 2026 batch of revamped pages has a **New Admin Experience switch** that allows you to go back to the legacy page. The toggle lasts for six months: until the next major release. In 2H 2026, we'll switch you automatically to the SAP modern design
- If you switch **New Admin Experience** OFF, you can return to the new experience with the back button in your browser or by re-opening the tool.

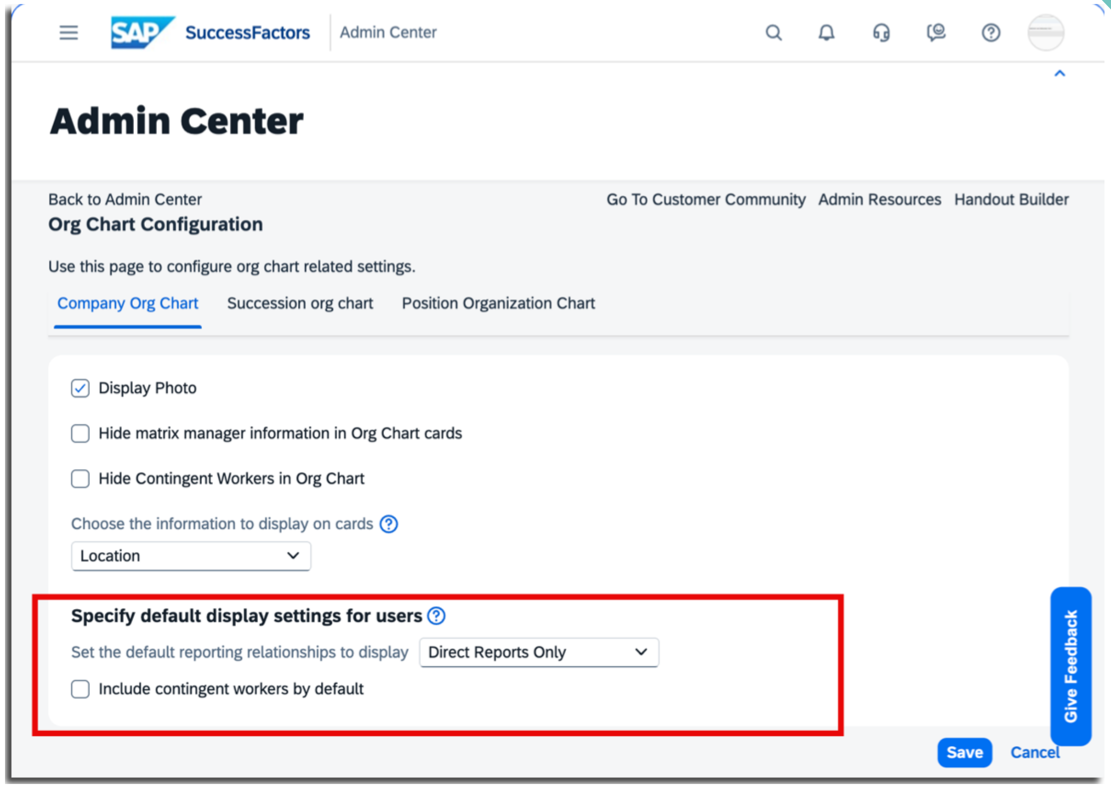
Default User Preference Settings for Org Chart

OPT IN

Following two new settings in the **Org Chart Configuration** page:

- Set the default reporting relationships to display
- Include contingent workers by default

Previously, you couldn't control the default values for these Org Chart user preferences, and users had to adjust their preferences themselves.



- - END - -

Reporting

Summary of changes

Description of change	Universal	Opt In	Opt Out
Enhanced Report Center Landing Page	✓		
Data Export View Mode for Story Reports	✓		

Enhanced Report Center Landing Page

UNIVERSAL

The updated Report Center landing page delivers a modern look and feel, and a uniform experience across the suite.

Key improvements:

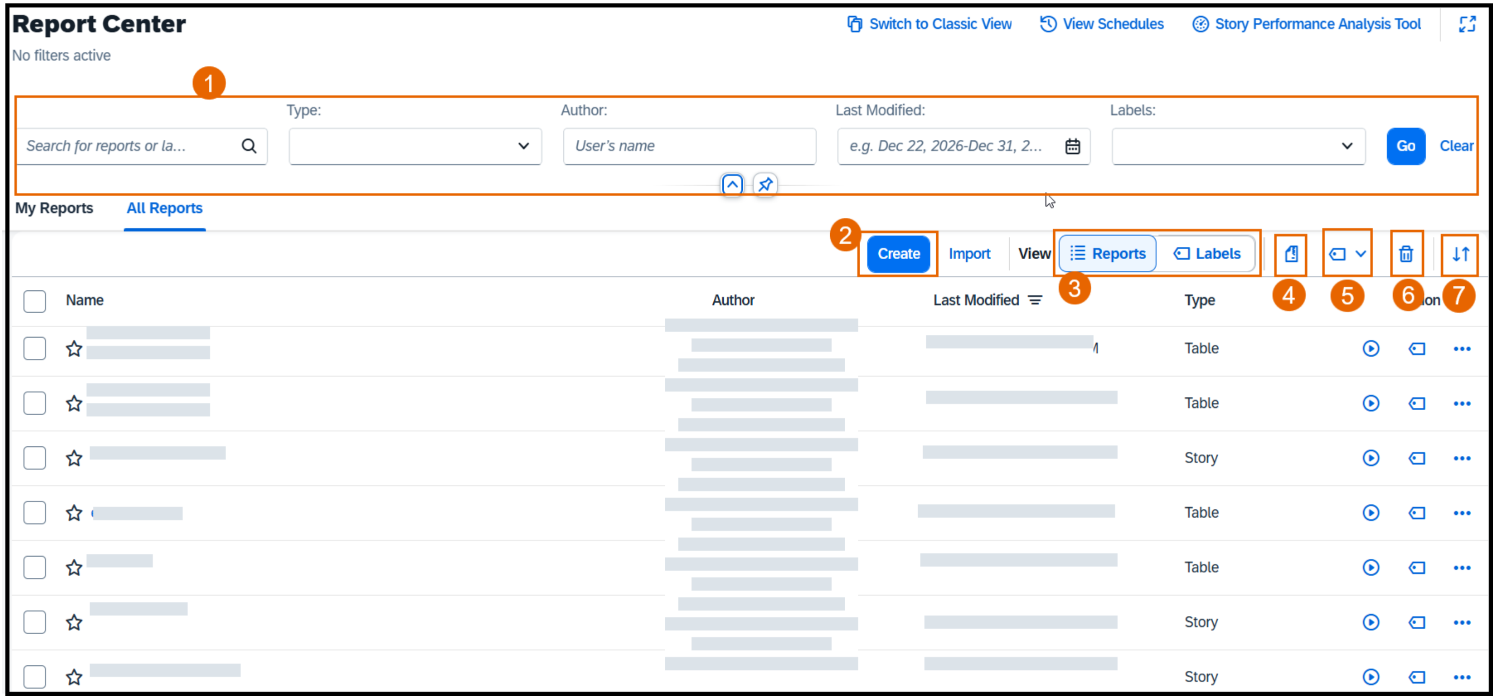
- Consolidated action buttons
- Enhanced filter and search functionality
- Clearer selection indicators

Bulk actions such as delete, export, and label assignment are available for both single and multiple selections.

Enhanced Report Center Landing Page

UNIVERSAL

1. New Filter Panel
2. Changed Create button
3. Labels list button without the integrated menu
4. Bulk Export
5. Manage Labels Menu (applies for both single selection and bulk labels)
6. Bulk Delete Option
7. Sorting Option



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Data Export in View Mode for Story Reports

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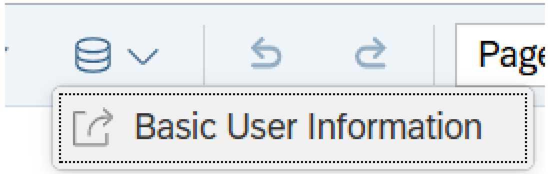
Users with view-only access to a story can now export data from Story page directly in view mode.

In Story reports, the view mode toolbar now includes a **View Data Source** menu. This menu lists all data sources used in the Story. You can export each data source separately.



- - END - -

Time Management

Summary of changes

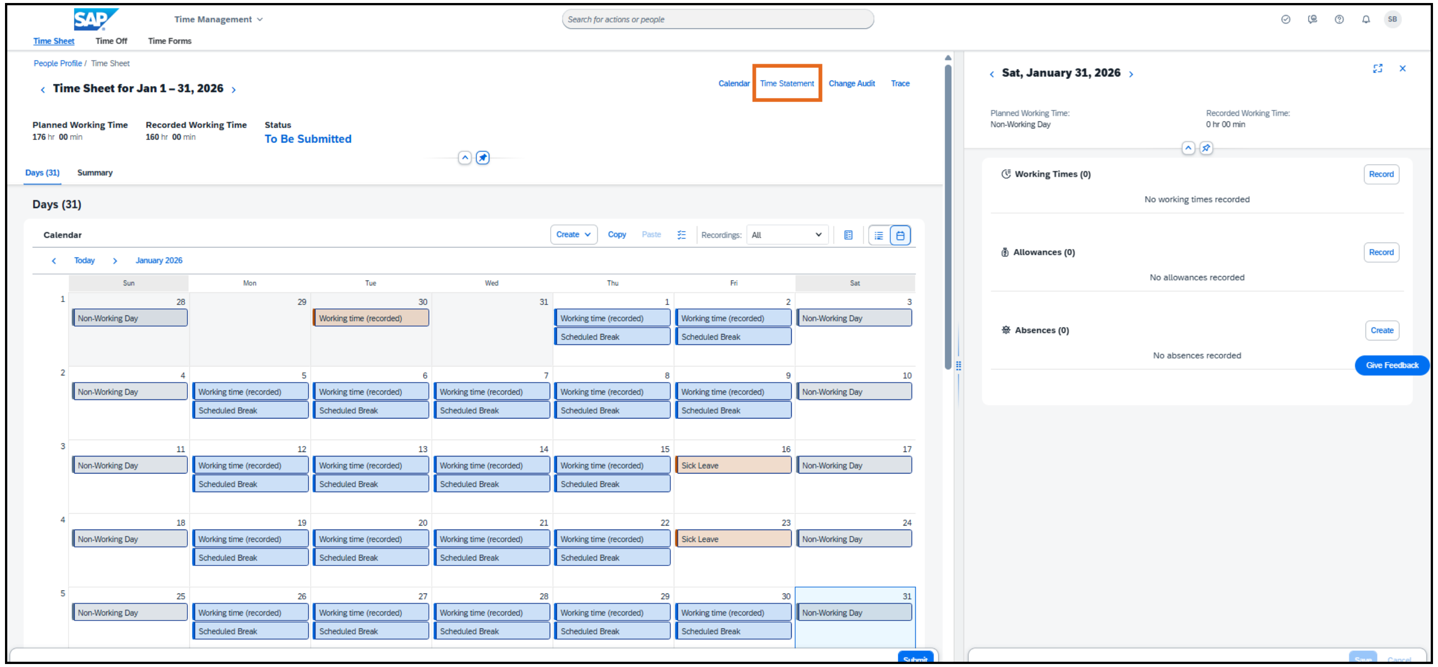
Description of change	Universal	Opt In	Opt Out
Access Time Statement from Time sheet and time sheet approval Centre	✓		
Automated Update of Labels for Temporary Time Information to-do Cards	✓		
Changes to the work schedule finder	✓		
Collision handling for Absences and Attendances	✓		
Handling no-show employees in Time Management	✓		

UNIVERSAL

Access Time Statement from Time Sheet and Time Sheet Approval Center

You can now access the time statement generation page directly from the Time Sheet and Time Sheet Approval Center UI for selected time sheet periods.

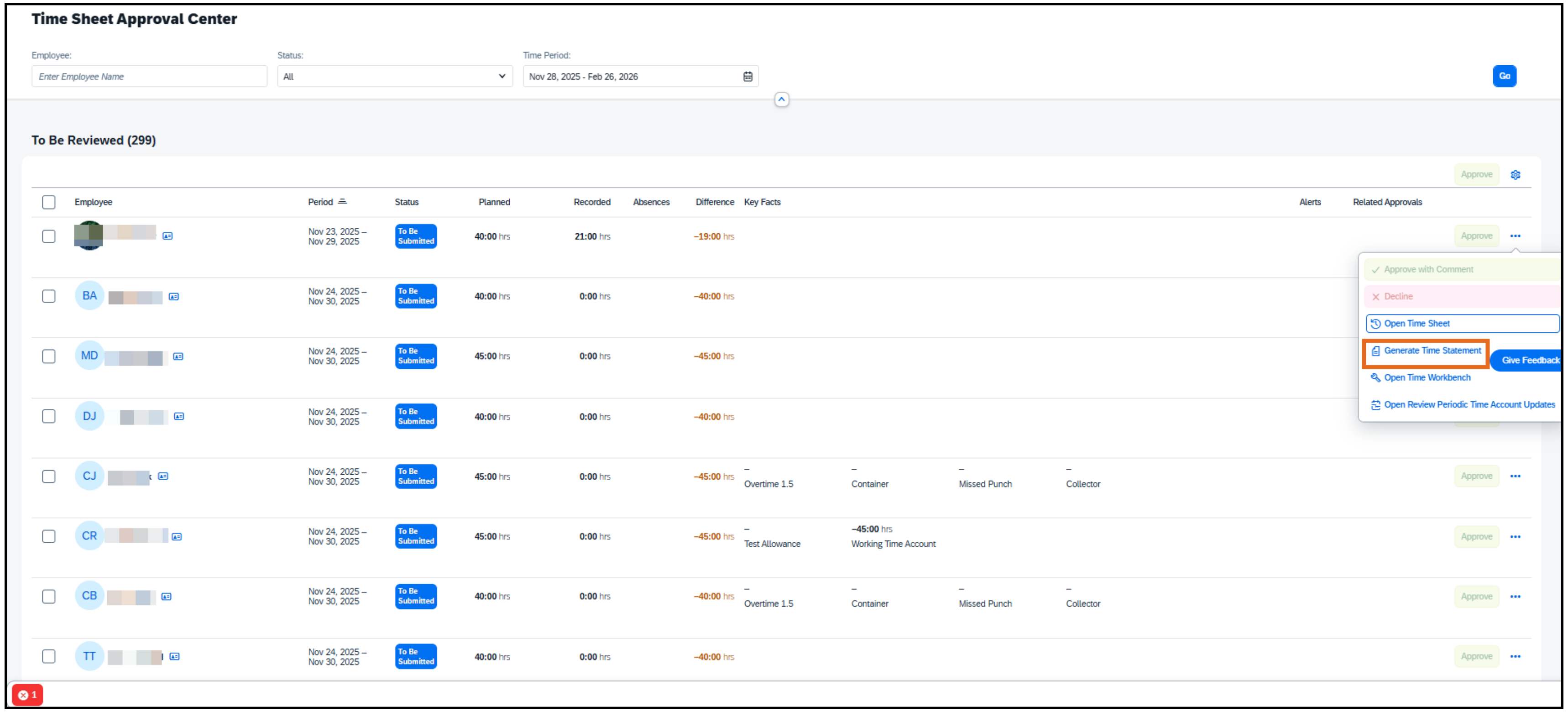
Time statement can be generated for all time sheet statuses excluding Cancelled and Inactive. Also, you can generate a time statement directly from the Time Sheet UI or the Time Sheet Approval Center UI for eligible time sheet periods and statuses, and the statement opens for the selected time period.



UNIVERSAL

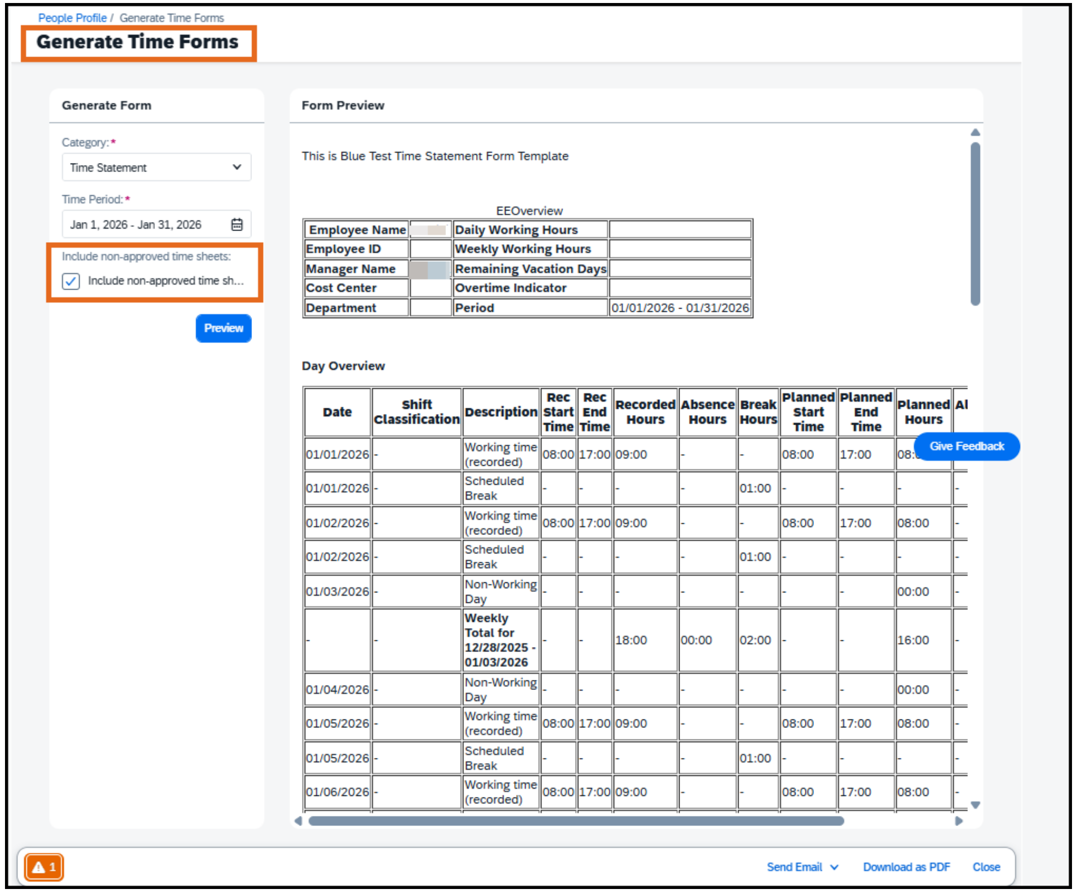
Access Time Statement from Time Sheet and Time Sheet Approval Center

The time statement button can be selected to open the Generate Time Forms page for the selected time sheet period.



Access Time Statement from Time Sheet and Time Sheet Approval Center

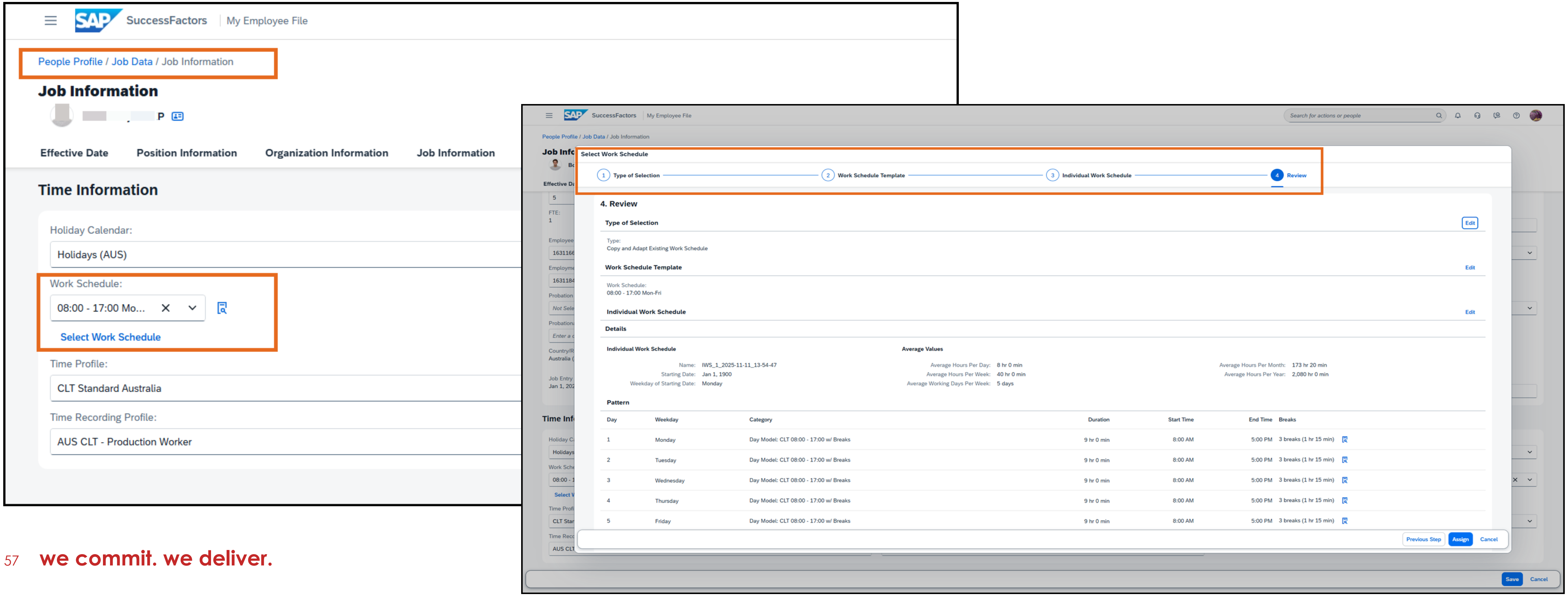
You can generate a time statement using the options menu.



UNIVERSAL

Changes to the Work Schedule Finder

The Work Schedule Finder now uses a wizard-style process for creation and assignment of a work schedule in the latest People Profile.



Collision Handling for Absences and Attendances

UNIVERSAL

You can now configure how the system manages overlaps between absences and attendances, allowing accurate time tracking even when the records collide.

Attendances with Overlapping Absences: The system supports importing or entering time punches even during absence periods. This enables seamless and automated time sheet management, even when external time data might overlap with existing leave records.

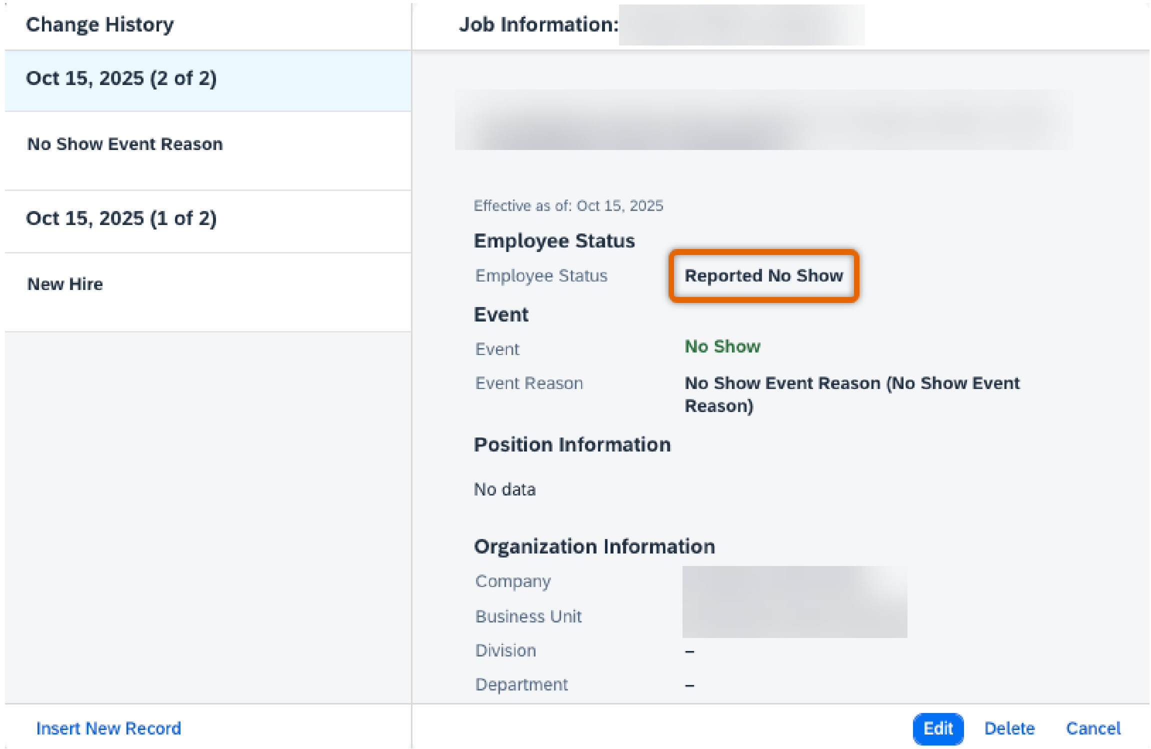
Attendance or On-call Hours Outside Absences hours: With the new collision handling, employees can log work outside the absence hours. For example, on-call duties or overtime hours on days that are otherwise marked as full-day absences. The system intelligently handles the physical times check for full-day absences without blocking the on-calls/overtime recordings.

UNIVERSAL

Handling No-Show Employees in Time Management

When a **No Show** event is reported for a new hire the system now automatically runs the termination end handling process. This process stops the accruals and deletes the time accounts already created. Employees reported as **No Show** are fully excluded from accrual runs and new account creation, which ensures they're never active for Time Off in the system.

Previously, employees marked as No Show were not treated as inactive like terminated employees, causing unintended accruals and time account creation.



- - END - -

Compensation Management

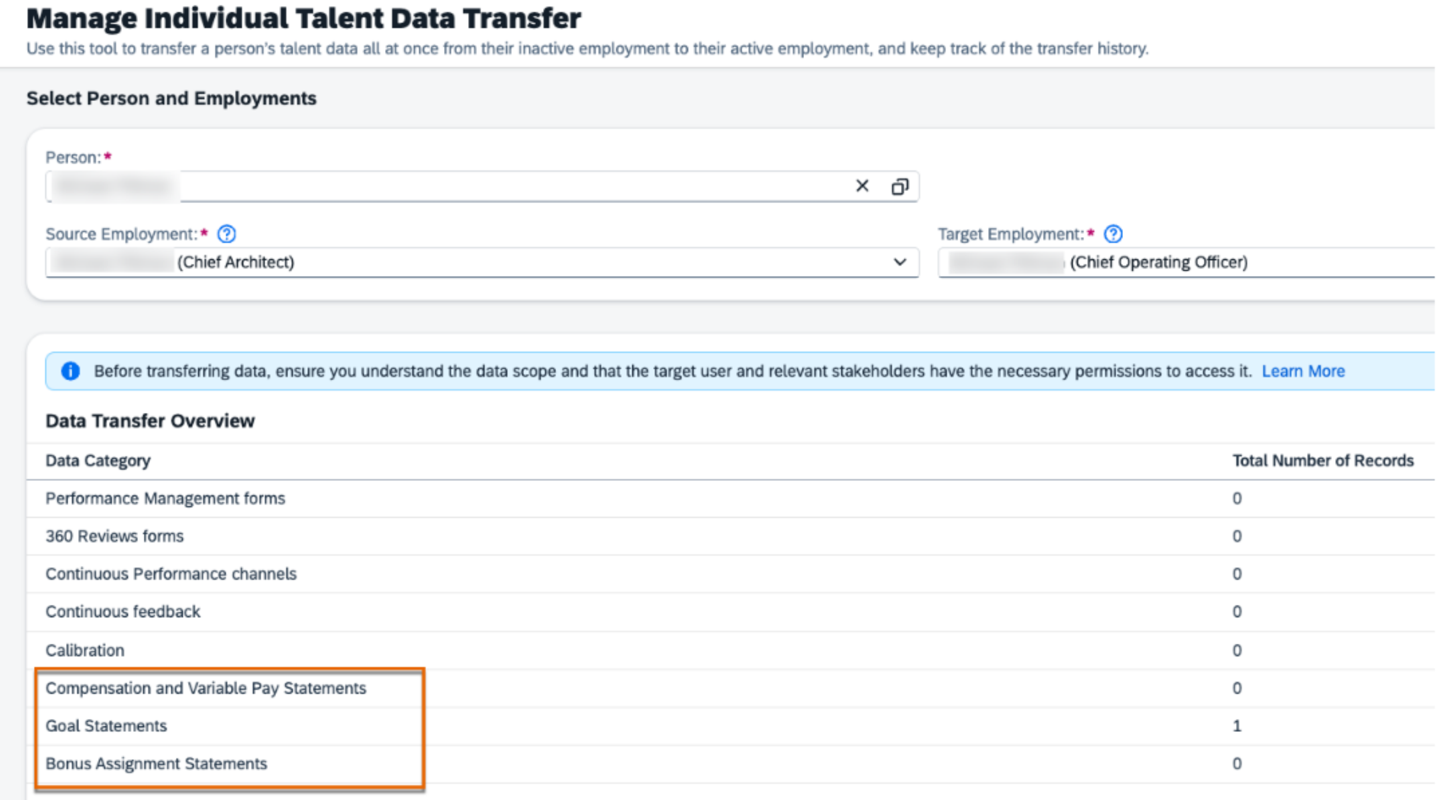
Summary of changes

Description of change	Universal	Opt In	Opt Out
Transfer statement from inactive employment	✓		
Form template update in Compensation Home	✓		
Template-level permission control for the RouteForm tool		✓	
Additional Support for custom formula in Bonus Calculation		✓	
Budget Rule validation in Executive Review		✓	
Permission changes for reward statements on latest people profile		✓	
Email notifications for Direct Managers on statement generation		✓	

Transfer Personal Reward Statements for an employee from their inactive to active employment

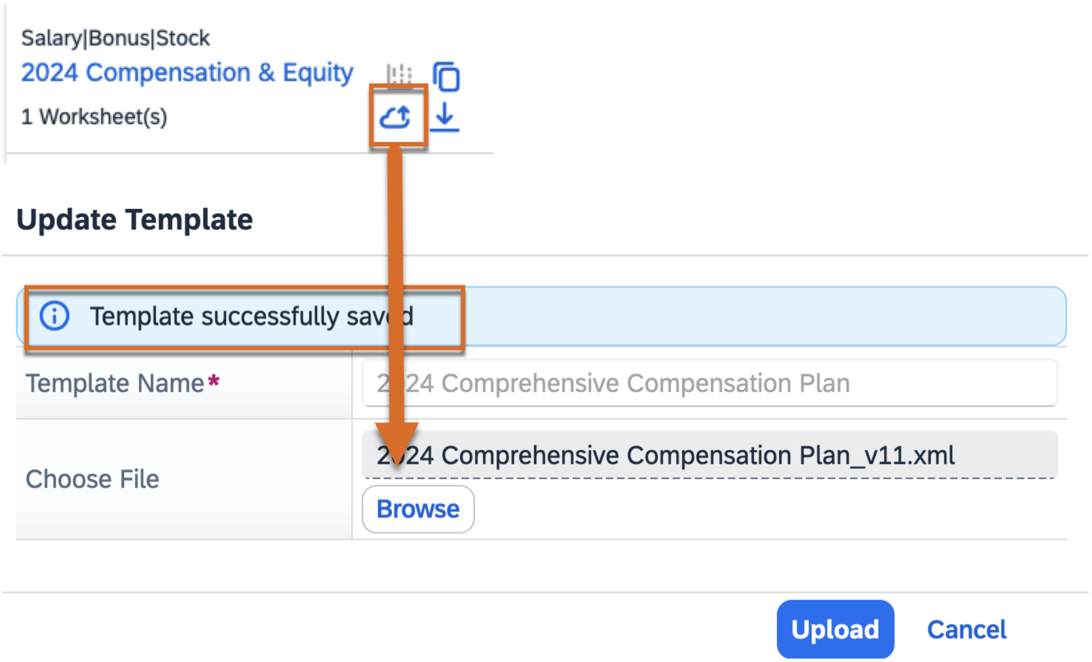
UNIVERSAL

- Via the "Manage Individual Talent Data Transfer" tool
- The Transfer History can be accessed for an employee to see the past transfers made for the employee



Form Template Upload Now in Compensation Home

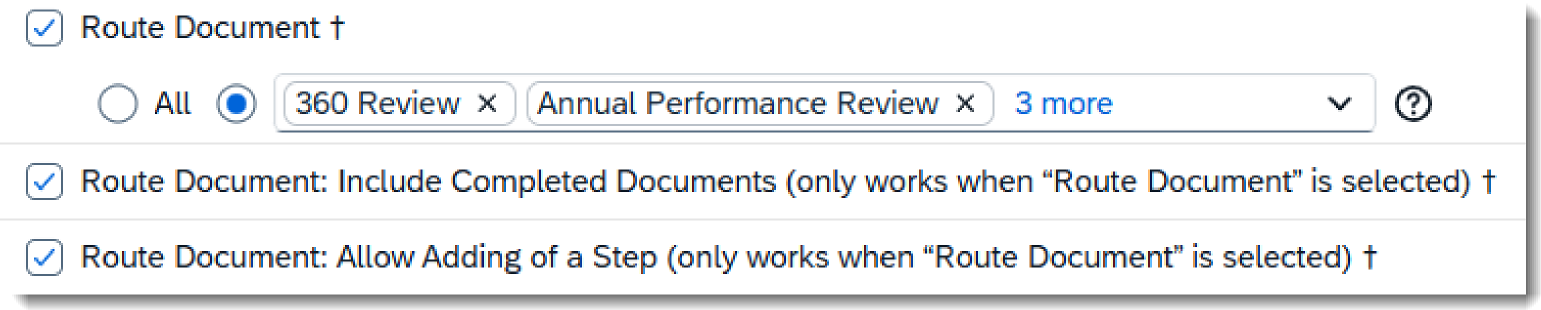
- You can **now** upload form template XML for existing compensation, variable pay, and total compensation templates in the system.
- **Previously** updating a template by uploading XML file was only possible in Provisioning which you as an admin did not have access to.



Template-Level Permission Control for the Route Form Tool

OPT IN

- You can now control which forms are accessible in the Route Form admin tool by applying the Route Document permission to **specific form templates**.
- This enhancement is **available** in Performance Management, 360 Reviews, and Compensation.
- In the Manage Permission Roles under Administrator Permissions > Manage Documents > **Route Document**, you can now use a setting to specify which form templates this permission applies to.

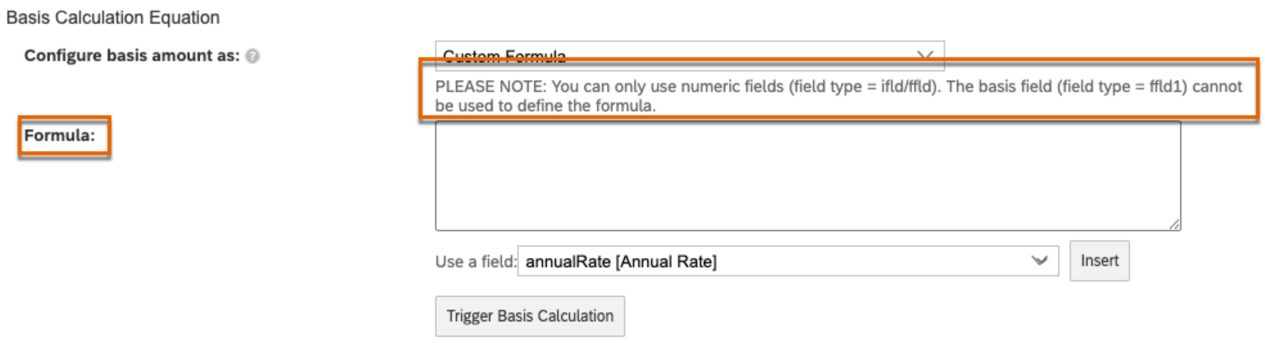


Additional Support for Custom Formula in Bonus Calculation

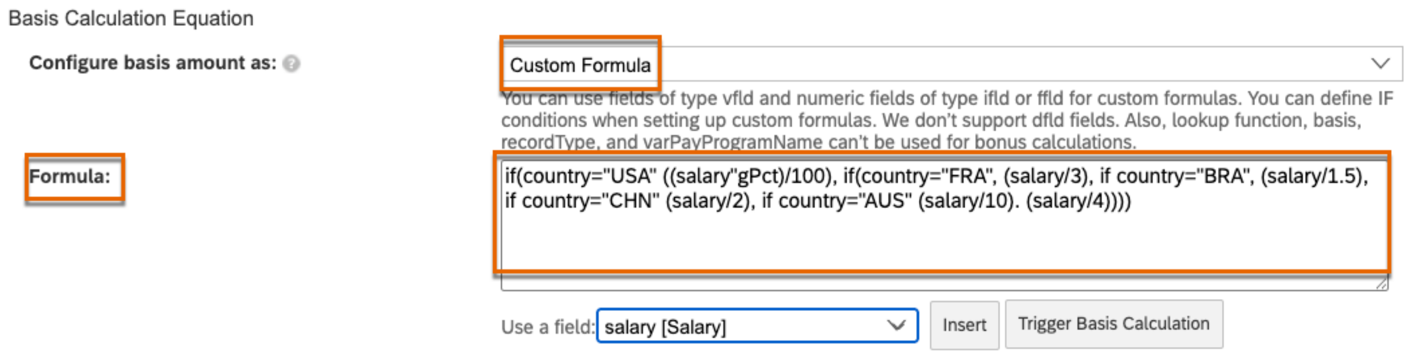
OPT IN

- Enhanced Basis Calculation Equation functionality
- You can now define **conditional rules** directly in the Formula field for Basis Calculation Equation in Variable Pay templates **using** the **If-then conditions** in your formula

BEFORE



NOW

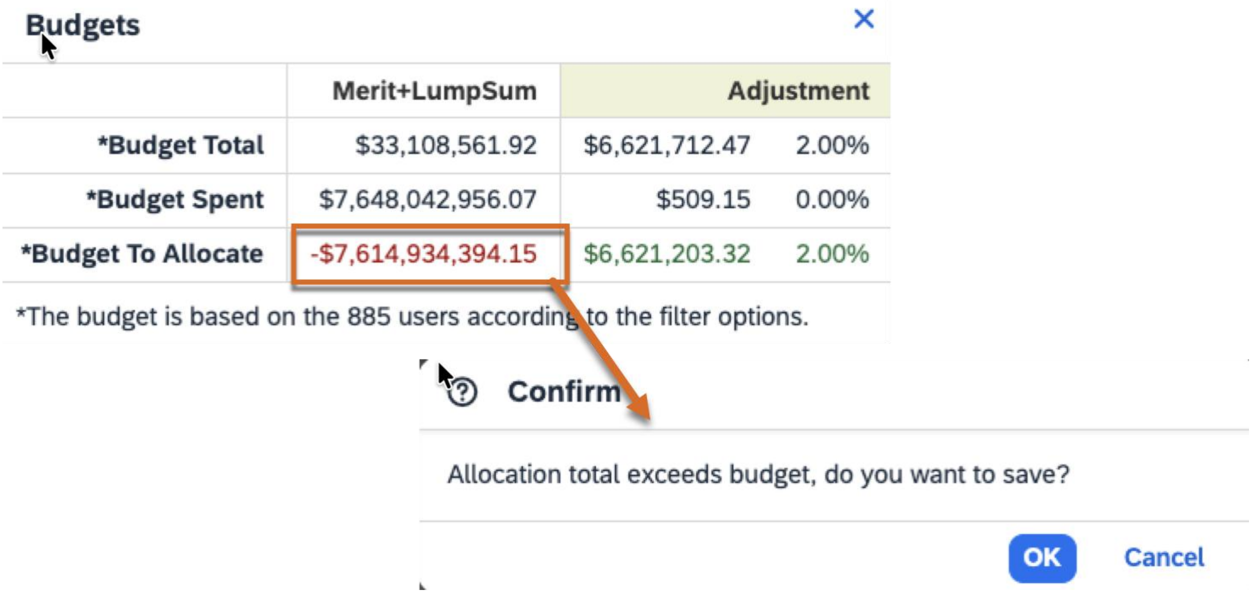


Budget Rule Validation in Executive Review

OPT IN

- Configured budget rules are **now validated for Executive Reviews**, ensuring that any budget excess triggers a warning or error message upon saving.

- Select the desired template in Compensation Home and go to Plan Setup > Settings > Advanced Settings > Check the **Enable Budget Rule Validation in Executive Review** checkbox



Permission Changes for Reward Statements on Latest People Profile

OPT IN

- In the current version, the visibility of the category Compensation as well as the various Reward Statements related cards is **set to be visible to all by default.** You can edit the **visibility** at the **category level** by going to **Configure Latest People Profile**.

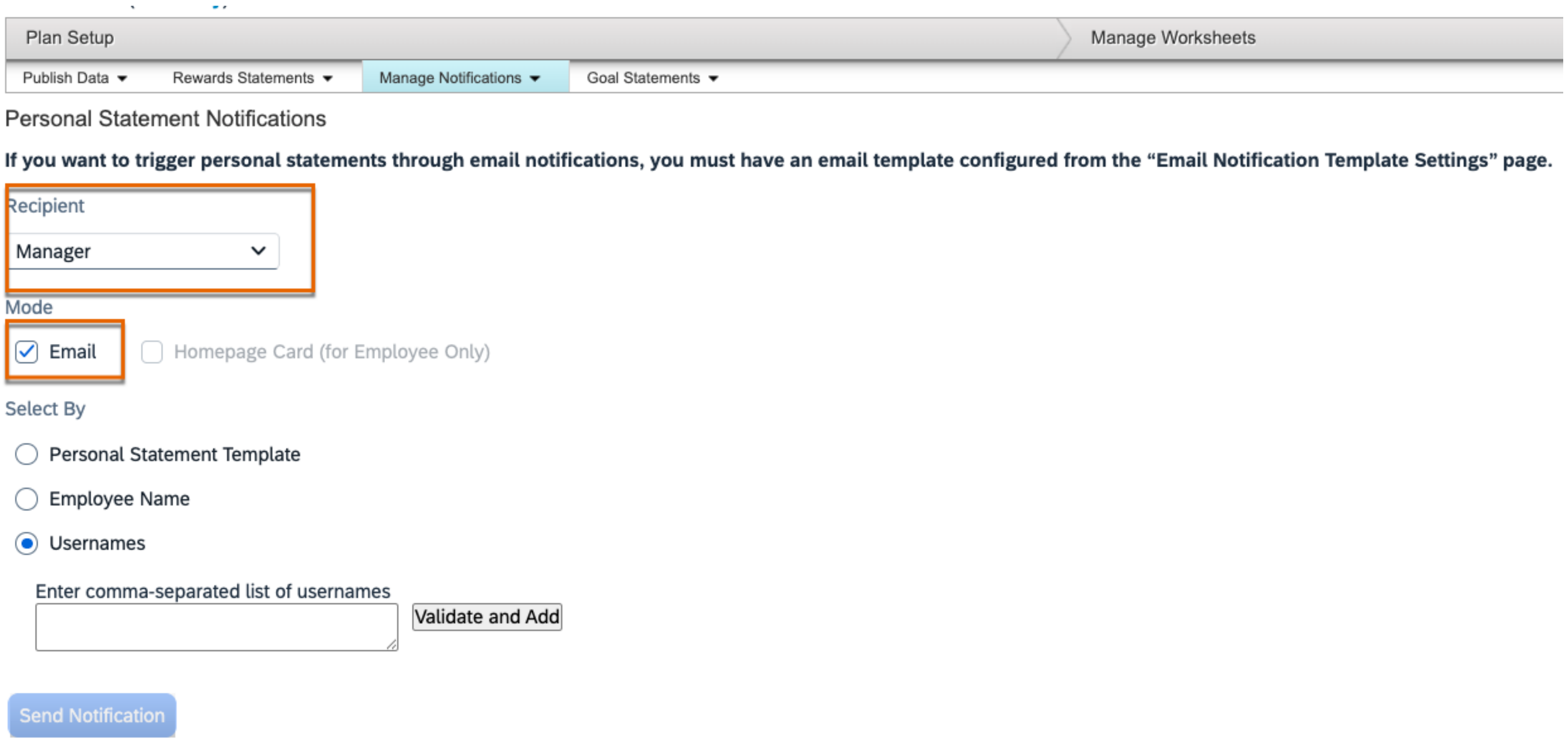
- If you want the cards to be visible to employees, you can control the visibility of the cards for other roles by using Role-based permissions.

- The role-based permission for each statement-related element in User Permission Employee Data **must not** have the **Target population set to all**.

Email Notifications for Direct Managers on Statement Generation

OPT IN

- You can now set up email notifications for managers when Personal Reward statements are generated for their direct reports.



Minor changes

- Advanced Worksheet Filters Now Enabled by Default
- New Expand/Collapse Icon for Column Grouping

- - END - -

Performance Management

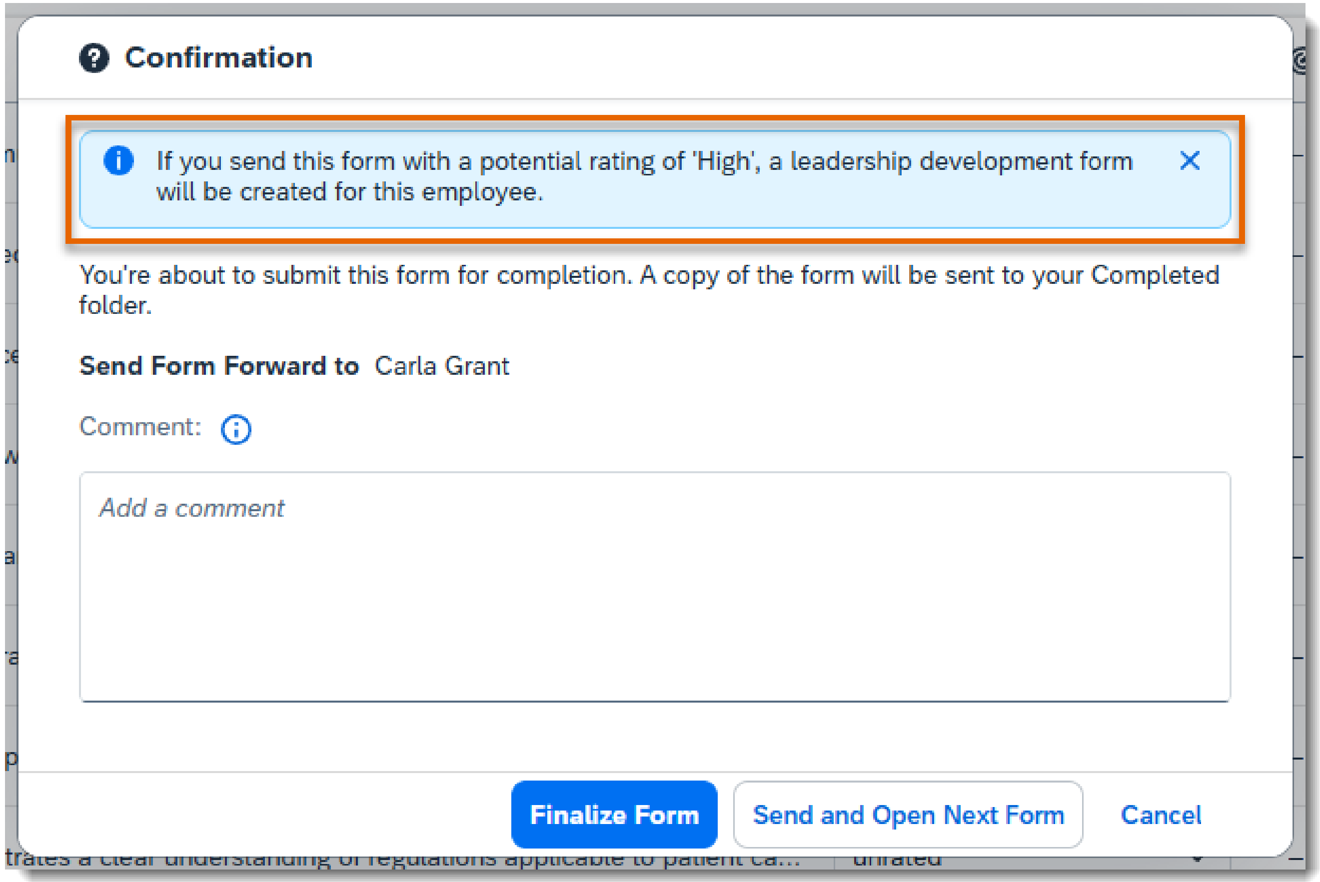
Summary of changes

Description of change	Universal	Opt In	Opt Out
Business Rules	✓		
UI changes	✓		

UNIVERSAL

New Rule Scenario: Launch Form Based on Assessment Outcome

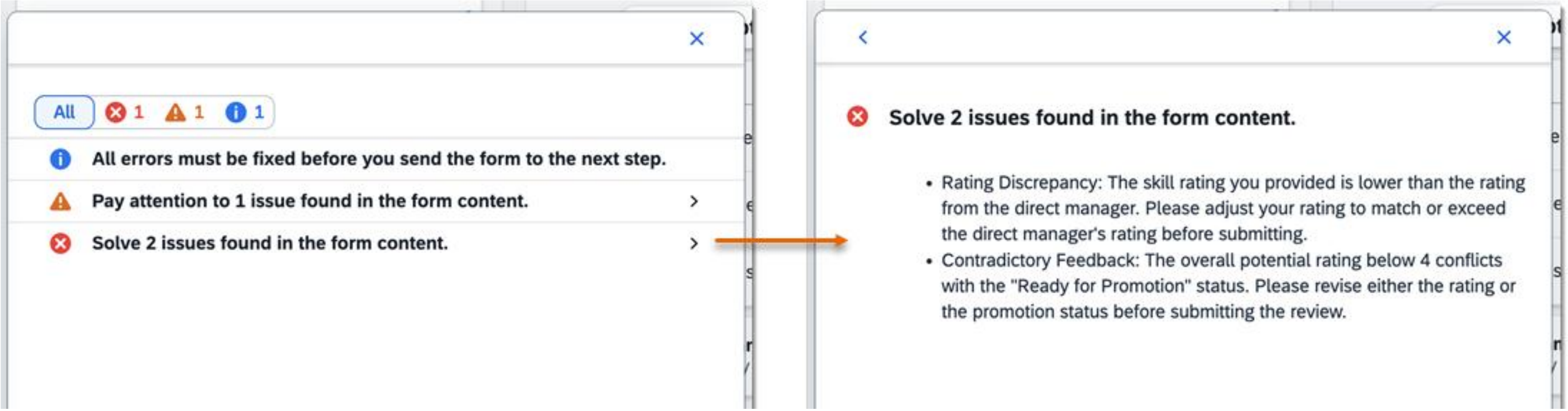
- Here are some examples of applying this rule scenario:
  - If the potential rating is "High", launch a leadership development form.
  - If the overall competency rating is "Below Expectations", launch an individual development plan form.
  - If the overall performance rating is "Below Expectations", launch a performance improvement plan form.



New Rule Scenario: Add Custom Validations to Form Fields

UNIVERSAL

- When the latest experience of Performance Management forms is enabled, you can configure business rules that display warning or error messages on forms when certain fields meet the conditions you defined.
- Example: If the HR manager gives an overall potential rating below 4 while selecting the "Ready for Promotion" checkbox, there will be an error message that highlights this discrepancy, requiring revision before submission.



Business Rule Enhancements on Configuring Dynamic Content for Latest Performance Management Forms

UNIVERSAL

- The **Change Field Visibility, Editability, and Required Status on Forms** rule scenario has been renamed to **Configure Dynamic Form Content**, and incorporated with more functionality, such as setting field values, limiting rating field options, changing section visibility, and using the **Get Count of Ratings** function.

New Admin Tool for Mass Changing Goal Plan States

UNIVERSAL

- A new admin tool, **Mass Change Goal Plan States**, is now available for you to change performance goal plan states for multiple employees at once, without needing to open each employee's goal plan individually.

Navigate to a Specified URL After Exiting a Performance Management Form

- Previously, when users opened a performance form through a deep link and then exited the form, they were always directed to the **Performance My Forms** page in SAP SuccessFactors. Now, users can be directed to a specified URL, such as an external portal where the form is initially accessed.

Minor updates

- Spell check will be deleted
- Option to auto maximize introduction texts in performance forms
- Small redesigns/ improvement experience in forms, continuous performance, …

- - END - -


Learning Management

Summary of changes

Description of change	Universal	Opt In	Opt Out
Person Centric Experience		✓	
Enhanced Manager Experience		✓	
Manager Observation assignments		✓	
Revised program functionality		✓	
Item Migration enhancement		✓	
Enhanced OCN import flexibilities		✓	
AI empowered skills inference in LMS		✓	
Minor & Major visual changes	✓	✓	

Person Centric Experience

OPT IN

- People with multiple employments get one learner account instead of multiple.
  - Unified view on assignments, approvals and history + team view.
  - Learning user profile is extended with an "employment" tab.

1. **User Merge Assistant** identifies duplicate users + bulk merge tool corrects records.
2. **Migration Tool Assistant** initiates the instance migration
3. **New Person Connector** (<-> SF user connector) ensures mapping between EC & LMS

Disclaimers:

- Requires IAS
- Requires more than one preview environment
- Only available **upon SAP request**: Managing Multiple Employments in SAP SuccessFactor... - SAP Community
- Migration Guide: https://d.dam.sap.com/a/YDf37Ld?rc=10&doi=SAP1292205

Person Centric Experience

OPT IN

Question

What is the process like to migrate my learning application to a person-based application?

Answer

The high-level migration process involves **merging duplicate user records into a single primary user**, completing a set of **prerequisite validation checks**, and configuring the **new Person Connector**.

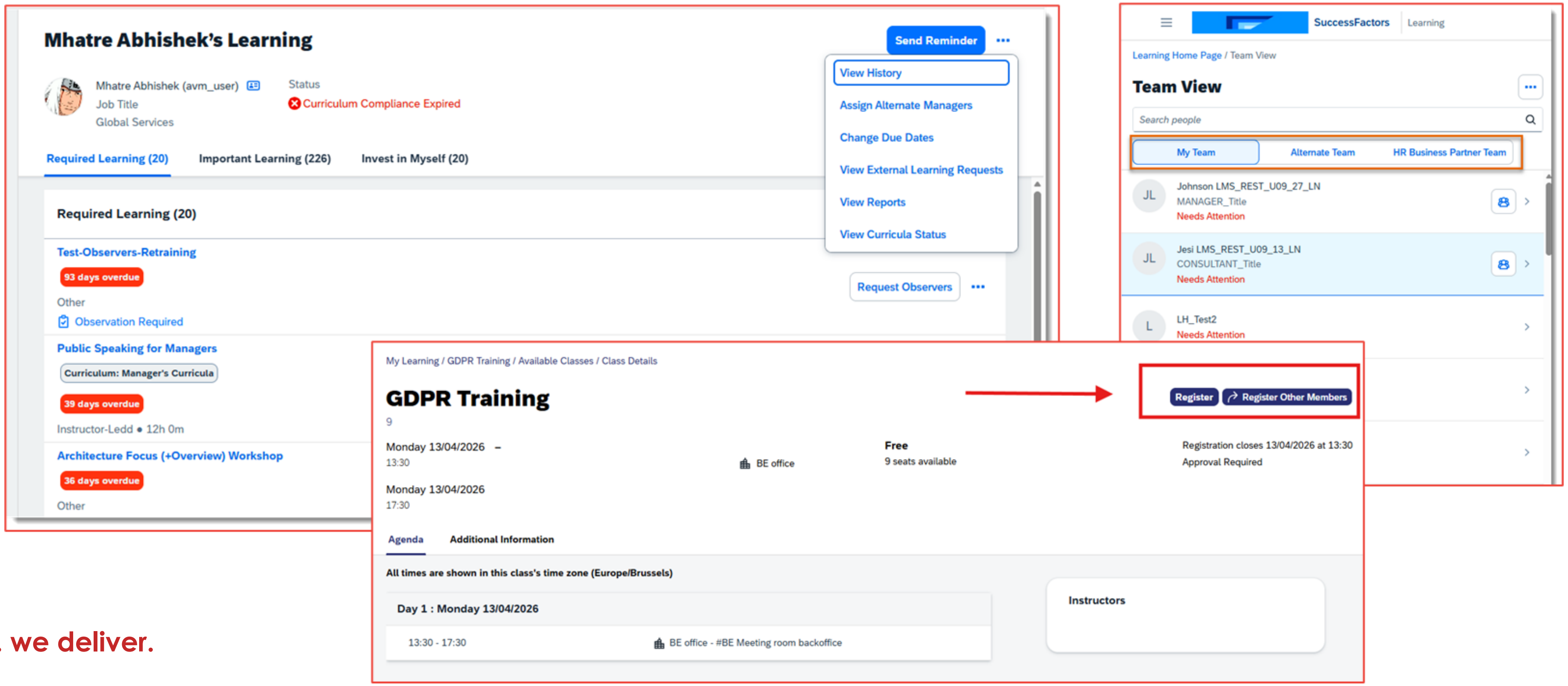
Depending on the number of users that need to be merged, the migration can take **from a few hours to two days** to complete.

Note that the **SF User Connector** and **system jobs are paused during the migration window** until the migration process finishes.

https://community.sap.com/t5/human-capital-management-blog-posts-by-sap/managing-multiple-employments-in-sap-successfactors-learning-person-centric/ba-p/14351500

Enhanced Manager Experience

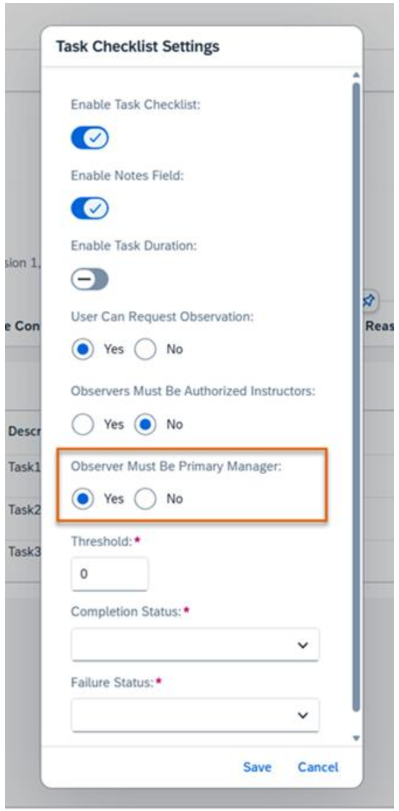
- Streamlines experience for their team's learning from one place (Team View), including **curriculum status**, plus accessing SF-182 requests (US specific) and reports.
- Managers can **register** team member **directly from the classes** in the catalogue
- **Alternate Manager & HRBP role** are easier accessible & visible

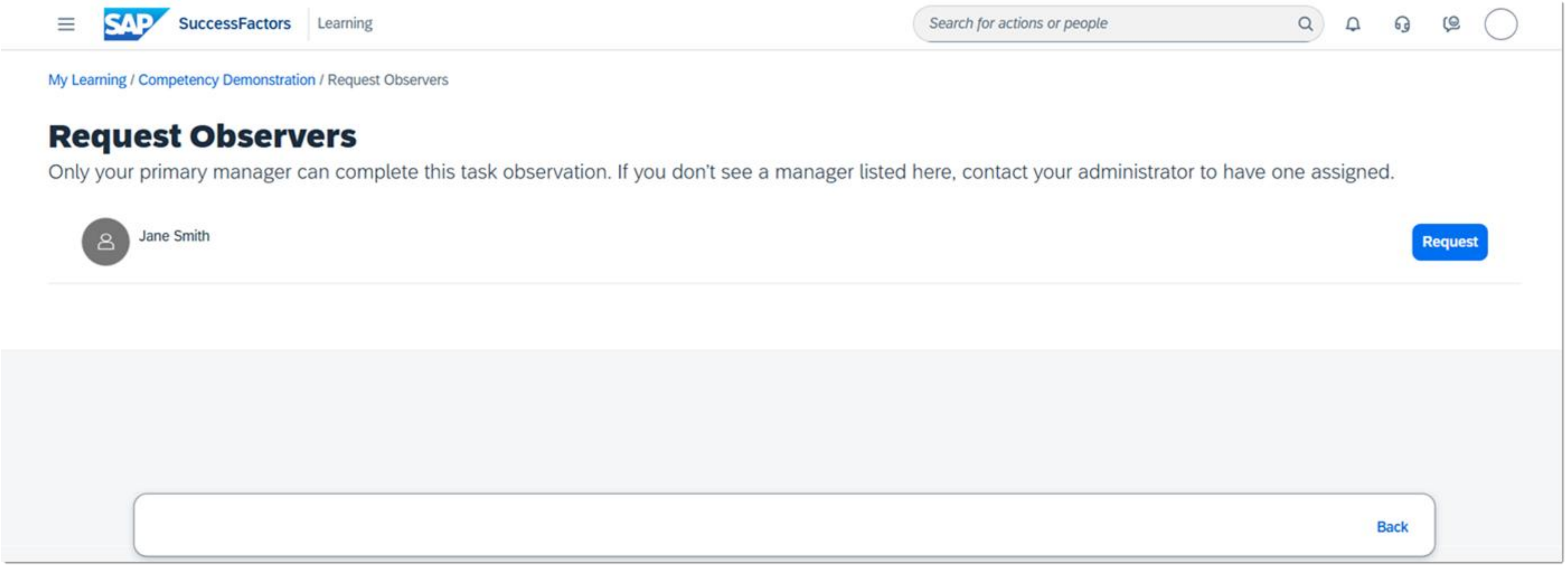


On-the-job observations for N+1

OPT IN

- Limit list of observers to the Primary Manager of the observe
  - Task Settings → "**Observer must be primary manager**" = Yes

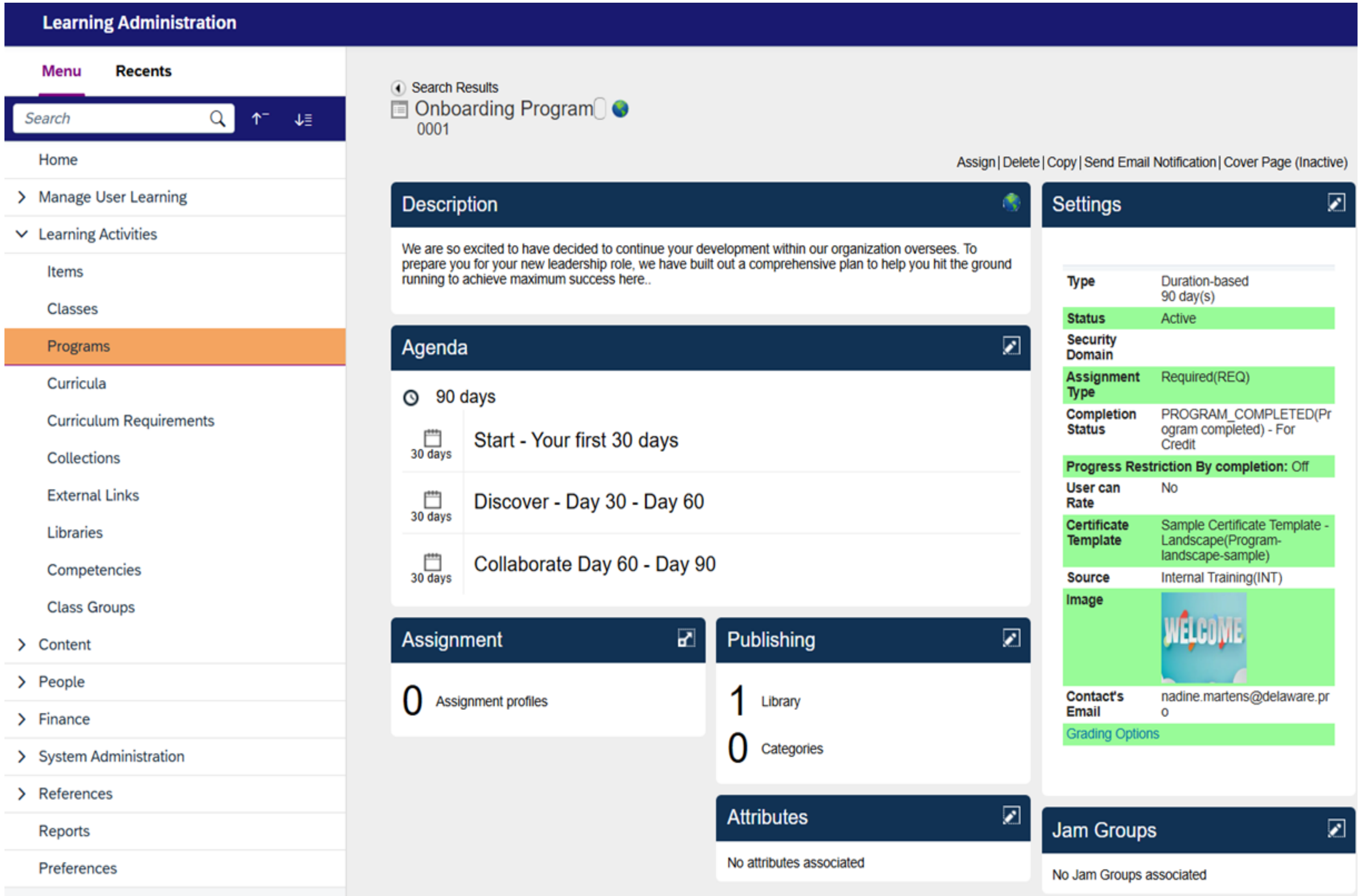




Enforce prerequisites & approvals on program items

OPT IN

- **Before**: item prerequisites & approvals are **overwritten** when added to programs
- **Now**: **global setting** to **enforce approvals or prerequisites**.

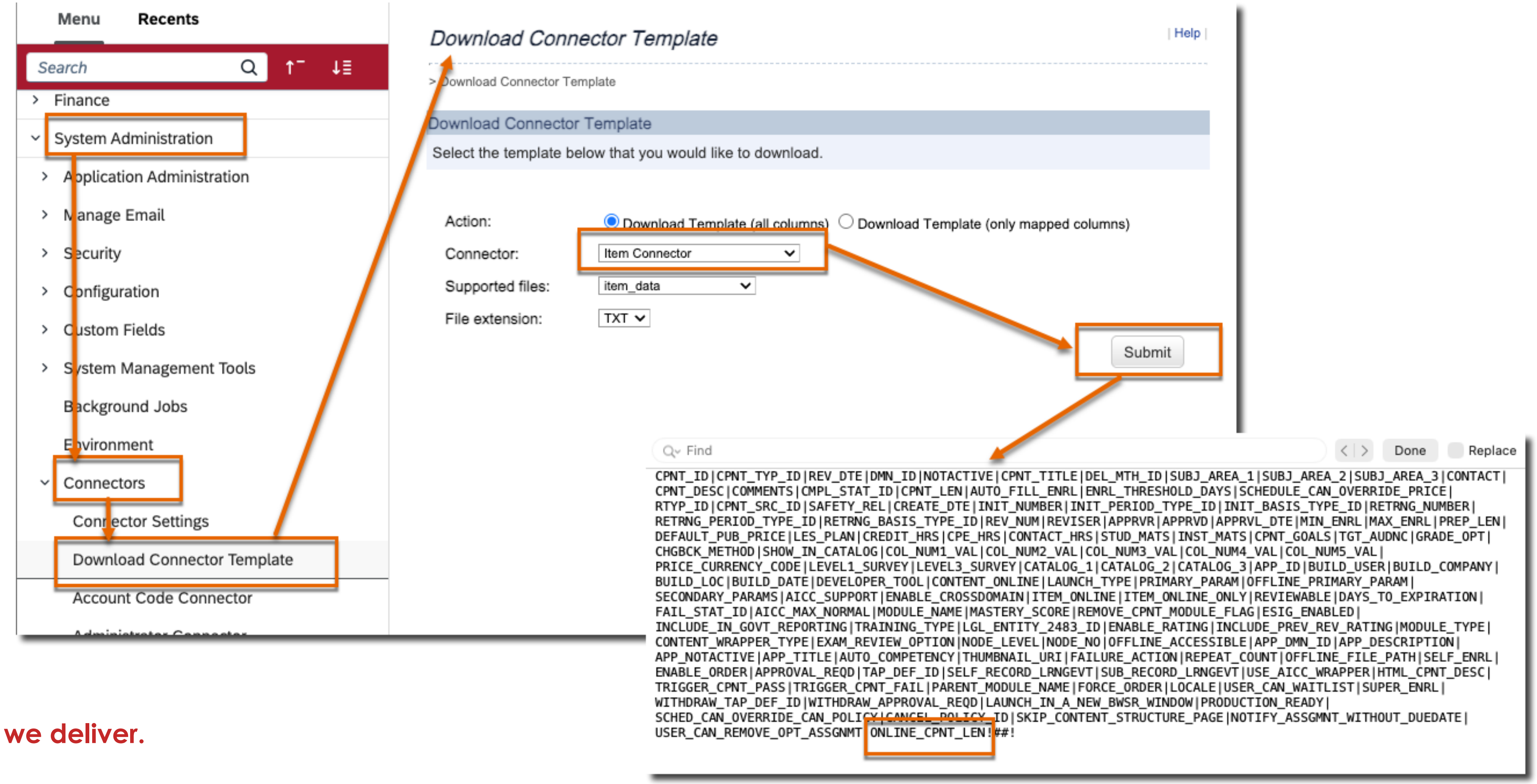


System Configuration → **LMS_ADMIN** →
"honorPrerequisitesForPrograms" & "honorApprovalsForPrograms"

Item Connector – Duration for Online items

OPT IN

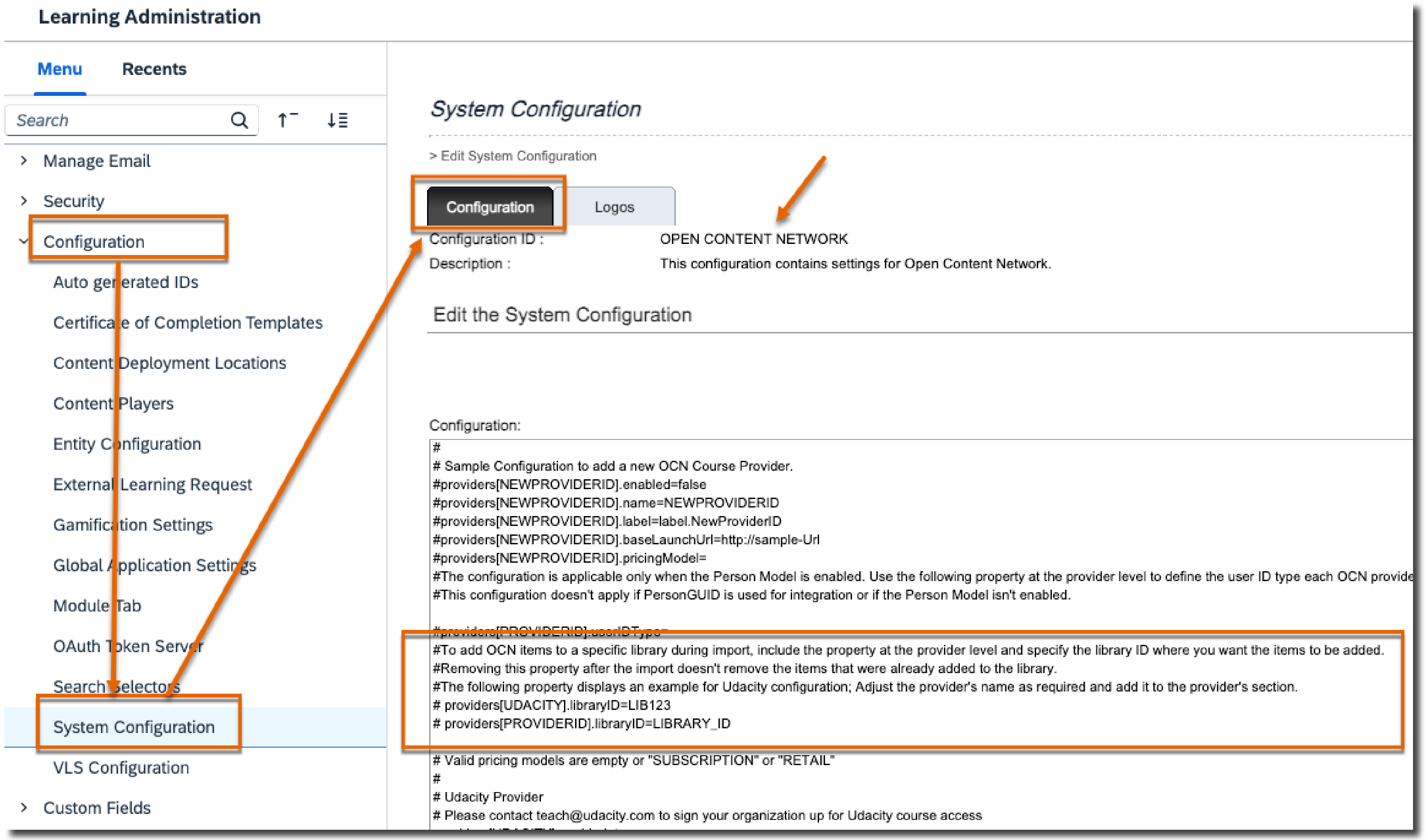
- **Before**: can't give a **duration to online items** when performing item migrations
- **Now**: new column **"ONLINE_CPNT_LEN"** to add duration to online items



Open Content Network

OPT IN

- You can add **OCN** items per provider to a **dedicated library** upon import

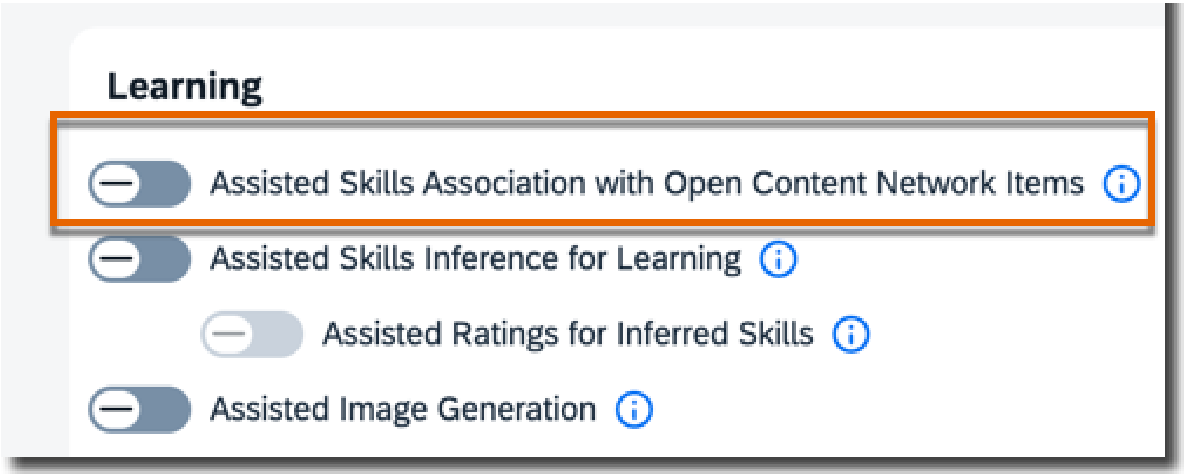


AI Skills Standardization for OCN

OPT IN

- **Before**: OCN imports skills via API, which are not aligned to internal TIH library
- **Now**: OCN providers send skills → AI aligns them with TIH → skills attached to learning items
  - **Automated OCN import** will publish all delivered OCN courses of a specific provider
  - You can enable "Assisted Skills Association with Open Content Network Items" to also **receive skills from the OCN** when importing the item (via API).
  - Imported skills are **scanned and standardized** to learning catalogue.
  - **Recommended**: run skills standardization job for Talent Intelligence Hub

- **Note:** This is an AI-feature, but doesn't consume AI Units!



AI Skills Inferencing within LMS

OPT IN

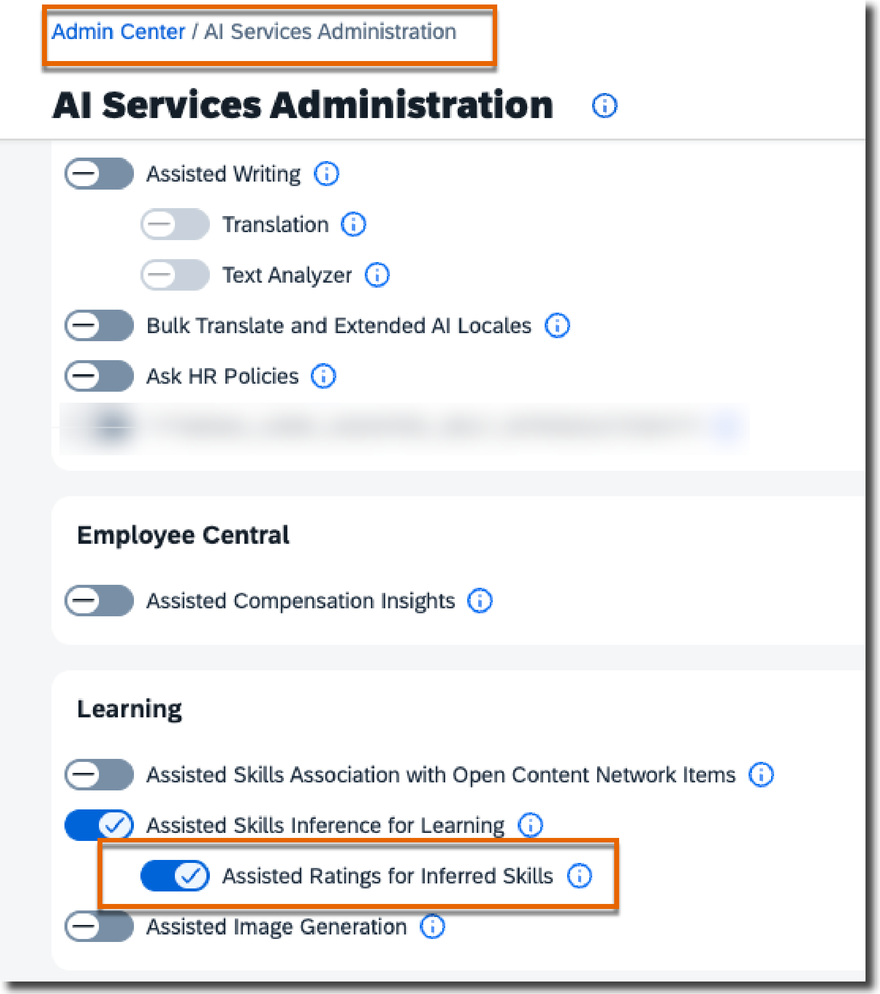
- **Before**: auto-add **skills** to items based on description of **items & programs** via import
- **Now**:
  - Skills inference via import is no longer supported!
  - **"Assisted Skills Inference" page** available in learning for initial review

  →Log a "Inference Request" for items & programs **manually**

  →Title & Descriptions are leveraged to perform skills inferences.

  →AI scans attribute library & proposes skills + ratings

  →Accept or decline proposals and manually add additional skills & ratings



- **Note:** This consumes AI Units

Joule based LMS Q&A – Early Adoption

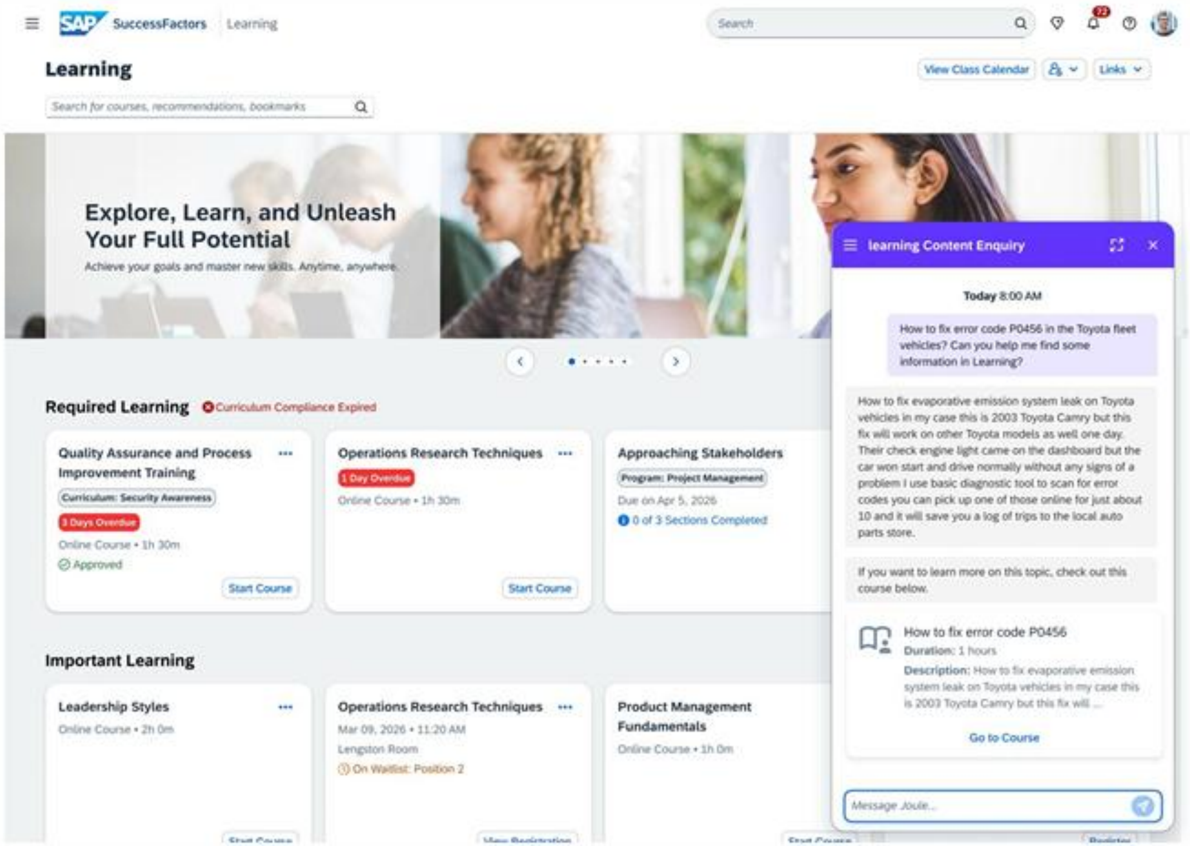
OPT IN

Early Adoption 1H 2026

Intelligent Q&A (Restricted Availability)

Learning Q&A is an AI-powered experience that delivers precise, contextual answers directly from learning content - courses, videos, and documents.

Get immediate answers across your learning content with multimodal references spanning courses, videos, and more.



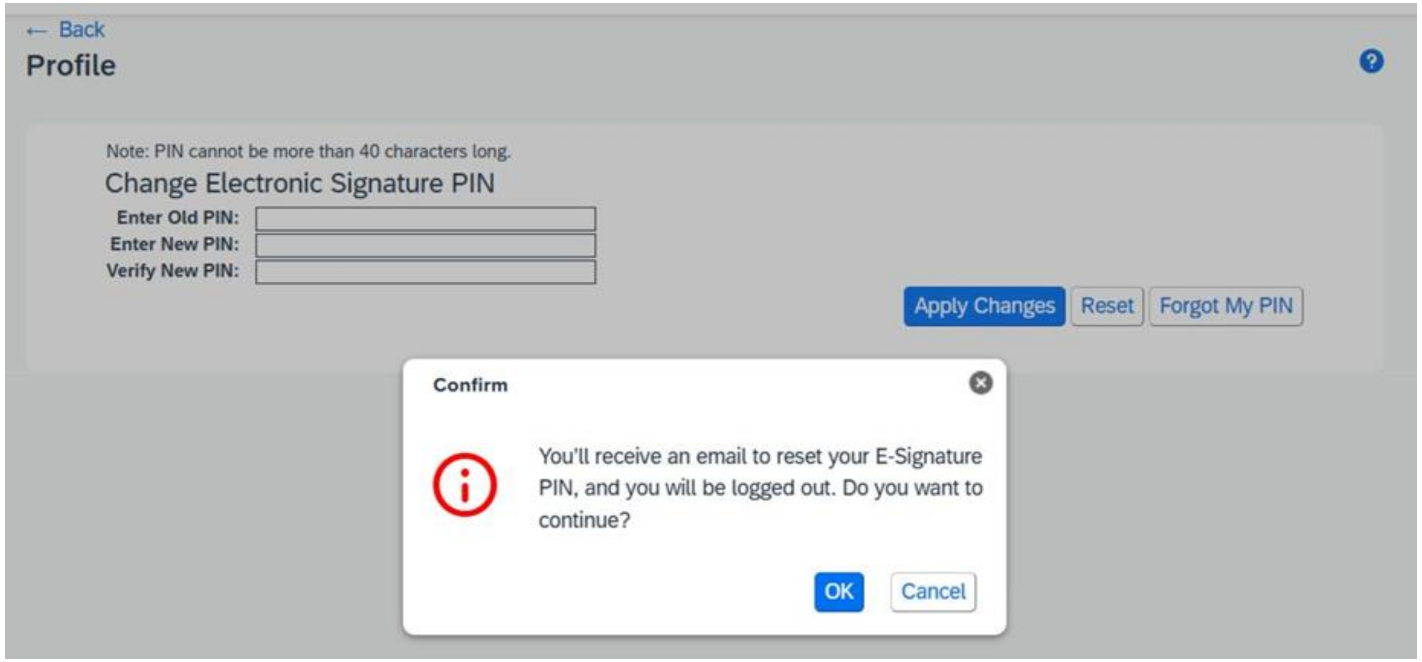
Benefits

- **Faster knowledge access:** Employees find answers in seconds without navigating entire courses or documents.
- **Improved learning effectiveness:** Content is easier to understand through contextual explanations, summaries, and clarifications.
- **Higher content utilization:** Organizations get more value from existing learning materials by making them easily searchable and usable.
- **Consistent, trusted answers:** Responses are grounded in approved learning content, ensuring accuracy and compliance.
- **Lower support dependency:** Reduces reliance on instructors, SMEs, and support teams for basic questions.

E-signature PIN Learner Self Reset

UNIVERSAL

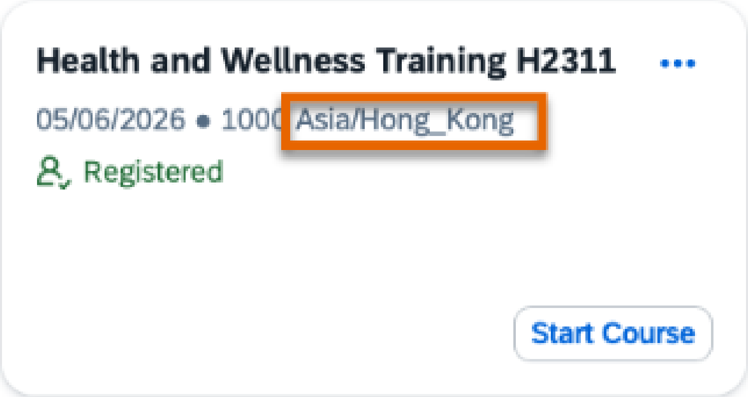
- **Learners** can trigger a "Forgot PIN" flow from Options & Settings to reset their own e-signature PIN, instead of having to reach out to administrators all the time.
- Triggers **two factors authentication**, so user receives request via PIN.



Minor Visual Changes

UNIVERSAL

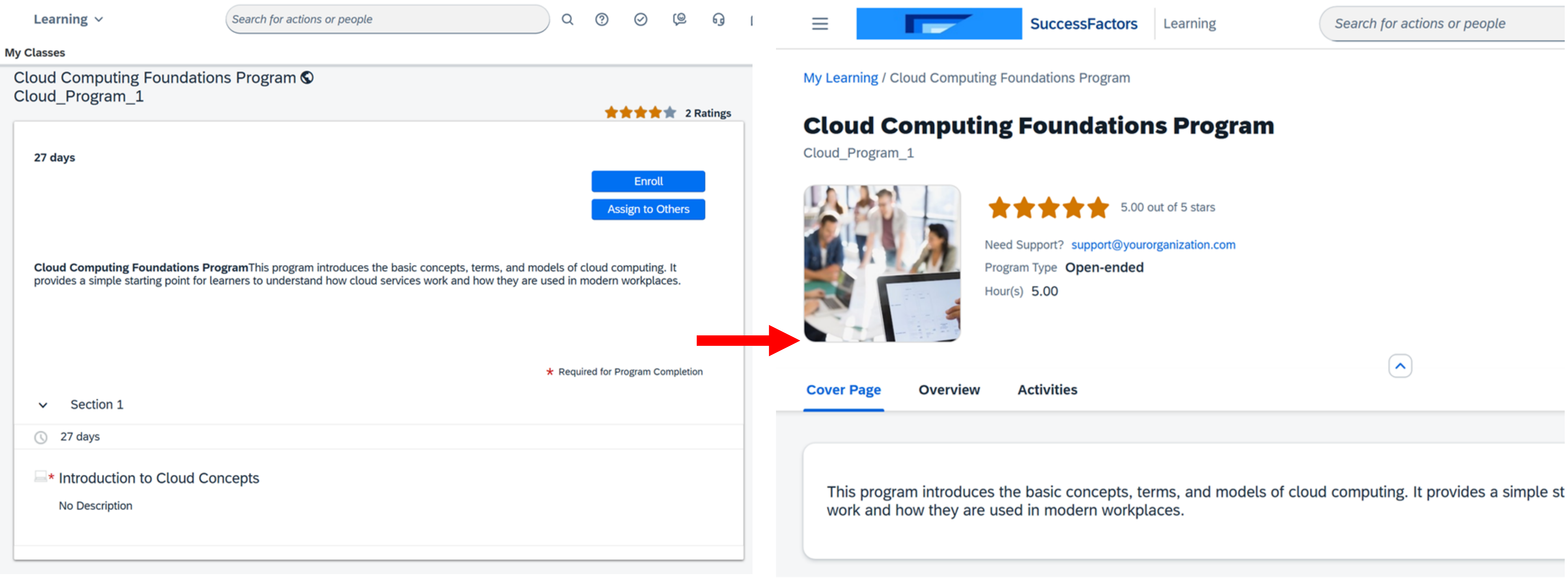
- **Time zones** displayed on class registrations
  - VLS: displayed in user preferred timezone
  - Offline course: displayed in class scheduled timezone
- **Item ID** is displayed on item activity cards



Minor Visual Changes

OPT IN

- **New look & feel for Programs & Curricula**

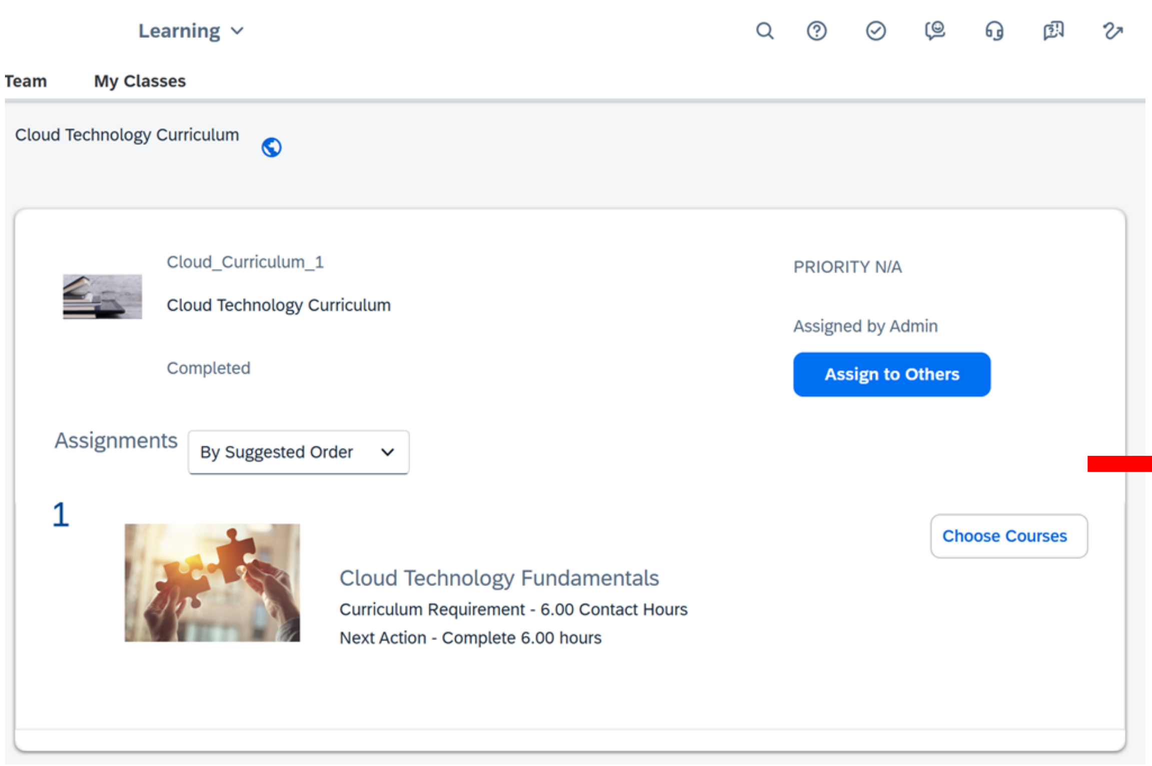


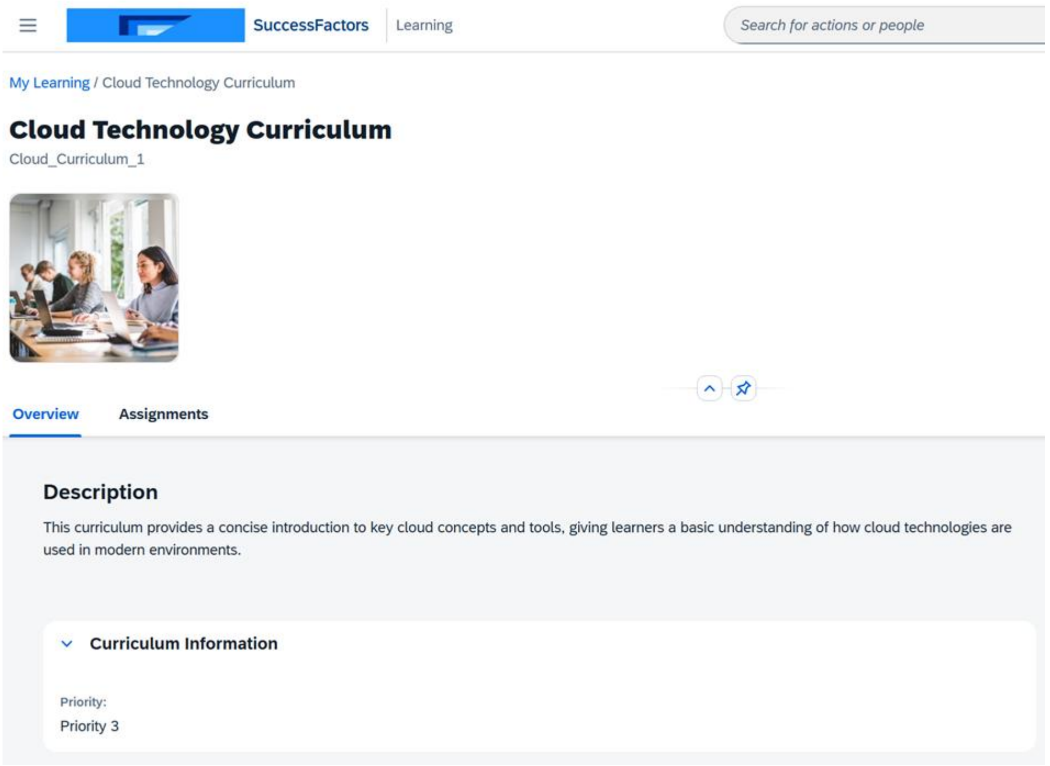
System Configuration → **LMS_ADMIN** → enableLegacyUIReplacement=True

Minor Visual Changes

OPT IN

- **New look & feel for Programs & Curricula**



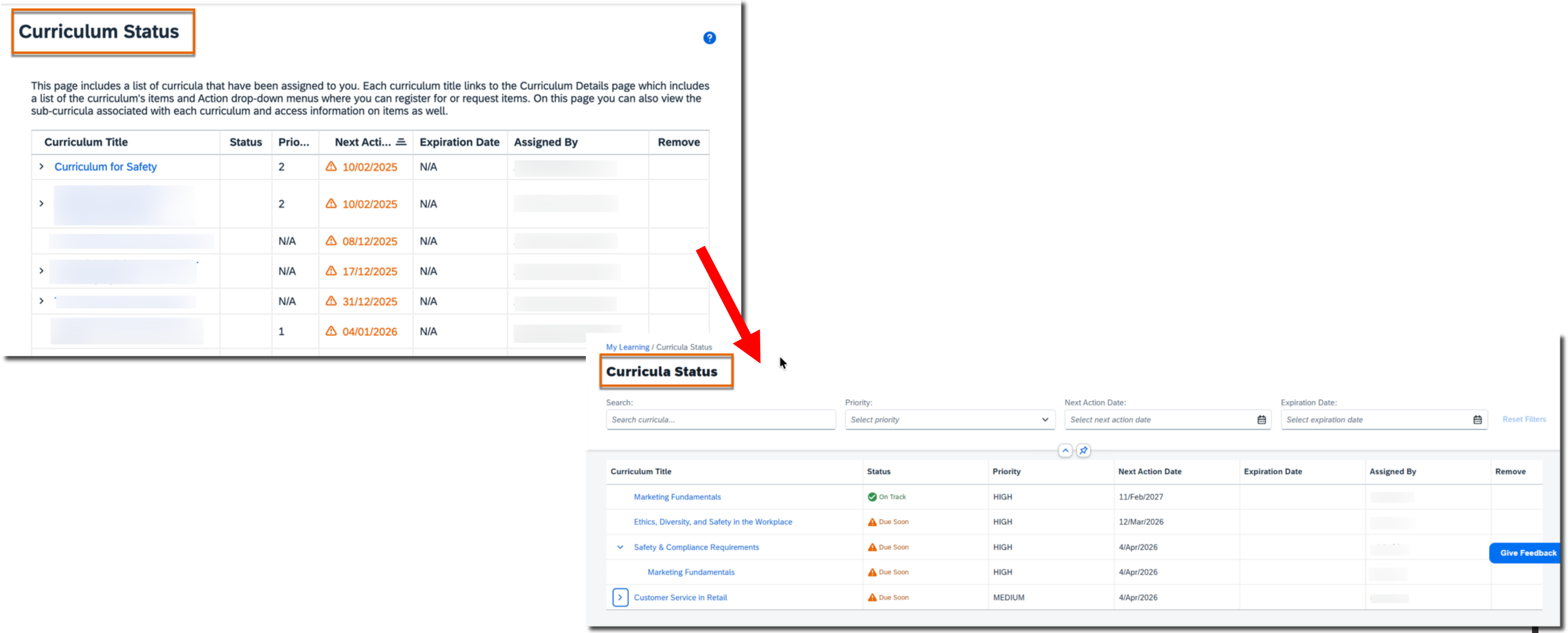


System Configuration → **LMS_ADMIN** → enableLegacyUIReplacement=True

OPT IN

Minor Visual Changes

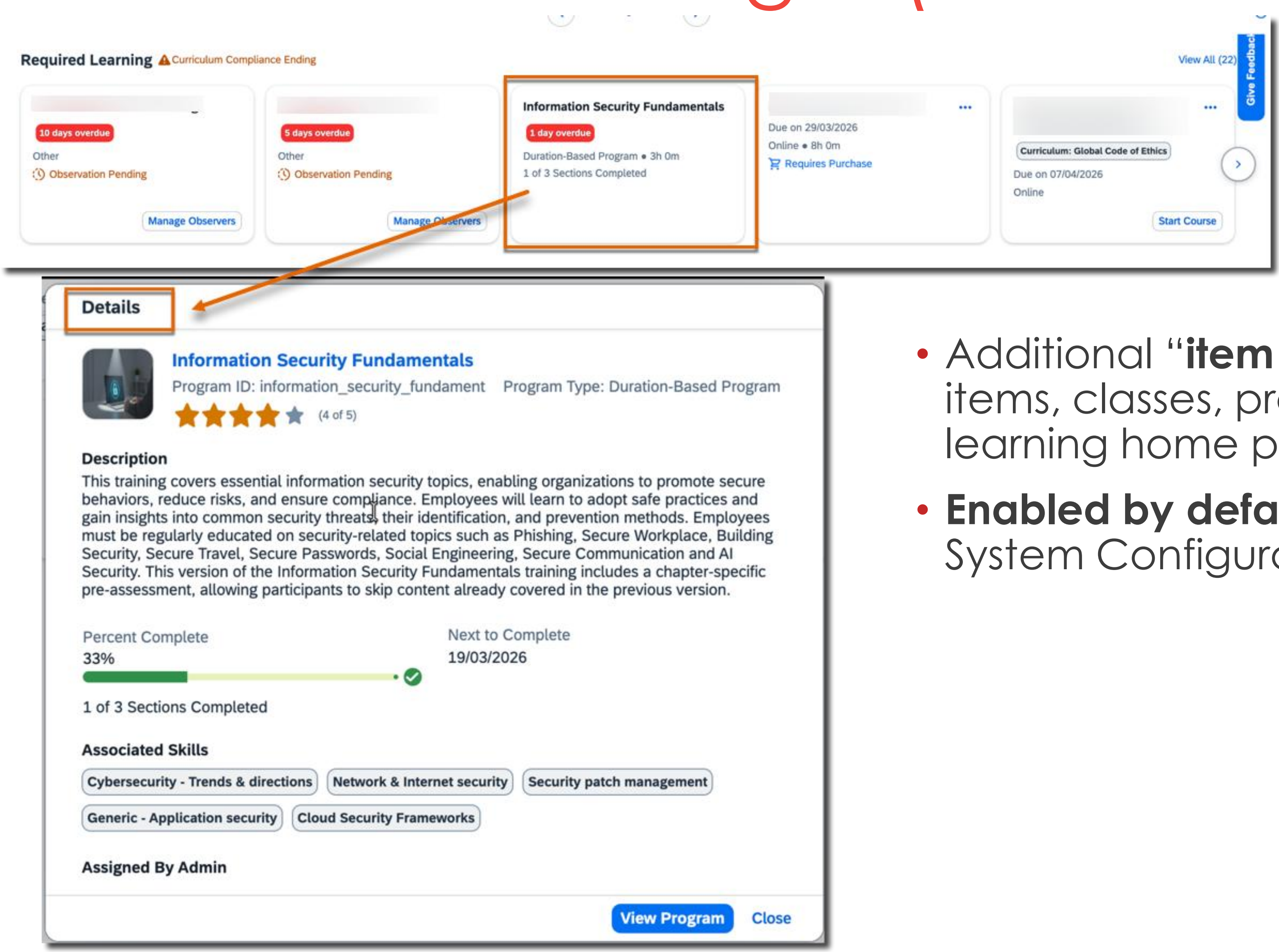
- **New look & feel for Programs & Curricula**



System Configuration → **LMS_ADMIN** → enableLegacyUIReplacement=True

Minor Visual Changes ("snack view")

OPT OUT

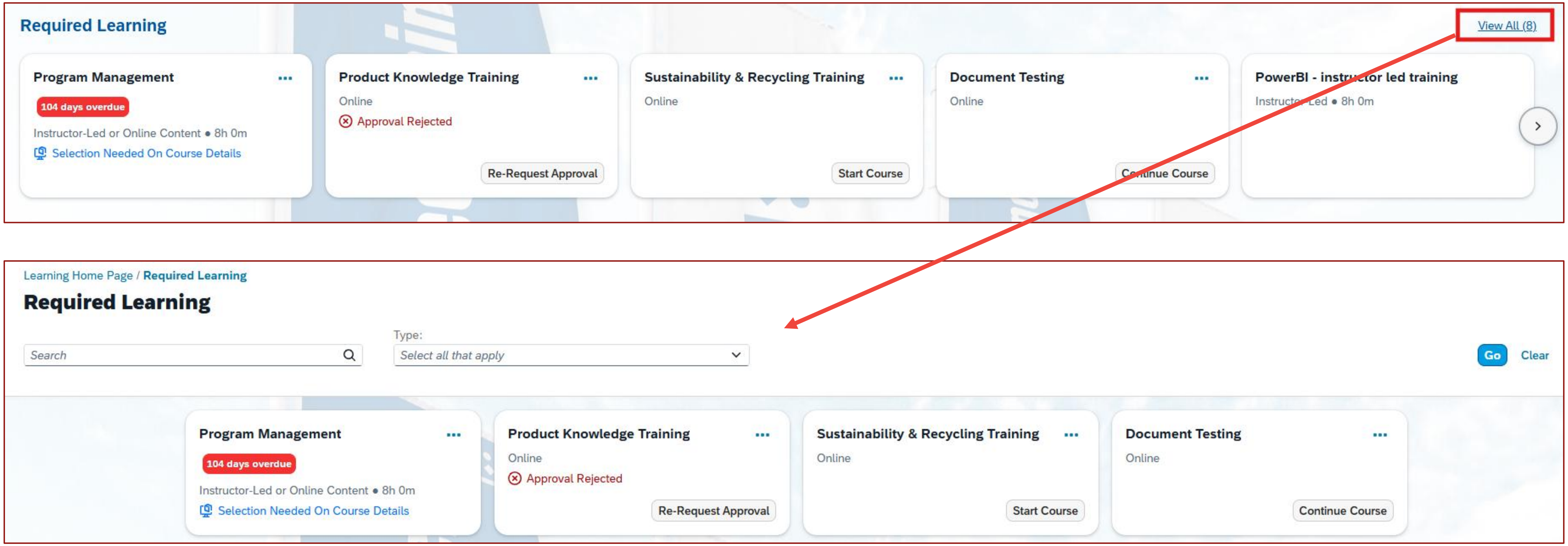


- Additional "**item details pop-up summary**" for items, classes, programs & curricula on the learning home page of users
- **Enabled by default →** Can be disabled via System Configuration > LMS_ADMIN

UNIVERSAL

Minor Visual Changes

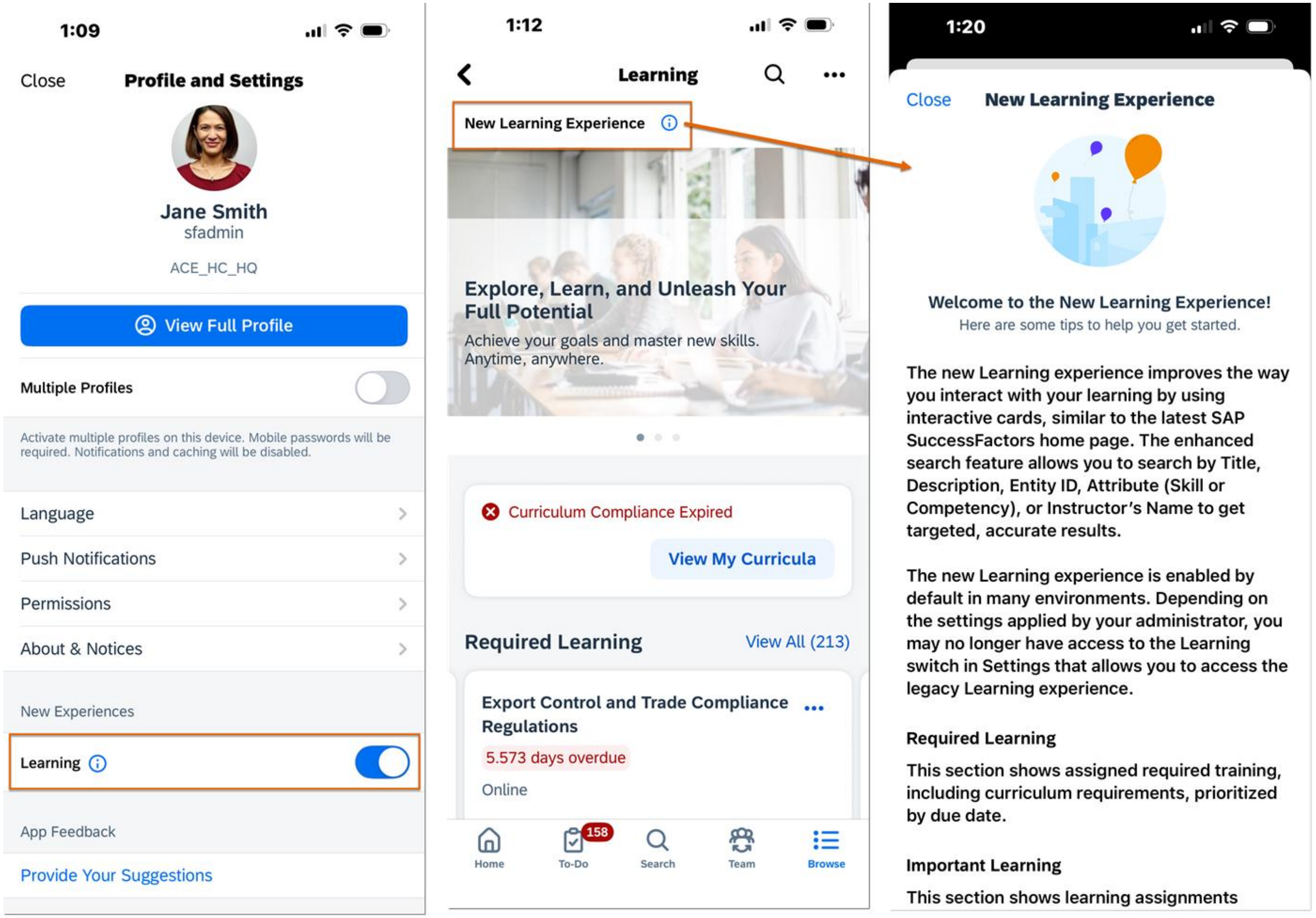
- **Enhanced search experience for overpopulated learning plans:**
  - Available for assigned & self-assigned activities, bookmarks & requests



UNIVERSAL

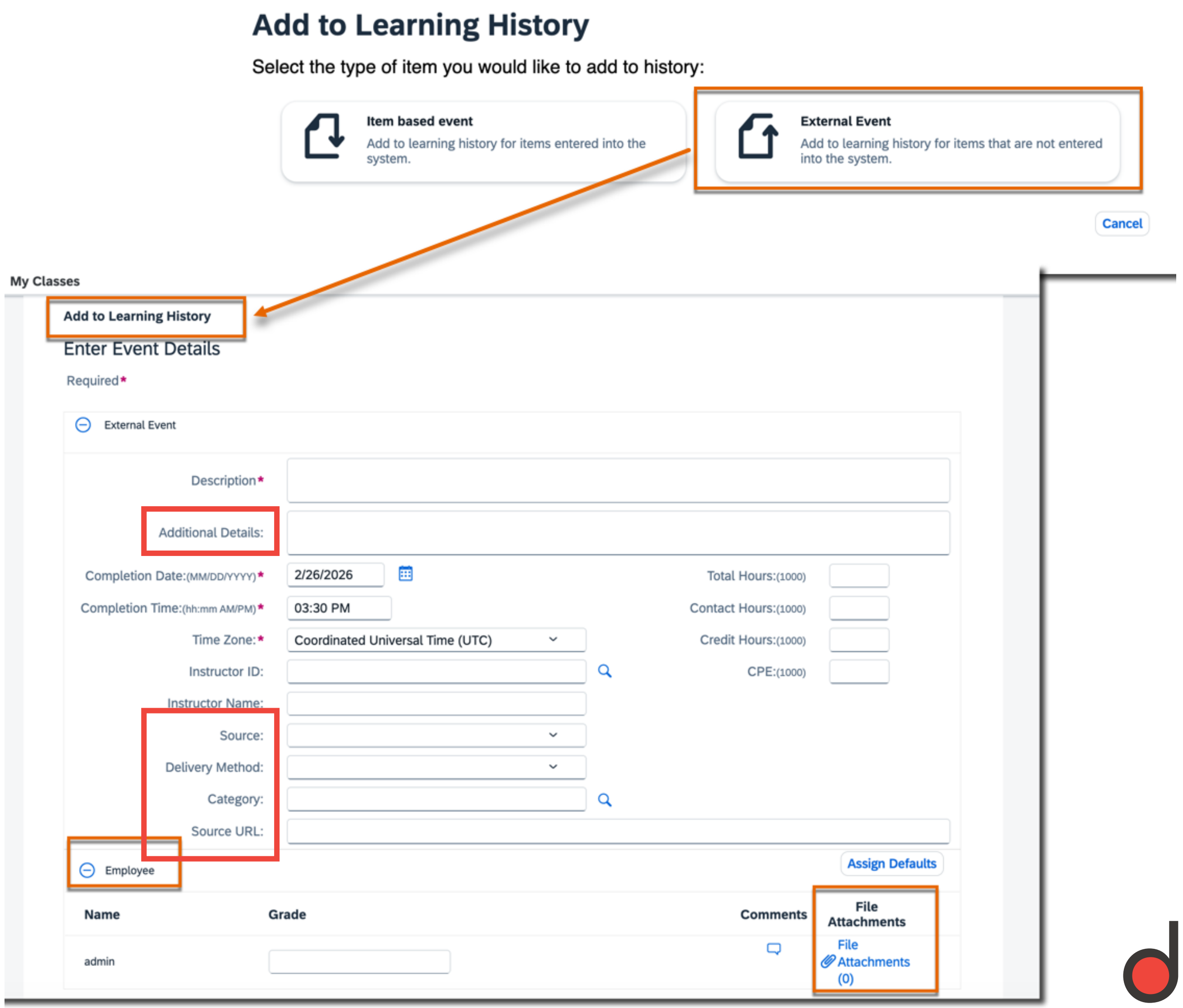
Minor Visual Changes

- **New Learning Experience is universally pushed**
  - Legacy search experience is deprecated
  - New learning experience Switch is removed in mobile app



External Learning Requests

- **New fields available when adding external events to learning history**
  - Additional Details, Delivery Method, Category, Source & Source URL
  - Users can upload attachments when using "add to learning history" for external events



- - END - -

Recruiting

Summary of changes

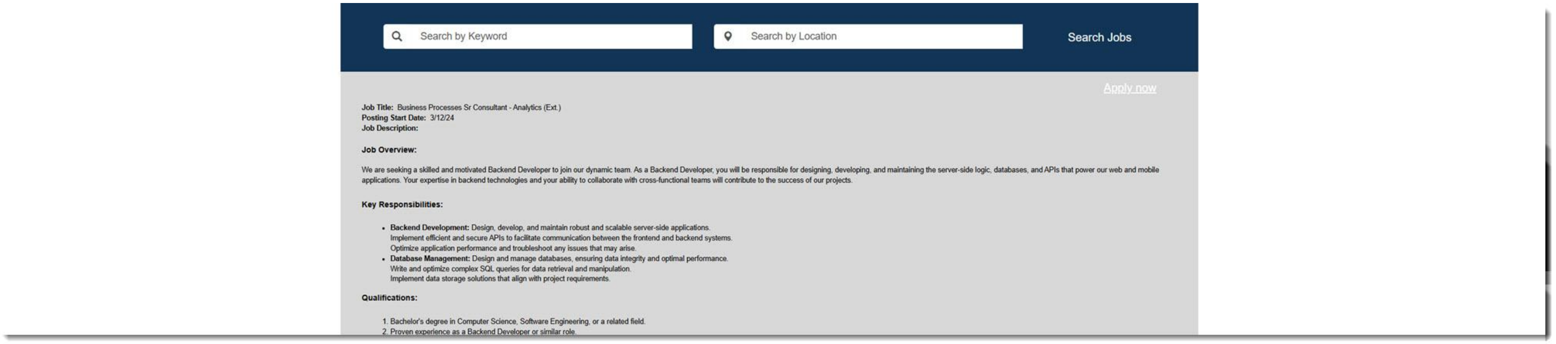
Description of change	Universal	Opt In	Opt Out
Candidate Experience: content style and footer ‘full’ on site pages		✓	
Recruiter Experience:			
Active applicants filter in applicant workbench	✓		
Interview feedback pending column & reminders	✓		
Candidate purge for in-progress applications of deleted requirements		✓	
Enhanced redesigned applicant workbench		✓	
Help with unresolved tokens in offer letters	✓		
Reportable custom fields for recruiting templates		✓	

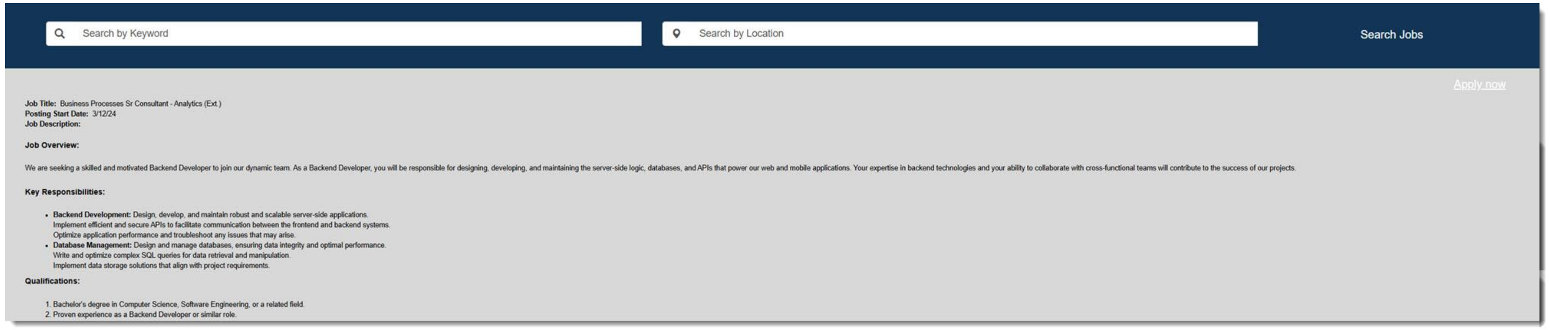
Full style for content and footer

OPT IN

Before: *even if* the settings was set to Full, some components were centered on the page with a **fixed width**

Now: If the **Content Style** is set to **Full**, all the content is expanded to fill the full width of the display.



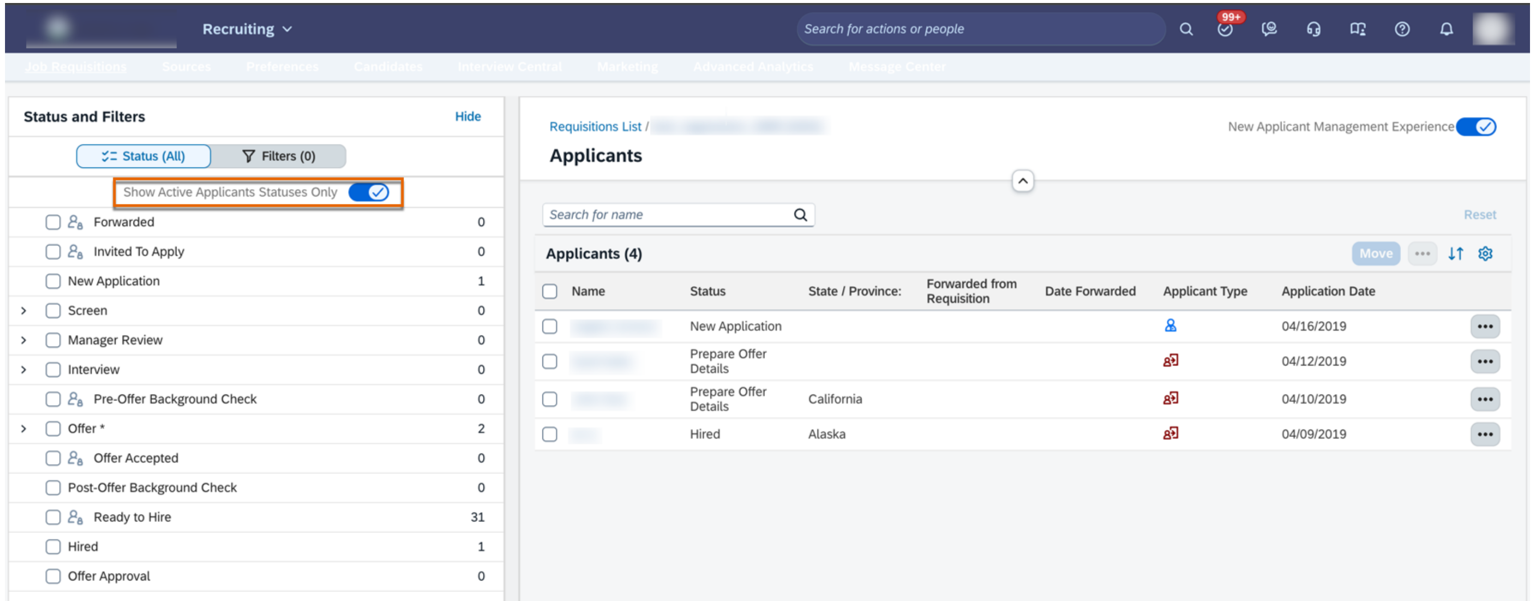


Active applicants filter in applicant workbench

Filter to view only active applicants in the new Applicant Workbench

✓ '**Show active applicants statuses only**' toggle to filter the applicant list

- Toggle is ON: only active candidates visible and States menu shows only statuses mapped to active candidates

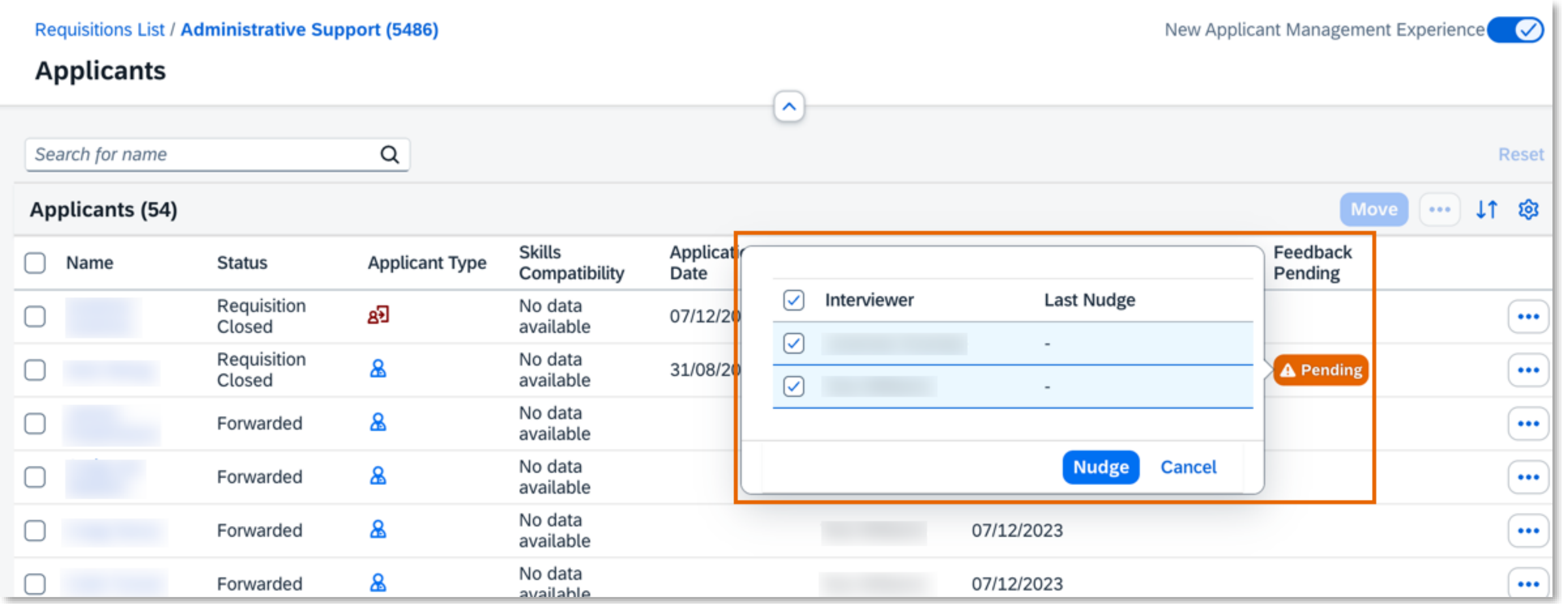


Interview Feedback Pending Column & reminders

Identify candidates awaiting interviewer feedback and send reminder to the interviewers

✓ **Column Feedback Pending** in Applicant Workbench

✓ **Nudge** the interviewer(s) and see the date they were last nudged



Candidate purge for in-progress applications of deleted req’s

OPT IN

Before:

❖ In-progress applications blocked the candidate purge (even if the req was deleted)

Now:

✓ Purge candidates who meet retention criteria **even if they have in-progress applications for deleted requisitions.**

Configuration Requirements:

Admin Center: Recruiting Settings *> DRM and DRTM Purge Settings*

- *Do not purge candidate profiles that have in-progress applications*
- *Include in-progress applications from deleted requisitions as Inactive*

Enhanced redesigned applicant workbench

OPT IN

✓ Use business rules to **trigger alerts and messages** when recruiters change candidate's status

- ❖New status drop-down is added to Application Information portlet
- ❖Triggers when status is updated

✓ Job requisitions are **automatically closed** when application is moved to 'Hired' status

- ❖ Updates number of openings to zero and moves all in-progress applications to Req Closed status

Configuration Requirements for automatic Job Req Closure:

Admin Center: Recruiting Settings

➢ *Automatically Disposition non-selected in-progress applicants on closed requisitions to status 'Requisition Closed*

UNIVERSAL

Help with unresolved tokens in offer letters

Warning message when **unresolved tokens** are used

✓ Detection unresolved tokens and highlighting

✓ Warning message in dialog window, with list of fields that are missing data

Warning message is visible once you choose **Next** or **Preview**

As long as there are unresolved tokens, a message strip persists at the top of the page.

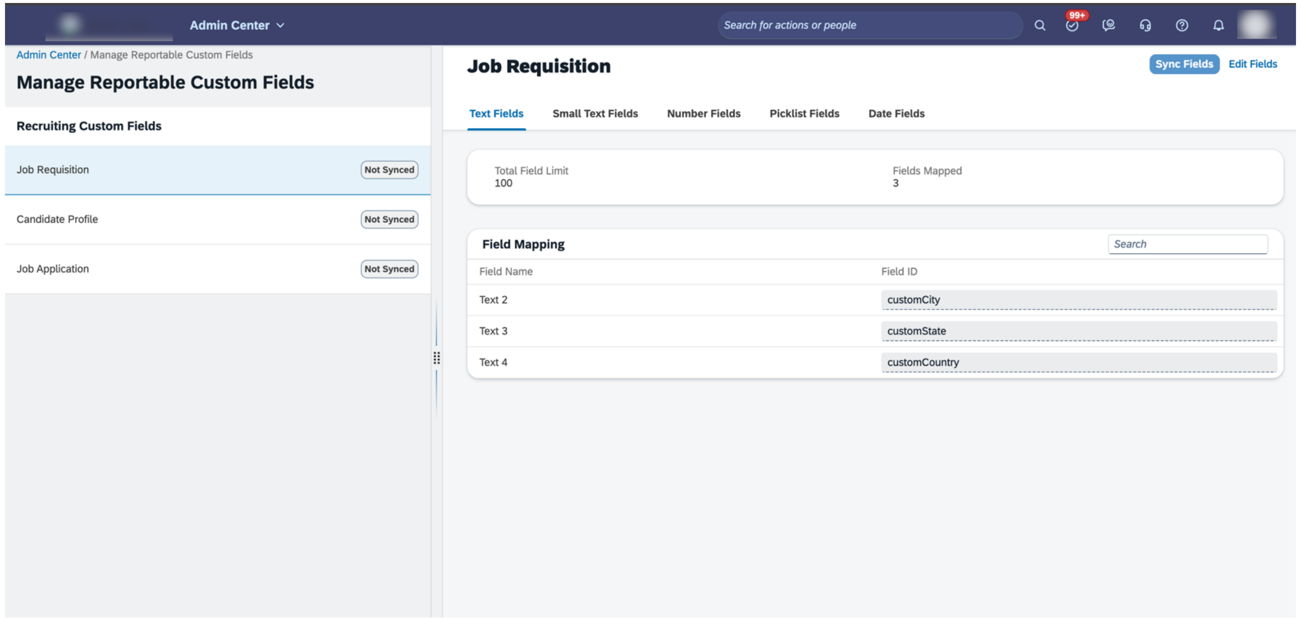
Reportable custom fields for recruiting templates

OPT IN

Before: via provisioning

Now:

- ✓ Admin Center: **Manage Reportable Custom Fields**
- ✓ **Map** and **configure** custom fields
- ✓ Displays custom fields as picklist selections



Configuration Requirements:

Admin Center: Manage permission roles

- ➢ *Manage Recruiting > Manage Reportable Custom Fields*

-- END --

Onboarding

Summary of changes

Description of change	Universal	Opt In	Opt Out
Automatic enablement of enhanced Offboarding Dashboard		✓	
Enhanced hiring status indicator on latest people profile	✓		
New task management page for onboarding tasks		✓	
Pre-delivered custom task template objects		✓	
Restart e-signature step for document flows		✓	
Review growth portfolio for internal hires		✓	
Updated e-signature page for HR & Manager	✓		

Automatic enablement of Enhanced Offboarding Dashboard

OPT IN

- ✓ Advanced search, filtering, task management, unified view, …
- ✓ Users having access to the legacy **Offboarding Dashboard** can automatically use the enhanced **Offboarding Dashboard (SF will assign the necessary permissions)**

❖ Necessary permissions for new users:

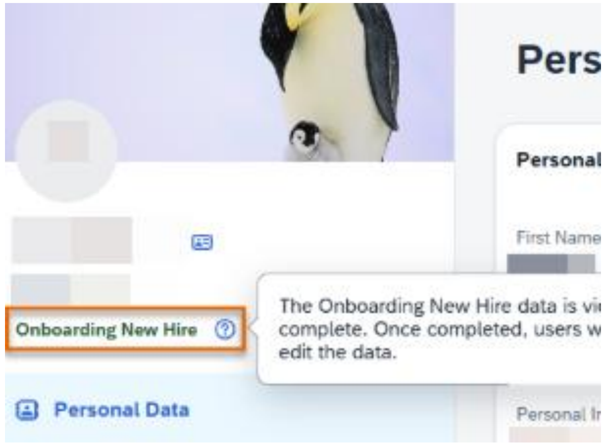
- ✓Onboarding or Offboarding permission:
  - ✓Show data review status on Offboarding dashboard
  - ✓Show offboarding activity status on offboarding dashboard
  - ✓Process responsible: view and edit
- ✓Onboarding and Offboarding object permission: aggregated details: view and edit

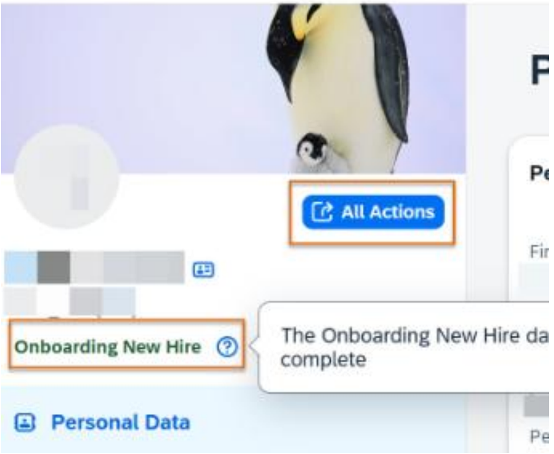
Enhanced hiring status indicator

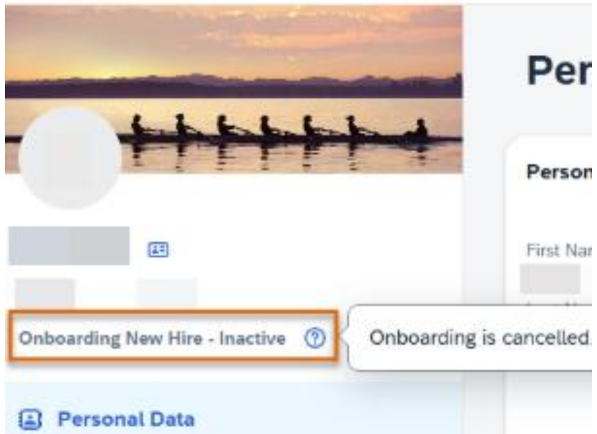
UNIVERSAL

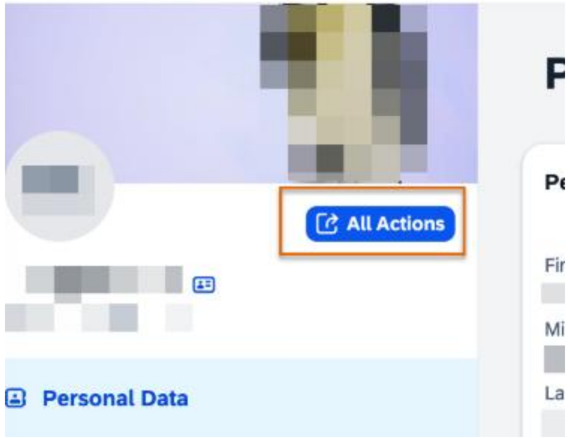
✓The profile page of new hires now clearly shows their current onboarding stage with supporting information text

- ❖ Before Manage Pending Hire: profile is view-only, no edit options available
- ❖ After MPH: full edit access restored
- ❖ Onboarding cancelled: new hire is marked as inactive
- ❖ After conversion to employee: indicator disappears, profile fully editable





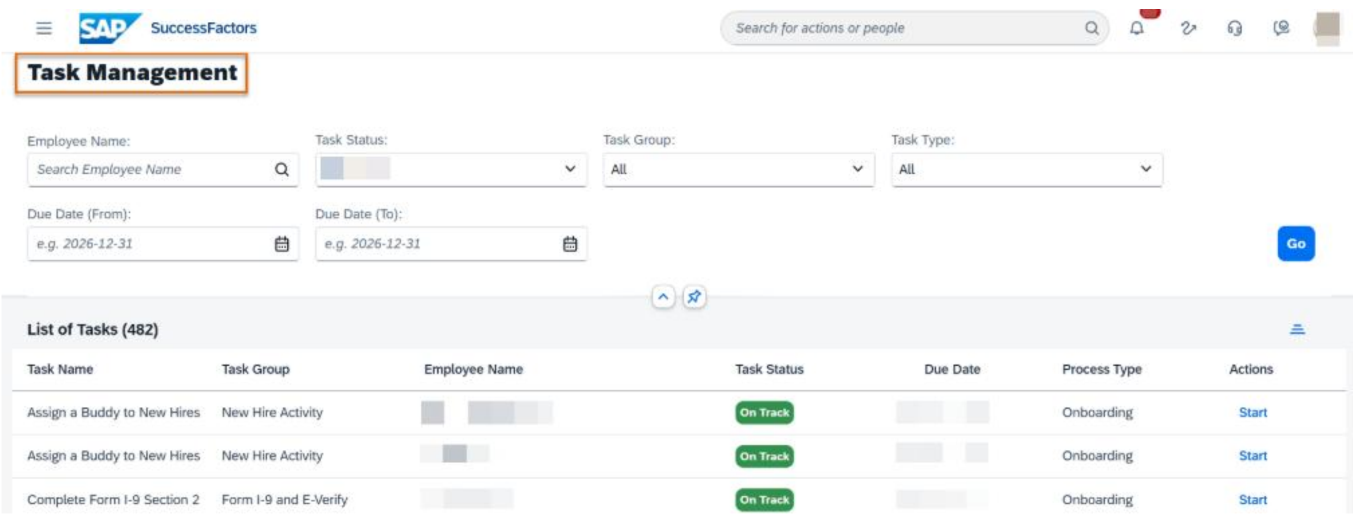




New task management page for onboarding tasks

OPT IN

- ✓ Task Management page is **accessible directly from the Onboarding Dashboard**.
  - ✓ **Filter** tasks
  - ✓ Task **status** options: Overdue, Nearing Deadline (< 7 days), and On Track
  - ✓ Task **groups**: New Hire Activity, Compliance Forms, Data Review, …
  - ✓ Add a quick link on the home page for even faster access



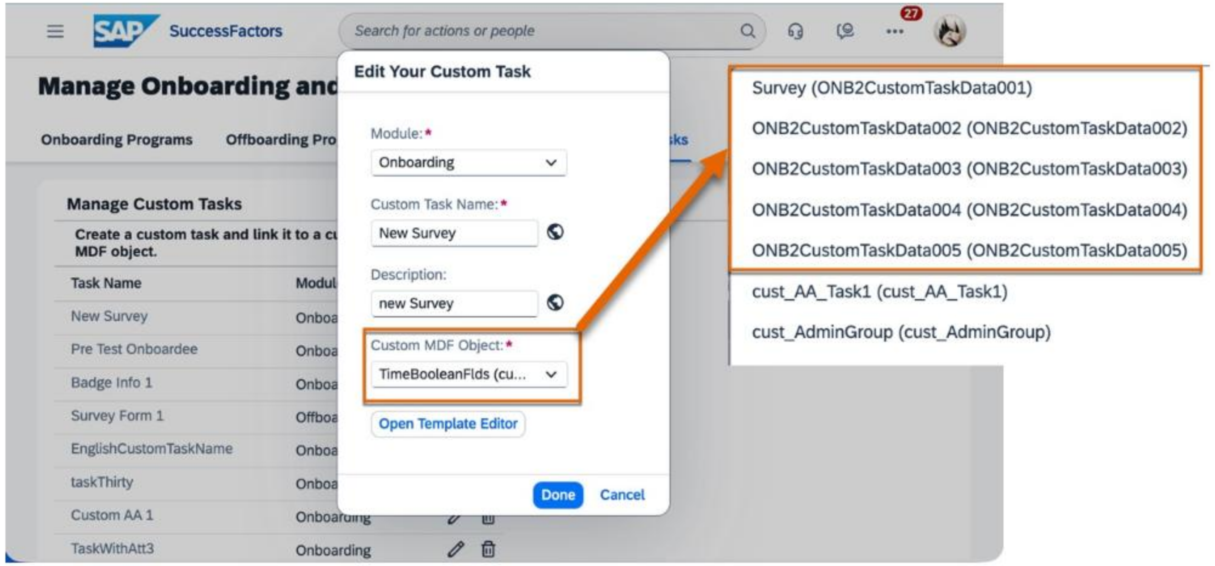
Admin Center
> Onboarding General Settings
> Enable Task Management on Onboarding Dashboard

Pre-delivered custom task template objects

OPT IN

✓Use pre-delivered template objects to **create custom onboarding and offboarding tasks**

- × No more building MDF objects from scratch
- ✓ Custom MDF object dropdown templates to activate
- ✓ Template appears in **Manage Custom Tasks**
- ✓ Fully **customizable**



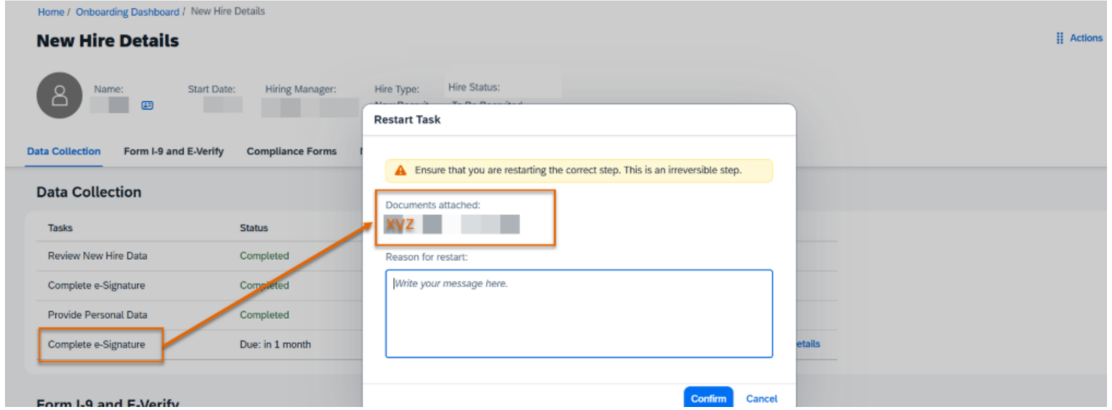
Restart e-Signature Step for Document Flows

OPT IN

Restart the Complete e-Signature step when new hire data changes

- View Details of the e-Signature task, for in-progress, completed, and skipped document flows
- Per **individual document flow**
- Documents are **regenerated** with updated data, checklist is updated
- Participant **notified by email**
- Restart **logged** and **previous document** versions are saved

! Restart is <u>irreversible</u>, select the correct document flow before confirming



Admin Center
> Manage Permission Roles
> Onboarding or Offboarding Permissions
> Restart Onboarding Step for E-Signature

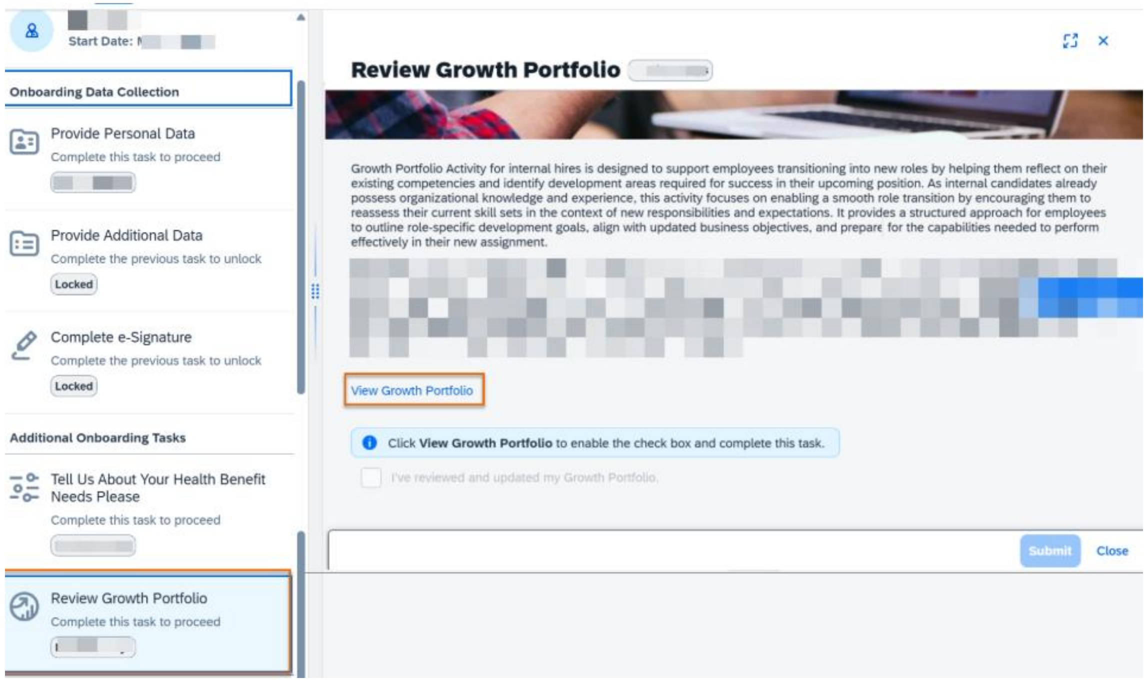
OPT IN

Review growth portfolio for internal hires

Use the Review Growth Portfolio task to prompt internal hires to assess & update their growth portfolio

- Task visible on **home page** for internal hires - for HR: part of New Hire Tasks
- Forwards you to the Growth Portfolio page to review skills, set development goals, …
- Proactively **bridge readiness gaps during transition**

Admin Center
> Manage Permission Roles
> Onboarding or Offboarding Admin Object Permissions
> **ONB2grwothPortfolioActivity**

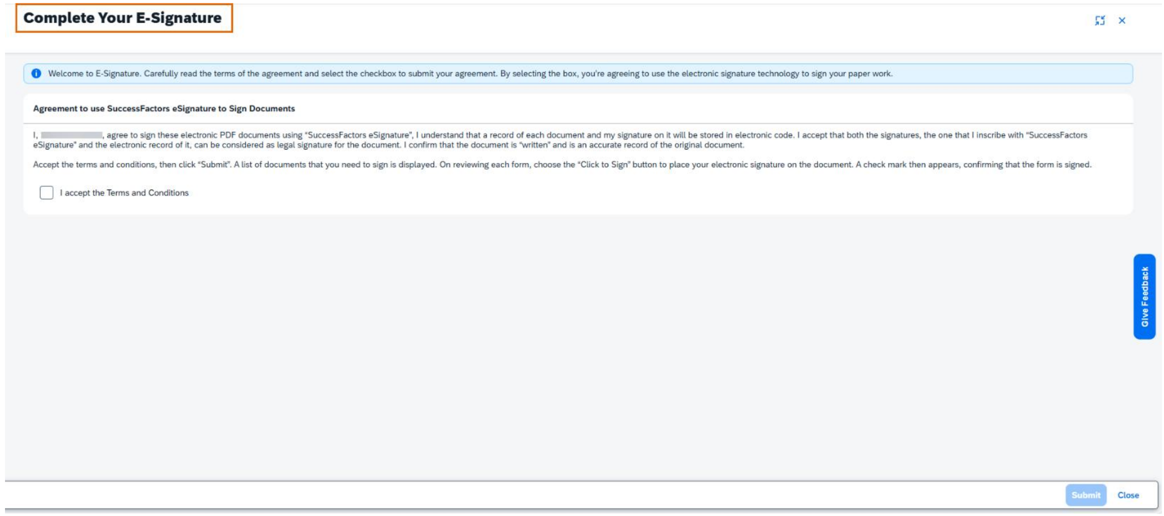


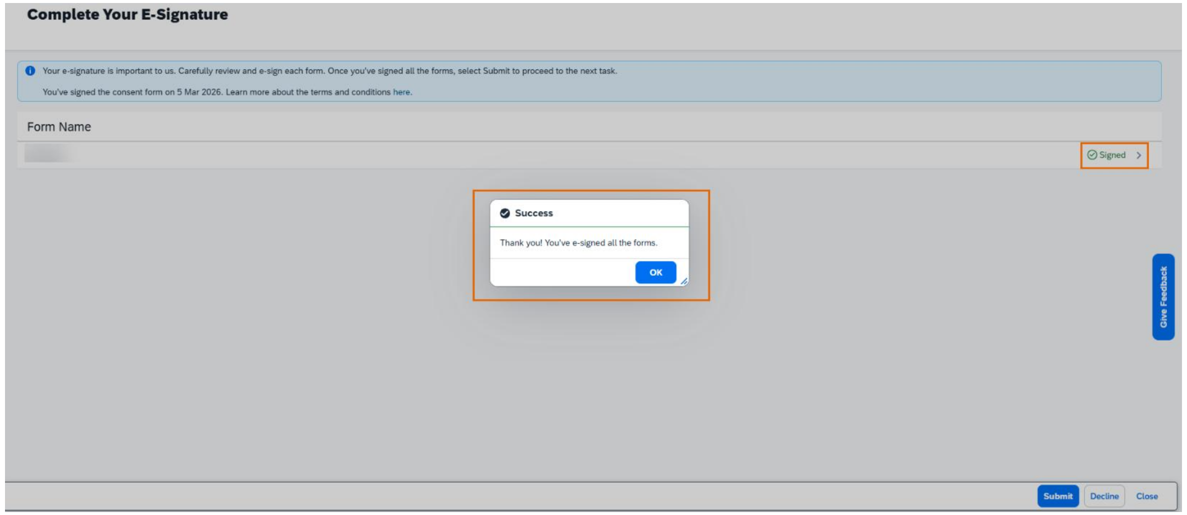
Updated e-signature page for HR and manager

UNIVERSAL

E-signature task page for HR and managers looks now the same as Onboarding Checklist

- More accessible for HR
- Renamed to 'Complete your E-Signature'
- Option to download (individually or collectively)





- - END - -
- Thank you for your time!