Newsroom | Workday

Workday and Randstad Partner to Transform Hiring with AI

New Partnership Combines Workday Recruiting Agent with Randstad's Expansive Talent Network to Instantly Connect Recruiters with Top Talent, Making Hiring Faster and More Efficient Than Ever Before

PLEASANTON, Calif., Feb. 26, 2025 /PRNewswire/ -- Workday, Inc. (NASDAQ: WDAY), the AI platform for managing people and money, and Randstad, the world's leading talent company, today announced a new strategic partnership to transform how companies find and hire talent. By integrating Workday's Recruiting Agent, powered by Illuminate, with Randstad's extensive talent network, this collaboration will help businesses quickly connect with top talent – reducing the time-consuming search process, leading to faster and smarter hiring decisions, and improving business outcomes.

AI-Powered Hiring, Simplified
According to the 2025 World Economic Forum Future of Jobs Report, 42% of employers expect talent availability to decline by 2030. Workday Recruiting Agent acts as an intelligent coach for recruiters, using AI to instantly surface qualified leads from past applicants, internal databases, and now, Randstad's vast talent network. This means recruiters spend less time sifting through resumes and more time engaging with the specialized talent they need.

"Finding qualified talent in today's job market is one of the biggest challenges for companies," said Matthew Brandt, senior vice president, global partners, Workday. "By combining Workday's Recruiting Agent with Randstad's unmatched talent network, we're making hiring easier and more efficient than it's ever been. This is the future of work – where AI and people collaborate to drive better outcomes."

Workday's Recruiting Agent processed over 700,000 job requisitions in 2024, increasing customers' recruiting capacity by an average of 54%. With the addition of Randstad's network, customers will gain even greater benefits, including:

- **Access to More Talent:** Puts vast network of qualified professionals with in-demand skills at recruiters' fingertips.
- **Smarter Matching:** AI helps recruiters identify the most relevant and likely-to-apply talent, reducing time-to-fill and improving application rates.
- **Seamless Integration:** Recruiters can access top leads directly within their existing workflow – no system-hopping required.
- **Faster Hiring, Greater Agility:** Organizations can quickly fill critical roles by targeting top talent – boosting productivity, improving the candidate experience, and reducing hiring costs.

"We are excited to partner with Workday to accelerate the matching of our specialized talent with meaningful opportunities," said Mike Smith, chief executive, Randstad Enterprise. "At Randstad, we believe AI enhances human expertise while driving efficiency and innovation, and this partnership is a great example of how we're combining AI with our deep understanding of talent to transform the world of work."

This expanded partnership builds on a history of collaboration between Workday and Randstad and comes at a pivotal moment where, according to Workday research, 93% of employees say AI allows them to focus on higher-level responsibilities such as strategy and problem-solving. This collaboration is another example of humans and AI working together to achieve more than either could alone.

Availability
The integrated solution is now available to Workday Recruiting Agent customers in the U.S. with plans to make the solution more broadly available in the future.

About Workday
Workday is the AI platform that helps organizations manage their most important assets – their people and money. The Workday platform is built with AI at the core to help customers elevate people, supercharge work, and move their business forever forward. Workday is used by more than 11,000 organizations around the world and across industries – from medium-sized businesses to more than 60% of the Fortune 500. For more information about Workday, visit workday.com.

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About Randstad
Randstad is a global talent leader with the vision to be the world's most equitable and specialized talent company. As a partner for talent and through our four specializations - Operational, Professional, Digital and Enterprise - we provide clients with the high-quality, diverse and agile workforces that they need to succeed in a talent scarce world. We help people secure meaningful roles, develop relevant skills and find purpose and belonging in their workplace. Through the value we create, we are committed to a better and more sustainable future for all.

Headquartered in the Netherlands, Randstad operates in 39 markets and has approximately 40,000 employees. In 2024, we

supported over 1.7 million talent to find work and generated a revenue of €24.1 billion. Randstad N.V. is listed on the Euronext Amsterdam. For more information, see www.randstad.com.

Forward-Looking Statements
This press release contains forward-looking statements including, among other things, statements regarding Workday's plans, beliefs, and expectations. These forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions. Because forward-looking statements relate to the future, they are subject to inherent risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialize, assumptions prove incorrect, or we experience unexpected changes in circumstances, actual results could differ materially from the results implied by these forward-looking statements, and therefore you should not rely on any forward-looking statements. Risks include, but are not limited to, risks described in our filings with the Securities and Exchange Commission ("SEC"), including our most recent report on Form 10-Q or Form 10-K and other reports that we have filed and will file with the SEC from time to time, which could cause actual results to vary from expectations. Workday assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this release, except as required by law.

Any unreleased services, features, or functions referenced in this document, our website, or other press releases or public statements that are not currently available are subject to change at Workday's discretion and may not be delivered as planned or at all. Customers who purchase Workday services should make their purchase decisions based upon services, features, and functions that are currently available.

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