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Oracle AI runs Oracle more efficiently

Leveraging 150+ embedded AI features across our operations to deliver better experiences for our customers, partners, employees, and candidates.

Saving teams thousands of hours annually, boosting productivity, and lowering costs

Expediting business cycles while improving quality of decision making and enabling greater agility

Reinforcing risk management and governance

Driving higher growth and improved margins, positioning our business for sustained competitiveness and long-terms shareholder value

The Oracle AI Playbook has been key to our AI success
We focus on four major vectors

Leadership defines vision/urgency for AI adoption, alongside commitment to customer success and continuous improvement. **Global Process & Data Owners** and **Global Solution Owners** create best-in-class process globally, leveraging automation and AI.

Processes are continually reimagined to **streamline** operations, **empower** people to focus on higher-value work, and **delight** stakeholders with faster, more successful outcomes.

People

Processes

Oracle
AI Playbook

Systems

Data

We **centralize** on Oracle Fusion Applications and OCI, **deploy applications out-of-the-box**, and **continuously innovate** with new features and AI capabilities released every 90 days.

We take advantage of the **unified data** model provided by Oracle's end-to-end technology stack, and leverage our Global Process and Data Owners together with Global Solution Owners to drive data **governance**.

Improving talent outcomes with embedded AI
Streamlined processes, reduced manual work, personalized experiences

Recruiting and Onboarding Experience

Adopted features: Skills Advisor, Recommended Jobs, Candidate Recommendations, Time to Hire, Internal Job Seeker Analyst, Generate Email and Text Messages, Benefits Analyst

Talent Management

Adopted features: AI Assist for Feedback and Manager Evaluations, Performance Review Summary, Goal Evaluation Summary, Suggested Development and Performance Goals, Goals Assistant, Skills Management, Skills Recommendations, Employee Recognition Message

Business Value

- **Accelerating hiring** with tailored guidance, better matches and proactive outreach

- **Automating manual activities** across processes from hiring to manager reviews

- **Increasing employee productivity,** saving thousands of employee, manager & HR hours

- **Empowering employees** to make informed benefits and policy decisions quickly

- **Reducing HR tickets** and enabling HR teams to spend time on highest value activities

- **Improving engagement and retention** through improved goal setting and coaching

Challenges of a volatile talent landscape

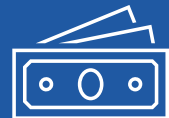**Attracting and hiring right people into right roles**

Boosting our employee value proposition

Bridging the skills gap

Saving costs

Our current goals

Hire the right talent as quickly as possible

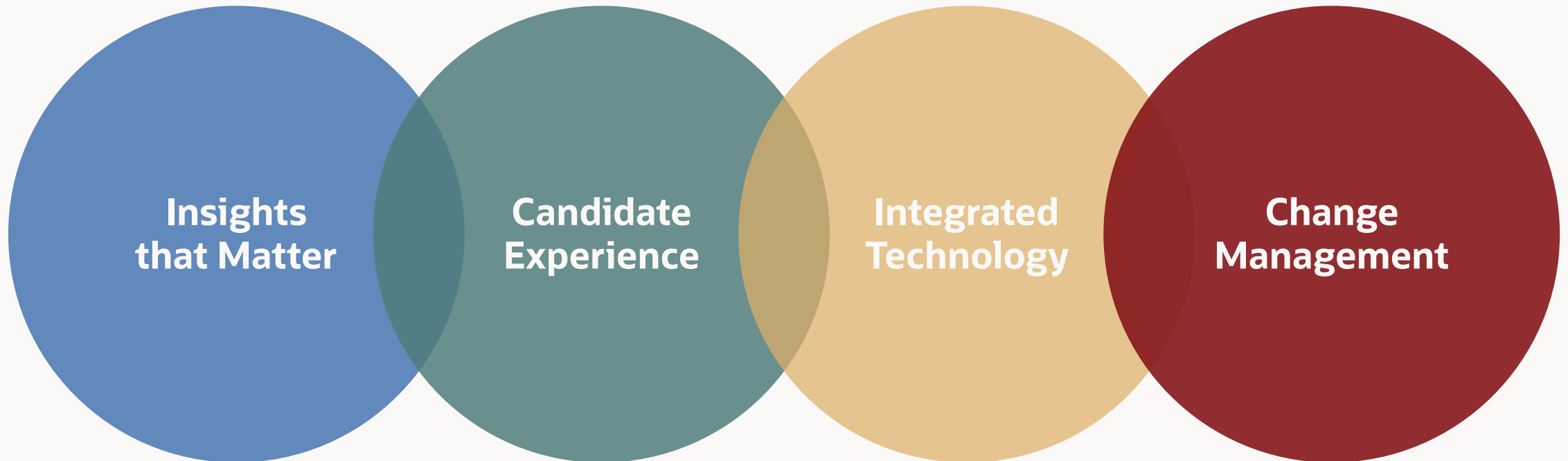**Improve the candidate experience**

Streamline & simplify process

Attract, hire, and retain diverse candidates

Improve process: time to hire, candidate conversion

Make data-driven decisions with reporting and analytics

Create global consistency: single system worldwide

We've refined our approach over 5 years

Insights that Matter

Candidate Experience

Integrated Technology

Change Management

Hiring and Onboarding

Hiring
Oracle Fusion Cloud HCM Recruiting

Redwood Experience

AI Agents and Generative AI

Opportunity Marketplace

Hiring Events

Onboarding
Oracle Fusion Cloud HCM Onboarding

Customized Journeys

AI Agents for Pending Workers
and New Hires

AI Transformation

Agents

Implemented

Internal Job Seeker Analyst

New Hire Onboarding Assistant
- Pre-Start AI Assistant (Pending Workers)
- Onboarding AI Assistant (Employee's 1st month)

Coming soon

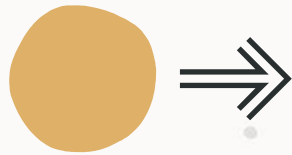**Employee Hiring Advisor**

Gen AI

3 Messaging features
- Generate Email Message Response to Candidates
  Average monthly emails to candidates **grew 342%** in the three months after AI implementation (143K to 634K).
- Generate Text Message Response to Candidates
  Average monthly SMS to candidates **grew 49%** in the three months after AI implementation (3331 to 4975)
- Send Messages to Multiple Candidates

- **Job Posting Description**
- **Job Application Matching Scores**
- **Message Thread Summary** (enhancement to existing Messaging functionality)

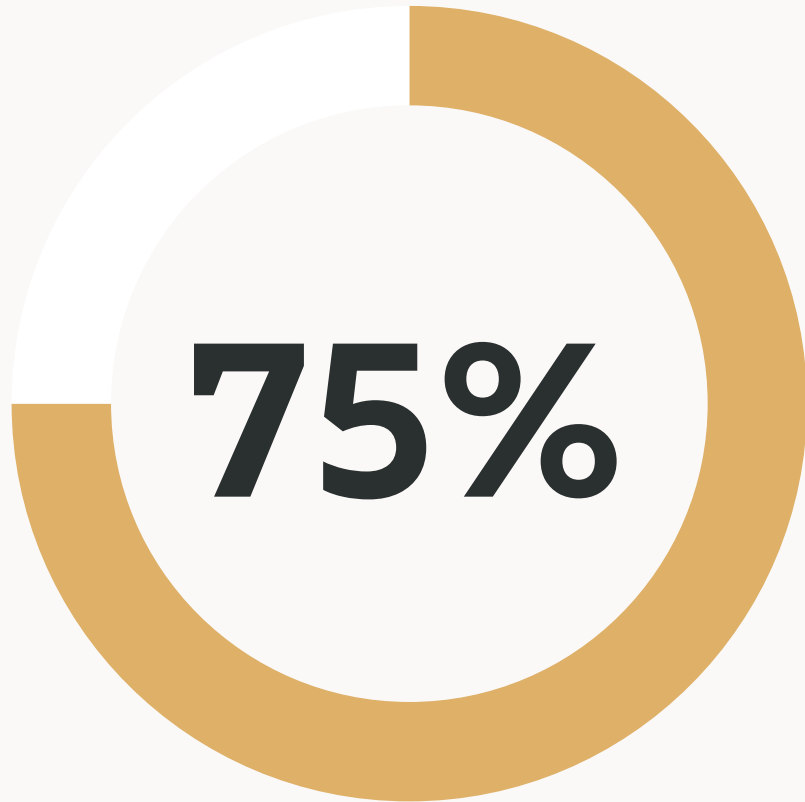# The impact of our transformation journey

**Growing
talent pipeline**

10x

**The increase in applicants for each
open requisition** since FY22 by
streamlining the application process

Streamlining requisition creation

75%

of steps involved, saving our hiring managers **20,000 hours each year** that they now can use to focus on coaching, engaging, and developing their teams

Optimizing hiring and onboarding
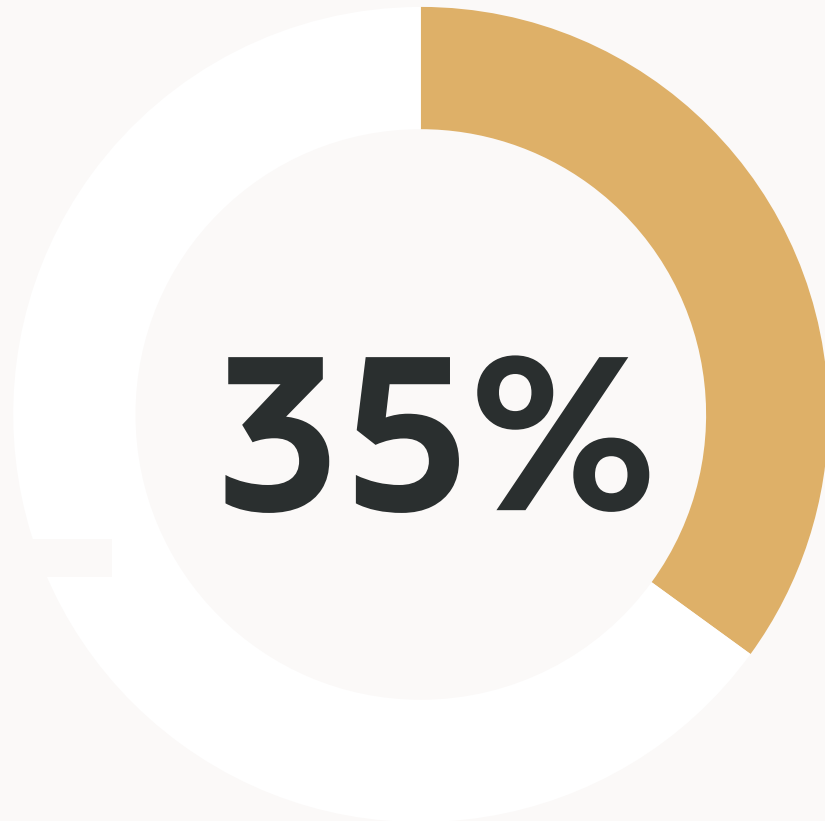
New hire employees join Oracle fully-equipped to begin contributing value from **Day 1**

Maximizing internal mobility

35%

of Oracle requisitions are
now filled by internal candidates

Where we're headed next on our journey

AI-powered recruiting operations that bring value

Suggested Candidates:
Recommends candidates to source for open job reqs, reduces manual sifting time and allows Recruiters to focus on those suggested candidates.

COUNTRY-SPECIFIC CONFIGURATION

Similar Candidates:
Finds candidates that have similar traits with existing candidates – for replacing "the one that got away" or replicating a "model".

COUNTRY-SPECIFIC CONFIGURATION

Time to Offer:
Hiring Managers and Talent Advisors gain insights and improves planning by predicting time to make first offer for a job requisition

TIME TO OFFER IS DOWN 14% in FY26

Similar Jobs:
Makes job discovery easier for external candidates by promoting jobs similar to the ones currently viewed

Suggested Jobs:
Improves candidate experience and drives candidate to applicant conversion by recommending jobs matching the candidate profile (based on resume)

Skill Recommendations:
Helps candidates to get personalized skill recommendations and to complete their job application faster. HMs take advantage of Skill Recommendations when creating a job requisition to efficiently add preferred or required skills to their job posting

AI Agent Studio:
Targeting 4 Oracle Recruiting use cases

Recruiting Sourcing Agent for TAs
Builds prospective candidate pipelines for requisitions

Candidate Referral Agent in Opportunity Marketplace for Employees
Streamlines the employee referral process

Hiring Support Assistant
Working as an agent team, provides a single point of hiring support for managers

HR Support Agent
Supports HR by automating repetitive tasks and improving access to information, freeing them to provide quality support to employees

Lessons Learned

Change Management is Key

Enable Guided Journeys

Transform with AI features and agents

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Skills Advisor for Requisitions	Suggests skills to hiring managers and recruiters so that they can quickly add required skills as they are creating a new requisition.	Doubles the number of relevant skills captured per requisition, improving requisition quality and candidate fit. Reduces HR and recruiter rework and accelerates req approval-to-posting cycles. Improves candidate self-selection and application quality through clearer skill requirements. Saves ~75,000 minutes (1,250 hours / 156 working days) annually by simplifying skills entry across ~25K requisitions.
Skills Advisor for Candidates	Suggests skills to external candidates so that they can quickly select the relevant skills to add to their job applications.	Candidates add 13.2% more skills to their job applications, making it easier to match them to the right jobs. Richer applications help recruiters screen faster and focus on best-fit candidates. Better job-to-candidate matching strengthens the talent pipeline and improves hiring decisions. Clear skill profiles reduce back-and-forth with candidates during screening.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Recommended Jobs and Similar Jobs	Recommended Jobs alerts external candidates searching for career opportunities online to open roles for which they could be qualified based on an AI analysis of their experience. Similar jobs alerts candidates searching for career opportunities online to open jobs which have a skills/experience profile similar to the role they are searching for.	Candidates submit more applications per visit (1.87 to 2.20; +17.6%) when shown recommended and similar jobs. Expands the qualified talent pool as candidates discover relevant openings during their career-site search. Improves application quality by guiding candidates to roles that match their skills and experience. Reduces recruiter sourcing time by delivering more right-fit applicants to each requisition.
Similar Candidates and Suggested Candidates	Similar Candidates allows recruiters to view candidates whose profiles are a strong match to the profile of the employee that has vacated a role. Suggested Candidates provides hiring managers a list of candidates whose profile has a strong match to the profile of the employee that has vacated a role.	Saves 2 minutes per requisition or profile search by surfacing "Suggested" and "Similar" candidates directly in Oracle Recruiting. Improves prospect list quality by using AI to highlight strong matches from the candidate database.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Time to Hire	Hiring managers are provided with a forecast for how long it will take to fill an open role, making it possible to estimate the time the role will be vacant and helping them forecast staff costs at this time.	Improves workforce planning and budgeting by estimating vacancy duration and related staff costs. Helps recruiters prioritize hard-to-fill roles sooner and adjust sourcing strategies to meet timelines. Reduces surprises for stakeholders by giving a clear, data-driven timeline for each requisition.
Candidate Email and Text Messages	Uses Gen AI to draft emails and text messages to one or more candidates regarding invitations to apply for jobs, next steps, task reminders, and other hiring topics.	Saves 3 minutes per candidate email or text for Talent Advisors by auto-drafting invitations, next steps, and reminders. Increases response rates and keeps candidates moving by sending timely outreach and task reminders. Reduces manual writing and errors, freeing recruiters to focus on higher-value sourcing and interviews.
About Me	Uses Gen AI to help employees draft the bio on their Connections profile.	Increases Connections profile updates by 21% per month on average by auto-drafting engaging bios that overcome "blank page" paralysis. Boosts new-hire profile updates by 5% per month on average during onboarding, strengthening early engagement.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Internal Job Seeker Analyst	Gen AI Agent that assists job seekers in preparing for and finding employment, offering resume tips, interview coaching, and job search strategies.	Reduces time employees and managers spend searching policies by delivering instant, tailored answers from a 24-page FAQ. Increases internal mobility by guiding employees to relevant roles and providing resume tips, interview coaching, and job search strategies. Lowers HR ticket volume. Improves quality and preparedness of internal candidates with personalized coaching and clear policy guidance. Ensures consistent, country-specific answers for referral bonuses and transfer policies.
AI Assist for Giving Feedback	Uses Gen AI to draft feedback comments to help improve employee performance and engagement.	Saves 4,166 hours (520 working days) by auto-drafting feedback for employees and managers, with ~250K feedback summaries in FY25 and ~50% using AI. Improves the quality and consistency of feedback comments and responses to requested feedback, supporting better coaching and performance.
AI Assist for Requested Feedback	Leverages Gen AI to provide relevant feedback responses for each requested feedback question.	Increases participation by making it faster and easier to provide feedback in the flow of work. Reduces follow-ups and speeds performance cycles by delivering clear, ready-to-send feedback drafts.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Performance Review Summary	Uses Gen AI to create a performance review summary by analyzing multiple data sources to help uplift performance conversations.	Saves 7,500 hours (937.5 working days) by auto-drafting review summaries and goal comments; based on ~100K reviews in FY25, ~50% AI usage, and ~9 minutes saved per AI-assisted review.
Goal Evaluation Summary	Generate suggested evaluation comments for a manager of an employee's goal. Reduce the time spent by managers writing evaluation comments for employees' individual goals and provide helpful suggestions to get started.	Delivers ~19 minutes saved per manager across evaluation tasks for 23,361 managers, reducing time spent writing summaries and comments.

Improves review quality and consistency with AI-synthesized feedback and development tips. |
| **AI Assistance for Manager Evaluations** | Uses Gen AI to to quickly generate overall summary comments for an employee based on participant feedback, anytime feedback, or your own comments, as well as generate tips on how to develop a competency. | Speeds completion with ready-to-edit summaries, reducing back-and-forth. |

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
AI Assist for Goal Creation	An AI Agent that helps employees in setting and achieving performance goals, providing feedback and development plans to enhance job performance.	Saves 2,500 hours (312 working days) by auto-suggesting goals across ~100K goal plans with ~50% AI usage (3 minutes saved per plan).
Suggest Dev Goals Based on Previous Performance Evals	Generates suggested development goals for an employee to add or for a manager to add for an employee.	Improves goal quality and consistency with AI-suggested performance and development goals.
Suggest Perf Goals Based on Previous Performance Evals	Generates suggested performance goals for an employee to add or for a manager to add for an employee.	Increases goal plan completion and clarity for employees and managers.
Goals Assistant	Helps assist employees in setting and achieving performance goals, providing feedback and development plans to enhance job performance.	Reduces admin effort with ready-to-edit goals and development plans aligned to prior evaluations.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Skills Management	Suggest skills to an employee based on the employee's job, careers of interest, peer skills, and existing skill set, enabling the employee to add skills to their profile in a well-informed and consistent manner.	Increases skills profile completeness and accuracy by suggesting relevant skills for employees to add. Improves consistency in learning outcomes by recommending skills aligned to course content.
Skills Recommendations	Learning administrators can use Oracle Adaptive Intelligence to suggest appropriate skills to set as learning outcomes while configuring a course or specialization. Suggestions are based on the course or specialization title, description, and short description.	Reduces admin effort for employees and learning admins with ready-to-accept skill suggestions. Enhances talent development and mobility by aligning skills, learning, and career interests.
Job Skills Enrichment	An AI Agent that analyzes the job description, job title, skills associated with the job profile, your organization's skills library, and other relevant HCM transactional data, and suggests new or additional skills that are relevant to the job profile.	Increases the number of relevant skills captured and associated with each job profile. Reduces the time and effort required to maintain and update job skill requirements.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Benefits Analyst	Uses Gen AI to help employees understand and maximize their benefits packages, offering personalized insights on medical, dental, and vision coverage based on individual needs.	Reduces HR tickets and employee research time by delivering instant guidance from ~100 data sources. Improves benefits selection and cost optimization with personalized eligibility, cost, pension, and tax insights. Increases employee confidence and satisfaction by clarifying complex coverage options quickly.
Retirement and Pensions Analyst	An AI Agent helps offer advice on retirement planning including 401K and pension options, supporting employees as they prepare for their post-work years.	Decreases the volume of routine retirement-related inquiries routed to HR staff. Reduces time employees spend researching retirement and pension options by providing instant, personalized guidance.
Leave and Absence Analyst	An AI Agent helps employees navigate leave and absence policies, assisting with requests for time off and helping them understand their rights and benefits.	Decreases the volume of routine leave and absence inquiries routed to HR staff. Reduces time employees spend understanding and requesting leave by providing instant guidance. Enables 24/7 availability for employees to get nuanced answers to leave and absence questions.
AI Agent for Workforce Comp	An AI Agent to support Managers and HR in the Workforce Compensation Cycle.	Reduces time managers and HR spend addressing questions. Decreases the number of compensation-related inquiries directed to HR, enabling more strategic focus.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Learning Descriptions	Uses Gen AI to create descriptions for learning requests, completed external learning, and self-paced learning items.	Frees up HR and L&D teams to focus on strategic initiatives rather than manual content creation. Increases employee engagement by providing clear, relevant information on learning opportunities. Enhances the discoverability of training content through more accurate and descriptive summaries
Ingest External Files w/ Skill Data	You can now upload files containing skills data into the AI engine using a new agent called Skills Library Training, which can then be used by the Skills Library Enrichment agent to discover and suggest skills to add to your skills library.	Loads external skills data quickly to expand and enrich the Skills Library. Increases the richness and completeness of skill coverage, improving relevance of AI suggestions.
Recognition Comments	Uses Gen AI to draft recognition comments to acknowledge an employee's success in a style matching your company's culture.	Cuts time per recognition note from 10 minutes to 4 minutes (>2x faster) for employees and managers. Increases recognition frequency by reducing friction and overcoming blank-page paralysis. Delivers culture-aligned, ready-to-edit recognition comments that are easy to send. Frees up time for higher-value work while boosting employee engagement.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Enhancements For Manager Evaluations In Redwood Performance Documents	Enable managers to generate development tips for competencies based on manager entered comments, proficiencies, and ratings in addition to the competency name and description.	Reduces time managers spend generating personalized feedback for employees. Increases the number and quality of actionable, competency-based recommendations given to employees.
AI Assist and HCM Celebrate Assistant Agent	An AI Agent that leverages frequently asked questions to help employees get recognition-related questions quickly and easily.	Increases the number of HR queries resolved without manual HR intervention.
Career Site Content	Uses Gen AI to create concise summaries for career sites of long-form company information and content on hiring topics, such as benefits, workplace environment, and company culture, to help attract and engage candidates.	Reduces time required to create and update career site content. Increases the number of qualified applicants to reqs.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Learning and Training Advisor	An AI Agent that helps recommend training and development opportunities to employees, supporting continuous learning and skill enhancement.	Increases employee participation in relevant training and development programs. Accelerates skill growth by recommending personalized learning opportunities. Reduces time managers spend identifying suitable development paths for team members.
Tax Withholding Guide	An AI Agent supports employees with guidance through W-4 elections to help enable the withholding of the correct amount of tax, prevent surprises at tax time, and manage cash flow throughout the year.	Reduces time employees spend completing and updating tax withholding forms by providing step-by-step guidance. Increases the accuracy of tax withholding elections. Lowers the number of tax-related inquiries directed to HR or payroll staff.
New Hire Onboarding Assistant	An AI Agent supports new employees through their initial days, offering information on company policies, culture, and key resources.	Reduces time new hires spend searching for onboarding information by providing immediate guidance on policies, culture, and resources.

Deployed AI Features in Oracle Fusion Cloud HCM

	Description	Business Value
Timecard Assistant	An AI Agent helps facilitate the accurate and timely submission of timecards, supporting proper tracking of hours worked. Assists in providing explanations of how pay is calculated based on hours worked.	Reduces time employees spend on submitting timecards and understanding pay slips by providing instant, AI-driven guidance.

Increases accuracy of time tracking, payroll calculations, and pay-related information. |
| **Compensation Statement Analyst** | An AI Agent that enables employees to ask potentially clarifying questions about their total compensation statement. | Decreases the number of timekeeping and pay inquiries directed to HR or payroll teams, freeing staff for higher-value activities. |

Oracle AI Playbook

Explore the Oracle AI Playbook or schedule a follow-up.

Questions?

Thank you