Oracle HCM 2025
From AI Vision to Reality

Oracle moved enterprises from adopting cloud to operating with intelligence:
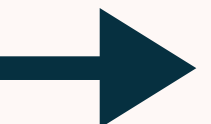
Experiences were unified through Redwood

Work was guided through Guided Journeys

Knowledge became contextual with Ask Oracle

Decisions were supported by AI Agents

Innovation was scaled through AI Agent Studio and the Partner Marketplace
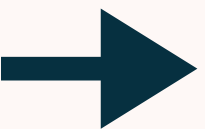
This is a recap of Oracle HCM's 2025 journey. Swipe to see the milestones that shaped it.

→

ORACLE
Cloud Success
Navigator

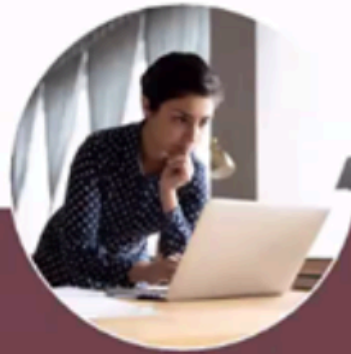# Charting your Cloud Journey with Oracle Cloud Success Navigator

The Future Starts Now...

Your Journey to Redwood Powered by AI

Employee Activity Center

What should I focus on today?

Manager Activity Center

What does my team need to stay productive and engaged?

Recruiter Activity Center

What requires my most immediate attention to keep hiring processes on track?
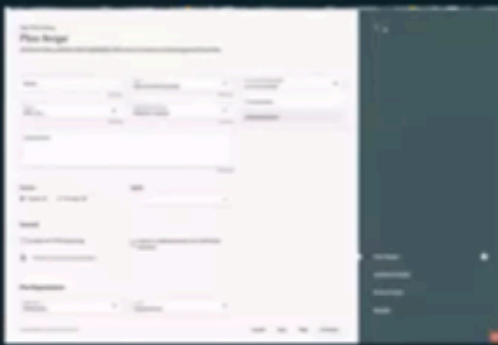
Payroll Activity Center

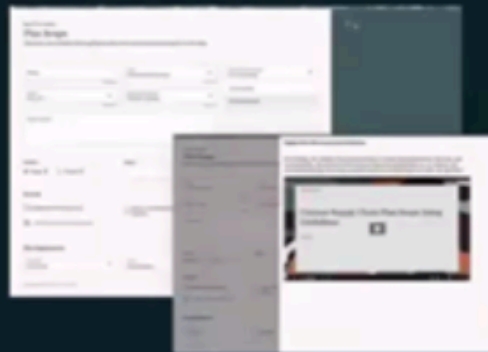What issues need fixing to get payroll processed accurately and on time?
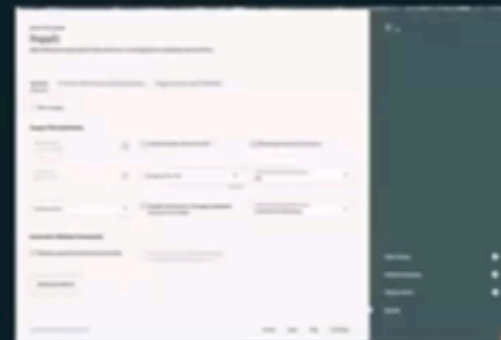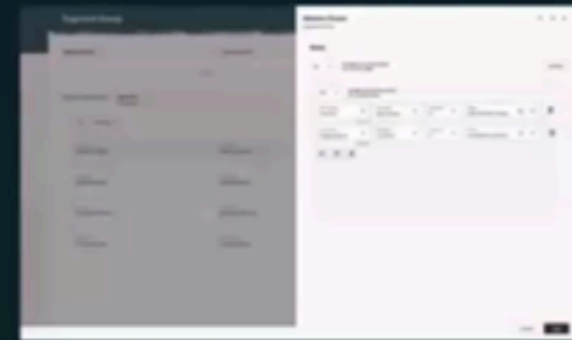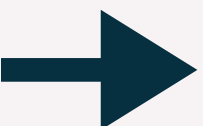
Redwood Adoption Timeline

24C	25A	25B	Product	25C	26A	26B	26D
	• Opportunity Marketplace *(4 internal candidate experience pages)*		**Recruiting**	• Requisition Mgmt • Job Applications • Candidate Mgmt		• Offer Mgmt • Interview Mgmt • Campaigns • Events • Agency Hiring	
	• Journeys		**Global HR**	• Global HR			
• Learner Self Service • Manager Self Service for Learning			**Talent + Learning**	• Talent Management	• Learning Admin Experience *(Resource Mgmt, Recommendation Mgmt, Self-Paced Learning Mgmt for Customer or External Content)*		• Learning Admin Experience *(Assignment Mgmt, Instructor-Led Mgmt, Learning Path Mgmt, Category + Topic Mgmt, Official Community Mgmt)*
	• Time + Labor *(for desktop based time entry)*	• Time + Labor *(for mobile device based time entry)*	**Payroll, Time, Absence, + Comp**	• Payroll • Absence • Benefits • Compensation *(Salary, Individual Comp, + Salary Admin)*			• Workforce Compensation *(Comp Worksheet + Budgeting pages)*

Prior Adoption Dates   **Upcoming Adoption Dates**

AI Agent Studio: Prebuilt Templates 25C

Solve problems with AI agents that can plan and orchestrate tool usage

Human Resources

Benefit Analyst (Employee)
Leave and Absence Analyst
Leave and Absence Analyst (My Team)
Compensation Advisor (Employee)
Compensation Advisor (My Team)
Employment Details Assistant (My Team)
Employment Life Cycle Policy Advisor
Talent Advisor (My Team)
Pay Analyst
Leave and Absence Policy Advisor
Benefits Policy Advisor
Perks and Awards Analyst
Employment Contract Analyst
Employment Lifecycle Policy Advisor
Pay Policy Advisor

Service, Sales, and Marketing

Service Request Triage Agent
Service Request Resolution Agent
Account Advisor Agent
Sales Analyzer

Supply Chain, Finance, and Procurement

Sales Return Order Assistant
Maintenance Advisor
Operational Procedure Advisor
Work Instruction Authoring Advisor
Procurement Policy Advisor
Costing setup assistant
Costing period close assistant
Workflow Policy Advisor
Manufacturer Onboarding and Risk Advisor
Master Data Governance Standards Advisor
Product Regulations and Compliance Agent
Quality Inspection Advisor
Material Handling Agent
Outbound Compliance Agent
Goods Delivery Agent
Sales Promotions Advisor
Supply Chain Collaboration Policy Agent
Supply Chain Planning Advisor
Claims Policy Advisor

Public Sector

Agency Permit Assistant
Code Enforcement Case Assistant
Permit Inspection Assistant
Planning Activity Assistant
Reference APO Assistant
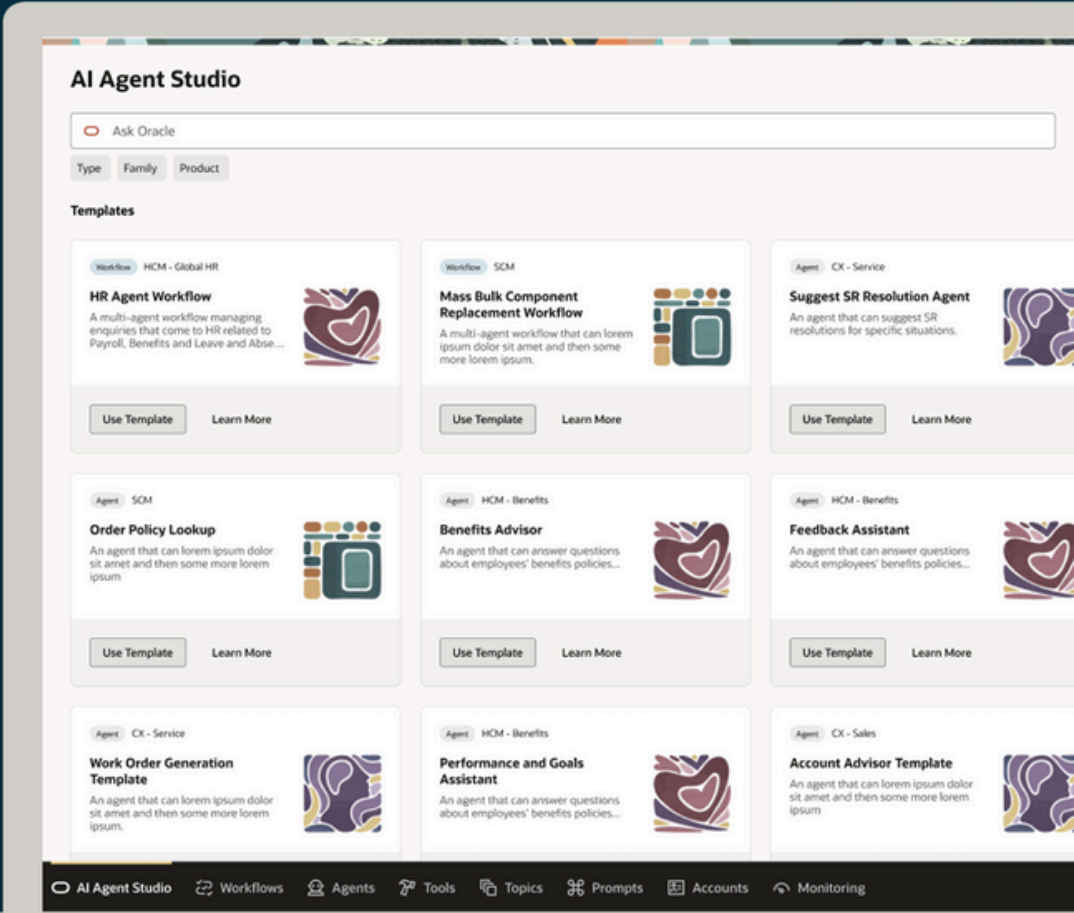
AI Agent Studio: Prebuilt Templates 25D

Human Resources

Benefits Court Orders Agent
Benefits Plan Advisor Agent
Onboard New Hires with AI Assistance
Internal Mobility Job Discovery Advisor
Internal Mobility Job Fit Advisor
Team Sync Agent
Job Offer Creation Advisor
AI Agent Studio for Job Requisition
Creation Flow
Job Applicant Screening Agent Template
Team Goals Assistant Agent
Transaction Console Assistant
Manager Concierge
Worker Concierge
RAC Helper
Employee Replacement Workflow
Assistant
Scheduling Advisor
Learning Creation Assistant
External Career Site Job Fit Agent
External Career Site Job
Recommendation Agent
Payroll Run Analyst

Supply Chain and Manufacturing

ASN Creation Assistant
B2B Message Converter
B2B Message Processor
B2B Message Converter (Workflow)
Component Replacement Assistant
Contractor License Assistant
Data Access Advisor for Sales Orders
Data Extraction Query Transformer
Disposition Assistant for Rejects
FDA Recall Curation Assistant
Fulfillment Processing Assistant
Item Shortages Analysis Advisor
Maintenance Work Order Builder
Order Exception Assistant
Planning Activity Assistant
Planning Advisor for Exceptions and Notes
Post maintenance Work Recorder
Preapplication Agent Team
Product 360 Advisor
Product Comparison Advisor
Product Configuration Agent
Promotion Recommendation Advisor
Reference APO Assistant
Sales Order Assistant
Service Parts Advisor
Supply Disruptions Mitigator
Supply Disruptions and Mitigation Agent

Procurement

Supplier Portal Advisor
Purchase Requisition Status Advisor
Sustainability Policy Advisor
Quote to Purchase Requisition Assistant

Service, Sales, and Marketing

CPQ Administrator Assistant
Quote Advisor
Service Request Creation Assistant
Ingest Similar Requests
Service Request Escalation Prediction Agent
Service Request Triage Agent (Multiagent)
Embedded Help
Notification Agent
Incentive Payee Advisor
Incentive Administration Assistant
Pro Active Support AI Agent
Service Work Order Create Agent
Express Reports
Lead Advisor Agent Team
Case Analyzer Agent
Contract Summarization Agent
Service Request Resolution Workflow
Service Request Resolution Assistant
Deal Advisor Agent Team

Enterprise Resource Planning and Industry

Access Request Assistant
Expense Policy*
Expense Distribution Assistance*
Project Change Generation*
Project Status Summary & Action Plan*
B2B Message Conversion for trading partner comms*
JPMC Bank Account Validation Service Integration*
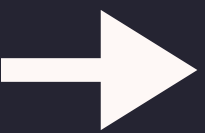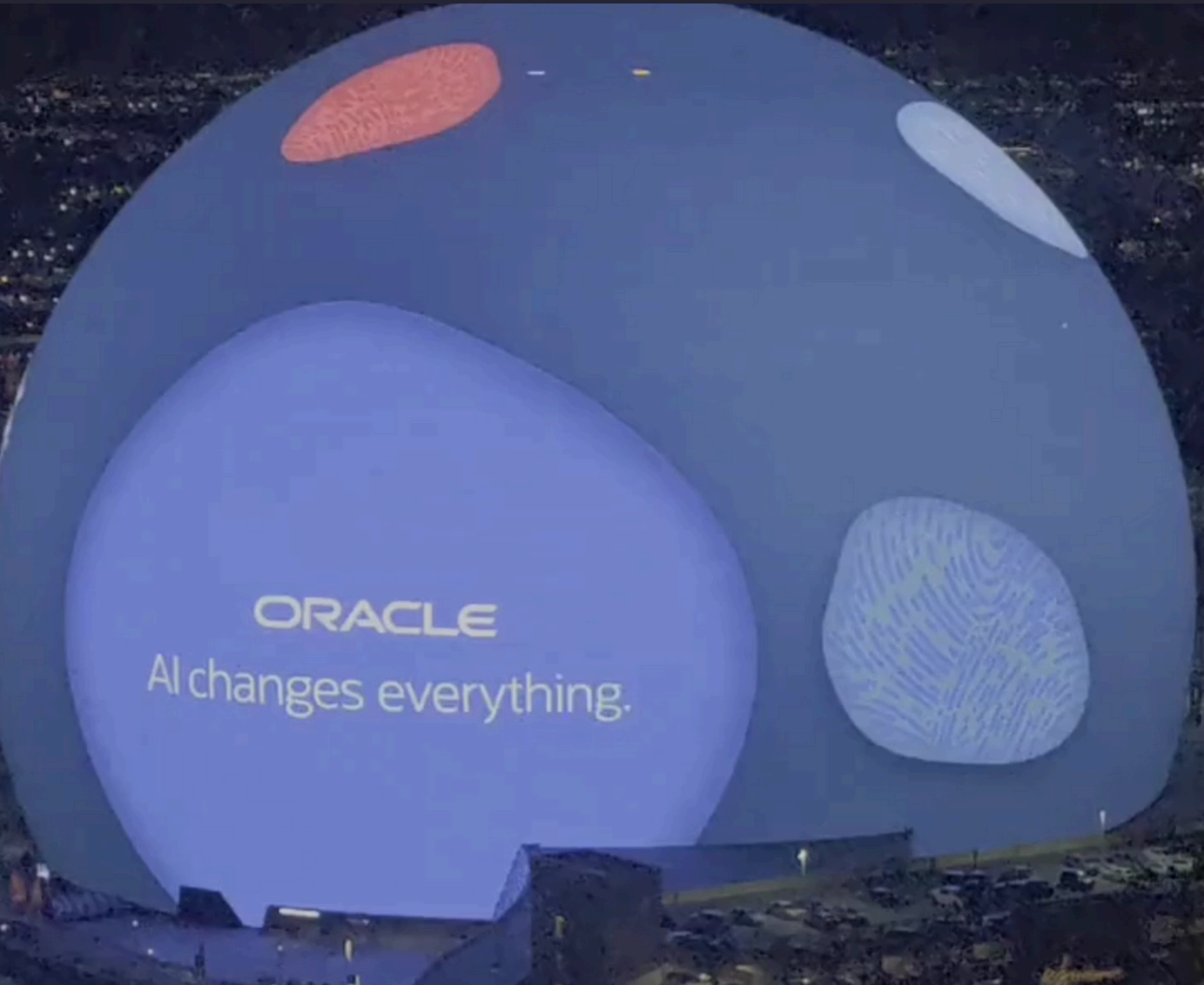
* Not available as pre-configured template in AI Agent Studio

Public Sector

Contractor License Assistant
Preapplication Agent Team
Agency Business License Assistant
Agency Planning Assistant
Code Incident Analyzer
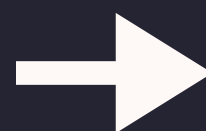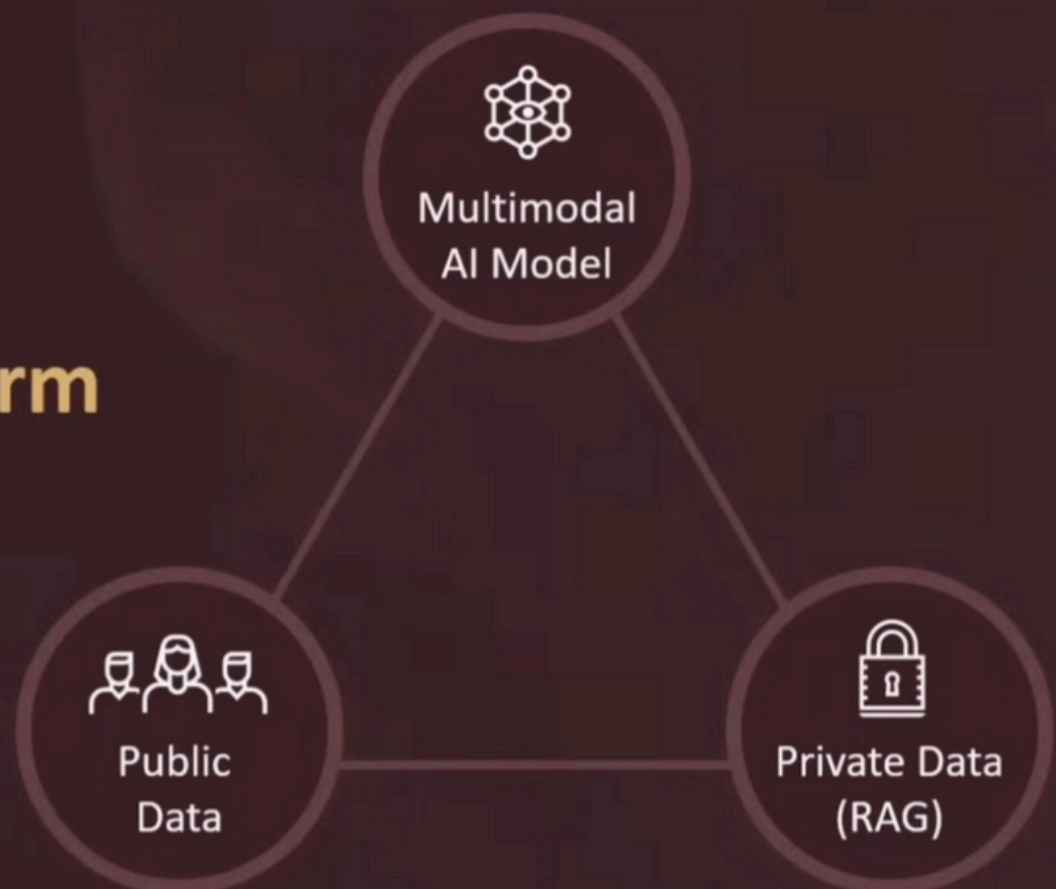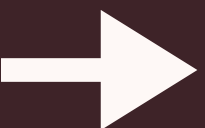
Oracle AI Factory components to support your journey—wherever you are on the AI path

Navigate

Access essential tools, expert guidance, and actionable insights to help make your cloud and AI journey successful and innovative.

Prove

AI Customer Excellence Centers help validate and de-risk AI initiatives with pre-built agents, pilots, and real-world success stories.

Execute

Oracle Technical Experts provide tailored guidance to help develop and deploy AI use cases built for your business.

Accelerate

Rapid deployment of pre-built agents, automated workflows, and outcome-focused AI Acceleration Services help organizations realize value quickly from AI investments.

Innovate

Embedded AI in Oracle Fusion Cloud Applications, the Oracle AI Data Platform, and scalable Oracle Cloud Infrastructure help drive continuous innovation for next-generation advancements.

Learn

AI Education and Training, plus comprehensive change-management resources, support upskilling and successful adoption across every phase of transformation.

Oracle AI Agent Studio Marketplace
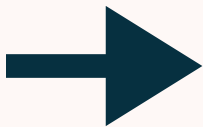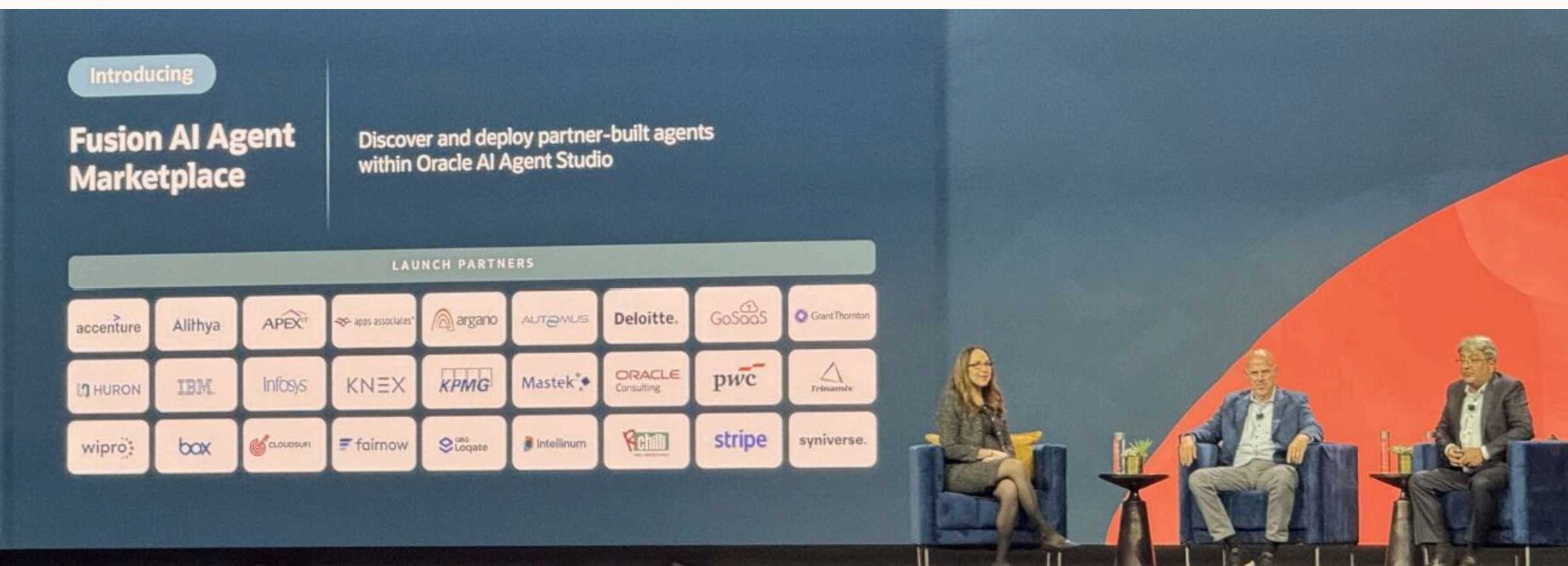
AI Agent Studio

Ask Oracle

Type Family Product

Oracle	Marketplace	New
160	102	

Agent CX - Sales

Sales Report Support Agent

Support collaboration among sales reps and channel teams.

Powered by System Integrator

Copy Template ...

Agent Team CX - Sales

CPQ Data Integrity Agent

Proactively monitors and flags quoting data integrity issues.

Powered by System Integrator

Copy Template ...

Agent All - Cross-Product

Reporting Advisor

Searches and queries applicable reports in a catalog.

Powered by System Integrator

Copy Template ...

**Agent Team** SCM - Procurement

SmartProcure AI Assistant

Streamlines and automates procurement processes.

Powered by System Integrator

Copy Template

Agent Team ERP - Financial Management

Expense Report Cash Advance Analyst

Manages expense reports and cash advance requests.

Powered by System Integrator

Copy Template ...

Agent SCM - Order Management

Sales Order - Last Priced

Provides real-time pricing history for sales decisions.

Powered by System Integrator

Copy Template ...

Agent HCM - Talent Management
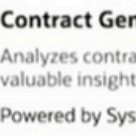
Employee Skills Advisor

Provides employee skills information for talent management.

Powered by System Integrator

Copy Template ...

Agent Team ERP - Procurement

Contract Genius

Analyzes contracts and provides valuable insights.

Powered by System Integrator

Copy Template

Agent Team HCM - Workforce Management

Location Management Agent

Creates and manages locations across multiple systems.

Agent Team CX - Marketing

Next Best Campaign Generator

Recommends next best campaign strategy.

Agent Team SCM - Inventory
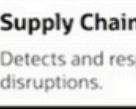
Inventory Movement Advisor

Recommends inventory movement actions for efficiency.

Agent Team SCM - Supply Chain Planning

Supply Chain Risk Advisor

Detects and responds to supply chain disruptions.

AI Agent Studio   Agent Teams   Agents   Tools   Topics   Prompts   Credentials   Monitoring and Evaluation
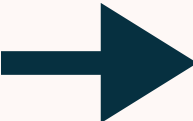
Oracle AI Agent Studio

Create AI Agents with the same tools that Oracle uses.
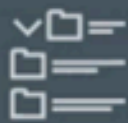
Tools, Topics, and Prompts	Pre-Built Templates	OCI Advantage	Agent Patterns
Knowledge Store	Interoperability (MCP, A2A)	Native Business Objects	Human-in-the-Loop
Monitoring, Observability, Tracing	Credentials Store	Testing and Validation	Security and Trust

Fusion Agent Platform and AI Agents Studio Roadmap

25C	25D (Now)	26A (Winter)	26B(Spring)*
Agent Studio			
Single Agent, Multiple Tools, Human in the Loop Supervisor-Worker Agents Model: OpenAI GPT 4.1mini, Llama 3.3 70B	Workflow Automation Agents Credential Store in Studio Partner Marketplace Launch GPT 5-mini	Workflow Automation Agents + Nodes Agent triggers and scheduling Enhanced Debug GPT-OSS	Agentic Apps Builder Prompt & Agent Playground ASHA: Agent Studio Help and Assistant Prompt Reviewer
Agent Platform			
REST Tool access to any web service Fusion Agents can be invoked from an external resource Variables	Custom vs. Included Agents (Pricing Support) Audit Capabilities Common integrations and connectors (e.g Search, Outlook, Integration Cloud, etc.) Environment promotion BYO LLM	Multimodal: Q&A on Images Multimodal search MCP Client for external MCP Server, A2A support External document sources for RAG (Sharepoint) BYO LLM – Claude, Gemini, Grok	Contextual Memory & Feedback Agentic Document Extraction, Parsing & Transformation Streaming Support
End User Experience			
English only chat interactions End user Agents catalog	Multilingual support	Upload files in chat Microsoft Teams, Slack Integration	Voice Modality to interact with Agents
Monitoring, Evaluations, Tracing, Reporting, Observability (METRO)			
Integrated design-time debugger	Monitoring, Evaluation, Agent Tracing Token Usage Counts	Guardrails (Prompt Injection, Content Moderation, PII) RAG Evals, Prompt Completion Evals	Agent ROI Dashboard, Value Estimation Test Case Evaluator

*Under consideration

Future Benefits Seeded Agents

Benefits Court Order Compliance Agent

Specialized agent for handling court order requirements and compliance

Benefits Certification Workflow Agent

Streamlined certification processes and documentation management -

Benefits Administrative Manager

Automated management of benefits administration tasks and workflows

1   2   3   4   5   6

Benefits Plan Advisor

Comprehensive plan guidance and enrollment support for all benefit categories

Benefits What-if Agent

Agent to model different benefit scenarios and their financial impact

Benefits Configuration Agent

Assists with the setup and maintenance of benefit plans and options

Ask Oracle

Ask Oracle

ORACLE

My Client Groups

Setup and Administration

Me

Analytics

Recruitment AI agent
Job requisition 51009
Screening 12 candidates, scheduling 3 interviews
Just now

Recruitment AI agent
Job requisition 51016
Creating offer for candidate Amy Watkins
1 hour ago

Expense Report Approval EXM283742 for David Broekel ($44.72)
David Broekel

1 hour ago

Manager change for Julia Grayson
Allison Moss

4 hours ago

Expense Reimbursement ($43.52) was initiated your bank account ending in 1234

Yesterday

Goal Double touchpoint with key customers in Q was updated by Braeden Stallings

Yesterday

You are requested to provide feedback for Ashle Spaulding
Ashley Spaulding

Yesterday

Suggestions

Oracle AI for HCM
AI-Powered Recruiting Management

Manager

Develop hiring plan   *Create job posting*   *Review candidates*   *Offer job*

ORACLE
AI for HCM

Career Site Content

Time to Hire

Job Category Tiles & Landing Pages

Job Posting Descriptions

Suggested Candidates

Job Applicant Screening Advisor

Interview Management Assistant

Job Offer Analyst

Recruiting Team

Build and maintain career site   *Create job posting*   *Search for candidates*   *Interview candidate*   *Offer job*

● Classic AI   ● Gen AI   ● AI Agent

Figure 1: Magic Quadrant for Cloud HCM Suites for 1,000+ Employee Enterprises
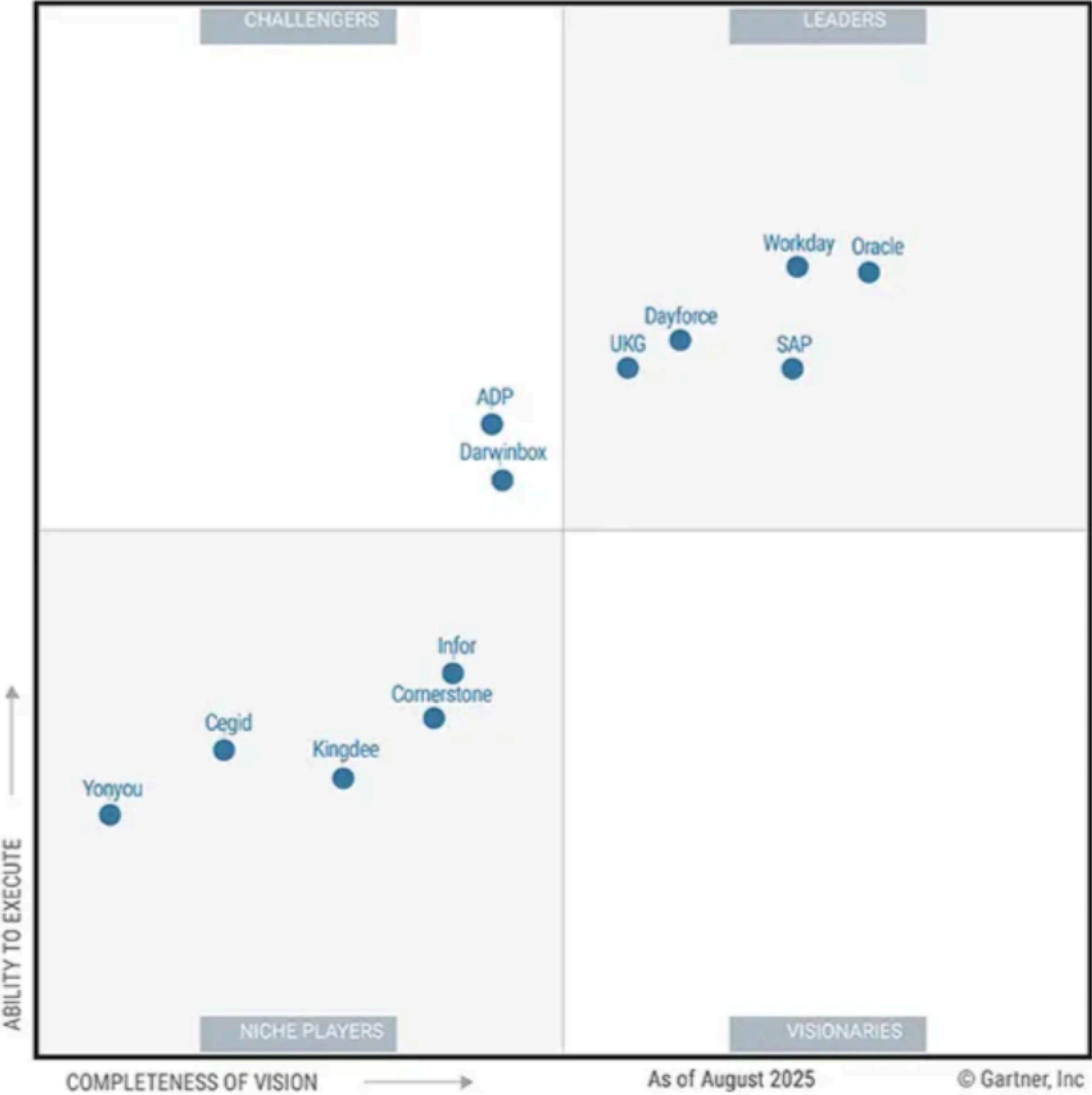
AI Agent Studio Premium Subscription

Enable AI Agent Studio Premium Subscription and unlock a whole world of potential.

Introduction to Premium Subscription

The Premium Features include

- BYOLLM - selecting to use an LLM other than the two provided by Fusion (OpenAI and Llama)
- Creating an External REST (or MCP) Tool that is deployed within an Agent
- Adding any Tool to a seeded Agent or Agent Team template and deploying that Agent or Agent Team (deletion of a tool is allowed for OOTB/seeded Agents)
- Adding the Upload Image feature to the chat experience and deploying that Agent or Agent Team
- Creating and deploying a Custom Agent or Agent Team
- Modifying the scope of a Seeded Agent from its intended original scope makes it Custom and falls under Premium tier
- Creating a new (or modifying a) Business Object or Deep Link tool definition

Key Use Cases - Worker Concierge Supervisor Agent

1

Assist with Compensation Related Inquiries

Assist employees by providing comprehensive insights into their compensation. For example, help employees review their total compensation package (including salary, bonuses, and stock grants), clarify details about variable compensation, provide information on salary history, and explain stock grant allocations and vesting schedules.

2

Assist with Leave and Absence Related Inquiries

Help workers with inquiries related to their leave balances, past and upcoming absences, donations , cash disbursements, and eligibility for programs like Family or Disability Leave. Also assist with actions such as submitting new leave requests, bidding for holiday time off, donating leave balances to colleagues, or cashing out unused leave.

3

Assist with Benefits Related Inquiries

Assist workers by providing information on their current benefit enrollments and details about benefit providers and policy numbers. For example, help workers verify which health or dental plans they are enrolled in, supply contact or policy information for specific providers, or clarify benefit options during open enrollment periods.

4

Assist with Payroll Related Inquiries

Assist workers by retrieving and filtering their payslip history and providing detailed breakdowns of earnings and deductions. For example, help a worker access payslips for a specific date range, explain individual line items such as tax withholdings, or other deductions, and clarify any discrepancies they notice in their pay statements.
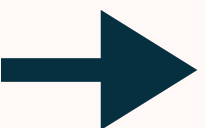
Key Use Cases - Manager Concierge Supervisor Agent

1

Assist with Compensation Related Inquiries

Assists managers with data-driven insights about their team members' compensation. Responds to specific inquiries concerning salaries, stock options, and other types of additional compensation and payments.

2

Assist with Leave and Absence Related Inquiries

Help workers with inquiries related to their leave balances, past and upcoming absences, and eligibility for programs like Family or Disability Leave. Also assist with actions such as submitting new leave requests, bidding for holiday time off, donating leave balances to colleagues, or cashing out unused leave.

3

Assist with Talent Related Inquiries

Assists manager in the talent review process, offering tools and insights to evaluate employee performance and potential, optimize workforce effectiveness, align employee potential with company goals, and ensure long-term business success.

4

Assist with Employment Related Inquiries

Assists managers in accessing the personal and employment information of team members and in updating their employment records.
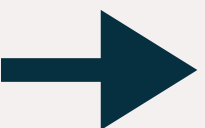
‹ **Learning Catalog**

🔍 Search by learning item title or number

| Learning Type | Learning Format | Visibility | Instruction Language |

1869 items   Create ⌄

Learning Item Number

	Course
	Self-Paced Learning
	Specialization
	Learning with Ask Oracle

OLC619699   2025   Self F

OLC619695   092025   Spec

Oracle AI Agent Studio
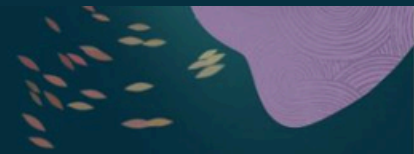
A PLATFORM TO BUILD, TEST, AND DEPLOY AI AGENTS

Integration & Extensibility

- MCP support
- A2A agent cards
- Credential store
- MS Teams
- Slack
- Dynamic custom headers
- Common integrations and connectors

Observability and Evaluation

- Monitoring
- Evaluation
- Test dataset mgmt.
- Agent tracing
- A/B comparisons
- Performance metrics
- Token usage
- RAG metrics (answer & context relevance, groundedness)
- Improved debug
- Enhanced guardrails
- Auditing

LLMs

- OpenAI, Meta, Cohere, Google, xAI, Anthropic

Agent Marketplace

- Partner-built agent templates

Prompt Management

- Prompt libraries and lifecycle management
- Topics management

AI Agents

- New agent templates
- Seeded runnable agent team
- Custom agents
- Agent builder assistant
- AI Agent Studio FAQ agent
- Get/put/post/patch/delete Fusion business objects
- Environment promotion

Multimodal, RAG

- Image/document upload in chat
- Multimodal RAG
- SharePoint integration – RAG on external docs

Workflow Agents

- Deterministic execution
- Chaining workflows
- Workflow as a chat agent

Workflow Nodes

- Agent node
- Doc processor, LLM, vector read/write
- For loop iteration
- Run in parallel
- Switch – branching logic
- Human-in-the-loop
- Code, tool nodes
- Email trigger, time trigger, event trigger

Fusion Application Skills/Templates for Oracle Digital Assistant Statement of Direction and FAQ

DETAILS

Statement of Direction

Oracle Fusion Apps has been evaluating its strategic direction and has determined that we will no longer be providing and/or supporting Fusion Application Templates as pre-packaged skills in the Oracle Digital Assistant (ODA) store.

This notice is to inform your company that effective within 12 months of this notice Fusion Applications will no longer support it pre-packaged templates/skills that reside in the ODA store.

Please ensure that all appropriate contacts in your company are made aware of this notice.

Thank you for being a valued customer.

If you have any questions, please refer to the attached FAQ below. If you have any questions that are not answered in these FAQ's, please contact your Oracle Sales Representative.

FAQ

Q. What does it mean to de-support or stop providing support for the Fusion Applications ODA pre-packaged templates?
A. As of November 21, 2026, Oracle will no longer be providing pre-packaged skills in the ODA store. Oracle will no longer be certifying prior releases of the skills and will no longer be providing bug fixes.

Q. When will the pre-packaged skills/templates stop being supported?
A. Within 12 months of this notice, November 21, 2026.

Q. Can I continue to use the skills I have implemented?
A. Yes, you can continue to utilize the skills you have implemented.

Q. Can I continue to modify the skills that are based on the Fusion Apps templates?
A. Yes, you can continue to modify these based on the Oracle Digital Assistant Deprecation/Obsolete predetermined schedule.
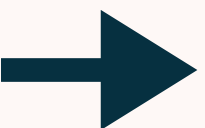
Q. Is there a replacement for these skills/templates?
A. Yes, Oracle AI Agent Studio. **As part of our commitment to continuous innovation and providing the best AI-powered solutions, we recommend all customers transition to our next-generation platform, Oracle AI Studio, as their primary tool for building conversational and generative experiences.**
https://www.oracle.com/applications/fusion-ai/ai-agents/

Q. Can I get support for the Fusion Apps skills/templates after 12 months of this notice?
A. No, fusion application support for its skills/templates will end after 12 months, November 21, 2026.

Q. Does the end of support announcement impact any of the services we are getting today?
A. No, support for the current catalog of skills will continue to be supported for the next 12 months, thru November 21, 2026.

Q. Will this impact my license subscription to Oracle Digital Assistant?
A. No, this will not affect your subscriptions to any of the Oracle Digital Assistance skus: B91940 - Oracle Digital Assistant Platform for SaaS - 1000 Sessions; B91939 - Oracle Digital Assistant Platform for SaaS – Hosted Named User; B91938 - Oracle Digital Assistant Platform for SaaS – Hosted Employee

Q. Will this notice result in a change in my invoice?
A. No, the de-support of the Fusion Application skills/templates will not affect any licensing of Oracle Digital Assistant (ODA), B91940, B91939, B91938. That will continue unchanged and uninterrupted.

Q. Is Oracle Digital Assistant being end-of-life (EOL) or de-supported?
A. No, Oracle Digital Assistant (ODA) is not impacted by this notice. This notice only pertains to the skills/templates provided by Fusion Apps into ODA Store.

Q. Will I continue to receive Support for the next 12 month?
A. Yes, Oracle Support will continue to respond to questions and service requests as per normal Oracle support process.

Q. What if I have more questions about this de-support announcement?
A. If you have any questions that are not answered in these FAQ's, please contact your Oracle sales representative.

Oracle AI World Tour 2026
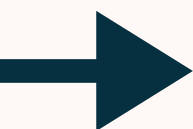
North America

Chicago

April 7, 2026

New York City

April 9, 2026

Europe, Middle East, and Africa

Riyadh

January 27, 2026

Crowne Plaza RDC, Hotel and Convention Center

Register for Riyadh

Amsterdam

January 29, 2026

RAI Amsterdam Convention Centre

Register for Amsterdam

Madrid

February 10, 2026

IFEMA MADRID

Register for Madrid

Frankfurt

March 12, 2026

Kap Europa (Messe Frankfurt)

Register for Frankfurt

Paris

March 19, 2026

CNIT Forest

Register for Paris

London

March 24, 2026

ExCeL London

Register for London

Milan

April 1, 2026

Allianz MiCo – Milano Convention Centre

Register for Milan

Japan and Asia Pacific

Mumbai

February 10, 2026

Jio World Convention Centre

Register for Mumbai

Sydney

March 24, 2026

ICC Sydney

Register for Sydney

Singapore

April 14, 2026

Tokyo

April 16, 2026

Looking ahead to Oracle HCM 2026

The acceleration begins.

Scaling intelligence across the enterprise.