



Destination Workday Newsletter | February & March 2026

Moving Milwaukee Forward

Welcome to the official Destination Workday: Moving Milwaukee Forward newsletter. The February and March 2026 edition provides a project update on our new timeline for the Workday Launch for the City of Milwaukee, further Train the Trainer information and invite, along with Workday Learning information, including related Workday terminology.

Project Update: New Timeline for Our Workday Launch!



We are committed to delivering a strong, stable, and successful Workday launch—and after careful evaluation, our go-live date has been **revised to September 2026**.

Why the Change?

The go-live must be delayed by approximately three months to ensure that critical components are fully ready for success. Specifically:

- Several key areas require additional time to reach full readiness for a May/June 2026 launch
- The three-month extension provides additional time for **payroll testing in 2026**
- It allows the team to complete remaining **FIN configuration and final data conversion activities**

What This Means for the Organization

While schedule changes are never taken lightly, this extension brings important benefits:

- **More thorough testing**
- **Stronger financial configuration**
- **Reduced risk at go-live**
- **More time for employees to prepare, learn, practice, and become Workday ready**

Staying Focused on the Goal

By taking this additional time, we aim for a more confident launch and long-term success with improved system performance. We appreciate your ongoing engagement and will share more updates as we approach key milestones leading to September 2026.

Train the Trainer: Momentum Building



Last month, we shared the exciting launch of the City of Milwaukee's Workday Train the Trainer (TTT) program—and the interest has been outstanding.

On February 4th, we hosted the Train the Trainer Information Session. The session was well attended with more than 140 participants, featured dialogue, and demonstrated a strong interest from employees across the City. Thank you to everyone who joined, asked insightful questions, and helped kick off this important initiative.

If you weren't able to attend, it's not too late to get involved. A recording of the TTT Information Session is available—please take time to watch it and learn more about how this program supports the City's Workday rollout and long-term success.

Becoming a Workday Trainer is an important and exciting role. TTT participants will help lead Workday training within their departments, support colleagues through change, and play a critical role in building consistent, effective learning across the City. Every department needs representation and your perspective matters.

- No Workday experience required
- Instruct and coach areas which suit you and your department
- Enthusiastic, open, positive commitment to supporting the City is key

If you're interested, go the following web page, mint.milwaukee.gov/workdaytrainer, to:

- **Watch** the TTT Information Session recording, and view the slides
- **Submit** the TTT volunteer form

We encourage those interested to:

- **Talk** with your manager about participating
- **Mark** your calendar for the Train the Trainer Kickoff Meeting on March 10th at 1:00pm.!

We're off to a strong start—and there's still time to be part of this effort. We look forward to continuing the momentum together.

Key Dates & Timeline

March 10th, 2026, 1:00 p.m. – Train the Trainer Kickoff Meeting

September 2026 – Workday Finance, Payroll, and HR go-live for the City of Milwaukee



Upskill and Re-Skill with Workday's Learning Management System

We are excited to announce the launch of **Workday Learning**, part of our broader **Workday implementation**. This marks a major milestone for the City of Milwaukee, as it will be our **very first enterprise-level Learning Management System (LMS)**. For the first time, we will have a centralized, integrated platform that supports learning, professional development, compliance, and career growth—all in one place.

What Is Workday Learning?

Workday Learning is a modern, cloud-based learning application built directly into the Workday platform. Because it is fully integrated with our HR system, it connects learning with employee roles, skills, career paths, and performance in ways we've never been able to before.



Key Features You'll Love

1. **Personalized Learning Experience**
2. **Mobile-First, On-the-Go Access**
3. **Built-In Compliance & Tracking for Managers**
4. **A Variety of Training Formats**
 - On-demand digital courses
 - Instructor-led training
 - Blended Learning Options
 - Virtual sessions
 - Videos and curated external content

What This Means for You

When Workday Learning launches, you will have:

- A single, centralized place for all learning
- Clear visibility into required and recommended training
- Easy enrollment and tracking
- Tools to build skills aligned with your career aspirations

We are incredibly excited about the functionality Workday Learning will bring to our organization. As our first enterprise-level LMS, it lays the foundation for a more connected, empowered, and future-ready workforce.

Workday Terminology

Audience – To whom the Learning Campaign will be published.

Blended Course – A course that can be a combination of a scheduled instructor-led lesson or webinar, and digital components – media, external link, and survey lessons. The course is version controlled. If a media-only course needs to be version controlled, a blended course with digital content can be created.

Campaign – Learning Campaigns draw the attention of learning courses or lessons to members of an organization or specific audience utilizing the Announcements Framework or the Required for You slider within the learning application. These may be legally required compliance courses, or courses a manager wants their department or segment of the organization to take.

Course – A combination of lessons (course can be digital or blended) with or without an instructor (instructor-led in-person or a webinar).

Digital Course – Intended to be a standalone course with instructor-led components. Media, external links and survey lessons can be added to a digital course. The media of this type of course is static.

Learning Administrator – Has the responsibility for managing and maintaining system configuration, reports, and the course catalog through the Learning Admin dashboard. Learning Administrators can manage course creation and other business processes to support course enrollment, course creation, and standalone lessons.

Lesson – Standalone lessons are a single piece of content, and typically have a narrow focus on a single subject (can be a recorded lecture, course guide, job aid, movie, or software simulation). Multiple lessons can be created/added to a course, too—they can be external content, instructor-led (classroom or webinar), media or a survey.

Topic – Topics are categories or buckets for learning materials, enabling course and standalone lesson categorization, and can improve the learning catalogue search and browsing experience for learners.

