Newsroom | Workday

Workday Announces New AI Centre of Excellence in Dublin to Accelerate European Innovation

Company to Invest €175 Million and Create 200 New Specialised AI Roles in Europe

DUBLIN, Ireland – Oct. 15, 2025 –Workday, Inc. (NASDAQ: WDAY), the enterprise AI platform for managing**people**, **money**, and **agents**, today announced a new AI Centre of Excellence (CoE) in Dublin, Ireland — the organisation's EMEA headquarters — to accelerate European innovation. The new centre comes with a three-year €175 million investment and the creation of 200 specialised AI roles.

The investment, supported by the Government of Ireland, significantly expands Dublin's role in Workday's global innovation strategy. Since 2008, Workday's team in Dublin has led key R&D efforts, delivering core AI-embedded solutions like Workday Learning and Workday Assistant. The new AI CoE, will accelerate AI innovation, expand partnerships across Ireland's innovation network, and build critical AI skills.

"Dublin has been a cornerstone of Workday's innovation for close to two decades," said Graham Abell, Vice President, Software Engineering & Ireland Site Lead, Workday. "This latest investment will power our next chapter—pioneering the next generation of ERP, built for the AI era."

"Since Workday acquired Irish tech innovator Cape Clear in 2008, it has evolved into a research and development powerhouse, based on a blend of talented people, technology and innovation which Ireland can uniquely provide," said Peter Burke T.D., Minister for Enterprise, Tourism and Employment. "Workday's decision to expand its AI footprint in Dublin is a testament to Ireland's reputation as a global leader in technology and innovation. We are very pleased to support this investment and partner with Workday to maximise its new AI Centre of Excellence."

Developing Purpose-Built AI for Global Customers

The AI CoE will serve as Workday's European engine for product development. Workday's global model enables a round-the-clock 24-hour innovation cycle across EMEA, North America and Asia Pacific, accelerating delivery. In an increasingly complex regulatory landscape, the framework also ensures technology is built with the regional expertise needed to meet evolving compliance requirements such as the EU AI Act and the EU Pay Transparency Directive.

Cross functional teams of AI, cybersecurity, engineering and research experts, including 200 new specialised AI roles, will drive R&D for Workday Illuminate™ and Workday's AI Agents. Now used by more than 75 percent of Workday core customers, Illuminate understands the business context around the data to transform business operations by elevating humans, accelerating finance, and managing an organisation's entire fleet of AI agents.

"Europe is vital to our global innovation strategy, and Dublin is a proven hub for top engineering talent," said Gerrit Kazmaier, President, Product and Technology, Workday. "The incredible focus and work driven by our Centre of Excellence will help ensure Workday AI is purpose-built for all types of work and workers, compliant with evolving regulations, accessible to all, and delivering real business value."

Partnering with Ireland's Innovation Network

The Centre of Excellence will strengthen Workday's partnerships across industry, academia, and government. Through the Workday Innovation Network—created with Enterprise Ireland— the organisation will collaborate with Irish AI start-ups, SMEs and industry leaders such as Wrksense, Payslip and Workhuman to drive innovation.

The Centre will also serve as a hub for academic research, including Workday's AI Industry Fellowships withTrinity College Dublin, Dublin City University, and Research Ireland. By embedding post-doctoral researchers within R&D teams, these programmes bring cutting-edge expertise into real-world AI challenges. Complementing this, the Workday Chair of Technology & Society leads independent research on AI's broader societal impact.

Upskilling Workmates for an AI-Powered, Human-Centred Future

Workday is also investing in AI skills development for its workmates in Dublin. Workday recently launched an AI upskilling programme in partnership with Technology Ireland Digital Skillnet's AI Business Academy. More than 300 Workday leaders have completed the programme, earning executive certificates in "Leading AI Strategy" from Trinity College Dublin. The company also supports employees in pursuing advanced AI and technology qualifications through IDA Ireland–backed postgraduate programmes. Together with TU Dublin, more than 285 employees have already graduated with certifications spanning leadership, product development, machine learning, and cybersecurity.

Expanding Workday's Headquarters in Europe

To support its continued growth in Europe, Workday will open a new, state-of-the-art EMEA headquarters atCollege Square.

Designed to drive innovation, the headquarters will include a new Customer Experience Centre (CXC) – an immersive space for European customers to collaborate alongside Workday product experts and senior leaders.

For More Information

- Read more about Workday Illuminate.

About Workday
Workday is the AI platform for managing people, money and agents. 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 organisations around the world and across industries – from medium-sized businesses to more than 65% of the Fortune 500. For more information about Workday, visit workday.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 materialise, 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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