# How to Get Hired Without Prior Workday Experience

While Workday roles often prefer prior experience with the platform, **there are strategic ways to break into Workday consulting without direct Workday experience**, especially if you bring strong ERP, HRIS, finance, or project management credentials.

## ✅ Step-by-Step: How to Get Hired Without Prior Workday Experience

### 1. Leverage Transferable Experience

Even without Workday-specific exposure, many skills translate directly:

| **If You Have…** | **Highlight It as…** |
| --- | --- |
| SAP, Oracle, PeopleSoft, or NetSuite | ERP/HRIS experience for Workday relevance |
| PMP, PMI-ACP, or SAFe Certifications | Proven project delivery skills in enterprise tech |
| Change management, UAT, training | Crucial for Workday rollout success |
| HR/Finance/Payroll functional knowledge | Aligns with Workday HCM/Financials modules |

**Tip:** Frame your experience in language that mirrors Workday methodology—e.g., talk about “tenant configuration,” “business process design,” or “data conversion strategy” even if done in a different system.

### 2. Target Firms Who Onboard Junior or Cross-Trained Talent

These partners are more open to hiring without prior Workday experience:

* **Alight Solutions** – Known to train on Workday if you have HR/payroll or SAP background.
* **TopBloc** – Has a “LaunchPad” training program for new consultants.
* **Syssero** and **ERPA** – Smaller firms offering post-go-live support, more likely to hire based on fit and aptitude.
* **Intecrowd** and **CrossVue** – Have hired career-switchers with strong ERP/consulting experience.
* **Kainos** – European partner with training tracks for junior and mid-level hires.

**Tip:** Look for job titles like *Workday Analyst*, *Implementation Consultant – Entry Level*, or *Functional Consultant (ERP)*.

### 3. Position Yourself as a Support Role First

Consider entering Workday teams in one of these ways:

* **Project Manager** on a Workday deployment (a great door-opener)
* **Business Analyst** supporting Workday configuration and testing
* **Data Migration/Integration Analyst** handling Workday data loads
* **Change Manager or Trainer** focusing on user adoption

Once inside, you’ll learn the Workday ecosystem and can move into a full consultant role.

### 4. Earn a Workday-Adjacent Certification

You can’t earn official Workday certification unless you're employed by a partner or customer, but these **adjacent credentials** help you stand out:

* **Certified ScrumMaster (CSM)** or **PMI-ACP** – Align with Workday’s agile launch methodology
* **ADP Payroll Specialist** or **SHRM-CP** – Adds credibility for Workday HCM/Payroll modules
* **Finance certifications** (CPA, CFA, FP&A) – Relevant for Workday Financials

### 5. Network with Partners and Customers

Workday hiring often happens through referrals. Try these:

* Attend Workday webinars, partner events, or community forums
* Connect with **Workday-certified consultants** on LinkedIn and ask for insights
* Reach out to hiring managers at consulting firms offering Workday services
* Join Workday-focused groups like:
  + LinkedIn groups: *Workday Pros*, *Workday Consultants Network*
  + Reddit: r/Workday
  + Slack communities like *ERPNext Step*

## ✍️ Suggested LinkedIn Summary Add-On:

“Experienced ERP/HRIS consultant with 10+ years managing HCM and Finance implementations. Currently seeking opportunities to transition into Workday-focused projects, bringing transferable skills in enterprise system delivery, change management, and stakeholder engagement.”

## 📌 Final Tip: Offer to Shadow or Contract

If possible, pitch yourself for:

* **Short-term contracts** (e.g., UAT support, documentation, training)
* **Shadow roles** alongside a certified Workday consultant
* **Internal implementation teams** at companies newly adopting Workday

These can turn into full-time roles or lead to partner-sponsored certification.

# Cold Outreach Message

Here’s a professional **cold outreach message** you can use to connect with a Workday partner, hiring manager, or recruiter—especially if you’re transitioning into Workday consulting from ERP or project leadership roles:

## ✅ LinkedIn Cold Outreach Message (Short & Polished)

Hi [Name],

I hope you're doing well. I came across your profile while researching opportunities in the Workday consulting space. With over [X] years of experience leading ERP and HRIS implementations—including [e.g., Oracle, SAP, or NetSuite]—I'm now actively looking to transition into Workday-focused roles.

I’d love to learn more about how your team approaches hiring for consultants or PMs without prior Workday certifications. I bring a strong background in [e.g., HCM, payroll transformation, agile delivery], and I’m eager to bring that experience into the Workday ecosystem.

Would you be open to a brief conversation or keeping me in mind for future openings?

Warm regards,  
[Your Name]  
[LinkedIn URL] · [Email] · [Phone (optional)]

## ✅ Email Version (More Formal)

**Subject**: Exploring Workday Opportunities – Experienced ERP Consultant Open to Transition

Dear [Name],

I hope this message finds you well. I’m reaching out because I’m exploring new consulting opportunities within the Workday ecosystem and came across your role at [Company Name]. While I haven’t yet worked directly on a Workday implementation, I bring over [X] years of experience leading large-scale ERP/HRIS deployments (e.g., [SAP, Oracle, NetSuite])—including stakeholder engagement, change management, and system integration.

I’m highly interested in bringing my background into a Workday-focused role, particularly with firms that provide training paths or are open to onboarding experienced consultants from adjacent platforms. I’d welcome the chance to learn more about your hiring approach, and whether there might be opportunities for someone with my background to add value on your team.

Please let me know if a brief chat would be possible or if you’d consider keeping my information on file for future opportunities.

Best regards,  
[Your Name]  
[Email] · [LinkedIn URL] · [Phone]