# LEARN WORKDAY - SECURITY AND CONTROLS

## Focused Track - Agenda and Syllabus

February 2027 Cohort

**Instructor:** Jevonte Domond, Workday Pro HCM Certified Practitioner

## PROGRAM OVERVIEW

Schedule Options - Same content, two paces:

- Weekdays: 4 weeks, Monday-Thursday, 8:30-10:30 PM CT, 16 live sessions, 32 hours, with extended lab time
- Weekends: 6 weeks, Saturday-Sunday, 7:00-9:00 PM CT, 12 live sessions, 24 hours, with lab time built into each weekend

Tuition:

- Founding: 1,495 dollars by Dec 8, 2026, training tenant included
- Standard: 1,995 dollars, training tenant included
- Bring Your Own Tenant: 1,695 dollars, for learners who already have employer-provided tenant access

**Format:** Live virtual, small groups, hands-on labs in a training tenant, real enterprise scenarios, open Q and A

**Registration closes:** January 15, 2027

**Payment due:** January 20, 2027, full payment, no partials, unpaid seats released

Who this is for:

- Workday admins, security admins, HRIS leaders, auditors, and consultants who own access, segregation of duties, and SOX audit readiness

**Prerequisites:** Basic Workday navigation and familiarity with HCM or business processes. Reporting experience helps but is not required.

What you will be able to do by the end:

- Design role-based access control that is clean, defensible, and maintainable
- Configure domain security policies without breaking business processes
- Identify and fix segregation-of-duties conflicts
- Prepare audit evidence that passes SOX review
- Troubleshoot access issues quickly and document the fix

## MODULE-BY-MODULE AGENDA

## MODULE 1 - Security Model

- Domains, domain security policies, securable items, and business process security policies
- How security, orgs, and business processes connect
- Lab: Map a security request to the domain and policy that controls it

## MODULE 2 - Role-Based Access Control Design

- Constrained vs. unconstrained roles, role assignments, and inheritance
- Designing roles by job function, not by person
- Least privilege in practice
- Lab: Design a role matrix for HR, payroll, managers, and recruiters

## MODULE 3 - Groups and Segmentation

- User-based groups, role-based groups, intersection groups, and segmentation
- When to use each group type and how to avoid group sprawl
- Lab: Build groups for a multi-company, multi-location scenario and test membership

## MODULE 4 - Business Process Security and Approvals

- How business process security controls who can initiate, approve, and view each step
- Approval chains, delegations, and security exceptions
- Lab: Secure a job change process so only the right roles can initiate and approve each step

## MODULE 5 - SOX Controls, Audit, and Segregation of Duties

- SOX fundamentals for Workday: access controls, change controls, evidence
- Segregation of duties: common conflicts in HR, payroll, and finance
- Audit logs, activity tracking, and what auditors ask for
- Lab: Run a segregation-of-duties review and document findings and fixes

## MODULE 6 - Tenant Security, Integration Security, and Data Privacy

- Integration system users, integration security, and API access
- Data privacy: sensitive fields, masking, and regional considerations
- Tenant access: who has access to implementation, sandbox, and production, and why it matters
- Lab: Audit integration users and sensitive field access

## MODULE 7 - Testing, Troubleshooting, and Audit Evidence

- How to test security changes without breaking production
- Troubleshooting: why a user can or cannot see or do something
- Building an evidence pack: screenshots, logs, approvals, and change records
- Lab: Troubleshoot three access tickets and document the evidence for each

### MODULE 8 - Capstone: Security Redesign and Audit Pack

- Redesign a messy security setup into a clean role matrix with documentation
- Deliverable: Role matrix, domain policy summary, segregation-of-duties review, and audit evidence pack

## PACING

- Weekday format: 2 modules per week for 4 weeks, with extended lab time each session
- Weekend format: Same 8 modules across 6 weeks, with lab time built into each weekend

## WHAT IS INCLUDED

- Live instruction, not recorded videos
- Hands-on labs in a training tenant
- Lab guides, templates, checklists, and field maps you keep
- Real enterprise scenarios drawn from migration, payroll, benefits, reporting, security, and integrations work
- Capstone build you can show in interviews and on the job
- Q and A in every session

What is not included:

- Workday certification exam fees
- One-on-one consulting outside class sessions

## INSTRUCTOR

Jevonte Domond, Workday Pro HCM Certified Practitioner Enterprise migrations: PeopleSoft and ADP, UKG, and Oracle to Workday Global scale: Directed a 20,000-employee Workday rollout Deep functional expertise: Payroll, benefits, Prism Analytics, and Accounting Center Controls that hold up: RBAC security, SOX controls, and integrations