



Guide

# Applicant Onboard API Guide for ADP Enterprise HR

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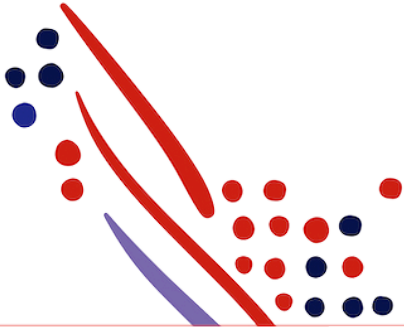
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## Chapter 1

# About this API

### Summary:

The Applicant Onboard Application Programming Interface (API) posts an applicant as an **In-Progress** and **completed** hire into ADP Enterprise HR.

This API is for Marketplace Partners Only.

## Chapter 2

# Use Case: Ability of users to complete the Onboarding Formalities for a given employee

### Summary:

The Applicant Onboard API is used to initiate and complete the Onboarding Formalities for a given employee in the ADP Enterprise HR System of Record. Upon successful completion of the transaction the details are updated for the given employee.

### Use Case Description:

Refer the attached link for the use cases and the API Usage.

</events/staffing/v1/applicant.onboard>

## Application Scope

The canonical URI corresponding to the Applicant Onboard API needs to be added in the Consumer Application Registry (CAR) for the subscription following which a user can access this API and make successful API calls.

### Supported Actors

ADP APIs have built-in data entitlement and access control. The response contains data based on the roleCode parameter value in an API request. For example, a person could have two roles defined in an ADP application, a practitioner who manages all employees, and an employee. Your application will use the practitioner roleCode to request the data as the practitioner and the roleCode of the employee.

## Sequence of Interactions

1. Your consumer application makes a request to the **/events/staffing/v1/applicant.onboard/meta** to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with the meta API response.
  - o Your consumer application processes the meta response to validate the data included in the payload for step 3 and also prompts the user to fix any validation issues.
  - o Your consumer application composes the payload for the **/events/staffing/v1/applicant.onboard** request.
3. Your consumer application makes a **/events/staffing/v1/applicant.onboard** request the ADP API endpoint.
4. The ADP API endpoint responds to the consumer application concerning the details of **/events/staffing/v1/applicant.onboard**.

## Data Dictionary

Schema Location	Field Name in ADP Enterprise HR	Is it Required (Y/N)?	Note
<code>/events/data/transform/applicant/person/legalName/givenName</code>	First Name	Y	
<code>/events/data/transform/applicant/person/legalName/middleName</code>	Middle Name	Y	
<code>/events/data/transform/applicant/person/legalName/familyName1</code>	Last Name	Y	

Schema Location	Field Name in ADP Enterprise HR	Is it Required (Y/N)?	Note
/events/data/transform/applicant/person/legalName/formattedName	Formatted Name	N	
/events/data/transform/applicant/person/legalName/preferredSalutations/salutationCode/longName	Name Prefix	N	
/events/data/transform/applicant/person/legalName/generationAffixCode/longName	Name Suffix	N	
/events/data/transform/applicant/person/legalName/titleAffixCodes/affixCode/longName	Formal Title	N	
/events/data/transform/applicant/person/governmentIDs/idValue	SSN (U.S) or SIN (CA)	Y	
/events/data/transform/applicant/person/birthDate	Birthdate	Y	
/events/data/transform/applicant/person/genderCode/codeValue	Gender	Y	
/events/data/transform/applicant/person/maritalStatusCode/codeValue	Marital Status	N	
/events/data/transform/applicant/person/maritalStatusCode/effectiveDate	Marital Status Date	N	
/events/data/transform/applicant/person/disability/identificationDeclinedIndicator	Disability - Declined to Identify Indicator	N	
/events/data/transform/applicant/person/disabledIndicator	Disabled Indicator	N	
/events/data/transform/applicant/person/disabilityTypeCodes/codeValue	Disability Type	N	
/events/data/transform/applicant/person/ethnicityCode/codeValue	Ethnic Group	N	
/events/data/transform/applicant/person/raceCode/codeValue	Race/Ethnicity	N	
/events/data/transform/applicant/person/highestEducationLevelCode/codeValue	Highest Education Level	N	
/events/data/transform/applicant/person/militaryStatusCode/codeValue	Military Status Vets 4212	N	
events/data/transform/applicant/person/militaryClassificationCodes/codeValue/	Military Status Vets 100A	N	
/events/data/transform/applicant/person/militaryDischargeDate	Military Discharge Date	N	
/events/data/transform/applicant/person/legalAddress/lineOne	Address (Line 1)	Y	
/events/data/transform/applicant/person/legalAddress/lineTwo	Address (Line 2)	N	

Schema Location	Field Name in ADP Enterprise HR	Is it Required (Y/N)?	Note
/events/data/transform/applicant/person/legalAddress/lineThree	Address (Line 3)	N	
/events/data/transform/applicant/person/legalAddress/cityName	City	Y	
/events/data/transform/applicant/person/legalAddress/countrySubdivisionLevel1/codeValue	State or Province	Y	
/events/data/transform/applicant/person/legalAddress/countrySubdivisionLevel2/codeValue	County	N	
/events/data/transform/applicant/person/legalAddress/countryCode	ISO Standard Country Code	Y	
/events/data/transform/applicant/person/legalAddress/postalCode	Postal/Zip	Y	
/events/data/transform/applicant/person/otherPersonalAddresses/sameAsAddressIndicator	Same As Home Address Indicator	Y	
/events/data/transform/applicant/person/otherPersonalAddresses/lineOne	Address - Other (Line 1)	N	
/events/data/transform/applicant/person/otherPersonalAddresses/lineTwo	Address - Other (Line 2)	N	
/events/data/transform/applicant/person/otherPersonalAddresses/lineThree	Address - Other (Line 3)	N	
/events/data/transform/applicant/person/otherPersonalAddresses/cityName	City - Other	N	
/events/data/transform/applicant/person/otherPersonalAddresses/countrySubdivisionLevel1/codeValue	State or Province	N	
/events/data/transform/applicant/person/otherPersonalAddresses/countryCode	Country Other ISO	N	
/events/data/transform/applicant/person/otherPersonalAddresses/postalCode	Postal/Zip - Other	N	
/events/data/transform/applicant/person/communication/emails/emailUri	Electronic Mail Address	N	
/events/data/transform/jobOffer/offerAssignment/assignmentStatus/reasonCode/codeValue	Hire Action Reason	N	
/events/data/transform/jobOffer/offerTerms/expectedStartDate	Job - Hire Date	Y	
/events/data/transform/jobOffer/offerTerms/compensation/remunerationBasisCode/codeValue	Job - Employee Type	Y	
/events/data/transform/jobOffer/offerAssignment/jobCode/codeValue	Job Code	Y	

Schema Location	Field Name in ADP Enterprise HR	Is it Required (Y/N)?	Note
/events/data/transform/jobOffer/offerAssignment/assignmentTermCode/codeValue	Job - Regular/ Temporary Assignment	Y	
/events/data/transform/jobOffer/offerAssignment/workLevelCode/codeValue	Job - Full/ Part Time Assignment	Y	
/events/data/transform/jobOffer/offerAssignment/standardHours/payPeriodHoursQuantity	Job - Standard Hours	Y	
/events/data/transform/jobOffer/offerAssignment/legalEntityID	Job - Company	Y	
/events/data/transform/jobOffer/offerAssignment/assignedOrganizationalUnits/nameCode/codeValue /events/data/transform/jobOffer/offerAssignment/assignedOrganizationalUnits/typeCode/codeValue	Job - Department ID	Y	
/events/data/transform/jobOffer/offerAssignment/homeWorkLocation/nameCode/codeValue	Job - Reporting Location	Y	
/events/data/transform/jobOffer/offerAssignment/assignedWorkLocations/nameCode/codeValue	Job - Work Location	Y	
/jobOffer/offerAssignment/positionID	Position ID	N	
/events/data/transform/jobOffer/offerAssignment/workerTypeCode/codeValue	Job - Employee Classification	N	
/events/data/transform/jobOffer/offerAssignment/jobTitle	Business Title	N	
/events/data/transform/jobOffer/offerAssignment/occupationalClassifications/nameCode/codeValue /events/data/transform/jobOffer/offerAssignment/occupationalClassifications/classificationCode/codeValue	Job - EEO Classification	N	
/events/data/transform/jobOffer/offerAssignment/occupationalClassifications/nameCode/codeValue /events/data/transform/jobOffer/offerAssignment/occupationalClassifications/classificationCode/codeValue	Job - Worker Compensation	N	
/events/data/transform/jobOffer/offerAssignment/reportsTo/associateOID	Manager - Empl ID	Y	
/events/data/transform/jobOffer/offerAssignment/reportsTo/reportsToRelationshipCode/codeValue	Manager - Relationship Indicator	Y	

Schema Location	Field Name in ADP Enterprise HR	Is it Required (Y/N)?	Note
/events/data/transform/jobOffer/offerAssignment/reportsTo/associateOID	Supervisor - Empl ID	N	
/events/data/transform/jobOffer/offerAssignment/reportsTo/reportsToRelationshipCode/codeValue	Supervisor - Relationship Indicator	N	
<b>Job Compensation</b>			
/events/data/transform/jobOffer/offerTerms/compensation/baseRemuneration/recordingBasisCode/codeValue	Compensation Frequency	Y	
/events/data/transform/jobOffer/offerTerms/baseRemuneration/annualRateAmount/amountValue /events/data/transform/jobOffer/offerTerms/compensation/baseRemuneration/monthlyRateAmount/amountValue /events/data/transform/jobOffer/offerTerms/compensation/baseRemuneration/semiMonthlyRateAmount/amountValue /events/data/transform/jobOffer/offerTerms/compensation/baseRemuneration/weeklyRateAmount/amountValue /events/data/transform/jobOffer/offerTerms/compensation/baseRemuneration/biWeeklyRateAmount/amountValue /events/data/transform/jobOffer/offerTerms/compensation/baseRemuneration/dailyRateAmount/amountValue /events/data/transform/jobOffer/offerTerms/compensation/baseRemuneration/hourlyRateAmount/amountValue	Compensation Amount	Y	
/data/transform/jobOffer/offerTerms/compensation/baseRemuneration/payPeriodRateAmount/currencyCode	Pay Period Rate (Autolink Rate 1) - Currency Code	Y	
/events/data/transform/jobOffer/offerAssignment/payrollGroupCode	Pay Group	Y	

### Chapter 3

## Known issues for this API

#### Summary:

There are no known issues on this Applicant Onboard API as of now.

### Chapter 4

## Use Case: Synchronizing onboarding information of an employee using Notifications

## Use Case Description

ADP applications trigger notifications when data is updated. Your application could subscribe interested notifications to synchronize up the data. See the [ADP Event APIs and Event Notification Guide](#) for more information about ADP Notifications.

## Supported Notifications

The following is the supported notification and the canonical IDs to be added to your ADP Marketplace Consumer Application.

For onboarding API related information please refer [Onboarding formalities](#) submitted by the employee under API Explorer.

ADP Enterprise API Name	Application Scope
applicant onboard	/staffing/staffingManagement/positionSeekerManagement/applicantManagement/applicant.onboard.eventNotify.subscribe