Chapter 1

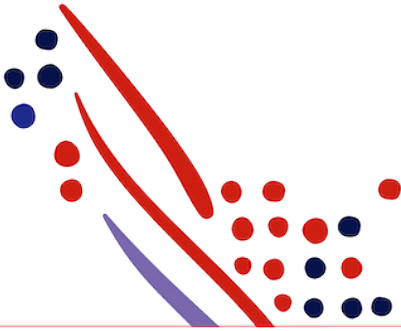# Chapter 1 - About this guide

from The Worker API Guide for ADP NextGen HCM

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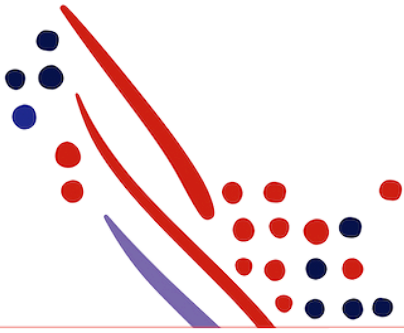
Chapter Contents

Chapter 1 - About this guide

Summary

The Worker API Guide for NextGen HCM describes how your application can retrieve information about workers in ADP NextGen HCM.

It will help in determining which use case best meets the business needs. It also guides you through the implementation of the use case.
A worker is a person who performs duties and responsibilities for an organization. In that capacity, a worker fills one or more positions through a work assignment. For a given work assignment, a worker is related to the organization as an employee or contractor.

What's New in this Guide?

- New revisions to the Worker Application Programming Interface (API) for ADP NextGen HCM are announced.

Supported Product Version and Customer Base

Developers need to know if the API is available for all clients using your product. For example, if your client base exists across multiple versions, list all supported version. If your client base exists across multiple geographic regions, such as U.S. vs. Canada, list the supported version.

This guide is based on version 2.X and higher of the ADP Marketplace Core Business Mini-App.

Required Setup Steps

If there is any setup step required in order to enable the API, please describe the requirement as well as to fulfill the requirement here. For example, enable a client module, add specific permissions for users, client level confirmation and etc..

Setup steps for the ADP Marketplace Core Business Mini-App and configuration are handled within ADP NextGen HCM.

Typical Application Integration Overview

Developers need to know the high-level data flow. Use the table below to describe the common setup steps, triggering events and API requests

The following table illustrates the key data flow steps.

	Actor	Task Description
1	Client Practitioner	Trigger the API-based data exchange between your application and ADP NextGen HCM.
2	Your application	Retrieve worker information details based on your needs.

Process Overview

The following table shows how your data connector application would be used by a client.

	Actor	Task Description
1	Client Practitioner	Trigger the API-based data exchange between your application and ADP NextGen HCM.
2	Your application	Retrieve worker information details based on your needs.
3	Your application	Retrieve event notifications and make updates in your system according to your needs so the data is synchronized between your application and ADP NextGen HCM.
4	Your application	Send worker updates to ADP NextGen HCM as your application collects the updates.
5	Client Practitioner	Verify the Information in ADP NextGen HCM.

Before You Begin

ADP provides a comprehensive set of worker APIs to stay in synch with an ADP application and do the following:

- Retrieve worker demographic information. (covered in a separate guide, less sensitive data, no default masking)
- Retrieve worker information (covered in this guide, sensitive data, default masking applied to some values)

The amount of data retrieved by your application may vary based on the target ADP system and the ADP system configurations. ADP provides an API to discover the fields available from the target ADP system.

Worker Information Types - differences between available APIs

Basic Worker Demographic Information

If your application requires basic worker demographic information without the Personally Identifiable Information (PII) and Sensitive Personal Information (SPI) data listed below, ADP provides APIs you can implement to access that information.

Worker demographic information covered in a separate API guide, commonly requested data include the following, excluding specific items:

- Name
- Address
- Communication profile
- Hire dates
- *Birth Date (not included)*
- *Social Security Number (not included)*
- *Government Document Information (not included)*
- Work status
- Work assignment information, such as the following:
    - Job title/ Position, Legal entity
    - Work location and organization
    - Manager/reports to information
    - Payroll processing details

Full Worker Information

If your application requires PII and SPI data, in addition to the information included in Basic Worker Demographic Information, then ADP provides a separate set of APIs you can leverage.

Important: It is recommended you retrieve the minimum amount of worker information needed to meet your business needs. When possible, leverage Chapter 3 - Use Case: Retrieving Basic Worker Demographic Information

Personally Identifiable Information (PII)

Field Name	Schema Location	Description
Birth Date	/workers/person/birthDate	Specifies the birth date of the person. Follows the ISO-8601:2000 format.
Government ID	/workers/person/governmentIDs	Provides a list of government identifiers, such as a national identity number or a Social Security Number (SSN).

Sensitive Personal Information (SPI)

Field Name	Schema Location	Description
Additional Remunerations	/workers/workAssignments/additionalRemunerations	Provides a list of pay compensations associated to a given work assignment. Additional remuneration includes all other forms of compensation beyond the base pay associated with a given work assignment.
Base Remuneration	/workers/workAssignments/baseRemuneration	Specifies the base or primary pay, such as salary or wage, associated with a work assignment.
Pay Grade Pay Range	/workers/workAssignments/payGradePayRange	Pay range of the pay grade.
Identity Documents	/workers/person/identityDocuments	Provides a list of identity documents serving to confirm the identification of the holder, such as birth certificate, ID Card, and so on.

- Name
- Address
- Communication profile
- Hire dates
- **Birth Date** (included)
- **Social Security Number** (included)
- **Government Document Information** (included)
- **Salary and Compensation Information** (included)
- Work status
- Work assignment information, such as the following:
  - Job title/ Position, Legal entity
  - Work location and organization
  - Manager/reports to information
  - Payroll processing details

NOTE: Worker information covered in this API guide, includes more sensitive data. If sensitive data is not needed, using Worker Demographics API may be more appropriate: