Guide

Worker Demographics API Guide for ADP NextGen HCM

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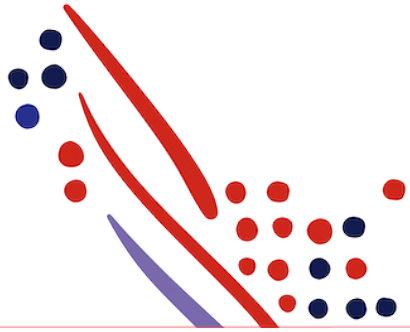

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Chapter 1

About the Worker Demographics API

Summary

The Worker Demographic 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?

In this section, new revisions to the Worker Demographic Application Programming Interface (API) for ADP NextGen HCM are announced.

Supported Product Version and Customer Base

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

Required Setup Steps

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

Typical Application Integration Overview

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 demographic 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 demographic APIs to stay in synch with an ADP application and do the following:

- Retrieve worker demographic information.

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

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 commonly requested 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

Chapter 2

Use Case: Retrieving Worker Demographic Information

Description

This use case retrieves a single worker profile and their work assignments without PII or SPI data.

Full worker information commonly requested includes the following:

- Name
- Address
- Communication profile
- Hire dates
- Work status
- Work assignment(s) information, such as the following:
  - Job title/ Position, Legal entity
  - Work location and organization
  - Manager/reports to information
  - Payroll processing details

Header

Header

One AOID is in the Header, and represents the user/account accessing the data (the requester).
"headers": {
"associateoid": "xxxxxxxxxxxxxxx",
"orgoid": "
xxxxxxxxxxxxxxx",
}

OOID and AOID is needed for every call.

List the APIs involved in this use case, including ODATA, pagination, meta, and codeLists.

For more API related information please refer Worker Demographics spec.

Method	Uniform Resource Identifier (URI)	Description
Get	/hr/v2/worker-demographics	Returns a batched list of all associates of the available workers the requester is authorized to view. This includes a total record count in /meta/totalNumber
Get	/hr/v2/worker-demographics/{aoid}	Returns a specific worker demographic payload.

Asynchronous Call

Asynchronous calls to retrieve a larger volume of records are not supported at this time.

Application Scope

The canonical URI corresponding to the Worker Demographic 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.

The following canonical needs to be added to your application scope to enable this use case:

/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic.read

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.

Note

The roleCode header should be passed in all calls. Your application will use the practitioner roleCode to request the data as the practitioner.

Request Parameter roleCode Value	Is Supported?	Usage when Supported
practitioner	Yes	Retrieves the worker information as a practitioner. A system user is considered a practitioner.
employee	Yes	Retrieves the worker information as an Employee.
Manager	Yes	Retrieves the worker information as a Manager.
administrator	No	Retrieves the worker information as an Administrator
supervisor	No	Retrieves the worker information as a Supervisor

Supported OData Query Options

This use case supports Query String Options as defined by Open Data Protocol (OData). For more information about OData, see Introduction to ADP API Open Data Protocol (OData).

Query String Option	Description	Example
$top	Requests the number of items in the queried collection to be included in the result.	hr/v2/worker-demographics?$top=10
$skip	Requests the number of responses to skip before the $top number of records	hr/v2/worker-demographics?$top=10$skip=30
$select	The $select system query option allows the clients to requests a limited set of properties for each entity The OData $select parameter must be used to specify the selection criterion. Please refer RESTful Web API Design Standard document for this query parameter specification details.	$select=workers/workAssignments/assignedOrganizationalUnits/nameCode/codeValue,workers/workerID/idValue,meta
$filter	The $filter system query option allows clients to filter a collection of resources that are addressed by a request URL. The expression specified with $filter is evaluated for each resource in the collection, and only items where the expression evaluates to true are included in the response.	$filter=workers/workerStatus/statusCode/codeValue eq 'Inactive'
contains	"Contains" Operator enables partial search filtering capability on Worker Collection APIs (New Worker Service). Users/ Systems can filter the API response by subset of text E.g. payroll file number and firstname and lastname of the employee. "Contains" filter can cause performance implication for larger datasets and should be used for limited use cases.	hr/v2/workers/?$top=10&$filter=contains(workers/associateOID,'{{AOID}}')

Supported Operators

Worker Demographics API supports multiple operators for $filter.

- eq: BinaryOperator.Equal (E.g. $filter=workers/workerStatus/statusCode/codeValue **eq** 'Inactive')
- ne: BinaryOperator.NotEqual
- lt: BinaryOperator.LessThan
- le: BinaryOperator.LessThanOrEqual
- gt: BinaryOperator.GreaterThan
- ge: BinaryOperator.GreaterThanOrEqual
- add: BinaryOperator.Plus
- sub: BinaryOperator.Minus
- mul: BinaryOperator.Multiply
- div: BinaryOperator.Divide
- mod: BinaryOperator.Modulus
- and: BinaryOperator.And
- or: BinaryOperator.Or
- is: BinaryOperator.Is
- 'is not': BinaryOperator.IsNot

Constraints

This use case retrieves a single worker profile and their work assignments for those active profiles with:

- an effective primary WAG (work agreement)
- an effective primary WAS (work assignment)
- an effective 'associateToClientRelationship'

For effective dated fields there is at least 1 active record,
OR a record has never been added (no active records and no effective end-dated records):

- phone number or at least an effective one exists currently
- personal address or at least an effective one exists currently
- email or at least an effective one exists currently
- assigned location allocation or at least an effective one exists currently
- has a position or at least an effective one exists currently
- has cost center allocation or at least an effective one exists currently

Schema Location and Sample Values

A single payload is retrieved for a worker demographic. The full payload schema is described in sections below.

NOTE: Latest API responses included in the Postman Collection in API Explorer section.

Associate Worker ID:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/associateOID	Associate OID	Yes
/workers/workerID/idValue	ID value	Yes (Employee ID)
/workers/workerID/schemaCode/codeValue	Code value	Yes ("EID)
/workers/workerID/schemaCode/shortName	Short name	Yes ("Employee ID")
/workers/workerID/schemaCode/longName	Long name	Yes ("Employee ID")

Associate Legal Name and Preferred Name:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/person/legalName/givenName	Legal Given Name	Yes (Legal First Name)
/workers/person/legalName/middleName	Legal Middle Name	Yes (Legal Middle Name)
/workers/person/legalName/familyName1	Legal Family Name 1	Yes (Legal Last Name)
/workers/person/legalName/familyName2	Legal Family Name 2	Yes (Second Legal Last Name)
/workers/person/legalName/formattedName	Legal Formatted Name	Yes (Legal Last Name,First Name)
/workers/person/legalName/nameCode	Legal Name code	No
/workers/person/legalName/scriptCode	Legal Name Script code	No
/workers/person/legalName/preferredSalutations/salutationCode/codeValue	Salutation (Mr., Ms.)	Yes
/workers/person/legalName/preferredSalutations/salutationCode/shortName	Salutation short name	Yes
/workers/person/legalName/preferredSalutations/salutationCode/longName	Salutation long name	Yes
/workers/person/legalName/nickName	Nick name	Yes
/workers/person/legalName/generationAffixCode/codeValue	Legal Generation Affix code (Generation Suffix)	Yes (Legal Suffix to Family Name)
/workers/person/legalName/generationAffixCode/shortName	Legal Short Name	Yes (Legal Suffix to Family Name)
/workers/person/legalName/generationAffixCode/longName	Legal Long Name	Yes (Legal Suffix to Family Name)
/workers/person/legalName/qualificationAffixCode	Legal Qualification Affix code (Professional Suffix)	No
/workers/person/legalName/familyName1Prefix	Legal Family Name Prefix (Salutation)	Yes
/workers/person/legalName/familyName2Prefix	Legal Family Name Prefix (Salutation)	No

Schema Location	Field Name	Value Returned
/workers/person/legalName/initials	Legal Name Initials	Yes (Legal Initials for given, middle, family name)
/workers/person/preferredName/givenName	Preferred Given Name	Yes (Preferred First Name)
/workers/person/preferredName/middleName	Preferred Middle Name	Yes (Preferred Middle Name)
/workers/person/preferredName/familyName1	Preferred Family Name	Yes (Preferred Last Name)
/workers/person/preferredName/formattedName	Preferred Formatted Name	Yes (Preferred Last Name,Preferred First Name)
/workers/person/preferredName/nameCode	Preferred Name code	No
/workers/person/preferredName/scriptCode	Preferred Name Script code	No
/workers/person/preferredName/generationAffixCode	Preferred Generation Affix code (Generation Suffix)	No
/workers/person/preferredName/qualificationAffixCode	Preferred Professional Affix code (Professional Suffix)	No
/workers/person/alternatePreferredNames	Alternate Preferred Names	No
/workers/person/formerNames	Former Name	No
/workers/person/birthName	Birth Name	No

Associate Legal Address and Other Personal Address:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/person/legalAddress/nameCode	Legal Address code	No
/workers/person/legalAddress/careOfName	Legal Address Care Of Name	Yes

Schema Location	Field Name	Value Returned
/workers/person/legalAddress/attentionOfName	Attention of Name	No
/workers/person/legalAddress/unit	Legal Address Unit	No
/workers/person/legalAddress/lineOne	Legal Address Line One (Physical Address)	Yes (Legal Address Line 1)
/workers/person/legalAddress/lineTwo	Legal Address Line Two (Physical Address)	Yes (Legal Address Line 2)
/workers/person/legalAddress/lineThree	Legal Address Line Three	No
/workers/person/legalAddress/lineFour	Legal Address Line Four	No
/workers/person/legalAddress/lineFive	Legal Address Line Five	No
/workers/person/legalAddress/cityName	Legal Address City Name (Physical Address)	Yes
/workers/person/legalAddress/countrySubdivisionLevel1/codeValue	Country Subdivision Level 1 code (Physical Address)	Yes ("US-NY" or "NY")
/workers/person/legalAddress/countrySubdivisionLevel1/shortName	Country Subdivision Level 1 Short Name	Yes
/workers/person/legalAddress/countrySubdivisionLevel1/longName	Country Subdivision Level 1 Long Name	Yes
/workers/person/legalAddress/countrySubdivisionLevel1/subdivisionType	Country Subdivision Type (1) (Physical Address)	Yes ("State" or "Province")
/workers/person/legalAddress/countryCode	Legal Address Country code (Physical Address)	Yes
/workers/person/legalAddress/postalCode	Legal Address Postal/ Zip code (Physical Address)	Yes
/workers/person/legalAddress/geoCoordinate	Legal Address Geo Coordinate	No
/workers/person/legalAddress/scriptCode	Legal Address Script code	No
/workers/person/legalAddress/buildingNumber	Legal Address Building number	Yes

Schema Location	Field Name	Value Returned
/workers/person/legalAddress/buildingName	Legal Address Building name	Yes
/workers/person/legalAddress/blockName	Legal Address Block name	Yes
/workers/person/legalAddress/streetName	Legal Address Street name	Yes
/workers/person/legalAddress/floor	Legal Address floor	Yes
/workers/person/legalAddress/stairCase	Legal Address Staircase	Yes
/workers/person/legalAddress/door	Legal Address Door	Yes
/workers/person/legalAddress/postOfficeBox	Legal Address PO Box	Yes
/workers/person/legalAddress/deliveryPoint	Legal Address delivery point	Yes
/workers/person/legalAddress/streetTypeCode/codeValue	Legal Address Street Type code	Yes
/workers/person/legalAddress/streetTypeCode/shortName	Street Type Short Name	Yes
/workers/person/legalAddress/streetTypeCode/longName	Street Type Long Name	Yes
/workers/person/legalAddress/countrySubdivisionLevel2/codeValue	Country Subdivision (2) code	Yes
/workers/person/legalAddress/countrySubdivisionLevel2/shortName	Country Subdivision (2) short name	Yes
/workers/person/legalAddress/countrySubdivisionLevel2/longName	Country Subdivision (2) long name	Yes
/workers/person/legalAddress/countrySubdivisionLevel2/subdivisionType	Country Subdivision Type (2)	Yes
/workers/person/legalAddress/sameAsAddressLink	Legal Address Same As Address Link	No
/workers/person/otherPersonalAddresses/nameCode	Other Personal Address code	No
/workers/person/otherPersonalAddresses/careOfName	Other Personal Address Care of Name	Yes
/workers/person/otherPersonalAddresses/lineOne	Other Personal Address Line 1 (Mailing Address)	Yes
/workers/person/otherPersonalAddresses/lineTwo	Other Personal Address Line 2 (Mailing Address)	Yes

Schema Location	Field Name	Value Returned
/workers/person/otherPersonalAddresses/lineThree	Other Personal Address Line 3	No
/workers/person/otherPersonalAddresses/lineFour	Other Personal Address Line 4	No
/workers/person/otherPersonalAddresses/lineFive	Other Personal Address Line 5	No
/workers/person/otherPersonalAddresses/cityName	Other Personal Address City Name (Mailing Address)	Yes
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/codeValue	Country Subdivision Level 1 code (Mailing Address)	Yes ("US-NY" or "NY")
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/shortName	Country Subdivision Level 1 Short Name	Yes
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1//longName	Country Subdivision Level 1 Long Name	Yes
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/subdivisionType	Country Subdivision Type (1) (Mailing Address)	Yes ("State" or "Province")
/workers/person/otherPersonalAddresses/countryCode	Other Personal Address Country code (Mailing Address)	Yes
/workers/person/otherPersonalAddresses/postalCode	Other Personal Address Postal/ Zip code (Mailing Address)	Yes
/workers/person/otherPersonalAddresses/geoCoordinate	Other Personal Address Geo Coordinate	No
/workers/person/otherPersonalAddresses/scriptCode	Other Personal Address Script code	No
/workers/person/otherPersonalAddresses/buildingNumber	Other Personal Address Building	Yes
/workers/person/otherPersonalAddresses/buildingName	Other Personal Address Building	Yes
/workers/person/otherPersonalAddresses/blockName	Other Personal Address Block	Yes
/workers/person/otherPersonalAddresses/streetName	Other Personal Address Street	Yes
/workers/person/otherPersonalAddresses/streetTypeCode/codeValue	Other Personal Address Street Type code	Yes
/workers/person/otherPersonalAddresses/streetTypeCode/shortName	Other Personal Address Street Type Short Name	Yes
/workers/person/otherPersonalAddresses/streetTypeCode/longName	Other Personal Address Street Type Long Name	Yes

Schema Location	Field Name	Value Returned
/workers/person/otherPersonalAddresses/countrySubdivisionLevel2	Other Personal Address Street Type Country Subdivision Level 2	No
/workers/person/otherPersonalAddresses/sameAsAddressIndicator	Other Personal Address Same As Legal Address Indicator	Yes ("true")
/workers/person/otherPersonalAddresses/sameAsAddressLink	Other Personal Address Same As Address Link	No
/workers/person/otherPersonalAddresses/typeID	Other Personal Address Type ID	No
/workers/person/otherPersonalAddresses/typeCode/codeValue	Other Personal Address Type code	Yes ("Mailing Address")
/workers/person/otherPersonalAddresses/typeCode/shortName	Other Personal Address Short Name	Yes
/workers/person/otherPersonalAddresses/typeCode/longName	Other Personal Address Long Name	Yes

Associate Communication and Contact Details:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/person/communication/landlines/nameCode/codeValue	Land Line code (when the phoneType field setting is "Home" no extension, access, notificationIndicator is present)	Yes ("Home")
/workers/person/communication/landlines/nameCode/shortName	Land Line Short Name	Yes
/workers/person/communication/landlines/nameCode/longName	Land Line Long Name	Yes
/workers/person/communication/landlines/areaDialing	Land Line Area code	Yes
/workers/person/communication/landlines/dialNumber	Land Line Phone number	Yes
/workers/person/communication/landlines/formattedNumber	Land Line Area code Phone number	Yes
/workers/person/communication/landlines/itemID	Land Line Item ID	Yes

Schema Location	Field Name	Value Required
/workers/person/communication/mobiles/nameCode/codeValue	Mobile code (when the phoneType field setting is "Personal" no extension, access, notificationIndicator is present)	Yes ("Personal")
/workers/person/communication/mobiles/nameCode/shortName	Mobile Short Name	Yes
/workers/person/communication/mobiles/nameCode/longName	Mobile Long Name	Yes
/workers/person/communication/mobiles/areaDialing	Mobile Area code	Yes
/workers/person/communication/mobiles/dialNumber	Mobile Phone number	Yes
/workers/person/communication/mobiles/formattedNumber	Mobile Area code Phone number	Yes
/workers/person/communication/mobiles/itemID	Mobile Item ID	Yes
/workers/person/communication/emails/nameCode/codeValue	email code (when the emailType field setting is "Personal" no extension, access, notificationIndicator is present)	Yes ("Personal")
/workers/person/communication/emails/nameCode/shortName	email Short Name	Yes
/workers/person/communication/emails/nameCode/longName	email Long Name	Yes
/workers/person/communication/emails/emailUri	email Address	Yes
/workers/person/communication/emails/itemID	email Item ID	Yes
/workers/person/communication/faxes	Fax	No
/workers/person/communication/pagers	Pager	No
/workers/person/communication/internetAddresses	Internet Addresses	No
/workers/person/communication/instantMessages	Instant Messages	No
/workers/person/communication/socialNetworks	Social Networks	No

Associate Identifying Factors:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/person/genderCode/codeValue	Gender code	Yes ("U")
/workers/person/genderCode/shortName	Gender Short Name	Yes ("not specified")
/workers/person/genderCode/longName	Gender Long Name	Yes ("not specified")
/workers/person/religionCode/codeValue	Religion code	Yes - collections response only
/workers/person/religionCode/shortName	Religion Short Name	Yes - collections response only
/workers/person/religionCode/longName	Religion Long Name	Yes - collections response only
/workers/person/maritalStatus/codeValue	Marital Status code (no effective Date)	Yes ("N")
/workers/person/maritalStatus/shortName	Marital Status Short Name	Yes ("not specified")
/workers/person/maritalStatus/longName	Marital Status Long Name	Yes ("not specified")
/workers/person/disabilityIdentificationDeclinedIndicator	Disability Statement Declined Indicator	Yes ("true")
/workers/person/disabledIndicator	Disabled Indicator	Yes ("false")
/workers/person/birthPlace/cityName	Birthplace City Name	Yes - single AOID only
/workers/person/birthPlace/formattedBirthPlace	Formatted Birthplace	No
/workers/person/birthPlace/countrySubdivisionLevel1/subdivisionType	Birthplace Country Subdivision Level 1	Yes ("Region") - single AOID only
/workers/person/birthPlace/countrySubdivisionLevel2	Birthplace Country Subdivision Level 2	No
/workers/person/birthPlace/postalCode	Birthplace Postal Code	No
/workers/person/birthPlace/countryCode	Birthplace Country code	Yes - single AOID only

Schema Location	Field Name	Value Returned
/workers/person/raceCode/identificationMethodCode	Race Identification Method code	No
/workers/person/raceCode/codeValue	Race code	Yes
/workers/person/raceCode/shortName	Race Short Name	Yes
/workers/person/raceCode/longName	Race Long Name	Yes
/workers/person/ethnicityCode/codeValue	Ethnicity code (same as /workers/person/raceCode/codeValue)	Yes (same value as Race code)
/workers/person/ethnicityCode/shortName	Ethnicity Short Name	Yes
/workers/person/ethnicityCode/longName	Ethnicity Long Name	Yes
/workers/person/ethnicityGroupCode	Ethnicity Group code	No
/workers/person/militaryStatusCode/codeValue	Military Status code (no effective Date)	Yes
/workers/person/militaryStatusCode/shortName	Military Status Short Name	Yes
/workers/person/militaryStatusCode/longName	Military Status Long Name	Yes
/workers/person/deathDate	Date of death (reference /workers/person/deceasedIndicator)	Yes
/workers/person/deceasedIndicator	Indicator of a Date of Death	Yes (indicates /workers/person/deathDate)

Associate Work Date and Status:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/workerDates/originalHireDate	Original Hire Date	Yes
/workers/workerDates/terminationDate	Termination Date (last	Yes

Schema Location	Field Name	Value Returned
	termination)	
/workers/workerDates/expectedTerminationDate	Expected Termination Date	Yes - single AOID only
/workers/workerDates/rehireDate	Rehire Date (most recent)	Yes
/workers/workerDates/adjustedServiceDate	Adjusted Service Date	Yes
/workers/workerStatus/statusCode/codeValue	Status Code	Yes ("active")
/workers/workerStatus/statusCode/shortName	Status Code Short Name	Yes ("Active")
/workers/workerStatus/statusCode/longName	Status Code Long Name	Yes ("Active")
/workers/workerStatus/reasonCode	Reason code ("Data Change")	No
/workers/workerDates/acquisitionDate	Acquisition Date	Yes
/workers/workerDates/retirementDate	Retirement Date	No

Associate Business Communication and Contact Details:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement /workerProfileManagement/workerDemographic		
/workers/businessCommunication/landlines/nameCode /codeValue	Business Land Line code (when the phoneType field setting is "Business" no extension, access, notificationIndicator is present)	Yes ("Business ")
/workers/businessCommunication/landlines/nameCode /shortName	Business Land Line Short Name	Yes
/workers/businessCommunication/landlines/nameCode /longName	Business Land Line Long Name	Yes
/workers/businessCommunication/landlines/areaDialin g	Business Land Line Area code	Yes

Schema Location	Field Name	Value Returned
/workers/businessCommunication/landlines/dialNumber	Business Land Line Phone number	Yes
/workers/businessCommunication/landlines/formattedNumber	Business Land Line Area code Phone number	Yes
/workers/businessCommunication/landlines/itemID	Business Land Line Item ID	Yes
/workers/businessCommunication/mobiles/nameCode/codeValue	Business Mobiles	No
/workers/businessCommunication/emails/nameCode/codeValue	Business email code (when the emailType field setting is "Business")	Yes ("Business")
/workers/businessCommunication/emails/nameCode/shortName	Business email Short Name	Yes
/workers/businessCommunication/emails/nameCode/longName	Business email Long Name	Yes
/workers/businessCommunication/emails/emailUri	Business email address	Yes
/workers/businessCommunication/emails/itemID	Business email Item ID	Yes

Associate Primary Work Assignment or Additional Work Assignments:

Note: This section focuses on arrays. A primary work assignment will be indicated.

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/workAssignments/primaryIndicator	Primary Assignment indicator (in work assignment array)	Yes ("true")
/workers/workAssignments/hireDate	Assignment Hire date	Yes
/workers/workAssignments/expectedStartDate	Assignment Expected Start date	Yes
/workers/workAssignments/actualStartDate	Assignment Actual Start date	Yes

Schema Location	Field Name	Value Returned
/workers/workAssignments/terminationDate	Assignment termination date	Yes
/workers/workAssignments/expectedTerminationDate	Assignment expected termination date	Yes
/workers/workAssignments/assignmentStatus/statusCode/codeValue	Assignment Status code	Yes ("A")
/workers/workAssignments/assignmentStatus/statusCode/shortValue	Assignment Status Short Name	Yes ("Active")
/workers/workAssignments/assignmentStatus/statusCode/longName	Assignment Status Long Name	Yes ("Active")
/workers/workAssignments/assignmentStatus/reasonCode/codeValue	Assignment Status Reason code	Yes ("Hire")
/workers/workAssignments/assignmentStatus/reasonCode/shortName	Assignment Status Reason code Short Name	Yes ("Hire")
/workers/workAssignments/assignmentStatus/reasonCode/longName	Assignment Status Reason code Long Name	Yes ("New Hire", "Demote", etc.)
/workers/workAssignments/assignmentStatus/effectiveDate	Assignment Status Effective Date	Yes
/workers/workAssignments/assignmentCostCenters/costCenterID	Assignment Cost Center ID	Yes
/workers/workAssignments/assignmentCostCenters/costCenterName	Assignment Cost Center Name	Yes
/workers/workAssignments/assignmentCostCenters/costCenterPercentage	Assignment Cost Center Percent Allocation	Yes
/workers/workAssignments/workerProbationPeriod	Assignment Work Probation Period	No
/workers/workAssignments/workerTypeCode/codeValue	Associate Worker Type code	Yes ("Worker")
/workers/workAssignments/workerTypeCode/shortValue	Associate Worker Type Short Name	Yes ("Employee")
/workers/workAssignments/workerTypeCode/longName	Associate Worker Type Long Name	Yes ("Employee")
/workers/workAssignments/assignmentTermCode/codeValue	Assignment Term code (contractType is "Permanent", set to R/Regular)	Yes ("R")
/workers/workAssignments/assignmentTermCode/shortName	Assignment Term Short Name	Yes ("Regular")

Schema Location	Field Name	Value Returned
/workers/workAssignments/assignmentTermCode/longName	Assignment Term Long Name	Yes ("Regular")
/workers/workAssignments/workLevelCode/codeValue	Work Level code (Labor Status)	Yes ("fullTime")
/workers/workAssignments/workLevelCode/shortName	Work Level Short Name	Yes ("Full Time")
/workers/workAssignments/workLevelCode/longName	Work Level Long Name	Yes ("Full Time")
/workers/workAssignments/legalEntityID	Assignment Legal Entity	Yes
/workers/workAssignments/jobCode/codeValue	Assignment Job code (job template)	Yes ("BD")
/workers/workAssignments/jobCode/shortName	Assignment Job code Short Name	Yes ("Business Development")
/workers/workAssignments/jobCode/longName	Assignment Job code Long Name	Yes ("Business Development")
/workers/workAssignments/jobTitle	Assignment Job title (internal title)	Yes ("Business Development Associate")
/workers/workAssignments/positionID	Assignment Position ID (position code)	Yes ("TA-515")
/workers/workAssignments/positionTitle	Assignment Position title	Yes ("Technical Associate Level 5")
/workers/workAssignments/jobFamilyCode/codeValue	Job Family	Yes
/workers/workAssignments/jobFamilyCode/shortName	Job Family	Yes
/workers/workAssignments/jobFamilyCode/longName	Job Family	Yes
/workers/workAssignments/jobLevelCode/codeValue	Job Level	Yes
/workers/workAssignments/jobLevelCode/shortName	Job Level	Yes
/workers/workAssignments/jobLevelCode/longName	Job Level	Yes
/workers/workAssignments/occupationalClassifications/nameCode/codeValue	EEO	Yes
/workers/workAssignments/occupationalClassifications/nameCode/shortName	EEO	Yes
/workers/workAssignments/occupationalClassifications/nameCode/longName	EEO	Yes

Schema Location	Field Name	Value Returned
/workers/workAssignments/occupationalClassificationsCode/codeValue	EEO code	Yes
/workers/workAssignments/occupationalClassificationsCode/shortName	EEO Name	Yes
/workers/workAssignments/occupationalClassificationsCode/longName	EEO Name	Yes
/workers/workAssignments/occupationalClassifications/itemID	EEO Item ID	Yes
/workers/workAssignments/wageLawCoverage/wageLawNameCode/codeValue	FLSA	Yes
/workers/workAssignments/wageLawCoverage/wageLawNameCode/shortName	"Fair Labor Standards Act"	Yes
/workers/workAssignments/wageLawCoverage/wageLawNameCode/longName	"Fair Labor Standards Act"	Yes
/workers/workAssignments/wageLawCoverage/coverageCode/codeValue	FLSA Code	Yes
/workers/workAssignments/wageLawCoverage/coverageCode/shortName	FLSA Name	Yes
/workers/workAssignments/wageLawCoverage/coverageCode/longName	FLSA Name	Yes
/workers/workAssignments/workArrangementCode/codeValue	Work Arrangement code (Location)	Yes ("Office Based")
/workers/workAssignments/workArrangementCode/shortName	Work Arrangement Short Name	Yes
/workers/workAssignments/workArrangementCode/longName	Work Arrangement Long Name	Yes
/workers/workAssignments/standardHours/hoursQuantity	Standard Hours Quantity	Yes ("43")
/workers/workAssignments/standardHours/unitCode/codeValue	Standard Hours code	Yes ("H")
/workers/workAssignments/standardHours/unitCode/shortName	Standard Hours Short Name	Yes ("Hours")
/workers/workAssignments/standardHours/unitCode/longName	Standard Hours Long Name	Yes ("Hours")
/workers/workAssignments/fullTimeEquivalenceRatio	Assignment FTE Ratio	Yes (normally "1")
/workers/workAssignments/executiveIndicator	Executive Indicator	Yes (normally "false")

Associate Work Location Details and Organizational Units:

Note: This section focuses on arrays. Any unit that an associate is allocated to that is of the type "Department" goes to the assignedOrganizationalUnits array. All cost centers go into the assignmentCostCenters array, and the primary cost center is also added to the homeOrganizationalUnits array)

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue	"Primary" Cost Center code	Yes
/workers/workAssignments/homeOrganizationalUnits/nameCode/shortName	"Primary" Cost Center Short Name	Yes
/workers/workAssignments/homeOrganizationalUnits/nameCode/longName	"Primary" Cost Center Long Name	Yes
/workers/workAssignments/homeOrganizationalUnits/TypeCode/codeValue	"Primary" Cost Center Type code	Yes ("costing")
/workers/workAssignments/homeOrganizationalUnits/TypeCode/shortName	"Primary" Cost Center Type Short Name	Yes ("Costing")
/workers/workAssignments/homeOrganizationalUnits/TypeCode/longName	"Primary" Cost Center Type Long Name	Yes("Costing")
/workers/workAssignments/homeOrganizationalUnits/itemID	"Primary" Cost Center Item ID	Yes
/workers/workAssignments/assignedOrganizationalUnits/nameCode/codeValue	Cost Centers and Departments for Work Assignment code	Yes ("EU-16")
/workers/workAssignments/assignedOrganizationalUnits/nameCode/shortName	Cost Centers and Departments for Work Assignment Short Name	Yes ("Sales-NY")
/workers/workAssignments/assignedOrganizationalUnits/nameCode/longName	Cost Centers and Departments for Work Assignment Long Name	Yes ("Sales-NY")
/workers/workAssignments/assignedOrganizationalUnits/TypeCode/codeValue	Cost Centers and Departments for Work Assignment Type code	Yes ("Department")
/workers/workAssignments/assignedOrganizationalUnits/TypeCode/shortName	Cost Centers and Departments for Work Assignment Short Name	Yes ("Departmen t")
/workers/workAssignments/assignedOrganizationalUnits/TypeCode/longName	Cost Centers and Departments for Work Assignment Long Name	Yes ("Departmen t")
/workers/workAssignments/assignedOrganizationalUnits/itemID	Cost Centers and Departments for Work Assignment Item ID	Yes
/workers/workAssignments/homeWorkLocation/nameCode/codeValue	"Primary" Location code	Yes
/workers/workAssignments/homeWorkLocation/nameCode/shortName	"Primary" Location Short Name	Yes

Schema Location	Field Name	Value Returned
/workers/workAssignments/homeWorkLocation/nameCode/longName	"Primary" Location Long Name	Yes
/workers/workAssignments/homeWorkLocation/communication/landlines/nameCode	Location Land Line code ("Home")	No
/workers/workAssignments/homeWorkLocation/communication/landlines/areaDialing	Location Land Line Area code	Yes
/workers/workAssignments/homeWorkLocation/communication/landlines/dialNumber	Location Land Line Phone Number	Yes
/workers/workAssignments/homeWorkLocation/communication/landlines/formattedNumber	Location Land Line Area code Phone number	Yes
/workers/workAssignments/homeWorkLocation/communication/mobiles/nameCode	Location Mobile code ("Business")	No
/workers/workAssignments/homeWorkLocation/communication/mobiles/formattedNumber	Location Mobile Phone Number	No
/workers/workAssignments/homeWorkLocation/communication/emails/nameCode	Location email code ("Business")	No
/workers/workAssignments/homeWorkLocation/communication/emails/emailUri	Location email Address	Yes
/workers/workAssignments/homeWorkLocation/communication/faxes/nameCode	Location Fax code ("Business")	No
/workers/workAssignments/homeWorkLocation/communication/faxes/areaDialing	Location Fax Area Code	Yes
/workers/workAssignments/homeWorkLocation/communication/faxes/dialNumber	Location Fax Number	Yes
/workers/workAssignments/homeWorkLocation/communication/faxes/formattedNumber	Location Fax Area Code and Number	Yes
/workers/workAssignments/homeWorkLocation/address/nameCode	Location Address code	No
/workers/workAssignments/homeWorkLocation/address/lineOne	Location Address Line One	Yes
/workers/workAssignments/homeWorkLocation/address/cityName	Location City Name	Yes
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/codeValue	Location Country Subdivision Level 1 code	Yes

Schema Location	Field Name	Value Returned
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/shortName	Location Country Subdivision Level 1 Short Name	Yes
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/longName	Location Country Subdivision Level 1 Long Name	Yes
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/subdivisionType	Location Country Subdivision Type (1)	Yes ("State")
/workers/workAssignments/homeWorkLocation/address/countryCode	Location Country code	Yes
/workers/workAssignments/homeWorkLocation/address/postalCode	Location Postal code	Yes
/workers/workAssignments/homeWorkLocation/address/geoCoordinate	Location Geo Coordinate	No
/workers/workAssignments/homeWorkLocation/address/scriptCode	Location Script code	No
/workers/workAssignments/homeWorkLocation/address/streetTypeCode/codeValue	Location Street Type code	No
/workers/workAssignments/homeWorkLocation/address/streetTypeCode/shortName	Location Street Type Short Name	No
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel2/subdivisionType	Location Country Subdivision Type (2)	No
/workers/workAssignments/assignedWorkLocations/nameCode/codeValue	Assigned Location - Location code (non-primary)	Yes
/workers/workAssignments/assignedWorkLocations/nameCode/shortName	Assigned Location Short Name	Yes
/workers/workAssignments/assignedWorkLocations/nameCode/longName	Assigned Location Long Name	Yes
/workers/workAssignments/assignedWorkLocations/communication/landlines/nameCode	Assigned Location Land Line code ("Business")	No
workers/workAssignments/assignedWorkLocations/communication/landlines/areaDialing	Assigned Location Land Line Area Code	Yes
/workers/workAssignments/assignedWorkLocations/communication/landlines/dialNumber	Assigned Location Land Line Phone number	Yes
/workers/workAssignments/assignedWorkLocations/communication/landlines/formattedNumber	Assigned Location Land Line Area and Phone number	Yes
/workers/workAssignments/assignedWorkLocations/communication/mobiles/nameCode	Assigned Location Mobile code ("Business")	No
/workers/workAssignments/assignedWorkLocations/communication/mobiles/formattedNumber	Assigned Location Mobile Phone number	No

Schema Location	Field Name	Value Returned
/workers/workAssignments/assignedWorkLocations/communication/emails/nameCode	Assigned Location email code ("Business")	No
/workers/workAssignments/assignedWorkLocations/communication/emails/emailUri	Assigned Location email Address	Yes
/workers/workAssignments/assignedWorkLocations/communication/faxes/nameCode	Assigned Location Fax code ("Business")	No
/workers/workAssignments/assignedWorkLocations/communication/faxes/areaDialing	Assigned Location Fax Area Code	Yes
/workers/workAssignments/assignedWorkLocations/communication/faxes/dialNumber	Assigned Location Fax Number	Yes
/workers/workAssignments/assignedWorkLocations/communication/faxes/formattedNumber	Assigned Location Fax Area Code and Number	Yes
/workers/workAssignments/assignedWorkLocations/address/nameCode	Assigned Location Address code	No
/workers/workAssignments/assignedWorkLocations/address/lineOne	Assigned Location Address Line One	Yes
/workers/workAssignments/assignedWorkLocations/address/cityName	Assigned Location City Name	Yes
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/codeValue	Assigned Location Country Subdivision Level 1 code	Yes
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/shortName	Assigned Location Country Subdivision Level 1 Short Name	Yes
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/longName	Assigned Location Country Subdivision Level 1 Long Name	Yes
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/subdivisionType	Assigned Location Country Subdivision Type (1)	Yes ("State")
/workers/workAssignments/assignedWorkLocations/address/countryCode	Assigned Location Country code	Yes
/workers/workAssignments/assignedWorkLocations/address/postalCode	Assigned Location Postal code	Yes
/workers/workAssignments/assignedWorkLocations/address/geoCoordinate	Assigned Location Geo Coordinate	No
/workers/workAssignments/assignedWorkLocations/address/scriptCode	Assigned Location Script Code	No
/workers/workAssignments/assignedWorkLocations/address/streetTypeCode/codeValue	Assigned Location Street Type code	No
/workers/workAssignments/assignedWorkLocations/address/streetTypeCode/shortName	Assigned Location Street Type Short Name	No

Schema Location	Field Name	Value Returned
/workers/workAssignments/assignedWorkLocations/address/streetTypeCode/longName	Assigned Location Street Type Long Name	No
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel2/subdivisionType	Assigned Location Country Subdivision Type (2)	No
/workers/workAssignments/assignedWorkLocations/itemID	Assigned Location Item ID	Yes
/workers/workAssignments/renumerationBasisCode/codeValue	Assignment Renumeration Basis Code	Yes ("S" for Salary)
/workers/workAssignments/renumerationBasisCode/shortName	Assignment Renumeration Basis Code Short Name	Yes ("Annually")
/workers/workAssignments/renumerationBasisCode/longName	Assignment Renumeration Basis Code Long Name	Yes ("Annually")

Associate Reporting Manager Details:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/workAssignments/reportsTo/positionID	Reports To Position ID	Yes
/workers/workAssignments/reportsTo/positionTitle	Reports To Position Title	Yes
/workers/workAssignments/reportsTo/associateOID	Report To Associate OID	Yes
/workers/workAssignments/reportsTo/workerID/idValue	Reports To Employee ID	Yes
/workers/workAssignments/reportsTo/workerID/schemaCode/codeValue	Reports To code	Yes ("Manager")
/workers/workAssignments/reportsTo/workerID/schemaCode/shortName	Reports To Short Name	Yes
/workers/workAssignments/reportsTo/workerID/schemaCode/longName	Reports To Long Name	Yes
/workers/workAssignments/reportsTo/reportsToWorkerName/givenName	Report to Given Name	Yes

Schema Location	Field Name	Value Returned
/workers/workAssignments/reportsTo/reportsToWorkerName/middleName	Report to Middle Name	Yes - single AOID only
/workers/workAssignments/reportsTo/reportsToWorkerName/familyName1	Report to Family Name	Yes
/workers/workAssignments/reportsTo/reportsToWorkerName/formattedName	Reports To Formatted Name	Yes (Reports to Last Name, First Name)
/workers/workAssignments/reportsTo/reportsToRelationshipCode/codeValue	Reports To Relationship code	Yes ("Manager")
/workers/workAssignments/reportsTo/reportsToRelationshipCode/shortName	Reports To Relationship Short Name	Yes
/workers/workAssignments/reportsTo/reportsToRelationshipCode/longName	Reports To Relationship Long Name	Yes
/workers/workAssignments/reportsTo/itemID	Reports To Item ID	Yes

Associate Payroll Processing Details:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/workers/workAssignments/payCycle/codeValue	Assignment Pay Cycle code	Yes
/workers/workAssignments/payCycle/shortName	Assignment Pay Cycle Short Name	Yes
/workers/workAssignments/payCycle/longName	Assignment Pay Cycle Long Name	Yes
/workers/workAssignments/standardPayPeriodHours/unitCode	Standard Pay Period Hours	No
/workers/workAssignments/payrollProcessingStatusCode/codeValue	Payroll Processing Status code	Yes ("active")
/workers/workAssignments/payrollProcessingStatusCode/shortName	Payroll Processing Status Short Name	Yes

Schema Location	Field Name	Value Returned
/workers/workAssignments/payrollProcessingStatusCode/longName	Payroll Processing Status Long Name	Yes
/workers/workAssignments/payrollProcessingStatusCode/effectiveDate	Payroll Processing Status Effective Date	Yes
/workers/workAssignments/payrollGroupCode	Pay Group code	Yes
/workers/workAssignments/payrollFileNumber	Payroll File Number	Yes
/workers/workAssignments/payrollRegionCode	Payroll Region code	Yes
/workers/workAssignments/itemID	Assignment Item ID	Yes

Associate Custom Fields Details:

Schema Location	Field Name	Value Returned
/hr/workerInformationManagement/workerManagement/workerProfileManagement/workerDemographic		
/worker/customFieldGroup/dateFields/nameCode/codeValue	Custom Date	Yes
/worker/customFieldGroup/dateFields/nameCode/shortName	Custom Date	Yes
/worker/customFieldGroup/dateFields/nameCode/longName	Custom Date	Yes
/worker/customFieldGroup/dateFields/dateValue	Custom Date Value	Yes
/worker/customFieldGroup/dateFields/itemID	Custom Date Item ID	Yes
/worker/customFieldGroup/numberFields/nameCode/codeValue	Custom Number	Yes
/worker/customFieldGroup/numberFields/nameCode/shortName	Custom Number	Yes
/worker/customFieldGroup/numberFields/nameCode/longName	Custom Number	Yes

Schema Location	Field Name	Value Returned
/worker/customFieldGroup/numberFields/numberValue	Custom Number Value	Yes
/worker/customFieldGroup/numberFields/itemID	Custom Number Item ID	Yes
/worker/customFieldGroup/stringFields/nameCode/codeValue	Custom Text	Yes
/worker/customFieldGroup/stringFields/nameCode/shortName	Custom Text	Yes
/worker/customFieldGroup/stringFields/nameCode/longName	Custom Text	Yes
/worker/customFieldGroup/stringFields/stringValue	Custom Text Value	Yes
/worker/customFieldGroup/stringFields/itemID	Custom Text Item ID	Yes

Responses

For more API related information please refer Worker Demographics spec.

Chapter 3

Appendix

Data Dictionary

Description

The data dictionary corresponds to the endpoints outlined in Chapter 2.

People > Associate Profile > Personal Details > Manage Name

Schema Location	Field Name
/workers/person/legalName/givenName	Legal Given Name - first name
/workers/person/legalName/middleName	Legal Middle Name
/workers/person/legalName/familyName1	Legal Family Name 1 - last name

Schema Location	Field Name
/workers/person/legalName/familyName2	Legal Family Name 2 - last name
/workers/person/legalName/formattedName	Legal Formatted Name - Last name,first name
/workers/person/legalName/nameCode	not available
/workers/person/legalName/scriptCode	not available
/workers/person/legalName/generationAffixCode/codeValue	Legal Generation Affix code (Generation Suffix)
/workers/person/legalName/generationAffixCode/shortName	Legal Short Name (Generation Suffix)
/workers/person/legalName/generationAffixCode/longName	Legal Long Name (Generation Suffix)
/workers/person/legalName/qualificationAffixCode	not available
/workers/person/legalName/familyName1Prefix	not available
/workers/person/legalName/familyName2Prefix	not available
/workers/person/legalName/initials	Legal Name Initials - given initial, middle initial, family name initial
/workers/person/preferredName/givenName	Preferred Given Name - first name
/workers/person/preferredName/middleName	Preferred Middle Name - middle name
/workers/person/preferredName/familyName1	Preferred Family Name - last name
/workers/person/preferredName/formattedName	Preferred Formatted Name - last name,first name
/workers/person/preferredName/nameCode	not available
/workers/person/preferredName/scriptCode	not available
/workers/person/preferredName/generationAffixCode	not available
/workers/person/preferredName/qualificationAffixCode	not available
/workers/person/alternatePreferredNames	not available

Schema Location	Field Name
/workers/person/formerNames	not available
/workers/person/birthName	not available

People > Associate Profile > Personal Details > Manage Addresses

Schema Location	Field Name
/workers/person/legalAddress/nameCode	not available
/workers/person/legalAddress/attentionOfName	not available
/workers/person/legalAddress/unit	not available
/workers/person/legalAddress/lineOne	Legal Address Line One (Physical Address)
/workers/person/legalAddress/lineTwo	Legal Address Line Two (Physical Address)
/workers/person/legalAddress/lineThree	not available
/workers/person/legalAddress/lineFour	not available
/workers/person/legalAddress/lineFive	not available
/workers/person/legalAddress/cityName	Legal Address City Name (Physical Address)
/workers/person/legalAddress/countrySubdivisionLevel1/codeValue	Country Subdivision Level 1 code (Physical Address)
/workers/person/legalAddress/countrySubdivisionLevel1/shortName	Country Subdivision Level 1 Short Name
/workers/person/legalAddress/countrySubdivisionLevel1/longName	Country Subdivision Level 1 Long Name
/workers/person/legalAddress/countrySubdivisionLevel1/subdivisionType	Country Subdivision Type (1) (Physical Address)
/workers/person/legalAddress/countryCode	Legal Address Country code (Physical Address)
/workers/person/legalAddress/postalCode	Legal Address Postal/ Zip code (Physical Address)

Schema Location	Field Name
/workers/person/legalAddress/geoCoordinate	not available
/workers/person/legalAddress/scriptCode	not available
/workers/person/legalAddress/streetTypeCode/codeValue	not available
/workers/person/legalAddress/streetTypeCode/shortName	not available
/workers/person/legalAddress/streetTypeCode/longName	not available
/workers/person/legalAddress/countrySubdivisionLevel2/subdivisionType	not available
/workers/person/legalAddress/sameAsAddressLink	not available
/workers/person/otherPersonalAddresses/nameCode	not available
/workers/person/otherPersonalAddresses/lineOne	Other Personal Address Line 1 (Mailing Address)
/workers/person/otherPersonalAddresses/lineTwo	Other Personal Address Line 2 (Mailing Address)
/workers/person/otherPersonalAddresses/lineThree	not available
/workers/person/otherPersonalAddresses/lineFour	not available
/workers/person/otherPersonalAddresses/lineFive	not available
/workers/person/otherPersonalAddresses/cityName	Other Personal Address City Name (Mailing Address)
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/codeValue	Country Subdivision Level 1 code (Mailing Address)
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/shortName	Country Subdivision Level 1 Short Name
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1//longName	Country Subdivision Level 1 Long Name
/workers/person/otherPersonalAddresses/countrySubdivisionLevel1/subdivisionType	Country Subdivision Type (1) (Mailing Address)
/workers/person/otherPersonalAddresses/countryCode	Other Personal Address Country code (Mailing Address)
/workers/person/otherPersonalAddresses/postalCode	Other Personal Address Postal/ Zip code (Mailing Address)

Schema Location	Field Name
/workers/person/otherPersonalAddresses/geoCoordinate	not available
/workers/person/otherPersonalAddresses/scriptCode	not available
/workers/person/otherPersonalAddresses/streetTypeCode/codeValue	not available
/workers/person/otherPersonalAddresses/streetTypeCode/shortName	not available
/workers/person/otherPersonalAddresses/streetTypeCode/longName	not available
/workers/person/otherPersonalAddresses/countrySubdivisionLevel2	not available
/workers/person/otherPersonalAddresses/sameAsAddressIndicator	Other Personal Address Same As Legal Address Indicator
/workers/person/otherPersonalAddresses/sameAsAddressLink	not available
/workers/person/otherPersonalAddresses/typeID	not available
/workers/person/otherPersonalAddresses/typeCode/codeValue	Other Personal Address Type code
/workers/person/otherPersonalAddresses/typeCode/shortName	Other Personal Address Short Name
/workers/person/otherPersonalAddresses/typeCode/longName	Other Personal Address Long Name

Person > Associate Profile > Personal Details > Manage Contact Details

Schema Location	Field Name
/workers/person/communication/landlines/nameCode/codeValue	Land Line code (when the phoneType field setting is "Home" no extension, access, notificationIndicator is present)
/workers/person/communication/landlines/nameCode/shortName	Land Line Short Name
/workers/person/communication/landlines/nameCode/longName	Land Line Long Name
/workers/person/communication/landlines/areaDialing	Land Line Area code

Schema Location	Field Name
/workers/person/communication/landlines/dialNumber	Land Line Phone number
/workers/person/communication/landlines/formattedNumber	Land Line Area code Phone number
/workers/person/communication/landlines/itemID	Land Line Item ID
/workers/person/communication/mobiles/nameCode/codeValue	Mobile code (when the phoneType field setting is "Personal" no extension, access, notificationIndicator is present)
/workers/person/communication/mobiles/nameCode/shortName	Mobile Short Name
/workers/person/communication/mobiles/nameCode/longName	Mobile Long Name
/workers/person/communication/mobiles/areaDialing	Mobile Area code
/workers/person/communication/mobiles/dialNumber	Mobile Phone number
/workers/person/communication/mobiles/formattedNumber	Mobile Area code Phone number
/workers/person/communication/mobiles/itemID	Mobile Item ID
/workers/person/communication/emails/nameCode/codeValue	email code (when the emailType field setting is "Personal" no extension, access, notificationIndicator is present)
/workers/person/communication/emails/nameCode/shortName	email Short Name
/workers/person/communication/emails/nameCode/longName	email Long Name
/workers/person/communication/emails/emailUri	email Address
/workers/person/communication/emails/itemID	email Item ID
/workers/person/communication/faxes	not available
/workers/person/communication/pagers	not available

Schema Location	Field Name
/workers/person/communication/internetAddresses	not available
/workers/person/communication/instantMessages	not available
/workers/person/communication/socialNetworks	not available

Person > Associate Profile > Personal Details > Manage Contact Details

Schema Location	Field Name
/workers/businessCommunication/landlines/nameCode/codeValue	Business Land Line code (when the phoneType field setting is "Business" no extension, access, notificationIndicator is present)
/workers/businessCommunication/landlines/nameCode/shortName	Business Land Line Short Name
/workers/businessCommunication/landlines/nameCode/longName	Business Land Line Long Name
/workers/businessCommunication/landlines/areaDialing	Business Land Line Area code
/workers/businessCommunication/landlines/dialNumber	Business Land Line Phone number
/workers/businessCommunication/landlines/formattedNumber	Business Land Line Area code Phone number
/workers/businessCommunication/landlines/itemID	Business Land Line Item ID
/workers/businessCommunication/mobiles/nameCode/codeValue	not available
/workers/businessCommunication/emails/nameCode/codeValue	Business email code (when the emailType field setting is "Business")
/workers/businessCommunication/emails/nameCode/shortName	Business email Short Name
/workers/businessCommunication/emails/nameCode/longName	Business email Long Name

Schema Location	Field Name
/workers/businessCommunication/emails/emailUri	Business email address
/workers/businessCommunication/emails/itemID	Business email Item ID

Person > Associate Profile > Personal Details > Manage Demographic Details

Schema Location	Field Name
/workers/person/genderCode/codeValue	Gender code
/workers/person/genderCode/shortName	Gender Short Name
/workers/person/genderCode/longName	Gender Long Name
/workers/person/religionCode/codeValue	Religion code
/workers/person/religionCode/shortName	Religion Short Name
/workers/person/religionCode/longName	Religion Long Name
/workers/person/maritalStatus/codeValue	Marital Status code (no effective Date)
/workers/person/maritalStatus/shortName	Marital Status Short Name
/workers/person/maritalStatus/longName	Marital Status Long Name
/workers/person/disabilityIdentificationDeclinedIndicator	Disability Statement Declined Indicator
/workers/person/disabledIndicator	Disabled Indicator
/workers/person/birthPlace/cityName	Birthplace City Name
/workers/person/birthPlace/formattedBirthPlace	not available
/workers/person/birthPlace/countrySubdivisionLevel1/subdivisionType	Birthplace Country Subdivision Level 1

Schema Location	Field Name
/workers/person/birthPlace/countrySubdivisionLevel2	not available
/workers/person/birthPlace/postalCode	not available
/workers/person/birthPlace/countryCode	Birthplace Country code
/workers/person/raceCode/identificationMethodCode	not available
/workers/person/raceCode/codeValue	Race code
/workers/person/raceCode/shortName	Race Short Name
/workers/person/raceCode/longName	Race Long Name
/workers/person/ethnicityCode/codeValue	Ethnicity code (same as /workers/person/raceCode/codeValue)
/workers/person/ethnicityCode/shortName	Ethnicity Short Name
/workers/person/ethnicityCode/longName	Ethnicity Long Name
/workers/person/ethnicityGroupCode	not available
/workers/person/militaryStatusCode/codeValue	Military Status code (no effective Date)
/workers/person/militaryStatusCode/shortName	Military Status Short Name
/workers/person/militaryStatusCode/longName	Military Status Long Name
/workers/person/deathDate	Date of death (reference /workers/person/deceasedIndicator)
/workers/person/deceasedIndicator	Indicator of a Date of Death

Person > Associate Profile > Employment Details > Manage Worker Info

Schema Location	Field Name
/workers/workerDates/originalHireDate	Original Hire Date

Schema Location	Field Name
/workers/workerDates/terminationDate	Termination Date (last termination)
/workers/workerDates/expectedTerminationDate	Expected Termination Date
/workers/workerDates/rehireDate	Rehire Date (most recent)
/workers/workerDates/adjustedServiceDate	Adjusted Service Date
/workers/workerStatus/statusCode/codeValue	Status Code
/workers/workerStatus/statusCode/shortName	Status Code Short Name
/workers/workerStatus/statusCode/longName	Status Code Long Name
/workers/workerStatus/reasonCode	not available
/workers/workerDates/acquisitionDate	Acquisition Date
/workers/workerDates/retirementDate	not available

Person > Associate Profile > Employment Details > Change Employment Details

Note: This section focuses on arrays. A primary work assignment will be indicated.

Schema Location	Field Name
/workers/workAssignments/primaryIndicator	Primary Assignment indicator (in work assignment array)
/workers/workAssignments/hireDate	Assignment Hire date
/workers/workAssignments/expectedStartDate	Assignment Expected Start date
/workers/workAssignments/actualStartDate	Assignment Actual Start date
/workers/workAssignments/terminationDate	Assignment termination date
/workers/workAssignments/expectedTerminationDate	Assignment expected termination date

Schema Location	Field Name
/workers/workAssignments/assignmentStatus/statusCode/codeValue	Assignment Status code
/workers/workAssignments/assignmentStatus/statusCode/shortValue	Assignment Status Short Name
/workers/workAssignments/assignmentStatus/statusCode/longName	Assignment Status Long Name
/workers/workAssignments/assignmentStatus/reasonCode/codeValue	Assignment Status Reason code
/workers/workAssignments/assignmentStatus/reasonCode/shortName	Assignment Status Reason code Short Name
/workers/workAssignments/assignmentStatus/reasonCode/longName	Assignment Status Reason code Long Name
/workers/workAssignments/assignmentStatus/effectiveDate	Assignment Status Effective Date
/workers/workAssignments/assignmentCostCenters/costCenterID	Assignment Cost Center ID
/workers/workAssignments/assignmentCostCenters/costCenterName	Assignment Cost Center Name
/workers/workAssignments/assignmentCostCenters/costCenterPercentage	Assignment Cost Center Percent Allocation
/workers/workAssignments/workerProbationPeriod	not available
/workers/workAssignments/workerTypeCode/codeValue	Associate Worker Type code
/workers/workAssignments/workerTypeCode/shortValue	Associate Worker Type Short Name
/workers/workAssignments/workerTypeCode/longName	Associate Worker Type Long Name
/workers/workAssignments/assignmentTermCode/codeValue	Assignment Term code (contractType is "Permanent", set to R/Regular)
/workers/workAssignments/assignmentTermCode/shortName	Assignment Term Short Name
/workers/workAssignments/assignmentTermCode/longName	Assignment Term Long Name
/workers/workAssignments/workLevelCode/codeValue	Work Level code (Labor Status)
/workers/workAssignments/workLevelCode/shortName	Work Level Short Name
/workers/workAssignments/workLevelCode/longName	Work Level Long Name

Schema Location	Field Name
/workers/workAssignments/legalEntityID	Assignment Legal Entity
/workers/workAssignments/jobCode/codeValue	Assignment Job code (job template)
/workers/workAssignments/jobCode/shortName	Assignment Job code Short Name
/workers/workAssignments/jobCode/longName	Assignment Job code Long Name
/workers/workAssignments/jobTitle	Assignment Job title (internal title)
/workers/workAssignments/positionID	Assignment Position ID (position code)
/workers/workAssignments/positionTitle	Assignment Position title
/workers/workAssignments/workArrangementCode/codeValue	Work Arrangement code (Location)
/workers/workAssignments/workArrangementCode/shortName	Work Arrangement Short Name
/workers/workAssignments/workArrangementCode/longName	Work Arrangement Long Name
/workers/workAssignments/standardHours/hoursQuantity	Standard Hours Quantity
/workers/workAssignments/standardHours/unitCode/codeValue	Standard Hours code
/workers/workAssignments/standardHours/unitCode/shortName	Standard Hours Short Name
/workers/workAssignments/standardHours/unitCode/longName	Standard Hours Long Name
/workers/workAssignments/fullTimeEquivalenceRatio	Assignment FTE Ratio

Person > Associate Profile > Employment Details > Change Employment Details

Note: This section focuses on arrays. Any unit that an associate is allocated to that is of the type “Department” goes to the assignedOrganizationalUnits array. All cost centers go into the assignmentCostCenters array, and the primary cost center is also added to the homeOrganizationalUnits array)

Schema Location	Field Name
/workers/workAssignments/homeOrganizationalUnits/nameCode/codeValue	"Primary" Cost Center code
/workers/workAssignments/homeOrganizationalUnits/nameCode/shortName	"Primary" Cost Center Short Name

Schema Location	Field Name
/workers/workAssignments/homeOrganizationalUnits/nameCode/longName	"Primary" Cost Center Long Name
/workers/workAssignments/homeOrganizationalUnits/TypeCode/codeValue	"Primary" Cost Center Type code
/workers/workAssignments/homeOrganizationalUnits/TypeCode/shortName	"Primary" Cost Center Type Short Name
/workers/workAssignments/homeOrganizationalUnits/TypeCode/longName	"Primary" Cost Center Type Long Name
/workers/workAssignments/homeOrganizationalUnits/itemID	"Primary" Cost Center Item ID
/workers/workAssignments/assignedOrganizationalUnits/nameCode/codeValue	Cost Centers and Departments for Work Assignment code
/workers/workAssignments/assignedOrganizationalUnits/nameCode/shortName	Cost Centers and Departments for Work Assignment Short Name
/workers/workAssignments/assignedOrganizationalUnits/nameCode/longName	Cost Centers and Departments for Work Assignment Long Name
/workers/workAssignments/assignedOrganizationalUnits/TypeCode/codeValue	Cost Centers and Departments for Work Assignment Type code
/workers/workAssignments/assignedOrganizationalUnits/TypeCode/shortName	Cost Centers and Departments for Work Assignment Short Name
/workers/workAssignments/assignedOrganizationalUnits/TypeCode/longName	Cost Centers and Departments for Work Assignment Long Name
/workers/workAssignments/assignedOrganizationalUnits/itemID	Cost Centers and Departments for Work Assignment Item ID
/workers/workAssignments/homeWorkLocation/nameCode/codeValue	"Primary" Location code
/workers/workAssignments/homeWorkLocation/nameCode/shortName	"Primary" Location Short Name
/workers/workAssignments/homeWorkLocation/nameCode/longName	"Primary" Location Long Name
/workers/workAssignments/homeWorkLocation/communication/landlines/nameCode	not available
/workers/workAssignments/homeWorkLocation/communication/landlines/areaDialing	Location Land Line Area code
/workers/workAssignments/homeWorkLocation/communication/landlines/dialNumber	Location Land Line Phone Number
/workers/workAssignments/homeWorkLocation/communication/landlines/formattedNumber	Location Land Line Area code and Phone Number

Schema Location	Field Name
/workers/workAssignments/homeWorkLocation/communication/mobiles/nameCode	not available
/workers/workAssignments/homeWorkLocation/communication/mobiles/formattedNumber	not available
/workers/workAssignments/homeWorkLocation/communication/emails/nameCode	not available
/workers/workAssignments/homeWorkLocation/communication/emails/emailUri	Location email Address
/workers/workAssignments/homeWorkLocation/communication/faxes/nameCode	not available
/workers/workAssignments/homeWorkLocation/communication/faxes/areaDialing	Location Fax Area Code
/workers/workAssignments/homeWorkLocation/communication/faxes/dialNumber	Location Fax Number
/workers/workAssignments/homeWorkLocation/communication/faxes/formattedNumber	Location Fax Area Code and Number
/workers/workAssignments/homeWorkLocation/address/nameCode	not available
/workers/workAssignments/homeWorkLocation/address/lineOne	Location Address Line One
/workers/workAssignments/homeWorkLocation/address/cityName	Location City Name
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/codeValue	Location Country Subdivision Level 1 code
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/shortName	Location Country Subdivision Level 1 Short Name
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/longName	Location Country Subdivision Level 1 Long Name
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel1/subdivisionType	Location Country Subdivision Type (1)
/workers/workAssignments/homeWorkLocation/address/countryCode	Location Country code
/workers/workAssignments/homeWorkLocation/address/postalCode	Location Postal code
/workers/workAssignments/homeWorkLocation/address/geoCoordinate	not available
/workers/workAssignments/homeWorkLocation/address/scriptCode	not available
/workers/workAssignments/homeWorkLocation/address/streetTypeCode/codeValue	not available

Schema Location	Field Name
/workers/workAssignments/homeWorkLocation/address/streetTypeCode/shortName	not available
/workers/workAssignments/homeWorkLocation/address/countrySubdivisionLevel2/subdivisionType	not available
/workers/workAssignments/assignedWorkLocations/nameCode/codeValue	Assigned Location - Location code (non-primary)
/workers/workAssignments/assignedWorkLocations/nameCode/shortName	Assigned Location Short Name
/workers/workAssignments/assignedWorkLocations/nameCode/longName	Assigned Location Long Name
/workers/workAssignments/assignedWorkLocations/communication/landlines/nameCode	not available
/workers/workAssignments/assignedWorkLocations/communication/landlines/areaDialing	Assigned Location Land Line Area Code
/workers/workAssignments/assignedWorkLocations/communication/landlines/dialNumber	Assigned Location Land Line Phone Number
/workers/workAssignments/assignedWorkLocations/communication/landlines/formattedNumber	Assigned Location Land Line Area Code and Phone number
/workers/workAssignments/assignedWorkLocations/communication/mobiles/nameCode	not available
/workers/workAssignments/assignedWorkLocations/communication/mobiles/formattedNumber	not available
/workers/workAssignments/assignedWorkLocations/communication/emails/nameCode	not available
/workers/workAssignments/assignedWorkLocations/communication/emails/emailUri	Assigned Location email Address
/workers/workAssignments/assignedWorkLocations/communication/faxes/nameCode	not available
/workers/workAssignments/assignedWorkLocations/communication/faxes/areaDialing	Assigned Location Fax Area Code
/workers/workAssignments/assignedWorkLocations/communication/faxes/dialNumber	Assigned Location Fax Number
/workers/workAssignments/assignedWorkLocations/communication/faxes/formattedNumber	Assigned Location Fax Area Code and Phone number
/workers/workAssignments/assignedWorkLocations/address/nameCode	not available
/workers/workAssignments/assignedWorkLocations/address/lineOne	Assigned Location Address Line One
/workers/workAssignments/assignedWorkLocations/address/cityName	Assigned Location City Name
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/codeValue	Assigned Location Country Subdivision Level 1 code

Schema Location	Field Name
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/shortName	Assigned Location Country Subdivision Level 1 Short Name
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/longName	Assigned Location Country Subdivision Level 1 Long Name
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel1/subdivisionType	Assigned Location Country Subdivision Type (1)
/workers/workAssignments/assignedWorkLocations/address/countryCode	Assigned Location Country code
/workers/workAssignments/assignedWorkLocations/address/postalCode	Assigned Location Postal code
/workers/workAssignments/assignedWorkLocations/address/geoCoordinate	not available
/workers/workAssignments/assignedWorkLocations/address/scriptCode	not available
/workers/workAssignments/assignedWorkLocations/address/streetTypeCode/codeValue	not available
/workers/workAssignments/assignedWorkLocations/address/streetTypeCode/shortName	not available
/workers/workAssignments/assignedWorkLocations/address/streetTypeCode/longName	not available
/workers/workAssignments/assignedWorkLocations/address/countrySubdivisionLevel2/subdivisionType	not available
/workers/workAssignments/assignedWorkLocations/itemID	Assigned Location Item ID
/workers/workAssignments/renumerationBasisCode/codeValue	"S" representing Annual Compensation "Salary" Figure as the Basis
/workers/workAssignments/renumerationBasisCode/shortName	"Annually" for the Renumeration Basis
/workers/workAssignments/renumerationBasisCode/longName	"Annually" for the Renumeration Basis

Person > Associate Profile > Employment Details > Change Employment Details

Schema Location	Field Name
/workers/workAssignments/reportsTo/positionID	Reports To Position ID
/workers/workAssignments/reportsTo/positionTitle	Reports To Position Title

Schema Location	Field Name
/workers/workAssignments/reportsTo/associateOID	Report To Associate OID
/workers/workAssignments/reportsTo/workerID/idValue	Reports To Employee ID
/workers/workAssignments/reportsTo/workerID/schemaCode/codeValue	Reports To code ("Manager")
/workers/workAssignments/reportsTo/workerID/schemaCode/shortName	Reports To Short Name
/workers/workAssignments/reportsTo/workerID/schemaCode/longName	Reports To Long Name
/workers/workAssignments/reportsTo/reportsToWorkerName/givenName	Report to Given Name
/workers/workAssignments/reportsTo/reportsToWorkerName/middleName	Report to Middle Name
/workers/workAssignments/reportsTo/reportsToWorkerName/familyName1	Report to Family Name
/workers/workAssignments/reportsTo/reportsToWorkerName/formattedName	Reports To Formatted Name (Last Name, First Name)
/workers/workAssignments/reportsTo/reportsToRelationshipCode/codeValue	Reports To Relationship code ("Manager")
/workers/workAssignments/reportsTo/reportsToRelationshipCode/shortName	Reports To Relationship Short Name
/workers/workAssignments/reportsTo/reportsToRelationshipCode/longName	Reports To Relationship Long Name
/workers/workAssignments/reportsTo/itemID	Reports To Item ID

Person > Associate Payroll Profile

Note: This section is supported for single AOID retrieval

Schema Location	Field Name
/workers/workAssignments/payCycle/codeValue	Assignment Pay Cycle code
/workers/workAssignments/payCycle/shortName	Assignment Pay Cycle Short Name
/workers/workAssignments/payCycle/longName	Assignment Pay Cycle Long Name

Schema Location	Field Name
/workers/workAssignments/standardPayPeriodHours/unitCode	not available
/workers/workAssignments/payrollProcessingStatusCode/codeValue	Payroll Processing Status code
/workers/workAssignments/payrollProcessingStatusCode/shortName	Payroll Processing Status Short Name
/workers/workAssignments/payrollProcessingStatusCode/longName	Payroll Processing Status Long Name
/workers/workAssignments/payrollProcessingStatusCode/effectiveDate	Payroll Processing Status Effective Date
/workers/workAssignments/payrollGroupCode	Pay Group code
/workers/workAssignments/payrollFileNumber	Payroll File Number
/workers/workAssignments/payrollRegionCode	Payroll Region code
/workers/workAssignments/itemID	Assignment Item ID