



Guide

# Worker Hire API Guide for ADP Enterprise HR

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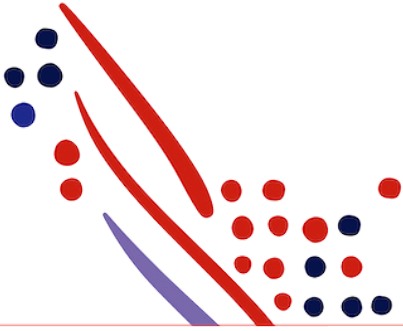
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# About this API

## Summary

The Worker Hire Event API posts a new hire into ADP Enterprise HR. A successful post request results in a new employee record.

## What's New in this Guide?

In this section, revisions to the Worker Hire API and this guide will be announced.

1. Updated Data Dictionary and examples.
2. Following new fields are added to Worker Hire API.

|                      |
|----------------------|
| Service Date         |
| FLSA Overtime        |
| Autolink Pay Group 2 |

## Supported Product Version and Customer Base

This is available for ADP Enterprise clients with Enterprise version 5.04.07.11 and above.

## Required Setup Steps

Clients need to make sure the codes used by your application are added and configured in ADP Enterprise

|         |  |
|---------|--|
| Records | Enterprise   |
| Reason  | System Admin > Human Resources Setup (Optional) > Manage HR Information > Action Reasons |

## Postman Collection

Postman allows you to import a collection of APIs, created by others, so you can try them out. For more information on Postman, see [Making Your First API Call Using Postman](#).

To download API collections for the Organization Positions from the ADP GitHub library and import them to Postman, go to [Worker Hire Collection](#).

## Process Overview

The following table illustrates the key data flow steps.

|   | Actor               | Task Description  |
|---|---------------------|---|
| 1 | Client Practitioner | Configures each new hire for a Worker Hire Event API supported template (HR + Payroll). |
| 2 | Client Practitioner | Triggers the API-based data exchange between your application and ADP Enterprise HR.    |
| 3 | Your application    | Send new hire details using the New Hire API.   |

## Chapter 2

# Use Case: New Worker Hire Process

### Summary:

The Worker Hire event API submits a Hire request into ADP Enterprise HR System of Record. Upon the successful completion of request it results in an employee being hired.

### Use Case Description:

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

</events/hr/v1/worker.hire>

## Application Scope

The canonical URI corresponding to the Worker Hire 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/lifecycleManagement/worker.hire`

## 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. Request for Metadata:** Your consumer application sends a request to the ADP API endpoint for `/events/hr/v1/worker.hire/meta`.
- 2. Meta API Response:** The ADP API endpoint responds to your consumer application with the metadata API response.
- 3. Processing the Meta Response:** Your consumer application should process the metadata response to validate the data included in the payload. If any validation issues are identified, the user is should be prompted to fix them.
- 4. Composing the Payload:** After validation, your consumer application composes the payload for the `/events/hr/v1/worker.hire` request.
- 5. Worker Hire Request:** Your consumer application sends the `/events/hr/v1/worker.hire` request to the ADP API endpoint.
- 6. Worker Hire Response:** The ADP API endpoint responds to your consumer application with the details of the `/events/hr/v1/worker.hire` operation.
- 7. Field Handling:**
  - o If no value is provided for a particular field in the request payload, the field is either:
    - Defaulted based on the Record Field Property, or
    - Updated with a blank/null value.
  - o If the field is required and left blank/null, the API throws an error.

## Data Dictionary

The client practitioner can manage data controls in the **ADP Enterprise Portal** user interface (UI) by selecting **Dashboard > People > Personnel Actions > Hire Employee**.

| Schema Location   | Field Name               | Required | Remarks  |
|---|--------------------------|----------|--|
| <b>Employment Information</b>   |                          |          |  |
| /events/data/transform/worker/workerID/idValue  | Empl ID                  | YES      |  |
| /events/data/transform/worker/person/legalName/givenName  | First Name               | YES      |  |
| /events/data/transform/worker/person/legalName/middleName   | Middle Name              | YES      |  |
| /events/data/transform/worker/person/legalName/familyName1  | Last Name                | YES      |  |
| /events/data/transform/worker/person/legalName/formattedName  | Formatted Name           | NO       |  |
| /events/data/transform/worker/person/legalName/preferredSalutations/salutationCode/longName   | Name Prefix              | NO       |  |
| /events/data/transform/worker/person/legalName/generationAffixCode/longName   | Name Suffix              | NO       |  |
| /events/data/transform/worker/person/legalName/titleAffixCodes/affixCode/longName   | Formal Title             | NO       |  |
| /events/data/transform/worker/person/preferredName/givenName  | Known As First Name      | NO       |  |
| /events/data/transform/worker/person/preferredName/middleName   | Known As Middle Name     | NO       |  |
| /events/data/transform/worker/person/preferredName/familyName1  | Known As Last Name       | NO       |  |
| /events/data/transform/worker/person/preferredName/formattedName  | Known As Formatted Name  | NO       |  |
| /events/data/transform/worker/person/formerNames/familyName1  | Former Name              | NO       |  |
| /events/data/transform/worker/person/governmentIDs/nameCode/codeValue<br>/events/data/transform/worker/person/governmentIDs/idValue | SSN (U.S) or<br>SIN (CA) | YES      | worker/person/governmentIDs/nameCode/codeValue - 'SSN' or 'SIN'.<br>worker/person/governmentIDs/idValue - SSN or SIN value |
| /events/data/transform/worker/person/birthDate  | Birthdate                | YES      |  |
| /events/data/transform/worker/person/genderCode/codeValue   | Gender                   | YES      |  |
| /events/data/transform/worker/person/maritalStatusCode/codeValue  | Marital Status           | NO       |  |

| Schema Location  | Field Name                          | Required | Remarks |
|--|-------------------------------------|----------|---------|
| /events/data/transform/worker/person/maritalStatusCode/effectiveDate                 | Marital Status Date                 | NO       |         |
| /events/data/transform/worker/person/disabilityIdentificationDeclinedIndicator       | Disability Identification Indicator | NO       |         |
| /events/data/transform/worker/person/disabledIndicator                               | Disabled Indicator                  | NO       |         |
| /events/data/transform/worker/person/raceCode/codeValue                              | Race/Ethnicity                      | NO       |         |
| /events/data/transform/worker/person/studentIndicator                                | Student Indicator                   | NO       |         |
| /events/data/transform/worker/person/highestEducationLevelCode/codeValue             | Highest Education Level             | NO       |         |
| /events/data/transform/worker/person/citizenshipCountryCodes/codeValue               | Country of Citizenship              | NO       |         |
| /events/data/transform/worker/person/militaryStatusCode/codeValue                    | Military Status Vets 4212           | NO       |         |
| /events/data/transform/worker/person/militaryClassificationCodes/codeValue           | Military Status Vets 100A           | NO       |         |
| /events/data/transform/worker/person/militaryDischargeDate                           | Military Discharge Date             | NO       |         |
| /events/data/transform/worker/person/legalAddress/lineOne                            | Address (Line 1)                    | YES      |         |
| /events/data/transform/worker/person/legalAddress/lineTwo                            | Address (Line 2)                    | NO       |         |
| /events/data/transform/worker/person/legalAddress/lineThree                          | Address (Line 3)                    | NO       |         |
| /events/data/transform/worker/person/legalAddress/cityName                           | City                                | YES      |         |
| /events/data/transform/worker/person/legalAddress/countrySubdivisionLevel1/codeValue | State or Province                   | YES      |         |
| /events/data/transform/worker/person/legalAddress/countrySubdivisionLevel2/longName  | County                              | NO       |         |
| /events/data/transform/worker/person/legalAddress/countryCode                        | ISO Standard Country Code           | YES      |         |
| /events/data/transform/worker/person/legalAddress/postalCode                         | Postal/Zip                          | YES      |         |

| Schema Location  | Field Name                     | Required | Remarks |
|--|--------------------------------|----------|---------|
| /events/data/transform/worker/person/otherPersonalAddresses/sameAsAddressIndicator             | Same As Home Address Indicator | YES      |         |
| /events/data/transform/worker/person/otherPersonalAddresses/lineOne                            | Address - Other (Line 1)       | NO       |         |
| /events/data/transform/worker/person/otherPersonalAddresses/lineTwo                            | Address - Other (Line 2)       | NO       |         |
| /events/data/transform/worker/person/otherPersonalAddresses/lineThree                          | Address - Other (Line 3)       | NO       |         |
| /events/data/transform/worker/person/otherPersonalAddresses/cityName                           | City - Other                   | NO       |         |
| /events/data/transform/worker/person/otherPersonalAddresses/countrySubdivisionLevel1/codeValue | State or Province              | NO       |         |
| /events/data/transform/worker/person/otherPersonalAddresses/countryCode                        | Country Other ISO              | NO       |         |
| /events/data/transform/worker/person/otherPersonalAddresses/postalCode                         | Postal/Zip - Other             | NO       |         |
| /events/data/transform/worker/person/communication/landlines/nameCode/codeValue                | Land Line Number Type          | NO       |         |
| /events/data/transform/worker/person/communication/landlines/countryDialing                    | Int'l Direct Dial Country Code | NO       |         |
| /events/data/transform/worker/person/communication/landlines/formattedNumber                   | Telephone Number               | NO       |         |
| /events/data/transform/worker/person/communication/mobiles/nameCode/codeValue                  | Mobile Number Type             | NO       |         |
| /events/data/transform/worker/person/communication/mobiles/countryDialing                      | Int'l Direct Dial Country Code | NO       |         |
| /events/data/transform/worker/person/communication/mobiles/formattedNumber                     | Mobile Number                  | NO       |         |
| /events/data/transform/worker/person/communication/faxes/nameCode/codeValue                    | Fax Type                       | NO       |         |
| /events/data/transform/worker/person/communication/faxes/countryDialing                        | Int'l Direct Dial Country Code | NO       |         |
| /events/data/transform/worker/person/communication/faxes/formattedNumber                       | Fax Number                     | NO       |         |

| Schema Location  | Field Name                     | Required | Remarks |
|--|--------------------------------|----------|---------|
| /events/data/transform/worker/person/communication/pagers/countryDialing         | Int'l Direct Dial Country Code | NO       |         |
| /events/data/transform/worker/person/communication/pagers/extension              | Phone Extension/ Pager PIN     | NO       |         |
| /events/data/transform/worker/person/communication/pagers/formattedNumber        | Personal Pager Number          | NO       |         |
| /events/data/transform/worker/person/communication/nameCode/codeValue            | Pager Type                     | NO       |         |
| /events/data/transform/worker/person/communication/emails/emailUri               | Electronic Mail Address        | NO       |         |
| worker/workAssignment/seniorityDate  | Employee Seniority Date        | NO       |         |
| /events/data/transform/worker/workAssignment/officerTypeCode/codeValue           | Officer Code                   | YES      |         |
| /events/data/transform/worker/workAssignment/stockOwnerIndicator                 | Owns 5% (or More) of Company   | NO       |         |
| /events/data/transform/worker/businessCommunication/landlines/nameCode/codeValue | Work Land Line Type            | NO       |         |
| /events/data/transform/worker/businessCommunication/landlines/countryDialing     | Int'l Direct Dial Country Code | NO       |         |
| /events/data/transform/worker/businessCommunication/landlines/extension          | Phone Extension/ Pager PIN     | NO       |         |
| /events/data/transform/worker/businessCommunication/landlines/formattedNumber    | Telephone Number               | NO       |         |
| /events/data/transform/worker/businessCommunication/mobiles/nameCode/codeValue   | Work Mobile Type               | NO       |         |
| /events/data/transform/worker/businessCommunication/mobiles/countryDialing       | Int'l Direct Dial Country Code | NO       |         |
| /events/data/transform/worker/businessCommunication/mobiles/formattedNumber      | Work Mobile Number             | NO       |         |
| /events/data/transform/worker/businessCommunication/faxes/nameCode/codeValue     | Work Fax Type                  | NO       |         |
| /events/data/transform/worker/businessCommunication/faxes/countryDialing         | Int'l Direct Dial Country Code | NO       |         |

| Schema Location  | Field Name                             | Required | Remarks          |
|--|--|----------|------------------|
| /events/data/transform/worker/businessCommunication/faxes/formattedNumber    | Work Fax Number                        | NO       |                  |
| /events/data/transform/worker/businessCommunication/emails/emailUri          | Work Email Address                     | NO       |                  |
| /events/data/transform/worker/businessCommunication/pagers/countryDialing    | Int'l Direct Dial Country Code         | NO       |                  |
| /events/data/transform/worker/businessCommunication/pagers/extension         | Phone Extension/<br>Pager PIN          | NO       |                  |
| /events/data/transform/worker/businessCommunication/pagers/formattedNumber   | Personal Pager Number                  | NO       |                  |
| <b>Worker Dates</b>  |  |          |                  |
| /events/data/transform/worker/workerDates/adjustedServiceDate                | Service Date                           | NO       | (Added May 2026) |
| <b>Job Profile</b>   |  |          |                  |
| /events/data/transform/worker/workAssignment/hireDate                        | Hire Date                              | YES      |                  |
| /events/data/transform/eventReasonCode/codeValue                             | Hire Action Reason                     | NO       |                  |
| /events/data/transform/worker/workAssignment/jobCode/codeValue               | Job Code                               | YES      |                  |
| /events/data/transform/worker/workAssignment/positionID                      | Position Number                        | NO       |                  |
| /events/data/transform/worker/workAssignment/jobTitle                        | Business Title                         | NO       |                  |
| /events/data/transform/worker/workAssignment/assignmentTermCode/codeValue    | Job - Regular/<br>Temporary Assignment | YES      |                  |
| /events/data/transform/worker/workAssignment/workLevelCode/codeValue         | Job - Full/Part Time<br>Assignment     | YES      |                  |
| /events/data/transform/worker/workAssignment/remunerationBasisCode/codeValue | Job - Employee Type                    | YES      |                  |
| /events/data/transform/worker/workAssignment/standardHours/hoursQuantity     | Job - Standard Hours                   | YES      |                  |

| Schema Location  | Field Name                           | Required | Remarks |
|--|--------------------------------------|----------|---------|
| /events/data/transform/worker/workAssignment/homeOrganizationalUnits/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/homeOrganizationalUnits/typeCode/codeValue = 'CMPY' as defaulted value | Job - Company                        | YES      |         |
| /events/data/transform/worker/workAssignment/assignedOrganizationalUnits/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/assignedOrganizationalUnits/typeCode/codeValue                     | Job - Department ID                  | YES      |         |
| /events/data/transform/worker/workAssignment/homeWorkLocation/nameCode/codeValue   | Job - Reporting Location             | YES      |         |
| /events/data/transform/worker/workAssignment/assignedWorkLocations/nameCode/codeValue  | Job - Work Location                  | YES      |         |
| /events/data/transform/worker/workAssignment/workerTypeCode/codeValue  | Job - Employee Classification        | NO       |         |
| /events/data/transform/worker/workAssignment/homeOrganizationalUnits/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/homeOrganizationalUnits/typeCode/codeValue                             | Job - Cost Number                    | NO       |         |
| /events/data/transform/worker/workAssignment/assignedOrganizationalUnits/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/assignedOrganizationalUnits/typeCode/codeValue                     | Job - Payroll Department ID          | NO       |         |
| /events/data/transform/worker/workAssignment/workShiftCode/codeValue   | Job - Work Shift                     | NO       |         |
| /events/data/transform/worker/workAssignment/laborUnion/seniorityDate  | Union Seniority Date                 | NO       |         |
| /events/data/transform/worker/workAssignment/laborUnion/laborUnionCode/codeValue   | Job - Union Code                     | NO       |         |
| /events/data/transform/worker/workAssignment/laborUnion/seniorityDate  | Job - Union Seniority Date           | NO       |         |
| /events/data/transform/worker/workAssignment/bargainingUnit/bargainingUnitCode/codeValue   | Job - Bargaining Unit                | NO       |         |
| /events/data/transform/worker/workAssignment/bargainingUnit/seniorityDate  | Job - Bargaining Unit Seniority Date | NO       |         |
| /events/data/transform/worker/workAssignment/occupationalClassifications/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/occupationalClassifications/classificationCode/codeValue           | Job - EEO Classification             | NO       |         |

| Schema Location  | Field Name  | Required | Remarks  |
|--|---|----------|--|
| ue   |   |          |  |
| /events/data/transform/worker/workAssignment/occupationalClassifications/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/occupationalClassifications/classificationCode/codeValue | Job - Worker Compensation                         | NO       |  |
| /events/data/transform/worker/workAssignment/overtimeEligibilityIndicator  | Job - FLSA Overtime                               | NO       | This field can only be turned on if this feature is enabled at paygroup level. Valid values are true/false.<br><b>(Added May 2026)</b> |
| /events/data/transform/worker/workAssignment/payrollScheduleGroupID  | Job - Autolink Pay Group 2                        | NO       | This field can only be turned on if this feature is enabled at paygroup level. Valid values are Y/N.<br><b>(Added May 2026)</b>        |
| /events/data/transform/worker/workAssignment/payrollGroupCode  | Job - Pay Group                                   | YES      |  |
| /events/data/transform/worker/workAssignment/payrollFileNumber   | Job - File Number                                 | YES      |  |
| <b>Job - Reports To</b>  |   |          |  |
| /events/data/transform/worker/workAssignment/reportsTo/associateOID  | Manager/Supervisor - AOID                         | YES      |  |
| /events/data/transform/worker/workAssignment/reportsTo/workerID/idValue  | Manager/Supervisor - Empl ID                      | NO       |  |
| /events/data/transform/worker/workAssignment/reportsTo/reportsToRelationshipCode/codeValue   | Manager/Supervisor - Relationship Indicator       | YES      |  |
| /events/data/transform/worker/workAssignment/managementPositionIndicator   | Manager - Position Indicator                      | NO       |  |
| <b>Job - Pay Rates</b>   |   |          |  |
| /events/data/transform/worker/workAssignment/baseRemuneration/payPeriodRateAmount/currencyCode   | Pay Period Rate (Autolink Rate 1) - Currency Code | YES      |  |
| /events/data/transform/worker/workAssignment/baseRemuneration/recordingBasisCode/codeValue   | Compensation Frequency                            | YES      |  |
| /events/data/transform/worker/workAssignment/baseRemuneration/annualRateAmount/amountValue<br>/events/data/transform/worker/workAssignment/baseRemuneration/monthlyRateAmount/amountValue            | Compensation Amount                               | YES      |  |

| Schema Location  | Field Name                    | Required | Remarks |
|--|-------------------------------|----------|---------|
| /events/data/transform/worker/workAssignment/baseRemuneration/semiMonthlyRateAmount/amountValue<br>/events/data/transform/worker/workAssignment/baseRemuneration/weeklyRateAmount/amountValue<br>/events/data/transform/worker/workAssignment/baseRemuneration/biWeeklyRateAmount/amountValue<br>/events/data/transform/worker/workAssignment/baseRemuneration/dailyRateAmount/amountValue<br>/events/data/transform/worker/workAssignment/baseRemuneration/hourlyRateAmount/amountValue |                               |          |         |
| /events/data/transform/worker/workAssignment/standardPayPeriodHours/hoursQuantity  | Standard Hours Per Pay Period | NO       |         |
| /events/data/transform/worker/workAssignment/annualBenefitBaseRate/amountValue   | Annual benefit base rate      | NO       |         |
| <b>Job – Additional Compensation Information</b>   |                               |          |         |
| /events/data/transform/worker/workAssignment/payScaleCode/codeValue  | Salary Administration Plan    | NO       |         |
| /events/data/transform/worker/workAssignment/payGradeCode/codeValue  | Salary Grade                  | NO       |         |
| /events/data/transform/worker/workAssignment/payGradeStepCode/codeValue  | Pay Grade Step                | NO       |         |
| /events/data/transform/worker/workAssignment/nextPayGradeStepDate  | Next Pay Grade Step Date      | NO       |         |
| /events/data/transform/worker/workAssignment/geographicPayDifferentialCode/codeValue   | Geographic Differential       | NO       |         |
| <b>Job – Additional Remuneration</b>   |                               |          |         |
| /events/data/transform/worker/workAssignment/additionalRemunerations/rate/amountValue[codeValue='2']   | Autolink Hourly Rate 2        | NO       |         |
| /events/data/transform/worker/workAssignment/additionalRemunerations/rate/amountValue[codeValue='3']   | Autolink Hourly Rate 3        | NO       |         |
| /data/transform/worker/workAssignment/additionalRemunerations/typeCode/codeValue<br>/events/data/transform/worker/workAssignment/additionalRemunerations/rate/amountValue  | ADDL_RATE_NBR<br>ADDL_HRLY_RT | NO       |         |

| Schema Location   | Field Name  | Required | Remarks  |
|---|---|----------|--|
| <b>Employment User Defined Fields - Date Type</b>   |   |          |  |
| /events/data/transform/worker/workAssignment/customFieldGroup/dateFields/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/customFieldGroup/dateFields/dateValue       | DATE_A<br>DATE_B<br>DATE_C<br>DATE_D  | NO       | /dateFields/nameCode/codeValue holds the actual field name and /dateFields/dateValue holds the field value.<br>Example:<br>"dateFields": [<br>{<br>"nameCode": {<br>"codeValue": "DATE_A"<br>},<br>"dateValue": "1985-01-01"<br>}<br>]                   |
| <b>Employment User Defined Fields - String Type</b>   |   |          |  |
| /events/data/transform/worker/workAssignment/customFieldGroup/stringFields/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/customFieldGroup/stringFields/stringValue | CUSTOM_AREA1<br>CUSTOM_AREA2<br>CUSTOM_AREA3<br>CUSTOM_AREA4                            | NO       | /stringFields/nameCode/codeValue holds the actual field name and /stringFields/stringValue holds the field value.<br>Example:<br>"stringFields": [<br>{<br>"nameCode": {<br>"codeValue": "CUSTOM_AREA1"<br>},<br>"stringValue": "hello world!"<br>}<br>] |
| <b>Employment Defined Fields - Flag Type</b>  |   |          |  |
| /events/data/transform/worker/workAssignment/customFieldGroup/codeFields/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/customFieldGroup/codeFields/codeValue       | FLAG_1<br>FLAG_2<br>FLAG_3<br>FLAG_4<br>FLAG_5<br>FLAG_6<br>FLAG_7                      | NO       | /codeFields/nameCode/codeValue holds the actual field name and /codeFields/codeValue holds the field value.<br>Example:<br>"codeFields": [<br>{<br>"nameCode": {<br>"codeValue": "FLAG_1"<br>},<br>"codeValue": "Y"<br>}<br>]                            |
| <b>HR User Fields - Number Type</b>   |   |          |  |
| /events/data/transform/worker/workAssignment/customFieldGroup/numberFields/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/customFieldGroup/numberFields/numberValue | USER1_NBR<br>USER2_NBR<br>USER3_NBR<br>USER4_NBR<br>USER5_NBR<br>USER6_NBR<br>USER7_NBR | NO       | /codeFields/nameCode/codeValue holds the actual field name and /codeFields/codeValue holds the field value.<br>"numberFields": [<br>{<br>"nameCode": {<br>"codeValue": "USER1_NBR"<br>},<br>"numberValue": "21"<br>}<br>]                                |

| Schema Location   | Field Name  | Required | Remarks   |
|---|---|----------|---|
| <b>HR User Defined Fields - Date Type</b>   |   |          |   |
| /events/data/transform/worker/workAssignment/customFieldGroup/dateFields/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/customFieldGroup/dateFields/dateValue       | USER1_DATE<br>USER2_DATE<br>USER3_DATE<br>USER4_DATE<br>USER5_DATE<br>USER6_DATE<br>USER7_DATE<br>USER8_DATE  |          | /codeFields/nameCode/codeValue holds the actual field name and /codeFields/codeValue holds the field value.<br><pre> "nameCode": {   "codeValue": "USER1_DATE" }, "dateValue": "2018-01-04" } </pre>          |
| <b>HR User Defined Fields - String Type</b>   |   |          |   |
| /events/data/transform/worker/workAssignment/customFieldGroup/stringFields/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/customFieldGroup/stringFields/stringValue | USER1_CHAR<br>USER2_CHAR<br>USER3_CHAR<br>USER4_CHAR  |          | /codeFields/nameCode/codeValue holds the actual field name and /codeFields/codeValue holds the field value.<br><pre> {   "nameCode": {     "codeValue": "CUSTOM_AREA2"   },   "stringValue": "area2" } </pre> |
| <b>HR User Defined Fields - Flag Type</b>   |   |          |   |
| /events/data/transform/worker/workAssignment/customFieldGroup/codeFields/nameCode/codeValue<br>/events/data/transform/worker/workAssignment/customFieldGroup/codeFields/codeValue       | User1<br>User2<br>User3<br>User4<br>User5<br>User6<br>User7<br>User8<br>User9<br>User10<br>User11<br>User12<br>User13<br>User14<br>User15<br>User16<br>User17<br>User18<br>User19<br>User20<br>User21<br>User22 |          | /codeFields/nameCode/codeValue holds the actual field name and /codeFields/codeValue holds the field value.<br><pre> {   "nameCode": {     "codeValue": "USER1"   },   "codeValue": "" } </pre>               |
|   |   |          |   |

## Chapter 3

# Known issues on this API

## Known Issues and Workarounds for Worker Hire API:

### 1. Unavailability of Flag "Applied for SSN":

- o Issue: The Worker Hire API does not support the APPLIED\_FOR\_SSN flag, which is used to generate a temporary SSN for an employee.
- o **Workaround:**
  - Send a hardcoded value 999887777 as the SSN in the Worker.Hire request.
  - The SOR (System of Record) will interpret this value, generate a new temporary SSN for the employee, assign it, and mark the APPLIED\_FOR\_SSN flag as true.

### 2. Delay in AOID Generation:

- o Issue: The AOID (Associate OID) of the hired employee is not included in the Worker Hire API response. There may be a delay in AOID generation for the hired worker.
- o **Workaround:**
  - Use the Worker Read API by providing the EMPLID (Employee ID) as a key to retrieve the AOID of the employee once it is generated.

## Chapter 4

# Use Case: Synchronizing Worker Hire 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 list is the supported notifications and the canonical IDs to be added to your ADP Marketplace Consumer Application.

For API related information please refer [Worker Hire](#) under API Explorer.

| ADP Enterprise HR Field Name | Application Scope  |
|------------------------------|--|
| Worker Hire                  | /hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.hire.eventNotify.subscribe |