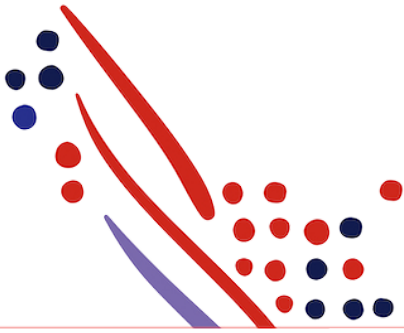




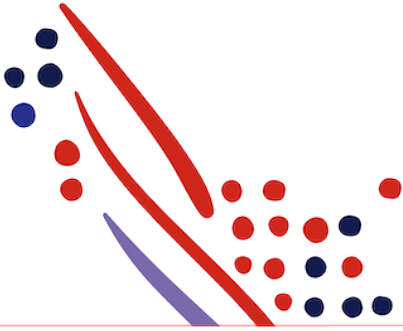
Chapter 9

Use Case: Inbound Events Recruiting System

from Worker Management API Guide for ADP Workforce

Published on
Apr 18, 2022, 10:29 AM

Last modified
Feb 22, 2024, 01:29 PM



ADP Copyright Information

ADP, the ADP logo, and Always Designing for People are trademarks of ADP, Inc.

Windows is a registered trademark of the Microsoft Corporation.

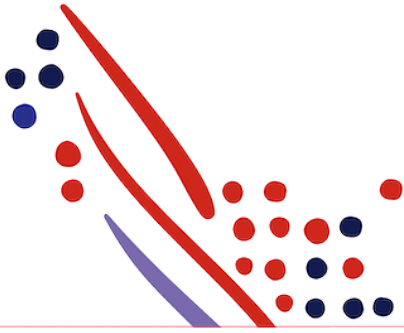
All other trademarks are the property of their respective owners.

Copyright © 2024 ADP, Inc. ADP Proprietary and Confidential - All Rights Reserved. These materials may not be reproduced in any format without the express written permission of ADP, Inc.

These materials may not be reproduced in any format without the express written permission of ADP, Inc. ADP provides this publication "as is" without warranty of any kind, either expressed or implied, including, but not limited to, the implied warranties of merchantability or fitness for a particular purpose. ADP is not responsible for any technical inaccuracies or typographical errors which may be contained in this publication. Changes are periodically made to the information herein, and such changes will be incorporated in new editions of this publication. ADP may make improvements and/or changes in the product and/or the programmes described in this publication.

Published on
Apr 18, 2022, 10:29 AM

Published on
Feb 22, 2024, 01:29 PM



Chapter Contents

Chapter 9

Worker Management API Guide for ADP Workforce

Application Scope

API Usage

Updating /workerManagement/workAssignmentManagement details for a Worker

Use Case: Inbound Events Recruiting System

Application Scope

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

`/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.hire`

The canonicals below are in development and not yet available:

`/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.terminate`

`/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.add`

`/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify`

API Usage

The tables in the upcoming sections list the data you can update through APIs belonging to each section of ADP Workforce. The following describes how the tables are set-up:

- **When to Trigger** – Describes when to use the specific event
- **Application Scope** – Lists the canonical ID.
- **API and Event Type** – Lists the URI for the request.
- **GitHub Sample Payloads** – Provides the location where the sample request and response payloads are posted.

When to trigger	Application Scope	API and Event Type	Description	GitHub Sample Request Payload	GitHub Sample Response Payload
An employee is joining the company	<code>/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.hire</code>	<code>/events/hr/v1/worker.hire</code>	The result of either the onboarding workflow or the INDIENST screen is a new employee in the WF database. This is interpreted as a new hire.	HR-Worker-Hire-Request.json	HR-Worker-Hire-Response.json
An employee leaves the company	<code>/hr/workerInformationManagement/workerManagement/lifecycleManagement/worker.terminate</code>	<code>/events/hr/v1/worker.terminate</code> (Status: in development – not yet available)	The employee leaves the company	HR-Worker-Terminate-Request.json	HR-Worker-Terminate-Response.json
A new contract is entered for an employee	<code>/hr/workerInformationManagement/workAssignmentManagement/worker.workAssignment.add</code>	<code>/events/hr/v1/worker.workAssignment.add</code>	The contract data for an employee is shown in the workAssignments array in worker.	HR-Worker-WorkAssignment-Add-Request.json	HR-Worker-WorkAssignment-Add-Response.json

		(Status: in development – not yet available)			
A change is made in the contract data of an employee	/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.change	/events/hr/v1/worker.work-assignment.change (Status: in development – not yet available)	If a change is made in the contract of an employee (mostly through the OVEREENKOMST screen) a worker.workAssignment.change event is generated.	HR-Worker-WorkAssignment-Change-Request.json	HR-Worker-WorkAssignment-Change-Response.json
A modification is made in the contract data of an employee	/hr/workerInformationManagement/workerManagement/workAssignmentManagement/worker.workAssignment.modify	/events/hr/v1/worker.work-assignment.modify (Status: in development – not yet available)	If a modification is made in the contract of an employee (mostly through the OVEREENKOMST screen) a worker.workAssignment.modify event is generated.	HR-Worker-WorkAssignment-Modify-Request.json	HR-Worker-WorkAssignment-Modify-Response.json

Updating /workerManagement/workAssignmentManagement details for a Worker

ADP Workforce label	Canonical field	worker.hire	worker.terminate	worker.workAssignment.change	worker.workAssignment.add	Remarks
Workforce werknemer nummer	/worker/workerID/idValue	?		?	?	
Roepnaam	/worker/person/legalName/nickName	?				
Achternaam	/worker/person/legalName/familyName1	?				Mandatory
Voornamen	/worker/person/legalName/givenName	?				

Voorletters	/worker/person/legalName/initials	?				Mandatory Initials needs to be separated by a point /dot
Voorvoegsel	/worker/person/legalName/familyName1Prefix	?				
Titel	/worker/person/preferredName/titlePrefixCodes/affixCode/longName	?				
Geslacht	/worker/person/genderCode/codeValue	?				(M/V)
Woonadres	/worker/person/legalAddress/streetName	?				
Woonadres huisnummer	/worker/person/legalAddress/buildingNumber	?				
Woonadres huisletter	/worker/person/legalAddress/unit	?				
Woonadres toevoeging	/worker/person/legalAddress/unit	?				
Woonadres postcode	/worker/person/legalAddress/postalCode	?				
Woonplaats	/worker/person/legalAddress/cityName	?				
Woonadres land	/worker/person/legalAddress/countryCode	?				
Geboortedatum	/worker/person/birthDate	?				Mandatory
Privé emailadres	/worker/person/communication/emails/emailUri	?				
Afdelingscode	/worker/workAssignment/homeOrganizationalUnits/nameCode/codeValue	?		?	?	
Funciecode	/worker/workAssignment/jobCode/codeValue	?		?	?	

Startdatum van de betrekking/contract	/worker/workAssignment/actualStartDate	?			?	
Geboorteplaats	/worker/person/birthPlace/cityName	?				This field will be supported in the Workforce 6.3 release
Geboorteland	/worker/person/birthPlace/countryCode	?				This field will be supported in the Workforce 6.3 release Use the Workforce code list value
Nationaliteit	worker/person/citizenshipCountryCodes/codeValue	?				This field will be supported in the Workforce 6.3 release Use the Workforce code list value
Uitdienst	/worker/workerDates/terminationDate		?			

Important:

1. Set up ADP Workforce: flow processes (instroom/doorstroom)

For proper functioning of the post APIs (worker and workerassignment) it is important that the flow processes Workforce (instroom and doorstroom) are implemented and published correctly so that worker events and workassignment events from external systems can be processed correctly in ADP Workforce.

1. Formatieplaats (afdeling en functie)/position

The position/formatieplaats is mandatory when providing a worker or hired candidate to ADP Workforce. Based on the position the employee will be linked to the correct position (formatieplaats).

1. Workforce worker ID – Worker.hire

In case for example a Recruitment system provides a hired candidate via worker.hire event to ADP Workforce. ADP Workforce will check first if the hired candidate is already known in the ADP Workforce system. If this is the case the hired candidate data will be registered under his/her existing Workforce worker ID (werknemernummer). If the situation is that the hired candidate is not known in the Workforce system. ADP Workforce generator creates a new worker ID (WF werknemernummer) for the hired candidate.