

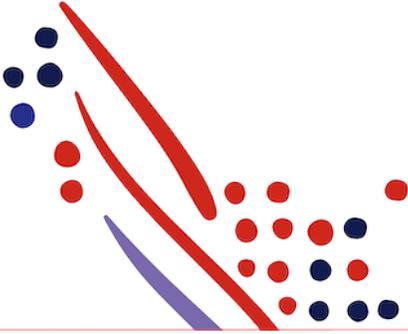
Guide

Job Applicant External Screening APIs (Assessment APIs) Guide for ADP Workforce Now

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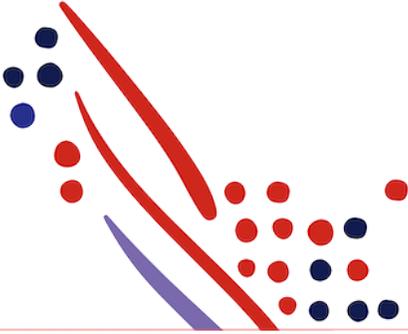


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Impacted APIs

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About these APIs

Summary

The Job Applicant External Screening Application Programming Interfaces (APIs) (Assessment API's) are used to publish assessment packages, initiate assessments and update assessment results. There are three API's:

- Publish Package API
- Initiate Assessment API
- Result Assessment API

What's New in this Guide?

May 2022

Updated API endpoints and samples to link to API explorer.

June 2021

Job Applicant external screening APIs are now supported for ADP WorkForce Now Next Gen

Dec 2020

Added Chapter 5: Frequently Asked Questions (FAQs)

Supported Product Version and Customer Base

This is available for workers in the United States (U.S.).

Process Overview

The following table illustrates the key data flow steps.

	Actor	Task Description
1	Client Practitioner	Triggers the API-based data exchange between your application and ADP payroll products.
2	Your Application	Uses the Job Assessment API's to publish a package, Initiate Assessments, and Update Assessment result statuses for job applicants.

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 these APIs from the ADP GitHub library and import them to Postman, go to [Job Applicant External Screening APIs \(Assessment APIs\) Postman Collection](#).

Chapter 2

Use Case: Publishing an Assessment Package

Use Case Description

This use case describes how to use the Publish Package API to publish and update an assessment package in ADP Workforce Now.

For more information refer [Job Applicants for ADP WFN](#).

API Usage

Method	Uniform Resource Identifier (URI)	Description
POST	/events/staffing/v1/job-applicant.external-screening.packages.modify	Publishing or updating an assessment package.

Application Scope

The canonical URI corresponding to the Job Applicant External Screening 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:

/staffing/staffingManagement/positionSeekerManagement/applicantManagementExternal/externalScreening.packages.modify

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.

Request Parameter roleCode Value	Is Supported?	Usage when Supported
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practitioner	Y	Publishes job assessment packages.
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Sequence of Interactions

1. Your consumer application makes a **/events/staffing/v1/job-applicant.external-screening.packages.modify** request the ADP API endpoint.
2. The ADP API endpoint responds to the consumer application concerning the details of **/events/staffing/v1/job-applicant.external-screening.packages.modify**

Data Dictionary

Important: The ADP Workforce Now user interface (UI) is not yet implemented.

Schema Location	Field Name	Is it Required in the Request Payload?	Note
/events/data/eventContext/screeningTypeCode/codeValue		Y	
/events/data/eventContext/agencyCode		Y	Vendor Name
/events/data/eventContext/agencyCode/codeValue		Y	Code Value = ASSESSMENT
/events/data/transform/externalScreeningPackages		Y	
/events/data/transform/externalScreeningPackages/screeningPackageID		Y	Should be unique for each package.
/events/data/transform/externalScreeningPackages/packageName		Y	Can be anything, per the user's preference.
/events/data/transform/externalScreeningPackages/packageDescription		N	
/events/data/transform/externalScreeningPackages/packageStatusCode		Y	
/events/data/transform/externalScreeningPacka		Y	Code Value = ASSESSMENT

ges/packageStatusCode/ codeValue			
/events/data/transform/ externalScreeningPacka ges/packageAmount		Y	
/events/data/transform/ externalScreeningPacka ges/packageAmount/am ountValue		Y	
/events/data/transform/ externalScreeningPacka ges/packageAmount/cur rencyCode		N	
/events/data/transform/ externalScreeningPacka ges/screeningLinkEffect iveDate		Y	
/events/data/transform/ externalScreeningPacka ges/screeningLinkExpira tionDate		Y	

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

For more information refer [Job Applicants for ADP WFN](#).

Response Code	Condition	messageTxt	Tips to Handle
200 OK	Publishing an assessment package.		
200 OK	Publishing more than one assessment packages.		
200 OK	Updating published package details.		
200 OK	While publishing a package without packageAmount .		
400 Bad Request	While publishing a package without screeningTypeCode .	"userMessage": { "messageTxt": "Bad Request - screeningTypeCode should not be	

		blank" }	
400 Bad Request	While publishing a package with invalid screeningTypeCode .	"userMessage": { "messageTxt": "Bad Request - screeningTypeCode should not be blank or should be ASSESSMENT" }	Default screeningTypeCode is Assessment.
400 Bad Request	While publishing a package without agencyCode .	"userMessage": { "messageTxt": "Bad Request - agencyCode should not be blank" }	
400 Bad Request	While publishing a package without screeningPackageID .	"userMessage": { "messageTxt": "Bad Request - [screeningPackageID should not be blank against agency_code: Agency1]" }	
400 Bad Request	While publishing a package without packageName .	"userMessage": { "messageTxt": "Bad Request - [packageName should not be blank against screeningPackageID: Package1]" }	
400 Bad Request	While publishing a package without packageStatusCode .	"userMessage": { "messageTxt": "Bad Request - [packageStatusCode should not be blank against screeningPackageID: Package1]" }	
400 Bad Request	While publishing a package without screeningLinkEffectiveDate .	"userMessage": { "messageTxt": "Bad Request - [screeningLinkEffectiveDate should not be blank against screeningPackageID: Package1]" }	
400 Bad Request	While publishing a package with blank screeningLinkExpirationDate for mat.	"userMessage": { "messageTxt": "Bad Request - [screeningLinkExpirationDate should not be blank against screeningPackageID: Package1]" }	
500 Internal Server Error	While trying to publish multiple packages at a time with the same screeningPackageID .	"userMessage": { "messageTxt": "Internal Server Error - BackgroundScreeningDao: saveScreeningPackages: Exception occurred while persisting Screening data: BackgroundScreeningDao: saveScreeningPackages: Screening data not persisted" }	Screening Package ID should be unique for every package.

Chapter 3

Use Case: Initiating an Assessment

Use Case Description

This use case describes how to use the Initiate Assessment API to initiate an assessment for a single job applicant or multiple job applicants.

When an assessment is initiated the default status will be displayed as **In Progress** in ADP Workforce Now by selecting **Talent > Applications**. Then, select the required job application and select **Assessments** and select (check) **Status**.

For more information refer [Job Applicants for ADP WFN](#).

API Usage

Method	Uniform Resource Identifier (URI)	Description
POST	/events/staffing/v1/job-applicant.external-screening.initiate	Initiates an assessment with In progress status as the default for job applicants.

Application Scope

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

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

/staffing/staffingManagement/positionSeekerManagement/applicantManagementExternal/externalScreening.initiate

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.

Request Parameter roleCode Value	Is Supported?	Usage when Supported
Practitioner	Y	Initiates assessments for job applicants.

Request Header Parameters

There are no request header parameters.

Sequence of Interactions

1. Your consumer application makes a **/events/staffing/v1/job-applicant.external-screening.initiate** request the ADP API endpoint.
2. The ADP API endpoint responds to the consumer application concerning the details of **/events/staffing/v1/job-applicant.external-screening.initiate**

Data Dictionary

The fields listed in the following table can be found in the ADP Workforce Now UI by selecting **Process > Talent > Applications**. Check for the application for which the job assessment is initiated using the Initiate Assessment API.

Schema Location	Field Name	Is it Required in the Request Payload?	Note
/events/data/eventContext/agencyCode		Y	Vendor Name
/events/data/eventContext/agencyCode/codeValue		Y	
/events/data/eventContext/screeningTypeCode/codeValue		Y	Code Value = "ASSESSMENT" The code is case sensitive
/events/data/transform/externalScreeningPackages		Y	
/events/data/transform/externalScreeningPackages/packageAmount		Y	
/events/data/transform/externalScreeningPackages/packageAmount/amountValue		Y	
/events/data/transform/externalScreeningPackages/packageAmount/currencyCode		N	
/events/data/transform/externalScreeningPackages/packageDescription		N	
/events/data/transform/externalScreeningPackages/packageName		Y	Can be anything, per the user's preference.
/events/data/transform/externalScreeningPackages/packageStatusCode		Y	
/events/data/transform/externalScreeningPacka		Y	Code Value = "Assessment" The code is case sensitive

ges/packageStatusCode/ codeValue			
/events/data/transform/ externalScreeningPacka ges/screeningLinkEffect iveDate		Y	
/events/data/transform/ externalScreeningPacka ges/screeningLinkExpira tionDate		Y	
/events/data/transform/ externalScreeningPacka ges/screeningPackagelD		Y	Should be unique for each package.

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

For more information refer [Job Applicants for ADP WFN](#).

Response Code	Condition	messageTxt	Tips to handle
200 OK	Initiating an assessment for a job applicant.		
200 OK	Initiating an assessment for more than one job applicant.		
400 Bad Request	Initiate an assessment without the agencyCode .	"userMessage": { "messageTxt": "Bad Request - agencyCode should not be blank" }	
400 Bad Request	Initiate an assessment without the applicationID .	"userMessage": { "messageTxt": "Bad Request - Invalid AppOid - []" }	
400 Bad Request	Initiate an assessment without the screeningTypeCode .	"userMessage": { "messageTxt": "Bad Request - screeningTypeCode should not be blank" }	
400 Bad Request	Initiate an assessment with an invalid screeningTypeCode .	"userMessage": { "messageTxt": "Bad Request - [Invalid screeningTypeCode against Application Id - 169744662286_1]" }	The only supported screeningTypeCode is "ASSESSMENT" or "Assessment".

400 Bad Request	Initiate an assessment without the screeningPackageID .	<pre>"userMessage": { "messageTxt": "Bad Request - Invalid assessmentPackageID - []" }</pre>
400 Bad Request	Initiate an assessment without a link.	<pre>"userMessage": { "messageTxt": "Bad Request - [Test URL should not be blank against Package Id - Package2]" }</pre>
400 Bad Request	Initiate an assessment without the linkExpirationDate or with the invalid date format.	<pre>"userMessage": { "messageTxt": "Bad Request - Invalid Date format - Valid date format(YYYY-MM-DD)" }</pre>

Chapter 4

Use Case: Updating the Assessment Result Status

Use Case Description

This use case describes how to use the Result Assessment API to update the assessment result status selected by the job applicant.

For more information refer [Job Applicants for ADP WFN](#).

API Usage

Method	Uniform Resource Identifier (URI)	Description
POST	/events/staffing/v1/job-applicant.external-assessment.status.change	Updates the assessment result status.

Application Scope

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

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

/staffing/staffingManagement/positionSeekerManagement/applicantManagementExternal/externalAssessment.status.change

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.

Request Parameter roleCode Value	Is Supported?	Usage when Supported
Practitioner	Y	Changes the assessment result status.

Sequence of Interactions

1. Your consumer application makes a **/events/staffing/v1/job-applicant.external-assessment.status.change** request the ADP API endpoint.
2. The ADP API endpoint responds to the consumer application concerning the details of **/events/staffing/v1/job-applicant.external-assessment.status.change**

Data Dictionary

The fields listed in the following table can be found in the ADP Workforce Now UI by selecting **Process > Talent > Applications**. You can see the results under the **Assessment** section after opening an application.

Schema Location	Field Name	Is Required in the Request Payload (Y/N)?	Note
/events/data/eventContext/screeningTypeCode/codeValue			
/events/data/eventContext/agencyCode		Y	
/events/data/eventContext/agencyCode/codeValue	Vendor Name		
/events/data/eventContext/screeningTypeCode/codeValue		Y	
/events/data/transform/jobApplications			
/events/data/transform/jobApplications/applicationID		Y	The applicationID can be obtained by making a /staffing/v2/job-applications API call.
/events/data/transform/externalAssessment/as	STATUS	Y	

assessmentStatusCode			
/events/data/transform/externalAssessment/assessmentStatusCode/codeValue			
/events/data/transform/externalAssessment/assessmentPackageID		Y	
/events/data/transform/externalScreeningPackages/links	STATUS	N	The ADP Workforce Now Status field value sources the reference link provided through the API.
/events/data/transform/externalScreeningPackages/links/href			Reference link to the page where applicants can track their assessment details or results.

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

For more information refer [Job Applicants for ADP WFN](#).

Response Code	Condition	messageTxt	Tips to handle
200 OK	Updating an assessment result status for an applicant.		
200 OK	Updating an assessment result status for more than one job applicants.		
200 OK	Updating an assessment result without a link.		
400 Bad Request	Updating an assessment result without an agencyCode .	"userMessage": { "messageTxt": "Bad Request - agencyCode should not be blank" }	
400 Bad Request	Updating an assessment result without an assessmentStatusCode .	"userMessage": { "messageTxt": "Bad Request - [Status should not be blank against Application Id - 169744662286_1]" }	
400 Bad Request	Updating an assessment result without applicationID .	"userMessage": { "messageTxt": "Bad Request - Invalid AppOid - []" }	

400 Bad Request	Updating an assessment result without the assessmentPackageID .	<pre>"userMessage": { "messageTxt": "Bad Request - Invalid assessmentPackageID - []" }</pre>	
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Chapter 5

Frequently Asked Questions (FAQs)

Question 1:How does our external system become aware that an applicant inside a client account needs to be assessed.

Answer:With the current Staffing APIs, the below steps can be followed for Assessment services . Application ID can be used as the unique identifier between ADP WorkForce Now and Partner to initiate assessment and track the status.

Step	Task	Marketplace API Endpoint	Remarks
1	Receiving event Notification on Application Status Change	/core/v1/event-notification-messages	User can subscribe and listen on a specific (agreed) application status e.g. Assessment. So, when a Recruiter moves an application to this status, user will be notified and Application ID can be retrieved from this message. Refer Synchronizing Job Application Details Using Notifications for more information.
2	Retrieve Application details	/staffing/v2/job-applications/{AppOID}	<ul style="list-style-type: none"> Applicant details like Name, Email, Phone Number can be retrieved by passing the Application ID received in Step 1. User can perform assessment outside of WFN using this information by sending Emails to the applicants or by contacting offline.
3	Assessment Status	/events/staffing/v1/job-applicant.external-assessment.status.change	After the completion of Assessment, user can send the assessment status to ADP WorkForce Now with the URL for assessment result. It will be shown in WFN under Process > Talent > Applications . You can see the results under the Assessment section after opening an application.

Known Issues and Limitations

Issue 1: Meta is not supported for all the API's mentioned in this guide

Impacted APIs

Method	URI	roleCode Value
POST	/events/staffing/v1/job-applicant.external-screening.packages.modify	Practitioner
POST	/events/staffing/v1/job-applicant.external-screening.initiate	Practitioner
POST	/events/staffing/v1/job-applicant.external-assessment.status.change	Practitioner

Issue Description

Meta is not supported for the API's listed in the previous section.

Suggested Workaround

There are no workarounds available.

Issue 2: When the same screeningPackageID is used more than once, the publish package API returns a 500 Internal server error instead of a 400 Bad Request

Impacted APIs

Method	URI	roleCode Value
POST	/events/staffing/v1/job-applicant.external-screening.packages.modify	Practitioner

Issue Description

When the user tries to add multiple packages with same **screeningPackageID**. The **/events/staffing/v1/job-applicant.external-screening.packages.modify** API responds back with a 500 Internal server error instead of a 400 Bad request and proper error message.

Suggested Workaround

While publishing a new package, make sure to use the unique **screeningPackageID** in the API request payload every time.

Issue 3: Error response message is not appropriate when the screeningPackageID is blank or invalid while initiating an assessment

Impacted APIs

Method	URI	roleCode Value
POST	/events/staffing/v1/job-applicant.external-screening.initiate	Practitioner

Issue Description

While initiating an assessment with the invalid screeningPackageID API returns an error with the following error message, it should be changed to **invalid screeningPackageID**.

```
"userMessage": {  
  "messageTxt": "Bad Request - Invalid assessmentPackageID - []"  
}
```

Suggested Workaround

There are no workarounds available.

Issue 4: Initiate Assessment API - When a link is sent through the payload, the API gives successful response but it is not reflected in ADP Workforce Now

Impacted APIs

Method	URI	roleCode Value
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Issue Description

When the user tries to provide a link through the request payload while initiating an assessment, the API will return a success response, but the link won't be reflected in WFNUI. This implementation is under progress and will be available in future enhancements.

Suggested Workaround

There are no workarounds available.