



## Chapter 1

# About the API

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Powered by ADP

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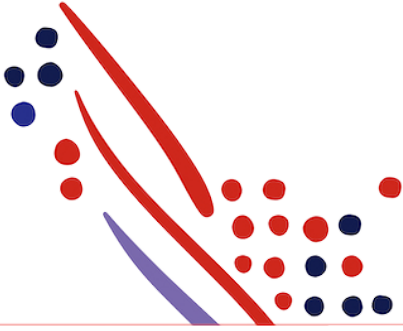
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# About the API

## Summary

The Worker Management Application Programming Interface (API) supports the management of workers in an organization. It can be used to obtain a list of all workers in an organization and to get information about work assignments.

A worker is defined as 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.

The Worker Management API Guide for RUN Powered by ADP describes how your application can access and manage information about workers in the RUN Powered by ADP application. It helps you to determine which use case best meets your business needs. It also guides you through the implementation of each use case.

## What's New in this Guide?

In this section, we will announce any new revisions to the Worker Management Application Programming Interface (API) and this guide.

### June 2021

Added Issue:Workers and Worker demographics meta response is same under [Chapter 7: Known Issues and Limitations](#):

### February 2021

- Added Event Notification support for Pay frequency change under Chapter 4.

### December 2020

- `workerTypeCode` schema path along with enum values, which was missing earlier, is added under the Data Dictionary section, **Employees > Payroll > Payroll Info**, in [chapter 8-Data Dictionary](#).

### June 2020

The following issues were added to [Chapter 7: Known Issues and Limitations](#):

- Business Communication email add meta is not supported
- Business Communication email remove meta is not supported
- Worker Rehire meta API is not supported
- Worker Rehire Date change meta API is not supported

## Supported Product Version and Customer Base

The Workers API is supported for all bundles within the RUN Powered by ADP application.

## Process Overview

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

	Actor	Task Description

	Actor	Task Description
1	Client Practitioner	Triggers the API-based data exchange between your application and RUN Powered by ADP.
2	Your application	Retrieves worker information details based on your needs.
3	Your application	Retrieves event notifications and makes updates in your system according to your needs so the data is synchronized between your application and RUN Powered by ADP.
4	Your application	Sends worker updates to RUN Powered by ADP as your application collects the updates.
5	Client Practitioner	Verifies the information in RUN Powered by ADP.

## 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 Worker Management API from the ADP GitHub library and import them to Postman, go to [Worker Management API Postman Collection](#).

## Before You Begin

ADP provides a comprehensive set of Worker APIs to stay in synch with RUN Powered by ADP and do the following:

- Retrieve worker information
- Update worker information
- Retrieve worker information change notifications

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. Additionally, API controls are in place allowing you to select or filter the requested data based on your needs.

## About Basic Worker Demographic Information

If your application requires basic worker demographic information without Personally Identifiable Information (PII) and Sensitive Personal Information (SPI) data listed in the following tables, ADP provides APIs you can implement to access that information. Worker demographic information commonly requested includes the following:

- Name
- Address
- Communication profile
- Hire date
- Work status
- Work assignment information (such as job title, manager/reports to information, and custom fields)

## About Full Worker Information

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

## About Personally Identifiable Information

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

## About Sensitive Personal Information

Field Name	Schema Location	Description
Additional Remunerations	/workers/workAssignments/additionalRemunerations	Provides a list of pay compensations associated to a given work assignment. Additional remuneration includes all other forms of compensation beyond the base pay associated to a given work assignment.
Base Remuneration	/workers/workAssignments/baseRemuneration	Specifies base or primary pay, such as salary or wage, associated to a work assignment.

## Recommended Reading

Before you begin, see [Working with Common API Operations for RUN Powered by ADP](#).