



# The Absorb LMS Connector for ADP NextGen HCM®



The Absorb LMS & ADP NextGen HCM® integration links critical employee data between the two systems, simplifying the implementation of Absorb LMS learning and development solutions and reducing manual data entry. New hire information captured in ADP Vantage is automatically and immediately transferred to Absorb LMS, streamlining training set-up for new hires. With automatic hourly updates, employee data is sent from the ADP Vantage system of record to Absorb LMS, keeping employee data and HR org structures accurate and up to date.

## How it Works: Absorb LMS Connector for ADP NextGen HCM

Absorb LMS receives continuous updates to employee data from ADP system of record.

- Roles/Job Titles
- Offices & Departments
- Promotions/Terminations
- Employee Updates (names, address, etc.)
- Relationships (manager/supervisor)

SSO using ADP credentials makes moving between systems easy.



# ADP NextGen HCM data fields will update automatically in Absorb LMS

After enabling ADP NextGen HCM as the system of record for an Absorb LMS account, the connector will automatically update and share key ADP Vantage employee data fields with Absorb LMS. Here are the Absorb LMS fields that will automatically import from an ADP system of record. Any changes you would like to make to these fields must be done in ADP Vantage to keep the information in Absorb LMS accurate.

| ADP NextGen HCM Fields               |   |
|--------------------------------------|---|
| ID                                   | Hire Date                                     |
| Legal First Name                     | Termination Date                              |
| Legal Middle Name                    | Expected Start Date                           |
| Legal Last Name                      | Actual Start Date                             |
| Legal Last Name, First Name          | Status - Reason Code                          |
| Legal Suffix                         | Cost Center                                   |
| Preferred First Name                 | Cost Center Allocation                        |
| Preferred Middle Name                | Associate Classification                      |
| Preferred Last Name                  | Work Termination                              |
| Preferred Last Name, First Name      | Work Relationship Type                        |
| Physical Address - Line 1            | Legal Entity ID                               |
| Physical Address - Line 2            | Job Title                                     |
| Physical Address - City              | Position ID                                   |
| Physical Address - State / Province  | Work Arrangement                              |
| Physical Address - Country           | Standard Hours                                |
| Physical Address - Postal / Zip Code | Full Time Equivalence                         |
| Mailing Address - Line 1             | Primary Location                              |
| Mailing Address - Line 2             | Primary Location Address - Line 1             |
| Mailing Address - City               | Primary Location Address - City               |
| Mailing Address - State / Province   | Primary Location Address - State / Province   |
| Mailing Address - Country            | Primary Location Address - Country            |
| Mailing Address - Postal / Zip Code  | Primary Location Address - Postal / Zip Code  |
| Home Phone                           | Assigned Location                             |
| Personal Phone                       | Assigned Location Address - Line 1            |
| Personal Email                       | Assigned Location Address - City              |
| Gender                               | Assigned Location Address - State / Province  |
| Marital Status                       | Assigned Location Address - Country           |
| Place of Birth                       | Assigned Location Address - Postal / Zip Code |
| Country of Birth                     | Reports To - Manager Title                    |
| Ethnicity                            | Reports To - Manager Name                     |
| Military Status                      | Reports To - Manager ID                       |
| Original Hire Date                   | Pay Cycle                                     |
| Rehire Date                          | Compensation Status                           |
| Adjusted Service Date                | Compensation Effective Date                   |
| Employee Status                      | Payroll File Number                           |
| Business Phone                       | Department                                    |
| Business Email                       |   |

The Absorb LMS Connector for ADP NextGen HCM is sold exclusively through the ADP Marketplace

Contact your ADP representative about  
Absorb LMS or connect with us at  
[partnersupport@absorblms.com](mailto:partnersupport@absorblms.com)

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