Workday with ADP Integration Guide

How HR teams streamline **HR processes** with **data connectors**.

2023

ADP Marketplace Partner
PLATINUM
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Introduction

Welcome to next-generation HR data integration using data connectors from Flexspring.

✔ Gain **seamless integration** between Workday® and ADP®. Data integrations work with ADP Workforce Now®, ADP Workforce Now® Next Generation, ADP Vantage HCM®, or ADP Celergo®.

✔ Improve your HR team's productivity by **avoiding double-data entry** between Workday and ADP.

✔ **No internal IT resources** are needed to create a data integration. The experts at Flexspring handle all custom data mapping.

✔ Go beyond scheduled file transfer to gain **near real-time data sharing** via API-to-API connection.

✔ Gain **fast Integration** using turnkey or custom-tailored connectors.

✔ **Increase security** by reducing the creation of unnecessary user accounts, duplicate employee profiles, and people involved with manual data entry.

Flexspring focuses solely on HR data integration. It's all we do. Flexspring is an ADP Marketplace Platinum Partner and one of the leading sellers of data connectors for ADP.

Flexspring integrations are true point-to-point integrations. They do not require manual interventions, do not store data, and meet enterprise-level security standards.
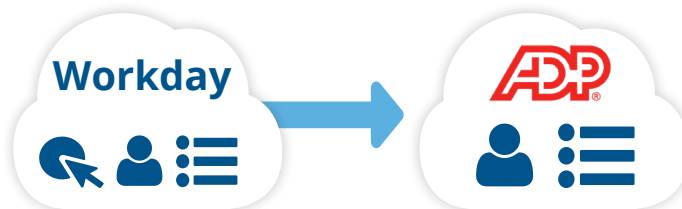
This **Workday with ADP Integration Guide** walks you step by step through what you need to know to easily integrate Workday with ADP.
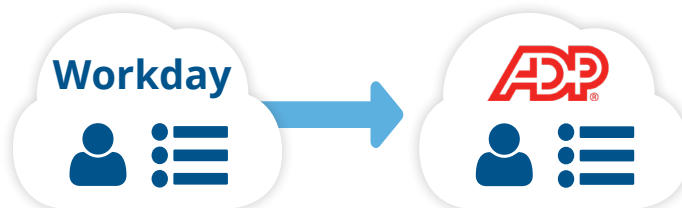
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Step One: Choose your use case (or use cases)

Here are the three most popular use cases for integrating Workday with ADP Workforce Now, ADP Workforce Now Next Generation, ADP Vantage HCM, or ADP Celergo. With data integration from Flexspring, you only pay for the use case or use cases that you need.
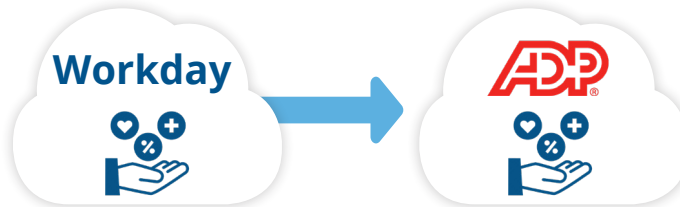
1 **New Hires from Workday to ADP.** As soon as a hiring manager presses the hired button in Workday, new hire data automatically syncs in ADP with essential information needed to process payroll in real-time.

2 **Employee Updates from Workday to ADP.** As soon as current employee data changes in Workday, the data automatically updates in ADP. Data integration ensures that all employee data needed to process payroll is up-to-date for current employees.

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3 **Benefits Deductions from Workday to ADP.** Employee benefits selected in Workday are automatically sent to ADP to calculate individual payroll benefit deductions. Should an employee make further changes to their benefit plans or changes occur due to life events (marriage, births, divorce), this integration automatically shares the updates with ADP.

"We've used Flexspring before for a couple of other integrations, so we're very familiar with how they work. The great thing about them is that they have so much experience with Workday and ADP integrations. It's important to do integrations in a logical fashion, and the Flexspring team is very methodical in its approach. They easily took us through the process of mapping standard and custom fields—and that's usually a painful experience. We're very happy with the partnership."

- MARK JENKINS, VICE PRESIDENT, HUMAN RESOURCES, LOGICALIS

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Step Two: Choose Custom or Turnkey Integration

Companies should choose the connector edition that works best for their business. New Hires and Employee Updates use case connectors come in two flavors: custom and turnkey. Benefits Deductions are only available as custom integrations.

About Custom Integration

✓ **Features custom data mapping by Flexspring integration experts**

Custom integration using a Workday with ADP connector is fast and relatively easy. The experts at Flexspring do all the data-mapping to create a tailor-made connector for your business. No internal IT resources are needed to create or maintain your integration.

Most businesses require a custom connector to match the unique data field names and data syntax requirements of their business. **If your business has created custom fields or changed data field names in either Workday or ADP, you will require a custom data connector to match your unique business needs.**

"HR departments should embrace the time-savings of data integration. Solving the double-data entry problem saves our HR resources hours monthly, freeing our teams to work on things of greater strategic benefit to our company. The cost-benefit analysis made the Flexspring connector cheaper to buy than build. And the implementation process was seamless and really easy."

- HRIS MANAGER, SOFTWARE COMPANY

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Can I use a Turnkey Integration?

✓ **Lower-priced option using standard fields and standard data syntax**

Some businesses can use the turnkey version. This lower-priced, prebuilt connector works with standard field names and standard data syntax. The turnkey option is a complete integration that involves no custom mapping from Flexspring experts.

As long as your business matches the standard data field names and syntax in both Workday and ADP, you can use the turnkey option to complete your integration.

Additionally, if your internal team would like to change the data field names in Workday and/or ADP to match a turnkey connector's data field requirements, you can also use a turnkey version.

Review the Turnkey Integration Maps before choosing the version (custom or turnkey) that you require or contact sales@flexspring.com for assistance.

"When we migrated to Workday, we wanted to keep our systems in sync with ADP Vantage without burdening our HR department. We didn't have the internal expertise to deal with ADP's complicated APIs, so we asked ADP for a recommendation. ADP introduced us to Flexspring, who demoed their impressive and powerful integration solution. Our Workday to ADP integration is a major key-stroke saver. It saves our HR departments a ton of time."

 - HRIS MANAGER, GLOBAL MANUFACTURER

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Workday with ADP Data Fields:
New Hires or Employee Updates Turnkey Edition

WORKDAY FIELD NAMES	ADP FIELD NAMES	VALUES
Personal Data		
Hire_Date	Hire Date	
Hire_Reason	Reason for Hire	CURR - Existing Position
		NEW - New Position
Government_ID_Data	Tax ID	
"defaults to SSN"	Tax ID Type	
Prefix	Salutation	
First_Name	First Name	
Middle_Name	Middle Name	
Last_Name	Last Name	
Suffix	Generation Suffix	
First_Name	Preferred Name	Where Is_Preferred is 'true'
Gender_Reference	Gender	Male, Female or Not specified
Date_of_Birth	Birth Date	
Legal Address		
Country_Reference	Country	ISO-3166-1 Country code
Address_Line	Address 1	
Address_Line	Address 2	
Municipality	City	
Country_Region_Reference	State/Province/Territory	
Postal_Code	Zip Code	
Subregion	County	
Communications		
Area_Code + Phone_Number	Home phone	Where type is 'home'
Area_Code + Phone_Number	Personal Cell	Where type is 'mobile'
Area_Code + Phone_Number	Personal Email	Where type is 'personal'
Demographics		
Marital_Status_Reference	Marital Status	
"defaults to SID"	Race ID Method	
Ethnicity_Reference	EEO Ethnic Code	
Employment		
Position_Title	Job Title	
Worker_type_Reference	Worker Category	
Organization_Name	Business Unit	where Organization_Type_Name is Business Unit
Location_Name	Location	
Organization_Name	Home Department	where Organization_Type_Name is Department
Organization_Name	Cost Center	where Organization_Type_Name is Cost Center
Frequency_Reference	Pay Frequency	
Pay_Rate_Type_Reference	Rate Type	H – Hourly
		D – Daily
		S – Pay period
Salary_Plan_for_Compensation_Data	Pay Period Pay Rate	
Hourly_Plan_for_Compensation_Data	Hourly Pay Rate	
Salary_and_Hourly_Data	Rate 2 Amount	

NOTE: New hires and employee updates are separate use cases but the data fields are the same.

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Powered by **Flexspring**

Flexspring's integrations have a distinct advantage: the Flexspring iPaaS. Flexspring is an integration platform as a service (iPaaS) built from the ground up to meet the complex requirements of HR data integration. Simply, what SaaS does for software, Flexspring does for integration.

Flexspring is built for flexibility and speed. Leveraging integration templates, the experts at Flexspring can easily customize your integration to meet your unique business needs.

Flexspring integrations are also future-proof. The Flexspring support team can easily make changes in the future should new business rules, new payment codes, or new custom fields need to be added in Workday or ADP.

Flexspring integrations are true point-to-point integrations. They do not require manual interventions, do not store data (beyond temporary transaction logs), and meet enterprise-level security standards—including GDPR-compliance and SOC 2 certification by the AICPA (American Institute of Certified Public Accountants).

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Step Three: Pricing

Custom Connector	Use Case	Use Case Name	Source System	Target System	One-time Setup	Annual Subscription
Workday	1	New Hires to ADP	Workday	ADP	**$8,000**	**$8,000**
	2	Employee Updates to ADP	Workday	ADP	**$8,000**	**$8,000**
	3	Benefits Deductions from Workday to ADP	Workday	ADP	**$12,000**	**$12,000**
Turnkey Connector	**Use Case**	**Use Case Name**	**Source System**	**Target System**	**One-time Setup**	**Annual Subscription**
Workday	1	New Hires to ADP	Workday	ADP	**$4,000**	**$4,000**
	2	Employee Updates to ADP	Workday	ADP	**$4,000**	**$4,000**

Note: Select turnkey only if you match the data field requirements for turnkey integration.

Integrations work with ADP Workforce Now, ADP Workforce Now Next Generation, ADP Vantage HCM, or ADP Celergo.

✔ Fast Integration

A custom integration of the Flexspring Connector for Workday with ADP can be fully deployed in 8-10 weeks.

A turnkey integration of the Flexspring Connector for Workday with ADP can be fully deployed in 4 weeks.

Buy your **Workday Connector on the ADP Marketplace.**

Guide last updated: 2023-03-02

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When experts connect data, you have peace of mind.

We love to talk about data integration. Please reach out with any questions.

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★★★★★

G2 Crowd rates Flexspring 4.8 out of 5 stars

Best Support WINTER 2023	Best Support Mid-Market WINTER 2023	Easiest Admin WINTER 2023	Highest User Adoption WINTER 2023

High Performer WINTER 2023	High Performer Enterprise WINTER 2023	High Performer Mid-Market WINTER 2023

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Global Manufacturing Company Streamlines HR Processes with Workday to ADP Integration

WORKDAY TO ADP INTEGRATION CASE STUDY:

A global manufacturer frees its HR professionals from double-data entry.

> "When we migrated to Workday, we wanted to keep our systems in sync with ADP Vantage HCM without burdening our HR department. We didn't have the internal expertise to deal with ADP's complicated APIs, so we asked ADP for a recommendation. ADP introduced us to Flexspring, who demoed their impressive and powerful integration solution. Our Workday to ADP integration is a major key-stroke saver. It saves our HR departments a ton of time."
>
> — HRIS Manager, Global Manufacturer

Integration Challenge

A diversified manufacturing company with over 55,000 employees, many divisions, and over 26 separate HR departments in the US, Canada, and Mexico knows a lot about the benefits of automation. But successful data integration requires specific knowledge and expertise.
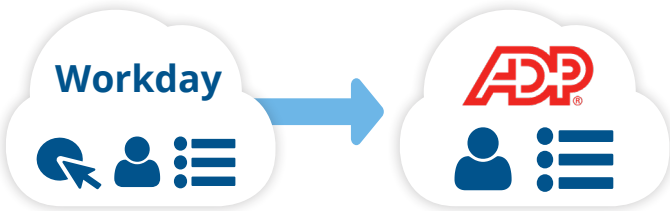
As Workday became the global system of record for employee data, this manufacturer wanted integrations that would keep employee data automatically in sync with ADP Vantage HCM (which many divisions rely on for Core HR, payroll, benefits, time-keeping, and schedules). Data integration would free their HR professionals from time-wasting double-data entry and avoid less reliable file transfers—but like most businesses, the company didn't have the internal expertise to deal with ADP's complicated APIs.

Integration Solution

This global company turned to ADP Marketplace Platinum Partner, Flexspring, to create custom Workday with ADP Vantage HCM integrations to meet the manufacturing company's precise requirements. The solution automatically shares new hires and employee updates in Workday with ADP Vantage HCM on a per-location basis, freeing HR departments from tedious double-data entry.
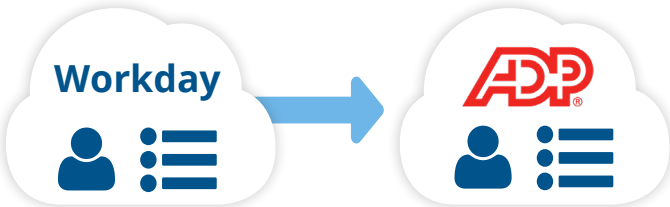
Integration Use Cases

1. Workday New Hires to ADP Vantage HCM

As soon as a hiring manager presses the new hire button in Workday, new hire data automatically syncs in ADP in near real-time with the essential information needed to process payroll.

2. Workday Employee Updates to ADP Vantage HCM

As soon as current employee data changes in Workday (including promotions and terminations), the data automatically updates in ADP in near real-time. Integration ensures that all employee data needed to process payroll is up-to-date for current employees.

Coolest Features of This Integration

Location-based integration mapping. "For security, we added data controls to the integration so that one location cannot see the employee data of another location," said the company's HRIS Manager, who led the project. "For data relevance, we implemented location-based email notifications about each department's daily activity. Sophisticated location mapping was a new functionality that Flexspring, leveraging its integration partnership with ADP, helped ADP implement within ADP Vantage HCM's APIs."

When experts connect data, you have peace of mind.

For help with Flexspring iPaaS:

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Logicalis HR Team Streamlines Workflow with Workday to ADP Integration

WORKDAY TO ADP INTEGRATION CASE STUDY:

A global IT solutions company automates its Core HR to payroll workflow with hands-free data integration.

"We've used Flexspring before for a couple of other integrations, so we're very familiar with how they work. The great thing about them is that they have so much experience with Workday and ADP integrations. It's important to do integrations in a logical fashion, and the Flexspring team is very methodical in its approach. They easily took us through the process of mapping standard and custom fields—and that's usually a painful experience. We're very happy with the partnership."

— Mark Jenkins, Vice President,
Human Resources, Logicalis

Integration Challenge

Logicalis is an international IT solutions and managed service provider with expertise in healthcare, government, education, and manufacturing across five continents.

When Logicalis implemented Workday across their U.S. enterprise, they knew this required specialized knowledge to sync new hire information and employee data automatically with ADP. From past experience, they knew that data integration would streamline their HR workflow and avoid less reliable file transfers and manual data entry errors.
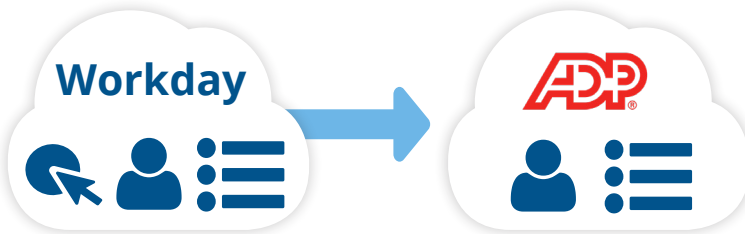
Integration Solution

Logicalis had successfully worked with Flexspring on two previous data integration projects that connected recruiting and talent acquisition modules with ADP payroll. For this project, they reached out once again, this time to automate employee data coming into ADP from Workday with a hands-free, point-to-point solution. The solution automatically shares new hires and employee updates with ADP on a per-location basis.
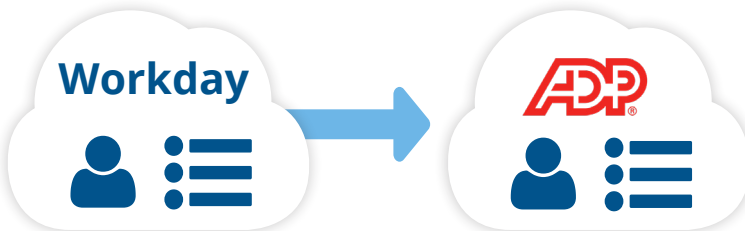
INTEGRATION USE CASES:

1 Workday New Hires to ADP

When a hiring manager presses the hired button in Workday, new hire data automatically syncs in ADP with essential information needed to process payroll and benefits transactions.

2 Workday Employee Updates to ADP

When current employee data is changed in Workday, the data automatically updates in ADP. Data integration ensures that all employee data needed to process payroll and benefits transactions are up-to-date for current employees.

Coolest Features of This Integration

Data-mapping test process. "The nice part about Flexspring is that when you're in the test environment, they keep working until you feel comfortable that the integrations are going smoothly. And that's greatly appreciated," said Jenkins. "They're very diligent. The project management part of it—they don't let go until they're sure that everything is running appropriately. We're a repeat customer for a reason. Flexspring has a very well-honed process and approach. It works!"

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For help with Workday to ADP integration:

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