

Modulus Data
is now Flexspring ^{EB}

Workday with ADP Screening and Selection Services (SASS) Integration Guide

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



2023

ADP
Marketplace
Partner



Flexspring ^{EB}
Everything connects

Introduction

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

- ✓ Gain **seamless integration** between Workday® and ADP® Screening and Selection Services (SASS) for your background checks.
- ✓ Improve your HR team's productivity by **avoiding double-data entry** between Workday and ADP Screening and Selection Services (SASS) for your background checks.
- ✓ **No internal IT resources** are needed to create a data integration. The experts at Flexspring handle all data mapping.
- ✓ Go beyond scheduled file transfer to gain **near real-time data sharing** via API-to-API connection.
- ✓ Gain **fast Integration** using 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.

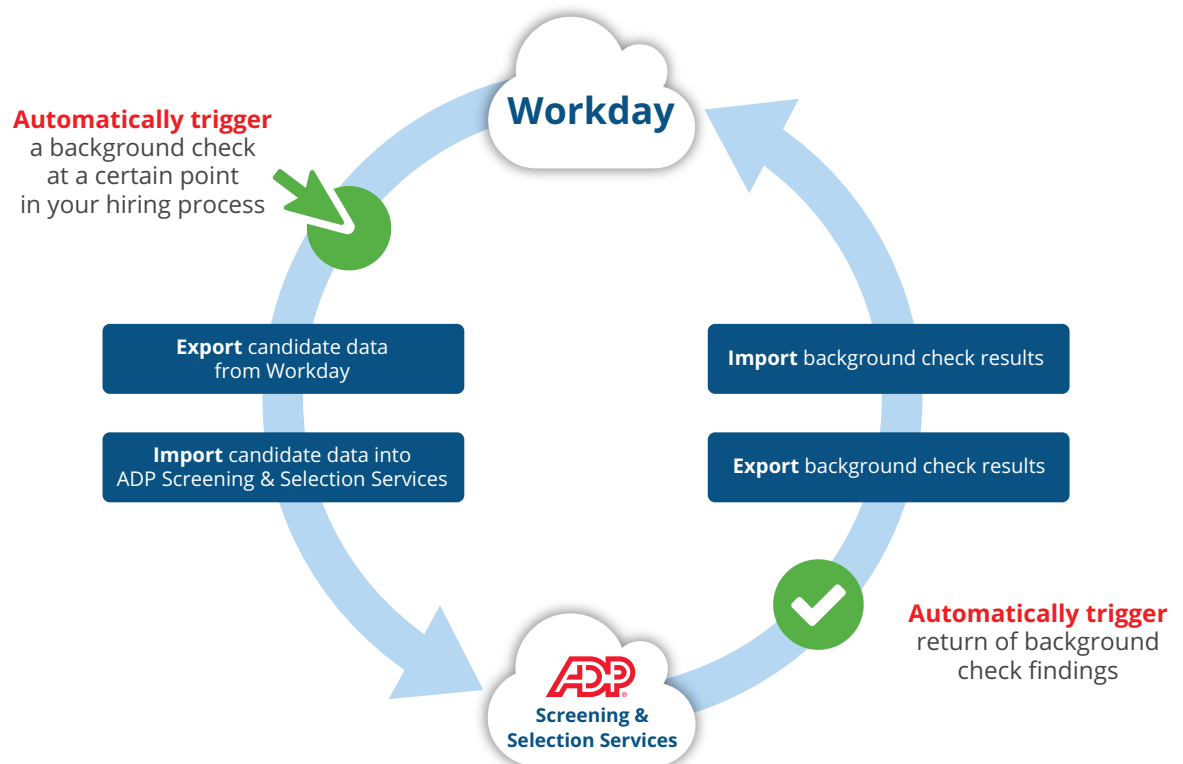


This **Workday with ADP Screening and Selection Services (SASS) Integration Guide** walks you step by step through what you need to know to easily integrate ADP with your background checks system.

Step One: Understand your use case

Here is the most popular use case for integrating Workday with ADP Screening and Selection Services (SASS).

- 1 Submit a Background Check Order and Retrieve Background Check Order Status.** Once a candidate advances to a certain point in a company's hiring process, this integration automatically sends candidate data from Workday into ADP Screening and Selection Services and automatically starts the background check. Once the background check is performed, the status and completed report are automatically returned to Workday from ADP Screening and Selection Services.



Data returned from ADP Screening and Selection services into Workday includes:

- ✓ **Order Status**, which lets a recruiter know workflow information such as when the background check is complete.
- ✓ **Order Result**, which shows the overall result and key information.
- ✓ **Report**, to view the full background report (providing Workday can accept PDFs or you provide an SFTP site to store the PDFs).

Step Two: Understanding Custom Integration

About Custom Integration



Features custom data mapping by Flexspring integration experts

Custom integration using a Workday connector to ADP from Flexspring 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.

With custom connectors, the experts at Flexspring meet the unique integration needs of your business as well as match data field names—including custom fields—in Workday and ADP.

Various elements of candidate information will be required depending on the components of the background check.



"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

ADP SASS to Your ATS: Applicant Background Checks

Your custom integration can include any or all of these 138 standard employee fields + additional custom fields

Personal Information

| | |
|---|----------------------------------|
| First Name | Current or Previous |
| Middle Name | Permanent Address |
| Last Name | Other Names |
| Candidate Email | Legal First Name |
| Phone | Legal Middle Name |
| Mobile Phone | Legal Last Name |
| Gender | Driver's License |
| Race | Driver's License Number |
| Background Package/ Product Information (Client Specific) | Driver's License State/ Province |
| Background Customer Number | Education/ School Information |
| Background Package for the Client | Education Institution Name |
| Background Individual Product Number | Education Contact Name |
| Background Individual Product Name | Education Contact Phone |
| Personal Identifiers | Type of Education |
| Social Security Number | From Date |
| Date of Birth | To Date |
| Address (Current/ Previous Addresses) | Degree Date |
| Country | Education Level Attained |
| Address Line 1 | Major/Area |
| Address Line 2 | GPA |
| Address Line 3 | Comment (For Education) |
| City | Current Institution? |
| State | Contact Reference |
| Postal Code | Education City |
| From Date | Education Address Line 1 |
| To Date | Education Address Line 2 |

| | |
|--|----------------------------------|
| Education Address Line 3 | End Title |
| Education State/Province | Reason For Leaving |
| Education Country | Comment (for Employment) |
| Education Postal Code | Employer is Current? |
| Employment/ Employer | Contact Reference? |
| Employer Corporation Name | Employer City |
| Employer Contact Name | Employer Address Line 1 |
| Employer Contact Phone | Employer Address Line 2 |
| From Date | Employer Address Line 3 |
| To Date | Employer State/Province |
| Employment Duration | Employer Country |
| Start Title | Employer Postal Code |
| Personal Reference | |
| Personal Reference Contact Name | Credential License Number |
| In What Capacity | Credential License Type |
| Personal Reference Contact Phone | Credential Issuing Agency |
| How Long Have You Known Her/Him? | Contact Phone |
| Comment (Personal Reference) | Credential Expiration Date |
| Allow Contact Reference | Comment (for Credential) |
| Personal Reference City | Allow Contact Reference |
| Reference Address Line 1 | Credential City |
| Reference Address Line 2 | Credential Address Line 1 |
| Reference Address Line 3 | Credential Address Line 2 |
| Personal Reference State/Province | Credential Address Line 3 |
| Personal Reference Country | Credential State/Province |
| Personal Reference Postal Code | Credential Country |
| Credential/Credential Information | Credential Postal Code |
| Order Status/ Line Item Details | |
| order number in SASS system | line item status |
| overall status of the order | line item expected delivery date |
| overall result of the order | search result of the line item |
| line item number | |

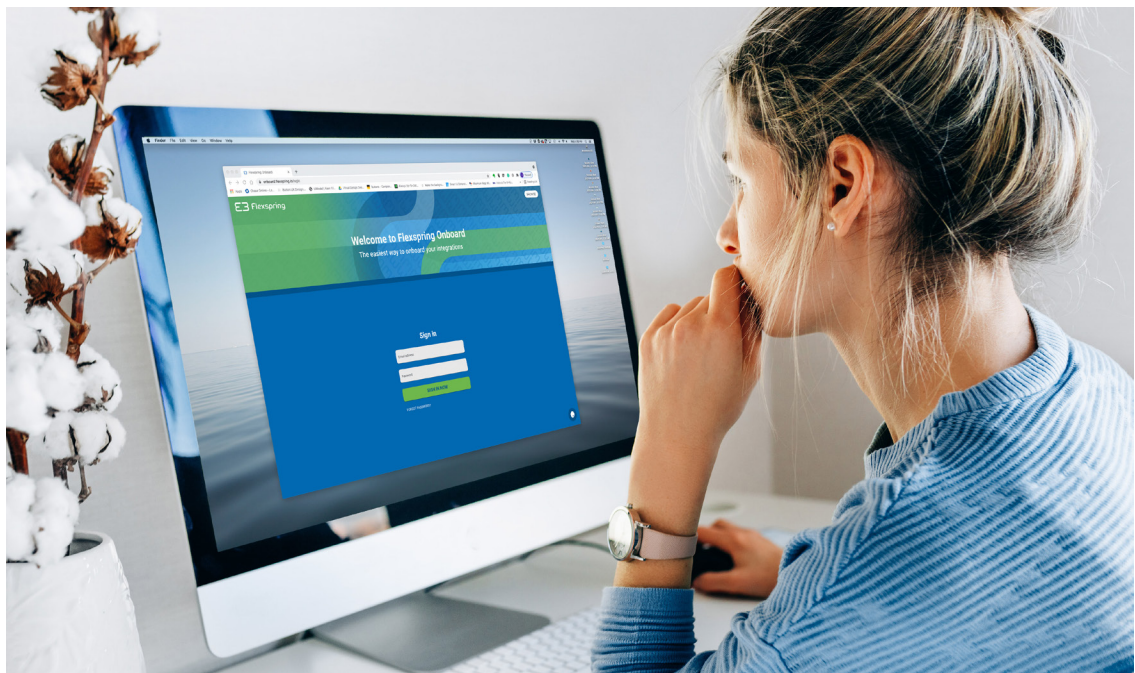
| Miscellaneous |
|---|
| Requestor Email |
| External Reference ID |
| A report copy is requested |
| Billing Code |
| PO number |
| FCRA Acknowledgement |
| FCRA acknowledged on client platform |
| First name of person who acknowledged FCRA |
| Middle name of person who acknowledged FCRA |
| Last name of person who acknowledged FCRA |
| FCRA acknowledged on behalf of |
| Attachments Specification |
| PDF attachment type |
| PDF attachment multipart key |
| Result Information includes: |
| External Reference ID |
| Overall Status |
| Overall Result |
| Order ID |
| Display Item ID |
| Display Item Status Code |
| Item Start Date |
| Item Expected Delivery Date |
| Item Completion Date |
| Search Result |
| Product ID |
| Custom Fields |

All fields are configurable except for First Name, Last Name, Candidate Email, Background Package for the client.

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).

Step Three: Pricing

| CUSTOM CONNECTOR | Employees | One-time Setup | Annual Subscription |
|--|-------------|----------------|---------------------|
| Submit a Background Check Order and Retrieve Background Check Order Status | Up to 500 | \$1,000 | \$3,750 |
| | 501 - 2,500 | \$1,000 | \$5,000 |
| | 2,501 + | \$1,000 | \$10,000 |

Guide last updated: 2023-03-13

Legal attribution: ADP Screening and Selection Services, and the ADP Screening and Selection Services logo are trademarks of ADP, Inc. or its affiliates or licensors. Workday and the Workday logo are trademarks of Workday, Inc. or its affiliates or licensors. The information in this document was prepared by Flexspring and Flexspring is solely responsible for its accuracy and completeness. ADP Screening and Selection Services makes no representation as to the accuracy or completeness of any information contained herein.

When experts connect data, you have peace of mind.



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



YAN COURTOIS

CEO & Founding Partner
917.618.9536
yan.courtois@flexspring.com



BONNIE McMAHON

SVP Sales
508.641.0655
bonnie.mcmahon@flexspring.com



SARA BRAGG, CHRL, CHRP

VP Customer Success
705.761.4854
sara.bragg@flexspring.com



G2 Crowd rates Flexspring 4.8 out of 5 stars



Flexspring 
Everything connects