Workday Integration Cloud Connectors for Human Capital Management

Today's ecosystem for human capital management (HCM) is diverse, often involving a wide array of providers and disparate systems. But Workday brings HR, workforce planning, recruiting, learning, and talent management together in one system to help untangle the complex web of HCM. With Workday, you have complete visibility into your global workforce and a single source of truth regardless of the pace of change.

However, even with Workday as the core system of record, organizations often require multiple third-party systems to satisfy additional business functions, industry and regional requirements, and organization-specific processes. To address this need, Workday and our community of certified partners deliver flexible and comprehensive infrastructure and a variety of tools designed to tackle integration challenges across HCM.

Key Benefits

The prebuilt Workday connectors for complementary applications are 100-percent designed, maintained, and supported by Workday or certified partners. You can:

- Select from a constantly expanding connector catalog
- Trust Workday and our partners to support, enhance, and evolve integrations over time
- Monitor and manage integrations proactively through the Workday UI
- Avoid having to manage on-premise integration middleware or servers, freeing up IT for more strategic activities

Designed for Connectivity

Workday supports several ways to connect to and integrate with other systems, such as directly with Workday Web Services or REST-based APIs. You can also use the Workday Integration Cloud, which delivers a complete integration toolset consisting of an Enterprise Service Bus (ESB) embedded in Workday Studio, an eclipse-based IDE for creating custom integrations, and associated tools used for managing and monitoring integrations. All integrations, whether provided by Workday or our certified partners, are surfaced within the Workday application and can be used directly in your business process configurations, providing the flexibility needed for your dynamic HCM environment.

A Connector for Every HCM Need

Workday connectors can cover a single use case or multiple use cases, and encapsulate market best practices and years of experience from Workday and our certified partners. All connectors are managed and maintained across updates by Workday or the providing partner. Each connector integration is deployed in the Workday cloud, with the benefits of a fully hosted and managed application. Integrations are versioned, stable, and always up-to-date with the latest infrastructure, tooling, application, or vendor changes.

Built in the Cloud, for the Cloud

Connectors drastically reduce deployment time by providing the processing logic, data transformation, and error handling details required to integrate a third-party system with Workday. All connectors are configurable for different customer situations. And since the connectors run in the Workday cloud, customers don't have to worry about maintaining a separate integration infrastructure.

Connectors are managed just like any other Workday application and follow the same update schedule. Updates include improvements to Workday core applications—for compliance and the support of additional application features—as well as to tooling and infrastructure. In addition, Workday manages a joint roadmap with third-party partners to ensure integrations stay current as partner applications evolve.

Workday-Provided Human Capital Management Connectors

The following HCM connectors are managed, maintained, delivered, and supported by Workday. The ecosystem of integrations is constantly evolving, so please contact your Workday sales representative for requirements not reflected here.

Account Provisioning Integration: Integrates with external account provisioning applications and services using the Simple Cloud Identity Management (SCIM) format. Automatically add and remove hired and terminated workers from applications and services, such as Active Directory and Salesforce Chatter.

Account Provisioning Connector: Extract worker account-related definitions and send to an endpoint. This connector uses the Workday Web Services API to capture changes to account data and configure an output file for delivery to an external endpoint.

Affordable Care Act Connector: Connects Workday to the Internal Revenue Service (IRS), and enables customers to submit IRS Form 1094-C and Form 1095-C data for the Affordable Care Act.

AngelPoints: Connects Workday to AngelPoints, enabling customers to create, modify, and delete accounts in AngelPoints as a worker's status changes in Workday.

Assign Organizations Inbound Connector: Updates worker assignments to organizations, such as a company, cost center, region, or business unit. Customers can use a non-Workday application as a source of record for chart-of-account assignments, then synchronize data with Workday.

Cloud Connect for Benefits: Integrations for benefits providers that extend and complement the Workday Benefits application, helping customers make the best choices by minimizing the integration costs associated with switching vendors during open enrollments. With more than 200 providers in the catalog, Cloud Connect for Benefits covers a wide variety of providers for benefits including medical, dental, and vision; flexible spending accounts; retirement savings plans; life insurance and AD&D; health savings accounts; and COBRA administrators and formats, such as HIPAA-834.

Core Workday Connectors for Custom Development

Core connectors provide organizations and system implementers with a repeatable method for integrating with Workday. Get everything needed to deploy a fully functioning integration system including templates, applications for integration, security, fields, maps, attributes, launch parameters, event messages, event errors, and reporting.

This type of connector addresses frequent use cases (approximately 80 percent) for custom integrations, with the goal of reducing integration costs and time to value for a wide variety of scenarios that require integration with Workday.

Core Connector–Background Check Order Outbound: Send background check requests for workers, pre-hires, and candidates to an external endpoint. The external endpoint performs the check and sends information back.

Core Connector–Competency Model: Exports competency model data from Workday in a simple XML format. As you create, update, or delete the data, the integration generates an output file containing the changes, and includes a configurable set of competency model data. You can select the fields to include or exclude, which ones are required, and if the fields are truncated.

Core Connector–Job Postings: Exports all active job postings from Workday to one or more external job-posting website. As you post, update, or delete jobs, the integration generates a Workday XML output file that contains all active postings.

Core Connector–Job Profile and Job Family: Extracts job-related definitions, transforms the data, and sends it to your chosen endpoint. The integration provides tools to capture changes to job profile and job family data, and configure an output file to deliver to an external endpoint.

Core Connector–Job Requisitions: Exports job requisition changes from Workday in a simple XML format. As you create, update, or delete job requisition data, the integration generates an output file containing the changes. The integration includes a configurable set of job requisition data across a range of categories. You can specify which data sections to include in the output file.

Core Connector–Location: Extracts location-related definitions, transforms the data, and sends it to your chosen endpoint. Using Workday business objects and the Get Locations public API as its foundation, this integration provides the tools to capture changes to location data and configure an output file to extract and deliver to an external endpoint.

Core Connector–Organization: Extracts organization-related definitions, transforms the data, and sends it to your chosen endpoint. Using Workday business objects and the Get Organizations public API as its foundation, this integration provides the tools to capture changes to organization data and configure an output file to extract and deliver to an external endpoint.

Core Connector–Positions: Exports position changes from Workday in a simple XML format. As you create, update, or delete position data, the integration generates an output file containing the changes.

Core Connector–Worker: Exports changes in worker data from Workday in a simple XML format. Workday also supports output in CSV (Comma-Separated Value) format, with certain limitations. As you hire, promote, transfer, terminate, or update the data, the integration generates a text file containing the changes. Detects changes to a worker's profile and produces a configurable output file.

Core Connector–Worker for LMS Outbound: Detects new and changed data for workers, job, location, organization, and talent, and produces a configurable output file in XML format for export to a Learning Management System (LMS).

Cornerstone On-Demand LMS Connector: Complements Workday HCM with learning management functionality provided by Cornerstone. Workday sends information about workers, job profiles, location, and supervisory organization structures to Cornerstone, which is then used to target learning assignments. Once a worker completes training or certification, Cornerstone updates the Workday talent profile, making it available within Workday HCM.

Directory Service Connector: Connects to a third-party directory service of choice, and includes XML, CSV, and LDIF formats, as well as specific features for connecting to LDAP and Active Directory.

E-Verify Connector: Complements Workday HCM with employment eligibility verification results from the E-Verify employment verification service provided by the United States Citizenship and Immigration Services (USCIS). Workday submits Form I-9 data to the E-Verify system, which then provides real-time verification results (including photos) back to Workday from the Department of Homeland Security (DHS) and Social Security Administration (SSA) databases.

Inline Assessments: Connects Workday to third-party assessment vendors for registering candidates that have applied for a job using an external career site.

Kenexa Foundation Connector: Exports organization, location, and job profile and category data from Workday to Kenexa.

Kronos Workforce Timekeeper Connector: Complements Workday HCM by synchronizing Workday worker information with Kronos, which then allows the worker access to the Kronos Workforce Timekeeper application. The integration applies to all Workday/Kronos joint customers regardless of the payroll system. Workday Payroll customers can additionally take advantage of the Kronos Payroll Input integration to import the resulting time information back to Workday Payroll.

LinkedIn Middleware for Referrals: Sends job postings and related job application data from Workday to LinkedIn Middleware for Referrals.

LMS Connector: Enables Workday customers to synchronize learning achievement data from an external learning management system (LMS) to update a worker's profile in Workday.

Medicare Integrations: Sends and receives coordination of benefits request and response files for active and retired employees and their dependents from the Centers for Medicare & Medicaid Services (CMS).

Okta Integration: Sends event-based notifications of employee changes directly to your Okta tenant.

Organization Inbound Connector: Imports organization data from an external endpoint that defines organizations and their codes into Workday. The Organization Inbound Connector can add new organizations to Workday, update existing organizations, and de-activate organizations. With the Organization Inbound Connector, you can use a non-Workday application as your source-of-truth for organization data, then synchronize that data with Workday.

Salesforce Chatter Connector: Enables Workday and Salesforce Chatter customers to securely present information from their Workday inbox directly in their Chatter stream. In addition to incorporating Workday information into Chatter, customer administrators can provision Chatter users directly from Workday—for example, as part of the new-hire onboarding process.

Salesforce.com Worker Sync: Connects Workday to Salesforce.com for account provisioning. Synchronizes user accounts between Workday and Salesforce.com. You can use the integration to create Chatter accounts, Salesforce.com accounts, or both. You also define rules in the integration to specify user profile, department, and division.

Social Security Number Verification Service: Generates a data file for upload to the Social Security Number (SSN) Verification Service. Enables you to verify that your employee names and Social Security numbers match Social Security Administration records.

Talent Profile Inbound Connector: Imports updates to certifications, competencies, and/or completed trainings for one or more workers. With Talent Profile Inbound Connector, you can use a non-Workday application as your source of truth for talent profile data, then synchronize that data with Workday.

Unistaff Connectors: Exports Workday foundation data to Unistaff. Imports new hires and personal information updates from Unistaff into Workday. Enables your organization to align with data privacy requirements for the Russian Federation.

Certified Solution Partner Connectors for Human Capital Management

The following certified connectors for Workday Human Capital Management are managed, maintained, and delivered by the specified Workday Solution Partner. The ecosystem of integrations is constantly evolving, so please contact your Workday sales representative for requirements not reflected here.

Accutime Integration for Time and Attendance: TimeCom™ for Workday® is a cloud-based time and attendance solution that integrates with Workday Time Tracking. ATS' EngineXML integration middleware manages the TCDs and integrates time and attendance data between the Workday Time Tracking module and ATS' PeoplePoint Series Time Clocks. EngineXML is hosted by ATS in the cloud and is solely managed by ATS. Employee demographic and time-clocking data is integrated with Workday via a two-way integration.

Achievers Integration for Employee Recognition: This integration captures recognition and rewards data for workers who reside in Workday HCM. It creates an interoperable link between the two systems, where Workday serves as the system of record for foundational and organizational worker data and Achievers manages the solution for rewards and recognition programs.

dormakaba B-COMM for Workday: B-COMM from dormakaba is an enterprise time-collection solution designed to safely capture and deliver employee time and labor entries to Workday Time Tracking.

Dovetail Employee Engagement Suite (EES) Integration for HR Case Management: The Dovetail EES solution integrates with Workday to deliver a joint solution for HR case management, tracking employee changes, and reporting. Workday will remain the system of record for worker, organizational, and location data, while the Dovetail integration uses the Workday web service API to extract employee data from Workday and process worker cases to the EES application in real time.

eQuest Job Posting Board Integration with Workday Recruiting: eQuest's Workday Recruiting integration is a bidirectional web service integration that connects a Workday tenant to the eQuest job posting interface. eQuest uses the standard web services API provided by Workday. Job and company data is loaded automatically, and most of the job/company field mappings have already been carried out. This allows customers to initiate new job requests (as well as updates and deletions) to eQuest by way of a Workday business process.

First Advantage Software Integration for Background Check: The First Advantage (FADV) integrated solution enables Workday users to access FADV screening services from within Workday by providing real-time status tracking of FADV screening orders, as well as URLs to view detailed screening reports on prospects, pre-hires, and existing and contingent workers.

Globoforce Connector: This Globoforce integration for captures recognition and rewards for workers in Workday HCM. In this interoperable link between the two systems, Workday serves as the system of record for foundational and organizational worker data and Globoforce manages the solution for rewards and recognition programs.

HireRight Background Check Integration for Recruiting: HireRight's preintegrated solution consolidates critical recruiting and background screening requirements and functionality. Mutual customers are supported by HireRight's unique integration platform that provides resources dedicated to integration solutions, from roadmap alignment through customer implementation and support, ensuring your integration remains up-to-date.

HireVue Integration for Global Digital Video Interviewing: HireVue's bidirectional integration includes a notification process where the candidate is invited to complete a HireVue on-demand interview within a designated step in the job application business process. Results of the HireVue interview including date interview feedback, which populates back into Workday in the candidate record.

The integration supports single sign-on from Workday into HireVue, as well as Worker Sync that exports worker data to provision and de-provision accounts in HireVue, honoring Workday as the system of record. The integration is supported by the standard Workday APIs available for Workday Recruiting.

Phenom People TRM Connector: The Phenom People TRM platform's personalized career site integrates with Workday Recruiting to provide an integrated candidate experience from the career site to Workday Recruiting.

Saba Connector: The Saba connector offers a bidirectional approach to synchronizing shared worker and training data utilized in both applications. While the Saba integration is primarily for tracking events related to learning management, the application also helps to sync worker profile, competency, and training data.

ServiceNow Integration for Case Management: ServiceNow integrates with Workday to retrieve HRIS data so that it can live in Workday, but be utilized in ServiceNow. This allows the ServiceNow application to focus on case management. When the integration is first run, all departments, locations, job profiles, and workers are imported into the ServiceNow instance. On subsequent runs, only changes or new records since the last integration run time are imported.

Sterling Background Check Integration to Workday Recruiting: The Sterling Talent Solutions and Workday Recruiting integration allows a user to submit a background check request in Workday and receive results once the order has been completed. The user does not have to log in to Sterling to submit the request–they only need to log in to view the full report/results URL. The integration supports U.S. (domestic) and international/global screening.

TalentWise Background Screening Integration: The TalentWise platform includes criminal background checks, education and employment verifications, reference checks, employment eligibility verifications, drug screening services, and more. The integration between TalentWise and Workday Recruiting allows a recruiter to launch candidate background screening from Workday.

ZK Technology Time Tracking and Time Clock Integration: ZK Technology LLC (also known as ZKTeco) provides an interoperable solution for updating worker time tracking information captured by time clocks. Workday serves as the system of record for all worker data including name, address, and identification data, and ZK Technology provides workers' attendance date/time and related job code or work location data collected from a physical time clock.

For More Information

For more information on Workday Connectors or Cloud Connect packages, please refer to Workday documentation on Connectors, or contact us.

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