

Workday Integration Cloud Connect

With Workday as the core system-of-record, companies are faced with the need to connect to multiple third-party systems and applications in order to satisfy key business functions and processes. Workday provides a variety of infrastructure and tools designed to address these integration challenges, including a robust web-services-based API and the Workday Integration Cloud technology platform. Workday Integration Cloud Connect completes Workday's integration solutions.

The Workday Integration Cloud Connect portfolio of integration connectors and Workday Cloud Connect packages helps extend Workday core business applications through prebuilt connections to third-party solutions and services. Each integration is deployed in the Workday Cloud, giving you all the benefits of a fully hosted and managed application. Customers can enjoy versioned and stable integration applications and stay up to date with the latest infrastructure, tooling, application changes, and vendor changes (where applicable).

With Workday Integration Cloud Connect, you benefit from a simplified and accelerated integration process as well as market best practices and years of Workday experience. All provided content is managed, maintained, and supported by Workday – or a partner when the connector is provided by them.

Connectors

Connectors are prebuilt integrations designed, documented, and supported by Workday that cover one to multiple use cases. They drastically reduce the deployment time required to complete an end-to-end integration by providing the processing logic, data transformation, and error handling details required to integrate a third-party system with Workday. All connectors are configurable to accommodate different customer situations (such as customisations of your third-party system) and run in the Workday Cloud, releasing you from the burden of having to maintain a separate integration infrastructure.

Connectors are managed just like any other Workday application and follow the same Workday update schedule. Updates include improving Workday core applications – compliance and additional application features – and updating tooling and infrastructure. In addition, Workday manages a joint roadmap with third-party partners to ensure that the integration stays current as the partner's application evolves.

Key benefits

Workday Integration Cloud Connect comprises a growing number of prebuilt connectors to complementary applications that are 100 per cent built, maintained, and supported by Workday:

- Select from a growing ecosystem of connectors.
- Rely on Workday to support, maintain, and evolve these integrations over time.
- Monitor and manage these integrations in the Workday UI.
- Eliminate the need to own or manage any on-premise integration middleware or servers.
- Redeploy IT to focus on more strategic activities.

Workday Cloud Connect packages

Workday Cloud Connect packages comprise a collection of connectors that help speed up the deployment to both known and unknown third-party systems and orchestrate an end-to-end integration with the processing logic and error handling required on the Workday side of the integration. In the case of an unknown system, Workday customers deploy the logic necessary to connect to that third-party system. Customers also have the flexibility to customise the orchestration of services within the Workday Cloud Connect package connector to match their specific integration requirements. Integrations completed using Workday Cloud Connect packages run inside the Workday Cloud and are managed, maintained, and supported by Workday.

The Workday Integration Cloud Connect portfolio

The following list details the current Workday Integration Cloud Connect portfolio as of Workday 25. Please check with your sales representative for more details.

Workday Financial Management

Workday Financial Management for Salesforce connector

links Workday Financial Management applications with Salesforce.com (SFDC). This configurable application allows you to map any object in Salesforce to objects in Workday and to control the conditions and timing of the sync. For example, an opportunity that is created in SFDC is also created in Workday and tagged to a prospective customer. When an opportunity is closed in SFDC, the opportunity is updated and a new customer is created in Workday, if required. Customers can capture expenses against open opportunities in Workday. Additionally, projects can be generated in Workday based on triggers from Salesforce, helping you to automate the onboarding process for your project.

Cybersource connector enables Workday customers to accept payments from their customers via credit card. Cybersource is a PCI-compliant third-party solution that manages credit card authorisation and payments.

Payments connector supports a variety of payment protocols that allow you to make payments to any bank. While you won't see a list of supported banks, the connector can be configured (with no additional coding) to connect with any bank and includes cross-border support as well as support for international payments.

ISO 20022 Payments connector supports international and domestic payments adhering to the ISO 20022 standard. It currently supports the Credit Transfer and Payment Status version 2 and version 3. Workday offers localisation of this payment offering for the UK, Australia, New Zealand, and SEPA.

ACH Payments connector supports US domestic and cross-border direct debit and credit payments. It currently supports PPD, CCD, CTX, and IAT SECs (Standard Entry Class Codes).

BACS Standard 18 Payments connector supports UK domestic direct credit payments over BACS using the Standard 18 format.

Bank Statements connector enables you to import bank statements from any bank and supports a variety of statement formats.

ISO 20022 Bank Statements connector supports the importing of bank statements compliant with the ISO 20022 standard. It currently supports version 2 of the ISO 20022 Customer Bank Statement format.

BAI2 Bank Statements connector supports the importing of bank statements compliant with the Bank Administration Institute (BAI) standard. It currently supports BAI version 2.

Payment Lockbox connector enables the importing of BAI lockbox data from any bank that can generate lockbox files in the Workday-defined file format. Payment information flows directly into the invoice application process in Workday.

1099-MISC Electronic Filing connector generates electronic 1099-MISC files that you can upload to the US Internal Revenue Service FIRE website.

Generic Remittance connector enables customers to produce a remittance file to accompany a payment generated by a settlement run.

Accounting Journal connector enables Workday customers to import accounting journals from external systems and translate data from external chart-of-account structures into Workday Worktags and accounts structures. The connector provides an enhanced user experience, making it easier to manage integration errors for each journal and its journal lines.

Workday Human Resource Management

Cornerstone OnDemand LMS connector complements Workday Human Capital Management (HCM) with learning management functionality provided by Cornerstone. Workday sends information about workers, job profiles, location, and supervisory organisation structures to Cornerstone, which is then used to target learning assignments. Once a worker completes training or certification, Cornerstone updates the Workday talent profile to reflect this information, making it available within Workday HCM.

LMS connector enables Workday customers to synchronise learning achievement data from an external learning management system (LMS) to update a worker's profile in Workday. The LMS connector provides a set of integrations necessary to orchestrate a custom inbound and outbound flow between Workday and the LMS system.

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.

Kronos Workforce Timekeeper connector complements Workday HCM by synchronising Workday worker information with Kronos, which then allows 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.

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 the 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.

Social Security Number (SSN) Verification Extract connector is typically used when completing W-2 forms, and enables customers to extract and verify that the names and social security numbers match the records in the Social Security Administration in the US.

Background Check connector enables customers to initiate the background check process for candidates, applicants, and workers. Third-party service vendors can automate requests, publish results back to the Workday system, and move the candidate's process forward.

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 Microsoft Active Directory servers.

Unistaff connector provides the ability to load and update Russian citizens' data from the Unistaff HR provider. This connector supports the transmission of Workday foundation data to Unistaff, and imports and updates worker data into customers' Workday systems.

Absence Input connector streamlines and automates the loading of data on absences from an external time-keeping system into Workday.

Cloud Connect for Benefits includes a catalogue of integrations to benefits providers that extend and complement the Workday Benefits application, helping customers make the best choices by minimising the integration costs associated with switching vendors during open enrolments. With more than 160 providers in the catalogue, 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, as well as formats such as HIPAA-834.

Workday Payroll

ADP Tax Filing connector is a US-specific connector that complements Workday Payroll with tax filing and W-2 support provided by ADP Standalone Tax Filing Services. The integration supports periodic, quarterly, and annual tax filing.

Ceridian Tax Filing connector is a US-specific connector that complements Workday Payroll with tax filing and W-2 support provided by Ceridian Tax Filing Services. The integration supports periodic, quarterly, and annual tax filing.

MasterTax Tax Filing connector is a US-specific connector that complements Workday Payroll with tax filing and W-2 support provided by MasterTax. The integration supports periodic, quarterly, and annual tax filing.

Cheque Printing connector reduces the effort it takes to create custom cheque-printing formats by offering an out-of-the-box payment file in different formats (including XML and CSV) with selective fields chosen during configuration.

Ceridian Cheque Printing Service connector is a US-specific connector that complements Workday Payroll with cheque printing and outsourced banking services provided by Ceridian.

ADP Cheque Printing connector is a US-specific connector that enables customers using ADP to connect directly to its services to format payment data prior to cheque printing.

Kronos Workforce Timekeeper connector allows time captured in the Kronos Workforce TimeKeeper application to be imported into Workday Payroll. Other features include outbound integration that forwards worker information from Workday to Kronos.

Canadian Revenue Agency Tax Filing connector is a Canada-specific connector that automates the filing of payroll tax data with the Canadian Revenue Agency.

Payroll Inputs connector enables organisations with hourly workers to load a file of all employee hours into Workday for payroll.

BLS Multiple Worksite Reporting connector is a US-specific connector that complements Workday Payroll by providing Multiple Worksite Reporting to the Bureau of Labor Statistics.

Electronic Income Withholding Order (eIWO) connector is a US-specific connector that provides a bidirectional integration with the Office of Child Support Enforcement (OCSE) portal that helps administer support for electronic income withholding orders.

Workday Cloud Connect for Third-Party Payroll

The Payroll Interface connector enables organisations to connect to any number of third-party payroll applications, including global payroll providers. The **Payroll Interface connector** offers web services that identify and transfer only the Workday HCM events that affect payroll. For integration with enterprise resource planning (ERP) and other systems that require records with an “effective” date, the **Payroll Effective Change Connector Interface** enables the extraction of all Workday events with effective dates in the sequence in which they occurred.

This simplifies integration and reduces deployment costs while ensuring data integrity. With these configuration capabilities, Workday can streamline and simplify the complexity of integrating with external payroll systems.

Additionally, the bidirectional payroll connectors enable organisations to import data from a third-party payroll provider back into Workday HCM, providing a comprehensive view of payroll data across the global workforce. This new level of insight enables users to analyse data that will lead to more effective decision-making in areas such as improving cash forecasting, comparing actuals to budget, optimising pay ranges, and managing allowances and overtime policies, helping users to better understand the true cost of their global workforce.

Workday Cloud Connect for Third-Party Payroll, together with the **Workday Global Payroll Cloud** programme, includes multiple payroll partners that have solutions for countries across all continents. Integrations to Workday via the Workday Cloud Connect for Third-Party Payroll are built and maintained by our partners, and our partners maintain any changes to the integrations as well. Please check with your salesperson to find out the latest list of partners and countries served through the Workday Global Payroll Cloud programme.

Workday Expenses and Workday Procurement

American Express Credit Card and Credit Card

Transaction connectors provide a simple way to import corporate credit card and credit card transactions for employees, which can be used in Workday Expenses or Workday Procurement.

Bank of America SBF connector enables employees to import corporate credit card (Visa and MasterCard) transactions, which can then be linked to expense items.

Citibank Commercial File Format connector provides an easy way for employees to import corporate credit card (Visa and MasterCard) transactions, which can then be linked to expense items.

MasterCard International Common Data Format (CDF3) connector makes it easy for employees to import MasterCard corporate credit cards and credit card transactions, which can be used in Workday Expenses.

Visa Commercial Format (VCF) connector provides an easy way for employees to import Visa corporate credit cards and credit card transactions, which can be used in Workday Expenses.

Supplier PunchOut connector extends Workday Procurement by providing the ability to connect to any PunchOut-enabled supplier.

Supplier Network connector enables organisations to connect with any supplier network that leverages cXML (commerce eXtensible Markup Language) and PunchOut. Organisations can use this network for transaction processing to multiple suppliers.

Travel Booking connector enables customers to load corporate travel booking data into Workday, providing a unified view of credit card data and expenses reported directly in Workday.

Workday Student

SAT Test Result connector provides a way for education organisations to import American College Testing (ACT) results for students.

GMAT Test Result connector enables education organisations to import Graduate Management Admission Test (GMAT) results for students.

TOEFL Test Result connector provides a way for education organisations to import Test of English as a Foreign Language (TOEFL) results for students.

GRE Test Result connector enables education organisations to import Graduate Record Examination (GRE) results for students.

Test Result connector enables education organisations to import results from any test. This connector expects a Workday-defined XML format and is the default connector to use when dealing with non-standard tests.

SPEEDE External Transcript connector enables education organisations to import student transcripts using the Standard of Postsecondary Education Data Exchange (SPEEDE).

ISIR Transaction connector enables education organisations to import Institutional Student Information Record (ISIR) transactions for students.

Custom development

Custom development connectors provide organisations and system deployers with a rapid, flexible, and easily repeatable method for integrating with Workday by providing everything needed to deploy a fully functioning integration system, including templates, services, security, fields, maps, attributes, launch parameters, event messages, event errors, and reporting. These connectors can remain synchronised with third-party systems by utilising the full file (synchronises all records) or change detection (only synchronises the delta from the last synchronisation) patterns. This type of connector is intended to address the common scenarios that 80 per cent of custom integrations require, ultimately reducing integration costs and speeding up time to value for scenarios that require integration with Workday.

Worker connector, in addition to profile information, enables you to export changes in worker data – hires, promotions, transfers, terminations – from Workday. Change detection, events, and eligibility provide flexibility to meet a variety of deployment needs.

Organisation connector lets you synchronise Workday with a non-Workday application being used as the system-of-record for organisation data covering both inbound and outbound use cases. This connector also streamlines updates from an external finance system

into Workday to update a worker's organisation type, including company, cost centre, region, business unit, and custom organisations. It also assigns workers to organisations that have been defined in Workday.

Locations connector synchronises location data – address, phone, time zone, and currency – with external systems.

Job Profile and Job Family connectors synchronise job profile and/or job family data with external systems.

Positions connector synchronises position changes between Workday and external systems.

Talent Profile connector standardises the configuration of relevant records from third-party systems to update training, competencies, and certification records on an employee's worker profile.

Directory Service connector connects Workday to LDAP and Active Directory servers.

Job Posting connector detects new and changed job postings to produce a configurable output file in XML format.

Job Requisitions connector detects new and changed job requisitions to produce a configurable XML output file.

Competency Model connector provides the flexible access to and extraction of essential competency model information – competencies, identifiers, descriptions, and relevant behaviours – from your tenant. Combining this information with data from the Worker, Job Profile, and Job Profile and Job Family connectors provides what's needed to populate a variety of HCM systems.

Worker Time Block connector eliminates the tedious, manual process of getting time data into Workday Time Tracking by supporting the ability to import high volumes of time data from third-party systems.

