

Tempworks - Contractor

General Information

- Inbound Flow
 - Tempworks will POST an order request to the deverus AWS API Gateway
 - API Gateway will validate the API call using the API Secret Key
 - See the sample inbound payload in **Sample Inbound Payload** below.
 - Stage: api.stage.screening.services/tempworks/orders
 - The API Gateway will receive the request then
 - Retrieve the associated requestor document from AWS DynamoDB
 - Enrich the payload by adding a key-value pair in the header
 - key = requestor
 - value = requestor JSON structure
 - See the sample structure in **Requestor Document Schema** below.
 - Pass the enriched request to Mulesoft for processing
 - Mulesoft will transform the payload into the standard Verocity schema
 - See mapping for the transformation in the **ATS to Verocity Standard Mapping** below.
 - Mulesoft will POST the background check request to the Verocity API
 - Stage:
 - Mulesoft will return any response from the Verocity API to the API Gateway
 - API Gateway will pass the response from Mulesoft to Tempworks
- Outbound Flow
 - Verocity API will retrieve the associated requestor document from AWS DynamoDB
 - Verocity API will send the report status JSON payload in the body of the request and the requestor JSON structure in the header
 - Header
 - key = requestor
 - value = requestor JSON structure
 - Mulesoft will
 - transform the JSON structures (body and header) into Tempworks schema
 - POST the update to Tempworks

Vendor API Documentation

- <https://developer.tempworks.io>

Challenges

- None

Assumptions

- Tempworks will push the orders to Verocity
- Verocity will push results to Tempworks

Integration Flow Requirements

Requestor ID Store Schema

requestorId	Used as the API key for the Requestor and is the unique identifier
apiSecretKey	JWT stored by the back end when all metadata is posted
verocityMetadata.mvpld	Unique identifier of the CRA

verocityMetadata.integratedPartnerId	Unique identifier of the Integrated Partner (ATS)
verocityMetadata.integratedPartner	Name of the Integrated Partner (ATS)
verocityMetadata.customersId	Unique identifier of the HR Client
partnerMetadata	Map of key value pairs containing metadata of the Requestor for use in upstream processing

Requestor Document Schema

```
// Tempworks
{
  "requestorId": "cbdf2bdf3fc4904ad79c340fcb49f08",
  "apiSecretKey": "12345",
  "verocityMetadata": {
    "mvpId": 60, // CRA
    "integratedPartnerId": 1, // Tempworks
    "integratedPartner": "Tempworks",
    "customersId": 2323 // HR Client
  },
  "partnerMetadata": {
    "customerId": "starhr\PeopleG2",
    "username": "deverusapiuser",
    "password": "V7WbUK78"
  }
}
```

Requirements

#	Title	User Story	Importance	Notes
	ATS Sandbox	As deverus, I want to be able to test against the ATS test system / sandbox. Verify whether or not the ATS provides a test / sandbox environment.	HIGH	Mari Charneco Alwais
1	Database Scripts	As deverus, I want to insert the new Integration Partner into the database, so that it will be available in the Integration Manager		<ul style="list-style-type: none"> Integrated_Partner_Available, Integration_Partner
2	API Gateway Custom Endpoint	As deverus, I want to setup the API Gateway endpoint in AWS to act as a proxy in front of MuleSoft, so that routing of requests for this requestor is done explicitly		<ul style="list-style-type: none"> The naming convention for endpoints is <code>/{integratedPartnerName}/orders</code> For security, the integratedPartnerName is used as the first segment of the resource path and will be validated by the Auth Service
3	Metadata management form	As the CRA, I want to manage the metadata (Username, Password, Company ID) for the Requestor account, so that I can configure the integration myself		

4	Inbound Transformation Flow	<p>As the translation layer, I want to transform the incoming message into the Verocity API message format, so that the order will be placed</p> <h3>Tasks</h3> <table><tr><th>JIRA Issue</th><th>Task Name</th><th>Task Description</th></tr><tr><td></td><td>Inbound Flow</td><td><ol style="list-style-type: none">1. TempWorks Inbound: Post HR-XML payload to API Gateway2. The API Gateway will validate integration credentials embedded in the HR-XML payload3. API Gateway will enrich and send the payload to Mulesoft API4. Mulesoft will map the HR-XML nodes to the Verocity REST API JSON fields5. Mulesoft will translate the Verocity REST API JSON response to HR-XML6. Mulesoft API will respond to Tempworks with the transaction ID</td></tr></table>	JIRA Issue	Task Name	Task Description		Inbound Flow	<ol style="list-style-type: none">1. TempWorks Inbound: Post HR-XML payload to API Gateway2. The API Gateway will validate integration credentials embedded in the HR-XML payload3. API Gateway will enrich and send the payload to Mulesoft API4. Mulesoft will map the HR-XML nodes to the Verocity REST API JSON fields5. Mulesoft will translate the Verocity REST API JSON response to HR-XML6. Mulesoft API will respond to Tempworks with the transaction ID	<ul style="list-style-type: none">• A Mock Service will be created to simulate the incoming request from Tempworks via the API Gateway• A logger will be used to log the JSON order payload that will be sent to the Verocity API
JIRA Issue	Task Name	Task Description							
	Inbound Flow	<ol style="list-style-type: none">1. TempWorks Inbound: Post HR-XML payload to API Gateway2. The API Gateway will validate integration credentials embedded in the HR-XML payload3. API Gateway will enrich and send the payload to Mulesoft API4. Mulesoft will map the HR-XML nodes to the Verocity REST API JSON fields5. Mulesoft will translate the Verocity REST API JSON response to HR-XML6. Mulesoft API will respond to Tempworks with the transaction ID							
5	Outbound Transformation Flow	<p>As the translation layer, I want to transform the outbound status message into the Requestor message format, so that the status will be sent back</p> <h3>Tasks</h3> <table><tr><th>JIRA Issue</th><th>Task Name</th><th>Task Description</th></tr><tr><td></td><td>Outbound Flow</td><td><ol style="list-style-type: none">1. Mulesoft API will post HR-XML result to Tempworks2. Tempworks requires basic authentication in the posting header3. Tempworks will then accept the results posted from the Mulesoft API</td></tr></table>	JIRA Issue	Task Name	Task Description		Outbound Flow	<ol style="list-style-type: none">1. Mulesoft API will post HR-XML result to Tempworks2. Tempworks requires basic authentication in the posting header3. Tempworks will then accept the results posted from the Mulesoft API	<p>A Mock Service will be created to simulate the POST the report results from Mulesoft to Tempworks</p>
JIRA Issue	Task Name	Task Description							
	Outbound Flow	<ol style="list-style-type: none">1. Mulesoft API will post HR-XML result to Tempworks2. Tempworks requires basic authentication in the posting header3. Tempworks will then accept the results posted from the Mulesoft API							

User interaction and design

ATS To Verocity Standard Mapping

Sample Inbound Payload

```
<?xml version="1.0" encoding="utf-8"?>
<BackgroundCheck xmlns:hr="http://ns.hr-xml.org/2004-08-02"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
  xsi:schemaLocation="http://ns.hr-xml.org/2004-08-02
  BackgroundCheck.xsd"
  userId="UserIdGoesHere"
  password="PasswordGoesHere"
  account="3a2bb0ee-bb85-406b-b88c-706a33207ed6"
  ver="10.0">
```

```
<BackgroundSearchPackage action="CreateBackgroundCheck">
  <PersonalData>
    <PersonName>
      <GivenName>John</GivenName>
      <MiddleName/>
      <FamilyName primary="true">Doe</FamilyName>
    </PersonName>
    <PostalAddress>
      <Municipality>Test </Municipality>
      <Region>TX</Region>
      <CountryCode>US</CountryCode>
      <DeliveryAddress>
        <AddressLine>970 Indiana St</AddressLine>
      </DeliveryAddress>
      <PostalCode>10001</PostalCode>
    </PostalAddress>
    <ContactMethod>
      <Location/>
      <Telephone>
        <FormattedNumber>(555)555-5555</FormattedNumber>
      </Telephone>
      <InternetEmailAddress>jdoe@gmail.com</InternetEmailAddress>
    </ContactMethod>
    <DemographicDetail>
      <GovernmentId countryCode="US"
issuingAuthority="SSN">123456789</GovernmentId>
      <DateOfBirth>11-11-77</DateOfBirth>
    </DemographicDetail>
  </PersonalData>
  <Screenings>
    <PackageId>
      <IdValue>6778</IdValue>
    </PackageId>
    <AdditionalItems type="OriginatorInfo" qualifier="transactId">
      <Text>dce7b1c4-e416-45ff-9c8f-7d5aad2b1f5e</Text>
    </AdditionalItems>
    <AdditionalItems type="OriginatorInfo" qualifier="reportRecipient">
      <Text>Tempworks-API-Result-Link-Goes-Here</Text>
    </AdditionalItems>
    <AdditionalItems type="OriginatorInfo"
qualifier="consentToBackgroundCheck">
      <Text>true</Text>
    </AdditionalItems>
    <AdditionalItems type="OriginatorInfo" qualifier="locationCode">
      <Text>17</Text>
    </AdditionalItems>
    <AdditionalItems type="OriginatorInfo"
qualifier="locationDescription">
      <Text>Lodi</Text>
    </AdditionalItems>
```

```
<Screening qualifier="county" type="criminal">
  <Region>TX</Region>
  <SearchCriminal>
    <County>Test</County>
  </SearchCriminal>
</Screening>
</Screenings>
<AdditionalItems>
  <autopopulate>
    <screening qualifier="county">
      <ssntrace>>false</ssntrace>
    </screening>
  </autopopulate>
```

```

    </AdditionalItems>
  </BackgroundSearchPackage>
</BackgroundCheck>

```

ATS	Verocity
PersonalData.PostalAddress.DeliveryAddress.AddressLine	applicant.address.addressLine1
PersonalData.PostalAddress.Municipality	applicant.address.city
PersonalData.PostalAddress.Region	applicant.address.state
PersonalData.PostalAddress.PostalCode	applicant.address.zipCode
PersonalData.DemographicDetail.DateOfBirth	applicant.basicInformation.dob
PersonalData.ContactMethod.InternetEmailAddress	applicant.basicInformation.email
PersonalData.PersonName.GivenName	applicant.basicInformation.firstName
PersonalData.PersonName.FamilyName[primary=true]	applicant.basicInformation.lastName
PersonalData.PersonName.MiddleName	applicant.basicInformation.middleName
PersonalData.ContactMethod.Telephone.FormattedNumber	applicant.basicInformation.phoneNumber
PersonalData.DemographicDetail.GovernmentID[countryCode="US" IssuingAuthority"SSN"]	applicant.basicInformation.ssn
Screenings.AdditionalItems[qualifier="consentToBackgroundCheck" type="OriginatorInfo"].Text	applicant.consent
	applicant.driversLicense.dlNumber
	applicant.driversLicense.dlState
	applicant.education.country
	applicant.education.degree
	applicant.education.endDate
	applicant.education.fieldOfStudy
	applicant.education.graduated
	applicant.education.institutionName
	applicant.education.startDate
	applicant.education.state
	applicant.employment.city
	applicant.employment.companyContact
	applicant.employment.contactEmployer
	applicant.employment.country
	applicant.employment.employerName
	applicant.employment.endDate
	applicant.employment.jobTitle
	applicant.employment.phoneNumber
	applicant.employment.salary

	applicant.employment.startDate
	applicant.employment.state
	applicant.employment.supervisor
	applicant.employment.zipcode
	applicant.professionalLicenses.expireDate
	applicant.professionalLicenses.licenseNumber
	applicant.professionalLicenses.licenseType
	applicant.professionalLicenses.organizationName
	applicant.professionalLicenses.receiveDate
	applicant.professionalLicenses.state
	applicant.references.refEmail
	applicant.references.refName
	applicant.references.refPhone
	applicant.references.refRelationship
	applicant.references.referenceType
	applicant.references.relationshipLength
Screenings.AdditionalItems[qualifier="transactId" type="OriginatorInfo"].Text	applicant.refId
	applicant.sendReportCopy
Screenings.AdditionalItems[qualifier="locationCode" type="OriginatorInfo"].Text	location.locationId
Screenings.AdditionalItems[qualifier="locationDescription" type="OriginatorInfo"].Text	location.locationName
Screenings.PackageID.IdValue	package.packageId
	package.packageName
	user.email
	user.firstName
	user.lastName
	user.userId
Screenings.AdditionalItems[qualifier="reportRecipient" type="OriginatorInfo"].Text	webhookURL

Verocity Order API Payload

```
{
  "webhookURL": "https://api.ats.com/candidate/status",
  "package": {
    "packageId": 51,
    "packageName": "3-County Special"
  },
  "location": {
    "locationId": "xyz123",
    "locationName": "San Francisco, CA"
  },
}
```

```
"user": {
  "userId": 1234,
  "firstName": "John",
  "lastName": "Smith",
  "email": "johnsmith@us.gov"
},
"applicant": {
  "refId": "12345",
  "sendReportCopy": true,
  "consent": {},
  "basicInformation": {
    "firstName": "John",
    "middleName": "Francis",
    "lastName": "Snow",
    "ssn": "545-89-1567",
    "phoneNumber": "817-555-5555",
    "email": "jdog@targaryen.org",
    "dob": "01/01/1989"
  },
  "address": {
    "addressLine1": "111 Somewhere dr.",
    "city": "Austin",
    "state": "tX",
    "zipCode": 78727
  },
  "education": [
    {
      "institutionName": "Univerity of Texas",
      "degree": "Computer Science",
      "fieldOfStudy": "Network Security",
      "startDate": "08/01/2012",
      "endDate": "05/01/2016",
      "graduated": true,
      "country": "United States",
      "state": "TX"
    }
  ],
  "employment": [
    {
      "employerName": "The Home Depot",
      "jobTitle": "Head Boss",
      "supervisor": "Barak Obama",
      "startDate": "01/01/2011",
      "endDate": "01/01/2012",
      "contactEmployer": true,
      "country": "United States",
      "state": "Tx",
      "city": "Austin",
      "zipcode": 78727,
      "phoneNumber": "555-555-5555",
```



```
    "companyContact": "Joe Bob",
    "salary": "a bazillion doll hairs"
  }
],
"references": [
  {
    "refName": "John Wayne",
    "referenceType": "personal",
    "refRelationship": "Best friend",
    "refPhone": "555-555-555",
    "refEmail": "MarionMorrison@theduke.com",
    "relationshipLength": "5 years"
  }
],
"professionalLicenses": [
  {
    "organizationName": "Organization for Giving out Professional
Licenses",
    "licenseType": "Level 5",
    "state": "TX",
    "licenseNumber": "e9823t043",
    "receiveDate": "01/01/1990",
    "expireDate": "01/01/2090"
  }
],
"driversLicense": {
  "dlNumber": 12121212,
  "dlState": "TX"
}
```

```
}  
}  
}
```

Verocity To ATS Mapping

reportId	The unique identifier of the report/applicant
reportUrl	The Url used to access the report
status	The new status of the report
decision	The adjudication decision of the report
orderDate	The date the report was created
completeDate	The date the report was completed
refId	The unique Id of the applicant provided by the requestor

Verocity Status Update Schema

```
{  
  "reportId": 124,  
  "reportUrl":  
  "https://verocity.deverus.com/mvp/login_form.cfm?viewreport=124&user  
type=client",  
  "status": "Complete",  
  "decision": "Adverse Findings",  
  "orderDate": "June, 03 2008 09:47:00 -0500",  
  "completeDate": "June, 03 2008 09:47:00 -0500",  
  "refId": "ABCD12345"  
}
```

Verocity	ATS
reportId	BackgroundReports.ProviderReferenceId.IdValue
reportUrl	BackgroundReports.BackgroundReportPackage.SupportingDocumentation.Documentation(resulttype="report")/InternetWebAddress
refId	BackgroundReports.BackgroundReportPackage(type="report").ClientReferenceId.IdValue
status	BackgroundReports.BackgroundReportPackage(type="report").ScreeningStatus.OrderStatus
orderDate	BackgroundReports.BackgroundReportPackage(type="report").ScreeningStatus.DateOrderReceived

ATS Status Schema

```
<?xml version="1.0" encoding="utf-8"?>
<BackgroundReports xmlns:hr="http://ns.hr-xml.org/2007-04-15"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
xsi:schemaLocation="http://ns.hr-xml.org/2007-04-15BackgroundReports.xsd
">
  <ProviderReferenceId>
    <IdValue>657a6e2d-2781-48a4-95f2-f11f98547963</IdValue>
  </ProviderReferenceId>
  <BackgroundReportPackage type="report">
    <ClientReferenceId>
      <IdValue>657a6e2d-2781-48a4-95f2-f11f98547963</IdValue>
    </ClientReferenceId>
    <SupportingDocumentation>
      <Documentation type="result" mediatype="html" resulttype="report">
        <InternetWebAddress>Internet address for the
reportUrl</InternetWebAddress>
      </Documentation>
    </SupportingDocumentation>
    <ScreeningStatus>
      <OrderStatus>Completed</OrderStatus>
      <ResultStatus/>
      <DateOrderReceived>07/26/2017</DateOrderReceived>
    </ScreeningStatus>
  </BackgroundReportPackage>
</BackgroundReports>
```

Questions

Below is a list of questions to be addressed as a result of this requirements document:

Question	Outcome

Not Doing