



# INTEGRATION: THE FOUNDATION FOR HEALTHY DATA AND LONG-TERM SUCCESS



Our client is a leading in-home health care provider in the United Kingdom (U.K.) that is dedicated to delivering compassionate support to those in need. With their strong commitment to quality care and efficient operations, it is essential for their administration and payroll teams to maintain accurate and timely processes and records to ensure employees are paid on time, accurately and can provide the best care possible to their clients.

## BUSINESS CHALLENGES

- ➔ Use of SelectHR for processing new hires necessitated a data transfer into their new payroll system, ADP® iHCM.
- ➔ Employee information stored or changed in SelectHR needed to be seamlessly updated and readily available for accurate payroll processing.
- ➔ Employee data from ADP iHCM needed to flow into their cloud-based data storage platform, Snowflake, for effective data management and reporting purposes.

"Flexspring's integration services automatically filters out unnecessary entries before they reach payroll. It means we avoid producing extra forms, reduce administrative overhead and save time. The result is greater efficiency and confidence that payroll is always accurate. It's made a considerable difference for us."

— Head of Data & Insight

## QUICK FACTS

**Company:** Leading UK-based in-home care provider  
**Industry:** Professional services  
**Employees:** 1500  
**Headquarters:** United Kingdom  
**ADP Products:** ADP® iHCM and ADP® Marketplace



### Seamless integration

Partnering with ADP and Flexspring has allowed the team to have a custom integration built for SelectHR and iHCM, effectively connecting the two platforms and allowing the data to flow seamlessly from one to the other.



### Automation

Custom integration means that employee data changes made in SelectHR reflect instantaneously in ADP iHCM. This automation minimizes risks associated with inaccuracies and keeps payroll operations smooth.



### Real-time insights

Data synchronization from ADP iHCM to Snowflake has been simplified through custom integrations built by Flexspring, allowing for the automatic extraction of updated payroll data. Transparent data flow ensures decision-makers have access to the latest insights necessary for effective organizational planning.

**Implementing Flexspring's tailored interface between ADP iHCM and their other HR software has allowed the team to spend less time and effort on error correction and manual updates, and more time on strategic, higher-value initiatives that drive the organization forward.**



## TRANSITION AND INTEGRATION SET UP

The transition to ADP's iHCM software, and implementation of custom API setups through Flexspring with other third-party software platforms, couldn't have happened at a more pivotal time for the organization.

Despite the complexity of going live during a time when 80% of salaried employees were receiving year-end pay increases, the project stayed on track, resulting in integrations that were built, tested and in place for an on-time and seamless software transition. This transition required teamwork across the ADP, Flexspring and third-party teams to ensure all integrations were working correctly before go-live and no data was lost in the switch.

## INTEGRATION CAPABILITIES

With smarter integrations across all platforms, data is filtered before it's brought into ADP iHCM, safeguarding what's processed through. Now, only employees who officially join the organization are processed, ensuring payroll runs with clean, accurate files for every single pay cycle. This allows the team to spend less time combing through data records to make corrections and more time on higher-value tasks.

"I wanted tight control over who could update, delete or view data in our warehouse. Once the integration was built, we've not had a single issue, which is fantastic."

— Head of Data & Insight



## KEEPING CLEAN DATA

Since the organization relies on their data so much, it was critical for them to know that decision-makers always have access to up-to-date insights. This requires fresh data to flow from ADP into Snowflake, their cloud-based data storage platform, and also requires assurances that only the right people have permissions to update, edit, remove or view data within their data warehouse.

## PEACE OF MIND AND CONTINUED GROWTH

With the custom integrations by Flexspring allowing data to flow seamlessly from their HR platform and data warehouse into their ADP payroll platform, the team has gained peace of mind knowing their data is not just safe, it's available, up-to-date and accurate. Leaders can make data-informed decisions, helping set them up to reach their future growth goals.



Thanks to teamwork and communication between the Flexspring and ADP teams, building and implementing custom integrations stayed on track and integrations were able to go-live on time and without delay!



Centralizing data and ensuring its cleanliness has empowered the leaders at this organization to make informed decisions quickly, enhancing overall operational efficiency and setting them up for future growth and success.

## About Flexspring

Flexspring, an ADP Marketplace partner, focuses exclusively on HR data integration. Companies that want to save time and money by streamlining HR processes to avoid manual double-data entry between HR apps choose Flexspring's solutions. For any HR data integration challenge, talk with the experts at Flexspring, where the moto is, "Everything connects."

## About ADP Marketplace

In the world of HR, it's critical to ensure data runs smoothly. Trying to manage data from multiple HR systems can be time-consuming and costly. With solutions from ADP Marketplace, a digital HR storefront, you can quickly and easily connect and share employee data between ADP and other HR solutions. Choose from easy-to-use solutions that connect to your ADP platform or access ADP APIs to build custom integrations.



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Everything connects