



Automated Provisioning for Improved Employee Lifecycle Management

ADP is the world's largest Human Resources (HR) organization offering to clients not just payroll processing but innovative Human Capital Management (HCM) solutions, integrated technology and advanced data analytics. One in six people are paid by ADP in the US and one in ten are paid by ADP globally. Many of these payroll clients are now implementing the entire HCM suite. Through the partnership between ADP and RES Software, ADP can now offer its clients Automated Employee IT Provisioning; a huge differentiator for ADP in any organization as it allows HR to take control of a task that they have traditionally been dependent on IT to perform. Now HR can deliver a better employee experience when it comes to equipping them with the tools they need to be productive, especially advantageous in recruiting and retaining talent for the organization.

Completing Onboarding and Offboarding with Automated IT Provisioning and De-Provisioning

ADP employee onboarding solutions provide a smooth and informative ramp-up. They simplify and streamline the paperwork completion process that often stalls employee momentum. ADP systems contain critical information about a person's identity, roles, and responsibilities. A natural extension for customers is to add integration and orchestration capabilities to automate the delivery and removal of IT and business services and manage access to resources based on updates to the information residing in ADP.

Traditionally, Human Capital Management systems notify the IT organization of a new employee hire through an email or in some cases manually that email identifies the roles and responsibilities of the new hire. IT then determines the digital desktop requirements and role appropriate applications that will need to be provisioned. Next, they open a Service Ticket for the provisioning to be completed. Both the Digital Desktop and the appropriate applications are required for an employee to perform their job, therefore, any delay costs the organization real dollars in lost productivity but also frustration of a new employee not able to have immediate access to what they need to do their jobs. This same process is used whenever an employee changes roles, responsibilities, and locations or when their employment is ended.

Through the integration with Ivanti, this manual process is completely automated. Ivanti synchronizes with the ADP employee system of record and is aware of all employee new hires, role changes, and terminations. At the same time, Ivanti also understands the appropriate role-based Digital Desktop and applications. Ivanti then leverages this information to provide faster access to a digital workspace that is more personal, and tailored to their role, device type, location and more. Combining powerful automation with self-service not only gets new workers what they need to be productive on day one, but supports the ongoing needs of the worker as they change within the organization. Every part of the business benefits when people can be quickly connected to the digital resources they need—even as roles, responsibilities and resources constantly change over time. And because access to resources is granted or revoked based on current information about the workers from ADP systems, organizations know they are reducing vulnerabilities.

Enforcement of Security Policies

Having policies defined is important, but it is often challenging to ensure those security policies are being properly and consistently enforced to comply with governance or compliance mandates. Without automation, IT would have to rely on manual, error-prone process that would take up valuable time and resources.

To help with policy enforcement, Ivanti can detect any changes in the ADP system, prompt HR to validate if those changes in an employee's record are correct, then remediate the situation. With RES, approved changes can automatically be applied to all Directory Services or other third-party system, triggering any changes that need to occur. These activities are logged so IT has visibility into all the details, including who in HR initiated and approved them or if remediation took place. That data is all managed within the RES identity warehouse, so IT can also easily pull governance and compliance reports during an audit.

Business Value Checklist

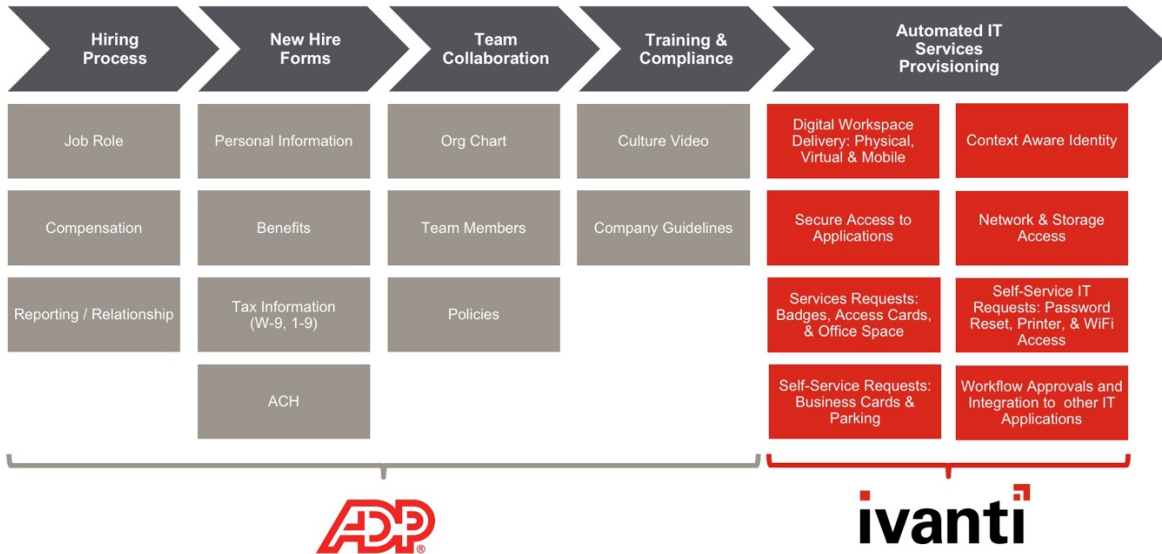
Use ivanti solutions in your ADP deployment to automate and simplify:

- Role-based provisioning & de-provisioning of apps and services
- Re-provisioning due on role change
- Worker self service for ongoing service
- Application approval & installations
- Extending identity to other accounts and services

Ivanti and ADP Solution Integration

The employee lifecycle includes onboarding new hires, managing worker role changes and then fast, secure offboarding. Enhancing the onboarding process means delivering accounts and resources they need based on their identity in a matter of minutes, not days or weeks. Then, when they change roles or leave the organization, adjustments must be made immediately.

ADP + Ivanti = Better Onboarding, Role Changes and Offboarding



Ivanti provides a full integration into the Workforce Now or Vantage API's to enhance the onboarding and offboarding process with automated IT provisioning. With Ivanti monitoring the ADP accounts for new, removed or changed employee status, the employees are presented with the apps and resources they are entitled to when they login to their endpoint. Access is granted based on the employee's role and their context (who, what, when, where, etc.). Then, when workers change roles or leave the organization, accounts, rights and resources are removed, saving the organization money and ensuring compliance.

Ivanti and ADP bring business value

- **HR now has control of the entire employee experience** – allow workers to have access to qualified resources and services immediately; there is no waiting
- **Enables HR to deliver the best “Employee Experience” to attract and retain talent** – the poor experience of an employee if they do not have the resources to be productive immediately affects retention in the War for Talent
- **Facilitates team-centric Organization Structures** – automated provisioning and de-provisioning enables teams quickly and securely come together and disband when projects are complete
- **Employee empowerment** – reduce cost and time to deploy with intuitive self-service portal, giving employees a centralized place to manage their own resources.
- **Improved security and compliance** – enforce policies dynamically based on real-time changes to a worker identity including the immediate de-provisioning of employees when terminated, then easily produce audit reports with all activity details.
- **Tighter access controls** – provide a dynamic, personalized workspace experience based on employee context so employees can only access data, no matter where they are (in the office or traveling).
- **Investment optimization** – get more return on your technology investments through powerful integration and automation capabilities.

Key Benefits for Business and IT

The Ivanti + ADP partnership

Ivanti recently joined the ADP Marketplace to provide enhanced automation and access management capabilities, so customers get more return on their technology investment.



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