



# Workday Cloud Connect for Benefits

Workday Cloud Connect for Benefits provides a catalog of prebuilt integrations to benefits providers, giving HR organizations the ability to evaluate, select, and offer the most appropriate plans for their workforce. With Cloud Connect for Benefits, HR organizations avoid the costs and headaches of building and maintaining custom integrations with benefits providers.

## Eliminate the Integration Hassle

A competitive benefits package is an increasingly important element of attracting, motivating, and retaining employees. Modifying benefits plans and providers is a natural part of the business cycle, but along with these modifications comes the burden of building and maintaining costly custom integrations to benefits providers. Cloud Connect for Benefits eliminates this burden.

- **Simple Setup:** Choose from an existing list of benefits providers without having to deal with the providers' technical specifications. Templates within Workday Cloud Connect for Benefits are delivered with the majority of the configuration already established. Customers only need to add their specific configurations to the template, ultimately reducing time and resources associated with maintaining vendor data.
- **No Maintenance Required:** When benefits providers change their specifications, Cloud Connect for Benefits updates the integration with no additional IT investment required from the customer.\*
- **Efficient for IT:** Cloud Connect for Benefits delivers the integrations, allowing IT resources to focus on more-strategic activities as opposed to building and maintaining complex integrations.

## Key Benefits

- Select from a wide range of prebuilt integrations across all benefits options:
  - > Medical, Dental, and Vision
  - > Flexible Spending Accounts
  - > Retirement Savings Plans
  - > Life Insurance and AD&D
  - > Health Savings Accounts
  - > COBRA Administrators
- Eliminate the burden of building and maintaining custom integrations on your own.
- Track employee data changes in Workday HCM; update benefits providers automatically.
- Leverage role-based security permissions for configuring, running, and viewing integrations from Workday HCM.
- Transmit all data securely in encrypted form or via secure FTP.
- Supports standards and protocols, including HIPAA 834.
- Handle and seamlessly apply integration updates.

Map Provider	Map	Description	Default Value	Map Values			Exception(s)
				Internal Value	External Value		
WBN - HIPAA 834 Health Insurance (V2)	Enrollment Relationship	Maps Tenanted Related Persons Relationship to HIPAA 834 Individual Relationship Code for Loop: 2000, Segment: INS, Element: INS02		Child		19	
				Domestic Partner		53	
				Parent		03	
				Spouse		01	
Position Time Type		Maps Workday Position Time Type to HIPAA 834 Employment Status Code for Loop: 2000, Segment: INS, Element: INS08. NOTE: RT does not need to be mapped; it is automatically mapped for employees classified as a retiree in Workday.	FT	Full time		FT	
				Part time		PT	
Member Level Date Configuration		Map to configure which dates and date qualifiers are sent on Member Level Dates - Loop 2000, Segment: DTP. Internal values are field names from the Workday enrollment canonical schema. External values are valid date qualifiers for member level dates. Example: Internal Value: TerminationDate, External Value: -357. For file creation date, use the Internal Value: FileCreationDate.					
Gender		Maps Tenanted Gender values to HIPAA 834 Gender Code for Loop 2100A, Segment: DMG, Element: DMG03		Female		F	
				Male		M	
				Not Declared		U	
Marital Status		Maps Tenanted Marital Status values to HIPAA 834 Marital Status Code for Loop 2100A, Segment: DMG, Element: DMG04		Divorced (United States of America)		D	

Integration maps clearly articulate where data in Workday will map to vendor systems.

## Automatic Updates

It's a given that employees will experience life changes—such as a marriage, the birth of a child, or a change of address—that require updates to the employee's benefits providers.

- **Scheduled Updates:** Cloud Connect for Benefits greatly simplifies data updates to the vendor by allowing benefits administrators to schedule the sending of files, and/or set up ad hoc data transfers. Setting up the schedule is simple and, once set, integrations run automatically.
- **Secure Data:** The data transmitted to providers is always secure—from the time it's generated to the time it's transmitted in encrypted form or via secure FTP. There is no manual intervention in the process that compromises security.
- **Built-in Compliance:** Cloud Connect for Benefits supports the HIPAA-compliant 834 standard in addition to vendor-supplied proprietary formats.

## Full Range of Benefits Providers

By providing integrations to a broad spectrum of providers, Cloud Connect for Benefits gives administrators the confidence that all required provider integrations are addressed.

- **Expanding Network:** Workday is constantly adding providers to the benefits network—there are currently more than 200.
- **Customer-Driven:** Integrations to providers—and the addition of new integrations—are driven by customer requirements.
- **Responsive Team:** Workday works closely with customers and vendors to understand the requirements for provider integrations. When changes occur, the Workday team incorporates the changes without disrupting customer operations.\*

## Leverage the Investment in Workday Human Capital Management

Built as a part of the Workday Human Capital Management application, Cloud Connect for Benefits uses the same core data as Workday HCM—worker information, benefits data and plans, and provider information—to streamline the process of administering benefits plans.

- **Use Data from Workday HCM:** Benefits information such as open enrollment, new-employee onboarding, terminations, or life events are automatically fed through Cloud Connect for Benefits.
- **A Consistent User Experience:** With Workday HCM and Cloud Connect for Benefits, administrators can now manage open enrollment, ongoing changes to plans, and integrations to providers—all in one system.
- **Shared Foundation:** Because Cloud Connect for Benefits shares the same foundation as Workday HCM, you can manage a single set of role-based security permissions, workflow, approvals, rules, and routings with Workday HCM, thereby eliminating data redundancy and duplicate data entry.

\*Additional configuration by the business user may be required.



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