



For Migrating Clients

DISAScreen + UKG Ready integrations require the following steps to complete the configuration within the application. Please note that these updates are specific and detailed – pay close attention to the provided Tips. DISA will need details from the set up to complete the integration connection – [CLICK HERE](#) for details on what we need to receive and how to submit it.

1. OAuth Profile Setup
2. New Company Set Up (aka Connecting an Additional OAuth Application)
3. Create Custom Hiring Stages
4. Create Custom Fields
5. Update Job Requisition with Package Details
6. Update Job Requisition with Mapped Locations (optional)

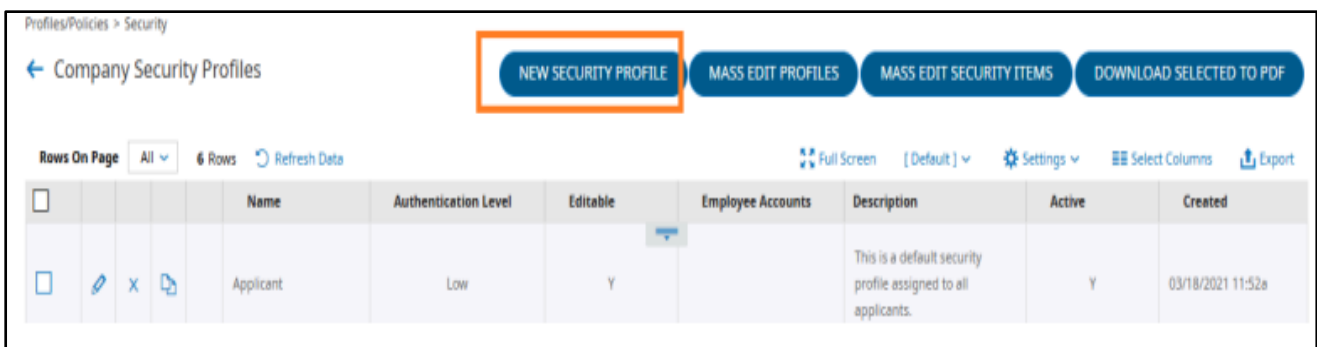
NOTE – You will not be able to edit the configurations for your existing UKG Ready Integration. You will need to follow Step 2 in this guide.

STEP 1: OAuth Profile Setup

1. Login **UKG Ready**. On the home page, in the search box search for **Security**. Select **Security (Profile/Policies)** from the **Menu**.



2. Click on **NEW SECURITY PROFILE** button.



3. Fill in the details and check the options as shown below in the sample for your account to limit the API access to only limited (required) API services. Not all setting will be required.

Security Profiles

Admin > Profiles/Policies > Security

Security Profile				
Company	DISA			
Security Profile	DISA_SecurityProfile			
First Screen	Dashboard			
Max Inactive Time (sec)	1800			
Display Timeout Warning	Yes			
Authentication Level	High			
Global - Company Setup				
Cost Centers Configuration	View	Edit	Add	Delete
HR Settings	Yes	Yes	Yes	Yes
Lists Definitions	Yes	Yes	Yes	Yes
Global - Global Setup				
Cost Center Definitions	View	Edit	Add	Delete
Cost Center Trees	Yes	Yes	Yes	Yes
Jobs	Yes	Yes	Yes	Yes
OAuth Applications	Yes	Yes	Yes	Yes
Global - Look & Feel				
System				
Global - Object Lists				
Cost Centers	View	Edit	Add	Delete
Jobs	Yes	Yes	Yes	Yes
Security Profiles	Yes	Yes	Yes	Yes
Global - System				
Data Export Settings				
Report Settings				
TLM - Time Off Documents				
Permission	Add	Delete		

TLM - Punch Documents			
Permission	Add	Delete	
TLM - Counter Distribution Request Configuration			
Permission	Add	Delete	
Payroll - Global Setup			
Report Codes	View	Edit	Add Delete
Yes	Yes	Yes	Yes
Payroll - Tax Edit Option			
Permission			
HR - Compensation Management			
Permission	Add	Delete	
HR - Employee Inventory Items			
No Inventory Profiles Defined			
HR - Employee Management			
Employee Information (My Team)	View		
Account/Personal Information (Manager Access)	View		
Cost Centers	View/Edit		
Employee Contacts	View		
Extra Fields	View		
HR Custom Values	View		
Jobs	View/Edit		
Profiles	View		
Workflow Questionnaires	View	Yes	
HR - Employee Related Functions			
Change Password			
Clear Employees Auth App Registration	(All Company Employees)		
Unlock Employee Account			

General Settings: Security Profiles (2 of 3)

HR - HR Tables				
Custom Fields	View	Edit	Add	Delete
HR Action	Yes	Yes	Yes	Yes
HR - Leave of Absence Request Documents				
Permission	Add	Delete		
HR - Manager Assigned Custom Form Items				
No Custom Forms Defined				
HR - Manager Initiated HR Actions				
No HR Actions Defined				
HR - Position Management				
Company Settings	Permission	Add	Delete	
	View/Edit			
HR - Rates				
Permission	Add	Delete		
HR - Recruitment				
All Forms Report	Permission	Add	Delete	
Applicant Groups	View			
Applicant Profile Configuration	View			
Applicants	View/Edit	(See All Applicants)		
Configuration	View/Edit			
Hiring Stages Configuration	View/Edit	Yes	Yes	
Job Application Statuses	View/Edit	Yes	Yes	
Job Applications	View/Edit	Yes	(See All Job Applications)	
Job Requisition Custom Fields Definitions	View/Edit	(Mass Edit)		
Job Requisition Custom Values	View/Edit			
Job Requisition Hiring Stages	View/Edit			
Job Requisition Workflow	View/Edit			
Job Requisitions	View/Edit	Yes	Yes	
		(See All Job Requisitions)		
		(Close/Re-Open Job Requisitions)		
		(Edit Submitted/Approved)		
Use Job Board	View/Edit			
HR - Succession Planning				
Permission	Add	Delete		

Modules - Imports				
Applicants				
Demographic Custom Fields	View			
Employee Country Specific Fields	View			
Employee	View			
HR Custom Fields	View			
Modules - REST API Resources				
Applicants	View	Edit	Add	Delete
Job Application	Yes	Yes	(See All Applicants)	
OAuth Applications	Yes	Yes	Yes	Yes
Reports - Reports				
Custom Filter				
Export Reports	(CSV/Txt)			
Print Reports				
Report Sharing User Selection				
Reports - Employee Information Reports				
All Forms				
All HR Action Requests				
Employee Information (Labels)				
Employee Information (Printing)				
Reports - System Reports				
Custom Report Settings				
Employee Self Service - Employee Access				
Employee Contacts	Permission	Add	Delete	
Extra Fields	View			
Views	View			
Employee Self Service - Employee Assigned Custom Form Items				
No Custom Forms Defined				
Employee Self Service - Employee Initiated HR Actions				
No HR Actions Defined				
Employee Self Service - Employee Inventory Items				
No Inventory Profiles Defined				

General Settings: Security Profiles (3 of 3)

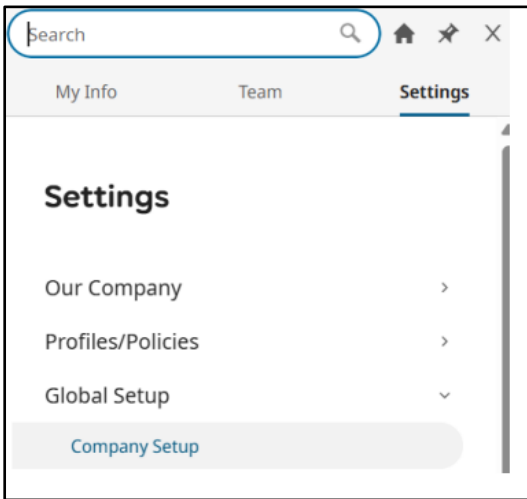
Employee Self Service - Menu			
Show Favorites in Main Menu			
Solutions Exchange - Links			
Applicant - Applicant			
Demographics	Permission	Add	Delete
Demographics Custom Values	View		
	View		
Applicant - My Custom Form Items			
No Custom Forms Defined			
Dashboards - Module Dashboards			
HR			
Recruitment			
Dashboards - Personal Settings			
My Information Preferences			

[CLICK HERE](#) to view the Security Profiles in More Detail.

STEP 2: New Company Set Up - Connecting an Additional OAuth Application

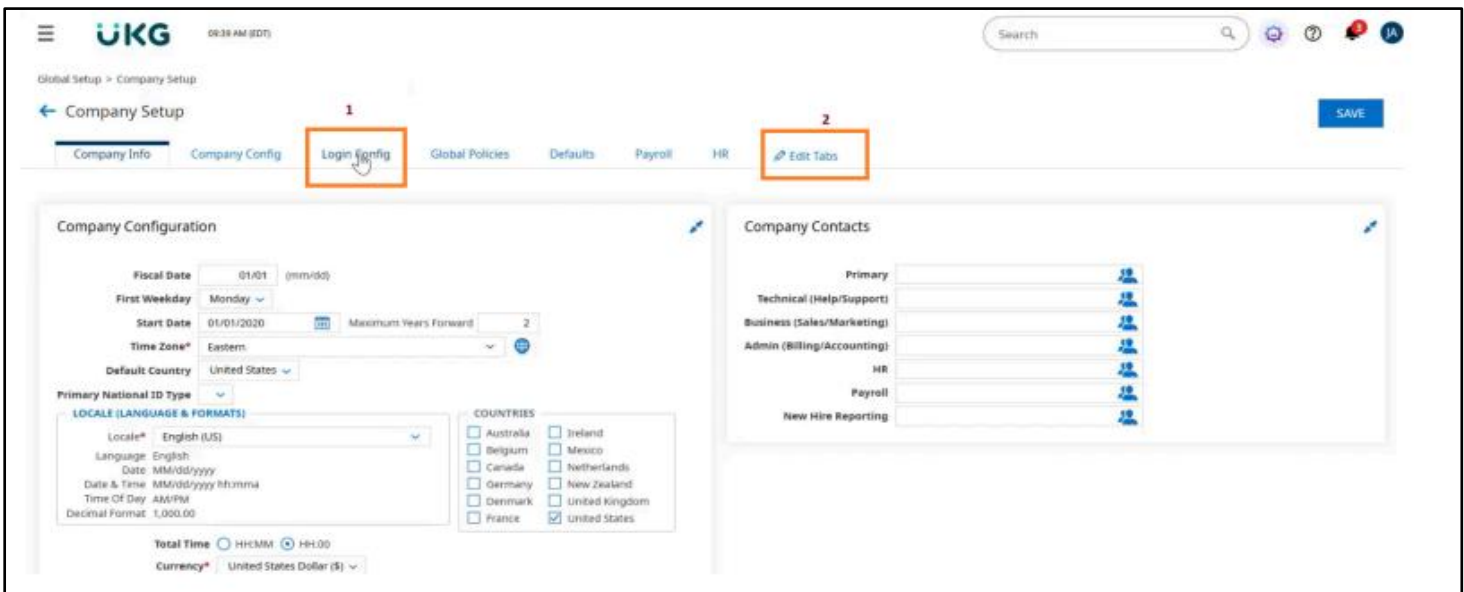
1. Login to UKG Ready. Click on the **Settings** tab, Under **Global Setup**, select **Company Setup**.



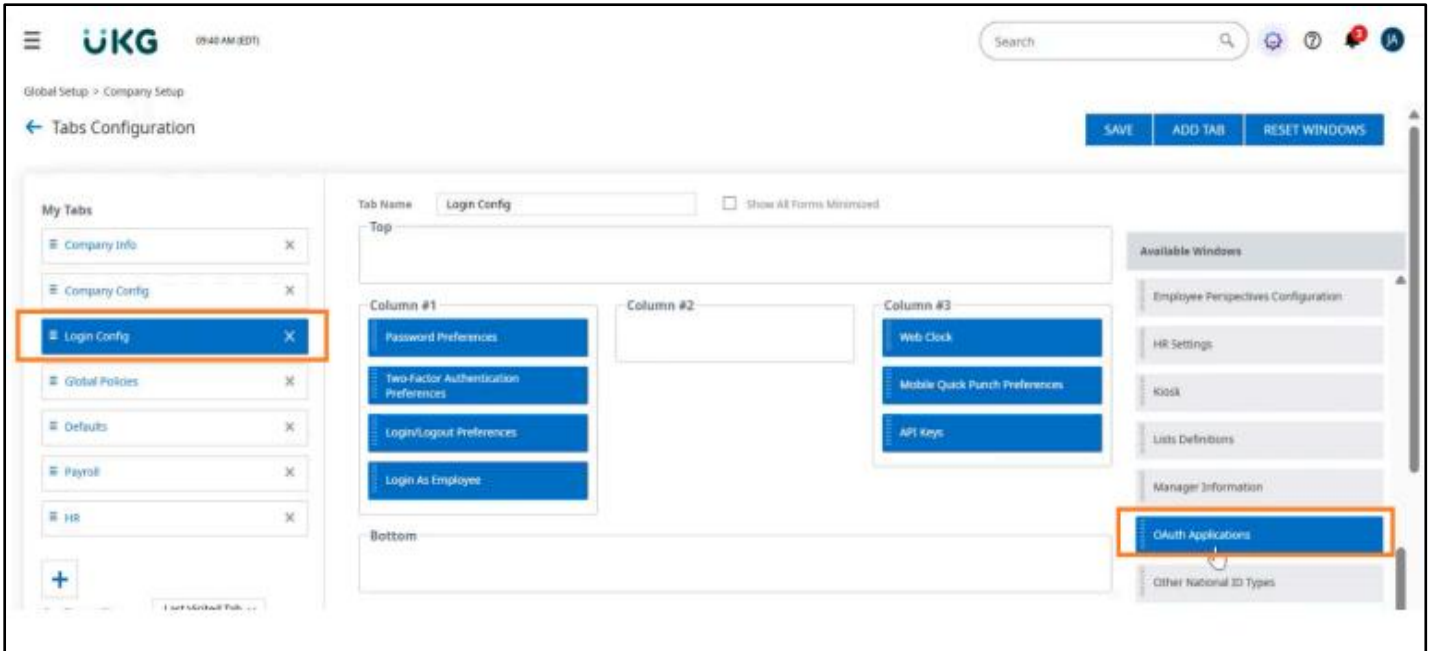


2. Click on **Login Config**.

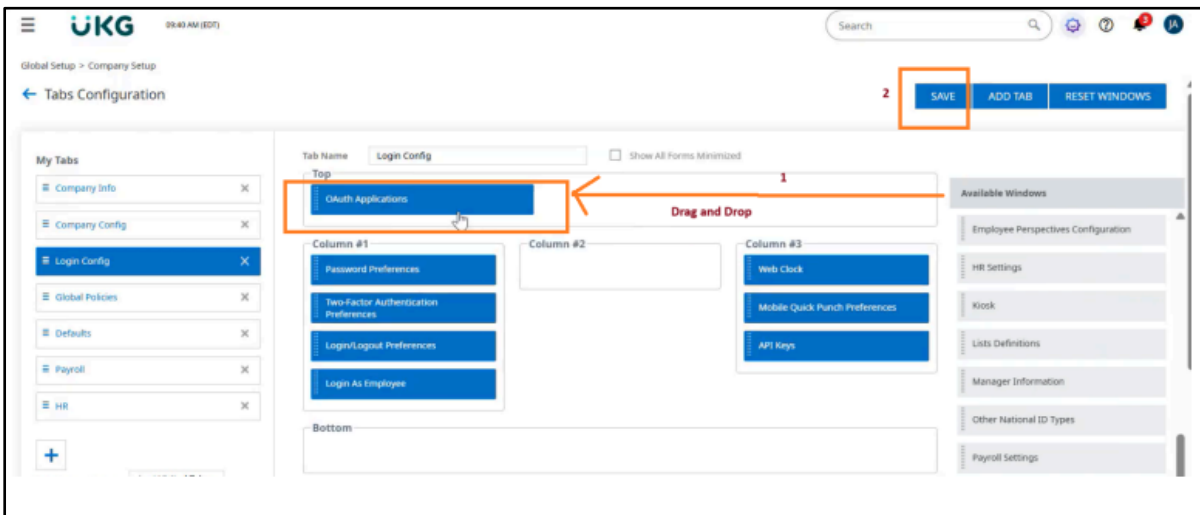
TIP: Sometimes expected options (OAuth Applications) are not always visible as available options within Login Config window. This can vary slightly from customer to customer. If it is not visible, Click on Edit tabs option to add it.



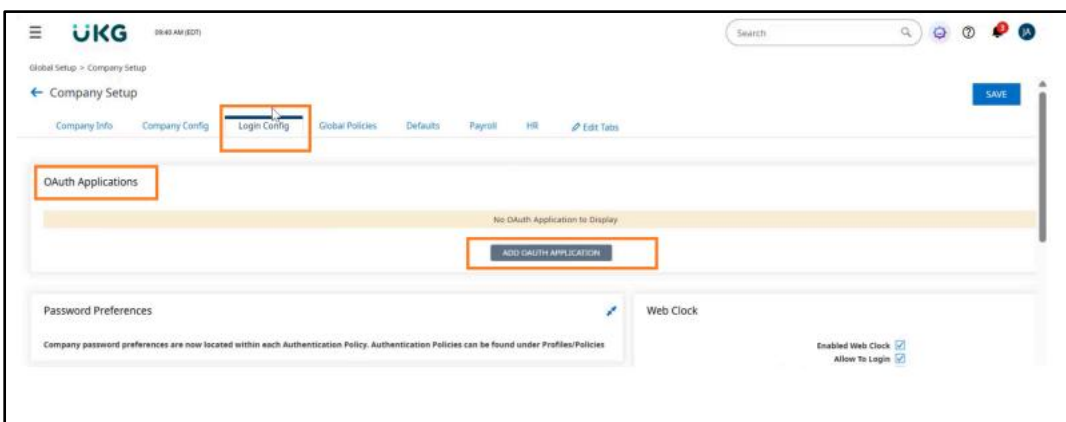
3. Within the **Edit Tabs** window, make sure **Login Config** option within **My Tabs** section to the left is highlighted and within Available Windows section, scroll down until you find OAuth Applications.



4. Drag and Drop **OAuth Application** from the Available Windows on the right over to **Top** and Click **Save**.



5. Go back to the Login Config tab, and you should see **OAuth Applications** window.



6. Add the below OAuth configurations and click **Save**.

Add OAuth Application

Name* DISA-OAuth **Provide a meaningful name**

Application Type* Machine to Machine **DEFAULT option keep it as is**

Client Id* b940727d-047f-443c-a750-3fce80e9a7c9 **Auto generated**

Secret* xM7l_ulgb5ZxYnfNwM7CfzS1m **GENERATE SECRET** **Click on GENERATE SECRET to get value. NOTE: On clicking again it will override existing value (if any)**

Security Profile* Company Administrator

ACCOUNT ACCESS

Account Groups* 1 selected

When selected it means integration can select all users on the Sandbox

As its a Dev instance so Admin Security profile is selected, but for Prod, a separate Security Profile will be created which would have access to only necessary endpoints

Close Save

- TIP:**
- For the integration to function smoothly, please keep the Name of the OAuth same as what is in the above screenshot (DISA-OAuth).
 - The generated secret will not remain visible. We suggest making a copy/paste of this value to save and send to DISA.







7. Within the **Login Config** window, you should now see the newly created OAuth configuration. Click **Save**.

Global Setup > Company Setup

← Company Setup SAVE

Company Info Company Config **Login Config** Global Policies Defaults Payroll HR Edit Tabs

OAuth Applications

	NAME	APPLICATION TYPE	CLIENT ID
 	DISA-OAuth	Machine to Machine	b940727d-047f-443c-a750-3fce80e9a7c9
 	DISA-OAuth	Machine to Machine	0fe1e216-5d45-4629-bbcc-19c235145729
 	DISA-OAuth_custom1	Machine to Machine	88c9c9d0-d942-49a4-8472-fe7a01ac99e0

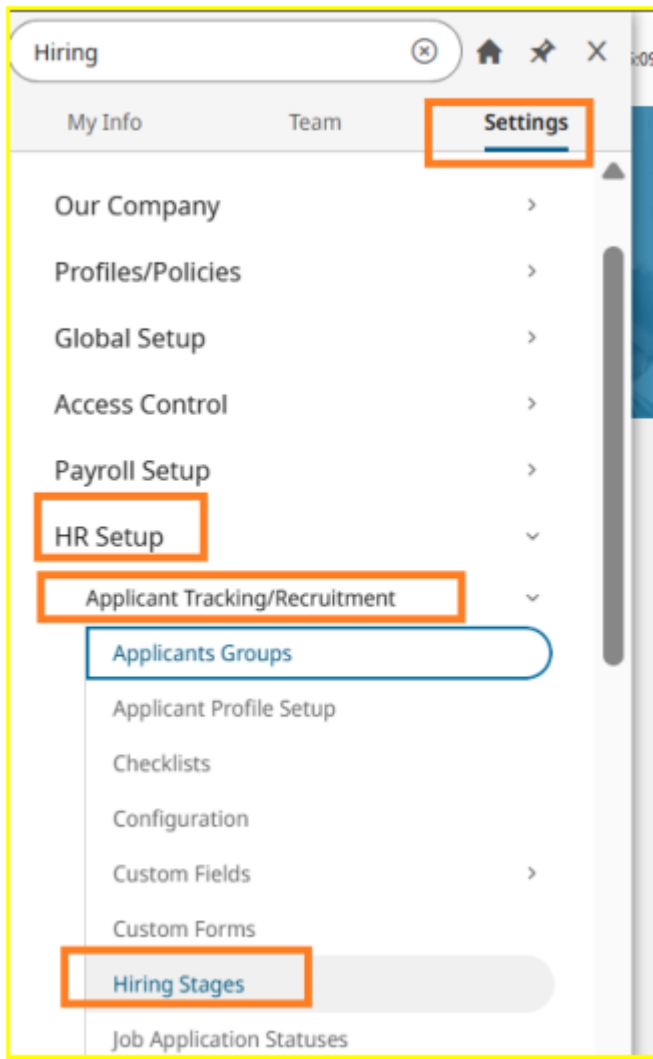
ADD OAUTH APPLICATION

STEP 3: Create Custom Hiring Stages

1. Navigate to the Home Page and click on the **“Menu”**.



- In the menu, Select the “Settings” >> “HR Setup” tab. Click on “Applicant Tracking/Recruitment” and then “Hiring Stages”.



- Click on **Add New** >> Add 1st custom hiring stage, with the name “Perform Background Checks” and click **Save**.
- Add 2nd custom hiring stage, with the name “Background Check Requested” and click **Save**.
- Add 3rd custom hiring stage, with the name “Background Check Failed” and click **Save**.
- Add 4th custom hiring stage, with the name “Background Check Completed” and click **Save**.
- You should now see the 4 new custom Hiring Stages.

HR Setup > Applicant Tracking/Recruitment > Hiring Stages

← Hiring Stages

Rows On Page: 20 | 14 Rows

Sort Order	Stage Name	Stage Name (As Shown To Applicants)
0	testcustomstage1	testcustomstage1
1	Resume Received	
2	Screen Candidate	
3	Interview Candidate	
4	Candidate Not A Fit	
5	Extend Offer	
6	Offer Declined	
7	Offer Accepted	
8	Perform Background Checks	
9	Background Check Requested	Background Check Requested
10	Background Check Failed	Background Check Failed
11	Background Check Completed	Background Check Completed
12	Onboarding	
13	Hired	

TIP: Sort Order may vary depending on what other stages are in your instance. However, it is important that these 4 stages are in the shown sequence.

TIP: These new Hiring Stages will not retroactively update to applicants tied to Job Requisitions that existed prior to the new stages. You will need to create NEW Job Requisitions to leverage the new Hiring Stages used by the DISAScreen integration.

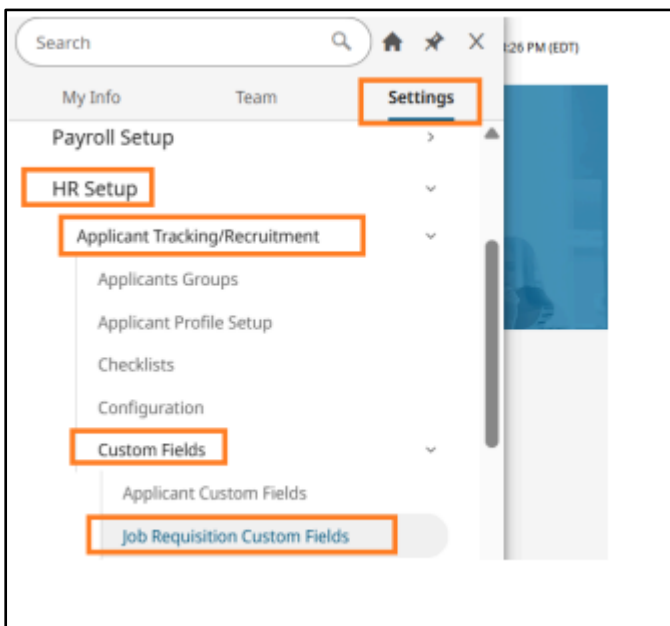
STEP 4: Create Custom Field

Job Requisition Level Fields

1. Navigate to the Home Page and click on the “**Menu**”.



2. In the menu, Select the “**Settings**” tab and then click “**HR Setup**”. Under the “**HR Setup**” section, click on “**Applicant Tracking/Recruitment**” > **Custom Fields** > **Job Requisition Custom Fields**.

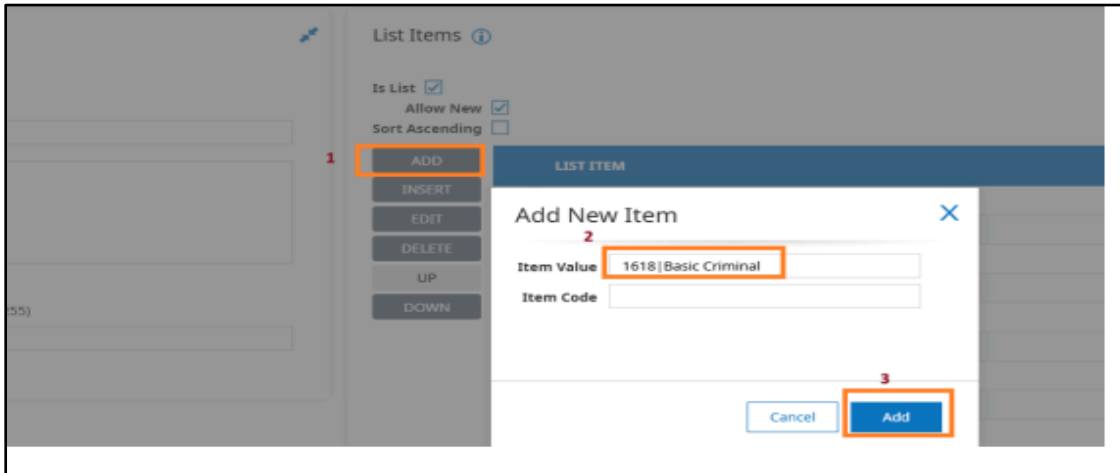


3. On the “**Job Requisition Custom Fields**” page, click “**Add New Field**”.

Custom field 1:

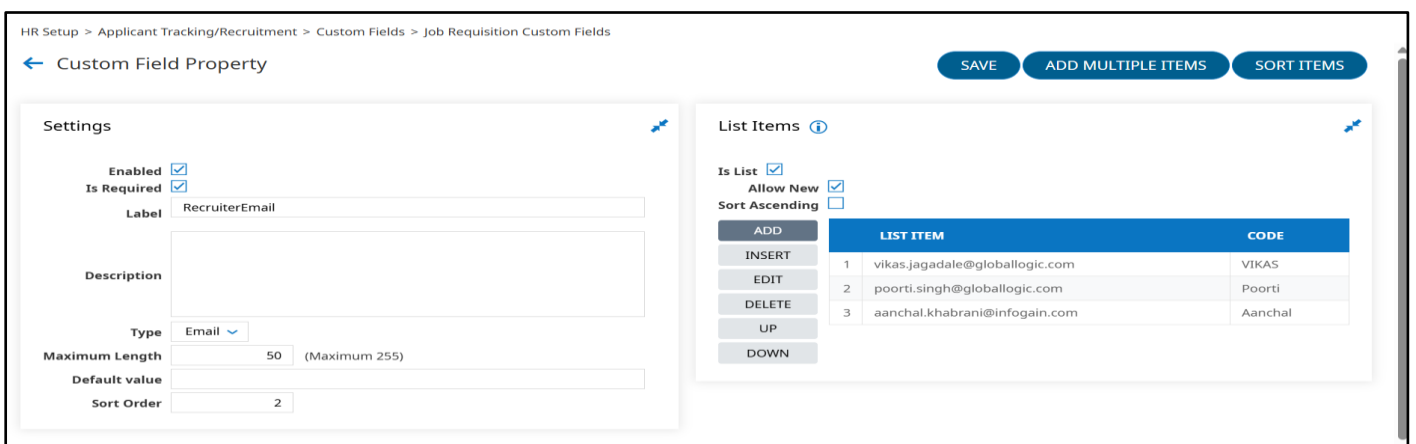
- Enter the field name (Label) as **PackageDetails** (**TIP:** There is not a space between the words; please add as listed)
- Make sure to check the **Enabled & Required** option
- Change the “**Maximum Length**” field from 10 to 100 to ensure the entire **PackageDetails** are stored.
- If not already set, ensure Sort Order is 1.
- Within List Items Section, Check “**is List**” & “**Allow New**”
- Click on **Add** button, and in the Item Value enter the Package Details

- Packages Format within the Item Value Should be **PACKAGE ID|Package Name** i.e. Package ID and package names are separated by the | symbol.
- **For Example:** If the Package ID = 1618 and the Package Name = Basic Criminal then the Item Value would be entered as “1618|Basic Criminal”.
- **TIP:** Please make sure there are no spaces between the package ID number, pipe sign and the start of the package name
- Repeat to add all the required packages and click **Save**.



Custom Field2:

- Set Label as **RecruiterEmail**. (**TIP:** There is not a space between the words; please add as listed)
- Make sure to check the Enabled & Required option.
- Change the “Maximum Length” field from 10 to 50 to ensure the entire email is stored.
- If not already set, ensure Sort Order is 2.
- Within List Items Section, Check “is List” & “Allow New”
- Click on Add button, and in the Item Value enter the **RecruiterEmail**.
- **TIP:** For the integration to function properly it is expected to add at least 1 recruiter email.

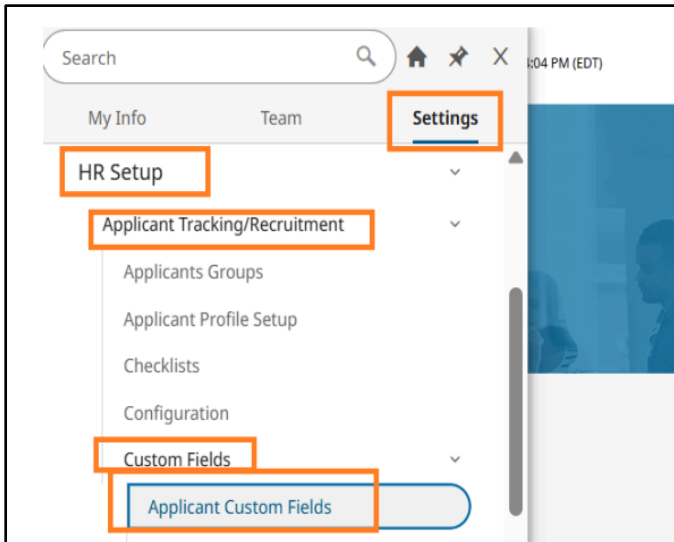


Applicant Level Fields

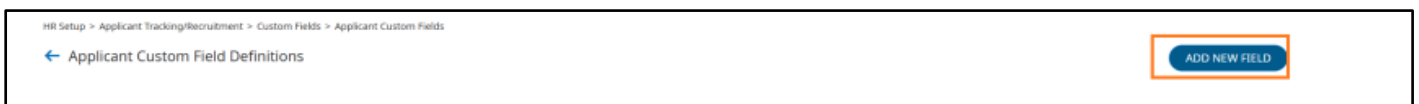
1. Navigate to the Home Page and click on the “Menu”.



2. In the menu, Select the “Settings” tab and then click “HR Setup”. Under the “HR Setup” section, click on “Applicant Tracking/Recruitment” > Custom Fields > Applicant Custom Fields.



3. On the “Applicant Custom Fields” page, click “Add New Field”.



Custom Field 1:

- Set Label as **Applicant_Order_RESULT**.
- Make sure to check the Enabled option.
- Do not check the Required option.
- Applicant Profile Tab is “Don’t Display to Applicant”.
- Type is **Character**.
- If not already set, ensure Sort Order is 1.
- Click **Save**.

HR Setup > Applicant Tracking/Recruitment > Custom Fields > Applicant Custom Fields

← Custom Field Property SAVE ADD MULTIPLE ITEMS SORT ITEMS

Settings

Enabled Applicant Profile Tab Don't Display To Applicant

Is Required

Include on Quick Apply

Label Applicant_Order_RESULT (Maximum 255)

Label Width 0 Label Height 0

Description

Type Characters

Maximum Length 500 (Maximum 4000)

Default value

Sort Order 1

List Items

Custom Field2:

- Set Label as **Applicant_Order_URL**.
- Make sure to check the **Enabled** option.
- Do not check the Required option.
- Applicant Profile Tab is **“Don’t Display to applicant”**.
- Type is **Link**.
- If not already set, ensure Sort Order is 2.
- Click **Save**.

HR Setup > Applicant Tracking/Recruitment > Custom Fields > Applicant Custom Fields

← Custom Field Property SAVE ADD MULTIPLE ITEMS SORT ITEMS

Enabled Applicant Profile Tab Don't Display To Applicant

Is Required

Include on Quick Apply

Label Applicant_Order_URL (Maximum 255)

Label Width 0 Label Height 0

Description

Type Link

Maximum Length 500 (Maximum 4000)

Default value

Sort Order 2

Email Tag Name APPLICANT_CUSTOM_FIELD_2

List Items

Job Requisition Updates

Due to requirements in UKG, new Job Requisitions will need to be created to leverage the DISA integration with the updated hiring stages and job requisition level details. Step 5 below is required for all accounts while Step 6 is only required if your DISAScreen account is set up with sub-locations or organizations. Most legacy accounts with GHRR did not have sub-locations which means your DISAScreen account has been mirrored with a single location and will not require Step 6; we will notify you specifically if you need to follow this step.

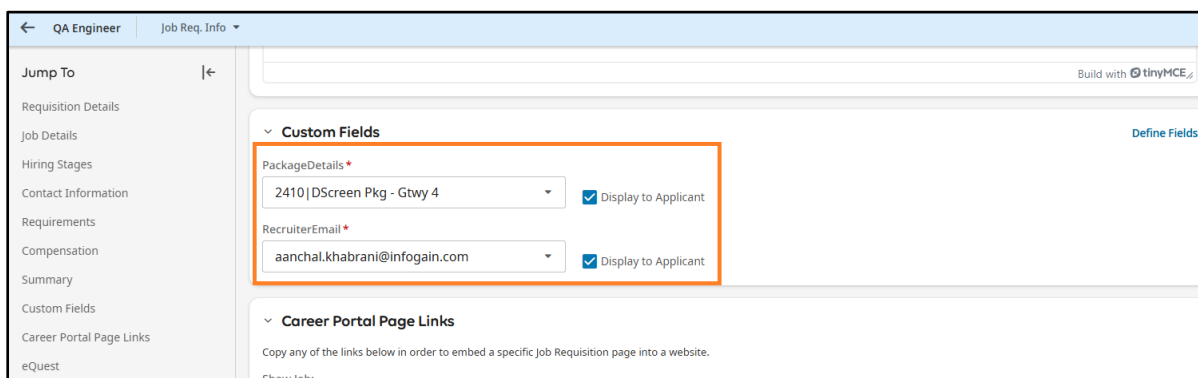
TIP: Job Requisition data is only made visible in the API when the Requisition is Active (and without an end date near expiring) and the Job Type is either External or Internal & External.

STEP 5: Updating Job Requisitions with Package Details

Job requisitions will need to be configured to send the package information required for the specific job and the recruiter (or user) email for order routing into DISAScreen. Navigate to your new job requisition and update accordingly.

TIP: Remember, the email address in the Recruiter email field must match a user on the DISAScreen account for proper order placement.

NOTE: The Display to Applicant box is optional. Uncheck the boxes if you do not want applicants to be able to see the package and recruiter details posted on the Job.



The screenshot shows the 'Job Req. Info' configuration page for a 'QA Engineer' position. The 'Custom Fields' section is highlighted with an orange box and contains two fields:

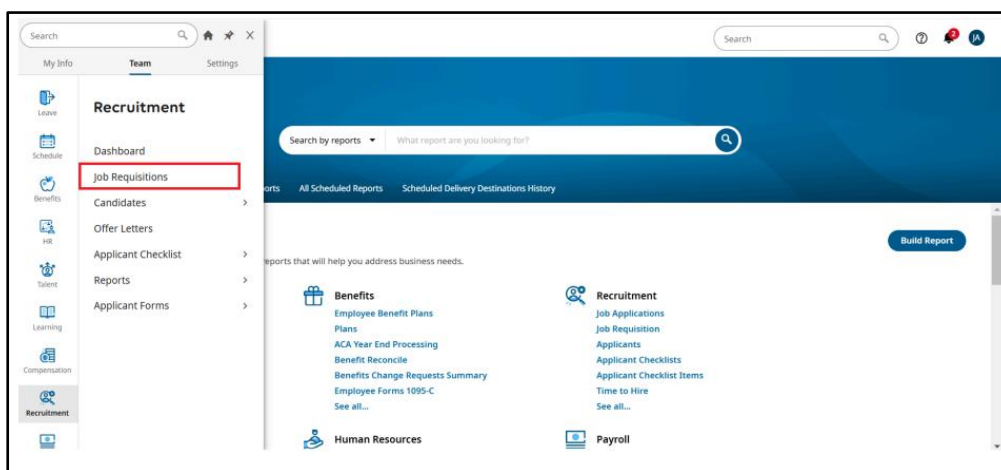
- PackageDetails ***: A dropdown menu with the value '2410 | DScreen Pkg - Gtwy 4' and a checked 'Display to Applicant' checkbox.
- RecruiterEmail ***: A dropdown menu with the value 'aanchal.khabrani@infogain.com' and a checked 'Display to Applicant' checkbox.

Below the custom fields is the 'Career Portal Page Links' section, which includes a note: 'Copy any of the links below in order to embed a specific Job Requisition page into a website.' and a 'Show Job:' link.

STEP 6: Updating Job Requisitions with Mapped Location Details (Optional)

Job requisitions will need to be configured to send Location Identifiers to route orders appropriately when the DISAScreen account is set up with multiple locations/sub-locations. The below steps start with creating a new Job Requisition. To update or map Locations, jump to step 6.

1. Navigate to the Home Page and click on the “Menu”.
2. In the menu, Select the “Team” tab >> “Recruitment” tab.
3. Under the “Recruitment” section, click on “Job Requisitions”.



4. On the “Job Requisitions” page, click “Add New”.



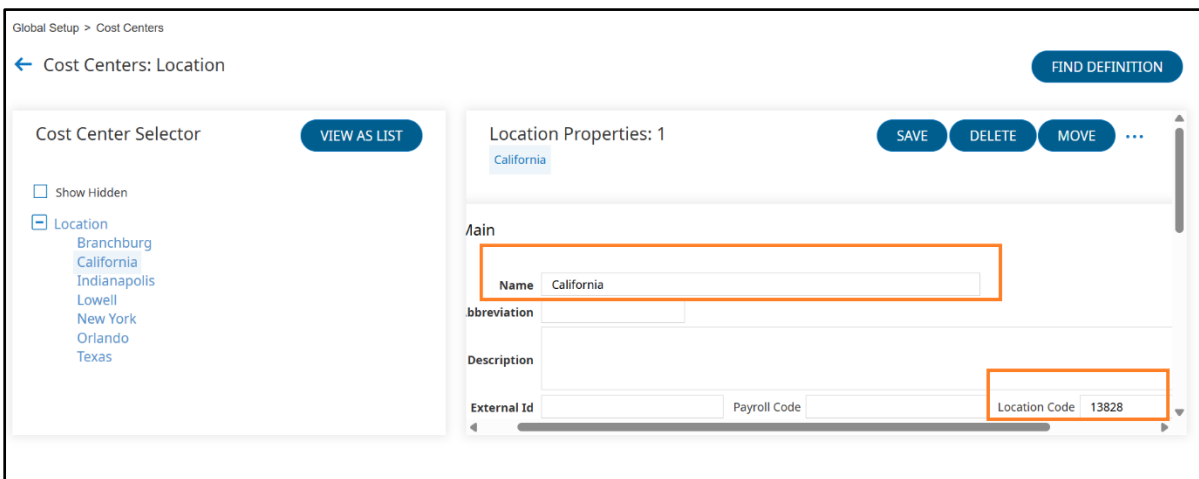
5. A new “**Job Requisition**” page will appear. Enter the details for fields highlighted below and click “**Save**”.

TIP: You can always fill more details as per business requirement, but highlighted fields are minimum requirement for the DISAScreen Integration.

6. **Location Updates & Mapping:** The Job Requisition must tag the location for order routing within DISAScreen. This is managed through Locations mapped within your Cost Centers. Mapped cost centers can be updated with existing cost center nodes (i.e. Location, Department, Division) or with a custom cost center.

- Navigate to Cost Centers through Global Setup >> Company Set up >> Cost Centers. Select the appropriate Cost Center node.
- Add or enter the Location Name (in this case ‘**California**’) and the Location Code (i.e. DISAScreen Org ID - in this case it was entered as **13828**) Click **Save**.
- Continue updating Cost Center values that need to be used for order routing in DISAScreen.

TIP: The location name must match exactly in UKG and DISAScreen. DISAScreen Names and Org ID values will come from your migration project manager.



- Check Cost Center Tree Location: Go to Global Setup >> Company Set up >> Global Policies to view Cost Center Trees. DISA will need the field value within the Tree that corresponds to the mapped field (Location (1), Dept (2) or Division (3), etc.)

UKG 09:29 AM (EDT) Search

Global Setup > Company Setup

Company Setup

Company Info Company Config Login Config Global Policies Defaults Payroll HR Edit Tabs

Cost Center Trees

Field	Used	Label	Tree	SETTINGS	Use for Pay Grade
1	<input checked="" type="checkbox"/>	Location	Tree: Location	SETTINGS	<input type="radio"/>
2	<input checked="" type="checkbox"/>	Department	Tree: Department	SETTINGS	<input type="radio"/>
3	<input checked="" type="checkbox"/>	Division	Tree: Division	SETTINGS	<input type="radio"/>
4	<input type="checkbox"/>	Cost Center 4			<input type="radio"/>
5	<input type="checkbox"/>	Cost Center 5			<input type="radio"/>
6	<input type="checkbox"/>	Cost Center 6			<input type="radio"/>
7	<input type="checkbox"/>	Cost Center 7			<input type="radio"/>
8	<input type="checkbox"/>	Cost Center 8			<input type="radio"/>
9	<input type="checkbox"/>	Cost Center 9			<input type="radio"/>
10	<input checked="" type="checkbox"/>	Jobs (HR)	Tree: Jobs		<input type="radio"/>

Employee Perspectives Configuration

AUTO RUN PROFILES

Run: Weekly On Sunday

AVERAGE CALCULATION

No perspectives exist.

Scheduler Policies

ENABLED SCHEDULE TYPES

Free Flow
 Fixed
 Floating
 Flexitime

- Confirm or update your new Job Requisition(s) with the mapped cost center value(s).

UKG 10:14 AM (EDT) Search

QA Engineer Job Req. Info

Jump To

- Requisition Details
- Job Details
- Hiring Stages
- Contact Information
- Requirements
- Compensation
- Summary
- Custom Fields
- Career Portal Page Links
- eQuest

Job Requisition Template

Job Requisition Workflow

Resume Required

Job Title * QA Engineer Job Requisition ID 17112960 Status Opened Default Position Choose...

Default Job Location California Department Division

Status & Visibility

Visibility Date From mm/dd/yyyy Visibility Date To mm/dd/yyyy