Deltek Costpoint® 8.1

Deltek Costpoint Talent Management Integration Technical Guide

Deltek

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Overview

Welcome to the Deltek Costpoint Talent Management Integration Technical Guide.

This guide provides the data mapping between Costpoint objects and Talent Management objects. The mapping is used in the integration process.

This guide also contains troubleshooting steps for checking issues that may have occurred during the integration.

Integration Overview

The integration between Costpoint and Talent Management utilizes existing and new APIs in the Talent Management.

Within Costpoint the integration is performed in the Transfer Talent Management Data application. This application can be run on demand or scheduled via process server. It handles both export of data to Talent Management, initial load and synchronization, and import of new hires into Costpoint from Talent Management. The diagram below provides a visualization of the interface.
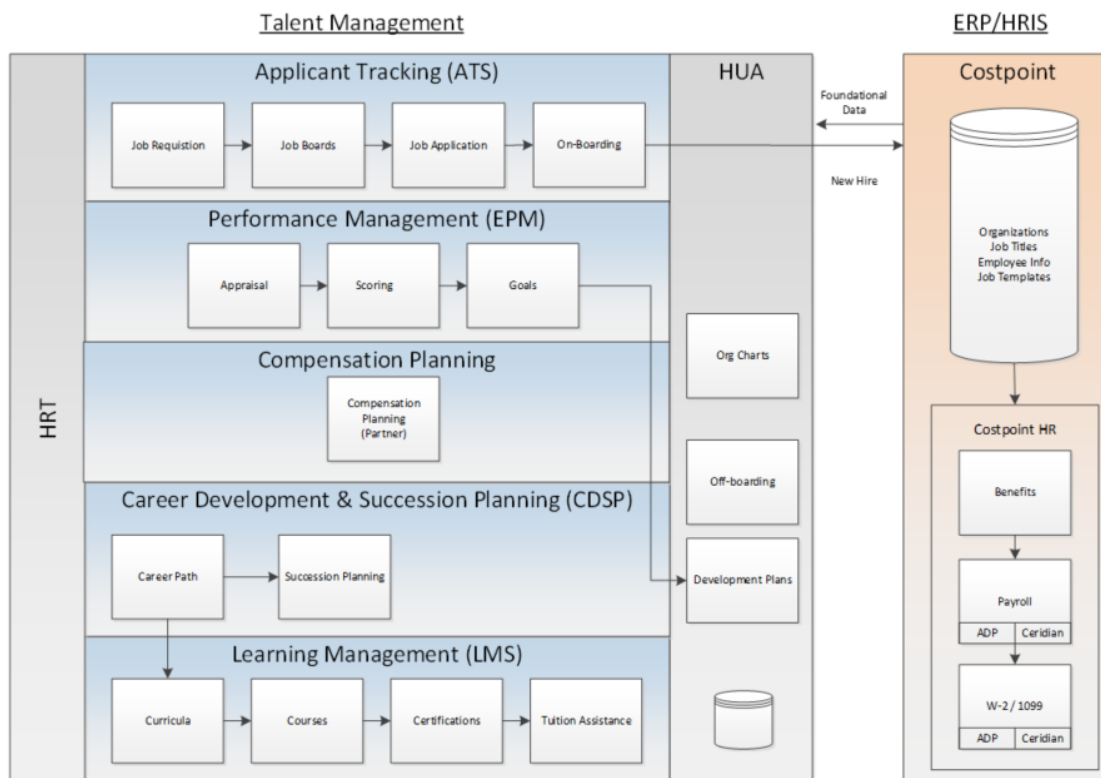
The diagram below depicts integration from a technical implementation perspective.

Costpoint

New App to Invoke Talent Management web services

New App to Invoke Talent Management web services

HTTPS   HTTPS

Data Initialization & Synchronization (Employee, Org, Job Titles, Job Templates, Skills, Project Teams)

Retrieve New

HTTPS   HTTPS

HRIS API   New Hire API

EPM   CDSP   LMS   ATS
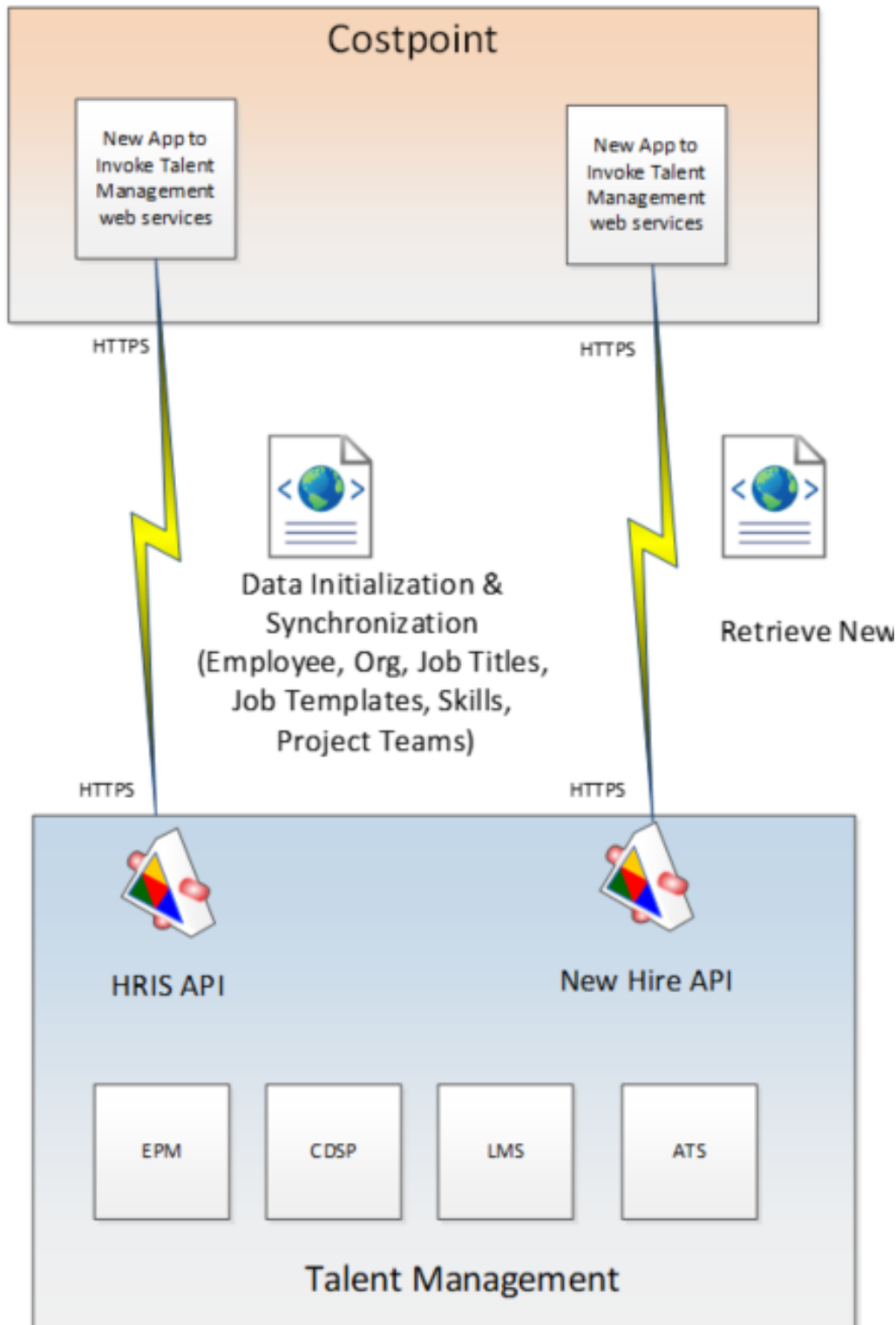
Talent Management

Integration Configuration

In order for Costpoint – Talent Management Integration to work, you must enable Talent Management integration in the Costpoint Configuration Utility and enter the proper connection settings.

Configure the Costpoint - Talent Management Integration Connection Settings

Use the Costpoint Configuration Utility to set up the integration.

To configure the Costpoint - Talent Management Integration connection settings, complete the following steps:

1. Open the Costpoint Configuration Utility.
2. Click the Costpoint tab, and then click the Talent Management tab.
3. Select the **Use Talent Management Integration** check box to allow the integration.
4. In the **Talent Management URL Options** group box, select the option for site of the web service that you will use.

Option	Description
Production	Select this option to set **Talent Management Web Service URL** value to **https://soa.hrsmart.com**.
Development	Select this option to set **Talent Management Web Service URL** value to **https://soadev.hrsmart.com**.
Other	Select this option to enter a custom site in the **Talent Management Web Service URL** field.

5. Enter the Talent Management connection details in the following fields.

Option	Description
Talent Management Web Service URL	If you selected either **Production** or **Development** option in the **Talent Management URL Options** group box, this field is disabled and it displays predefined values based on the option you selected.
	If you selected the **Other** option in the **Talent Management URL Options** group box, enter the Talent Management web service site that you will use for integration. For example, https://costpointsoa.appdev.hua.hrsmart.com. When you enter a custom URL, do not include the path "/API/gateway.php".
Password (Auth Token)	Enter the authentication token provided by Talent Management.

Option	Description
Confirm Password	Enter the authentication token again to confirm the value.
Number of Rows Per Call	Enter the number of records (from 1 to 24999) to be sent per call to the web service.
Connection Timeout	Enter the time in milliseconds for Costpoint to wait for a connection before it timeouts.
Request Timeout	Enter the time in milliseconds for CP to wait for a response once a request has been sent before it will timeout.

6. Click **Test** to check if the connection settings are correct.

7. Restart all WebLogic servers or run the Rebuild Global Settings screen in Costpoint to allow the changes to take effect.

> **Attention:** For more information on using the Costpoint Configuration Utility application, please refer to the Deltek Costpoint 8.1 Configuration Utility guide.

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Costpoint to Talent Management Integration

The integration provides the ability to export data from Costpoint to Talent Management.

Data Mapping

This section provides information about mapping of data that used in the integration between the Costpoint and Talent Management systems.

The integration data from Costpoint to Talent Management consists of the following items. Note the different data names between Costpoint and Talent Management.

Costpoint Data	Talent Management Data
Company/Organization	Organization Levels
Detail Job Titles/Positions	Job Profiles
Employees	Users
Job Templates	Costpoint Job Templates
Labor Locations	Locations
Skills	Skills

Organization Levels

Talent Management Organization levels directly relate to Costpoint's Company and Organization structure.

Below is how the data is mapped to Talent Management:

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
org_level_code	Unique Identifier for HRIS system	N	**Top Level (Company)**: Populate with the COMPANY_ + ORG.company_id **Lower Level(s) – Organization**: Populate with the Organization's Name (ORG.org_id)
org_level_name	Name of division	Y	**Top Level (Company)**: Populate with the GL_CONFIG.company _name **Lower Level(s) – Organization**:

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
			Populate with the Organization's Name (ORG.org_name) + (ORG.org_id)
org_level_parent_code	Direct parent of child	N	**Top Level (Company)**: Populate with 'top_level' **Lower Level(s) – Organization**: IF the Organization is a top level organization (ORG.org_top_fl = 'Y') THEN populate with COMPANY_ + ORG.company_id (Example: If the ORG_ID is 1 and it's linked to company AAA, then send 'COMPANY_AAA') ELSE (IF the Organization is not a top level organization (ORG.org_top_fl = 'N')) THEN populate with the Organization's parent ORG.org_id (Example: If the ORG_ID is 1.2.3, then send '1.2') END IF
org_level_parent_name	Direct parent of child's name	N	N/A

Job Profiles

Talent Management Jobs directly relate to Costpoint's Detail Job Titles and Positions.

This data only if licensed for Costpoint HR. Below is how the data is mapped to Talent Management:

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
job_code	Unique identifier for a requisition	Y	\<EE Detl Job Title\> +'_COMPANY_'+ \<EMPL.company_id.\> **EE Detl Job Title** — This value comes from EMPL_LAB_INFO.detl_job_cd where effect_dt <= System Date and end_dt >= System Date
job_title	Title of the job that will be displayed to job seekers.	Y	DETL_JOB_TITLES.detl_job_desc
salary_grade	Salary grade associated to the job	N	N/A
division	Division code	N	IF Detail Job Title Position Exists with Org ID Top Org level of H_DETL_POS_DESC.org_id where H_DETL_POS_DESC.detl_job_cd = DETL_JOB_TITLES.detl_job_cd ELSE N/A
company_code	Company code	N	This is the 'COMPANY_'+\<Company ID\> from the Job Code.
job_family	Job family name	N	N/A
Job_duration	Number of months typically a person remains in this position before advancement	N	N/A

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
job_description	Detailed description of the job	Y	IF Detail Job Position exists for Detail Job Code and result of this logic is not NULL, then populate with: H_DETL_POS_DESC. short_desc where H_DETL_POS_DESC. detl_job_cd = DETL_JOB_TITLES.d etl_job_cd + <space> + H_DETL_POS_DESC. duties_tx where H_DETL_POS_DESC. detl_job_cd = DETL_JOB_TITLES.d etl_job_cd + <space> + H_DETL_POS_DESC. other_info_nt where H_DETL_POS_DESC. detl_job_cd = DETL_JOB_TITLES.d etl_job_cd ELSE Populate with 'No job description available'
job_requirements	Extra information about job	N	N/A ("::" passed so Talent Management knows not to overwrite)
external_job_title	Value displayed on the external site as the job title (if used)	N	DETL_JOB_TITLES.e xt_detl_job_title
education	Education required	N	N/A
job_role	Client specific grouping of jobs by role	N	N/A
job_function	Function of the job	N	N/A
job_level	Career level	N	N/A
cost_center	Cost center	N	N/A

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
cost_center_code	Cost center code	N	N/A
job_grade	Job grade	N	N/A
job_key	Key job	N	N/A

job_type	Job type	N	Costpoint Employee Type =
			
			IF the Costpoint Detail Job Title being exported exists in the Manage Detail Position Descriptions (H_DETL_POS_DESC) table
			
			THEN Costpoint Employee Type = the
			
			Position Type assigned to the Detail
			
			Job Title in the Manage Detail Position
			
			Descriptions table (H_DETL_POS_DESC.s_empl_type_cd)
			
			END IF
			
			Talent Management job_type =
			
			IF Costpoint Employee Type = 'R'
			
			THEN populate with 'Full-Time'
			
			ELSE IF Costpoint Employee Type = 'P'
			
			THEN populate with 'Part-Time'
			
			ELSE IF Costpoint Employee Type = 'T'
			
			THEN populate with 'Temporary'
			
			ELSE
			
			THEN send NULL value
			
			END IF

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
job_classification	Job classification	N	N/A
eeoc_job_category	EEOC job category	N	N/A
eeoc_job_group	EEOC job group	N	N/A
travel	Travel required	N	N/A
location_code	Location of the job	N	N/A
location_group	Location region assigned to the job	N	N/A
requisition_position_type	Requisition position type name to assign to the job	N	N/A

Users

Talent Management Users directly relate to Costpoint's Employees.

Below is how the data is mapped to Talent Management:

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
user_id	Talent Management's unique user id (Should be sent to HRIS first through new hire export)	N	N/A (Assigned in Talent Management)
user_email	User email	Y	IF EMPL.email_id is not NULL THEN populate with the EMPL.email_id ELSE (IF EMPL.home_email_id is NOT NULL) THEN populate with the EMPL.home_email_id
user_firstname	User's first name	Y	EMPL.first_name
user_middlename	User's middle name/ initial	N	EMPL.mid_name
user_lastname	User's last name	Y	EMPL.last_name
user_employee_id	User's employee ID - user's unique identifier	N	EMPL.empl_id

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
user_login	User's unique username (typically the email)	Y	IF EMPL.email_id is not NULL THEN populate with the EMPL.email_id ELSE (IF EMPL.home_email_id is NOT NULL) THEN populate with the EMPL.home_email_id
user_lockedout	Alias for the user_lockedout field	N	N/A
user_password	User's password to login	N	N/A
user_address_one	User's home address - line 1	N	EMPL.ln_1_adr
user_address_two	User's home address - line 2	N	EMPL.ln_2_adr
user_address_three	User's home address - line 3	N	EMPL.ln_3_adr
user_city	User's home city	N	EMPL.city_name
user_state	User's state or province abbreviation	N	EMPL.mail_state_dc
user_zipcode	User's home postal code	N	EMPL.postal_cd
user_country	User's home country	N	IF the employee's EMPL.country_cd is NULL and the EMPL.ssn_id != '999999999' THEN populate with 'US' ELSE IF the employee's EMPL.country_cd is not NULL THEN populate with the COUNTRY.iso2_cd where

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
			EMPL.country_cd = COUNTRY.country_cd END
phone_work	User's work phone number	N	EMPL_PHONE.phone _id where phone_type_dc = 'WORK'
phone_data	User's phone data	N	N/A
phone_home	User's home phone number	N	EMPL_PHONE.phone _id where phone_type_dc = 'HOME'
phone_mobile	User's mobile phone number	N	EMPL_PHONE.phone _id where phone_type_dc = 'MOBILE'
phone_pager	User's pager number	N	EMPL_PHONE.phone _id where phone_type_dc = 'PAGER'
phone_fax	User's fax phone number	N	EMPL_PHONE.phone _id where phone_type_dc = 'FAX'
user_hire_date	User's hire date	N	EMPL.orig_hire_dt
user_dob	User's date of birth	N	EMPL.birth_dt
user_location	User's work location	N	<EE Location> +'_COMPANY_'+ <EMPL.company_id.> **EE Location** — This value comes from Employee's EMPL_LAB_INFO.lab _loc_cd where effect_dt <= System Date and end_dt >= System Date.
user_status	User's exemption status	N	Based on EMPL_LAB_INFO.ex mpt_fl where effect_dt <= System Date and

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
			end_dt >= System Date If EMPL_LAB_INFO.exempt_fl = 'Y' Populate with 'EXEMPT' Otherwise Populate with 'NON-EXEMPT
user_org_level	Org level (Company/ Division/Department) assigned to the user	N	EMPL_LAB_INFO.org_id where effect_dt <= System Date and end_dt >= System Date
job_code	Job of the employee	N	EMPL_LAB_INFO.detl_job_cd where effect_dt <= System Date and end_dt >= System Date
position_code	Current position assigned to the employee	N	N/A
user_manager	User's manager (employee ID)	N	EMPL_LAB_INFO.mgr_empl_id where effect_dt <= System Date and end_dt >= System Date
user_peer_appraisers	User's peer appraiser that is associated with their appraisal (employee ID)	N	N/A
user_matrix_managers	User's matrix manager/appraiser that is associated with their appraisal (employee ID)	N	N/A
user_approvers	Approver associated with this appraisal. For example, HRdepartment. (employee ID)	N	IF the client is licensed for Costpoint HR and the **Manager Defaulting Method** from the Configure

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Talent Management Destination	Description	Required (Y/N)	Costpoint Source
			Personnel Settings screen = 'Company-Wide Organization' and am HR Representative is assigned to the Home Organization in the Manage Managers/HR Reps by Organization table Populate this field with the HR Representative assigned to the Home Org (ORG_MGR_DFLT.hr_rep_empl_id where home_org_id = employee's Home Org) IF the client is licensed for Costpoint HR and the **Manager Defaulting Method** from the Configure Personnel Settings screen = 'HR Organization' and an HR Representative is assigned to the HR Organization in the Manage Managers/HR Reps by HR Organization table Populate this field with the HR Representative assigned to the HR Org (HR_ORG_MGR_DFLT.hr_rep_empl_id where hr_org_id = employee's HR Org)
hrbps	HR Business Partner for a user. It will add the listed ones under this column to the	N	N/A

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Talent Management Destination	Description	Required (Y/N)	Costpoint Source
	HRBP group and make them HRBP for the user in the related record. (employee ID)		
user_group	Assigned user group name. For multiple groups, this value is comma-separated without spaces around commas. For example, "Manager, Employee,Recruiter".	Y	N/A
active/inactive	This field will be used to indicate if the user is active or inactive. If inactive the user will not be able to log into the HRsmart system.	Y	If EMPL.s_empl_status_cd = 'ACT' or 'FML' Populate with 'A' Otherwise populate with 'I'
national_identifier	National Identifier (SSN, CPF, PIN, NINO, ID NUMBER,SIN)	N	If EMPL.ssn = 999999999 N/A Else Populate with EMPL.ssn_id
last_working_date	Date when an employee was terminated. Any value here will deactivate the user. This populates the user termination date in Talent Management.	N	EMPL.term_dt
user_time_zone	User's time zone code	N	N/A
user_rehire_eligibility_id	Rehire eligibility of employee being terminated	Y	IF employee's EMPL.term_dt is not NULL THEN get the employee's Rehire Eligibility Code (EMPLOYMENT_HISTORY.rehire_eligibility_cd)

Talent Management Destination	Description	Required (Y/N)	Costpoint Source

			where the EMPLOYMENT_HISTORY.term_dt = the EMPL.term_dt
			
			Populate with the REHIRE_ELIGIBIILTY.eligible_for_rehire value linked to the employee's Rehire Eligibility Code
			
			ELSE
			
			THEN do not populate this field
			
			END IF

user_termination_reason	Defines the separation type	Y	IF employee's EMPL.term_dt is not NULL
			
			THEN populate with the employee's Termination Type (EMPLOYMENT_HISTORY.term_type)
			
			where the EMPLOYMENT_HISTORY.term_dt = the EMPL.term_dt
			
			ELSE
			
			THEN do not populate this field
			
			END IF

user_separation_reasons	Comma separated values of the reasons for employee termination. This should match values defined in HUA.	N	IF employee's EMPL.term_dt is not NULL THEN get the employee's Termination Reason codes (EMPLOYMENT_HISTORY.term_reason_cd) where the EMPLOYMENT_HISTORY.term_dt =

Talent Management Destination	Description	Required (Y/N)	Costpoint Source

			the EMPL.term_dt
			
			For each Termination Reason, get the Termination Reason
			
			Description (TERM_REASON.term_reason_desc)
			
			ELSE
			
			THEN do not populate this field
			
			END IF

user_original_email	Employee's external email address which will be used as the jobseeker's account.	N	IF employee's EMPL.term_dt is not NULL
			
			THEN populate with the employee's E-mail Address
			
			(EMPLOYMENT_HISTORY.personal_email_id)
			
			where the EMPLOYMENT_HISTORY.term_dt =
			
			the EMPL.term_dt
			
			ELSE
			
			THEN do not populate this field
			
			END IF

user_separation_comments	Any comments for employee being offboarded	N	IF employee's EMPL.term_dt is not NULL THEN populate with the employee's Termination Comments (EMPLOYMENT_HISTORY.term_comments) where the EMPLOYMENT_HISTORY.term_dt = the EMPL.term_dt

Talent Management Destination	Description	Required (Y/N)	Costpoint Source

			ELSE
			THEN do not populate this field
			END IF

wizard_target_id	HUA_user_id of the recruiter who will complete the offboarding wizard for the user being terminated	N	blank
user_terminated	The employee's last working day. This populates the user separation date in Talent Management.	N	EMPL.last_day_dt

> **Note:** Costpoint employees defined as subcontractors will not be in data.

Job Templates

Job Templates are optional data that provides Talent Management with the valid list of Job Templates in Costpoint that can be associated to new hires.

These Job Templates provide additional data defaulting capabilities when importing new hires into Costpoint.

Talent Management Destination	Field Description	Required (Y/N)	Costpoint Source
job_template_id	Costpoint job template ID	Y	H_POS_RQ_RQST.company_id + "|" H_POS_RQ_RQST.rq_no
job_template_name	Costpoint job template name	Y	**Job Title Description**: DETL_JOB_TITLES.detl_job_desc where DETL_JOB_TITLES.detl_job_cd = H_POS_RQ_RQST.detl_job_cd IF the Manager Default Method in the

Talent Management Destination	Field Description	Required (Y/N)	Costpoint Source
			Login Company's Configure
			Personnel Settings screen = 'HR Organization'
			(H_PER_ADM_SETTINGS.s_mgr_dft_mthd_cd = 'H'
			where H_PER_ADM_SETTINGS.company_id = <Login Company>) and H_POS_RQ_RQST.hr_org_id is not NULL
			Org = H_POS_RQ_RQST.hr_org_id
			ELSE
			Org = H_POS_RQ_RQST.org_id
			END IF
			ELSE (IF client is not licensed for Costpoint HR)
			Job Title Description = H_POS_RQ_RQST.title_desc
			Org = H_POS_RQ_RQST.org_id
			END IF
			Costpoint Job Template Name: Org + "|" + Job Title Description

Job Requisitions

Job Requisitions provide Talent Management with position requisition details that can be associated to new hires.

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
job_template_id	Costpoint job template ID	Y	H_POS_RQ_RQST.company_id + "|" H_POS_RQ_RQST.rq_no
job_template_name	Costpoint job template name	N	**Job Title Description**: DETL_JOB_TITLES.detl_job_desc where DETL_JOB_TITLES.detl_job_cd = H_POS_RQ_RQST.detl_job_cd IF the Manager Default Method in the Login Company's Configure Personnel Settings screen = 'HR Organization' (H_PER_ADM_SETTINGS.s_mgr_dft_mthd_cd = 'H' where H_PER_ADM_SETTINGS.company_id = <Login Company>) and H_POS_RQ_RQST.hr_org_id is not NULL **Org** = H_POS_RQ_RQST.hr_org_id ELSE **Org** = H_POS_RQ_RQST.org_id END IF ELSE (IF client is not licensed for Costpoint HR) **Job Title Description** = H_POS_RQ_RQST.title_desc **Org** = H_POS_RQ_RQST.org_id END IF **Costpoint Job Template Name**: Org + "|" + Job Title Description
hires_needed	Number of people needed to fill the requisition	N	H_POS_RQ_RQST.no_openings

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
description	Job responsibilities	N	H_POS_RQ_RQST.job_response
job_code	Same code that is used within user's profile to indicate their job title (This must be unique)	Y	H_POS_RQ_RQST.detl_job_cd DETL_JOB_TITLES.DETL_JOB_CD + "_COMPANY_"+ company_id
location_code	Unique identifier for location	N	H_POS_RQ_RQST.lab_loc_cd
org_level_code	Same code that is used in user's file and Jobs file	N	H_POS_RQ_RQST.org_id Top Level (Company) Populate with "COMPANY_" + ORG.company_id Lower Level(s) - Organization Populate with the Organization's Name (ORG.org_id)
recruiter_id	The user ID for the recruiter	N	H_POS_RQ_RQST.rq_empl_id
job_type	Job type	N	H_POS_RQ_RQST.s_empl_type_cd HRsmart job_type = IF Costpoint Employee Type = 'R' THEN populate with 'Full-Time' ELSE IF Costpoint Employee Type = 'P' THEN populate with 'Part-Time' ELSE IF Costpoint Employee Type = 'T' THEN populate with 'Temporary' ELSE THEN send NULL value END IF
creator_id	User ID of the owner of the record	N	H_POS_RQ_RQST.rq_empl_id
hiring_manager	User ID of hiring manager	N	H_POS_RQ_RQST.rq_empl_id

Labor Locations

In Deltek Talent Management, labor locations are tied to companies.

The following table provides information on how Costpoint data is mapped to Talent Management.

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
location_name	Name of the location	Y	LAB_LOCATION.LAB_LOC_DESC
location_code	Unique code for that location	Y	LAB_LOCATION.LAB_LOC_CD + "_COMPANY_" + company_id
company_code	Company that is tied to the location	N	Default to LAB_LOCATION_COMPANY.company_ID if available, else if LAB_SETTINGS_CORP.dflt_company = Y use the LAB_SETTINGS.company_id for that record, else create a Labor Location record for each company ID in LAB_SETTINGS table. Format: Top Level (Company) Populate with "COMPANY_" + ORG.company_id
time_zone_code	Time zone	N	N/A
location_currency_code	Currency	N	N/A
location_address_one	Address line 1	N	LAB_LOCATION.ln_1_adr
location_address_two	Address line 1	N	LAB_LOCATION.ln_2_adr
location_address_three	Address line 1	N	LAB_LOCATION.ln_3_adr
location_city	Location city	N	LAB_LOCATION.city_name

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
state_abbreviation	State abbreviation	N	LAB_LOCATION.mail_state_dc
location_zip	Zip code	N	LAB_LOCATION.postal_cd
country_abbreviation	Two letter code for the country	Y	LAB_LOCATION.country_cd
location_phone	Phone	N	LAB_LOCATION.phone_id
Location_fax	Fax	N	LAB_LOCATION.fax_id
location_active	Active/inactive flag	N	LAB_LOCATION.active_fl
location_group_code	Code of the location group to be assigned to the location	N	N/A

Employee Skills

Employee Skills information consist of the list of skills linked to an employee.

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
user_skill_id	User skill ID used by Talent Management	Y	
user_skill_last_modified	This is part of the Talent Management key and will be inserted upon import	Y	N/A
user_skill_date_created	Date when the skill was transferred to Talent Management	N	
user_id	The HUA ID for the employee	N	Send the corresponding HUA ID (EMPL.hua_id) for the where H_EMPL_SKILLS.empl_id = EMPL.empl_id
skill_id	The skill ID from Costpoint	N	H_EMPL_SKILLS.skill_id

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
skill_level_id	This is a Talent Management field that is currently not in the Costpoint database.	N	NULL
skill_usage_id	This is a Talent Management field that is currently not in the Costpoint database.	N	NULL
skill_last_used_id	This is a Talent Management field that is currently not in the Costpoint database.	N	NULL
user_skill_endorsed	This is a Talent Management field that is currently not in the Costpoint database.	N	NULL
user_skill_valid_from	Date when the skill was acquired by the employee	N	If H_EMPL_SKILLS.acquisition_dt is not null then send the date. Else, insert NULL.

Skills

Skills data consists of skill codes and the associated descriptions maintained in Costpoint.

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
skill_cd	Skill ID	Y	SKILL.skill_id
skill_name	Skill description	Y	SKILL.skill_desc
skill_category_id	Skill category ID	Y	Default NULL
skill_approved	Date when the skill was approved	N	Default NULL
skill_approver	ID of person who approved the skill	N	Default NULL
skill_suggested_by	ID of person who suggested skill	N	Default NULL
skill_active	Active flag for skill	N	SKILL.active_fl
skill_cd	Skill code	N	

Project Team

Project Team data includes information for both the project and the employees assigned to the project.

Project Data

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
project_end_date	End date of a project	Y	PROJ.proj_end_dt
project_name	Name for a project	Y	PROJ.proj_name
project_start_date	Start date of a project	Y	PROJ.proj_start_dt
project_active	Active state of a project	N	PROJ.active_fl
project_code	Client's unique identifier for a project.	N	
project_description	Description of a project	N	
project_gains_valid_days	Valid day gains of a project	N	
project_id	Talent Management's unique identifier for a project.	N	PROJ.proj_id
project_url	URL of a project	N	

Project Members Data

Talent Management Destination	Description	Required (Y/N)	Costpoint Source
user_id	Talent Management's unique identifier of a user	N	EMPL.hua_id where EMPL.empl_id = PROJ_EMPL.empl_id
appraisal_id	Appraisal ID of a project.	N	
epm_360_id	EPM 360 ID of a project.	N	
project_code	Client's unique identifier for a project.	N	
project_id	DTM's unique identifier for a project.	N	PROJ_EMPL.proj_id

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Troubleshooting

If you encounter any issues when running an export of data from Costpoint to Talent Management, use the steps in this section to fix or get more information about the issue.

Verify Talent Management Connection Information

Use the Costpoint Configuration Utility to check the connection.

To verify the connection:

1. Open the Costpoint Configuration Utility.
2. Click Costpoint tab and then click the Talent Management tab.
3. Check if the existing connection settings are correct.
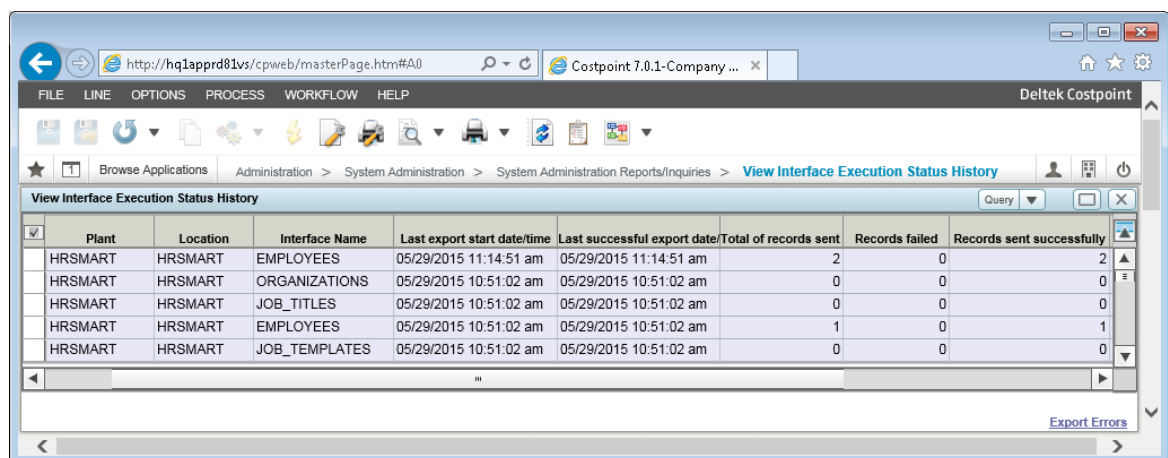4. Click **Test** to check the connection.
   A message that says "Connected" should display.

Check Errors on the View Interface Execution Status History Screen

You can check for data transmission errors.

To check the errors:

1. In Costpoint, go to **Administration** » **System Administration** » **System Administration Reports/Inquiries** » **View Interface Execution Status History**.
2. Check if there were errors in sending the data to Talent Management.

For more information, refer to Monitoring the Status of Talent Management Integrations.

Talent Management to Costpoint Integration

The integration provides the ability to import new hires from Talent Management to Costpoint.

Data Mapping

The integration from Talent Management to Costpoint consists of new hires information.

Costpoint will take the data provided by Talent Management and potentially populate fields in the following Costpoint tables:

- Employee Regular Timesheet Defaults (DFLT_REG_TS)
- Employee (EMPL)
- Employee Salary/Labor Info (EMPL_LAB_INFO)
- Employee Phone (EMPL_PHONE)
- Employee Tax (EMPL_TAX)

Besides the values coming directly from Talent Management, there are other fields which will default from other sources which can include the optional CP Job Template.

EMPL

The Employee (EMPL) table stores basic information about the employees.

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL	<CP Job Template ID>	CP job template	N	Custom Field
EMPL	ADJ_HIRE_DT	Adjusted hire date	N	N/A
EMPL	BADGE_GROUP	SFT badge group	Y (if Badge ID is specified)	CP Job Template
EMPL	BADGE_ID	SFT badge ID	Y (if Badge Group is specified)	CP Job Template
EMPL	BIRTH_CITY_NAME	City of birth	N	N/A
EMPL	BIRTH_COUNTRY_CD	Country of birth	N	N/A
EMPL	BIRTH_DT	Birth date	Y (if licensed for HR or Payroll)	user_date_of_birth
EMPL	BIRTH_MAIL_STATE_DC	State/province of birth	N	N/A
EMPL	BLIND_FL	Blind flag	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL	CITY_NAME	City name	N	user_city
EMPL	CLOCK_FL	SFT clock user	N	CP Job Template
EMPL	COMPANY_ID	Company ID	Y	req_company_code
EMPL	CONT_NAME_1	Contact name 1	N	ESS
EMPL	CONT_NAME_2	Contact name 2	N	ESS
EMPL	CONT_PHONE_1	Contact phone number 1	N	ESS
EMPL	CONT_PHONE_2	Contact phone number 2	N	ESS
EMPL	CONT_REL_1	Contact 1 - relationship to employee	N	ESS
EMPL	CONT_REL_2	Contact 2 - relationship to employee	N	ESS
EMPL	CONTRACTOR_FL	Subcontractor	N	CP Job Template
EMPL	COUNTRY_CD	Country code	Y (if a state/ province is specified)	user_country_abbreviation
EMPL	COUNTY_NAME	County name	N	<Not used>
EMPL	DISABLED_FL	Disabled flag	N	"N"
EMPL	ELIG_AUTO_PAY_FL	Eligible For auto-pay flag	N	"N"
EMPL	EMAIL_ID	Email ID	N	N/A
EMPL	EMPL_ID	Employee ID	Y (if auto ID generation is not enabled)	user_employee_id
EMPL	EMPL_SOURCE_CD	Employee source	N	"TALENT MANAGEMENT"
EMPL	ESS_PIN_ID	ESS PIN ID	N	No (no longer used)
EMPL	FIRST_NAME	First name	Y	user_firstname
EMPL	HOME_EMAIL_ID	Home email address	N	user_email

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL	HRSMART_EXPORT_DT	Date and time the employee was last exported to SilkRoad	N	N/A
EMPL	HUA_ID	HUA user ID	N	user_id
EMPL	HUA_ID_ACTV_MAP_FL	Active HUA ID mapping	N	N/A
EMPL	LAST_DAY_DT	Last day worked	N	N/A
EMPL	LAST_FIRST_NAME	Employee name (Last/First/Mid)	Y	Calculated
EMPL	LAST_NAME	Last name	Y	user_lastname
EMPL	LAST_REVIEW_DT	Last review date	N	N/A
EMPL	LN_1_ADR	Address line 1	N	user_address_one
EMPL	LN_2_ADR	Address line 2	N	user_address_two
EMPL	LN_3_ADR	Address line 3	N	user_address_three
EMPL	LOCATOR_CD	Locator code	N	CP Job Template
EMPL	LOGIN_ID	SFT login ID	N	N/A
EMPL	LV_PD_CD	Leave cycle	Y	CP Job Template
EMPL	MAIL_STATE_DC	Mail state	Y (if country code is "USA")	user_state_abbreviation
EMPL	MARITAL_CD	Marital code	N	"U"
EMPL	MES_FL	Manufacturing execution	N	CP Job Template
EMPL	MGR_EMPL_ID	Manager	N	N/A
EMPL	MID_NAME	Middle Name	N	user_middlename
EMPL	MODIFIED_BY	ID of the user who last created or modified row	N	N/A
EMPL	MOS_REVIEW_NO	Months between Reviews	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL	NAME_PRFX_CD	Name prefix code	N	N/A
EMPL	NAME_SFX_CD	Name suffix code	N	N/A
EMPL	NEXT_REVIEW_DT	Next review date	N	N/A
EMPL	NOTES	Notes	N	N/A
EMPL	ORIG_HIRE_DT	Original hire date	Y	candidate_start_date
EMPL	PAY_PD_REG_HRS_NO	Pay period regular hours	N	N/A
EMPL	PIN_UPDATED_FL	ESS PIN updated flag (Y/N)	N	N/A
EMPL	PLANT_ID	Plant ID	N	CP Job Template
EMPL	POSTAL_CD	Postal code	N	user_zipcode
EMPL	PR_SERV_EMPL_ID	Payroll service employee ID	N	N/A
EMPL	PREF_NAME	Preferred name	N	N/A
EMPL	PRIR_NAME	Prior name	N	N/A
EMPL	ROWVERSION	System-assigned number to handle row concurrency	N	N/A
EMPL	S_EMPL_STATUS_CD	Employee status code	Y	"ACT"
EMPL	S_ESS_COS_CD	ESS class of service code	N	N/A
EMPL	S_RACE_CD	Employee's race code	Y (if licensed for HR)	user_eeoc_race
EMPL	SEX_CD	Sex code	Y (if licensed for HR)	user_eeoc_gender
EMPL	SFT_FL	Shop floor time user	N	CP Job Template
EMPL	SPVSR_NAME	Supervisor name	N	CP Job Template
EMPL	SR_EXPORT_DT	Date and time the employee was last exported to SilkRoad	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL	SSN_ID	Social security number	Y	national_identifier or "999-99-9999"
EMPL	TAXBLE_ENTITY _ID	Taxable entity (Company ID)	Y	Custom Field
EMPL	TERM_DT	Termination date	N	N/A
EMPL	TIME_ENTRY_T YPE	Time entry type	N	CP Job Template, "PUNCHED"
EMPL	TIME_STAMP	Date and time of row creation or last modification	N	N/A
EMPL	TS_PD_CD	Timesheet period code	Y	CP Job Template
EMPL	TS_PD_REG_HR S_NO	Timesheet period regular hours	N	0
EMPL	UNION_EMPL_F L	Union employee flag (Y/N)	N	CP Job Template, "N"
EMPL	UNIT_AMT	Unit amount	N	0
EMPL	VET_RELEASE_ DT	Active military duty discharge or release date	N	N/A
EMPL	VET_STATUS_A	Armed Forces Service medal veteran	N	user_eeoc_vetera n
EMPL	VET_STATUS_D	Veteran status Disabled	N	user_eeoc_vetera n
EMPL	VET_STATUS_O	Active wartime or campaign badge veteran (Other protected veteran)	N	user_eeoc_vetera n
EMPL	VET_STATUS_R	Reservist	N	N/A
EMPL	VET_STATUS_S	Special disabled veteran	N	N/A
EMPL	VET_STATUS_V	Vietnam era veteran	N	N/A
EMPL	VISA_DT	Visa expiration date	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL	VISA_TYPE_CD	Visa type code	N	N/A
EMPL	VET_STATUS_NP	Not a protected veteran	N	user_eeoc_veteran
EMPL	VET_STATUS_RS	Recently separated veteran	N	user_eeoc_veteran
EMPL	VET_STATUS_DECLINED	Declined to provide a veteran status	N	N/A
EMPL	VET_STATUS_P	Protected veteran (declined to self-identify)	N	user_eeoc_veteran

DFLT_REG_TS

The Timesheet Line Defaults (DFLT_REG_TS) table stores timesheet default values for the employee for Talent Management staging.

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
DFLT_REG_TS	ACCT_ID	Account ID	N	CP Job Template
DFLT_REG_TS	CHG_ORG_ID	Charge organization ID	N	req_department_code
DFLT_REG_TS	EMPL_ID	Employee ID	Y (if auto ID generation is not enabled	user_employee_id
DFLT_REG_TS	GENL_LAB_CAT_CD	General labor category (GLC)	Y (if the **Allow Edit of Timesheet Line GLC** checkbox is not selected in the Configure Labor Settings screen.)	CP Job Template, Hardcoded
DFLT_REG_TS	LAB_LOC_CD	Labor location	N	CP Job Template
DFLT_REG_TS	MODIFIED_BY	ID of the user who last created or modified row	N	N/A

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Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
DFLT_REG_TS	PAY_TYPE	Pay type	N	CP Job Template, CP Company Default
DFLT_REG_TS	PROJ_ID	Project	N	CP Job Template
DFLT_REG_TS	REF_STRUC_1_ID	Reference number 1	N	CP Job Template
DFLT_REG_TS	REF_STRUC_2_ID	Reference number 2	N	CP Job Template
DFLT_REG_TS	ROWVERSION	System-assigned number to handle row concurrency	N	N/A
DFLT_REG_TS	TIME_STAMP	Date and time of row creation or last modification	N	N/A
DFLT_REG_TS	WORK_COMP_CD	Workers compensation code	Y (if **Require Default Workers' Compensation Code** is selected in the Login Company's Configure Labor Settings screen)	CP Job Template; CP Company Default

EMPL_PHONE

The Employee Phone (EMPL_PHONE) table stores the phone number information of employees.

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_PHONE	EMPL_ID	Employee ID	Y (if auto ID generation is not enabled)	user_employee_id
EMPL_PHONE	MODIFIED_BY	ID of the user who last created or modified row	N	N/A
EMPL_PHONE	PHONE_EXT_CD	Phone number	N	N/A
EMPL_PHONE	PHONE_ID	Phone number	Y (if record is initiated)	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_PHONE	PHONE_TYPE_DC	Phone type	Y (if record is initiated)	phone_home, phone_work, phone_mobile, phone_pager, phone_fax, phone_data
EMPL_PHONE	ROWVERSION	System-assigned number to handle row concurrency	N	N/A
EMPL_PHONE	TIME_STAMP	Date and time of row creation or last modification	N	N/A
EMPL_PHONE	SEQ_NO	Sequence number	N	Calculated

EMPL_LAB_INFO

The Salary Information and History (EMPL_LAB_INFO) table stores the employee's labor information as well as salary amounts.

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_LAB_INFO	AA_COMMENTS	Comments	N	N/A
EMPL_LAB_INFO	AFF_PLAN_CD	AA plan code	Y (if: ▪ Licensed for HR ▪ Employee is Part-Time or Regular ▪ A labor location is assigned to the employee	CP Job Template, Taxable Entity/ Labor Location Default

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
			▪ Employee's labor location is assigned to an Affirmative Action Plan that is assigned to the employee's Taxable Entity and with a coverage start date that is before or on the effective date in EMPL_LAB_INFO table.)	
EMPL_LAB_INFO	ANNL_AMT	Annual amount	Y (either the hourly, the salary, or the annual amount must be entered. Type of amount sent is based on the job classification in Deltek Talent Management)	offer_salary or position_salary
EMPL_LAB_INFO	BILL_LAB_CAT_CD	Project labor category (PLC)	N	CP Job Template
EMPL_LAB_INFO	COMMENTS	Comments	N	N/A
EMPL_LAB_INFO	COMP_PLAN_CD	Compensation plan code	Y (if licensed for HR and at least one	Manage Compensation Plan Defaults,

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
			Compensation Plan Code record exists in the COMP_PLAN_SETUP table)	Manage Detail Position Descriptions, Configure Compensation Settings
EMPL_LAB_INFO	CORP_OFCR_FL	Corporate officer flag (Y/N)	N	CP Job Template, Detail Job Title
EMPL_LAB_INFO	DETL_JOB_CD	Detail job code	Y (Required if at least one Detail Job Code record exists in the DETL_JOB_TITLE table)	job_code or CP Job Template
EMPL_LAB_INFO	DFLT_RT_GRP_ID	Default rate group	Y (if the employee's currency code is different from the system's functional currency)	CP Job Template
EMPL_LAB_INFO	EFFECT_DT	Effective date	Y	candidate_start_date
EMPL_LAB_INFO	EMPL_CLASS_CD	Employee class code	N	CP Job Template
EMPL_LAB_INFO	EMPL_ID	Employee ID	Y (if auto ID generation is not enabled)	user_employee_id
EMPL_LAB_INFO	END_DT	End date	N	"12/31/2078"
EMPL_LAB_INFO	EXMPT_FL	Exempt flag (Y/N)	N	req_exemption or CP Job Template
EMPL_LAB_INFO	GENL_LAB_CAT_CD	General labor Category (GLC)	Y	CP Job Template, First Valid
EMPL_LAB_INFO	HIRE_DT_FL	Effective hire date flag (Y/N)	N	"Y"
EMPL_LAB_INFO	HOME_REF1_ID	Home reference 1	N	CP Job Template

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Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_LAB_INFO	HOME_REF2_ID	Home reference 2	N	CP Job Template
EMPL_LAB_INFO	HR_ORG_ID	HR organization ID	N	CP Job Template
EMPL_LAB_INFO	HRLY_AMT	Hourly rate	Y (either the hourly, the salary, or the annual amount must be entered. Type of amount sent is based on the job classification in Deltek Talent Management)	offer_salary or position_salary
EMPL_LAB_INFO	JOB_GROUP_CD	Job group	Y (if there is a job group code assigned to the functional job title which is linked to the employee's detail job title)	CP Job Template
EMPL_LAB_INFO	LAB_GRP_TYPE	Labor group type	N	CP Job Template
EMPL_LAB_INFO	LAB_LOC_CD	Labor location	Y (if an affirmative action Plan is specified)	CP Job Template
EMPL_LAB_INFO	MERIT_PCT_RT	Merit percent	N	N/A
EMPL_LAB_INFO	MGR_EMPL_ID	Evaluating manager's employee ID	N	manager_id or CP Job Template
EMPL_LAB_INFO	MODIFIED_BY	ID of user who last created or modified row	N	N/A
EMPL_LAB_INFO	ORG_ID	Org ID	Y	req_department_ code
EMPL_LAB_INFO	OVERALL_RT	Performance rating	N	N/A
EMPL_LAB_INFO	PCT_INCR_RT	Percent increase	N	N/A

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Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_LAB_INFO	PERS_ACT_RSN_CD	Personnel action reason	N	CP Job Template
EMPL_LAB_INFO	PERS_ACT_RSN_CD_2	Personnel action reason 2	N	N/A
EMPL_LAB_INFO	PERS_ACT_RSN_CD_3	Personnel action reason 3	N	N/A
EMPL_LAB_INFO	PROMO_PCT_RT	Promotion percent	N	N/A
EMPL_LAB_INFO	REASON_DESC	Reason description	N	CP Job Template or Personnel Action table
EMPL_LAB_INFO	REASON_DESC_2	Reason description 2	N	N/A
EMPL_LAB_INFO	REASON_DESC_3	Reason description 3	N	N/A
EMPL_LAB_INFO	REVIEW_FORM_ID	Review form ID	N	CP Job Template
EMPL_LAB_INFO	ROWVERSION	System-assigned number to handle row concurrency	N	N/A
EMPL_LAB_INFO	S_EMPL_TYPE_CD	Employee type code	Y	requisition_job_type or CP Job Template
EMPL_LAB_INFO	S_HRLY_SAL_CD	Hourly or salary code	Y	requisition_position_type or CP Job Template
EMPL_LAB_INFO	S_STEP_NO	Step number values 1-10	Y (if licensed for HR and the compensation plan type is **Step**.	CP Job Template
EMPL_LAB_INFO	SAL_AMT	Salary amount	Y (either the hourly, the salary, or the annual amount must be entered)	offer_salary or position_salary
EMPL_LAB_INFO	SAL_GRADE_CD	Salary grade code	N	Functional Job Title via CP Job Template

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Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_LAB_INFO	SEASON_EMPL_FL	Seasonal employee	N	CP Job Template, Hardcoded
EMPL_LAB_INFO	SEC_ORG_ID	Security organization ID	Y	CP Job Template, Org
EMPL_LAB_INFO	SPVSR_EMPL_ID	Supervisor employee ID	N	user_manager_id, CP Job Template
EMPL_LAB_INFO	STD_EFFECT_AMT	Standard effective hourly rate	N	N/A
EMPL_LAB_INFO	STD_EST_HRS	Standard estimated annual hours	N	CP Job Template
EMPL_LAB_INFO	TC_TS_SCHED_CD	Time Collection timesheet schedule	N	CP Job Template
EMPL_LAB_INFO	TC_WORK_SCHED_CD	Time Collection work schedule	N	CP Job Template, Labor Settings
EMPL_LAB_INFO	TERM_DT_FL	Effective term date flag (Y/N)	N	N/A
EMPL_LAB_INFO	TIME_STAMP	Date and time of row creation or last modification	N	N/A
EMPL_LAB_INFO	TITLE_DESC	Position title	N	job_title, Detail Job Titles table, or CP Job Template
EMPL_LAB_INFO	TRN_CRNCY_CD	Currency	Y (if licensed for Multicurrency and the **Enable Multi-Currency Functionality** check box is selected on the Configure Labor Setting screen.	CP Job Template, GL Settings
EMPL_LAB_INFO	WORK_STATE_CD	Overtime state code (for OT Calculations)	Y (for first record only)	user_state_abbreviation

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_LAB_INFO	REQ_NO	Requirement number	N	N/A
EMPL_LAB_INFO	WORK_YR_HRS_NO	Work hours in year	Y	CP Job Template

EMPL_TAX

The Employee Tax (EMPL_TAX) table stores employee federal and state W-4 information.

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_TAX	AEIC_EXMPT_NO	AEIC exemption number	N	N/A
EMPL_TAX	AEIC_OVRIDE_AMT	AEIC override Amount	N	N/A
EMPL_TAX	AR_SEAS_EMPL	Arkansas seasonal employee code	N	N/A
EMPL_TAX	CLASS_CD	class code	N	N/A
EMPL_TAX	CORP_OFCR_ID	corporate officer ID	N	N/A
EMPL_TAX	COVG_TYPE	Coverage type	N	N/A
EMPL_TAX	DSLE_ESS_W4_FL	Disable ESS W-4 flag	N	N/A
EMPL_TAX	EE_ER_RELATION_CD	Employee/ employer relationship	N	N/A
EMPL_TAX	EMPL_ID	Employee ID	Y (if auto ID generation is not enabled)	user_employee_id
EMPL_TAX	FED_ADDTL_AMT	Federal additional withholdingamount	N	ESS
EMPL_TAX	FED_EXMPT_NO	Number of federal withholding exemption claimed	N	ESS

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_TAX	FED_OVRIDE_AMT	Federal withholding override amount	N	N/A
EMPL_TAX	FED_OVRIDE_PCT	Federal override percent	N	N/A
EMPL_TAX	FUTA_TXBL_FL	Federal unemployment tax flag (Y/N)	N	N/A
EMPL_TAX	FUTURE_TXBL_FL	Future use flag (Y/N)	N	N/A
EMPL_TAX	LC1_OVRIDE_PCT	Local 1 override percent	N	N/A
EMPL_TAX	LC2_OVRIDE_PCT	Local 2 override percent	N	N/A
EMPL_TAX	LC3_OVRIDE_PCT	Local 3 override percent	N	N/A
EMPL_TAX	LC4_OVRIDE_PCT	Local 4 override percent	N	N/A
EMPL_TAX	LC5_OVRIDE_PCT	Local 5 override percent	N	N/A
EMPL_TAX	LOC1_ADDTL_AMT	Locality 1 additional withholding amount	N	N/A
EMPL_TAX	LOC1_CREDIT_NO	Locality 1 number of credits claimed	N	N/A
EMPL_TAX	LOC1_DEPEND_NO	Locality 1 number of dependents claimed	N	N/A
EMPL_TAX	LOC1_EXMPT_NO	Locality 1 number of exemptions claimed	N	N/A
EMPL_TAX	LOC1_OVRIDE_AMT	Locality 1 withholding override claimed	N	N/A
EMPL_TAX	LOC2_ADDTL_AMT	Locality 2 additional	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
		withholding amount		
EMPL_TAX	LOC2_CREDIT_NO	Locality 2 number of credits claimed	N	N/A
EMPL_TAX	LOC2_DEPEND_NO	Locality 2 number of dependents claimed	N	N/A
EMPL_TAX	LOC2_EXMPT_NO	Locality 2 number of exemptions claimed	N	N/A
EMPL_TAX	LOC2_OVRIDE_AMT	Locality 2 withholding override claimed	N	N/A
EMPL_TAX	LOC3_ADDTL_AMT	Locality 3 additional withholding amount	N	N/A
EMPL_TAX	LOC3_CREDIT_NO	Locality 3 number of credits claimed	N	N/A
EMPL_TAX	LOC3_DEPEND_NO	Locality 3 number of dependents claimed	N	N/A
EMPL_TAX	LOC3_EXMPT_NO	Locality 3 number of exemptions claimed	N	N/A
EMPL_TAX	LOC3_OVRIDE_AMT	Locality 3 withholding override claimed	N	N/A
EMPL_TAX	LOC4_ADDTL_AMT	Locality 4 additional withholding amount	N	N/A
EMPL_TAX	LOC4_CREDIT_NO	Locality 4 number of credits claimed	N	N/A
EMPL_TAX	LOC4_DEPEND_NO	Locality 4 number of dependents claimed	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_TAX	LOC4_EXMPT_NO	Locality 4 number of exemptions claimed	N	N/A
EMPL_TAX	LOC4_OVRIDE_AMT	Locality 4 withholding override claimed	N	N/A
EMPL_TAX	LOC5_ADDTL_AMT	Locality 5 additional withholding amount	N	N/A
EMPL_TAX	LOC5_CREDIT_NO	Locality 5 number of credits claimed	N	N/A
EMPL_TAX	LOC5_DEPEND_NO	Locality 5 number of dependents claimed	N	N/A
EMPL_TAX	LOC5_EXMPT_NO	Locality 5 number of exemptions claimed	N	N/A
EMPL_TAX	LOC5_OVRIDE_AMT	Locality 5 withholding Override Claimed	N	N/A
EMPL_TAX	MAIL_STATE_DC	Tax state	Y (if the employee's pay cycle is set up for multi-state tax)	user_state_abbreviation
EMPL_TAX	MEDICR_TXBL_FL	Medicare taxable flag (Y/N)	N	N/A
EMPL_TAX	MN_WORKSITE_NO	Minnesota worksite number	N	N/A
EMPL_TAX	MO_PROBATION_FL	MO probationary flag	N	N/A
EMPL_TAX	MODIFIED_BY	ID of the user who last created or modified row	N	N/A
EMPL_TAX	NE_MIN_WH_FL	Exempt from Nebraska minimum withholding	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_TAX	NRA_FL	Nonresident alien flag	N	N/A
EMPL_TAX	OWNER_FL	Owner flag	N	N/A
EMPL_TAX	PA_PSD_CD	Pennsylvania resident PSD code	N	N/A
EMPL_TAX	PA_WORK_PSD _CD	Pennsylvania work location PSD code	N	N/A
EMPL_TAX	PAY_PD_CD	Pay cycle code	Y	CP Job Template; CP Company Default
EMPL_TAX	PENSION_PLAN _FL	Pension plan covered flag (Y/N)	N	N/A
EMPL_TAX	ROWVERSION	System-assigned number to handle row concurrency	N	N/A
EMPL_TAX	S_AEIC_FIL_STA T_CD	Filing Status AEIC Code	N	N/A
EMPL_TAX	S_AK_GEO_CD	Geographic code	N	N/A
EMPL_TAX	S_AK_OCC_CD	Alaska occupational code	N	N/A
EMPL_TAX	S_FED_FIL_STA T_CD	Federal filing status code	N	N/A
EMPL_TAX	S_FED_WH_MT HD_CD	Filing status federal tax withholding method code	N	N/A
EMPL_TAX	S_LOC1_FIL_ST AT_CD	Filing status locality 1 code	N	N/A
EMPL_TAX	S_LOC2_FIL_ST AT_CD	Filing status locality 2 code	N	N/A
EMPL_TAX	S_LOC3_FIL_ST AT_CD	Filing status locality 3 code	N	N/A
EMPL_TAX	S_LOC4_FIL_ST AT_CD	Filing status locality 4 code	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_TAX	S_LOC5_FIL_ST AT_CD	Filing status locality 5 code	N	N/A
EMPL_TAX	S_ST_FIL_STAT_ CD	State filing status code	N	ESS
EMPL_TAX	SPCL_DED_FL	Puerto Rico special deduction fag	N	N/A
EMPL_TAX	SS_TXBL_FL	Social Security taxable flag (Y/N)	N	N/A
EMPL_TAX	ST_ADDTL_AMT	State additional withholding amount	N	ESS
EMPL_TAX	ST_CREDIT_NO	State number of credits claimed	N	ESS
EMPL_TAX	ST_DEPEND_N O	State number of dependents claimed	N	ESS
EMPL_TAX	ST_EXMPT_NO	State number of exemptions claimed	N	ESS
EMPL_TAX	ST_OVRIDE_AM T	State withholding override amount	N	N/A
EMPL_TAX	ST_OVRIDE_PC T	State override percent	N	N/A
EMPL_TAX	SUTA_STATE_C D	State unemployment tax state code	Y (if SUTA_TXBL_FL field value is **Y**)	N/A
EMPL_TAX	SUTA_TXBL_FL	Subject to SUTA	N	N/A
EMPL_TAX	TAX_SVC_GRP_ ID	Payroll tax service group ID	N	N/A
EMPL_TAX	TIME_STAMP	Date and time of row creation or last modification	Y	N/A
EMPL_TAX	US_CITIZEN_ST AT_CD	U.S. citizenship status code	Y (if the SUTA_STATE_C D field value is **VI**)	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_TAX	VET_EXMPT_FL	Puerto Rico veteran exemption Flag	N	N/A
EMPL_TAX	WAGE_PLN_CD	Wage plan code	Y (if the SUTA_STATE_CD field value is **CA**)	N/A
EMPL_TAX	WH_LOC1_CD	Withholding locality 1 code	N	N/A
EMPL_TAX	WH_LOC2_CD	Withholding locality 2 code	N	N/A
EMPL_TAX	WH_LOC3_CD	Withholding locality 3 code	N	N/A
EMPL_TAX	WH_LOC4_CD	Withholding locality 4 code	N	N/A
EMPL_TAX	WH_LOC5_CD	Withholding locality 5 code	N	N/A
EMPL_TAX	WH_STATE_CD	Withholding state code	N	N/A

EMPL_SEC_CLR

The Manage Employee Security Clearances (EMPL_SEC_CLR) table stores information on the security statuses assigned to employees.

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_SEC_CLR	AGENCY NAME	Issuing agency	Y	N/A
EMPL_SEC_CLR	EFFECTIVE_DT	Effective date	N	N/A
EMPL_SEC_CLR	EMPL_ID	Employee ID	Y (if auto ID generation is not enabled)	hua_user_id
EMPL_SEC_CLR	EXPIRY_DT	Expiration date	N	N/A
EMPL_SEC_CLR	INVESTIGATE_BY	Investigation by	N	N/A
EMPL_SEC_CLR	INVESTIGATE_DT	Investigation date	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
EMPL_SEC_CLR	REINVESTIGATE _DT	Reinvestigation date	N	N/A
EMPL_SEC_CLR	RQUEST_DT	Requested date	N	N/A
EMPL_SEC_CLR	SEC_CLR_CD	Security clearance code	Y	N/A

H_EMPL_SKILLS

The Employee Skills (H_EMPL_SKILLS) table stores information on skills assigned to employees.

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
H_EMPL_SKILLS	ACQUISITION_D T	Skill acquisition date	N	hua_user_skill_va lid_from
H_EMPL_SKILLS	EMPL_ID	Employee ID	Y (if auto ID generation is not enabled)	user_id
H_EMPL_SKILLS	REF_DT	Reference date	N	N/A
H_EMPL_SKILLS	SKILL_ID	Skill ID	Y	skill_code
H_EMPL_SKILLS	SKILL_LV_CD	Skill level code	N	skill_level_cd

H_POS_RQ_RQST

The Manage Job Templates (H_POS_RQ_RQST) table stores numbers assigned to job requests templates as well as optional requisition information, such as the approval information, target date, and whether the job is a new position or fills a vacancy.

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
H_POS_RQ_RQ ST	REQ_NO	Requirement number	Y	N/A
H_POS_RQ_RQ ST	COMPANY_ID	Company ID	N	N/A
H_POS_RQ_RQ ST	APPRVL_EMPL_ ID	Approver	N	N/A

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
H_POS_RQ_RQ ST	APPRVL_DT	Approval date	N	N/A
H_POS_RQ_RQ ST	EMPL_ID	Employee that filled the requisition	N	N/A
H_POS_RQ_RQ ST	S_APPRVL_STA TUS_CD	Approval status	N	N/A
H_POS_RQ_RQ ST	MODIFIED_BY	ID of the user who last created or modified row	N	N/A
H_POS_RQ_RQ ST	TIME_STAMP	Date and time of row creation or last modification	N	N/A

H_POS_RQ_RQST_EMPL

The Manage Job Templates Employee Subtask (H_POS_RQ_RQST_EMPL) table stores employees assigned to the job requisition.

Costpoint Destination Table	Costpoint Destination Field	Costpoint Field Description	Required (Y/N)	Talent Management/ Default Source
H_POS_RQ_RQ ST_EMPL	REQ_NO	Requirement number	Y	N/A
H_POS_RQ_RQ ST_EMPL	COMPANY_ID	Company ID	N	N/A
H_POS_RQ_RQ ST_EMPL	EMPL_ID	Employee that filled the requisition	N	N/A
H_POS_RQ_RQ ST_EMPL	MODIFIED_BY	ID of the user who last created or modified row	N	N/A
H_POS_RQ_RQ ST_EMPL	TIME_STAMP	Date and time of row creation or last modification	N	N/A

Troubleshooting

If you encounter any issues when running an integration from Talent Management to Costpoint, use the steps in this section to fix or get more information about the issue.

Verify Talent Management Connection Information

Use the Costpoint Configuration Utility to check the connection.

To verify the connection:

1. Open the Costpoint Configuration Utility.
2. Click Costpoint tab and then click the Talent Management tab.
3. Check if the existing connection settings are correct.
4. Click **Test** to check the connection.
   A message that says "Connected" should display.

Check Errors on the View Interface Execution Status History Screen

You can review import errors.

To check for errors:

1. In Costpoint, go to **Administration** » **System Administration** » **System Administration Reports/Inquiries** » **View Interface Execution Status History**.
2. See if there were errors in importing employee data from Talent Management.
3. Click the Export Errors subtask to view the employee records that failed to be imported to Costpoint.
4. For each employee row, click the note icon in the **Original Error** field to view the errors that caused the employee record not to be imported into Costpoint.
   For more information, refer to Monitoring the Status of Talent Management Integrations.

Check Errors in Talent Management Integration Log File

You can review integration errors.

To check for errors in the log file:

1. On your Costpoint Application server, go to the log folder in the Costpoint installation directory (for example, C:\Deltek\costpoint\80\logs).
2. Locate the Talent Management Integration log file (**CP_INT_HRSMART_DEServer.log**) and open the file with a text editor (for example, Notepad).
   This log will contain all errors related to the Talent Management integration. Errors are displayed at the end of the log file within the "Response" XML.
   The following is an example of the information in the log file:

CP_INT_HRSMART_DEServer.log

(Jun 02 2015 20:33:01:[[ACTIVE] ExecuteThread: '0' for queue: 'weblogic.kernel.Default (self-tuning)']: ERROR com.deltek.enterprise.DEServer2.INT.HRSMART.C701RQO11) CommonInterfaceImpl.java - Log Id: 3329158174 'EMPLOYEES' synch process received error after submitting document to the COSTPOINT(COSTPOINT).
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Guidelines for Talent Management Users

This section contains guidelines for using and setting up data in Talent Management in order to successfully run the data integration process the between Costpoint and Talent Management systems.

Requisition

The following fields are required to be on the requisition form and values are required to be selected.

- Job Classification*
- Exemption Status*
- Job Type*
- Taxable Entity

> **Note:** *These fields also require specific values and are detailed in the "Drop-down Selection Values" section.

There will be another field on the requisition that is optional, labeled **CP Job Template ID**. If one is selected, then it will assist Costpoint in the defaulting of particular data needed when the new hire is created in Costpoint.

Drop-down Selection Values

The data must contain the corresponding values listed in this topic.

These values should be spelled exactly as specified in following table. These values may be configured by your Talent Management Consultant.

Data	Allowed Values
Job Classification	Salaried Hourly Salaried Fluctuating
Job Types	Full-Time Part-Time Temporary
Exemption Types	Exempt Non-Exempt

Once the values are entered, these fields should be hidden so that they cannot be modified by anyone. Once hidden, they will no longer show on the Select List Management page.

Salary

Costpoint requires the salary amount for the new hire; therefore, you must enter the amount at some point.

There are three areas in the system where this can be entered:

- When initiating an offer
- When hiring the individual via the Résumé/CV Dashboard
- In the Cost Per Hire screen via Recent Hires

Onboarding

You must use Onboarding. Many details that Costpoint needs are completed during Onboarding.

Some fields displayed in the Onboarding process are not required in the Enterprise system, but are required for Costpoint. Therefore, the following fields must be completed when a new hire is onboarded:

- Employee ID
- Date of Birth* (if using Costpoint HR)
- Country* (if State is collected)

> **Note:** *These can be collected and required at any point during the application process.

Social Security Number

If you use Costpoint Human Resources (HR), the application requires the social security number of the new hire.

This information can be collected either during the account creation, application, or Onboarding processes. The field can be made required on either the job seeker's account creation form or the application.

Org Structure

Data initialization will populate the Org Structure in Talent Management.

The Org Level codes should not be modified under any circumstances.

Any changes done to the Names of the Org Levels will be overwritten by the integration because Costpoint is the master of the data. You must make changes to the Org Levels directly in Costpoint rather than in Talent Management. After updating the information in Costpoint, you must run an export to update Talent Management.

Users

You must perform edits to Employee data in Costpoint.

If you are editing data that is not part of the integration (fields identified above in both New Hires and Users), you can update the data in Enterprise.

Custom Fields

The following custom fields were added in Talent Management.

They should be added to the requisition form by either a Talent Management Consultant or by your Site Administrator.

Field	Details
Costpoint Job Template ID	This field must be added to the Requisitions form.
	Do not add to Costpoint Job Template ID values directly in Talent Management. Instead, use the export mechanism in Costpoint to update the listing in Talent Management.
Taxable Entity	This field must be added to the Requisitions form and made required. If not, the integration will fail.
	You must enter the values manually in Talent Management. The values will not be imported from Costpoint.

Monitoring the Status of Talent Management Integrations

The View Interface Execution Status History screen in Costpoint monitors all data integrations between Costpoint and other systems.

You can use this screen to view the status of the following:

- Importing Talent Management new hire employee-related information into Costpoint.
- Exporting Costpoint employees, position requisitions, detail job titles, and organizations/HR organizations to Talent Management.

If you run integrations with multiple systems, use the **Query** to filter Talent Management integrations from the list on the screen.

The View Interface Execution Status History screen displays the following information for every integration instance:

- Target System
- Plant
- Location
- Interface Name
- Last export start date/time
- Last successful export date/time
- Total of records sent (includes failed)
- Records failed
- Records sent successfully
- Time waited on Target System
- Total Run Time (sec)

Access the View Interface Execution Status History Screen

You access the screen in Costpoint.

To access the screen:

- In Costpoint, navigate to **Administration** » **System Administration** » **System Administration Reports/Inquiries**.

About Deltek

Better software means better projects. Deltek is the leading global provider of enterprise software and information solutions for project-based businesses. More than 23,000 organizations and millions of users in over 80 countries around the world rely on Deltek for superior levels of project intelligence, management and collaboration. Our industry-focused expertise powers project success by helping firms achieve performance that maximizes productivity and revenue.
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