



Worker Effective Change Interface (WECI) Integration



A STRATEGIC GUIDE TO FULL-STACK WORKER CHANGE REPORTING



MAY 2026

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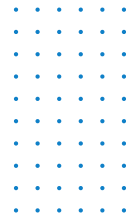
→ Executive Summary

Organizations using Workday often need a reliable way to capture complete worker data changes across a defined effective date range. For many downstream systems, a simple current-state or top-of-stack integration is not enough.

Worker Effective Change Interface (WECI) provides a full-stack integration approach that allows organizations to report on worker changes within a specified date and time range. This includes direct worker updates as well as indirect changes that may impact an employee, such as organizational or cost center changes.

This whitepaper explores when to use WECI, its key capabilities, configuration requirements, limitations, and practical considerations for implementation. By understanding how WECI works and where it fits, organizations can improve integration accuracy, support downstream systems, and strengthen worker data synchronization across the Workday ecosystem.





Introduction

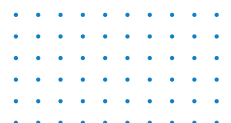


As Workday environments become more connected, organizations increasingly rely on integrations to keep external systems aligned with worker data. Payroll vendors, data warehouses, benefits platforms, identity systems, and other third-party tools may all require timely and accurate worker updates.

Traditional integrations may be appropriate when a vendor only needs a comparison to the last integration run.

However, some use cases require more complete visibility into effective-dated worker changes.

WECI is designed for these more complex integration needs. It helps organizations capture the full stack of worker changes, including retroactive updates and indirect changes, so external systems receive the right data at the right time.





What is WEICI?



Worker Effective Change Interface, commonly referred to as WEICI, is a Workday integration used to capture effective worker changes across a defined date and time range.

WEICI is considered a full-stack integration because it can report on all changes within the specified range for a given worker. This makes it especially useful when downstream systems need more than a simple before-and-after comparison.

WEICI can support reporting for:

- Personal data changes
- Job data changes
- Position data changes
- Staffing events
- Retroactive changes
- Indirect changes affecting employees

For example, if an employee's cost center name changes, WEICI can report that indirect change when properly configured.



Key Features and Capabilities

WECI is designed to support comprehensive worker change reporting. Core features include:

Full-Stack Change Reporting

- WECI allows organizations to report on all worker changes within a specified date and time range.

Effective-Dated Data Capture

- The integration captures staffing events and data changes that occur within the effective range.

Indirect Change Reporting

- WECI can report indirect employee changes, such as changes to an employee's related organization, cost center, or other associated data.

Configurable Data Elements

- Organizations can configure required data elements and custom fields based on the needs of the external system.

External System Formatting

- WECI can format and validate data to meet downstream system requirements.

Targeted Data Transfer

- The integration can transfer only those changes that are relevant to the receiving external system.

Audit Visibility

- Worker Data Changes Audit can be used to review what data the integration captured, selected, and sent.

Snapshot Support

- WECI can create full snapshots of employee data to support initial implementation or system resynchronization.



➔ When to Use WECI

WECI is most appropriate when an organization or vendor needs complete effective worker change visibility.

Use WECI when:

- A vendor requires all effective changes within a date range
- A full-stack integration is required
- A data warehouse or data hub needs the full stack of effective worker changes
- Retroactive changes need to be extracted from Workday
- Indirect changes need to be reported
- The downstream system requires comprehensive worker change history

Consider another integration option when:

- The vendor only requires a top-of-stack integration
- The integration only needs a comparison to the last run
- A Core Connector: Worker integration can satisfy the requirement





Business Value of WECI

01

Greater Change Visibility

WECI helps organizations capture a more complete view of worker data changes across a defined range.

02

Better Downstream Accuracy

Because WECI can capture retroactive and indirect changes, external systems are less likely to miss important updates.

04

Stronger Data Warehouse Support

Data warehouses and data hubs often require historical and effective-dated worker changes. WECI supports this need by providing full-stack worker change data.

03

Improved Auditability

Worker Data Changes Audit gives teams visibility into what was captured, selected, and transmitted.

05

Resynchronization Support

Full employee snapshots can support initial implementation, correction activities, or system resynchronization.



Implementation Framework

A STRUCTURED APPROACH ENSURES SUCCESSFUL HUB DEPLOYMENT:

01



Define Purpose and Audience

Identify:

- External systems receiving the data
- Vendor requirements
- Worker populations in scope
- Required effective date ranges
- Retroactive change requirements

Confirm Technical Prerequisites

Validate:

- The tenant is GRID-enabled
- Customer Care has been contacted to set up the tenant for GRID
- An Integration System User account is available
- Security access is properly assigned
- Required launch parameters are understood

02



03



Design the Data Output

Define:

- Required worker data elements
- Custom fields
- External formatting requirements
- XML output requirements
- Validation rules
- Transformation needs



Configure WECI in Workday

Core configuration tasks may include:

- Configure required data elements
- Configure custom fields
- Format output for the external system
- Validate data requirements

Plan GRID and Scheduling Strategy

Because GRID is a shared resource, scheduling should be planned carefully.

Recommended considerations:

- Stagger multiple integrations on GRID
- Avoid overlapping high-volume integrations
- Review run frequency requirements
- Confirm whether Effective Stack Sync Service is enabled



Restrict Population Where Possible

- Use the Restrict Results By Orgs launch parameter to reduce the population size for an integration run.

Test Thoroughly

Validate:

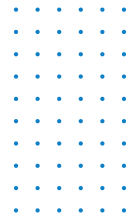
- Personal data changes
- Job and position changes
- Staffing events
- Retroactive changes
- Indirect changes
- Output file formatting
- Worker Data Changes
- Audit results
- External system delivery



Deploy and Monitor

Typical rollout activities include:

- Build and validate configuration
- Conduct integration testing
- Review audit output
- Confirm vendor acceptance
- Deploy to production
- Monitor scheduled runs
- Document support ownership



Configuration Notes and Limitations

Configuration Notes

Important configuration considerations include:

- The customer should contact Customer Care to set up the tenant for GRID
- GRID is required for WECI
- To capture indirect changes, the Transaction Log must be turned off
- An Integration System User account is required
- Workday recommends staggering integration schedules when multiple integrations are running on GRID
- The Restrict Results By Orgs launch parameter can help reduce integration run population size

Limitations

WECI has several important limitations:

- The tenant must be GRID-enabled for WECI to run
- Only one active tenant per environment can be GRID-enabled at a time
- Time off and time tracking data are not captured
- Eligibility criteria cannot be defined directly
- Filtering is limited through launch parameters
- Future change detection past 403 days outside the effective date range is not supported
- No more than one WECI integration can be present in a business process.

Conclusion

WECI is a powerful Workday integration option for organizations that need comprehensive worker change reporting. Its full-stack approach makes it especially valuable for vendors, data warehouses, and external systems that require effective-dated worker change visibility.

A successful WECI implementation depends on more than configuration alone. Teams should confirm GRID readiness, define scope carefully, validate indirect and retroactive changes, and use Worker Data Changes Audit to support testing and ongoing monitoring.

When implemented thoughtfully, WECI can improve downstream data accuracy, strengthen integration reliability, and help organizations maintain better alignment across the Workday ecosystem.



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Thank You



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