OnePlan

OnePlan and Workday for a Single Resource System of Record

Define strategy, prioritize work, and deliver results, planned against the people your HR system says you have.

4.4 / 5
Gartner Peer Insights
101 ratings

500+
Global organizations
across every industry

Forrester
Strong Performer SPM
Tools Wave™

SOC 2
Type II · ISO 27001
ISO 27701 certified

Your HR System of Record, Feeding Your Portfolio Resource Pool

Workers Become Resources
Workday workers create and update OnePlan resources, so the resource pool always reflects the HR system of record

Custom Field Sync
Map any Workday field exposed by the Staffing API to any OnePlan resource field, standard or custom

Dedicated ISU Security
Connects through a Workday Integration System User and security group scoped to this integration alone

Roles, Departments, Availability
Bring across the attributes planners actually filter and group on when balancing capacity

Scheduled and Filtered
Run SynchResources on a schedule and filter exactly which workers cross into OnePlan

Tabular Data for the Rest
Financials, time tracking actuals and other HR modules export as CSV and import through OneConnect's Tabular Data integrations

Stop Manual Input and Maintenance of the Resource Pool

One record per person, owned by HR

Capacity planned on real headcount

1
System of record for every resource

0
Duplicate resource data entry

↑
Capacity vs. demand accuracy

> *OnePlan received the highest possible scores in the integration and roadmap criteria.*
>
> - *The Forrester Wave™ : Strategic Portfolio Management Tools*

What You Gain

- A resource pool that reflects who actually works here
- Capacity vs. demand planned on real headcount
- Role and department planning without re-keying
- Consistent resource data across ERP and portfolio
- Lower maintenance cost of your Resource Pool data in OnePlan

Trusted by: Microsoft · Johnson & Johnson · Bridgestone · Molson Coors · PACCAR · Purple · Kiewit · Ross Dress For Less

Plan smarter.
Deliver with confidence.

www.oneplan.ai

© 2026 OnePlan

How the Workday Connector Works

Workday
- Workers
- Staffing API (SOAP)
- Integration System User
- Scoped security group

→

Connection
- Endpoint URL
- Tenant name & version
- ISU credentials
- HR endpoint option

→

OneConnect
- Field mapping
- SynchResources strategy
- Record filters
- Schedule & job logs

→

OnePlan
- Resource Center
- Roles & departments
- Capacity vs. demand
- Resource plans

One-way by design: Workday workers create and update OnePlan resources. Nothing is written back to Workday.

What This Connector Covers, and What Takes the Other Path

In Scope: the Staffing API

Workers import into the OnePlan Resource Center as resources, created and updated on every run.

Roles, departments and availability come across so planners can group, filter and balance capacity by the same structure HR uses.

Custom fields map alongside the standard ones.

One strategy: SynchResources.

Out of Scope: use Tabular Data

The connector is built on Workday's Staffing API, so data outside that scope is not reachable — financials, time tracking actuals and other HR modules.

OnePlan's documented path for those is a CSV export from Workday imported through OneConnect's Tabular Data integrations.

That covers financial plans, resource plans and time off.

Ask about the Tabular Data Connector data sheet.

Setting Up Workday Access

1 Create the security group
A Workday administrator creates an Integration System Security Group, unconstrained, named for this integration.

2 Create the ISU
Create an Integration System User with Do Not Allow UI Sessions checked, and associate it with the security group.

3 Grant the web services
Give the group GET access to the Staffing web services, then run Activate Pending Security Policy Changes.

4 Connect in OneConnect
Supply the endpoint URL, tenant and credentials, plus a OnePlan Authentication Key created with Owner rights.

Workday best practice is a separate security group and integration user per integration. Scheduled runs require the Professional tier or above.

Where Teams Use It

- **Resource import and role mapping**
  Workday user data populates the resource pool with roles, departments and availability, ending duplicate entry
- **Joiners and leavers**
  Scheduled runs keep the pool current as people arrive, change role or move department
- **Capacity vs. demand**
  Plan long-range capacity against real headcount rather than a spreadsheet of names
- **Role-based planning**
  Identify bottlenecks by role, department or location before they hit the portfolio
- **What-if resource modeling**
  Test scenarios against an accurate pool and see the effect before committing people
- **One consistent resource record**
  The same person, the same way, across the HR system and the portfolio

Sync Your People Data with OnePlan

1. Talk to us: **oneplan.ai/contact-us**
2. Start a free trial at **oneplan.ai/trial**
3. Documentation: **support.oneplan.ai**

Plan smarter.
Deliver with confidence.

www.oneplan.ai

© 2026 OnePlan