

# Smart ERP Solutions, Inc.

## Smart E-Verify Integration with PeopleSoft Human Capital Management 9.2

The Smart E-Verify solution supports the automation of employment eligibility using the Department of Homeland Security E-Verify system and helps to keep the process compliant. It also enables automation of manually intensive activities involved in the new-hire process.



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### COMPANY OVERVIEW

Smart ERP Solutions provides innovative, cost-effective, and configurable solutions and services for common business problems. Its focus and passion are to provide solutions that efficiently extend the capabilities of customers' ERP systems to meet the needs of their specific business processes. The company also delivers industry-leading and world-class consulting services based on modern best practices and methodologies. It is committed to promoting partner products and developing deep expertise in technical and functional cloud consulting.

### INTEGRATION OVERVIEW

Designed and architected as an add-on solution for Oracle's PeopleSoft, Smart E-Verify integrates with Oracle's PeopleSoft Human Capital Management (HCM) to automate employment eligibility for new hires and candidates using the Department of Homeland Security (DHS) E-Verify system. By interfacing directly with the system over the internet, the solution automates the employment eligibility process to help employers efficiently comply with U.S. law requiring companies to employ only individuals legally authorized to work in the U.S.

Furthermore, Smart E-Verify automates the manual activities typically required to collect personal data from new hires or candidates, populate Form I-9 information, and log on and reenter data into the DHS E-Verify system. These activities can be inefficient, time-consuming, and error prone, as well as intensive and costly for employers. Integrated with PeopleSoft HCM, Smart E-Verify collects Form I-9 new-hire and candidate information either from PeopleSoft HCM or via direct entry into the solution's I-9 features to automatically perform the DHS E-Verify employment eligibility confirmation. Smart E-Verify achieves the following:

- Integrates directly with PeopleSoft HCM
- Automates Form I-9 completion and DHS E-Verify processing
- Offers DHS E-Verify case management functionality
- Supports all DHS E-Verify case responses, including tentative nonconformance

**ORACLE**  
Validated Integration  
PeopleSoft

Oracle Validated Integration provides customers with confidence that a partner's integration with an on-premises Oracle application is functionally sound and performs as designed. This can help customers reduce deployment risk, lower total cost of ownership, and improve the user experience related to the partner's integrated offering.

## INTEGRATION DETAILS

As an add-on solution to PeopleSoft, Smart E-Verify leverages native integration features within PeopleSoft applications, including PeopleSoft Integration Broker, to perform automated employment eligibility verifications by interfacing with the internet-based DHS E-Verify system through published web services.

Smart E-Verify automates the employment eligibility verification process by collecting any information required directly from PeopleSoft, including recruiting information from PeopleSoft Candidate Gateway or the new hire's personal data. As responses relating to each submitted employment verification case are returned from the DHS E-Verify system, information is automatically logged and presented by Smart E-Verify to assist the new hire and employer through the required employment verification process.

**Employment Eligibility Verification (E-Verify)**  
E-Verify Case Number: 2021245234803EA

**I-9 ID:** I900000000002130  
**Name:** Mr.az M Daren  
**Date of Birth:** 01/23/XXXX Show

**Eligibility Type:** Permanent Resident  
**U.S. Social Security Number:** XXX-XX-7728 Show  
**Hire Date:** 03/27/2020

**Status:** Unconfirmed Data  
**Customer:** C000000001 Research

**Employment Eligibility: Unconfirmed Data**

**Form I-9:** Employment Eligibility Verification  
Employee Information: Mr.az M Daren  
Employer Information: Research

Figure 1. Smart E-Verify integrated with PeopleSoft HCM enables automatic population of Form I-9 and employer verification information

Partner Environment	Oracle Environment
<ul style="list-style-type: none"> <li>Smart E-Verify</li> </ul>	<ul style="list-style-type: none"> <li>Oracle's PeopleSoft 9.2</li> <li>Oracle's PeopleSoft PeopleTools 8.58</li> <li>Oracle Database 19c</li> <li>Oracle WebLogic Server 12c</li> </ul>

## ORACLE Validated Integration Oracle Applications

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