

AGENTIC AI STARTS WITH ONE CRITICAL STEP: DATA INTEGRATION

Agentic artificial intelligence (AI) and generative AI both rely on integrated, high-quality data to deliver meaningful automation and insights. Without integrated systems, even advanced AI fails to operate with full context.



HR and IT alignment: The foundation of successful integration

Before integrating systems — or adopting AI — HR and IT leaders must align on one essential question: **What business goals will data integration help us achieve?**

Misalignment can cause strong initiatives to stall because teams optimize for different outcomes.

Why alignment matters:



HR leaders may prioritize analytics, workforce planning and performance outcomes.



IT leaders may focus on governance, scalability and architecture.



Without shared goals, integrations may not support broader business needs like growth, employee experience or risk reduction.

HR and IT alignment checklist (before integrating data)

Ask "yes" or "no" to validate readiness:

We manually re-enter data across platforms.	Yes	No
HR and IT lack a shared roadmap.	Yes	No
We do not support real-time data exchange.	Yes	No
Employees juggle too many disconnected tools.	Yes	No
We lack a plan to scale integrations.	Yes	No
Security and compliance are difficult to maintain.	Yes	No

If any answer is "yes", you need to align before integrating.

How HR professionals spend time today



40%

on manual administrative tasks

36%

manually building reports

32%

resolving or correcting data discrepancies¹

Where HR and IT leaders agree

Teams are aligned on the benefits most impacted by integration:



Time savings



Data accuracy



Productivity gains¹

These are the same outcomes AI depends on to perform well — making alignment even more critical.

Integration momentum is here



75%+

plan to integrate more systems in the next 12 months.



60%+

plan to use AI-based tools to streamline integration work.¹

Top challenges slowing integration

HR + IT share common barriers:



Technical complexity and resource constraints



Security and compliance



Limited integration options



Budget constraints¹



These issues often emerge when HR and IT leaders don't define business outcomes or data governance practices together.

Building your best-fit HCM ecosystem

60%

60%+ of HR leaders say pre-built data connectors are easier to implement, but fewer than 30% of primary human capital management (HCM) vendors offer them.¹

"ADP Marketplace is a one-stop shop for you to locate any system, any process that you need to improve. I'm able to go in and browse for a solution that will solve a problem for my team and within our organization."

— Renee Chaloupka, Director of People Experience
Thrive Restaurant Group

50%

ADP® API Central delivers 50% IT time savings when integrating workforce management systems.²

"[With API Central], you've got time savings both from an HR and an IT perspective. You've got standardization of reporting, you've got speed of reporting, and a reduction of errors."

— CIO, health care



When HR and IT teams collaborate early, organizations reduce integration complexity and accelerate return on investment (ROI).

Agentic AI + ADP Marketplace = end-to-end connected workflows

With aligned goals, integrated data and a global partner ecosystem, AI agents can help organizations:

- ✓ Orchestrate HR workflows
- ✓ Maintain compliance
- ✓ Generate insights instantly
- ✓ Reduce manual oversight



ADP Marketplace delivers **AI agents** that businesses want to help them operate more effectively — and the alignment HR and IT departments need to succeed.

HR and IT collaboration: Put the right pieces together

Unlocking the full value of HR data starts with strong collaboration between HR and IT. APIs make it easier to securely share data, improve accessibility and reduce friction across systems.



AI WITH PURPOSE

When data flows freely, AI agents and AI-enabled solutions deliver more value. Clean, connected data helps ensure AI supports real HR needs, not added complexity. Learn more at adp.com/ai-marketplace.



AGILE SCALABILITY

With the right strategy, integration becomes a foundation for growth, not a bottleneck. Systems scale more easily as business needs evolve. That's where ADP API Central brings it all together, helping organizations turn connected data into meaningful outcomes. Learn more at adp.com/apicentral.



THE SOLUTION STARTS HERE

Whether you're connecting systems through ADP APIs, pre-built solutions or data connectors from ADP Marketplace partners, the goal is the same: accurate data, fewer handoffs and better outcomes.

ABOUT ADP MARKETPLACE

ADP Marketplace is a digital HR storefront that enables you to connect and share data across your HR solutions. With a curated set of **apps from ADP and third-party partners, or access to ADP application programming interfaces (APIs)**, you can help simplify how you manage HR and run your business. Plus, many solutions use AI agents and technology to help you improve productivity and your employees' experience.

adp.com/marketplace

1. ADP Integration Market Survey, HR and IT Leaders, February 2026.

2. The Total Economic Impact™ of ADP® API Central, Forrester Consulting, January 2025.