SAP SuccessFactors HCM

Customer Communication

Onboarding Basic Auth Login Method Deprecation

Dear Customer,

Customer Name:

We are writing to you to inform you about a change to the Onboarding new hire authentication process. As of the 2H 2022 Onboarding IAS integration provides Onboarding new hire authentication and user account management with SAP IAS System using Cross-domain Identity Management (SCIM) API. Since this login option has been available since 2022, we have since announced that Basic Authentication with SAP SuccessFactors HCM suite will no longer be supported after **June 2, 2025**, and the use of this method will be permanently removed on **November 13, 2026**

What does this mean and how will it change the Onboarding new hire User Experience with Onboarding the IAS integration?
When a new hire is created in SAP SuccessFactors Onboarding, they're provisioned in Identity Authentication in real-time.

- If the New Hire Data Review step is available in the Onboarding process flow, then the new hire's account is synced to SAP Identity Authentication Service after the New Hire Review Data step is complete.
- If the New Hire Review Data step is not available, then as soon as the Initiate Onboarding step is complete, the new hire's account is synced to SAP Identity Authentication Service.

What are the Benefits of using SAP Identity Authentication Service for Onboarding New hires:

- Pre-day 1 Onboarding Work zone integration
- It provides a secure and centralized platform for managing user authentication and access control for both Onboarding New hires and Employees
- Seamless and consistent user experience across different applications and devices
- By providing single sign-on capabilities, users can easily access the other cloud applications and resources they need without having to remember multiple usernames and passwords.
- By integrating with IAS, you can enforce strong authentication methods such as multi-factor authentication and password policies.

You are receiving this notice because our records indicate your organization is still using Basic Authentication for your Onboarding new hire login method. To avoid disruption, please take steps to change your Onboarding login method prior to the dates given above.

Customer Action:

- Review the Blog and Resources available below.
    - Blog: This blog provides a step-by-step guide on how to make the changes. Onboarding New Hires Authentication using SAP Identity Authentication Service (IAS).
    - Blog: Migrate to SCIM API for better User Identity Sync between SuccessFactors and IAS/IPS.
    - Announcement Blog: Deprecation of Basic Auth/3rd Corporate Identity Provider (IdP) Direct Integration w/SuccessFactors
    - WNV: Deprecation of Basic Authentication and Third-Party Corporate Identity Provider (IdP) Direct Integration with SAP SuccessFactors HCM suite | SAP Help Portal

- Help: [Migration to SAP Cloud Identity Services - Identity Authentication Service | SAP Help Portal]

If you encounter any issues during the migration to SAP Cloud Identity Services, please create an incident with the component **LOD-SF-OBX-IAS**.

Please contact SAP Support.

Let’s Run Better Together!
Your SAP Team

EventID: EV39839026, NotifID : NZA6541717

SAP SE | Dietmar-Hopp-Allee 16 | 69190 Walldorf | Germany |
www.sap.com

Pflichtangaben/Mandatory Disclosure Statements: https://www.sap.com/impressum

Diese E-Mail kann Betriebs- oder Geschäftsgeheimnisse oder sonstige vertrauliche Informationen enthalten. Sollten Sie diese E-Mail irrtümlich erhalten haben, ist Ihnen eine Kenntnisnahme des Inhalts, eine Vervielfältigung oder Weitergabe der E-Mail ausdrücklich untersagt. Bitte benachrichtigen Sie uns und vernichten Sie die empfangene E-Mail. Vielen Dank.

This e-mail is sent to you by SAP SE on behalf of SAP's legal entities worldwide and if you would like to know who your specific data controller is, please click here to e-mail WebMaster@sap.com.

This e-mail may contain trade secrets or privileged, undisclosed, or otherwise confidential information. If you have received this e-mail in error, you are hereby notified that any review, copying, or distribution of it is strictly prohibited. Please inform us immediately and destroy the original transmittal. Thank you for your cooperation.

This e-mail provides material about SAP products and services that are related to your contract. If your role has changed and these communications are no longer relevant, or you don't want to receive these emails: Unsubscribe

To ensure you continue to receive SAP related information properly please add SAP CloudSupport Alerts sapcloudsupport@alerts.ondemand.com to your address book or safe senders list.

Copyright | Privacy | Legal Disclosure