Rapid! Earned Wage Access

Last Modified on 06/22/2026 3:19 pm CDT

Overview

TempWorks Enterprise™ and Beyond™ both integrate with Rapid! Earned Wage Access (EWA) to allow employees immediate access to accrued wages.

Note Rapid! Earned Wage Access requires an existing relationship with Rapid! and additional licensing.

Self-Hosted clients do **not** have access to the Rapid! Earned Wage Access integration.

Please contact your TempWorks Account Manager for more information.

Note Please note that Rapid! Earned Wage Access does **not** support the following:

- 1099 Employee (Independent Contractors)
- Employees **not** on an Active assignment.
- The use of **Units** within timecards.
    - For example, if an employee has a timecard with **both** hours and units, Rapid! EWA will apply **only** to the hours within the timecard and **not** the units.

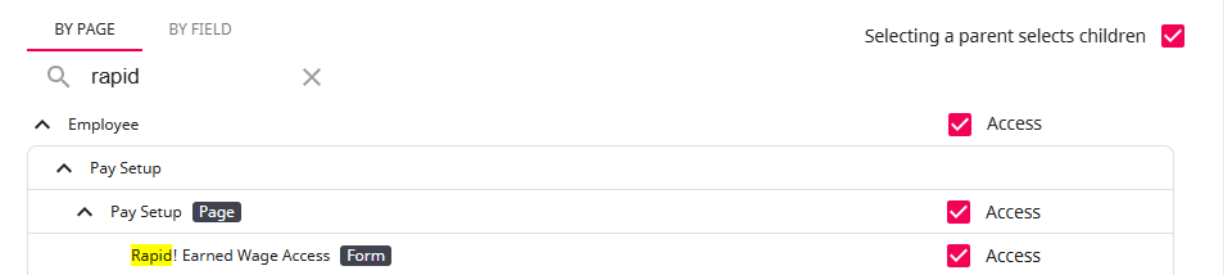
Note Rapid! EWA requires timecards to include daily hour details. To meet this requirement, please enter the hours worked for each day in the Day 1 through Day 7 fields on the timecard.

How to Setup Rapid! Earned Wage Access

Setup for Rapid! EWA is comprised of the following steps:

1. Initial setup completed by TempWorks
2. Complete registration setup within Beyond
3. Create HRCenter Rapid! Registration page

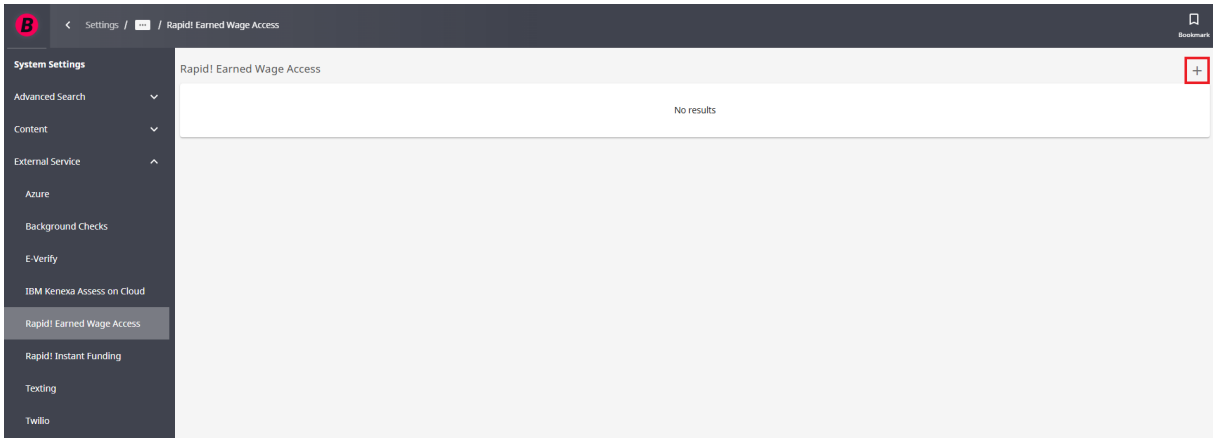
Note If you utilize custom Security Groups with Advanced Permissions, you will need to add the Access to the "Rapid! Earned Wage Access" form within Employee > Pay Setup to the Security Groups that require the functionality:



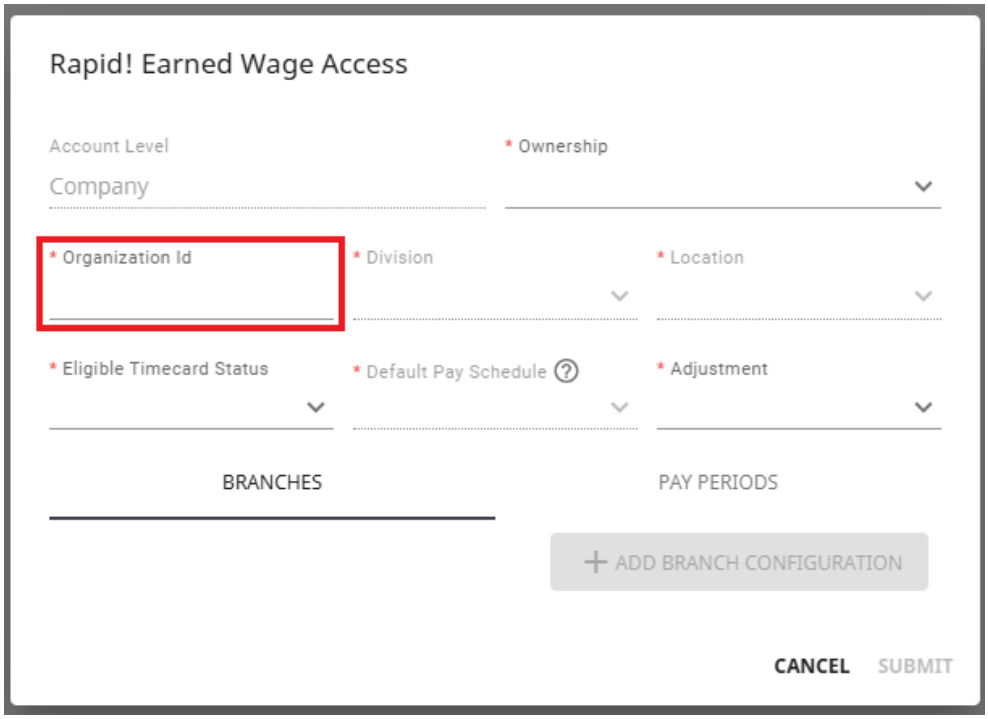
For more information on created custom Security Groups with Advanced Permissions, please see the following article titled "Beyond - Creating Security Groups with Advanced Permissions".

Completing Registration Setup within Beyond

Once initial setup has been completed by TempWorks, navigate to Beyond > System Settings > External Service > Rapid! Earned Wage Access and select the "+" at the top-right to add the Rapid! EWA registration information:



Within the Rapid! Earned Wage Access window, enter the "Organization ID" that has been provided to you by Rapid!:



Once the "Organization ID" has been entered, the remainder of the fields are able to be edited. Select the appropriate options from the following dropdowns:

- **Ownership**: The Entity in which the account will reside
- **Division**: Work with Rapid! to determine
- **Location**: Work with Rapid! to determine
- **Eligible Timecard Status**: The status that the timecard needs to be in in order for TempWorks to submit to Rapid! TempWorks suggests this be set to "Active"

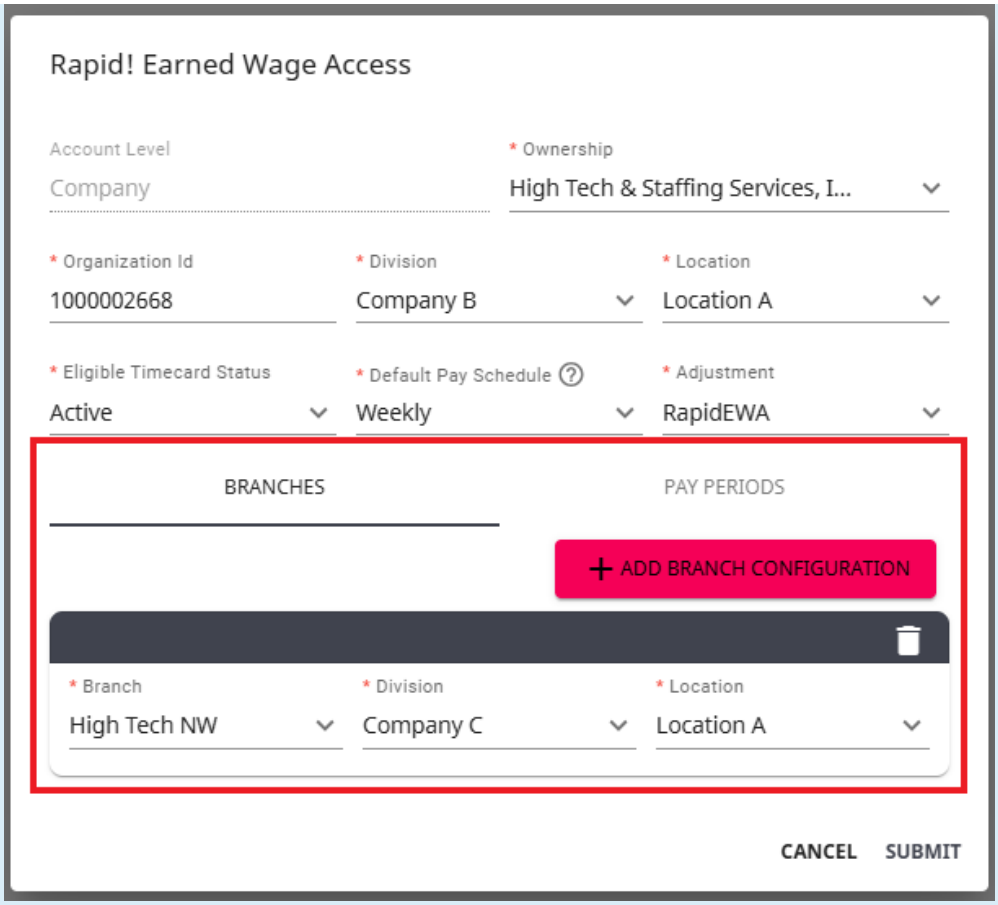
Note The "Eligible Timecard Status" dropdown contains the following options:

- Active
- Approved

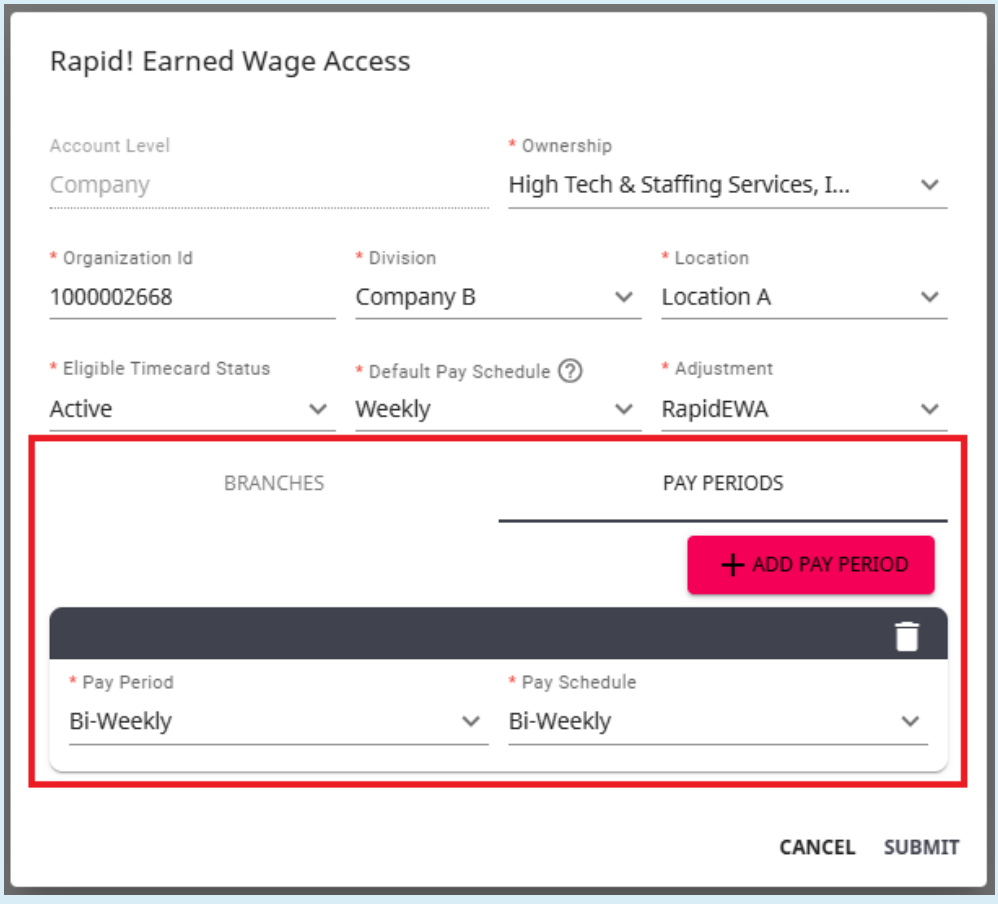
While it is recommended to select "Active", if selecting "Approved", you will need to manually approve the Rapid! EWA timecards each day.

- **Default Pay Schedule**: The status that is used to enroll employees with no assignment or multiple assignments
- **Adjustment**: The type of adjustment that is to be applied to the employee's paycheck

Note Optionally, you can choose to add branch configurations and/or additional pay periods by selecting the appropriate tab/option at the bottom of the Rapid! Earned Wage Access window:

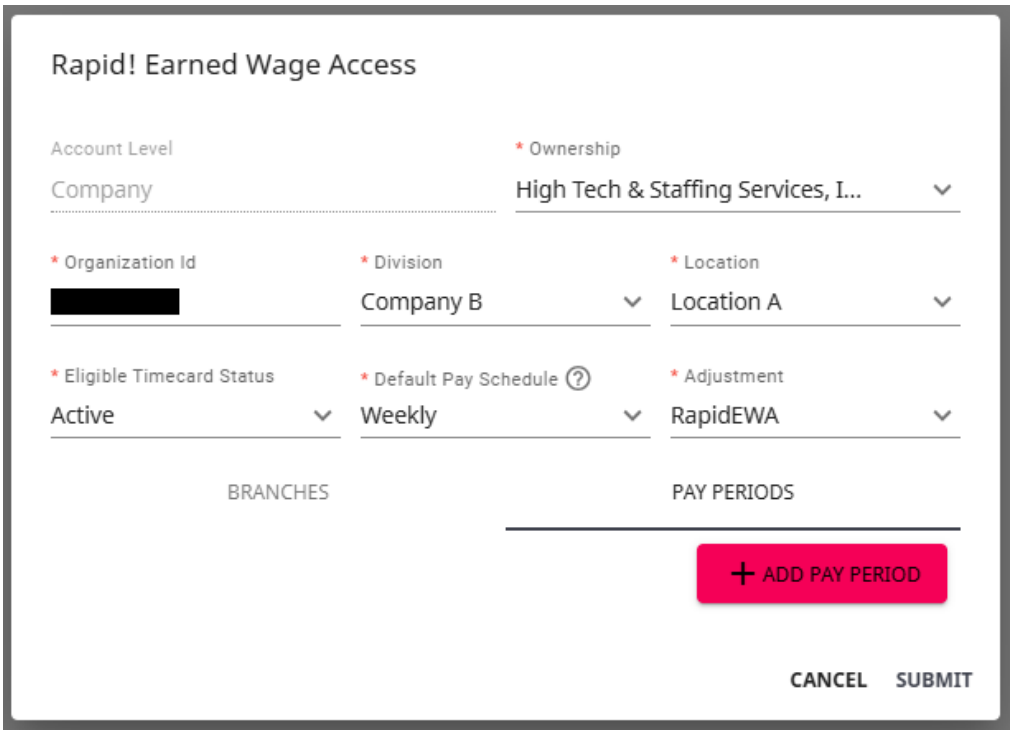


The branches are set to mirror hierarchy and are sent to Rapid! for employee mapping.

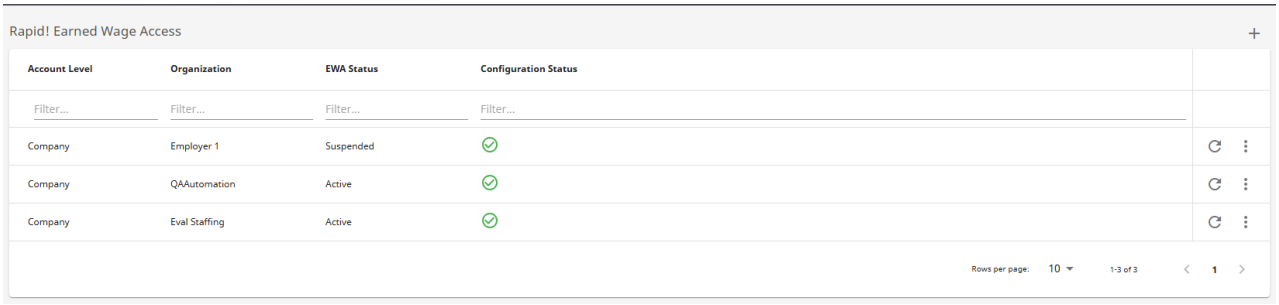


The "Pay Period" helps to determine how often TempWorks receives an adjustment file from Rapid!.

Once the information has been entered, select "Submit" to complete the registration setup within Beyond:



Once setup is complete and enabled, the "Configuration Status" will show as green. This status represents the connection between TempWorks and Rapid!:



Note In the event the "Configuration Status" shows as a gray "X", please validate the information entered within the Rapid! Earned Wage Access window.

Creating the Rapid! Registration Page within HRCenter

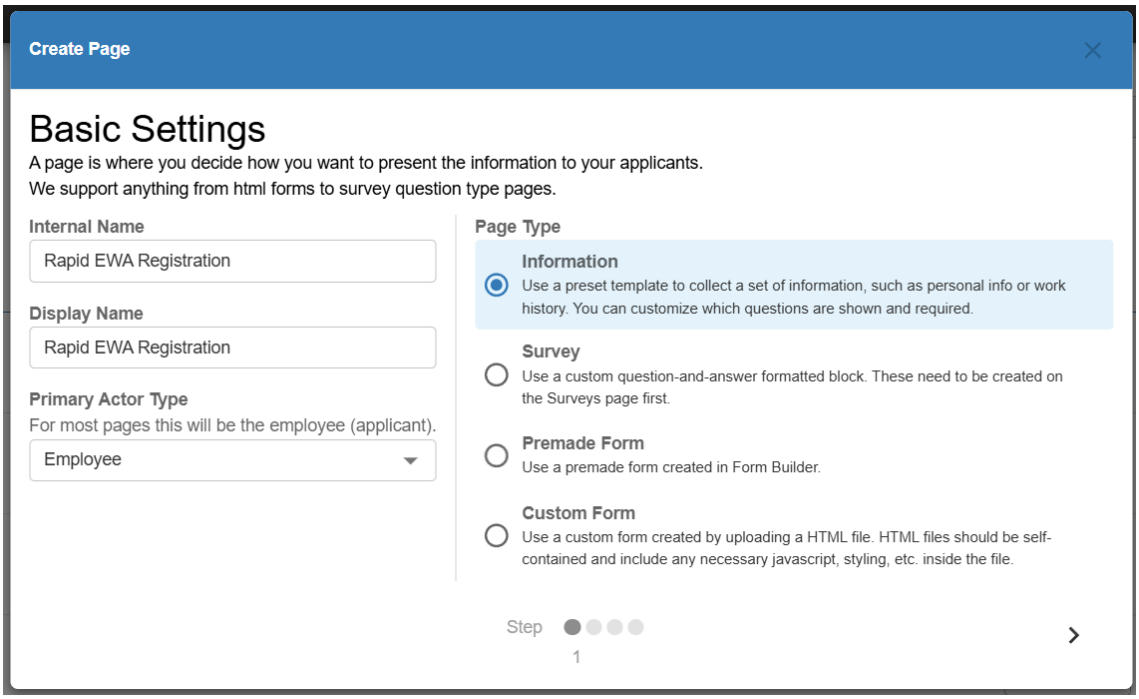
Once registration within Beyond is complete, the HRCenter page will need to be created.

Navigate to HRCenter Admin > Pages > Information Tab > Select the "+" to add a new page:

Within the "Create Page" window, under "Basic Settings", enter/select the following:

- **Internal Name**: Rapid EWA Registration
- **Display Name**: Rapid EWA Registration
- **Primary Actor Type**: Employee
- **Page Type**: Information

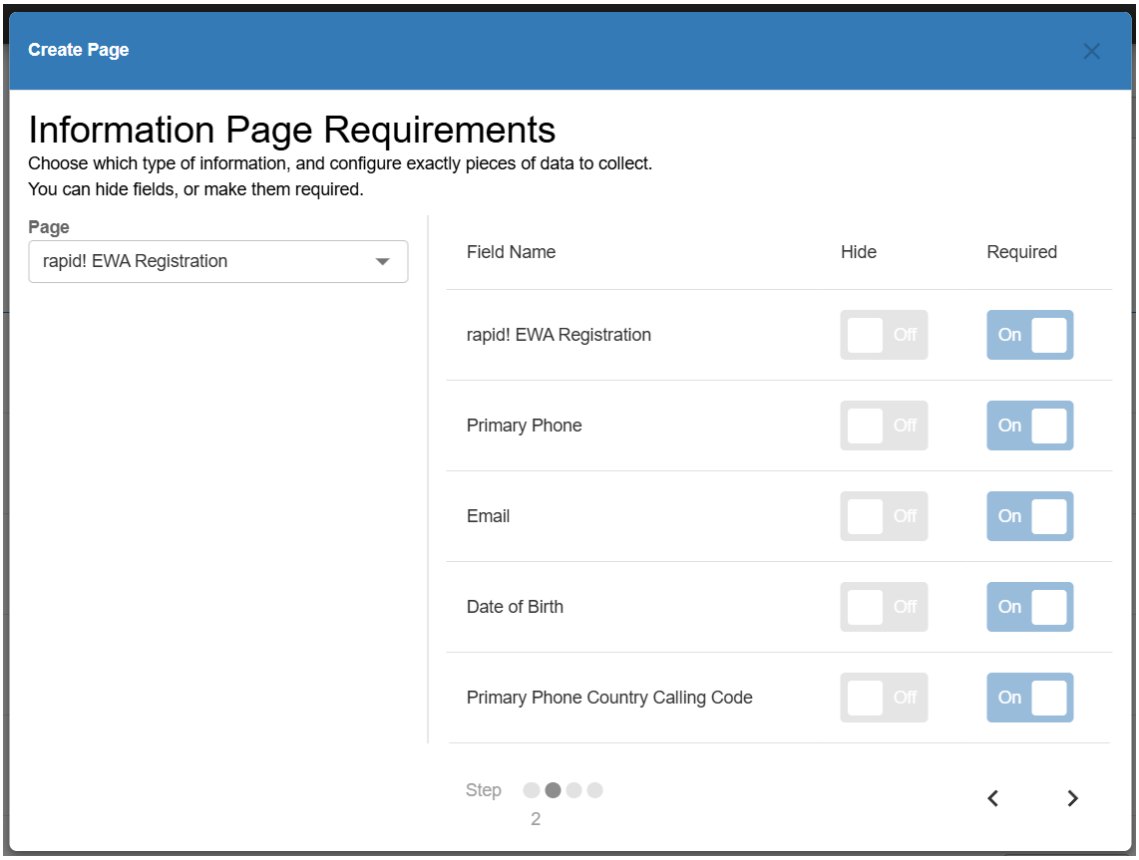
Once the information has been entered, select the ">" arrow to continue:



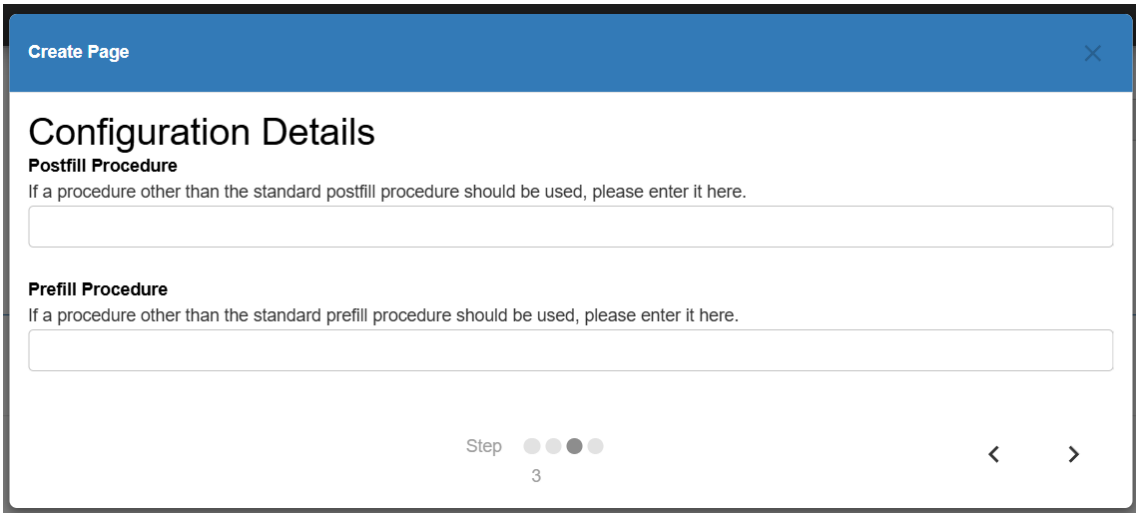
Within the "Information Page Requirements" section, select the following:

- **Page**: Rapid! EWA Registration
  - Validate the following are set to "**Required**":
    - Rapid! EWA Registration
    - Primary Phone
    - Email
    - Date of Birth
    - Primary Phone Country Calling Code

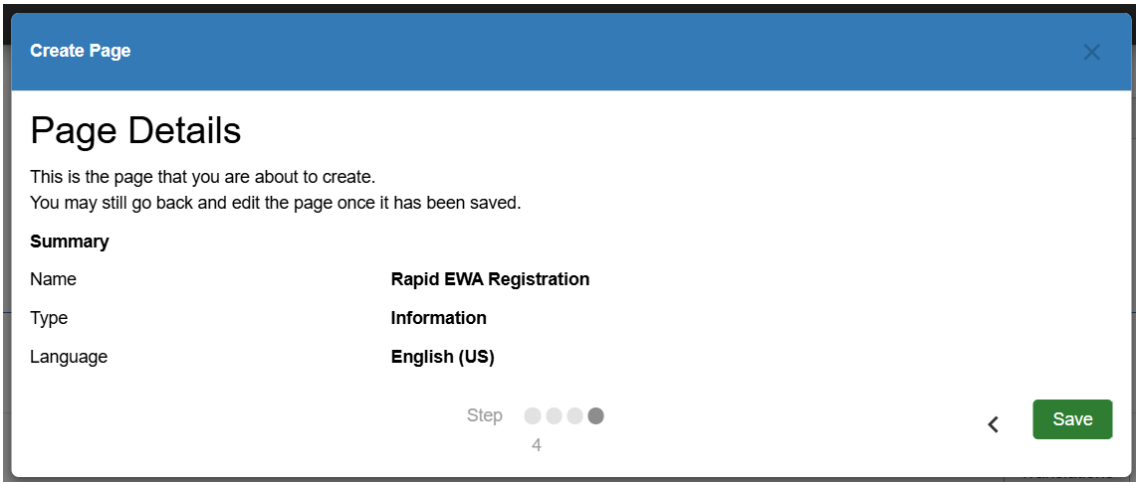
Once the information has been validated, select the ">" arrow to continue:



Within the "Configuration Details" section, leave both procedure options blank and select the ">" arrow to continue:



Select "Save" to complete the setup of the HRCenter page:



Once the page has been setup, it is ready to be added to a workflow and assigned to employees to complete.

Note For more information on adding pages to workflows and assigning workflows to employees, please see the following articles:

- How to Create & Edit Workflows
- Beyond - How to Assign a New HRCenter Workflow or Page

How to Utilize Rapid! Earned Wage Access

Once the account registration has been setup in Beyond and the HRCenter page has been created, the following steps are completed for the utilizing of Rapid! EWA:

Note The Rapid! EWA integration requires employees to be on an Active assignment to be able to complete the HRCenter page and sync record information.

1. Employee completes the Rapid! EWA Registration HRCenter page
2. Employee uses EWA from Rapid!
3. Adjustment file is created by Rapid! and imported within TempWorks
4. Adjustments are applied to the employee and the lump sum amount is deducted from their paycheck when payroll is completed
5. Adjustments can be reviewed via the Employee Adjustments report along with reporting through the Rapid! Portal

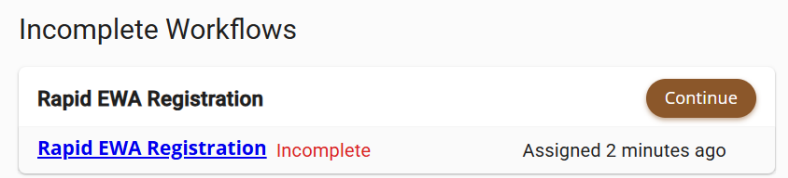
Completing the Rapid EWA Registration HRCenter Page

You will need to assign the newly created Rapid! EWA Registration HRCenter page to the employee record(s) that will be utilizing Rapid! EWA.

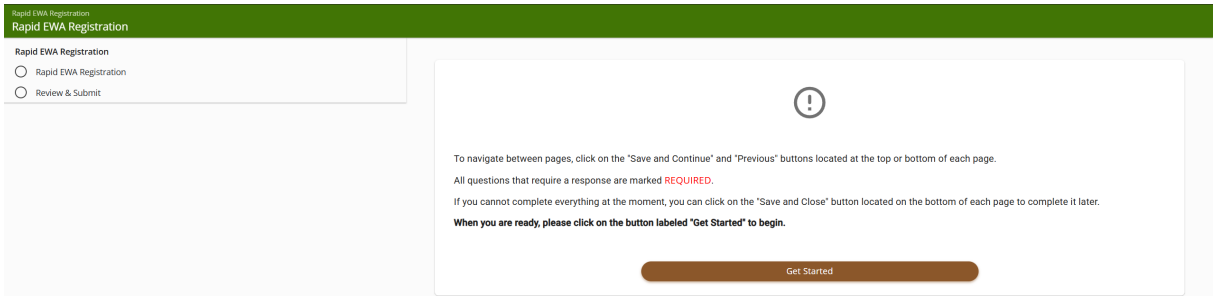
Note For more information on the Onboarding process, including instructions on how to assign an HRCenter Page/Workflow, please see the following article titled Beyond - How to Assign a New HRCenter Workflow or Page.

Once assigned, the employee will log into their instance of HRCenter and complete the page.

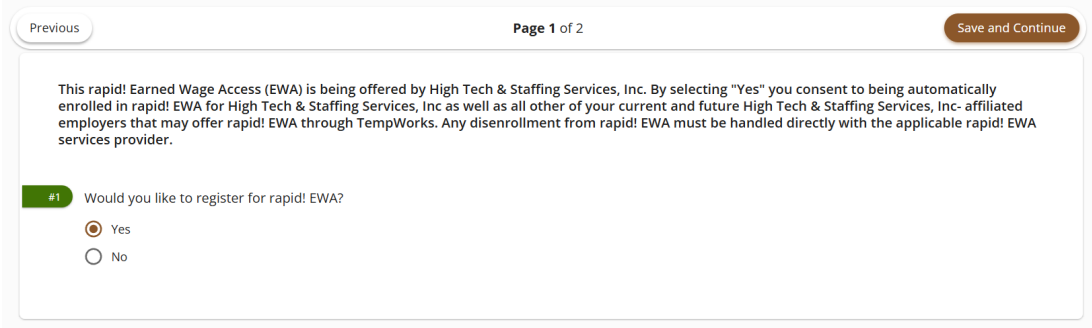
With the employee logged into HRCenter, they will see the Rapid! EWA Registration will need to be completed:



The employee will then select "Get Started" to begin the registration page:



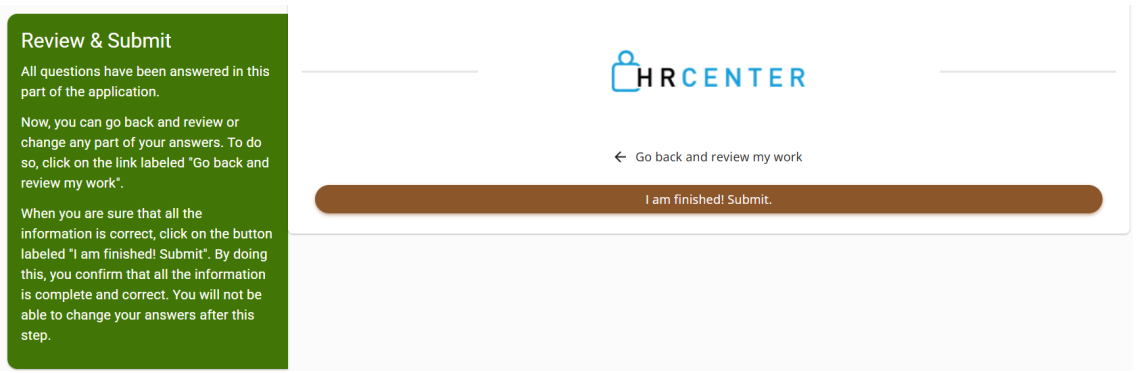
The employee will select "Yes" to confirm they would like to register with Rapid! EWA and then select "Save and Continue":



Note In the event the employee is missing any of the following information from their record, they will be required to enter it before being able to continue:

- Primary Phone Number
- Email Address
- Date of Birth

The employee will select "I am finished! Submit." to complete the HRCenter workflow:



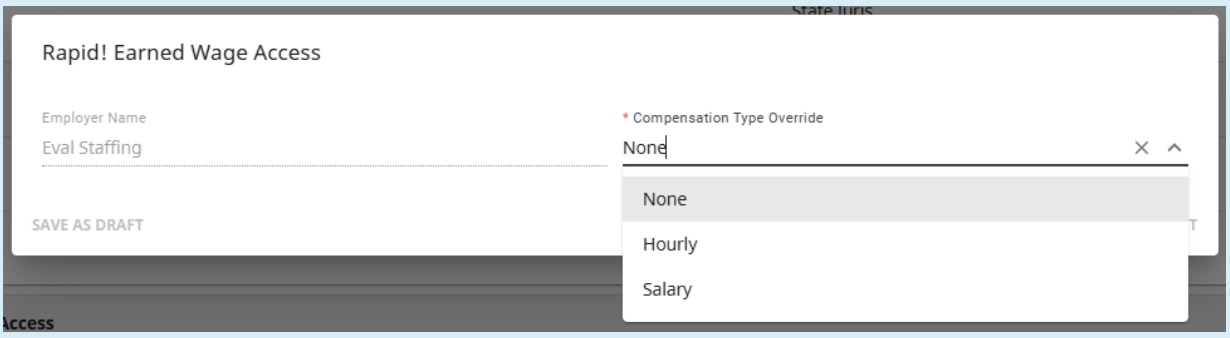
Once the employee has completed registration within HRCenter, they will need to complete the setup within either the app (Rapid!Pay) or the website.

Employee Uses EWA from Rapid!

When an employee decides to utilize EWA and access their funds, this is all completed from Rapid!

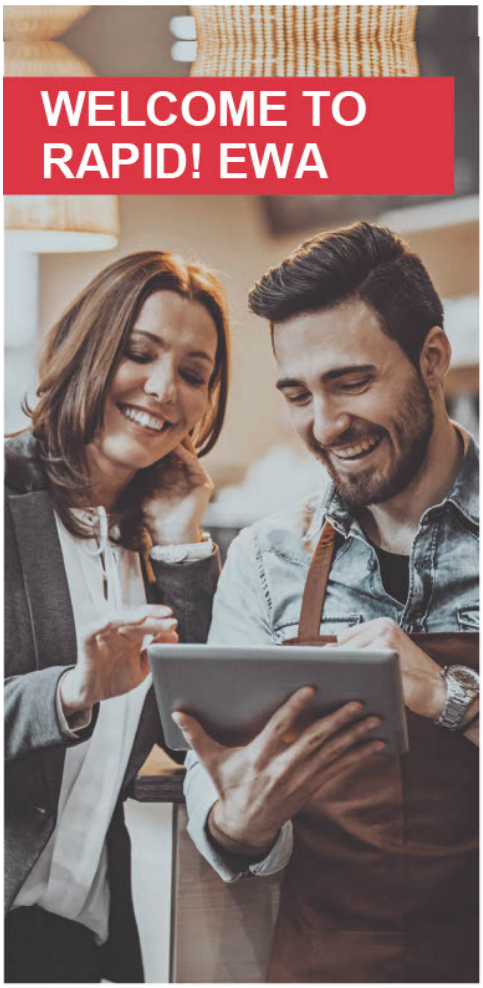
Note Depending on whether the employees are paid hourly or salary, you can navigate to the Employee > Pay Setup > Rapid! Earned Wage Access Card > Select the ⋮ icon to the right > Select "Edit Compensation Type Override", and select the appropriate option:

- None (Default)
- Hourly
- Salary



Rapid! EWA FAQ

The below FAQ includes important information for employees utilizing Rapid! EWA.



What is rapid! EWA?

Today's workforce is rapidly evolving. rapid! EWA (Earned Wage Access) is a product that allows you easy access to your earned wages, with convenient delivery options.

How do I sign up for rapid! EWA?

You can Opt-In to rapid! EWA via HR Center. Simply complete the Workflow to setup your profile. Next you will follow the EWA Recipient Instructions.

Are there any applicable fees to use this product?

Please refer to the "OnDemand Pay" tab within your rapid! OnDemand recipient profile to view any associated fees.

How will my employer know I took an EWA transaction?

Your employer will be notified that you have received a rapid! EWA disbursement. The deduction will be reflected on your paystub.

How is the available rapid! EWA wage amount determined? Why is this not my full wages?

Based on the information provided by your employer we estimate what NET WAGES (after taxes and deductions) are due to you. Based on your employer's policy, you have access to part of those estimated net wages due. The amount available will be less than your gross wages based on these factors.

When will my funds be available after I complete my payment election?

If you are a rapid! PayCard holder or selected the "debit Card" payment election, transfers to your debit card are generally processed within minutes of your disbursement but could take up to 30 minutes in some cases. If you've selected the "ACH" payment election, ACH disbursements process within 1-3 business days. The financial institution that holds your bank account may take additional time to deposit the funds from an ACH transfer in your bank account.

When do hours worked show up as available in rapid! OnDemand?

Your available hours worked typically be added to rapid! OnDemand within a few hours of your shift but can take as long as 24hrs.

Can I use my personal credit card, business debit card, or business credit card as a Debit Card payment option?

Only personal or prepaid debit card accounts will be accepted for debit card transactions. Credit cards, both business and personal, are not acceptable payment options.

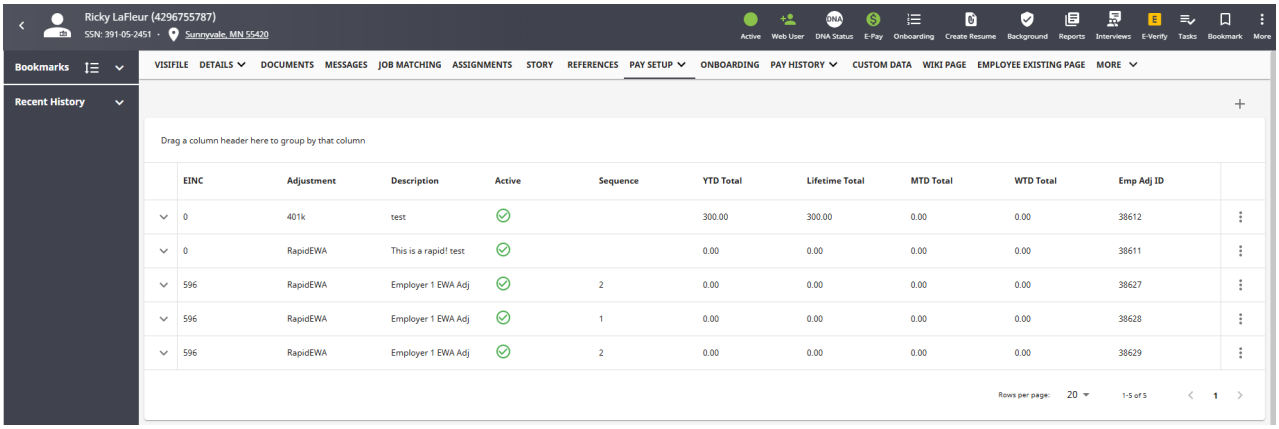
Why does my phone number reflect (813) 337-5015?

rapid! EWA requires a phone number be populated in order to opt-in to the benefit. As your employee profile did not include a mobile phone number, this number is utilized as a default. You are able to update this information within the rapid! EWA system at any time.

rapid! EWA

Applying Adjustments and Completing Payroll

Once an employee utilizes Rapid! EWA, an adjustment file is generated by Rapid! and is sent to TempWorks to apply the "RapidEWA" adjustments to the respective employee record.



The adjustments from the file will determine the lump sum that will be deducted from the respective employees check once payroll is completed within Enterprise.

Once the adjustments are applied to the respective employee records utilizing Rapid! EWA, payroll is able to be completed.

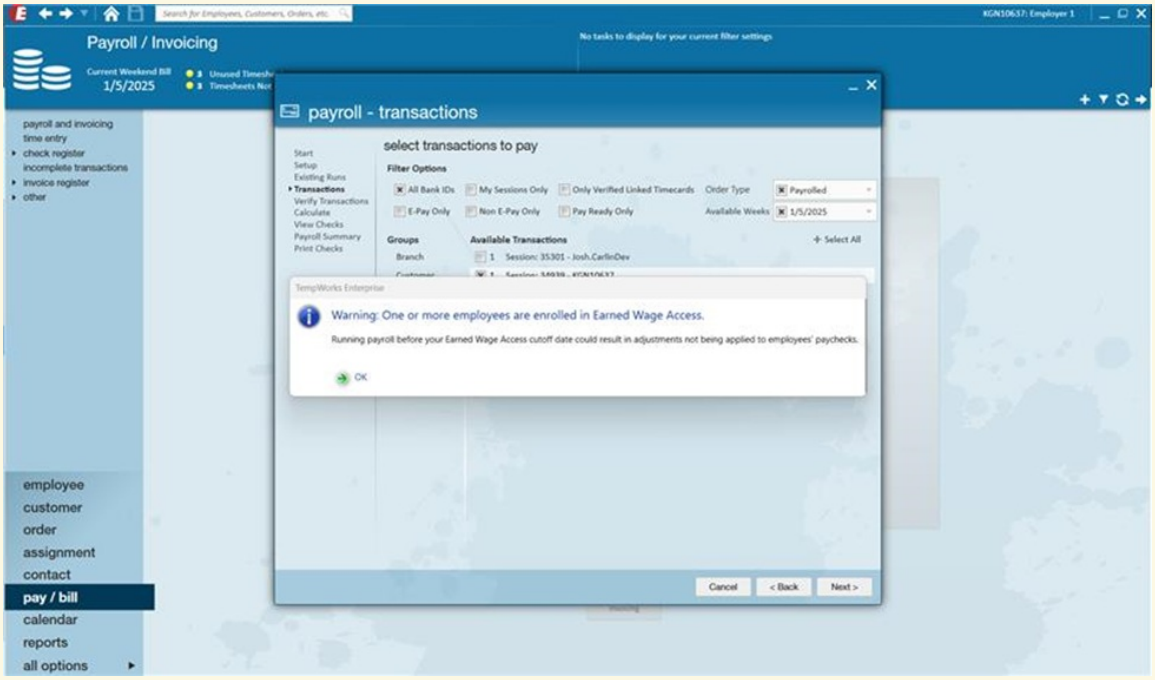
Note Every time an employee utilizes EWA, a new adjustment file is sent from Rapid! during that pay period. Therefore, new adjustments are applied to the employee record and previously paid adjustments are marked as "inactive".

Note Rapid! EWA does **not support** the use of **units** within timecards.

For example, if an employee has a timecard with **both** hours and units, Rapid! EWA will apply **only** to the hours within the timecard and **not** the units.

Rapid! EWA requires timecards to include daily hour details. To meet this requirement, please enter the hours worked for each day in the Day 1 through Day 7 fields on the timecard.

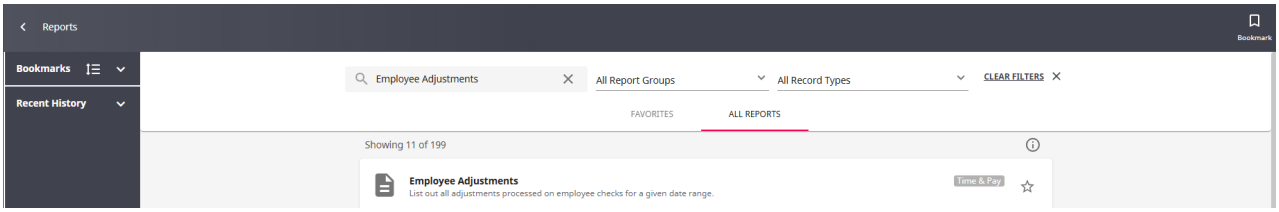
Note When creating the transactions during payroll, you may receive the following warning:



This warning is received if the payroll run is started before the payroll cutoff date. This will not prevent you from continuing the payroll run.

Reviewing Adjustments

Once payroll has been completed and adjustment amounts have been deducted from the employee's paycheck, adjustments are able to be reviewed from within the "Employee Adjustments" report along with reporting directly within the Rapid! Portal.



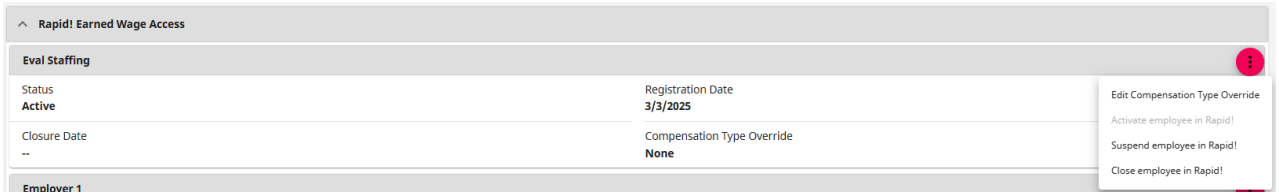
Employee and Employer Configurations

In the event the employee or employer record are to no longer be enrolled in Rapid! EWA, there are configuration options available depending on the record type.

Employee Configurations

Navigate to the Employee Record > Pay Setup > Rapid! Earned Wage Access card > Select the ⋮ icon to the right of the card to see the following options:

- **Activate employee in Rapid!**: If previously suspended, you can re-activate the employee with Rapid! EWA.
- **Suspend employee in Rapid!**: If previously active, you can suspend the employee from Rapid! EWA.
- **Close employee in Rapid!**: If previously active or suspended, you can close the employee from Rapid! EWA.



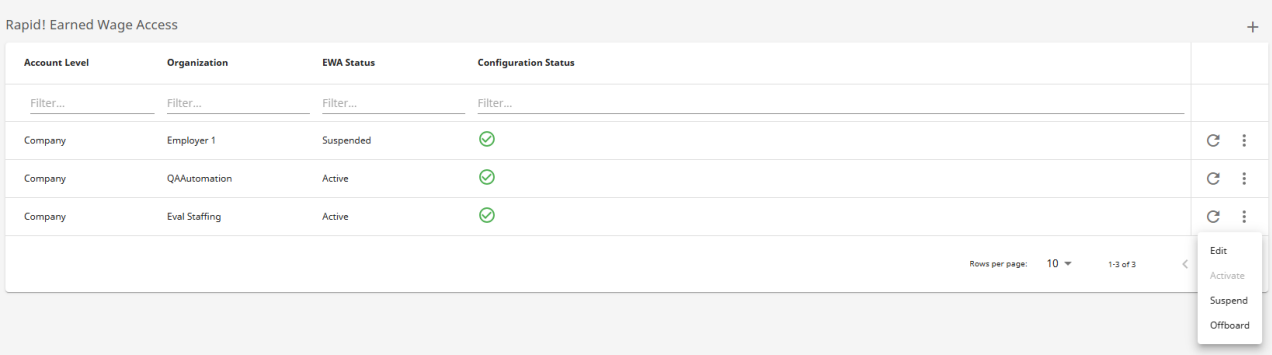
Note Please keep in mind the following regarding the different employee configurations:

- **Suspending an Employee**: Clicking the "Suspend" option will put the employee into a "Suspending" status until the last adjustment file from Rapid! has been received. Once the file has been received, the employee will move to a "Suspended" status and **can be** reactivated at a later date by selecting the "Activate" option.
- **Closing an Employee**: Clicking the "Close" option will put the employee into a "Closing" status. During this same time, TempWorks is waiting for the last adjustment file from Rapid!. Once received and applied, the employee will move to a "Closed" status. Once closed, the employee would need to re-register for Rapid!. The "Activate" option will **not** be selectable.

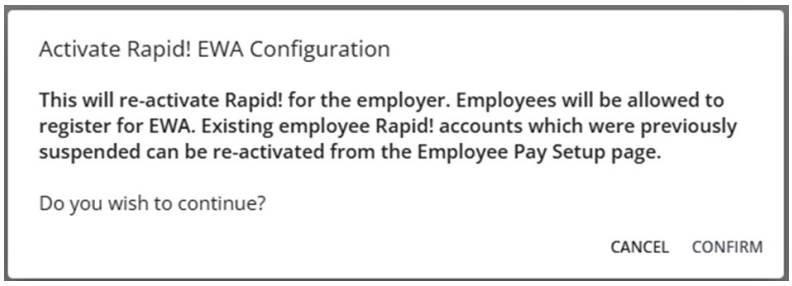
Employer Configurations

Navigate to Beyond > System Settings > External Services > Rapid! Earned Wage Access > Select the ⋮ icon to the

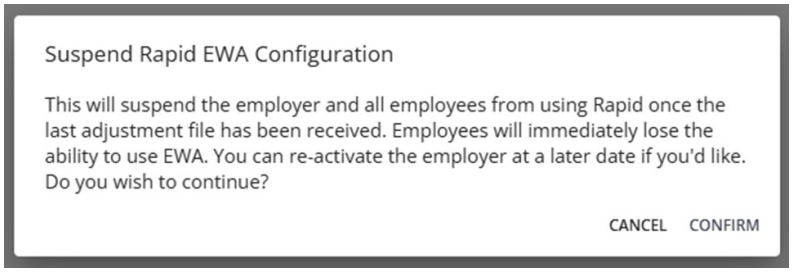
right of the account to see the following options:



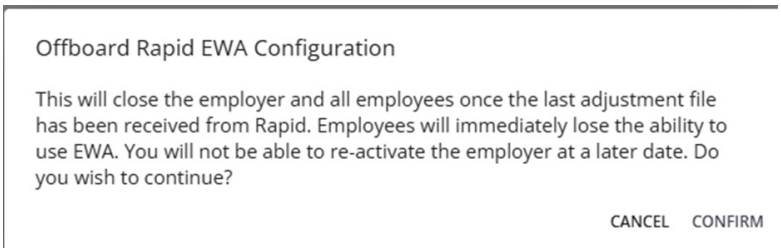
- **Activate**: If previously suspended, you can re-activate the employer account with Rapid! EWA. Previously suspended employees will need to be manually re-activated to gain access to Rapid! EWA.



- **Suspend**: If previously active, you can suspend the employer account from Rapid! EWA. This will also suspend all employees from Rapid! EWA.



- **Offboard**: If previously active or suspended, you can close the employer account from Rapid! EWA. This will also immediately cause all employees to lose access to Rapid! EWA.



Note Please keep in mind the following regarding the different employer account configurations:

- **Suspend**: Clicking the "Suspend" option will put the employer account into a "Suspending" status until the last adjustment file from Rapid! has been received. Once the file has been received, the employer account will move to a "Suspended" status and can be reactivated at a later date by selecting the "Activate" option.

    - If suspended, all employees will immediately lose the ability to use Rapid! EWA.
    - If re-activated, all employees previously suspended will need to be manually re-activated within the employees Pay Setup.
- **Offboard**: Clicking the "Offboard" option will put the employee into an "Offboarding" status. During this same time, TempWorks is waiting for the last adjustment file from Rapid!. Once received and applied, the employer account will move to an "Offboarded" status. Once offboarded, the employer account would need to be re-created. The "Activate" option will **not** be selectable.
    - If offboarded, all employees will immediately lose the ability to use Rapid! EWA.
    - Once a new employer account is created, all previously active/suspended employees will need to manually re-register (complete the Rapid! EWA Registration HRCenter page) before being able to access Rapid! EWA.

Related Articles