



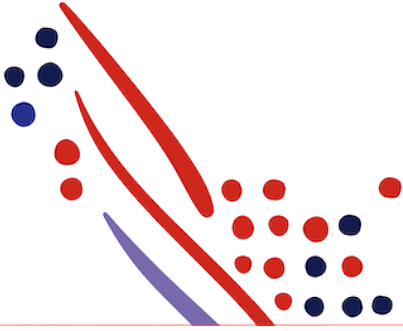
Guide

Talent Profile Languages API Guide for ADP Workforce Now

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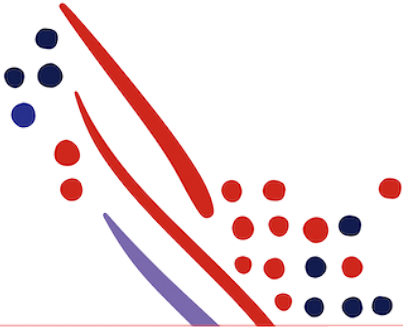


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Chapter 1

About the API

Summary

The Talent Profile - Languages Application Programming Interfaces (APIs) are used to do the following:

- Retrieve all language details of a worker.
- Add, update, and remove worker languages.

What's New in this Guide?

April 2022

Updated API endpoints and samples to link to API explorer.

Postman Collection

Postman allows you to import a collection of APIs, created by others, so you can try them out. For more information on Postman, see [Making Your First API Call Using Postman](#).

To download API collections for the Talent Profile - Languages API from the ADP GitHub library and import them to Postman, go to <https://github.com/adpllc/marketplace-sample-payloads/tree/master/wfn/talent/talent-profile/associate-languages/Postman-collection>.

Chapter 2

Use Case: Retrieving an Associate's Languages

Use Case Description

The Talent Profile - Languages APIs can be used to retrieve a list of languages an associate speaks, along with the level of competency in each language, or to return the level of proficiency in a specific language within the ADP Workforce Now user interface (UI) by selecting **People > Personal Information > Talent Profile > Languages**.

For more information refer [Associate Languages API Guide ADP WFN](#).

API Usage

Method	Uniform Resource Identifier (URI)	Description
GET	/talent/v2/associates/{aoid}/associate-languages	Requests the list of all available languages for a given associate that the requester is authorized to view.
GET	/talent/v2/associates/{aoid}/associate-languages/{language-id}	Requests a specific language for a given associate. {language-id} is the itemID obtained from a GET /talent/v2/associates/{aoid}/associate-languages .
GET	/talent/v2/associates/{aoid}/associate-languages/meta	Returns a meta information

Application Scope

The canonical URI corresponding to the API needs to be added in the Consumer Application Registry (CAR) for the subscription, following which a user can access this API and make successful API calls.

The following canonical needs to be added to your application scope to enable this use case:

`/talent/workerTalentManagement/workerKSAOCManagement/languageManagement/language.read`

Supported Actors

The only actor

- **Request Parameter roleCode Value:** Practitioner
- **Usage:** Retrieves an employee's languages as a practitioner. A system user is considered a practitioner.

Request Parameter roleCode Value:	Practitioner
Usage:	Retrieves an employee's languages as a practitioner. A system user is considered a practitioner.

Request Header Parameters

None, in addition to the ADP standard header parameters.

Sequence of Interactions

1. Your consumer application makes a request to the ADP API endpoint to GET associate-languages for an associate.
2. The ADP endpoint responds to your consumer application with associate languages of an associate.

Data Dictionary

Resources listed in the following table can be accessed within the ADP Workforce Now UI by selecting **People > Personal Information > Talent Profile > Languages**.

Schema Location	Field Name
<code>/associateLanguages/itemID</code>	Not Displayed
<code>/associateLanguages/languageCode</code>	Language
<code>/associateLanguages/languageCode/codeValue</code>	
<code>/associateLanguages/languageCode/shortName</code>	
<code>/associateLanguages/nativeLanguageIndicator</code>	Native Speaker
<code>/associateLanguages/acquisitionDate</code>	Date Acquired
<code>/associateLanguages/competencyDimensions</code>	Not Displayed
<code>/associateLanguages/competencyDimensions/dimensionNameCode</code>	Not Displayed

/associateLanguages/competencyDimensions/dimensionNameCode/codeValue	Not Displayed
/associateLanguages/competencyDimensions/dimensionNameCode/shortName	Not Displayed
/associateLanguages/competencyDimensions/selfAssessedProficiencyScore	Spoken Proficiency
/associateLanguages/competencyDimensions/selfAssessedProficiencyScore/scoreCode	
/associateLanguages/competencyDimensions/selfAssessedProficiencyScore/scoreCode/codeValue	
/associateLanguages/competencyDimensions/selfAssessedProficiencyScore/scoreCode/shortName	
/associateLanguages/competencyDimensions/dimensionNameCode	Not Displayed
/associateLanguages/competencyDimensions/dimensionNameCode/codeValue	Not Displayed
/associateLanguages/competencyDimensions/dimensionNameCode/shortName	Not Displayed
/associateLanguages/competencyDimensions/selfAssessedProficiencyScore	Written Proficiency
/associateLanguages/competencyDimensions/selfAssessedProficiencyScore/scoreCode	
/associateLanguages/competencyDimensions/selfAssessedProficiencyScore/scoreCode/codeValue	
/associateLanguages/competencyDimensions/selfAssessedProficiencyScore/scoreCode/longName	

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

For more information refer [Associate Languages API Guide ADP WFN](#).

Response Code	Condition	messageTxt	Git Hub Sample Request Payload
200 OK	Retrieve the associates Language details(All languages)	NA	NA

	Retrieve the associates Language details(individual language)	NA	NA
400 Bad Request	Retrieve the associates Language details with invalid itemID of language	"userMessage": {"messageTxt": "itemID is invalid." }	NA
403 Forbidden	Retrieve the associates Language details with invalid AOID	"userMessage": {"messageTxt": "Forbidden" }	NA

Chapter 3

Use Case: Adding an Associate's Languages

Use Case Description

This use case adds an associate's language details.

For more information refer [Associate Languages API Guide ADP WFN](#)

API Usages

Method	URI	Description
POST	/events/talent/v1/associate.ksaac.language.add	Adds associate languages.
GET	/events/talent/v1/associate.ksaac.language.add/meta	Returns meta information.

Application Scope

The following canonical needs to be added to your application scope to enable this use case:

`/talent/workerTalentManagement/workerKSAOCManagement/languageManagement/language.add`

Supported Actors

Request Parameter roleCode Value:	Practitioner
Usage:	Adds an employee's languages as a practitioner. A system user is considered a practitioner.

Request Header Parameters

None, in addition to the ADP standard header parameters.

Sequence of Interactions

1. Your consumer application makes a request for `/events/talent/v1/associate.ksaac.language.add/meta` to the ADP API endpoint.

- The ADP API endpoint responds to your consumer application with the meta payload. See the following table. Your consumer application processes the meta payload to validate data included in the payload in step 3 and prompts the user to fix any validation issues. Otherwise, compose the payload for the /events/talent/v1/associate.ksaoc.language.add request.
- Your consumer application makes a /events/talent/v1/associate.ksaoc.language.add request the ADP API endpoint.
- The ADP API endpoint responds to the consumer application concerning the details of /events/talent/v1/associate.ksaoc.language.add.

Data Dictionary

Resources listed in the following table can be accessed in the ADP Workforce Now UI by selecting **People > Personal Information > Talent Profile > Languages**.

Schema Location	Field Name
/associateOID	Not Displayed
/associateLanguage	Language
/associateLanguage/languageCode	
/associateLanguage/languageCode/codeValue	
/associateLanguage/nativeLanguageIndicator	Native Speaker
/associateLanguage/acquisitionDate	Date Acquired
/associateLanguage/selfAssessedProficiencyScore/scoreCode	Not Displayed
/associateLanguage/selfAssessedProficiencyScore/scoreCode/codeValue	Not Displayed
/associateLanguage/competencyDimensions/dimensionNameCode	Spoken Proficiency/Written Proficiency
/associateOID	Not Displayed

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

For more information refer [Associate Languages API Guide ADP WFN](#).

Response Code	Condition	messageTxt
201 Created	Add language details for an employee.	NA
400 Bad Request	Add language details for an employee with an invalid language code.	"userMessage":{ "messageTxt": "Language is invalid." }
	Add language details for an employee with an invalid	"userMessage":{ "messageTxt": "Spoken Proficiency is invalid." }

	Spoken Proficiency.	
	Add language details for an employee with an invalid Written Proficiency.	"userMessage":{"messageTxt": "Written Proficiency is invalid." }
400 Bad Request (cont.)	Add language details for an employee with an invalid DATE format.	"userMessage":{"messageTxt": "Date Acquired should be between 01/01/1900 and 12/31/2100." }
	Add language details for an employee with an invalid Associate Organization ID (AOID).	"userMessage":{"messageTxt": "The Employee record was not found." }

Chapter 4

Use Case: Updating an Associate's Languages

Use Case Description

This use case updates an associate's languages.

For more information refer [Associate Languages API Guide ADP WFN](#).

API Usage

Method	URI	Description
POST	/events/talent/v1/associate.ksaoc.language.change	Updates an associate Language details.
GET	/events/talent/v1/associate.ksaoc.recognition.change/meta	Returns meta information.

Application Scope

The following canonical needs to be added to your application scope to enable this use case:

`/talent/workerTalentManagement/workerKSAOCManagement/languageManagement/language.change`

Supported Actors

Request Parameter roleCode Value:	Practitioner
Usage:	Updates an employee's languages as a practitioner. A system user is considered a practitioner.

Request Header Parameters

None, in addition to the ADP standard header parameters.

Sequence of Interactions

1. Your consumer application makes a request for `/events/talent/v1/associate.ksaoc.language.change/meta` to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with the meta payload. See the following table. Your consumer application processes the meta payload to validate data included in the payload in step 3 and prompts the user to fix any validation issues. Otherwise, compose the payload for the `/events/talent/v1/associate.ksaoc.language.change` request.
3. Your consumer application makes an `/events/talent/v1/associate.ksaoc.language.change` request the ADP API endpoint.
4. The ADP API endpoint responds to the consumer application concerning the details of `/events/talent/v1/associate.ksaoc.language.change`.

Data Dictionary

Resources listed in the following table can be accessed in the ADP Workforce Now UI by selecting **People > Personal Information > Talent Profile > Languages**.

Schema Location	Field Name
<code>/associateOID</code>	Not Displayed
<code>/associateLanguage</code>	Not Displayed
<code>/associateLanguage/itemID</code>	Not Displayed
<code>/associateLanguage</code>	Language
<code>/associateLanguage/languageCode</code>	
<code>/associateLanguage/languageCode/codeValue</code>	
<code>/associateLanguage/nativeLanguageIndicator</code>	Native Speaker
<code>/associateLanguage/acquisitionDate</code>	Date Acquired
<code>/associateLanguage/selfAssessedProficiencyScore/scoreCode</code>	Not Displayed
<code>/associateLanguage/selfAssessedProficiencyScore/scoreCode/codeValue</code>	Not Displayed
<code>/associateLanguage/competencyDimensions/dimensionNameCode</code>	Spoken Proficiency /Written Proficiency
<code>/associateLanguage/competencyDimensions/dimensionNameCode/codeValue</code>	

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

For more information refer [Associate Languages API Guide ADP WFN](#).

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Response Code	Condition	messageTxt
200 OK	Update language details for an employee	NA
400 Bad Request	Update language details for an employee with invalid itemID for a particular language	"userMessage":{ "messageTxt": "itemID is invalid." }
	Update language details for an employee with invalid languageCode	"userMessage":{ "messageTxt": "Language is invalid." }
	Update language details for an employee with invalid Spoken Proficiency	"userMessage":{ "messageTxt": "Spoken Proficiency is invalid." }
	Update language details for an employee with invalid Written Proficiency	"userMessage":{ "messageTxt": "Written Proficiency is invalid." }
400 Bad Request (cont.)	Update language details for an employee with invalid Date format	"userMessage":{ "messageTxt": "Date Acquired should be between 01/01/1900 and 12/31/2100." }
	Update language details for an employee with invalid AOID	"userMessage":{ "messageTxt": "The Employee record was not found." }

Chapter 5

Use Case: Removing an Associate's Languages

Use Case Description

This use case removes an associate's languages.

For more information refer [Associate Languages API Guide ADP WFN](#).

API Usage

Method	URI	Description
POST	/events/talent/v1/associate.ksaoc.language.remove	Removes an associate's languages.
GET	/events/talent/v1/associate.ksaoc.language.remove/meta	Returns meta information.

Application Scope

The following canonical needs to be added to your application scope to enable this use case:

`/talent/workerTalentManagement/workerKSAOCManagement/languageManagement/language.remove`

Supported Actors

Request Parameter roleCode Value:	Practitioner
Usage:	Removes an employee's languages as a practitioner. A system user is considered a practitioner.

Request Header Parameters

None, in addition to the ADP standard header parameters.

Sequence of Interactions

1. Your consumer application makes a request for `/events/talent/v1/associate.ksaoc.language.remove/meta` to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with the meta payload. See the following table. Your consumer application processes the meta payload to validate data included in the payload in step 3 and prompts the user to fix any validation issues. Otherwise, compose the payload for the `/events/talent/v1/associate.ksaoc.language.remove` request.
3. Your consumer application makes an `/events/talent/v1/associate.ksaoc.recognition.remove` request the ADP API endpoint.
4. The ADP API endpoint responds to the consumer application concerning the details of `/events/talent/v1/associate.ksaoc.recognition.remove`.

Data Dictionary

Resources listed in the following table can be accessed within the ADP Workforce Now UI by selecting **People > Personal Information > Talent Profile > Languages** are within ADP Workforce Now.

Schema Location	Field Name
<code>/associateOID</code>	Not Displayed
<code>/associateLanguage</code>	Not Displayed
<code>/associateLanguage/itemID</code>	Not Displayed

Responses

You may encounter exceptions outside your common success scenarios. You must account for these exceptions during your initial development.

For more information, see [API Common Exceptions and Tips for Handling](#).

For more information refer [Associate Languages API Guide ADP WFN](#).

Response Code	Condition	messageTxt
200 OK	Remove the language details of an employee.	NA
400 Bad Request	Remove the language details for an employee with an invalid itemID.	<code>"userMessage": { "messageTxt": "itemID is invalid." }</code>
	Remove the language details for an employee with invalid AOID.	<code>"userMessage": { "messageTxt": "The Employee record was not found." }</code>

Chapter 6

Use Case: Synchronizing Languages Using Event Notifications

Use Case Description

ADP applications trigger notifications when data is updated, and your application could subscribe interested notifications to sync up data. For more information about ADP Notifications, see [ADP Event APIs and Event Notification Guide](#).

For more information refer [Associate Languages API Guide ADP WFN](#).

Application Scope

Field Name	Application Scope
Languages	<code>/talent/workerTalentManagement/ workerKSAOCManagement/languageManagement/ language.add.eventNotify.subscribe</code>
	<code>/talent/workerTalentManagement/ workerKSAOCManagement/languageManagement/ language.change.eventNotify.subscribe</code>
	<code>/talent/workerTalentManagement/ workerKSAOCManagement/languageManagement/ language.remove.eventNotify.subscribe</code>

Recommended Reading

For more information, see [All You Need to Know about Processing Notification Messages for ADP Workforce Now](#).

Chapter 7

Known Issue and Limitation – Meta is not working for GET associate languages

Impacted APIs

Method:	GET
URI:	/talent/v2/associates/{aoid}/associate-languages/meta
roleCode Value:	Practitioner

Issue Description

Unable to get the meta response for the GET [/talent/v2/associates/{aoid}/associate-languages/meta](#) API.

Suggested Workaround

There are no workarounds available.