



Guide

Talent Profile Licenses API Guide For ADP WorkForce Now

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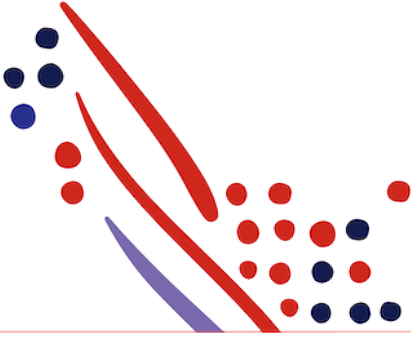


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About the API

Summary

The Talent Profile Licenses Application Programming Interfaces (APIs) support the management of an employee's licenses. These can be used to track your employees' licenses, along with IDs, effective and expiration dates, and renewal requirements. You can also set up custom fields for license information, using **Setup > Tools > Custom Fields** in the ADP Workforce Now user interface (UI).

Talent Profile Licenses APIs are used to do the following:

- View all License details of a worker.
- Add, Update, and Remove Licenses for a worker.

What's New in this guide?

April 2022

Updated API endpoints and samples to link to API explorer.

May 2021

- APIs are now supported for ADP WorkForce Now Next Gen.
- Added new Chapter 7 : Known Issues and Limitations for WorkForce Now Next GEN

Process Overview

The following table shows an illustration of how the Talent Profile Licenses API would be used by a client.

| | Actor | Task Description |
|---|---------------------|--|
| 1 | Client Practitioner | Triggers the API-based data exchange between your application and ADP Workforce Now. |
| 2 | Your application | Gets the license details using the Talent Profile Licenses API. |
| 3 | Client Practitioner | Verifies the information within ADP Workforce Now, under People > Personal Information > Talent Profile. |

Required Setup Steps

The Talent Profile Licenses API supports License Certification Type and License Certification Category codes, including the codes added by clients. Clients need to make sure the codes used by your application are added and configured in ADP Workforce Now. Refer to the following table to setup codes.

| Records | ADP Workforce Now |
|------------------------|---|
| Licenses Certification | Setup > Tools > Validation Tables > Personal Information > Talent Profile > Licenses and Certifications > Licenses Certification |

| | |
|---------------------------------|---|
| Type | Type or People > Personal Information > Talent Profile > Licenses & Certifications |
| Licenses Certification Category | Setup > Tools > Validation Tables > Personal Information > Talent Profile > Licenses and Certifications > Licenses Certification Category or People > Personal Information > Talent Profile > Licenses & Certifications |

| | |
|---|--|
|  | The API user can also retrieve the existing ADP Workforce Now codes using a META API call. The Meta information contains codeLists which gives only active codes in the API response, it ignores all the in-active values. |
|---|--|

For more information on how to call /meta, see the following API Usage sections on pages , , , and .

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 Licenses 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-licenses/Postman%20Collection>.

Chapter 2

Use Case : Retrieving an Associate's Licenses

Use Case Description

The Talent Profile Licenses API supports the management of an associate's licenses. The license is listed along with information about IDs, effective and expiration dates, and renewal requirements. These APIs return details for a specific license, a list of licenses, or metadata about the APIs.

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

API Usage

Requests a list of all available licenses for a specific associate the requester is authorized to view and returns meta information.

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

Application Scope

The canonical URI corresponding to the Talent Profile Licenses 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/licenseManagement/license.read

Supported Actors

| | |
|--|---|
| Request Parameter roleCode Value: | Practitioner |
| Usage: | Retrieves an employee's licenses 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 licenses for an associate.
2. The ADP endpoint responds to your consumer application with an associate's licenses.

Data Dictionary

Resources listed in the following table can be accessed through **People > Personal Information > Talent Profile > Licenses & certifications** in the ADP Workforce Now UI.

| Schema Location | Field Name | Note |
|---|--------------------------|------|
| /associateLicense/licenseID/idValue | License/Certification ID | |
| /associateLicense/licenseID/schemeCode/codeValue | | |
| /associateLicenses/licenseID/schemeCode/shortName | | |
| /associateLicenses/licenseID/schemeCode/longName | | |

| | | |
|---|------------------------------|--|
| /associateLicenses/lic enseNameCode | License/Certification | |
| /associateLicenses/lic enseNameCode/ codeValue | | |
| /associateLicenses/lic enseNameCode/ shortName | | |
| /associateLicenses/lic enseNameCode/ longName | | |
| /associateLicenses/lic enseDescription | | |
| /associateLicenses/iss uingParty/ nameCode | Issued By | |
| /associateLicenses/iss uingParty/ nameCode/codeValue | | |
| /associateLicenses/iss uingParty/ nameCode/shortName | | |
| /associateLicenses/ca tegorYCode/ codeValue | Category | |
| /associateLicenses/ca tegorYCode/ shortName | | |
| /associateLicenses/ca tegorYCode/ longName | | |
| /associateLicenses/fir stIssueDate | Effective Date | |
| /associateLicenses/ex pirationDate | Expiration Date | |
| /associateLicense/co mments | Comments | |
| /associateLicense/em ployerPaidAmount/ amountValue | Company Paid Amount | |
| /associateLicense/em ployerPaidAmount/ currencyCode | | |
| /associateLicense/em ployerPaidAmount/ currencyCode/codeVal ue | Currency | |
| /associateLicense/em | | |

| | | |
|---|----------------------------|--|
| playerPaidAmount/ currencyCode/longName | | |
| /associateLicense/renewalComments | Renewal Requirement | |
| /associateLicense/employeePaidAmount/ currencyCode/shortName | | |

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 Licenses Guide For ADP WFN](#).

| Response Code | Condition | messageTxt | GitHub Sample Request Payload | Tips to Handle |
|-----------------|---|---|-------------------------------|----------------|
| 200 OK | Retrieve licenses of an employee. | NA | NA | |
| | Retrieve an individual license for an employee using itemID(license-id). | | NA | |
| 400 Bad Request | Retrieve a license of an associate with invalid itemID(license-id). | "userMessage": { "messageTxt": "itemID is invalid."} | NA | |
| 403 Forbidden | Retrieve a license of an associate with invalid Associate Object Identifier (AOID). | "userMessage": { "messageTxt": "Forbidden"} | NA | |

Chapter 3

Use Case : Adding an Associate's Licenses

Use Case Description

This use case adds an associate's licenses along with License ID's, effective and expiration dates, and renewal requirements. A single license can be added multiple times with different effective dates for the same employee.

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

API Usage

| Method | URI | Description |
|--------|--|----------------------------------|
| POST | /events/talent/v1/associate.ksaoc.license.add | Adds a license for an associate. |
| GET | /events/talent/v1/associate.ksaoc.license.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/licenseManagement/license.add

Supported Actors

| | |
|--|---|
| Request Parameter roleCode Value: | Practitioner |
| Usage: | Adds an employee's license 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.license.add/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 of step 3 and prompts the user to fix any validation issues. Otherwise, compose the payload for the /events/talent/v1/associate.ksaoc.license.add request.
3. Your consumer application makes a /events/talent/v1/associate.ksaoc.license.add request the ADP API endpoint.
4. The ADP API endpoint responds to the consumer application concerning the details of /events/talent/v1/associate.ksaoc.license.add request.

Data Dictionary

Resources listed in the following table can be accessed through the **People > Personal Information > Talent Profile > Licenses & Certifications** in the ADP Workforce Now UI.

| Schema Location | Field Name | Is Required (Y/N) | Note |
|---|---------------------------------|-------------------|------|
| /data/eventContext | | | |
| /data/eventContext/associateOID | | | |
| /data/transforms/associateLicense/licenseID | License/Certification ID | Y | |
| /data/transforms/associateLicense/licenseID/idValue | | | |
| /data/transforms/associateLicense/licenseNameCode | License/Certification | Y | |
| /data/transforms/associateLicense/categoryCode | Category | | |
| /data/transforms/associateLicense/categoryCode/codeValue | | | |
| /data/transforms/associateLicense/issuingParty | | N | |
| /data/transforms/associateLicense/issuingParty/nameCode | Issued By | N | |
| /data/transforms/associateLicense/firstIssueDate | Effective Date | N | |
| /data/transforms/associateLicense/expirationDate | Expiration Date | N | |
| /data/transforms/associateLicense/comments | Comments | | |
| /data/transforms/associateLicense/employerPaidAmount/amountValue | Company Paid Amount | | |
| /data/transforms/associateLicense/employerPaidAmount/currencyCode | | N | |
| /data/transforms/asso | Currency | N | |

| | | | |
|--|----------------------------|---|--|
| ciateLicense/ employerPaidAmount/ currencyCode/ codeValue | | | |
| /data/transforms/associateLicense/ renewalComments | Renewal Requirement | N | |

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 [Accociate Licenses Guide For ADP WFN](#).

| Response Code | Condition | messageTxt | Tips to Handle |
|-------------------------|---|---|---|
| 201 Created | Adding a license for an employee. | NA | |
| | Adding License with invalid firstIssueDate and expirationDate format | NA | |
| | Adding License with invalid currency code | NA | |
| 400 Bad Request | Adding License with an already existing licenseNameCode, category and effective date combination. | "userMessage": {"messageTxt": "The record with this code, category, and effective date combination already exists and cannot be duplicated."} | |
| 400 Bad Request (cont.) | Adding license with invalid licenseNameCode. | "userMessage": {"messageTxt": "License/Certification is invalid."} | |
| | Adding license with blank licenseNameCode. | "userMessage": {"messageTxt": "License/Certification is required."} | |
| | Adding License with invalid Category code. | "userMessage": {"messageTxt": "categoryCode/codeValue is invalid."} | |
| | Adding License with invalid associateOID | "userMessage": {"messageTxt": "The Employee record was not found."} | The associateOID can be retrieved from the GET worker API response. |

Chapter 4

Use Case : Updating an Associate's Licenses

For more information refer [Accociate Licenses Guide For ADP WFN](#).

API Usage

| Method | URI | Description |
|--------|---|-------------------------------|
| POST | /events/talent/v1/associate.ksaoc.license.change | Updates an associate license. |
| GET | /events/talent/v1/associate.ksaoc.license.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/licenseManagement/license.change`

Supported Actors

| | |
|--|--|
| Request Parameter roleCode Value: | Practitioner |
| Usage: | Updates an employee's license 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.license.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.license.change](#) request.
3. Your consumer application makes a [/events/talent/v1/associate.ksaoc.license.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.license.change](#).

Data Dictionary

Resources listed in the following table can be accessed through the **People > Personal Information > Talent Profile > Licenses & Certifications** are within ADP Workforce Now.

| Schema Location | Field Name | Is Required (Y/N) | Note |
|---|---------------|-------------------|------|
| /data/transforms/associateLicense | Not Displayed | | |

| | | | |
|---|---------------------------------|---|--|
| /data/eventContext/associateLicense/associateOID | | Y | |
| /data/eventContext/associateLicense/itemID | | Y | |
| /data/transforms/associateLicense/licenseNameCode | License/Certification | Y | |
| /data/transforms/associateLicense/licenseID | License/Certification ID | N | |
| /data/transforms/associateLicense/categoryCode | Category | N | |
| /associateLicense/issuingParty/nameCode | Issued By | N | |
| /associateLicense/issuingParty/nameCode/codeValue | | | |
| /associateLicense/comments | Comments | N | |
| /associateLicense/employerPaidAmount | Company Paid Amount | | |
| /associateLicense/employerPaidAmount/amountValue | | | |
| /associateLicense/employerPaidAmount/currencyCode | Currency | N | |
| /associateLicense/employerPaidAmount/currencyCode/codeValue | | | |
| /associateLicense/employerPaidAmount/currencyCode/longName | | | |
| /associateLicense/employerPaidAmount/renewalComments | Renewal Requirement | N | |
| /associateLicense/employerPaidAmount/firstIssueDate | Effective Date | | |
| /associateLicense/employerPaidAmount/expirationDate | Expiration Date | | |

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 [Accociate Licenses Guide For ADP WFN](#).

| Response Code | Condition | messageTxt | Tips to Handle |
|-------------------------|---|---|----------------|
| 200 OK | Update the license of an employee with valid item ID and AOID. | | |
| | Updating a license with invalid firstIssueDate format. | | |
| 400 Bad Request | Updating a license with invalid licenseNameCode (License). | "userMessage": {"messageTxt": "License/Certification is invalid."} | |
| | Update a license for an employee with invalid itemID. | "userMessage": {"messageTxt": "itemID is invalid."} | |
| 400 Bad Request (cont.) | Updating a license with invalid associateOID. | "userMessage": {"messageTxt": "The Employee record was not found."} | |
| | Changing license details of an associate with blank licenseNameCode | "userMessage": {"messageTxt": "License/Certification is required."} | |
| | Updating License with invalid categoryCode | "userMessage": {"messageTxt": "categoryCode/codeValue is invalid."} | |

Chapter 5

Use Case : Removing an Associate's Licenses

For more information refer [Accociate Licenses Guide For ADP WFN](#).

API Usage

| Method | URI | Description |
|--------|---|--------------------------------|
| POST | /events/talent/v1/associate.ksaoc.license.remove | Removes an associate's License |
| GET | /events/talent/v1/associate.ksaoc.license.remove/meta | Returns a meta information |

Application Scope

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

/talent/workerTalentManagement/workerKSAOCManagement/licenseManagement/license.remove

Supported Actors

| | |
|--|--|
| Request Parameter roleCode Value: | Practitioner |
| Usage: | Removes an employee's License 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.license.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.license.remove` request.
3. Your consumer application makes a `/events/talent/v1/associate.ksaoc.license.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.license.remove`.

Data Dictionary

Resources listed in the following table can be accessed through the **People > Personal Information > Talent Profile > Licenses & Certifications** are in the ADP Workforce Now UI.

| Schema Location | Field Name | Is Required (Y/N) | Note |
|--|---------------|-------------------|------|
| <code>/data/eventContext</code> | Not Displayed | | |
| <code>/data/eventContext/associateOID</code> | Not Displayed | Y | |
| <code>/data/eventContext/associateCompetency</code> | Not Displayed | | |
| <code>/data/eventContext/associateCompetency/itemID</code> | Not Displayed | Y | |

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 Licenses Guide For ADP WFN](#).

| Response Code | Condition | messageTxt | Tips to Handle |
|-----------------|--|--|----------------|
| 200 Success | Removing a license of an employee. | | |
| 400 Bad Request | Remove a license for an employee with invalid item ID. | "userMessage": { "messageTxt": "itemID is invalid."} | |
| | Remove a license for an employee with an invalid associateOID. | "userMessage": { "messageTxt": "The Employee record was not found."} | |

Chapter 6

Known Issues and Limitations For Licenses

Issue1: Event notifications are not supported by Talent Profile Licenses API

Impacted APIs

| Method | URI | roleCode |
|--------|---|--------------|
| POST | events/talent/v1/associate.ksaoc.license.add | Practitioner |
| POST | events/talent/v1/associate.ksaoc.license.change | Practitioner |
| POST | events/talent/v1/associate.ksaoc.license.remove | Practitioner |

Issue Description

Event Notifications are not triggered whenever there are any changes made from API as well as UI.

Suggested Workaround

That are no workarounds available.

Issue2: META Information is incorrect for GET License API Call

Impacted APIs

| Method | URI | roleCode |
|--------|--|--------------|
| GET | /talent/v2/associates/{aoid}/associate-licenses | Practitioner |
| GET | /talent/v2/associates/{aoid}/associate-licenses/meta | Practitioner |

Issue Description

The **effectiveDate** and **lastIssueDate** fields, which are shown in the GET License API schema are incorrect when compared with the GET License Response.

In GET License Response they are displayed as **firstIssuedate, expirationDate**.

Suggested Workaround

There are no workarounds available.

Issue3: Add and Change License API's are not throwing any errors when an invalid date format is sent through request payload

Impacted APIs

| Method | URI | roleCode |
|--------|---|--------------|
| POST | events/talent/v1/associate.ksaoc.license.add | Practitioner |
| GET | /talent/v2/associates/{aoid}/associate-licenses | Practitioner |

Issue Description

In the request payload, if the user sets the **firstIssuedate** or **expirationDate** in an invalid format, the API should throw a 400 Bad Request with and error response. Instead, it is returning a 201 Created with a success response, and the date field is reflected in the ADP Workforce Now UI as a random value.

Suggested Workaround

There are no workarounds available.

Issue4: Add License API is not throwing any error when an invalid currency code is sent through request payload

Impacted APIs

| Method | URI | roleCode |
|--------|---|--------------|
| POST | events/talent/v1/associate.ksaoc.license.add | Practitioner |
| GET | /talent/v2/associates/{aoid}/associate-licenses | Practitioner |

Issue Description

In the request payload if the user sends invalid currency code, API should throw 400 Bad Request with error response instead it is giving 201 created with success response and is not reflected in UI.

Suggested Workaround

There are no suggested workarounds available.

Chapter 7

Known Issues and limitations for WorkForce Now Next Gen

Issue1 : API throws 500 Internal server error on giving wrong data.

Impacted APIs

| Method | URI | roleCode |
|--------|--|--------------|
| POST | events/talent/v1/associate.ksaoc.license.add | Practitioner |

Issue Description

API throws 500 Internal server error on below scenarios

- Adding license with invalid licenseNameCode.
- Adding license with blank licenseNameCod

Suggested Workaround

Check meta response for valid codes.

WFNWATERVI-52234 : License API saves without license name code

Impacted APIs

| Method | URI | roleCode |
|--------|---|--------------|
| POST | events/talent/v1/associate.ksaoc.license.change | Practitioner |

Issue Description

On Changing license details of an associate with blank licenseNameCode, API gives successful response instead of error. In ADP WFN the data is saved without License name code

Suggested Workaround

Check meta response for valid codes.

WFNWATERVI-52237 : - License Change API giving incorrect error message for wrong itemID

Impacted APIs

| Method | URI | roleCode |
|--------|---|--------------|
| POST | events/talent/v1/associate.ksaoc.license.change | Practitioner |

Issue Description

On Change using invalid item ID, API gives error response with improper message.

Error message:

```
"userMessage": {  
  "messageTxt": "Label not found, missing following key: errors.notexist"  
},
```

Suggested Workaround

Check meta response for valid codes.