

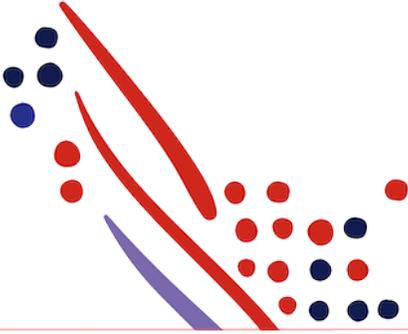
Guide

Talent Profile Skills and Competencies API Guide for ADP Workforce Now

Published on
Oct 14, 2020 2:03AM

Last modified
Aug 05, 2022 4:59AM





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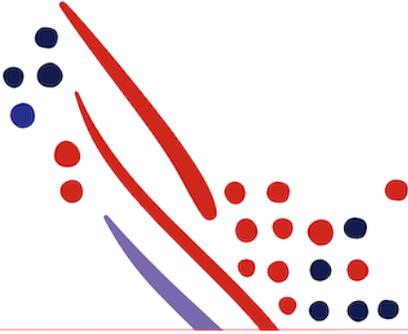


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About the API

Summary

The Talent Profile Skills and Competencies Application Programming Interfaces (APIs) support the management of an associate's skills, which can be used to track your employees' abilities to perform specific tasks. The skill is listed, along with:

- Information about when the skill was last used by the employee
- Experience level
- Proficiency
- Testing requirements

You can also set up custom fields for skill information in the ADP Workforce Now user interface (UI) by going to **Setup > Tools > Custom Fields**.

What's New in this guide?

May 2022

Updated API endpoints and samples to link to API explorer.

February 2020

Updated the sample request and response payloads in API usage section of [Chapter 5: Removing an Associate's Skills](#)

October 2020

- Changed to new version

Process Overview

The Talent Profile Skills and Competencies APIs are used to do the following:

- View all Skills and Competencies details of a worker.
- Add, update and remove skills and competencies for a worker.

The following table shows an illustration of how the Talent Profile Skills and Competencies APIs 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 skills and competencies details using the Talent Profile Skills and Competencies API.

3	Client Practitioner	Verifies the information within ADP Workforce Now, under People>Personal Information>Talent Profile .
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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 Worker Management 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-competencies/postman%20collection>.

Chapter 2

Use Case : Retrieving an Associate's Skills and Competencies

Use Case Description

The Talent Profile Skills and Competencies APIs return details for a specific skill, a list of skills, or metadata about the APIs.

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

API Usage

Method	URI	Description
GET	/talent/v2/associates/{aoid}/associate-competencies	Requests a list of all available skills and competencies for a given associate that the requester is authorized to view.
GET	/talent/v2/associates/{aoid}/associate-competencies/{competency-id}	Requests a specific skill or competency for the given associate. {competency-id} is the itemID obtained from a GET. /talent/v2/associates/{aoid}/associate-competencies call.
GET	/talent/v2/associates/{aoid}/associate-competencies/meta	Returns 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/competencyManagement/competency.read`

Supported Actors

Request Parameter roleCode Value:	Practitioner
Usage:	Retrieves an employee's skills as a practitioner. A system user is considered as 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 skills for a specific associate.
2. The ADP endpoint responds to your consumer application with skills or competencies of an associate.

Data Dictionary

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

Schema Location	Field Name	Note
/associateCompetencies/competencyNameCode	Skill	
/associateCompetencies/competencyNameCode/codeValue		
/associateCompetencies/competencyNameCode/shortName		
/associateCompetencies/competencyNameCode/longName		
/associateCompetencies/competencyDescription		
/associateCompetencies/acquisitionDate	Date Acquired	
/associateCompetencies/lastUsedDate	Last Used	

/associateCompetencies/experienceDuration	Experience	
/associateCompetencies/hasCompetencyIndicator		
/associateCompetencies/selfAssessedProficiencyScore/scoreCode	Proficiency level	
/associateCompetencies/selfAssessedProficiencyScore/coreCode/codeValue		
/associateCompetencies/selfAssessedProficiencyScore/scoreCode/shortName		
/associateCompetencies/selfAssessedProficiencyScore/scoreCode/longName		
/associateCompetencies/itemID		
/associateCompetencies/comments	Comments	
/associateCompetencies/testRequiredIndicator	Test Required	
/associateCompetencies/certificationRequiredIndicator	Certification Required	
/associateCompetencies/autoCalculateExperienceIndicator	Auto-calculate Years Of Experience	

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 Competency Guide for ADP WFN](#).

Response Code	Condition	messageTxt	GitHub Sample Request Payload	Tips to Handle
200 OK	Retrieving skills and	NA	NA	

	competencies of an employee.			
	Retrieving an individual skill for an employee using an itemID.		NA	
400 Bad Request	Retrieving a skill with invalid itemID.	"userMessage": {"messageTxt": "itemID is invalid."}	NA	
403 Forbidden	Retrieving a skill with invalid Associate Object Identifier (AOID).	"userMessage": {"messageTxt": "Forbidden"}	NA	

Chapter 3

Use Case: Adding an Associate's Skills or Competencies

Use Case Description

This use case adds an associate's skills or competencies. The same skill type can be added multiple times with different combinations of skill code, category, and proficiency level.

For example, a Skill named INV-Inventory Management can be added multiple times with different combinations of category and proficiency level codes for the same associate.

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

API Usage

Method	URI	Description
POST	/events/talent/v1/ associate.ksaoc.competency.add	Adds a skill for an associate.
GET	/events/talent/v1/ associate.ksaoc.competency.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/competencyManagement/competency.add

Supported Actors

Request Parameter roleCode Value:	Practitioner
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Usage:	Adds an employee's skill as a practitioner. A system user is considered a practitioner.
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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.competency.add/meta** to the ADP API endpoint.
2. The ADP API endpoint responds to your consumer application with the meta payload. For more information see the table in Data Dictionary. 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.competency.add** request.
3. Your consumer application makes a **/events/talent/v1/associate.ksaoc.competency.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.competency.add**.

Data Dictionary

Resources listed in the following table can be accessed in ADP Workforce Now by going to **People > Personal Information > Talent Profile > Skills**.

Schema Location	Field Name	Is Required (Y/N)	Note
/data/eventContext			
/data/eventContext/associateOID		Y	
/data/transforms/associateCompetency			
/data/transforms/associateCompetency/competencyNameCode	SKILL	Y	
/data/transforms/associateCompetency/competencyNameCode/codeValue			
/data/transforms/associateCompetency/categoryCode			
/data/transforms/associateCompetency/categoryCode/codeValue			
/data/transforms/associateCompetency/acq	Date Acquired	N	

quisitionDate			
/data/transforms/associateCompetency/lastUsedDate	Last Used	N	
/associateCompetency/experienceDuration	Experience	N	
/associateCompetency/selfAssessedProficiencyScore	Proficiency Level	N	
/associateCompetency/selfAssessedProficiencyScore/scoreCode			
/associateCompetency/selfAssessedProficiencyScore/scoreCode/codeValue			
/associateCompetency/comments	Comments	N	
/associateCompetency/testRequiredIndicator	Test Required	N	
/associateCompetency/certificationRequiredIndicator	Certification Required	N	
/associateCompetency/autoCalculateExperienceIndicator	Auto-calculate Years Of Experience	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 [Associate Competency Guide for ADP WFN](#).

Response Code	Condition	messageTxt	Tips to Handle
201 Created	Adding a skill or competency for an employee.	NA	 API accepts the following formats for experience Duration: P1Y1M 2 years 5 months
400 Bad Request	Adding skills or competencies with an already existing combination of competencyNameCode(Skill), category, and proficiency level.	userMessage": {"messageTxt": "The record with this code, category, and proficiency level already exists and cannot be duplicated."}	

	Adding skills or competencies with invalid competencyNameCode(skill).	"userMessage": {"messageTxt": "Skill is invalid."}	
	Adding skills or competencies with invalid acquisitionDate format.	"userMessage": {"messageTxt": "The date must be between 01/01/1900 and 12/31/2199."}	
400 Bad Request	Adding skills or competencies with invalid lastUsedDate format.	"userMessage": {"messageTxt": "The date must be between 01/01/1900 and 12/31/2199."}	
	Adding Skills or competencies with invalid associateOID.	"userMessage": {"messageTxt": "The Employee record was not found."}	associateOID can be retrieved from the GET Worker API response.

Chapter 4

Use Case: Updating an Associate's Skills and Competencies

Use Case Description

This use case updates an associate's skills and competencies.

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

API Usage

Method	URI	Description
POST	/events/talent/v1/associate.ksaoc.competency.change	Updates an associate skills or competencies.
GET	/events/talent/v1/associate.ksaoc.competency.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/competencyManagement/competency.change

Supported Actors

Request Parameter roleCode Value:	Practitioner
Usage:	Updates an employee's skill and competency 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.competency.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.competency.change** request.
3. Your consumer application makes a **/events/talent/v1/associate.ksaoc.competency.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.competency.change**.

Data Dictionary

Resources listed in the following table can be accessed in ADP Workforce Now by going to **People > Personal Information > Talent Profile > Skills**.

Schema Location	Field Name	Is Required (Y/N)	Note
/data/transforms/associateCompetency	Not Displayed		
/data/eventContext/associateCompetency/itemID	Not Displayed		
/data/transforms/associateCompetency/competencyNameCode	SKILL	Y	
/data/transforms/associateCompetency/acquisitionDate	Date Acquired	N	
/data/transforms/associateCompetency/lastUsedDate	Last Used	N	
/associateCompetency/experienceDuration	Experience	N	
/associateCompetency/selfAssessedProficiencyScore	Proficiency Level	N	
/associateCompetency/selfAssessedProficiencyScore/scor	Not Displayed		

eCode			
/associateCompetency/selfAssessedProficiencyScore/scoreCode/codeValue	Not Displayed		
/associateCompetency/comments	Comments	N	
/associateCompetency/testRequiredIndicator	Test Required	N	
/associateCompetency/certificationRequiredIndicator	Certification Required	N	
/associateCompetency/autoCalculateExperienceIndicator	Auto-calculate Years Of Experience	N	
/data/eventContext/associateOID	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 Competency Guide for ADP WFN](#).

Response Code	Condition	messageTxt	Tips to Handle
200 OK	Updating the skill of an employee with a valid item ID.		
400 Bad Request	Updating the skills or competencies with invalid competencyName Code(skill).	"userMessage": {"messageTxt": "Skill is invalid."}	
400 Bad Request	Updating a skill for an employee with invalid itemID.	"userMessage": {"messageTxt": "itemID is invalid."}	
	Updating skills or competencies with the invalid acquisitionDate format.	"userMessage": {"messageTxt": "The date must be between 01/01/1900 and 12/31/2199."}	
	Updating the skills or competencies with an invalid lastUsedDate format.	"userMessage": {"messageTxt": "The date must be between 01/01/1900 and 12/31/2199."}	
400 Bad Request	Updating skills or competencies with an invalid associateOID.	"userMessage": {"messageTxt": "The Employee record was not found."}	
	Updating skills or competencies with invalid experienceDuration format for an	"userMessage": {"messageTxt": "Experience Years= 534 is invalid."}	

Chapter 5

Use Case: Removing an Associate's Skills

Use Case Description

This use case removes an associate's skills or competencies.

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

API Usage

Method	URI	Description
POST	/events/talent/v1/associate.ksaoc.competency.remove	Removes an associate Skills or competencies.
GET	/events/talent/v1/associate.ksaoc.competency.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/competencyManagement/competency.remove

Supported Actors

Request Parameter roleCode Value:	Practitioner
Usage:	Removes an employee's a skill or competency 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.competency.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.competency.remove request**.
3. Your consumer application makes a **/events/talent/v1/associate.ksaoc.competency.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.competency.remove**.

Data Dictionary

Resources listed in the following table can be accessed in ADP Workforce Now by going to **People > Personal Information > Talent Profile > Skills**.

Schema Location	Field Name	Is Required (Y/N)	Note
/data/eventContext	Not Displayed		
/data/eventContext/associateOID	Not Displayed	Y	
/data/eventContext/associateCompetency	Not Displayed		
/data/eventContext/associateCompetency/itemID	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 Competency Guide for ADP WFN](#).

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

Use Case : Synchronizing Skills or Competencies Details 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](#).

The Talent Profile Skills and Competencies APIs support event notifications only when the changes are done through the API. UI changes or updates don't generate any notifications.

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

Recommended Reading

See [All You Need to Know about Processing Notification Messages for ADP Workforce Now](#).

Application Scope

Field Name	Application Scope
Skills	/talent/workerTalentManagement/workerKSAOCManagement/competencyManagement/competency.add.eventNotify.subscribe
	/talent/workerTalentManagement/workerKSAOCManagement/competencyManagement/competency.change.eventNotify.subscribe
	/talent/workerTalentManagement/workerKSAOCManagement/competencyManagement/competency.remove.eventNotify.subscribe

Chapter 7

Known Issues and Limitations

Issue1: Talent Profile Skills and Competencies Change API does not support autoCalculateExperienceIndicator change from false to true

Impacted APIs

Method	URI	roleCode
POST	events/talent/v1/associate.ksaoc.competency.change	Practitioner
GET	talent/v2/associates/{aoid}/associate-competencies	Practitioner

Issue Description

In the Talent Profile Skills and Competencies Change API request payload when the field `autoCalculateExperienceIndicator` value is changed from true to false it's working as expected. But when changed from false to true through the API it is not reflecting in the ADP Workforce Now UI.

Suggested Workaround

There are no workarounds available.

Issue2: CategoryCode (Skill category) is read only

Impacted APIs

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

Issue Description

The Skills and Competencies Add META consists of a category code shown as **readOnly=false**. But it must be mentioned as **readOnly=true** according to the API's functionality.

The client cannot send the category code through an API request payload as it is read only.

Suggested Workaround

There are no workarounds available.

Issue3: GET Meta information is incorrect for GET competencies API

Impacted APIs

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

Issue Description

The META information for the GET skills or competencies call is incorrect. It has some extra fields, which are not present in [talent/v2/associates/{aoid}/associate-competencies](#) API call response.

Suggested Workaround

There are no workarounds available.