

Chapter 2

Use Case : Retrieving an Associate's Skills and Competencies

from Talent Profile Skills and Competencies API Guide
for ADP Workforce Now Guide

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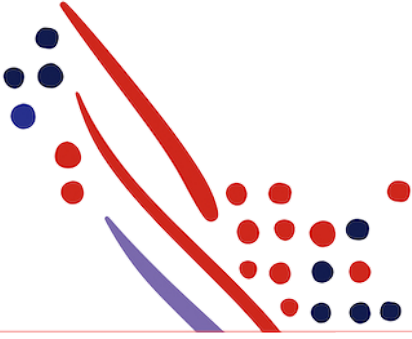
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Chapter Contents

Chapter 2

Use Case : Retrieving an Associate's Skills and Competencies

Use Case Description

API Usage

Application Scope

Supported Actors

Request Header Parameters

Sequence of Interactions

Data Dictionary

Responses

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
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 competencies of an employee.	NA	NA	
	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	