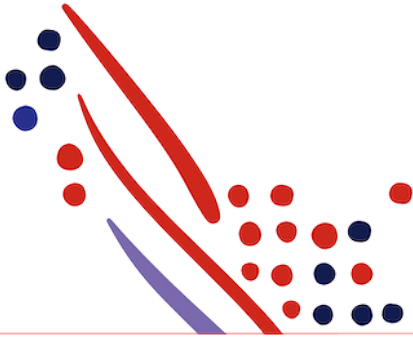




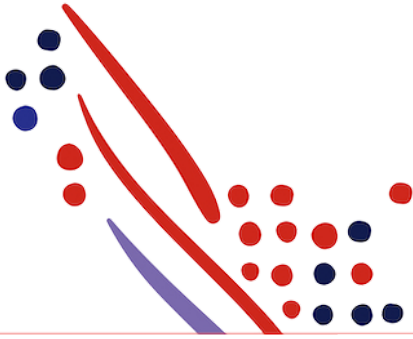
Chapter 3

Use Case: Adding an Associate's Skills or Competencies

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

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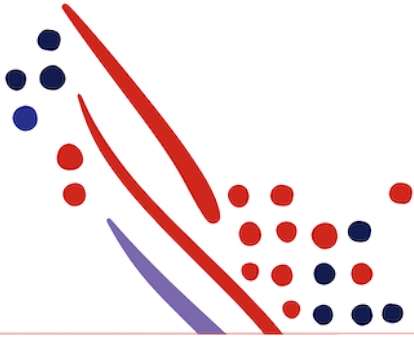
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Chapter Contents

Chapter 3

Use Case: Adding an Associate's Skills or Competencies

- Use Case Description
- API Usage
- Application Scope
- Supported Actors
- Request Header Parameters
- Sequence of Interactions
- Data Dictionary
- Responses

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	<code>/events/talent/v1/associate.ksaoc.competency.add</code>	Adds a skill for an associate.
GET	<code>/events/talent/v1/associate.ksaoc.competency.add/meta</code>	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
Usage:	Adds an employee's skill 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.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/acquisitionDate	Date Acquired	N	
/data/transforms/associateCompetency/lastUsedDate	Last Used	N	
/associateCompetency/experienceDuration	Experience	N	
/associateCompetency/selfAssessedProficiencyScore	Proficiency Level	N	
/associateCompetency/selfAssessedProficiencyScore/scoreCode			
/associateCompetency			

y/ 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.