

Oracle Fusion Cloud Talent Management

Grow Questions and Answers



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1 Grow Questions and Answers

How are Grow swim lanes controlled by the Enable Recommendations profile option?

The display and ordering of a few swim lanes on the **Excel in Your Current Role** and **Grow Your Career** tabs depend on whether the ORA_WLF_ENABLE_GROW_RECOMMENDATIONS profile option is set to **Yes** or **No**.

Excel in Your Current Role Tab

This table lists the swim lanes and the order in which they're displayed on the **Excel in Your Current Role** tab based on this profile option.

Profile Option = Yes		Profile Option = No	
Position	Swim Lane	Position	Swim Lane
1	Skills assigned by your manager	1	Suggested learning for you
2	Skills and tasks assigned by your leadership	2	Your current learning
3	Development resources for your role (Was earlier "Resources to meet job requirements")	3	(Banner) Feeling inspired
4	Your current learning	4	Current development journeys
5	(Banner) Feeling inspired	5	Development journey tasks to finish (was called Tasks to finish and earlier in position 1)
6	Current development journeys	6	New learning in topics you follow
7	Development journey tasks to finish (was called Tasks to finish and earlier in position 1)	7	Learning based on your favorite gigs
8	New learning in topics you follow	8	Learning popular with your coworkers
9	Learning based on your favorite gigs	9	Popular in your role
10	Learning popular with your coworkers	9a	(No title) Learning items popular in your role
11	Popular in your role	9b	(No title) Learning topic communities popular in your role
11a	(No title) Learning items popular in your role	9c	(No title) Skills popular in your role
11b	(No title) Learning topic communities popular in your role	9d	(No title) Gigs popular in your role
11c	(No title) Skills popular in your role	9e	(No title) Development journeys popular in your role
11d	(No title) Gigs popular in your role	9f	(No title) Connections popular in your role
11e	(No title) Development journeys popular in your role		

Profile Option = Yes		Profile Option = No	
11f	(No title) Connections popular in your role		

For information on these swim lanes, see [How does Grow help me excel in my current role?](#)

Grow Your Career Tab

This table lists the swim lanes and the order in which they're displayed on the **Grow Your Career** tab based on this profile option.

Profile Option = Yes		Profile Option = No	
Position	Swim Lane	Position	Swim Lane
1	Skills you're developing to grow your career (renamed from Suggested learning for your skills)	1	Skills you're developing to grow your career (renamed from Suggested learning for your skills)
2 (A swim lane for each role)	Skills and qualifications for the {CAREER_OF_INTEREST} role	2	Suggested learning for your careers of interest
3	Learning based on your favorite gigs	3	Learning based on your favorite gigs
4	Your favorite role guides	4	Your favorite role guides
5	Career role recommendations for you	5	Career role recommendations for you
6	Learning to prepare for your favorite jobs	6	Learning to prepare for your favorite jobs
7	(Banner) Feeling inspired	7	(Banner) Feeling inspired
8	Popular in your careers of interest	8	Popular in your careers of interest
8a	(No title) Learning items popular in your careers of interest	8a	(No title) Learning items popular in your careers of interest
8b	(No title) Skills popular in your careers of interest	8b	(No title) Skills popular in your careers of interest
8c	(No title) Gigs popular in your careers of interest	8c	(No title) Gigs popular in your careers of interest
8d	(No title) Jobs popular in your careers of interest	8d	(No title) Jobs popular in your careers of interest
8e	(No title) Development journeys popular in your careers of interest	8e	(No title) Development journeys popular in your careers of interest
8f	(No title) Connections popular in your careers of interest	8f	(No title) Connections popular in your careers of interest

For information on these swim lanes, see [How does Grow help me with my career growth?](#)

Why do some learning recommendations appear on the Additional Resources tab and some on their own skill tab?

The Additional Resources tab is available on swim lanes that have skill-based tabs. Learning recommendations for uncurated skills appear on this tab when the profile option `ORA_WLF_UNCURATED_SKILLS_TABS_GROW` is disabled, and any of these conditions are met:

- The learning item doesn't have a skill outcome added to it.
- The skill is added as an outcome to the learning item, but it's not curated.
- The skill is present in your job profile, but it's not curated.

Additionally:

- If the job profile is active, uncurated skills will be displayed on the Additional Resources tab.
- If the job profile is inactive, curated skills will be displayed on the Additional Resources tab.

When the `ORA_WLF_UNCURATED_SKILLS_TABS_GROW` profile option is enabled, learning recommendations for uncurated skills are displayed on their own skill tab, in any of these conditions:

- The skill is curated on the job profile but uncurated on the learning item.
- The skill is curated on the learning item but uncurated on the job profile.
- The job profile is inactive.

Note: To display skills on their own skill tab through this profile option, you also need to create a recommendation profile by selecting the profile type as **Automatically select resources**. If you select the profile type as **Select specific resources**, all learning recommendations will be displayed on the Additional Resources tab, regardless of whether the profile option is enabled or not.

Related Topics

- [How do I enable a profile option?](#)

How do I show or hide swim lanes in Grow?

You can show or hide swim lanes and sections in Grow using the Express mode in Visual Builder Studio (VBS).

1. Go to the **Me > Grow** page.
2. From the **Settings and Actions** menu, select **Edit Page in Visual Builder Studio**.
3. Select your project or create a new one.
4. VBS opens in a new window. Ensure that you are in Express mode.

5. You'll see three container layouts:
 - o Item Overview Container Layout (this is for the side panel in Grow)
 - o Container Layout for Excel in Your Current Role
 - o Container Layout for Grow Your Career

Each container layout lists the swim lanes that are currently displayed and are available to display on your Grow page.

6. Click the **Rules** button in the container layout that you want to configure.
7. In the Rules area, you'll see built-in rules. You can't change these. Click the **Rule** button to create a new extension rule.
8. Enter a label for the extension rule, and an optional description.
9. In the extension rule that you created, you'll see two sections: **Sections Included in Rule** and **Available Sections**. To show a region, click the **Add Section** icon in Available Sections. To hide a section, click the **Remove Section** icon in Sections Included in Rule.

To reorder sections, drag a section up or down in the order in Sections Included in Rule.

10. Preview and publish your changes.

Note: Even if you show or hide a swim lane using rules, that swim lane will display on the Grow page only if it's supported by the ORA_WLF_ENABLE_GROW_RECOMMENDATIONS profile option. If this profile option is set to No, you won't be able to see the swim lane even if you choose it to display in VB Studio.

Where do the skills on Grow's side panel come from?

The skills displayed on the side panel come from a worker's person profile (also called the talent profile). The skills in a person profile could come from any of these sources:

- Skills that a worker has chosen in Skills Center as "Skills I'm developing" or "Skills I have".
- Skills that have been defined in the worker's job or position profile. If the worker has both a job profile and position profile defined, the skills from the position profile will be displayed.
- Any core skill that a manager has assigned to a worker from Team Skills Center.
- Any skill that a worker has attained because of completing a learning item, goal, journey, or gig.

Note: All the skills in a person profile are also available in Skills Center in either the developing or attained category.

To view the skills in your person profile, go to **Me > Career and Performance > Skills and Qualifications** and scroll down to the Skill Center section.

Where do the competencies for an employee's career role get their ratings from?

The ratings for the current level and target level competencies that are displayed for an employee's career role (when they click **Know your role**) come from here:

- The target level rating (also known as the Minimum Proficiency Level and Maximum Proficiency Level) comes from the employee's job or position profile, if the target level has been set.
- The current level rating comes from an employee's talent profile (also known as person profile) based on their self-evaluation. If they haven't provided a self-rating, this value will be blank.

How do I configure and run the Skills Library Enrichment Agent?

The Skills Library Enrichment agent leverages the power of Oracle AI to help you enrich your skills library for your business needs and provides you the flexibility of curating the skills suggested by AI. This agent leverages Oracle AI until 25D. If you've upgraded to 26A, see [How do I configure and run the updated Skills Library Enrichment Agent?](#).

Before you start

To view this agent, an administrator needs to have the functional security privilege, WLF_MANAGE_BULK_SKILLS_LIBRARY_ENRICHMENT.

Here's what to do

1. Configure and run this agent:
 - a. Go to **My Client Groups** > **Learning and Development**. In the HCM agents section, click **Skills Library Enrichment**.
 - b. From the **Add** menu, select **Skills Library Enrichment**.
 - c. Enter a name and description for the agent.
 - d. By default, the **Include synonyms for skills** checkbox is selected, which adds synonyms along with skill suggestions to the target skill catalog. It adds a maximum of 10 synonyms per skill.

A skill synonym is another name that's commonly used for a skill, such as a short name, an abbreviation or industry-specific jargon. For example, if there's a skill called Python Scripting Framework, and it's known by synonyms such as Py scripting or Python, a single skill called Python Scripting will be added to the skill catalog and the synonyms will be appended to that skill.
 - e. Specify the confidence score thresholds to filter skills for your review and for automatic approval. If you don't specify any confidence score threshold, you'll need to review all skill suggestions manually.
 - Confidence score threshold for automatic approval: Any skills that receive a score of this threshold or higher will be automatically added to the skill catalog of your choice without your review.
 - Confidence score threshold for your review: Any skill that receives a score above this threshold value, but below the auto-approval threshold value, will be added to your skill catalog in a 'Needs Review' status. Note that skills in this status are only visible to catalog administrators, giving them the ability to review these

skills either in Microsoft Excel or from **My Client Groups > Profiles > Item Catalogs**. Any skills that are below the level of the 'Needs Review' threshold won't get added to the skill catalog for any review.

- a. From **Default item catalog**, select the skill catalog to which you want to add the AI skill suggestions. Two predefined catalogs are available for your use: Oracle Dynamic Skills Seed Library with predefined skills and Skills Library, which is an empty catalog. To use your own custom-defined skill catalog, you must create an item catalog of type Skill and associate it with a Skills Center-subscribed content section.
- b. Click **Apply**.
- c. Select the agent and click **Run Agent**.
- d. When the agent completes, click **Download and Update**. This downloads a Microsoft Excel workbook where skill suggestions are added by Oracle AI.

2. Review the Microsoft Excel workbook and upload the skills to your skill catalog:

Note: Before you can review the Excel workbook, you need to download and install the Desktop Integration Installer tool from **Navigator > Tools**.

- a. Review the skills that you want to add or remove, and change the approval status in the **Curation Status** column.

Note: The synonyms aren't available in the workbook. However, you can view them using the Item Catalogs application. You can add or remove synonyms using Item Catalogs or HCM Data Loader.

- b. (Optional) From the **Item Catalog Name** column, you can also choose a different skill catalog to add the skills to.
- c. On the **Oracle Visual Builder** tab in the Microsoft Excel plug-in, click **Upload Changes**.

3. Verify whether the skills are added to the skill catalog:

- a. On the **My Client Groups > Profiles** page, click **Item Catalogs**.
- b. From the **Actions** menu (displayed as three dots) next to your skill catalog, select **View and Edit Content Items**. You'll see the list of skills that were automatically approved and manually approved.

Note: You can also curate skills directly from this page. To do so, edit a skill and set it as 'Approved' or 'Rejected'. Only 'Approved' skills are added to the skill catalog and available to users.

How do I configure and run the updated Skills Library Enrichment Agent?

From the 26A upgrade onward, the Skills Library Enrichment agent generates skill suggestions by leveraging free-form skills that are added to HCM in application flows such as Skills Center, Candidate Experience, and Talent Profiles.

Before you start

To view this agent, an administrator needs to have the functional security privilege, WLF_MANAGE_BULK_SKILLS_LIBRARY_ENRICHMENT.

Here's what to do

1. Configure and run this agent:
 - a. Go to **My Client Groups > Learning and Development**. In the HCM agents section, click **Skills Library Enrichment**.
 - b. From the **Add** menu, select **Skills Library Enrichment**.
 - c. Enter a name and description for the agent.
 - d. In the **Minimum usage count** field, enter the minimum number of times a non library skill needs to be used across HCM applications to be considered as a suggested skill by this agent.
 - e. From **Default item catalog**, select the skill catalog to which you want to add the AI skill suggestions.
 - f. Click **Apply**.
 - g. Select the agent and click **Run Agent**.
 - h. When the agent completes, click **Download and Update**. This downloads a Microsoft Excel workbook where skill suggestions are added.
2. Review the Microsoft Excel workbook and upload the skills to your skill catalog:

Note: Before you can review the Excel workbook, you need to download and install the Desktop Integration Installer tool from **Navigator > Tools**.

 - a. Review the skills that you want to add or remove, and change the approval status in the **Curation Status** column.
 - b. (Optional) From the **Item Catalog Name** column, you can also choose a different skill catalog to add the skills to.
 - c. On the **Oracle Visual Builder** tab in the Microsoft Excel plug-in, click **Upload Changes**.
3. Verify whether the skills are added to the skill catalog:
 - a. On the **My Client Groups > Profiles** page, click **Item Catalogs**.
 - b. From the **Actions** menu (displayed as three dots) next to your skill catalog, select **View and Edit Content Items**. You'll see the list of skills that were approved.

Note: You can also curate skills directly from this page. To do so, edit a skill and set it as 'Approved' or 'Rejected'. Only 'Approved' skills are added to the skill catalog and available to users.

How do I configure and run the Skills Library Training agent?

You can upload files containing skills data into the AI engine using the Skills Library Training agent. This skills data is then used by the Skills Library Enrichment agent to discover and suggest skills to add to your skills library.

Before you start

You need to have the Manage Bulk Skills Library Training privilege (WLF_MANAGE_BULK_SKILLS_LIBRARY_TRAINING) to run this agent.

To use the Skills Library Training agent, you need to include the skill data in a JSON file format and upload the file. Skill data can come from one or more of these object types:

- Requisitions
- Candidates

- Applicants
- Job
- Skills
- Person
- Position
- Catalog
- Learning items

You can upload more than one JSON file to an agent process. Each file must contain data about a specific object type from the above list.

JSON File Specifications

- Each JSON file should be less than or equal to 512 MB. The file name must be in this format:
`Source_Objecttype_yyyyMMdd_HHmms.json.`
- For the object type in the file name, you need to choose from one of these: requisitions, candidates, applicants, job, person, position, catalog, skills, or learning items. For example, a valid file name would be:
`Oracle_person_20240817_123045.json.`
- The file name must be unique and shouldn't have been used in any other existing process, including completed processes.
- The metadata definition in the JSON file must contain these fields: `source`, `object_type`, `version`, and `isoCreationDate`.

To configure and run this agent:

Here's what to do

1. Go to **My Client Groups** > **Learning and Development**. In the HCM agents section, click **Skills Library Training**.
2. From the **Add** menu, select **Skills Library Training**.
3. Enter a name and description for the agent.
4. Upload a JSON file that contains the data you want to import.
5. Click **Apply**.
6. On the Learning and Development Agents page, select the process you just created and click **Run Agent**.

What to do next

- After the process completes, you can edit it by changing the name and description or adding more attachments. If you add attachments and run the process again, the attachments uploaded earlier won't be processed. Only the new attachments will be processed.
- You can delete a completed process. This won't retract the data that's already added to the AI object store.

How do I configure and run the Skills Library Translation agent?

Using the Skills Library Translation agent, you can translate the skills in your custom skills catalog to any language supported by the Oracle HCM application. This agent uses an external translation provider to translate the skills.

Before you start

The prerequisite for running this agent is to configure Google Translation as an external translation provider. The HCM Application Administrator role needs to have the functional security privilege, Manage Skills Library Translation Agent (WLF_MANAGE_SKILLS_LIBRARY_TRANSLATION_AGENT), to run this agent.

A new functional security privilege, Configure External Providers for Learning and Development (WLF_CONFIGURE_EXTERNAL_PROVIDERS_FOR_LEARNING_AND_DEVELOPMENT) is granted to the HCM Application Administrator role. Using this privilege, they can access the Configure External Providers page from **My Client Groups Learning** and set up the translation service provider.

Here's what to do

1. Go to **My Client Groups > Learning and Development**. In the HCM agents section, click **Skills Library Translation**.
2. From the **Add** menu, select **Skills Library Translation**.
3. Enter a description and name for this process.
4. From **Skill Item Catalog**, select the skill catalog that you want to translate.

Note: The Oracle Dynamic Skills Seed Library isn't available for translation.

5. Select the Google translation provider and the account name you've configured for it. For details, see Related Topics.
6. In the **Translation From** field, select the source language from which the skills have to be translated. You can select only one source language.

Note: If your skills library consists of a mix of skills created in different languages, only those skills that match the source language will be translated. For example, if you select Korean as the source language, and your skills library consists of Japanese and Korean skills, only the Korean skills will be translated.

7. In the **Translation To** field, select one or more languages that you want to translate the skills to.
Note: The languages that are available for selection depend on the language packs that are installed in Oracle Fusion Cloud HCM.
8. Select the checkbox, **Update existing translations**, if you want the existing translations to be replaced with the new translation that you receive when you run this agent and curate the skills.
9. Click **Apply**.
10. On the Learning and Development Agents page, select the process and click **Run Agent**.

What to do next

When the process completes, click **Download and Update**. This downloads a Microsoft Excel workbook where you can review the translations and make changes as necessary.

Note: Before you can review the Excel workbook, you need to download and install the Desktop Integration Installer tool from **Navigator > Tools**.

In the Microsoft Excel spreadsheet, you'll see that the skill title, description, and short description are translated. If the skills already have existing translations, you'll see the old translation and the new suggested translation in the **Before** and **Proposed** columns. After you review the translations, click **Upload Changes** on the **Oracle Visual Builder** tab.

If the Excel sheet has more than 5000 rows, you'll only see the first 5000 rows. After you upload the changes, the next 5000 rows will be displayed.

Related Topics

- [How do I set up Google Translation for Oracle Learning](#)

How do I configure and run the Job Skills Enrichment agent?

Enrich job profiles with AI suggested skills using the Job Skills Enrichment agent. This agent analyzes the job description, job title, skills associated with the job profile, your organization's skills library, and other relevant HCM transactional data, and suggests new or extra skills that are relevant to the job profile.

Before you start

The HCM Application Administrator role needs to have the functional security privilege, WLF_MANAGE_JOBS_BULK_SKILLS_ADVISOR (Manage Job Skills Enrichment Agent), to run this agent.

When skill suggestions are made, they have a confidence score based on the relevancy of the skill to the job. When configuring this agent, you can use the confidence score to decide which skills should automatically be approved, which skills you want to review and approve or reject, and which skills not to consider at all. The skills are suggested based on predictive AI or generative AI, which is determined through the ORA_HRT_SKILL_SUGGESTIONS profile option. The skills are suggested based on the job profiles selected in the filtered list.

Here's what to do

1. Configure and run this agent:
 - a. Go to **My Client Groups** > **Learning and Development**. In the HCM agents section, click **Job Skills Enrichment**.
 - b. From the **Add** menu, select **Job Skills Enrichment**.
 - c. Enter a name and description for the agent.
 - d. From **Filtered List**, select a job-specific list that you want to add skills to.
If you don't find the jobs list you're looking for, click the **Manage Filtered Lists** link to create a new list. To create a filtered list for use with this agent, select the **Jobs** object and the **Grow** subscriber. From the **Conditions** section, select a job family, function, job set or active jobs.
 - e. Specify the confidence score thresholds to filter skills for your review and for automatic approval. If you don't specify any confidence score threshold, you'll need to review all skill suggestions manually.
 - o Confidence score threshold for automatic approval: Any skill with a score equal to or above this threshold will be automatically approved and added to a job profile, with a curation status of Yes.
 - o Confidence threshold for your review: Any skill with a score above this threshold (but below the auto-approval threshold), will be added to the job profile with a curation status of No, which you can then review and approve. Note that skills in this status are only visible to administrators, giving them the ability to

review these items either in the Microsoft Excel workbook or from **My Client Groups > Profiles > Job Profiles**.

Any skills with a score below the manual review threshold won't be suggested as part of the Microsoft Excel workbook or added to the job profile for you to review.

- a. Define the maximum number of highest scoring skills to suggest across both auto-approval and manual review categories.

The number of skills selected will be up to the limit you define.

- b. Click **Apply**.
- c. On the Learning and Development Agents page, select the agent and click **Run Agent**.
- d. When the agent completes, click **Download and Update**. This downloads a Microsoft Excel workbook where skill suggestions are added by Oracle AI.

Note: Before you can review the Excel workbook, you need to download and install the Desktop Integration Installer tool from **Navigator > Tools**.

2. Review the Microsoft Excel workbook and upload the skills to the respective job profiles:
 - a. Review the skills that you want to add or remove from each job profile, change the approval status in the **Skill Curation Status** column.
 - b. On the **Oracle Visual Builder** tab in the Microsoft Excel plug-in, click **Upload Changes**.
3. Verify whether the skills are added to the skill catalog:
 - a. On the **My Client Groups > Profiles** page, click **Job Profiles**.
 - b. Search for the job profile name. If the job profile didn't exist before, the AI agent would have created it in Inactive status. So clear the **Active** filter if it was applied before.
 - c. Click the job profile. Note that the profile will be in **Needs Review** status regardless of whether the skills have a curation status of Yes or No.
 - d. Scroll down to the content section that's subscribed to Skills Center.
 - e. Click the **Edit** icon to change the curation status.

Skills that aren't reviewed (curation status of No) are also added to this section. However, employees won't see the skills as part of their job profile until you approve them and change the curation status to Yes. As an administrator, you can decide whether to allow the Gap recommender process to consider these non curated skills for learning recommendations.

Related Topics

- [How do I enable enhanced skill suggestions using generative AI?](#)
- [How do I enable enhanced skill suggestions using AI Agents?](#)
- [How do I enable a profile option?](#)

How do I configure and run the Skills Library Description agent?

You can now add descriptions to all the skills in a skill catalog by using the Skills Library Description agent. You can add skill descriptions to any skill catalog except Lightcast Skills Library.

Before you start

1. Enable Enhanced Dynamic Skills.
2. The administrator needs to have the functional security privilege, Manage Skills Library Description (WLF_MANAGE_SKILLS_LIBRARY_DESCRIPTION). By default, it's added to the Skills Library Administration duty role. If you're creating a custom role, ensure that this privilege is added to the role.

Here's what to do

1. Configure and run this agent:
 - a. Go to **My Client Groups > Profiles > HCM Agents**.
 - b. On the **Add** menu, select **Skills Library Description**.
 - c. Enter an agent name and its description.
 - d. Select the skill item catalog to which you want to add skill descriptions.
 - e. Select the language in which the descriptions must be created.
 - f. Click **Apply**.
 - g. On the Learning and Development Agents page, select the agent and click **Run Agent**.
 - h. When the agent completes, click **Download and Update**. This downloads a Microsoft Excel workbook where skill descriptions generated by the agent are available for you to review.

Note: Before you can review the Excel workbook, you need to download and install the Desktop Integration Installer tool from **Navigator > Tools**.

2. Review the Microsoft Excel workbook:
 - a. Review the skill descriptions in the **Proposed Description** column and make edits, if required.
 - b. Select **Y** in the **Accept** column against each description to confirm adding it to the skill.
 - c. Once you're done reviewing all skill descriptions, on the **Oracle Visual Builder** tab in the Microsoft Excel plug-in, click **Upload Changes**.
3. Verify whether the skill descriptions are added to the target skill item catalog:
 - a. On the **My Client Groups > Profiles** page, click **Item Catalogs**.
 - b. On the Item Catalogs page, click **Content Items**.
 - c. Filter based on the skill item catalog name or skill name.
 - d. Click the **Edit** icon in each skill row to confirm that the description is added to the skill.

How do I configure and run the Grow Deployment Accelerator?

Configure the new Grow Deployment Accelerator agent to automatically add skills to job profiles and learning items and run the recommendation profile task as part of a single process. It can be run for all employees or for a specific group as defined by an HCM filtered list. This accelerator agent includes the Jobs Skills Enrichment agent, Learning Skills Enrichment agent and the Recommendation Profile process.

Before you start

- You should be using Enhanced Dynamic Skills or should have run the Prepare Applications for Skills Enrichment scheduled process.

- Before you can review the Excel workbook, you need to download and install the Desktop Integration Installer tool from **Navigator** > **Tools**.
- To view this agent, an administrator needs to have the following functional security privileges:
 - Access Learning and Development Agents (WLF_ACCESS_BULK_ADVISORS_FOR_HCM)
 - Manage Learning Skills Enrichment Agent (WLF_ACCESS_LEARNING_BULK_SKILLS_ADVISOR)
 - Manage Job Skills Enrichment Agent (WLF_MANAGE_JOBS_BULK_SKILLS_ADVISOR)
 - Manage Recommendations (WLF_MANAGE_RECOMMENDATIONS_PRIV)
 - Manage Recommendation Profiles (WLF_MANAGE_RECOMMENDATION_PROFILES_PRIV)
- Ensure that the profile option ORA_WLF_ENABLE_GROW_RECOMMENDATIONS is set to Yes.

Here's what to do

1. Go to **My Client Groups** > **Learning and Development**. In the HCM agents section, click **Grow Deployment Accelerator**.
2. From the **Add** menu, select **Grow Deployment Accelerator**.
3. Enter a name and description for the process.
4. Specify the audience for whom recommendations are to be created. The default value is **All Workers**. You can also use a filtered list to define your audience.
5. For the Job Skills Enrichment and Learning Skills Enrichment agents, review and edit the number of top skills to suggest. They're defaulted to 10 and 3 skill suggestions, respectively.
6. In the Recommendation Profile Settings section, decide if the recommendations are to be run on an ongoing basis or one-time. Specify the start date and stop date, optionally.
7. Specify the **Recommended As** alias from the drop-down list and enter your comments for the recommendations that are generated because of this process.
8. Click **Apply**.
9. Select the process and click **Run Process**.
10. When the process completes, you'll see that three child process rows are created: Jobs Skills Enrichment agent, Learning Skills Enrichment agent and Recommendation Profile.
11. To curate skills, select the rows for the Job Skills Enrichment and Learning Skills Enrichment processes and click **Download and Update**. This downloads a Microsoft Excel workbook where skill suggestions are added by Oracle AI.

How do I enable enhanced skill suggestions using generative AI?

You can now view enhanced skill suggestions powered by generative AI using the profile option ORA_HRT_SKILL_SUGGESTIONS. These skill suggestions are available to you when you perform these tasks:

- Create or edit job or position profiles
- Create or edit capability guides in role guides
- Create or edit job requisitions
- Create or edit gigs
- Create or edit learning items

- Configure the Job Skills Enrichment Agent
- Configure the Learning Skills Enrichment Agent

You can choose to view skill suggestions based on predictive AI or generative AI by setting the `ORA_HRT_SKILL_SUGGESTIONS` profile option to one of these values:

- **Legacy** – Uses predictive AI.
- **Next Generation** – Uses generative AI.
- **Next Generation with Workflow Agents** – Uses AI Agents based on Agent Studio, which enables you to modify the AI prompts based on your needs.

To get generative AI-based skill suggestions, follow these steps:

1. Stop the scheduled process: **Synchronize Talent Data for AI Recommendations**.
2. Set the `ORA_WLF_AI_COMPANY_INFO` profile option at the **Site** level. The profile value must be a description of the organization in about 1000 characters or less including the organization name.
3. Run this scheduled process with the following parameters:
 - **Name of the scheduled process:** Create Summaries Using Generative AI
 - **Parameters:**
 - **Run Type:** Select **Full** when you're running it for the first time.
 - **Content Source:** Select **Business Object**.
 - **Object Type:** Select **Organization** and **Skills**. You may optionally select **All**.

This will process all the skills in your skill library to generate skill recommendations. It might take several hours to a day to complete, depending on the size of the skills catalog, employee base, job profiles and so on.

4. Set the `ORA_HRT_SKILL_SUGGESTIONS` profile option value to **Next Generation**.

After you complete the above steps, you must also schedule the **Create Summaries Using Generative AI** process to run periodically. For this, select the Run Type as **Incremental** and Object Type as **Skills**. This will process any new skills added to the skill library, or any updates made to existing skills in the library. If the skills administrator makes significant changes to the skill library, you may run this job as needed to process the changes made. Any new skills added to the library won't be available for recommendations unless this job is run. Incremental runs might be faster than full runs.

Related Topics

- [How do I enable a profile option?](#)

How do I enable enhanced skill suggestions using AI Agents?

You can now view enhanced skill suggestions powered by AI Agents through the profile option `ORA_HRT_SKILL_SUGGESTIONS`. The skill suggestions are available to you when you perform these tasks:

- Create or edit job or position profiles
- Create or edit capability guides in role guides
- Create or edit job requisitions
- Create or edit gigs

- Create or edit learning items
- Configure the Job Skills Enrichment Agent
- Configure the Learning Skills Enrichment Agent

You can choose to view skill suggestions based on predictive AI or generative AI by setting the `ORA_HRT_SKILL_SUGGESTIONS` profile option to one of these values:

- **Legacy** – Uses predictive AI.
- **Next Generation** – Uses generative AI.
- **Next Generation with Workflow Agents** – Uses AI Agents based on Agent Studio, which enables you to modify the AI prompts based on your needs.

To get skill suggestions based on AI agents, complete these configurations.

Set Profile Options and Manage Scheduled Processes

1. Stop the scheduled process: **Synchronize Talent Data for AI Recommendations**.
2. Set the `ORA_WLF_AI_COMPANY_INFO` profile option at the **Site** level. The profile value must be a description of the organization in about 1000 characters or less including the organization name.
3. Run this scheduled process with the following parameters:
 - **Name of the scheduled process:** Create Summaries Using Generative AI
 - **Parameters:**
 - **Run Type:** Select **Full** when you're running it for the first time.
 - **Content Source:** Select **Business Object**.
 - **Object Type:** Select **Organization** and **Skills**. You may optionally select **All**.

This will process all the skills in your skill library to generate skill recommendations. It might take several hours to a day to complete, depending on the size of the skills catalog, employee base, job profiles, and so on.

4. Search for the `ORA_HRT_SKILL_SUGGESTIONS` profile option, and set its value to **Next Generation with Workflow Agents**.

After you complete the above steps, you must also schedule the **Create Summaries Using Generative AI** process to run periodically. For this, select the Run Type as **Incremental** and Object Type as **Skills**. This will process any new skills added to the skill library, or any updates made to existing skills in the library. If the skills administrator makes significant changes to the skill library, you may run this job as needed to process the changes made. Any new skills added to the library won't be available for recommendations unless this job is run. Incremental runs might be faster than full runs.

Configure the Skill Recommendation Agent in AI Agent Studio

The prerequisites for using AI Agent Studio are:

- Your environment must have the appropriate services for Oracle Applications Platform deployed. For more information, see [FAQ2521 on My Oracle Cloud Support](#).
- Set the **Enable Security Console External Application Integration** (`ORA_ASE_SAS_INTEGRATION_ENABLED`) profile option to Yes and enable permission groups for the appropriate roles. See [Access Requirements for AI Agent Studio](#).

- The agents you can view depend on the roles and privileges assigned to you. To access the Skill Recommendation Agent, your role must be explicitly granted access to it by an AI Studio Administrator. See [How can I give users access to AI agents](#) and [Access Requirements for AI Agent Studio](#).

Complete these steps:

1. Go to **Navigator > Tools > AI Agent Studio**.
2. Search for the agent named **Skill Recommendation Agent** (SKILL_RECOMMENDATION_AGENT).
3. Click **Copy Template**. Enter a suffix that'll get appended to the agent name.
4. Review the agent details in the Agent Designer and publish it.
5. On the **Agent Teams** tab, search for the agent you just published.
6. Copy the agent team code.
7. In Setup and Maintenance, search for the ORA_HRT_SKILL_SUGGESTIONS_AGENT_CODE profile option.
8. Set the profile option value to the agent team code you copied.

How do I enable the Role Alignment feature?

Complete these prerequisites to enable business leaders to view the Role Alignment tab and associated data on the page:

1. Run the Import Role Assignment Skills scheduled process so that assignment data is indexed. This process must be scheduled to run weekly. It can also be run as necessary when job assignment changes are made.
2. The View Role Guide Alignment (ORA_WLF_VIEW_ROLE_GUIDE_ALIGNMENT) aggregate privilege needs to be added to any custom role that's created. It's added by default to the following duty roles:
 - Career Growth Access by Manager (ORA_WLF_CAREER_GROWTH_ACCESS_BY_MANAGER_DUTY) duty role, which is added to the Executive Manager abstract role.
 - Career Growth Access by Administrator (ORA_WLF_CAREER_GROWTH_ACCESS_BY_ADMIN_DUTY) duty role, which is added to the Human Resource Specialist job role.
3. Set up Dynamic Skills:
 - Enable Enhanced Dynamic Skills (earlier called Dynamic Skills V2) to use the role alignment and role guide features.
 - Set the ORA_HRT_SKILLS_ENRICHMENT_ENABLED profile option to **Yes**.

Where can employees see role guides?

As an employee, you can see a role guide that's assigned to you in Grow. You can also see role guide details for a career role of your interest in Opportunity Marketplace.

View a Role Guide in Grow

To see the role guide assigned for your career role, click the **Know Your Role** button on the Grow page. The **Skills Assigned by Your Leadership** tab on your career role page displays the details of the role guide.

You can also see the tasks assigned to you as part of the role guide on the **Skills and tasks assigned by your leadership** swim lane. This task list can help you achieve the skills required for the role. Each tab in this section

represents a capability guide of the role guide. Note that a capability guide tab will be listed here only if it has at least one task that helps achieve a required skill that's included in the capability guide.

If you've have attained some skills defined in the role guide, you'll no longer see those tasks.

View a Role Guide in Opportunity Marketplace

1. Go to the Opportunity Marketplace application.
2. On the **Explore** tab, select **Career Roles** in the Opportunity filter.
3. Click a card of the career role that you're interested in.
4. On the career details page, click the **Role Guides** tab to view the role guide cards associated with that career. By default, the most recently created role guides are listed on the top row. The role guide card indicates the number of skills that are required for that role guide.

Why should I reconcile a role guide?

When you make some changes to an active role guide, you'll see a **Reconcile role guide** banner message. You need to reconcile the guide if you want the changes to be available to employees who've already been assigned this role guide, or if you've changed worker lists and want the role guide to be available to all those employees who are part of the updated worker lists.

These are the changes in a role guide that will initiate the Reconcile banner message:

- Editing the basic info for a role guide
- Adding or removing required skills
- Adding or removing tasks to attain required skills
- Changing role guide assignments such as adding, updating, or removing worker lists.

Note: If the date to process assignments is set to a future date, the Reconcile message won't be displayed.

- Associating the role guide to a job or position

When you click the **Reconcile** link, the banner message disappears and the Process Guide Assignments scheduled process starts to run.

When this process is completed, the changes will be available to the assigned worker population on the Grow page and in Opportunity Marketplace (if the role guide is associated with a job or position).

