

Oracle Fusion Cloud Talent Management

**Dynamic Skills Questions and
Answers**

FA-Latest



Oracle Fusion Cloud Talent Management
Dynamic Skills Questions and Answers

FA-Latest

G28779-09

Copyright © 2026, Oracle and/or its affiliates.

Author: Akhil Harikrishnan

Contents

Get Help

i

1 Dynamic Skills Questions and Answers

1

How do I integrate Lightcast with Oracle Dynamic Skills?	1
How do I stop importing Lightcast skills to Oracle Dynamic Skills?	2
How do I deactivate Lightcast skills catalog?	2
How Can I Endorse a Skill?	2
How Can I Request for Endorsement of a Skill?	2
How do I Allow Any Employee to Add Skills to Another Employee's Profile?	2
How do I Allow Nonlibrary Skills in Skills Center and Team Skills Center?	3
How do I Ensure that Skills are Moved to Attained Only After they're Validated?	3
How to Enable the Skill Attributes Description, Business Driver, Business Capability, and Domain on Skill Details and Skill Rating Panel?	4
What are the REST API Endpoint and Attributes used to Create an Alert?	4
How can I enable notifications when a core skill is assigned by a manager?	5
How Can I Hide the Print Button Using Express Mode in VB Studio?	5
How do I Enable Enhanced Skill Suggestions Using Recommendation Framework?	5
How can I move free-form skills to the Skills Center section in Enhanced Dynamic Skills if Dynamic Skills hasn't been enabled?	6

Get Help

There are a number of ways to learn more about your product and interact with Oracle and other users.

Get Help in the Applications

Some application pages have help icons  to give you access to contextual help. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons. If the page has contextual help, help icons will appear.

Get Training

Increase your knowledge of Oracle Cloud by taking courses at [Oracle University](#).

Join Our Community

Use [Cloud Customer Connect](#) to get information from industry experts at Oracle and in the partner community. You can join forums to connect with other customers, post questions, suggest [ideas](#) for product enhancements, and watch events.

Share Your Feedback

We welcome your feedback about Oracle Applications user assistance. If you need clarification, find an error, or just want to tell us what you found helpful, we'd like to hear from you.

You can email your feedback to oracle_fusion_applications_help_ww_grp@oracle.com.

Thanks for helping us improve our user assistance!

1 Dynamic Skills Questions and Answers

How do I integrate Lightcast with Oracle Dynamic Skills?

You can import Lightcast skills as Dynamic Skills items. The skills that are imported depend on your Lightcast subscription plan and the content accessible to you on their platform.

Prerequisites

You've:

- A working account with Lightcast
- Enabled Enhanced Dynamic Skills. For details, see [Upgrade to Enhanced Dynamic Skills](#).

Procedure

1. In Oracle, create a user account you'll provide to Lightcast so they can authenticate to your instance and send their skills.
 - a. On the **Tools > Security Console > Users** page, add a user account.
 - b. Set **Associated Person Type** to **None**.
 - c. Enter the appropriate user details so you can identify the account. Give the account a meaningful user name, such as **Lightcast**.
 - d. Create a job role and include the Use REST Service - Talent Skill Catalogs privilege.
 - e. Grant this role to the new user account. The role allows this account to use the necessary Oracle APIs to receive skills from Lightcast.
2. Enable the Lightcast external provider using the **Configure External Providers** task on the **My Client Groups > Learning** page or **My Client Groups > Profiles** page.
 - a. Configure the Lightcast provider.
 - b. Enter the user account created in Step 1 and validate.
3. Share the user name created in Oracle with the Lightcast account team. This account team can also help you with any related Lightcast setup questions. They'll provide the below information:
 - A public certificate so they can authenticate to the Oracle APIs to send skills.
 - The trusted issuer name for their JWT token, it needs to exactly match the value used when configuring JWT.
4. In Oracle, add Lightcast's public certificate to authenticate incoming requests from Lightcast. For detailed steps, see [Configuring Oracle API Authentication for Content Provider \(document ID 3041374.1\)](#) on My Oracle Support.

How do I stop importing Lightcast skills to Oracle Dynamic Skills?

You need to deactivate Lightcast. Deactivation doesn't remove skills imported before.

1. On the **My Client Groups > Learning** page, click **Configure External Providers**.
2. On the **Configure External Providers** page, in the applicable row, click **Configure**.
3. In **Status**, select **Inactive**.

How do I deactivate Lightcast skills catalog?

After the Lightcast provider is set to inactive, the Lightcast skills catalog can be deactivated, but can't be deleted.

To deactivate, the skills catalog needs to be first disassociated with the content section and then set to inactive. The skill references to the skills in the transactions will remain. You need to manually remove them from these objects.

How Can I Endorse a Skill?

You can endorse a skill by clicking the **Attained** icon on it in Skills Center or Connections.

The skill is moved to Skills Attained once it's endorsed.

How Can I Request for Endorsement of a Skill?

You can request for endorsement by clicking the numeric value on the skill in Skills Center.

The numeric value changes based on the endorsements received. Once the cumulative score of endorsements from various sources adds up to 100 points the icon on the skill changes to the shape of a ribbon indicating that the skill is confirmed.

How do I Allow Any Employee to Add Skills to Another Employee's Profile?

You enable the option **Allow nonlibrary skills in Skills Center and Team Skills Center** in Skills Settings (**My Client Groups > Skills Settings**).

By disallowing this feature, only employees will be allowed to add skills to their own talent profile using Skills Center. Conversely allowing this feature, will allow anyone to add skills to another employees' profile without the employee

knowing this has happened. The impact on the application of disallowing non self-additions is that coworkers accessing the Skills Center of someone otherwise, can't see and select to add skills from the skill suggestion, can't view the **Add** buttons above the two **Skills in development** or **Skills attained** groups.

How do I Allow Nonlibrary Skills in Skills Center and Team Skills Center?

You enable the option **Allow nonlibrary skills in Skills Center and Team Skills Center** in Skills Settings (**My Client Groups > Skills Settings**).

The default behavior before this feature was to allow a user to either select from a suggested skill or to type in their own. With the introduction of a skill catalog with over 10,000 skills and 50,000 synonyms, customers often no longer need to let employees to enter their own skills – as this often increases the effort of maintaining a clean skill ontology.

For example – today, many customers find that employees are adding a skill like J2EE, instead of selecting a skill like Java, which can often lead to skills being assigned to the employee that they might already have but is named differently.

This feature only limits employees and managers adding new skills in Skills Center, and preventing managers from creating new skills when assigning skills. Other areas like adding skills to learning items, or candidates profiling themselves, or users importing their LinkedIn profile aren't affected – meaning free-form skills are still allowed from these areas.

How do I Ensure that Skills are Moved to Attained Only After they're Validated?

You enable the option **Move skills to attained only after they're validated** in Skills Settings (**My Client Groups > Skills Settings**).

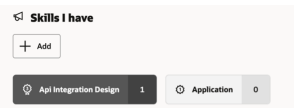
This configuration enables to only consider a required skill assignment (core, role, or capability) as having been met when the skill has been validated, based on your skill confirmation settings. Also, the skill color treatment will only show as 'dark' once the skill is validated. Enabling this feature has the effect of having users continue to receive recommendations for skills that might show as **Skills I have** or **Skills Attained** (when viewed by another user) but will still be lighter colored – until they get validated or confirmed on the skill. Note that this feature will not change which group **Skill I'm Developing** or **Skills I have** that the skill goes into.

When the setting **Move skills to attained only after they're validated** or when it's active and any of the endorsement score settings are changed and saved, the ESS job Delete Skill Endorsements and Recalculate Skill Confirmations is scheduled in the background. The ESS job recalculates whether the skill is validated.

When the setting is disabled and the user adds a skill in **Skills I have**, then they'd see a dark colored skill irrespective of whether the skill has been validated through endorsements. In the example below, the user has self-rated the skill 'Application' and because it's not endorsed it's not confirmed, whereas, because the skill 'Api Integration Design' has one endorsement whose score adds up to 100 it's confirmed.



When the setting is enabled and the skills setting is saved, the ESS job recalculates the skill confirmation and the skills in the Skills Center are rendered as below.



The skill 'Api Integration Design' is confirmed due to 1 endorsement whose score is 100. The skill 'Application' is shown in lighter color to indicate that it's self-rated but not confirmed.

How to Enable the Skill Attributes Description, Business Driver, Business Capability, and Domain on Skill Details and Skill Rating Panel?

You can control the display of skill attributes by enabling or disabling them in Skills Settings.

The settings impact both skill details and skill rating panel for all occurrences.

What are the REST API Endpoint and Attributes used to Create an Alert?

The REST API end point to be used is `/talentPersonProfile/publicSkills/endorsements`. To identify self-rating by a user, the `RequestorPersonId` and `EndorserId` need to be the same on an endorsement.

The following attributes can be used for creating the alert:

- Name of employee {Display Name}
- Skill Name: {Skill Name}
- Self-rated Level {Level Value}
- Rated on date {Date}
- Rate Employee {Link to Skill Detail page in context of the manager viewing the employees' skill}

How can I enable notifications when a core skill is assigned by a manager?

Ensure that the Oracle Enterprise Scheduler (ESS) job Propagate Dynamic Skills to Workers is running on a schedule of at least once a day. This would propagate the core skills and run the job Notify Manager Skill Assignments.

Notifications are sent to workers when a manager assigns or unassigns a skill, or changes the skill rating level for a worker. You can extend the alert HRT Notify Core Skill Assigned to change the content of the notification based on business need.

How Can I Hide the Print Button Using Express Mode in VB Studio?

Perform the following:

1. Navigate to **Me > Skills and Qualifications**.
2. On the **Settings and Actions** menu in the global header, click **Edit Page in Visual Builder Studio**. Ensure that you have appropriate access to the VB Studio configuration to see this option.
3. In the **Page Properties** area, set the value of the **Show Print Button** to true.
4. Preview and publish your changes.

How do I Enable Enhanced Skill Suggestions Using Recommendation Framework?

You create a recommendation profile if the value for the ORA_HRT_SKILLS_CENTER_SUGGESTIONS profile option is set as **Next Generation** or **Next Generation with Workflow Agents**. For skill suggestion categories that are based on recommendation framework, you need to create a recommendation profile with parameters as mentioned below.

1. Navigate to **My Client Groups > Learning > Recommendation Profiles**.
2. Click **Add**.
3. Enter a name and summary for the recommendation profile.
4. Select the profile type **Identify objectives automatically**.
5. Select the following recommendations:

Recommendation	Purpose
Skills popular in current role	Suggests skills that are available in the talent profile of other workers in the same role but not available in the user's talent profile.

Recommendation	Purpose
Skills popular in careers of interest	Suggests skills that are available in talent profiles of others in user's careers of interest but not available in the user's talent profile.
Skills popular with manager and peers	Suggests skills that are available in the talent profiles of managers and peers but not available in the user's talent profile.
Skills based on current role gaps	Suggests skills that are relevant to the user's role but not available in the user's talent profile.
Skills based on nonskill attributes on your talent profile	Suggests skills based on the information the user provided in the Areas of Expertise, Areas of Interest, and Career Statement sections.
Skills similar to your skills on talent profile	Suggests skills that are similar to existing skills of the user.

6. Select the type of skills you want to be considered for identifying role gaps.
7. Set the processing rule as recurring or one time.
8. Submit the changes.
9. To verify that the job has run successfully and the recommendations are generated, choose **Actions > View Recommendations** or **Actions > View Summary**.

How can I move free-form skills to the Skills Center section in Enhanced Dynamic Skills if Dynamic Skills hasn't been enabled?

1. Run the Prepare Application for Skills Enrichment ESS job. This creates the person profile Skills Center section and sets ORA_HRT_SKILLS_ENRICHMENT_ENABLED = Yes
2. Create the Skills Center sections in job and position profile for the free-form skills that you want to migrate.
3. Run the ESS job Move Nonpublic Skills to Public Skills Section. This will populate the text skills into various profiles Skills Center sections. The data will be visible on the UI as an empty skill chip without the skill name because skills don't have content item ID associated with them

Note:

- Ensure that the target section is manually created for each profile type.
- Source skill section is listed in the job for selection only if there is at least one profile item to be moved.
- If there are multiple source sections to be migrated, run the ESS job separately for each section. However, all active inherited skill based content sections of profiles, such as Job, Position, Organization, Prerequisite, and Guide Requirements, will be migrated along with it.
- DFFs if defined on skill based content sections are not migrated.

4. Run the Prepare Application for Skills Enrichment ESS job again. This will convert the text-based skills into content item ID based catalog skills.

