

Oracle Fusion Cloud Talent Management

**Dynamic Skills Questions and
Answers**

FA-Latest



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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 Support

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Learn About Accessibility

For information about Oracle's commitment to accessibility, visit the [Oracle Accessibility Program](#). Videos included in this guide are provided as a media alternative for text-based topics also available in this guide.

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.

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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}