Oracle Fusion Cloud Talent Management

Learning and Development Questions and Answers

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Author: Lynn Raiser

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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

You can get support at *My Oracle Support*. For accessible support, visit *Oracle Accessibility Learning and Support*.

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Increase your knowledge of Oracle Cloud by taking courses at *Oracle University*.

Join Our Community

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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.

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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 Oracle Learning Questions and Answers

How do I enable real-time completion based on SCORM content status?

Here's how:

1. Set the site-level value to **Y** for the ORA_WLF_ROLLUP_ON_COMPLETION profile option to Y.

1. Go to **Setup and Maintenance** > **Tasks panel** > **Search** > **Manage Administrator Profile Values**.
    - Automatic completion will be registered for all SCORM self-paced learning.
    - For courses and offerings, the change affects all existing and new SCORM and AICC content.

> **Note:** SCORM content should always be authored to set the lesson status correctly after successful completion. Disabling this setting is rarely necessary. If issues arise, updating the SCORM content to correctly set this attribute is a better solution than turning off the configuration.

2. For specific course and offering content, set the advanced Process Lesson Status Before Exit option.
    - To register completion after the content sets the content to **completed**, select **Yes**. Also set Rule for Content Closed Before the End to **Always use lesson status**.
    - To register completion only after the learner closes the eLearning player using the Save and Close or the I'm Done button, select **No**.

When does a change to the Hide enrollments from managers rule apply to all assigned learners?

Immediately, the learning assignments don't need to be reconciled.

What happens if I change the reattempt rule on an existing self-paced learning with learners already assigned to it?

The change applies only after the reconcile process runs. That's because the reattempt rule alters the rules that identify how the learning goes to completion.

You have these options:

- Don't run the Reconcile process and leave existing active learner assignments unchanged.

- Run the Reconcile process to update existing active learner assignments with the changes.

How do I edit default templates for learning calendar events?

Go to **My Client Groups** > **Learning and Development** > **Configure Calendar Event Templates**.

Available tokens

In both plain and rich text calendar event templates, you can use dynamic tokens to personalize and contextualize calendar events for both learners and instructors.

Available Token	Description	Comments
{FIRST_NAME} {LAST_NAME} {DISPLAY_NAME}	Name of the recipient	We don't recommend using these tokens for instructor template as they can be downloaded by learning administrators also using Add to Calendar link from Manage offerings UI.
{COURSE_TITLE}	Course title	NA
{OFFERING_TITLE}	Offering title	NA
{ACTIVITY_TITLE}	Activity title	NA
{ACTIVITY_DESCRIPTION}	Activity description	NA
{VILT_JOIN_LINK}	URL used to join the virtual activity or event	NA
{ACTIVITY_LOCATION}	List of all activity locations and their addresses, including the link to any virtual session	NA
{ACTIVITY_INSTRUCTORS_NAME_ONLY}	List of instructors showing only their display names	NA
{ACTIVITY_INSTRUCTORS_NAME_EMAIL}	List of instructors showing only their display names and primary email addresses	NA
{ACTIVITY_INSTRUCTORS_NAME_EMAIL_PHONE}	List of instructors showing their display names, primary email addresses. and phone numbers	NA
{OFFERING_COORDINATOR_NAME}	Display name of the offering coordinator	NA
{OFFERING_COORDINATOR_EMAIL}	Primary email address for the offering coordinator	NA
{OFFERING_COORDINATOR_PHONE}	Primary phone number for the offering coordinator	NA
{COURSE_ENROLLMENT_DEEP_LINK}	Link to the recipient's course enrollment page with Course Enrollment as the link text	Use this in learner template only

Available Token	Description	Comments
{COURSE_TITLE_ENROLLMENT_DEEP_LINK}	Link to the recipient's course enrollment page with the course title as the link text	Use this in learner template only
{COURSE_DETAILS_ADMIN_DEEP_LINK}	Link to the administration course details page with Course Details as the link text	Use this in instructor template only when instructors have access to course details page in admin work area.
{COURSE_TITLE_DETAILS_ADMIN_DEEP_LINK}	Link to the administration course details page with the course title as the link text	Use this in instructor template only when instructors have access to course details page in admin work area.

Tips and considerations

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- Rich text templates are applied to calendar events generated through Microsoft Outlook integration. The format is also applied when ICS files downloaded from the Learning & Development app are imported into calendar apps that support rich text, such as Microsoft Outlook.
    - We recommend that you paste unformatted text in the rich text fields, then format it using the rich text tools. Pasting formatted text can lead to unexpected formatting in sent notifications or compilation issues.
    - To format token values, be sure to include the braces {} in the formatting, not just the text. For example, to make the course title in bold, do this {COURSE_TITLE} instead of {COURSE_TITLE}.
- Plain text templates are applied when ICS files are imported into calendar apps that don't support rich text, such as Apple Calendar.
- Calendar events use the current template. If you change templates, existing events use the previous template, unless you update the parent activities after the template changes. Updating activities also updates the generated Microsoft Outlook events and any manually downloaded ICS files for those activities to use the updated templates.
- To define translated versions of the calendar body, use the Translate button on the Learner or Instructor tab. In the window that opens you can edit the translations for all available languages

How do I specify what info to show for each person in the assign learning Person list?

In Visual Builder Studio, go to the Assign Learning page. In business rules, configure the PersonDetailsAdditionalAttributes attribute.

What's the overall purpose for having Run As for learning initiatives?

Run As defines whose data security policy gets applied when initiatives and access groups are processed. You can set a global default and optionally let individual learning administrators override this setting per initiative or access group.

A generic Run As user ensures that initiatives and access groups continue to be processed, even if their original creator is no longer with the organization. And relying on a single Run As user doesn't create bottlenecks or slow down processing. Each process always switch to a user for each initiative or access group, so the process always apply the appropriate data security. Switching to the same user or switching to each creator doesn't make any difference.

How do I set up unified learning catalog administration and access control?

Here's what you need to do:

1. Enable self-paced learning.
    a. Go to **Setup and Maintenance** > **Tasks panel** > **Search** > **Manage Administrator Profile Values**.
    b. For the ORA_WLF_ENABLE_DL_API profile option, update the site-level value to Y.
    c. Run the digital learning enablement script and migration of self-service videos and learning journeys.
        i. Submit the **Tools** > **Scheduled Processes** > **Learn Migration** process after selecting **Digital Learning Migration** as the data correction.
        ii. Verify that the process ended successfully. If it doesn't, verify the log file for issues found and review the prerequisite steps, as needed.
2. If you haven't already defined security roles with these data security policies limiting administrator access to courses, offerings, or specializations, skip to step 3.

    If you currently limit administrator access to a subset of courses, offerings, or specializations using the preceding data security policies, we recommend that you re-create that setup using catalog administration profiles before completing step 3. Creating the profiles first ensures that administrators don't inadvertently get access to catalog items they shouldn't have access to.

    a. Evaluate all your security roles granting access to manage the learning catalog.
        - Identify the differences between them and the preceding data security policies.
        - Identify which administrators have which security roles.
    b. Create a catalog administration profile for each security policy variation. Each profile specifies the learning items administrators should have access to.
    c. Add the relevant people as contributors to each administration profile.
    d. Associate your existing courses, offerings, and specializations with the appropriate catalog administration profile. You can do this in bulk using HCM Data Loader, the V3 business objects and either the learningCatalogProfileId or learningCatalogProfileNumber attribute. If neither attribute is populated, the learning item is automatically assigned the default profile.
3. For the ORA_WLF_SINGLE_CATALOG_LISTING_REDWOOD profile option, set the site-level value to Y.

a. Go to **Setup and Maintenance** > **Tasks panel** > **Search** > **Manage Administrator Profile Values**.

How do I set a default tab, tab visibility, and tab order for the self-service Learning & Development app?

In Visual Builder Studio, go to the **Me** > **Learning & Development** page. In page properties, set the default tab. Also specify which tabs to show and in what order.

- The default tab and tab display order apply only when the learner's development profile option is enabled.
- The tabs don't appear at the end of the page when learners access the learning pages using a direct URL that includes `/learner/learn/my-learning`, `/learner/learn/learning-catalog`, or `/learner/learn/learn-landing`.

How do I set a default tab for the manager self-service Team Learning & Development app?

In Visual Builder Studio, go to the **My Team** > **Team Learning & Development** page. In page properties, set the default tab.

How do I make the 2 advanced learner selection options visible?

In Visual Builder Studio, go to the Assign Learning page. In business rules, set isPersonInOrgAllDirectsEnabled and isPersonInOrgAllReportsEnabled attributes to **true**.

How can I make imported self-paced learning private and define audiences using user groups?

Use a REST API to change self-paced learning already imported to Oracle Learning after adding or changing audience settings in the external content provider configurations.

1. Set the self-paced learning visibility to Private.

```
PATCH https://{{host}}/hcmRestApi/resources/latest/learningSelfPacedItems/<LI NUMBER>

Headers:
Effective-Of : RangeMode=UPDATE
REST-Framework-Version : 9
```

```
{
 "learningItemVisibility":"PRIVATE"
}
```

2. Associate a user group with the private self-paced learning.
   a. Get the learning item ID from the browser URL when viewing the learning.

      For example, the learning item ID in this URL is **300100634594734**: **https://{host}/fscmUI/redwood/learning-catalog/main/learning-catalog-item-details?learningItemId=300100634594734**

   b. Get the user group ID from the browser URL when viewing the user group details.

      For example, the user group ID in this URL is **300100634594851**: **https://cptbochqy.fusionapps.ocs.oc-test.com/fscmUI/redwood/learning-resources/main/user-group-details?userGroupId=300100634594851**

   c. Associate the learning with the user group by posting to **/learningItemAudiences**. If you get an error, try **/learningAudience** instead.

```
POST https://{{host}}/hcmRestApi/resources/latest/learningItemAudiences

Headers:
Effective-Of : RangeMode=UPDATE
REST-Framework-Version : 9


{
 "learningItemId": "300100634594734",
 "learningItemType": "ORA_ELEARNING",
 "sourceTypeId": 300100634594851,
 "sourceType": "ORA_LEARNING_ORGANIZATION"
}
```

How can I hide full offerings in Available Offerings sections?

In Visual Builder Studio, go to the Available Offerings page. In page properties, set showFullOffering to **No**. The showFullOffering attribute applies to the Available Offerings section on both self-enrollment and enrollment details pages.

Tokens Available to Use in Calendar Event Templates

In both plain and rich text calendar event templates, you can use dynamic tokens to personalize and contextualize calendar events for both learners and instructors. Go to **My Client Groups** > **Learning and Development** > **Configure Calendar Event Templates**.

These tokens are automatically replaced at runtime with the actual values.

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{COURSE_TITLE}	Course title	NA
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How do I set up Google Translation for Oracle Learning

You can set up Google Translation to provide suggestions for a learning item title, a short description, and a description in the specified languages.

1. Set up your Cloud Translation API account with Google.
2. Configure the Google Translation service provider in Oracle Learning using the **My Client Groups** > **Learning and Development** > **Configure External Providers** task.
    a. On the Configure External Provider: Google Translation page, complete the fields as shown here.

Field	Value
Account Name	We recommend your name relates to, but isn't, your secret Google API key.
Description	Provide a description that relates to your Google setup.
Status	Indicates whether the Google translation is active. The default value is Active.
Google API Key	Provide the secret API Key that you got after setting up your Cloud Translation API account with Google.

    b. Validate that the configuration parameters are correct.
    c. Save your changes and close the page.
3. *Install the Oracle Visual Builder Add-in for Excel.*

Can I enroll in learning in a renewal series earlier than the renewal date?

No because you automatically get a new learning assignment according to the learning's renewal rule.

Can I assign learning in a renewal series to my team earlier than the renewal date?

No because learners automatically get new learning assignments according to the learning's renewal rule.