

Housekeeping



The webinar will start shortly. Recording will be available, along with the presentation.



Live Q&A and Chat are enabled for the session. Please add your questions **ONLY** on the **Q&A section** for them to be considered.



Help us improve this content for you! Survey option will be offered after the end of the session.



ORACLE

Elevating Experience with AI Apps in Talent Management

Speaker:

Suman Chenumalla, Principal Software Engineer

Panelist:

Kiran Jogin, Senior Technical Support Engineer

Facilitator:

Teodora Pantel, Principal Customer Success Manager

October 2023



Safe harbor statement

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, timing, and pricing of any features or functionality described for Oracle's products may change and remains at the sole discretion of Oracle Corporation.



Agenda

1. Oracle AI Apps for HCM

- Dynamic Skills Overview
- Important Considerations
- List of AI Features for Profile, Career Development and Succession Management
- Activate Oracle AI Apps for Talent Management
- Ingestion Steps for AI Apps Features

2. Profile Management:

- Enable Skills Center for Dynamic Skills
- Set Up Cleanup Process to Maintain Endorsement Requests
- Skills Advisor for Job Profiles in Profile Management

3. Career Development

- Best Careers
- Career Ambassadors
- Oracle grow

4. Succession Management

- Best Successors

5. Resources

6. Q&A



1. Oracle AI Apps for HCM



Overview of Dynamic Skills

- ❖ To better understand and grow your organization's talent with an always-current, well-defined, and tailored skills data set, use Oracle Dynamic Skills.
- ❖ It makes use of your organizational data to automatically identify, infer, and recommend skills for people, jobs, and other skills related resources.
- ❖ You have a continuously updated view into the ever-evolving skills to effectively connect people to opportunities.

Important Considerations

- ❖ You can't use Dynamic Skills if your HCM environment is on any of these pods or environments:
 - **A government pod**
 - **A European Union Restricted Access (EURA) pod**
 - **A Dedicated Region Cloud Customer (DRCC) environment**
- ❖ Your organization must **not be in the healthcare sector**, which is defined as providing clinical services, or businesses in healthcare manufacturing and life sciences.
- ❖ For best results, it's also recommended that the environment meets these criteria:
 - The Core HR and Talent Management environment must be live in production for at least 12 months. Or the environment must have prior production data for Talent Profile of at least 12 months to benefit from high-quality recommendations.
 - The Recruiting environment, if applicable, must be live in production for at least 6 months. Or the environment must have prior production data of at least 6 months to benefit from high-quality recommendations.

List of AI Features, along with activation and ingestion scheduled processes details:

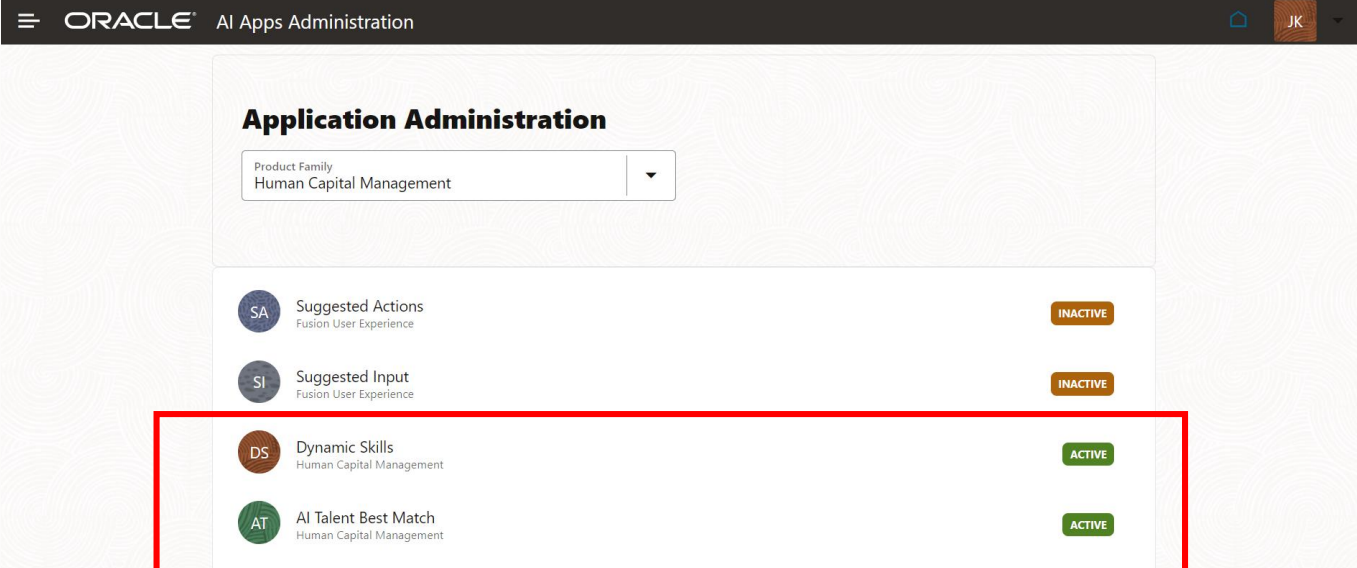
Feature	Product	AI Apps to Activate	Scheduled Processes for Ingestion	Audience	Description
Best Careers	Career Development	AI Talent Best Match	Synchronize Talent Data for AI Recommendations	Employees	Recommend careers to employees to plan their career path.
Best Successors	Succession Management	AI Talent Best Match	Synchronize Talent Data for AI Recommendations	HR specialists Managers	Recommend candidates for HR specialists and managers to add to succession plans.
Skills Center	Profile Management	Both Dynamic Skills and AI Talent Best Match	Synchronize Recruiting Data for Candidate Recommendations Synchronize Talent Data for AI Recommendations	Employees Managers	Provides a centralized place for employees and managers to manage skills and recommend actions to drive personal and organizational growth.
Skills Advisor for Job Profiles	Profile Management	Both Dynamic Skills and AI Talent Best Match	Synchronize Recruiting Data for Candidate Recommendations Synchronize Talent Data for AI Recommendations	Recruiters	Provide AI suggestions for skills for Recruiters to enter skills for job profiles.

Activate Oracle AI Apps for Talent Management

- ❖ As part of configuring the AI Apps features, you will need to **activate Oracle AI Apps**.
- ❖ To complete these activation steps, you must: Either have the predefined role **Application Implementation Consultant** (22D and above) Or have a custom role that inherits the predefined role **Adaptive Intelligence Applications Administrator** (22C and above)
Note: When you activate Dynamic Skills, you must also activate AI Talent Best Match.

Steps to Activate AI Apps:

Login as Application Implementation Consultant -
>Tools->AI Apps Administration->Activate AI Apps:
Dynamic skills and AI Talent Best Match.



The screenshot displays the Oracle AI Apps Administration interface. The top navigation bar shows the Oracle logo and the text "AI Apps Administration". The main content area is titled "Application Administration" and features a dropdown menu for "Product Family" set to "Human Capital Management". Below this, there is a list of features with their activation status:

Feature	Product Family	Status
Suggested Actions	Fusion User Experience	INACTIVE
Suggested Input	Fusion User Experience	INACTIVE
Dynamic Skills	Human Capital Management	ACTIVE
AI Talent Best Match	Human Capital Management	ACTIVE

The "Dynamic Skills" and "AI Talent Best Match" rows are highlighted with a red border, indicating they are the focus of the activation process.

Ingestion Steps for AI Apps Features

- ❖ You must run following two scheduled processes to extract data from your Oracle HCM and transfer the data to the connected AI Apps environment to use AI Apps - features in Talent Management.
 1. **Synchronize Talent Data for AI Recommendations**
 2. **Synchronize Recruiting Data for Candidate Recommendations**
- ❖ The following profile options are required for all the AI features except time to hire.
 - You must set the **ORA_HRT_AI_SKILLS_ASSISTANT** profile option and/or the **ORA_HRD_AI_BEST_ROLES** profile option to Y to integrate with AI Apps.

Scheduled Processes for Ingestion

ORACLE

Overview ?

Search

Search Results ?

View Flat List Hierarchy

Actions View **Schedule New Process** Resu

Schedule New Process

Search and Select: Name

Search

Name Synchronize Talent Data for AI

Search Reset

Name	Description
Synchronize Talent Data for AI Recommendations	Uploads talent data to clo...

OK Cancel

Saved Search Last hour

Scheduled Time	Submission Time
30.Jul.2023 13.28 CDT	30.Jul.2023 12.29 CDT
30.Jul.2023 13.28 CDT	30.Jul.2023 12.28 CDT
30.Jul.2023 15.07 CDT	30.Jul.2023 12.08 CDT
30.Jul.2023 12.08 CDT	30.Jul.2023 12.08 CDT

11 Copyright © 2023 Oracle and/or its affiliates

Overview ?

Search

Search Results ?

View Flat List Hierarchy

Actions View **Schedule New Process** Resubmit Put On Hold Ca

Name
Resubmit Undelivered Signals
Evaluate Access Group Orchestration
Generate Relevancy Feed
Generate Relevancy Feed Batch

Process Details

i This process will be queued up for submission at position 1

Process Options Advanced **Submit** Cancel

Name Synchronize Talent Data for AI Recommendations

Description Uploads talent data to cloud storage for use in...

Notify me when this process ends

Schedule As soon as possible

Submission Notes

Basic Options

Parameters

* **AI Feature** Skills Suggestions

* **Talent Object** All

From Date dd.mmm.yyyy

Number of Threads 8

Saved Search Last hour

Status	Scheduled Time	Submission Time
Wait	30.Jul.2023 13.28 CDT	30.Jul.2023 12.29 CDT
Wait	30.Jul.2023 13.28 CDT	30.Jul.2023 12.28 CDT
Wait	30.Jul.2023 15.07 CDT	30.Jul.2023 12.08 CDT
Succeeded	30.Jul.2023 12.08 CDT	30.Jul.2023 12.08 CDT



ORACLE

Overview ?

Search

Search Results ?

View Flat List Hierarchy

Actions View **Schedule New Process** Resubmit Put On Hold Ca

Name

Synchronize Talent Data for AI Recommendations
Resubmit Undelivered Signals
Evaluate Access Group Orchestration
Generate Relevancy Feed

Process Details

This process will be queued up for submission at position 1

Name Synchronize Talent Data for AI Recommendations

Description Uploads talent data to cloud storage for use in... Notify me when this process ends

Schedule As soon as possible **Submission Notes**

Basic Options

Parameters

* **AI Feature** Best Profile Matches

* **Talent Object** All

From Date dd.mmm.yyyy

Number of Threads 8

SC

Saved Search Last hour

Status	Scheduled Time	Submission Time
Running	30 Jul 2023 12:48 CDT	30 Jul 2023 12:48 CDT
Wait	30 Jul 2023 13:28 CDT	30 Jul 2023 12:29 CDT
Wait	30 Jul 2023 13:28 CDT	30 Jul 2023 12:28 CDT
Wait	30 Jul 2023 15:07 CDT	30 Jul 2023 12:08 CDT



Overview ?

Search

Search Results ?

View Flat List Hierarchy

Actions View **Schedule New Process** Resubmit Put On Hold Ca

Name
Generate Relevancy Feed
Generate Relevancy Feed
Generate Relevancy Feed
Generate Relevancy Feed Batch

Process Details

This process will be queued up for submission at position 1

Process Options **Advanced** **Submit** **Cancel**

Name Synchronize Recruiting Data for Candidate Recom...

Description Synchronize Recruiting Data for Candidate Recom... Notify me when this process ends

Schedule As soon as possible **Submission Notes**

Basic Options

Parameters

Entity Type All

From Date dd.mmm.yyyy HH.mm

Entity to be synchronized for intelligent matching. Select all when scheduling a recurring job.

Saved Search Last hour

Status	Scheduled Time	Submission Time
Wait	31.Jul.2023 11.22 CDT	31.Jul.2023 06.22 CDT
Wait	31.Jul.2023 12.07 CDT	31.Jul.2023 06.21 CDT
Canceled	31.Jul.2023 09.07 CDT	31.Jul.2023 06.08 CDT
Succeeded	31.Jul.2023 06.08 CDT	31.Jul.2023 06.08 CDT



- ❖ If you're setting this up in a production environment, you must set up a **recurring schedule**.
- ❖ Oracle recommends that you run these scheduled processes **once a week initially** and then decide if you need to do it more often.
- ❖ After the scheduled processes complete, anonymized data from HCM Cloud will have been exported to the AI cloud service.
- ❖ Processing of this data will begin automatically and is expected to take approximately **8-12 hours to complete**, depending on the volume of data. You can expect to start seeing recommendations after this process completes.



2. Profile Management: Enable Skills Center for Dynamic Skills



Overview on Skill Center

- **Public Skills** are the skills associated with a person's profile that are defined and managed in the Skills Center. These public skills can be skills that a worker is either developing or already has. These skills are associated with the new public skills content section that is publicly accessible by people in the organization.
- **Connections** UI will only display the public skills that are defined in the skill center. There can only be one public skill content section and Skill Center application will only subscribe to this public content section.
- **Skills and Qualification** page will continue to support the other custom skill content sections that can be added to the profile but will not display the public skill content section.
- **Endorsements:** Unlike other skill content sections, the public skills can be endorsed by other workers in the organization. For example, different roles such as Managers, Guru, Peer, Others can endorse the public skills of a worker. Each time the public skill is endorsed by a coworker, the skill cumulative score is updated based on the skill confirmation scoring algorithm.

Overview on Skill Center

Rating a Skill :

- Unlike other skill content sections, the **public skills can be rated** by self or other people in the organization.
- Each **skill can be rated at a proficiency level** based on the rating model associated with the skill
- The proficiency level for a skill displays the **self rated level till it gets confirmed for a specific level** based on the ratings given by other endorsers (using skill score confirmation scoring), in which case it will replace the self rated level with the confirmed level.

Security:

- These are public skills which means that the **logged in user can view, rate and endorse** these skills for any person accessible with the public security profile, including self.
- Unlike other content sections, the **'public' skill content section will not follow the talent security model** of securing various content sections based on view and manage access given to user roles.

Set Up the Skill Content Section for Person Profiles

- ❑ Create a new content section using the Skill template to capture Skills Center skills or convert an existing Skills content section for Skills Center use.

Additional considerations for a content section used by Skills Center are as below:

- ❖ You **can't set up approvals** for a content section subscribed by Skills Center
- ❖ You **can't enable LinkedIn** import for a content section subscribed to by Skills Center.
- ❖ The Skills Center **doesn't use descriptive flexfields** (DFFs).
- ❖ **Skills** in the Skills Center content section are **deemed public** to your entire user base.
- ❖ Any new content sections based on the Skill template will show the **Skill level attribute**. This attribute is reserved for the Skills Center and won't be available on the Skills and Qualifications page if the content section is subscribed to by Talent Profile.

Person

Test Skill EKNT

Cancel

Delete

Apply

Basic Details

Template
Skill

Section Name
Test Skill EKNT

Description

Active

Approval Required

Default Section

LinkedIn Enabled

Content Section Properties

Section Context
SKILL_300000075458845

Label	Field Type	Display	Value Set Name	Default Value	Action
Skill	Text	Summary			
Date Achieved	Date	Summary			
Years of Experience	Number	Summary			
Project Name or Activities	CLOB	Summary			
Skill Type	Lookup	Summary	Skill Types		
Comments	CLOB	Summary			
Description	CLOB	Summary			
Skill Level	List of Values	Summary	Performance Rating Model		

DFF context attributes

DFF Context Code
SKILL_300000075458845

Label

Field Type

Column Name

Display Order

Required Field

There's nothing here so far.

Content Section Subscribers

+ Add Subscriber

Subscriber Name	Sync to Content Section Display Property	Actions
Career Development	<input checked="" type="checkbox"/>	
Learning Outcomes	<input checked="" type="checkbox"/>	
Recruiting	<input checked="" type="checkbox"/>	
Skills Center	<input checked="" type="checkbox"/>	



Set Up Security for Skills Center

- ❖ **Skills Center** is available as a quick action through global search through a duty role Access Skills Center (**ORA_HRT_ACCESS_SKILLS_CENTER**), assigned to the Employee and Contingent Worker abstract roles (**ORA_PER_EMPLOYEE_ABSTRACT** and **ORA_PER_CONTINGENT_WORKER_ABSTRACT**).
- ❖ If you had made copies of the seeded employee and contingent worker roles, Add following to these Copies:
 - ✓ Access Skills Center (**ORA_HRT_ACCESS_SKILLS_CENTER**)
 - ✓ View Skill Recommendations (**HRT_VIEW_SKILL_RECOMMENDATIONS_PRIV**),
 - ✓ Use REST service - Content Items List of Values (**HRT_REST_SERVICE_ACCESS_CONTENT_ITEMS_LOV_PRIV**),
 - ✓ Use REST service - Talent Profile Comparisons Read Only (**ORA_HRT_REST_SERVICE_ACCESS_TALENT_PROFILE_COMPARISONS_RO**).
- ❖ If you are using **Connections**, add **HCM Connections REST Services (ORA_PER_CONNECTIONS_DUTY)** as well.

Set Up the Skill Validation Scores

- ❖ As users take on skill development activities or receive endorsements for their skills, **their skill proficiency can be validated.**
- ❖ This validation is performed by adding credibility scores associated with each type of evidence obtained. You **can adjust the scores applied to evidence of skill proficiency in the Skills Settings** page anytime, so skill validations occur based on your specifications.
- ❖ The Skills Settings page is available as a quick action in My Client Groups > Talent through the duty role **Configure Skills Settings (ORA_HRT_CONFIGURE_SKILLS_SETTINGS)**. This role is granted to the Human Capital Management Application Administrator.
- ❖ When the scores are adjusted, the background job **Delete Skill Endorsements and Recalculate Skill Confirmations** will be scheduled to run to apply those changes to worker skills.

Proficiency rating model

- Unspecified
Hasn't selected a level for the skill.
- 0 - Inactive Rating
Inactive Rating Test
- 1 - Experttt
Experttt
- 2 - Needs Improvement
Needs Improvement
- 3 - Proficient
Proficient
- 4 - Skilled
Skilled
- 5 - Needs Training
Needs Training

Automatic skill confirmation

Skills will be automatically confirmed according to the points set below.

Active



Skill endorsement score

Each proficiency level needs to reach a cumulative 100 points to be automatically confirmed. Use the slide to assign points from 0 to 100.

Peer Endorsement

Manager 100

Expert 75

Peer 25

Public 10

Skill Development Activities

Learning 50



SKILLS CENTER



Me->Quick Actions->Career and Performance->Skills Center->Career in Skills Center

The screenshot displays the Skills Center interface for user Ramesh Kumar. At the top, there is a navigation bar with a back arrow, a profile picture, and the text "Skills Center Ramesh Kumar". Below this is a large banner area with a light blue background and a hand holding a compass. The banner contains a "Career" tag, the job ID "JPHR_JOB001", and a link for "More career recommendations". Below the banner is a row of five small circles, with the last one filled, indicating the current slide. The main content is divided into two sections: "Skills I'm developing" and "Skills I have".

Skills I'm developing

- Audit (0)
- Automation (0)
- Data Load Automation (Requires level 4) (0)
- OS Automation (Requires level 3) (0)
- Procurement (0)
- SDLC (Software Development Life...) (0)
- Test Cases (0)

Skills I have

- Core HR (0)
- Customer Care (0)
- Customer Satisfaction (2)
- Customer Service (0)
- Data Loading (0)
- HR processes (0)
- MS Excel (0)
- Networking (0)
- Oracle Recruiting (1)

Me->Quick Actions->Career and Performance->Skills Center->Career in Skills Center->More Career Recommendations->Explore Careers

The screenshot displays the 'Explore Careers' page with a search bar and filter buttons. Below are five job recommendation cards, each showing a job ID, title, description, and a recommendation strength bar.

Job ID	Job Title	Description	Recommendation Strength
JPHR_JOB001	Single Family Products and Solutions - Technology Services - Associate	Single Family Products and Solutions - Technology Services - Associate	1.55 of 5
	Business Analyst - Data Management	Job Model Profile for Business Analyst - Data Management	1.12 of 5
	Manager - Data Management Business Analysis	Job Model Profile for Manager - Data Management Business Analysis	1.11 of 5
	CLD Network Analyst	Job Profile for CLD Network Analyst	1.1 of 5



Example: Searching a Career: “ Data Analyst”

The screenshot shows a career search interface. At the top, there is a dark header with a back arrow and the text "Explore Careers". Below this is a search bar containing the text "Data Analyst" and a magnifying glass icon. Underneath the search bar are three filter buttons: "Job Function", "Job Family", and "Skills". Below the filters, the text "10 careers match your search" is displayed. The results are presented in a grid of 10 cards. The first row contains four cards: "Business Analyst - Data Management", "Sr. Business Analyst - Data Management", "Manager - Data Management Business Analysis", and "CLD Network Analyst". The second row contains four cards, all titled "CLD Network Analyst". The third row contains two cards: "CLD Network Analyst" and "PJ Demo_Network_Analyst". Each card includes a title and a subtitle indicating the job model profile.

< Explore Careers

Data Analyst

Job Function Job Family Skills

10 careers match your search

- Business Analyst - Data Management**
Job Model Profile for Business Analyst - Data Management
- Sr. Business Analyst - Data Management**
Job Model Profile for Sr. Business Analyst - Data Management
- Manager - Data Management Business Analysis**
Job Model Profile for Manager - Data Management Business Analysis
- CLD Network Analyst**
Job Profile for CLD Network Analyst
- CLD Network Analyst**
Job Profile for CLD Network Analyst
- CLD Network Analyst**
Job Profile for CLD Network Analyst
- CLD Network Analyst**
Job Profile for CLD Network Analyst
- CLD Network Analyst**
Job Profile for CLD Network Analyst
- CLD Network Analyst**
Job Profile for CLD Network Analyst
- PJ Demo_Network_Analyst**



View Career Ambassadors by clicking on a Skill: Talent Management

The screenshot shows a user interface for viewing career ambassadors. At the top, there is a dark header bar with a back arrow, a profile picture of Ramesh Kumar, the text 'Talent Management', and a 'Remove Skill' button. Below the header, a purple button labeled 'Talent Management' with a gear icon and the number '0' is visible. The main content area is titled 'Career ambassadors, opportunities and training that will help you to learn Talent Management'. Underneath, the text 'Career ambassadors' is displayed. Two ambassador cards are shown: one for Kiran Jogini (Test_Job01) and one for Suman Chenumalla (TV Judge). Each card features a dark square with initials (KJ and SC), a 'Career Ambassador' badge, and a purple button at the bottom labeled 'Talent Management' with a gear icon and the number '1' for Kiran and '0' for Suman.



Skill Endorsement Request

Skills I have

Goal Management 0

Skills Center
Jogini, Kiran

Explore Learning
What to learn

We're working on more recommendations

Skills I'm developing
Add the skills you want to develop. You can mark the

Goal Management

You don't have any endorsements yet. Ask skilled colleagues or invite others.

Request Others

Pending Requests

- SC Ch, Suman
testjobset
- KL Line Manager, KKJ
KKJ Line Manager
- EA AP7 Test 1, Employee7
AP7_Support Engineer
- TA ABC ULM 1, Test
STV Engineer
- KP Pending_Worker, KKJ_Contingent
NE Software Engineer



Skill Endorsement Request

Skills I have

Communication Skills 0

Communication Skills [X]

You don't have any endorsements yet. Ask skilled colleagues or invite others.

Request Others [v]

Pending Requests

SC Suman/ Ch
Technical Support1 [i]



Skill Endorsement Request Notification(It uses BIP Report: ProfileChangeNotificationReport)

Skill Endorsement Request from KiranJogini Actions ▾ Endorse Ignore

Skill Endorsement Request

KiranJogini

You can endorse KiranJogini for the current skill level or visit Connections for more options.

[View Profile](#)

Skill: Communication Skills

Current Level	5 - 55-Outstanding
Verified	No
Current Number Of Endorsements	0



Search for people and actions

Hello Good Morning!!!

FlashBack Pro 5 Recorder window with a white content area

Me My Team My Client Workspace Partner Management Sales Service >

QUICK ACTIONS

- Manage Collaboration Messaging History
- AI Apps Administration

APPS

Set Preferences	Alerts Composer	Developer Connect	Approvals	Reports and Analytics
Scheduled Processes	Security Console	Sales and Service Access Management	SmartText	Transaction Console
Notification Preferences	Collaboration Messaging	+		



TEAM SKILL CENTER



Team Skills Center for managers

- ❖ Presents statistics to managers **to assess their organization's skill strength** on an ongoing basis, across roles, skills, and teams.
- ❖ Enables managers **to assign specific skills** to develop using the Oracle HCM Skills Advisor, to develop the skillset of their team.
- ❖ Is **accessible** on the manager's device of choice, **including desktop and mobile**.
- ❖ You can view an executive **summary of your team's skill development progress** based on their role requirements and your organizational objectives. The statistics available to you are:
 - **Employee view** showing skill strength across your team members
 - **Skill view** showing skill spread across your team members
 - Skill detail, when you view a specific skill, showing the strength of your team members with that specific skill

Set Up Security for Team Skills Center

- ❖ The Team Skills Center is available as a quick action through the duty roles **ORA_HRT_VIEW_TEAM_SKILLS_AS_MANAGER** and **ORA_HRT_VIEW_TEAM_SKILLS_AS_HR**.
- ❖ These roles are granted to the Line Manager role and HR Specialist role respectively (**ORA_PER_LINE_MANAGER_ABSTRACT** and **ORA_PER_HUMAN_RESOURCE_SPECIALIST**).
- ❖ If you had made **copies of the predefined line manager and HR specialist roles**, add **ORA_HRT_VIEW_TEAM_SKILLS_AS_MANAGER** and **ORA_HRT_VIEW_TEAM_SKILLS_AS_HR** respectively, to these copies. After you have made this change, you must regenerate the grants for the data role.

My team ->Team Skill Center->Summary View

Summary

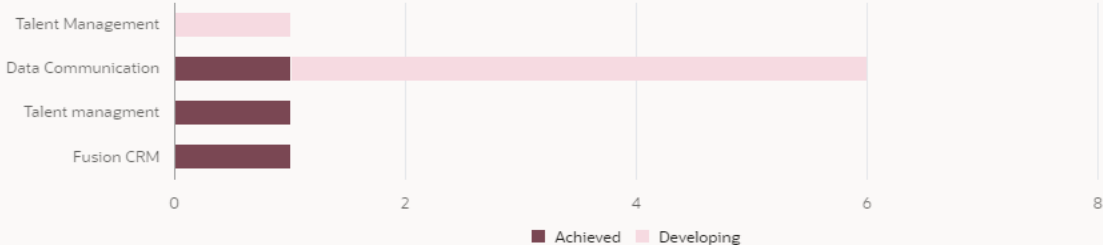
Organization of Suman/ Ch

Switch Team

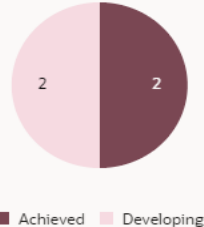
Core Skills
Essential to your teams mission and objective

Role Skills
Required for the roles your team members are in

Lowest achieved core skills



2 out of 4 core skills achieved



Highest core skill achievers

- Nagaraju_2/ Mylapuram_1
MNR HR Specialist
1 out of 1 core skills achieved
- BobbalaKrishnaveni
FAST Support Analyst
1 out of 1 core skills achieved
- Payroll Test Updated/ BVR
BVR_Support_Engineer
1 out of 1 core skills achieved

Lowest core skill achievers

- manjunath/ Rao
MNR Cashier
0 out of 2 core skills achieved
- FL GC/ FL GC
STV Engineer
0 out of 1 core skills achieved
- Future Hire/ MNR Test
E1000223
0 out of 1 core skills achieved

[View More](#)

Highest achieved core skills

- Talent management**
1 of 1 achieved
- Fusion CRM**
1 of 1 achieved
- Data Communication**
1 of 6 achieved





Employees View

< **Employees**
Organization of Suman/ Ch

Switch Team Assign Core Skills

2 items Sort By ▾

 Nagaraju_2/ Mylapuram_1 MNR HR Specialist	1
 BobbalaKrishnaveni FAST Support Analyst	1

Summary Employees Skills Activity



Skills View

< Skills
Organization of Suman/ Ch

Switch Team Assign Core Skills

Search by skill

Skill Type Core Reports Direct Reports Job Clear (2)

2 items

Sort By ▾

Talent managment



Fusion CRM



< Skills
Organization of Suman/ Ch

Search by skill

Skill Type Core Reports Direct Reports Job Clear (2)

Switch Team Assign Core Skills

< Core skill assignment Cancel Assign

Who would you like to assign skills to?

Selection Type Person Select Assignee Kiran, Jogini

- KE KKJ/ Employee2
KKJ Associate Consultant
kiran.jogini@oracle.com
- KH KKJ/ HR Manager
KKJ HR Manager
kiran.jogini@oracle.com
- KK KKJ/ KKJ_Test
E080485-2
kiran.jogini@oracle.com
- KL KKJ/ Line Manager
KKJ Line Manager
kiran.jogini@oracle.com
- Kiran/ Jogini
FAST Support Analyst
kiran.jogini@oracle.com

Add skills

Search for a skill

< Core skill assignment Cancel Assign

Who would you like to assign skills to?

Kiran/ Jogini
FAST Support Analyst
kiran.jogini@oracle.com

+ Add Another

Add skills

Search Fusion HCM Extracts

Assign a level for core skills

Fusion HCM Extracts Required level 5-Outstanding



Team Skills Center(My Team->Team Skills Center->Activity)after assigning a Core Skill to Worker

< Activity

Assignment	Status	Date	Time
Assignment312609	Completed	03/02/2023	04:07:32
Assignment1190208	Completed	03/20/2023	03:26:31
Assignment11062709	Completed	09/09/2023	09:20:58
Assignment1188955	Completed	03/20/2023	03:26:27
Assignment11116685	Completed	09/12/2023	05:41:26
Assignment11116699	Completed	09/12/2023	10:29:52
Assignment11116696	Completed	09/12/2023	10:27:12
Unaassignment11760509	Completed	09/16/2023	08:44:31
Assignment11773390	Completed	09/16/2023	08:45:18
Assignment11507959	Completed	09/14/2023	04:58:10
Assignment11062712	Completed	09/09/2023	09:23:50
Assignment11142086	Completed	09/12/2023	05:41:24
Assignment11760514	Pending	09/16/2023	11:52:10

Summary Employees Skills Activity



Set Up Processes to Propagate and Maintain Core and Role Skills

- ❑ This process propagates any changes in the list of required skills (core or role) to the person profiles of the target population the changes apply to.
- ❖ Sign in as an admin user with the **PER_RUN_HR_PROCESSES_PRIV** privilege.
- ❖ On the **Tools** tab in the navigator, choose **Scheduled Processes**.
- ❖ Choose **Schedule New Process**.
- ❖ Within job type, search for **Propagate Dynamic Skills to Workers**.
- ❖ You must specify the frequency for the process. We recommend the process be **run daily in order to achieve optimum performance**, and to keep role and core skills current on employee profiles.

- ❑ In addition, for corresponding statistics to be displayed on the Team Skills Center views, you must run another recurrent process in conjunction with and on the same frequency as the above process:
- ❖ Sign in as an admin user with the **PER_RUN_HR_PROCESSES_PRIV** privilege.
- ❖ On the Tools tab in the navigator, select Scheduled Processes.
- ❖ Choose **Schedule New Process**.
- ❖ Within job type, search for **ESS job to create index definition and perform initial ingest to OSCS**.
- ❖ Specify parameter **fa-hcm-teamskills**.
- ❖ Specify the frequency for the process. Oracle recommends the process **be run daily and on the same frequency as the Propagate Dynamic Skills to Workers process**, in order to achieve optimum performance, and to keep the statistics and views current.

< Activity

Assignment312609	Completed	03/02/2023	04:07:32
Assignment1190208	Completed	03/20/2023	03:26:31
Assignment11062709	Completed	09/09/2023	09:20:58
Assignment1188955	Completed	03/20/2023	03:26:27
Assignment11116685	Completed	09/12/2023	05:41:26
Assignment11116699	Completed	09/12/2023	10:29:52
Assignment11116696	Completed	09/12/2023	10:27:12
Unaassignment11760509	Completed	09/16/2023	08:44:31
Assignment11773390	Completed	09/16/2023	08:45:18
Assignment11507959	Completed	09/14/2023	04:58:10
Assignment11062712	Completed	09/09/2023	09:23:50
Assignment11142086	Completed	09/12/2023	05:41:24
Assignment11760514	Completed	09/16/2023	11:52:10

Summary Employees Skills Activity

Skill: **Fusion HCM Extracts** has been assigned to Worker as shown below

< Fusion HCM Extracts

Organization of Suman/ Ch

Search by employee



Skill Type | Core

Reports | Direct Reports

Job

Unassign

Edit Required Level

Add Another Assignee

Sort By ▼



Kiran/ Jogini
FAST Support Analyst



Fusion HCM Extracts
Requires level 5



Assigned By
Suman/ Ch

Set Up Cleanup Process to Maintain Endorsement Requests

You can schedule a recurrent process to clear stale skill endorsement requests to provide an uncluttered user experience.

- ❖ Sign into Oracle HCM as an admin user with the PER_RUN_HR_PROCESSES_PRIV privilege.
- ❖ On the Tools tab in the navigator, choose Scheduled Processes.
- ❖ Choose Schedule New Process.
- ❖ Within the job type, search for **Purge Aged Skill Endorsement Requests**.
- ❖ You can specify the age of skill endorsement requests for purging. By default, endorsement requests older than 90 days will be purged.
- ❖ You can change the frequency of the job run, pause, or re-start the process. You will see the number of deleted endorsement requests in the process log file.



Enable Skills Advisor for Job Profiles in Profile Management

- ❖ You can **add the Skills Center content section to the job profile type** the same way as you would add any other content section. It will enable the content section to define skill requirements for a job and other tasks such as creating learning item prerequisites.
- ❖ Skills Advisor can be enabled for use in Job Profiles by enabling the profile option **ORA_HRT_AI_SKILLS_ASSISTANT**.

Skills Advisor for Job Profiles

- ❖ Suggests **relevant skills** that help create a **targeted job specification**.
- ❖ Enables you **to maintain the required skills for a job** on an ongoing basis.

Job: Manager - JOBo18

Effective Start Date 1/1/51
Effective End Date

Job Set Common Set
Action Reason

Job Details Evaluation Criteria **Profiles**

Profiles ⓘ

View ▼ Format ▼ Freeze Wrap

*Profile	*Effective Start Date	Effective End Date
LC ProfileCEO	8/4/23	

Add Skill [X]

Suggested Skills Skills similar to those already on the profile [Select]

Skill [Select]

Job Profile

OK Cancel



Effective Start Date 1/1/51
Effective End Date

Job Set Common Set
Action Reason

Job Details Evaluation Criteria **Profiles**

Profiles ⓘ

View Format Freeze Wrap

*Profile

Profile	*Effective Start Date	Effective End Date
LC ProfileCEO	8/4/23	

Profile Code LC_ProfileCEO
Name LC_ProfileCEO
Status Active
Profile Description

Add Skill

Suggested Skills Job Profile QA (Quality Assurance)

Skill

- Select
- Chemistry
- Negotiating
- Customer Focused
- Analytical Chemistry
- Chromatography
- Cookie
- Troubleshooting
- QA (Quality Assurance)
- Attention To Detail
- Communication Skills

Cancel

ORACLE

Job: Manager - JOBO18

Effective Start Date 1/1/51
Effective End Date

Job Details Evaluation Criteria **Profiles**

Profiles ⓘ

View Format Freeze Wrap

*Profile

Profile	*Effective Start Date	Effective End Date
LC ProfileCEO	8/4/23	

FOR YOUR JOB

- Quality Acceptance Testing
- Quality Acumen
- Quality Analysis
- Quality Analysis Testing
- Quality Analytics
- Quality Applicants
- Quality Application Testing
- Quality Assessment
- Quality Assessment Performance Improvement
- Quality Assessment Plan

Add Skill

Suggested Skills

Skill Quality

OK Cancel



3. Career Development



BEST CAREERS

- ❑ **Before you configure Artificial Intelligence (AI) based career recommendations, these tasks must have been completed:**
 - ❖ Your organization should have migrated to Enhanced Talent Profiles.
 - ❖ Job model profiles and person profiles must be set up. Job model profiles must be associated with jobs.
 - ❖ Employees need to be associated with a job.
 - ❖ Your Oracle Cloud administrator and implementation user need to activate AI apps and ingest data

Set Up Best Careers

- ❖ Use the **Manage Administrator Profile Values** task in the Setup and Maintenance work area to set the value of the profile options listed in this table.

Profile Option Code	Profile Option Name	Value to Set
ORA_HRD_AI_BEST_ROLES	AI-Recommended Best Careers Enabled	Yes
HRC_ELASTIC_SEARCH_ENABLED	HRC: Enable Elastic Search	Y

- ❖ Validate that the delivered **Employee** role is granted these privileges using the delivered **Manage Career by Worker** duty role.
 - ❖ Manage Career
 - ❖ Use REST Service – Career Searches

If there are custom roles that need to use the AI career recommendations, then grant the privileges to these roles also.

- ❖ Create a temporary custom duty role with the **Use REST Service – Talent Model Profiles Read Only** privilege and **Search Person Deferred Data or Public Person** data security policy and add it to a custom **Employee** role
- ❖ To change the number of AI recommended careers shown, update the value of the **ORA_HRD_AI_BEST_CAREER_RECOMMENDATIONS_LIMIT** profile option. The default value for this profile option is **5** and the maximum value is **50**.

Enabled profile option **ORA_HRD_AI_BEST_CAREER_RECOMMENDATIONS_LIMIT** with Profile Value as 5

Manage Administrator Profile Values ?

Save Save and Close Cancel

Search : Profile Option

Profile Option Code Application

Profile Display Name Module

Category

Search Reset

Search Results

Search Results : Profile Options

View

Profile Option Code	Profile Display Name	Application	Module	End Date	Start Date	Description
ORA_HRD_AI_BEST_CAREER_RECOMMENDATIONS_LIMIT	Maximum Number of AI-Rec...	Career Development	Maintenance and Ad...	31-12-12	01-01-00	Specify the maximum number of AI-recommended best careers to show

ORA_HRD_AI_BEST_CAREER_RECOMMENDATIONS_LIMIT: Profile Values

Actions View +

* Profile Level	Product Name	User Name	Profile Value
Site			5



Recommendation Strength of Best Careers

< Explore Careers

Careers

Search for careers



Recommended Careers Based on Profile Data



Test job profile

Recommendation Strength



CLD Network Analyst

Job Profile for CLD Network Analyst

Recommendation Strength



Sr. Business Analyst - Data Management

Job Model Profile for Sr. Business Analyst - Data Management

Recommendation Strength



Manager - Data Management Business Analysis

Job Model Profile for Manager - Data Management Business Analysis

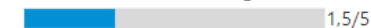
Recommendation Strength



Single Family Products and Solutions - Technology Services - Associate

Single Family Products and Solutions - Technology Services - Associate

Recommendation Strength



Career Ambassadors



Career Ambassadors in Skills Center

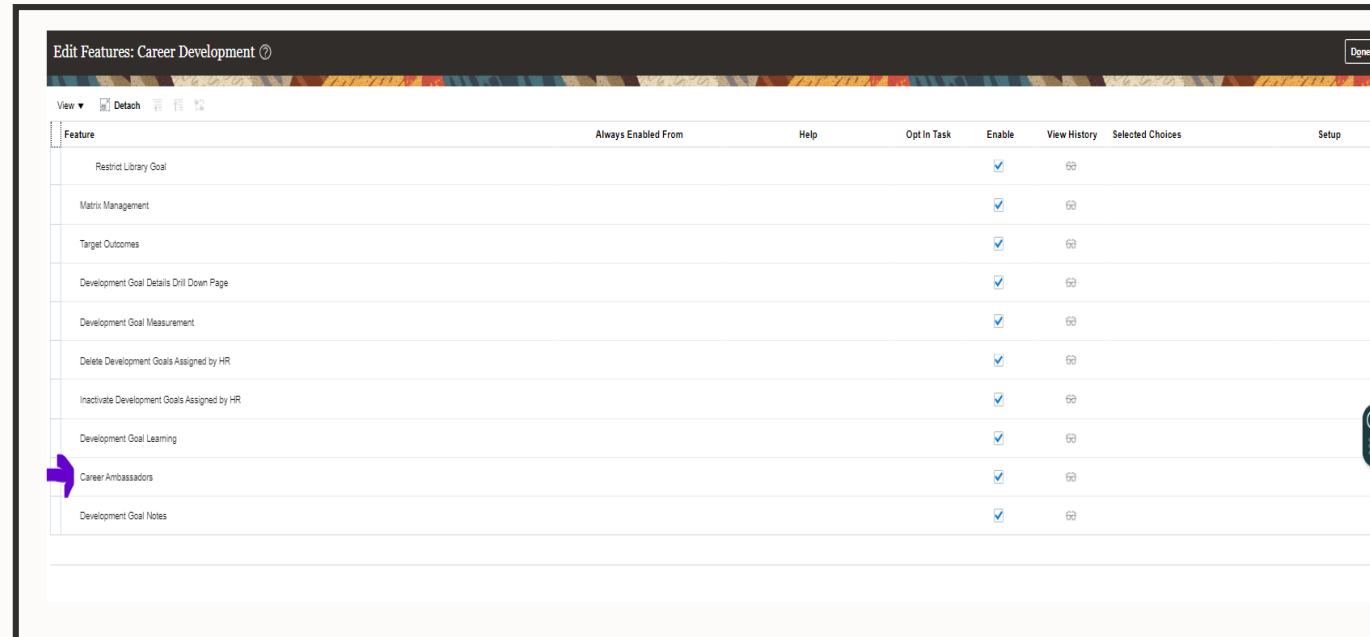
If you enable the Career Ambassadors feature, employees can view career ambassador recommendations on the Skills Center and the career details page. Employees can also sign up to be career ambassadors on their Connections profile page.

Before you start

- ❖ Before you configure the Career Ambassadors feature, these tasks must have been completed: Your organization should have set up Connections.
- ❖ Your organization should have migrated to Enhanced Talent Profiles.
- ❖ Job model profiles and person profiles must be set up. Job model profiles must be associated with jobs.
- ❖ Employees need to be associated with a job.
- ❖ Your Oracle Cloud administrator and implementation user need to activate AI apps and ingest data.

Enable Career Ambassadors Feature

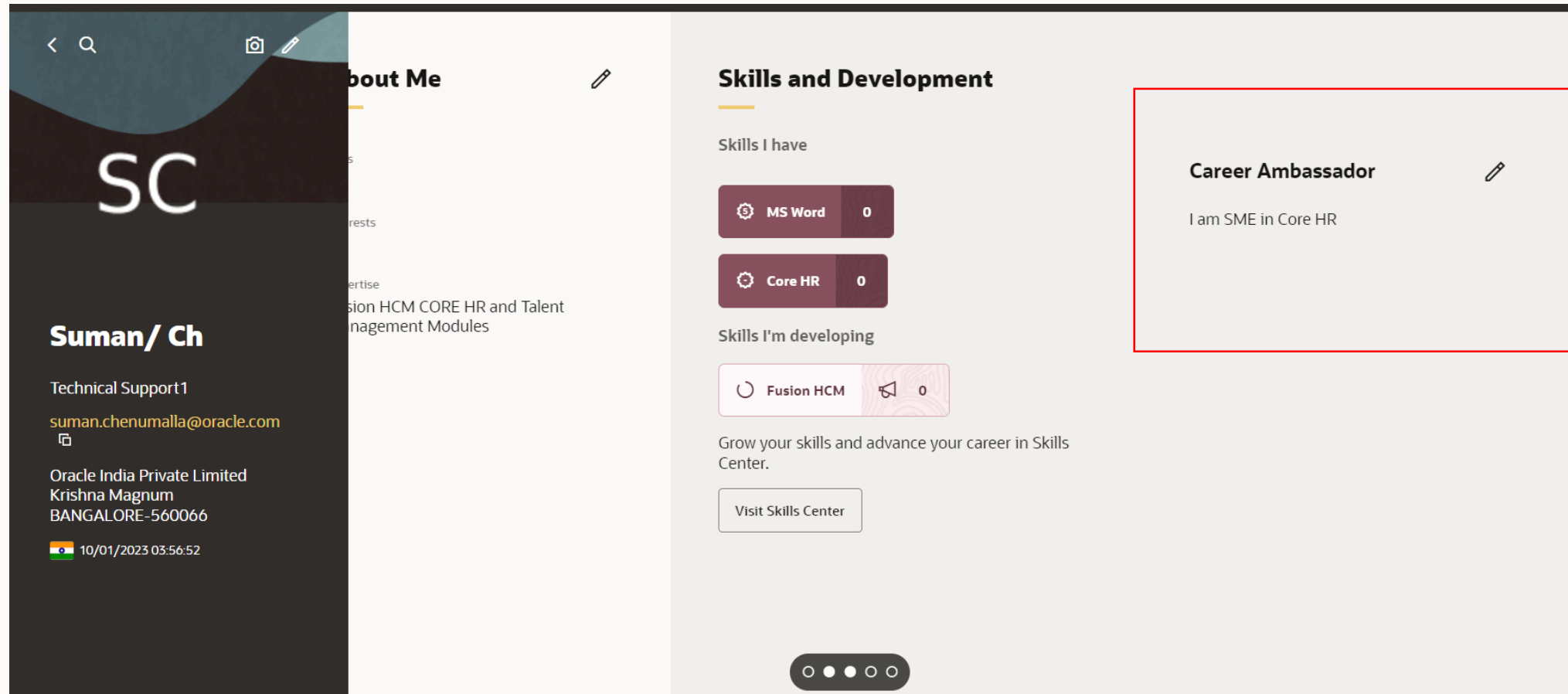
- ❖ In the Setup and Maintenance work area, from the **Actions** menu, select **Go to Offerings**.
- ❖ Select the Workforce Development offering and click **Opt In Features**.
- ❖ Edit the **Career Development** feature.
- ❖ Enable **Career Ambassadors**.
- ❖ Click **Done**



Feature	Always Enabled From	Help	Opt In Task	Enable	View History	Selected Choices	Setup
Restrict Library Goal				<input checked="" type="checkbox"/>	🔍		
Matrix Management				<input checked="" type="checkbox"/>	🔍		
Target Outcomes				<input checked="" type="checkbox"/>	🔍		
Development Goal Details Drill Down Page				<input checked="" type="checkbox"/>	🔍		
Development Goal Measurement				<input checked="" type="checkbox"/>	🔍		
Delete Development Goals Assigned by HR				<input checked="" type="checkbox"/>	🔍		
Inactivate Development Goals Assigned by HR				<input checked="" type="checkbox"/>	🔍		
Development Goal Learning				<input checked="" type="checkbox"/>	🔍		
Career Ambassadors				<input checked="" type="checkbox"/>	🔍		
Development Goal Notes				<input checked="" type="checkbox"/>	🔍		



Career Ambassador on Connections Page



Skill Center of an Employee->Click on Skill: Core HR-> Career Ambassador is shown as Resource to attain Skill

Skills I'm developing

- Benefits Services 0
- Compensation Management 0
- Communication Skills Required 0
- Core HR 0
- HR and benefits 0
- MS Word 0
- Oracle Fusion Cloud 0
- Oracle Fusion HCM Extracts 0

Select if you have this skill.

Core HR 0

Career ambassadors, opportunities and training that will help you to learn Core HR

Career ambassadors

Suman/ Ch
Technical Support 1

Career Ambassador

Core HR 0




23C New Feature: INTRODUCING ORACLE GROW

23C New Feature: INTRODUCING ORACLE GROW

Oracle Grow is a brand new, unified talent experience that brings together **learning, skills development, and career mobility**. Grow processes your employee's data and delivers the most relevant **learning recommendations** and **development opportunities** to each individual. Grow provides your employees with everything they need to **excel in their current role and achieve future aspirations**. Grow provides employees:


- ❖ Hyper-personalized learning, skills, and development journey recommendations to excel in their role, as well as to grow in their career, based on their growth preferences.
- ❖ The ability to discover development resources, such as, skills, learning, and development journeys, that are popular with others.
- ❖ The ability to specify growth preferences through skills, learning topics, careers of interest etc. that drive the personalized recommendation feeds.

Excel in your Current Role and Grow your Career






Jogini, Kiran

FAST Support Analyst

 Explore your career path

Preferences for your current role and career path

Skills

-  Oracle Fusion 0
-  Talent Ma... 0
-  Goal Managem... 1

Show More

Learning Topics

- AD_SR 3-24231512231_Topic Comm
- JPHR_TOPIC_COMM_BY_ADMIN
- JPHR_SR_CHK_TOP_COMM001

Show More

Careers of interest

- Job Profile
- CP
- ARS Emp Job Profile

Gigs

Jobs

Connections





- SC

Jogini, Kiran, Excel in Your Role and Grow Your Career


Excel in Your Current Role

Grow Your Career

Tasks to finish [View all](#)

	21C_Talent Performance Improvement Plan (PIP) Event	Jogini, Kiran 23C_Grow	Required	... ▾
	Learn Data Load Due In 63 days	Jogini, Kiran 23C_Grow	Required	... ▾
	Learn Project Management Due In 68 days	Jogini, Kiran 23C_Grow	Required	... ▾
	Learn Quality Management Due In 47 days	Jogini, Kiran 23C_Grow	Required	... ▾

Current Learning [View All](#)




Quality Management

Self Enrolled

Enrollment pending

Enrolled 8/5/23




Project Management

Self Enrolled

Enrollment pending

Enrolled 8/5/23



Test Course Search

Self Enrolled

In progress

Enrolled 1/13/22

61 Copyright © 2023, Oracle and/or its affiliates

With Oracle Grow, Employees can

- ❖ Discover personalized growth opportunities, curate learning playlists, and act on continuously evolving recommendations
- ❖ Create their own goal-based learning playlist with multiple ways to develop such as coaches, classes, gigs, and more
- ❖ Develop in the ways they want such as identifying specific skills to acquire, learning topics to follow, and more
- ❖ Act on the most relevant development opportunities that automatically adapt to changes in their role and the business

4. Succession Management Best Successors



❑ Before you start

- ❖ Update employee profiles.
- ❖ Activate AI apps and ingest data.
- ❖ Activate AI Talent Best Match feature.

❑ Configure Profile Options

- ❖ You need to configure profile options related to the Best Successors feature to view AI based candidate recommendations. Use the **Manage Administrator Profile Values** task in the Setup and Maintenance work area to configure the values of the profile options listed in this table.

Profile Option Code	Profile Option Name	Value to Set	Effect of Enabling
ORA_HRM_ENABLE_AI_CANDIDATE_RECOMMENDATIONS	Succession AI Candidate Recommendations Enabled	Y	Users can add AI recommended candidates to succession plans.
ORA_HRM_AI_CANDIDATE_RECOMMENDATIONS_LIMIT	Maximum Number of AI-Recommended Candidates to Show	A number less than 50	The number of candidate recommendations shown to users corresponds to the value specified. Note: The default value is 5.

Enable AI Candidate Recommendations for Succession Plans

Manage Administrator Profile Values ?

Save Save and Close Cancel

Search : Profile Option

Profile Option Code

Application

Profile Display Name

Module

Category

Search Reset

Search Results

Search Results : Profile Options

View ▼

Profile Option Code	Profile Display Name	Application	Module	End Date	Start Date	Description
ORA_HRM_ENABLE_AI_CANDIDATE_RECOMMENDATIONS	Succession AI Candidate Re...	Succession Management	Repository	31-12-12	01-01-00	Enable AI based candidate recommendations for succession plans.

ORA_HRM_ENABLE_AI_CANDIDATE_RECOMMENDATIONS: Profile Values

Actions View + × ⌂

* Profile Level	Product Name	User Name	Profile Value
Site			<input type="text" value="Y"/>



Enable AI Candidate Recommendations Limit

The screenshot shows the Oracle HRMS interface for managing administrator profile values. The page title is "Manage Administrator Profile Values". The search criteria are set to "Profile Option Code: ORA_HRM_AI_CANDIDATE_RECOMM". The search results table shows one entry: "ORA_HRM_AI_CANDIDATE_RECOMMENDATIONS_LIMIT" with a description "Specify the maximum number of AI-recommended candidates to show." Below this, the "Profile Values" section is visible, showing a table with columns for Profile Level, Product Name, User Name, and Profile Value. The "Profile Value" for the "Site" profile level is set to 5, which is highlighted with a red box.

Manage Administrator Profile Values [?](#)

Save Save and Close Cancel

Search : Profile Option

Profile Option Code: ORA_HRM_AI_CANDIDATE_RECOMM Application: [Dropdown]

Profile Display Name: [Text Box] Module: [Dropdown]

Category: [Dropdown]

Search Results

Search Results : Profile Options

View [Dropdown]

Profile Option Code	Profile Display Name	Application	Module	End Date	Start Date	Description
ORA_HRM_AI_CANDIDATE_RECOMMENDATIONS_LIMIT	Maximum Number of AI-Rec...	Succession Management	Repository	31-12-12	01-01-00	Specify the maximum number of AI-recommended candidates to show.

ORA_HRM_AI_CANDIDATE_RECOMMENDATIONS_LIMIT: Profile Values

Actions [Dropdown] View [Dropdown] + X [Icon]

* Profile Level	Product Name	User Name	Profile Value
Site			5



Adding Recommended Candidates in Succession Plan

The screenshot displays the Oracle Succession Plan interface. At the top, the Oracle logo and navigation icons are visible. The main header shows 'DEO Succession Plan' and a 'View Plan History' button. The interface is divided into three main sections: Plan Info, Incumbents, and Candidates.

Plan Info: This section provides details about the succession plan. It includes fields for Plan Name (DEO Succession Plan), Status (Active), Description, Plan Type (Job), Business Unit, and Job Grade. An 'Edit' button is located in the top right corner of this section.

Incumbents: This section is currently empty, indicated by a downward arrow.

Candidates: This section lists candidates for the succession plan. It features a search bar labeled 'Find candidate in plan', an 'Add to Talent Pool' button, and a 'Sort By' dropdown menu. A dropdown menu is open over the 'Add' button, showing options: 'Internal Candidate', 'External Candidate', 'Recommended Candidates' (highlighted with a red box), and 'Talent Pool Members'. The candidate list includes:

Candidate ID	Name	Status	Readiness	Candidate since
SC	Ch, Suman testjobset	In current job since 7/8/16 Active	No readiness available	Candidate since
AC	Chukka, Avinash	Ready now Active		Candidate since 8/30/21
AS	STV, A STV Manager		Ready now	



Recommendation Strength of Best Successors

ORACLE

Recommended Candidates

DEO Succession Plan Cancel

Plan Info

Plan Name DEO Succession Plan	Job STV Engineer
Plan Type JOB	Business Unit Department

Select and Add as Candidates

Refine Recommendations

Business Unit
Grade
Location

Select All
Sort By

<input type="checkbox"/>	GS STV, G STV Engineer	STV Operations STV UAE HQ	Recommendation Strength <div style="display: flex; align-items: center;"> <div style="width: 60%; height: 10px; background: linear-gradient(to right, #0070c0, #ccc);"></div> 3.39/5 </div>
<input type="checkbox"/>	AS STV, A STV Manager	STV HR STV UK HQ	Recommendation Strength <div style="display: flex; align-items: center;"> <div style="width: 55%; height: 10px; background: linear-gradient(to right, #0070c0, #ccc);"></div> 3.31/5 </div>
<input type="checkbox"/>	BS STV, B STV Engineer	STV Operations STV UK HQ	Recommendation Strength <div style="display: flex; align-items: center;"> <div style="width: 55%; height: 10px; background: linear-gradient(to right, #0070c0, #ccc);"></div> 3.31/5 </div>
<input type="checkbox"/>	DS STV, D STV Manager	STV Finance STV UAE HQ	Recommendation Strength <div style="display: flex; align-items: center;"> <div style="width: 60%; height: 10px; background: linear-gradient(to right, #0070c0, #ccc);"></div> 3.3/5 </div>
<input type="checkbox"/>	HS STV, H STV Manager	STV Operations STV UAE HQ	Recommendation Strength <div style="display: flex; align-items: center;"> <div style="width: 55%; height: 10px; background: linear-gradient(to right, #0070c0, #ccc);"></div> 3.29/5 </div>

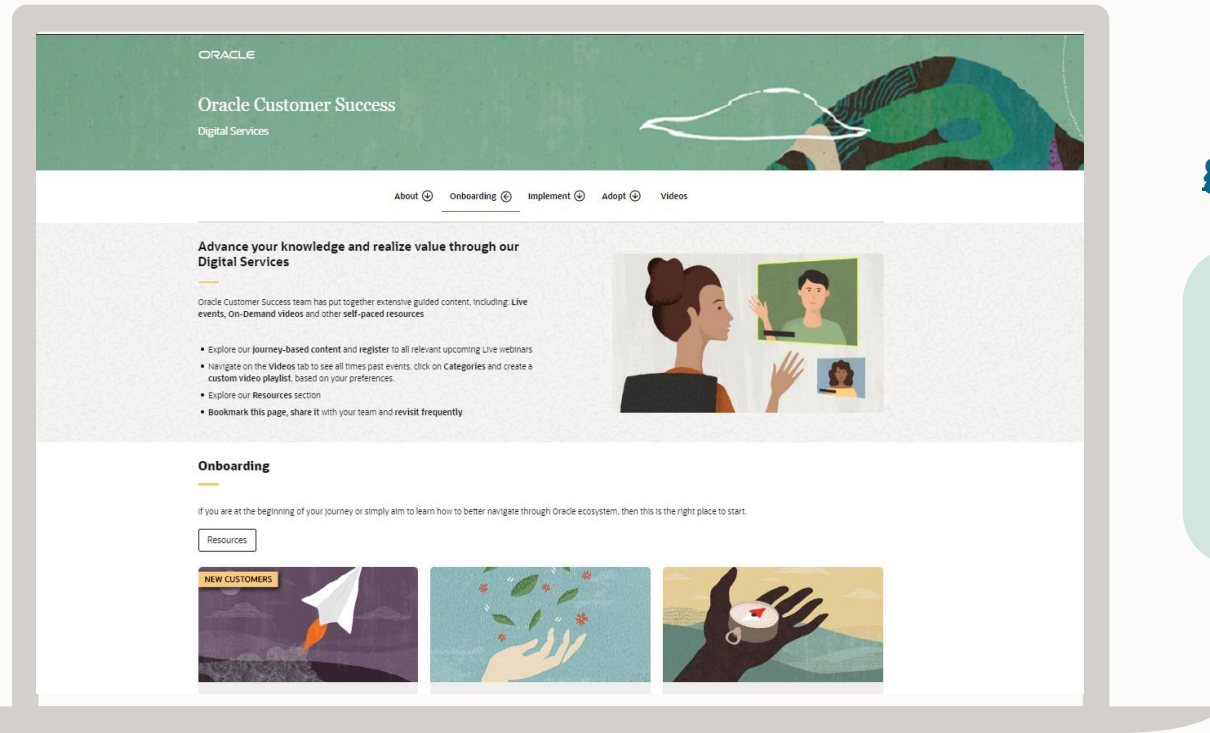


Resources

1. Welcome to Oracle Apps in Talent management:
<https://docs.oracle.com/en/cloud/saas/talent-management/23c/faimh/welcome-to-ai-apps-for-talent-management.html#u30010414>
2. Overview of Dynamic Skills
<https://docs.oracle.com/en/cloud/saas/talent-management/23c/faidy/overview-of-dynamic-skills.html#u30236386>
3. Dynamic Skills Features: <https://www.oracle.com/human-capital-management/skills/>
4. Oracle Grow:
<https://docs.oracle.com/en/cloud/saas/talent-management/23c/faimh/overview-of-oracle-grow.html#u30242184>
5. Enable Skills Center for Dynamic Skills
<https://docs.oracle.com/en/cloud/saas/talent-management/23c/faidy/set-up-skills-center-for-dynamic-skills.html#u30236289>

Q&A

EMEA Customer Success – DIGITAL SERVICES



go.oracle.com/EMEACustomerSuccess



Bookmark it & revisit frequently to find:

- all upcoming webinars available
- other valuable resources.

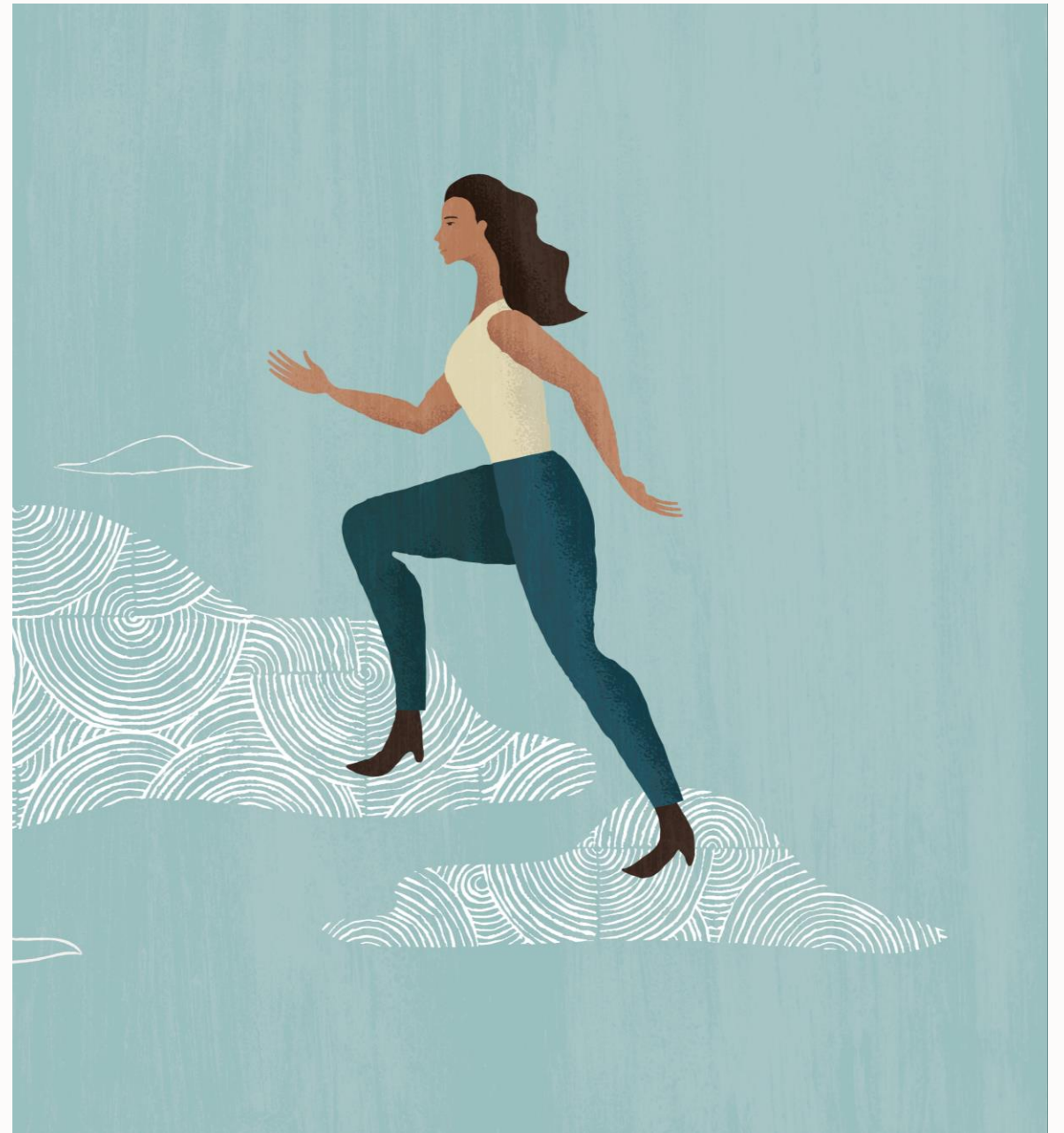




Tell us how we did!

Help us improve this content for you!

Please submit the **Survey** that will pop up on your screen and provide any further feedback.



ORACLE