

# Mastek

Cloud Enhancement Services

Live Webinar

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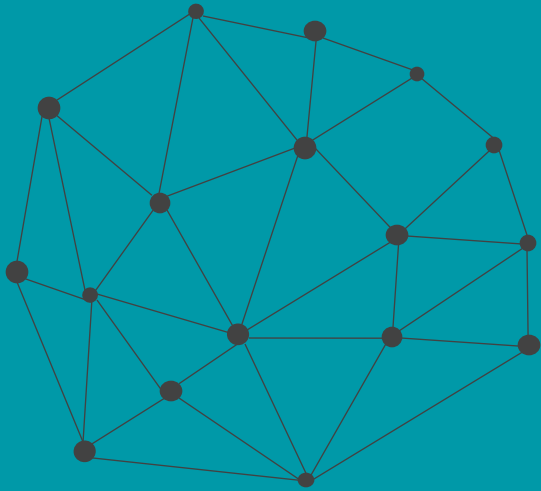
## 23B - TALENT & OLC UPDATE

*Empowering you for the next update*



ORACLE | Partner





## **DISCLAIMER**

These advisory webinars are organized to equip you with the latest updates. The content of this session is based on the interpretation of the material and documentation that Oracle has released and is a general guideline/recommendation only.

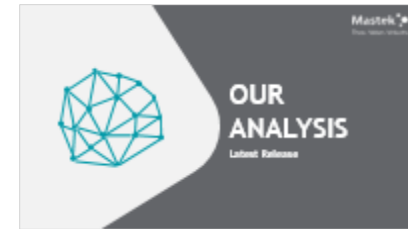
# AGENDA



● Our Approach to Oracle Update

● Our Analysis of Latest Release  
- New Features  
- Known Issues (If any)

● Closing  
- Q&A



# How to read each Feature Summary?

## Mastek Feature Analysis for Your Business

New Feature Introduced in latest release by Oracle

Short Description of the New Feature

Business Benefits realized from the New Feature

**ABILITY TO CHANGE CONTACT START DATE**

**DETAILS:**

- If you're an HR Specialist, you can now change a contact's start date on the Family and Emergency Contacts page. As an HR Specialist, you can now complete all your administrative tasks using the responsive pages.
- This feature isn't available for an employee or contingent worker while viewing their contacts' information.

**BUSINESS BENEFIT:**

Ensure correct data that can be used for any family benefits

**Impact Analysis**

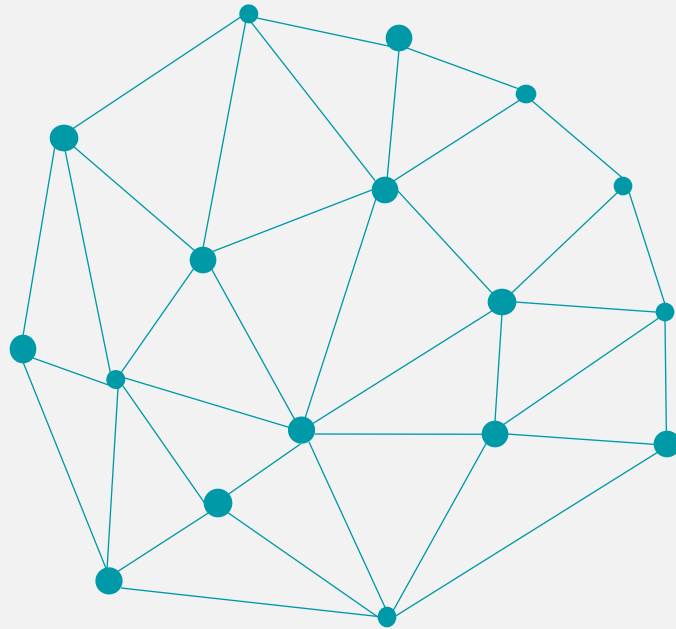
Impact Level	LOW
Need to Enable	NO
Configuration	NO
Quick Win	YES

Mastek Impact Study on Potential Impact to users for using new feature  
**LOW:** No large scale impact. Regression testing can be ignored.  
**HIGH:** Needs to be part of the regression testing.

**NO :** Already enabled and ready to use with some or no configuration  
**YES:** Need to opt-in to use the feature.

**YES:** Need minimal time of both parties to make use of the feature.  
**NO :** Need significant amount of time and effort to make use of the feature.

**YES:** Configuration set up needed to use new feature.  
**NO:** User can use the feature by default with no change needed.

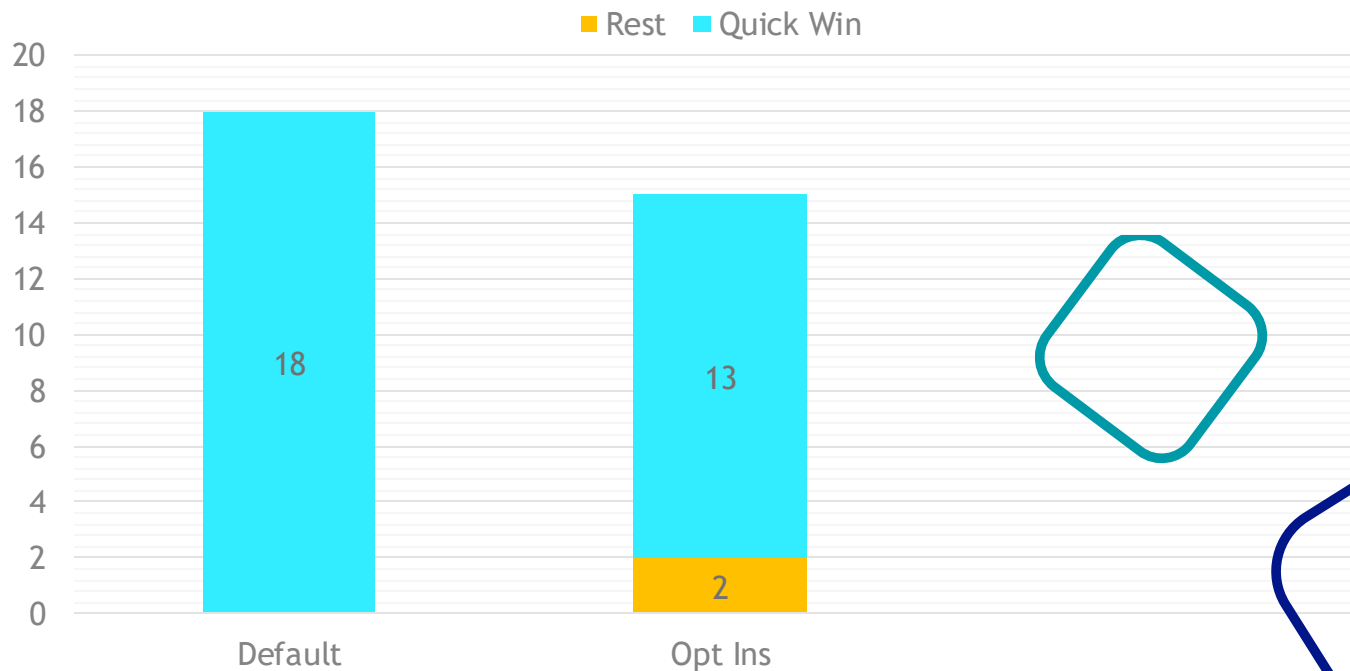


# OUR ANALYSIS

Latest Release

### Oracle Fusion Cloud Talent Management and Learning

**33**  
Talent and OLC  
New Features



# MASTEK ANALYSIS



**NEW FEATURES**  
Quick Wins - Default with NO Configuration



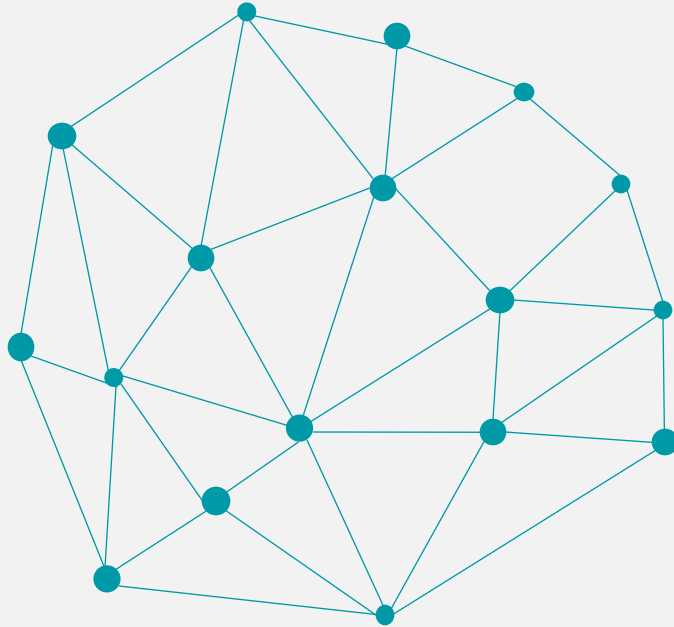
**NEW FEATURES**  
Quick Wins - Default with Configuration



**NEW FEATURES**  
Quick Wins – Opt Ins



**NEW FEATURES**  
The Rest



# NEW FEATURES

Quick Wins - Default with NO  
Configuration



# CAREER DEVELOPMENT DIAGNOSTICS

## Details:

- Run the Goal Management Diagnostics Report process to generate reports that will help you to identify and fix issues in your Career Development implementation by yourself.
- The report generated uses masking characters to secure data in various sections.
- The Goal Management Diagnostics Report process accepts these parameters:
  - **Person Number:** The person number of the worker for whom you're generating the diagnostic report.
  - **Duration:** Specify the number of days before the current date you want to select active goal plans. The default value of this parameter is 720.

Parameters		
G_WORKER_ID	G_PERSON_NUMBER	G_DURATION
100000008153757	8153757	360

Performance Goal data for worker: [Ravi Chouhan](#)  
Development Goal data for worker: [Ravi Chouhan](#)

[hrg\\_goals\(Development Goals\)](#)  
[hrc\\_txn\\_data\(Development Goals Transaction data\)](#)  
[fnd\\_lookup\\_values\\_vl\(HRD Lookup Types\)](#)  
[asm\\_filters\\_b\(Development Goal Feature Setup\)](#)

Person data for worker: [Ravi Chouhan](#)  
Goals Profile Options and other configuration: [Goals Profile Options and other configuration](#)  
Goal Management Diagnostics Lookup Values: [Goal Management Diagnostics Lookup Values](#)

The report output ends here.

## Talent

### Impact Analysis

Impact Level **LOW**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefits:

Ensure the smooth operation of career development in your organization with the processes outlined in this feature.

# REDWOOD EXPERIENCE FOR PROFILE MANAGEMENT

## Talent

### Impact Analysis

Impact Level	High
Need to Enable	NO
Configuration	NO
Quick Win	YES

### Details:

- Introduction of Profile Management pages and flows in Redwood toolset Visual Builder Studio (VBS) to enhance your user experience while maintaining the same backend functionality.
- While these pages and flows have not been fully redesigned, they have been modified to look and function like Redwood pages or flows, ensuring greater application coherence.
- By default, these pages and flows will be disabled, but you will have the option to enable them.

### Business Benefits:

By using these new pages or flows you can take advantage of the cohesiveness through the application.

# DELETE CHECK-INS AND DISCUSSION TOPICS

## Talent

### Impact Analysis

Impact Level **High**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Details:

- You can delete a check-in or a discussion topic in a check-in only if you created them. This in addition to the following existing rules:
- As the creator of a check-in, you can delete it only when:
  - It has no comments added by other participants to any of its discussion topics.
  - It has no discussion topics that are marked as discussed.
- As the creator of a discussion topic, you can delete it if it has comments added only by you and if it's not marked as discussed. If it has comments that other participants added, then you can't delete it, even if you created it.

## Business Benefits:

This feature prevents nonparticipants from inadvertently deleting check-ins or discussion topics.

# VIEW OTHER GOAL INFO IN COMPLETED PERFORMANCE DOCUMENTS

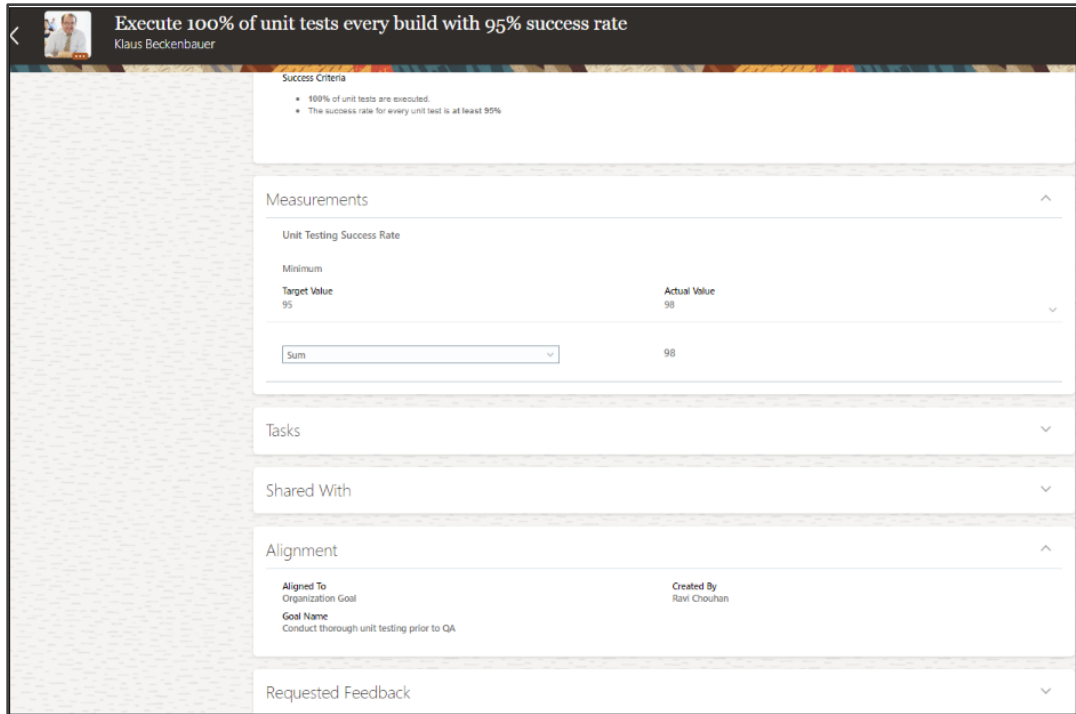
## Talent

### Impact Analysis

Impact Level	High
Need to Enable	NO
Configuration	NO
Quick Win	YES

### Details:

- You can now also view these details of a performance goal in a completed performance document:
- Measurements
- Tasks
- Alignment details
- Goal share details
- Notes
- Requested feedback



### Business Benefits:

Enhance your performance evaluation process by viewing complete information of performance goals in completed performance documents.

# GOAL MANAGEMENT DIAGNOSTIC PROCESS

Talent

## Impact Analysis

Impact Level **High**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

### Details:

- Run the Goal Management Diagnostics Report process to generate reports that will help you to identify and fix issues in your Goal Management implementation by yourself.
- The report generated uses masking characters to secure data in various sections columns.
- The Goal Management Diagnostics Report process accepts these parameters:
  - **Person Number:** The person number of the worker for whom you're generating the diagnostic report.
  - **Duration:** Specify the number of days before the current date you want to select active goal plans. The default value of this parameter is 720.

Parameters				
G_WORKER_ID	G_PERSON_NUMBER	G_DURATION	G_MASK_COLUMNS	REPORT_START_TIME
10000000153757	8153757	360	Y	03-02-2023 11:38:34 AM +00:00

Performance Goal data for worker: [Ravi Chouhan](#)

[hrg\\_goals](#)  
[hrg\\_goal\\_pln\\_assignments](#)  
[hrg\\_goals\(Organization Goals\)](#)  
[hrg\\_goal\\_plan\\_goals](#)  
[hrg\\_goals\(Manager Shared Goals\)](#)  
[hrg\\_goals\(Colleague Shared Goals\)](#)  
[hrg\\_goals\(Published Organization Goals\)](#)  
[hrg\\_goal\\_actions](#)  
[hrg\\_goal\\_access](#)  
[hrg\\_goal\\_target\\_outcomes](#)  
[hrg\\_goal\\_measurements](#)  
[hrg\\_goal\\_alignments](#)  
[hrg\\_hrn\\_data\(Goal Plan Assignments Pending Approval including cache data\)](#)  
[fnd\\_attached\\_documents](#)  
[hrg\\_goals\(Goals in PD\)](#)  
[hri\\_review\\_periods\\_vl\(Review Periods in System\)](#)  
[hrg\\_goal\\_plans\\_vl\(Goal Plans in System\)](#)  
[hrg\\_goal\\_plan\\_sets\\_vl\(Goal Plan Sets in System\)](#)  
[hrg\\_goal\\_plan\\_doc\\_types\(Goal Plan Doc Types\)](#)  
[fnd\\_lookup\\_values\\_vl\(HRG Lookup Types\)](#)

Development Goal data for worker: [Ravi Chouhan](#)

[Person data for worker: Ravi Chouhan](#)  
[Goals Profile Options and other configuration](#)  
[Goal Management Diagnostics Lookup Values: Goal Management Diagnostics Lookup Values](#)

The report output ends here.

### Business Benefits:

Ensure a smooth management of performance goals in your organization with the processes outlined in this feature.

# CONTENT SECTION SUBSCRIBERS IN PROFILE SUBJECT AREA

## Talent

### Impact Analysis

Impact Level	High
Need to Enable	NO
Configuration	NO
Quick Win	YES

### Details:

You can now report on the content sections that are subscribed by specific modules which are termed as Content Section Subscribers. Example: The content section named competencies can be subscribed by Talent Profile, Learning, and so on.

### Business Benefits:

The content sections subscribed by various modules can be reported

# CONFIGURE SCORM COMPLETION

## Details:

- You now have the ability to control how Oracle Learning determines completion of SCORM content containing a mastery score.
- You can choose to use either the score sent by the content to the eLearning player, or the lesson status sent by the content to the eLearning player to determine learner completion.

**Content Details** [Actions]

Advanced

**Recorded Attempts**  
 Limited Number  
 \*Number of Recorded Tries: 2  
 If learners have already exceeded this number, changing it will cause them to fail.

Enable learning administrator to view the score  
 Enable learner to view the score

**Recorded Attempt Review**  
 Do not enable learners to review

**Mastery Score**  
 10

**How to Handle Completion When Learners Close Content Before the End**  
 Always use the lesson status  
 Always use the lesson status  
 Use the learner's score  
 Auto Commit  
 Default

[Submit] [Cancel]

OLC

## Impact Analysis

Impact Level **High**

Need to Enable **NO**

Configuration **NO**

Quick Win **YES**

## Business Benefits:

This feature lets you recognize the status of SCORM content items, even when the learner doesn't finish the content.

# PROCESS USER ACCESS IMPROVEMENTS

OLC

## Impact Analysis

Impact Level Low

Need to Enable NO

Configuration NO

Quick Win YES

### Details:

- The Process Access Control Lists for Learning Items for OSCS process ensures that the Explore page search results enforce changes in access lists. After you enable the Redwood experience, this process runs automatically when you schedule Process User Access. You no longer need to schedule it separately.

### Business Benefits:

This enhancement automates up-to-date enforcement of changes in access lists.



# LOAD TRAINING SUPPLIERS USING HCM DATA LOADER

OLC

Impact Analysis

Impact Level Low

Need to Enable NO

Configuration NO

Quick Win YES

## Details:

- You can now use HCM Data Loader to:
  - Create, update, and delete training suppliers.
  - Associate a training supplier while loading classroom and instructor resources.
  - Purge (physically delete) classrooms and instructors.

### Sample for creating a training supplier:

```
METADATA|TrainingSupplierResource||TrainingSupplierResourceId|TrainingSupplierResourceNumber|Title|Description|ContactId|ContactNumber|Status|SourceId|SourceType|OwnedByPersonId|OwnedByPersonNumber|SourceSystemId|SourceSystemOwner
```

```
MERGE|TrainingSupplierResource||HDL_TRN_SUPP_01012023|CA Agency|This is a new training supplier||300100010473113|Active|||300100010473113||
```

### Sample for deleting a training supplier:

```
METADATA|TrainingSupplierResource|TrainingSupplierResourceId|TrainingSupplierResourceNumber
```

```
DELETE|TrainingSupplierResource||HDL_TRN_SUPP_01012023
```

### Sample for associating a training supplier with a classroom:

```
METADATA|ClassroomResource|ClassroomResourceNumber|Title|Description|Capacity|ContactNumber|LocationCode|SetCode|OwnedByPersonNumber|TrainingSupplierResourceNumber
```

```
MERGE|ClassroomResource|RSC-201803081355-HDL|Title:RSC 201803081355 HDL|Desc:RSC 201803081355 HDL|30|8153757|DDT_US_Allenton _St Louis_MO|COMMON|8153757|HDL_TRN_SUPP_01012023
```

## Business Benefits:

This enhancement enhances a learning administrator's job of creating and maintaining of training suppliers.

# CONFIGURE PARALLEL APPROVERS AND VOTING RULES IN LEARNING APPROVALS

OLC

Impact Analysis

Impact Level **High**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

## Details:

- You can now configure parallel approvers and voting rules in Transaction console for these learning approvals flows:
  - Learning Assignment Completion Flow
  - Learning Assignment Withdrawal Flow
  - Learning Incident Flow
  - Learning Item Contribution Flow
  - Learning Request Flow

The screenshot displays the 'Approval Rules: Learning Assignment Completion' configuration window. The main area shows a flow diagram with a box labeled 'SoaOLabel.LearningAssignme...' containing two parallel participant boxes: 'Participant48' and 'SoaOLabel...'. A voting rule box 'V' is connected to the output of these participants. Below the diagram, there are input fields for '\*Name' (Participant48), 'Type' (SERIAL), and '\*Rule Set'. There is also an 'Ignore Participant' checkbox and a 'Create' button.

## Business Benefits:

This enhancement lets you to configure parallel approvers and voting rules that determine when a request is approved or rejected.

# REPORT ON FUTURE-DATED ENROLLMENTS IN LEARNING RECORDS SUBJECT AREA

OLC

## Impact Analysis

Impact Level **High**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

## Details:

- Reports based on the Learning Records subject area now include future-dated enrollments, such as when you're using renewals. If you don't want to see the future-dated enrollments, you need to add an additional filter condition: "Active Details"."Enrolled on Date" <= CURRENT\_DATE
- You also need to update the existing Oracle Business Intelligence Cloud Connector extracts, which are based on LearnerLearningPVO View Object, because attribute names in the View Object have changed.

## Business Benefits:

This enhancement lets you report on future-dated enrollments.

# REPORT ON LEARNING ACTIVITY RECONCILIATION CHANGES

OLC

## Impact Analysis

Impact Level **High**

Need to Enable **NO**

Configuration **YES**

Quick Win **YES**

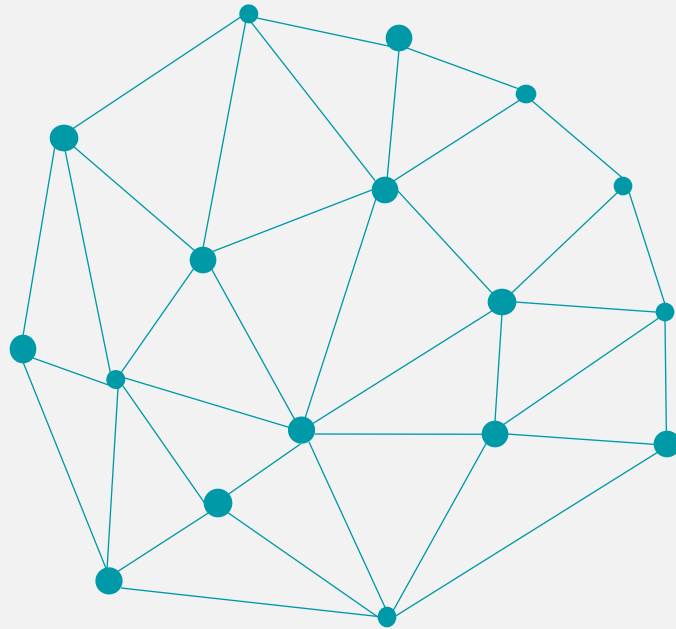
### Details:

- With sequencing enabled, if you makes changes to the definition of offerings, courses, or specializations, you need to push out those changes to learners with active assignments. Do this using the Reconcile Learning Assignments action. If you don't, use reconcile the learning assignments, those learners won't see the changes when they next continue their learning assignment.
- These attributes let you report on whether the affected learning assignments point to the most recent learning definition and what version of the learning each learner has.

Title						
<b>Learning Activity Reconciliation Changes</b>						
Table						
Assigned Learning Item Title	Learning Item Definition Used Date	Learning Item Latest Change Date	Learner on Latest Learning Item Version	Offering Definition Used Date	Offering Latest Change Date	Learner on Latest Offering Version
Java Basics	1/31/23 7:18 AM	1/31/23 7:18 AM	Y	1/31/23 7:29 AM	1/31/23 7:29 AM	Y

### Business Benefits:

This enhancement lets you track whether learning assignments point to the appropriate learning version.



# NEW FEATURES

Quick Wins - Default with  
Configuration

# EXPLORE CAREERS USING ORACLE SEARCH

## Talent

### Impact Analysis

Impact Level Low

Need to Enable YES

Configuration YES

Quick Win YES

## Details:

Oracle Search is a specialized search engine that you can access within your Human Capital Management Cloud environments. By enabling it for career exploration, your users can benefit from search term suggestions and relevant results that match their queries. The search terms are matched with key fields in the search index, including profile name, description, job description, responsibilities, and qualifications.

## Business Benefits:

Enable your employees to search for careers more easily using the search suggestions.

# SUCCESSION PERFORMANCE IMPROVEMENTS

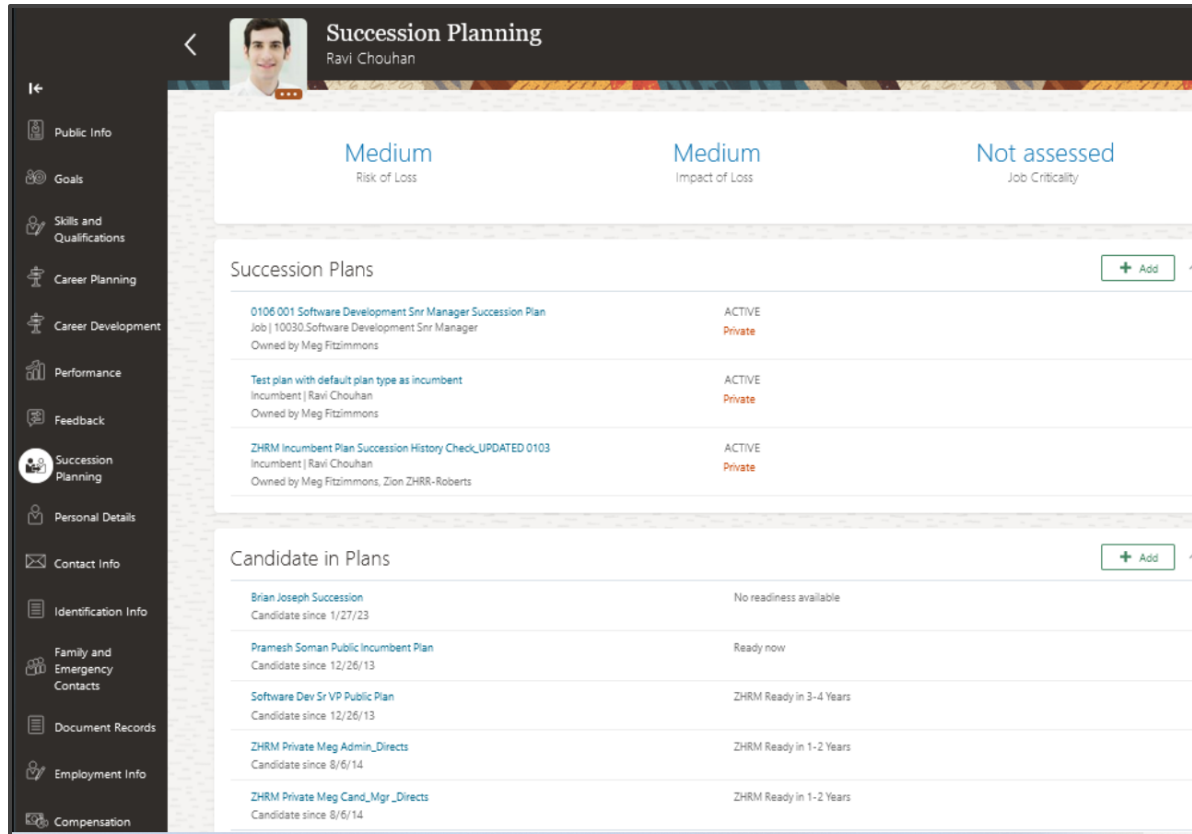
## Talent

### Impact Analysis

Impact Level	Low
Need to Enable	NO
Configuration	YES
Quick Win	YES

### Details:

Leverage the performance enhancements to the succession information displayed on the Succession Planning spotlight and Career Overview pages. Starting this release, the Succession Plan Incumbents process will refresh and update the succession information on these pages.



### Business Benefits:

Enhance your succession planning by viewing the latest information on the Succession Planning spotlight and Career Overview pages.

# FACILITATOR VIEW ACCESS TO POTENTIAL ASSESSMENT

## Talent

### Impact Analysis

Impact Level **Low**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

## Details:

- From this release, facilitators can view the potential assessment ratings saved or submitted by reviewers. They can do this if potential assessment is enabled for the Talent Review meeting. Facilitators need to select a member of the review population on the meeting dashboard and then select the View Potential Assessment action. Note that facilitators can select only one member of the review population at a time.

Person Number	Name	Manager Name	Email	Job	Location	Potential	Talent Score	Tasks	Mobility
8153791	Aimar, Ariel	Hamm, Vivian	sendmail-test...	10020.Software Development ...	Pleasanton - CA	High	Core Talent	0	No
8153790	Akers, Rebecca	Hamm, Vivian	sendmail-test...	10750.Applications Developer 5	Troy - MI	Medium	Misaligned Tal...	0	Yes
8153773	Beckham, Louise	Beckenbauer, Klt	sendmail-test...	17150.Product Manager/Strate...	San Francisco ...	High	Emerging Lea...	0	Yes
8153775	Bergkamp, Andre	Beckenbauer, Klt	sendmail-test...	17150.Product Manager/Strate...	Chatswood - ...	Low	Core Talent	0	Yes
8153776	Charlton, Kennet	Beckenbauer, Klt	sendmail-test...	17150.Product Manager/Strate...	Pleasanton - CA	Medium	Misaligned Tal...	0	Yes
8153803	Chitrapu, Subbat	Tadoori, Namita	sendmail-test...	10720.Applications Developer 2	Hyderabad - I...	Medium	Solid Performers	0	No
8153777	Crujfff, Nancy	Beckenbauer, Klt	sendmail-test...	17140.Product Manager/Strate...	Chicago - IL	High	Core Talent	0	No
8153788	Danya, Guga	Singh, Rakesh	sendmail-test...	10730.Applications Developer 3	Hyderabad - I...	Low	Misaligned Tal...	0	No
8153778	Deschamps, Lau	Beckenbauer, Klt	sendmail-test...	17140.Product Manager/Strate...	Austin - TX	High	Ready for Ne...	0	No
8153789	Dhoni, Ravikum	Khan, Jayavel	sendmail-test...	10730.Applications Developer 3	Hyderabad - I...	High	Emerging Lea...	0	Yes
8153793	Donovan, Arvin	Khan, Jayavel	sendmail-test...	10540.Software Developer 4	Pleasanton - CA	Medium	Under Perfor...	0	Yes

## Business Benefits:

Enhance your talent review process by providing additional information about the review population to the meeting facilitator.



# AUTOMATE MICROSOFT TEAMS VIRTUAL CLASSROOM ATTENDANCE

OLC

## Impact Analysis

Impact Level **Low**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

## Details:

- Enable the virtual instructor-led (VILT) completion rules so that offering activities using Microsoft Teams-based virtual classrooms are automatically marked as complete when attendees exceed the attendance duration time you configured.

Virtual Instructor Led Training Activity Completion Rules

Enable virtual instructor led activity completion rules.

The virtual activity will automatically be marked complete if the actual participant attendance time is greater than the percentage of the virtual activity duration. Activity duration is

Capacity Rules

Booked Seats 0

Capacity Rules

Virtual Instructor Led Training Activity Completion Rules

Enable virtual instructor led activity completion rules.

The virtual activity will automatically be marked complete if the actual participant attendance time is greater than the percentage of the virtual activity duration. Activity duration is defined as the scheduled activity start time to actual end time.

Percent of virtual activity duration the learner must participate in to be marked complete.

80

## Business Benefits:

This enhancement saves time and prevents manual completion mistakes because Oracle Learning does the work for you.

# SECURE LEARNING APPROVALS USING PROFILES AND DELEGATION

OLC

## Details:

- In one enhancement, HCM administrators can now create transaction security profiles to control which approval transactions learning administrators and managers see when they're on the HCM Transaction console page. In another enhancement, approvers can now delegate learning approval tasks. The two enhancements are independent of each other.

**Account Management**  
Meg Fitzimmons

**Approval Delegations**

Buttons: Delete, Save, Cancel

\*Rule Name: Learning Assignment Completion

\*Category: Learning Assignment Completion

\*Start Date: 12/23/22 6:07 AM

\*Delegate To: Namita Tadoori

End Date: 12/24/22 6:07 AM

Allow this user to approve their own transaction

Learning Assignment Withdrawal	12/23/22 6:08 AM To 12/24/22 6:08 AM Delegated To Rakesh Singh
Learning Item Contribution	12/23/22 6:09 AM To 12/23/22 7:06 AM Delegated To Kerry Hicks
Learning Incident	12/23/22 6:12 AM To 12/24/22 6:08 AM Delegated To Guga Danya
Learning Request	12/23/22 6:13 AM To 12/24/22 6:08 AM Delegated To Christopher Kashima

## Impact Analysis

Impact Level **High**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

## Business Benefits:

These enhancements lets HCM administrators secure learning approval transactions and lets approvers delegate learning approval flows.

**Impact Analysis**

Impact Level **Low**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

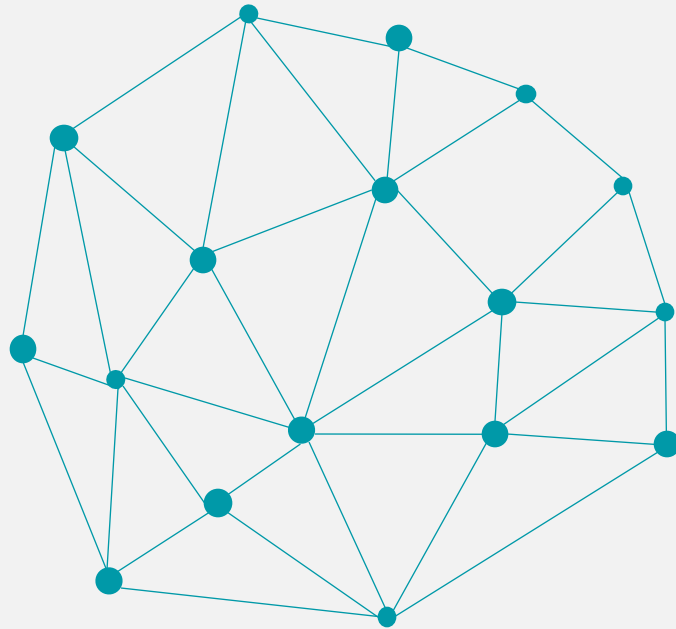
# ZOOM VIRTUAL CLASSROOMS PROVIDER

## Details:

- You can create and update Zoom web conferencing events directly in Oracle Fusion Cloud Learning after integrating the applications. In Oracle Learning, the events are part of virtual instructor-led training (VILT).
- Here's what learning administrators can do:
- Select a Zoom account when creating virtual instructor led training activities.
- Create and modify VILT activities in Oracle Learning that link to the selected Zoom account. This keeps the activities in sync with corresponding Zoom meetings for the instructors and the learners assigned to the activity.
- Assign or withdraw learners from virtual ILT activities and keep the associated Zoom meeting attendance in sync.
- Here's what learners can do:
- Join the virtual classroom directly from the activity details page 15 minutes before the event.
- Here's what instructors can do:
- Join the virtual classroom directly from the offering details page on the day of the event.

## Business Benefits:

This feature lets you leverage Zoom as a virtual classroom provider directly in Oracle Fusion Cloud Learning.



# NEW FEATURES

Quick Wins – Opt Ins

# REDWOOD EXPERIENCE FOR REVIEW PERIODS SETUP

## Talent

### Impact Analysis

Impact Level **High**

Need to Enable **YES**

Configuration **YES**

Quick Win **YES**

## Details:

- Check out the new Review Periods page, designed to enhance your Redwood experience. The page has been recreated using the Redwood toolset Visual Builder Studio (VBS) to improve user experience while maintaining the same backend functionality. By default, this page is enabled for use.

The screenshot shows the Oracle Review Period configuration page. The page title is "Review Period" and it includes "Cancel" and "Submit" buttons. The form contains the following fields:

- Name: 2016 Annual Cycle
- Description: (empty)
- Start Date: 1/1/16
- End Date: 12/31/16
- Status: Active (dropdown menu)
- In Use: Yes

## Business Benefits:

By using this new page you can take advantage of cohesiveness through the application.

# REDWOOD EXPERIENCE FOR PERFORMANCE MANAGEMENT SETUP

Talent

Impact Analysis

Impact Level High

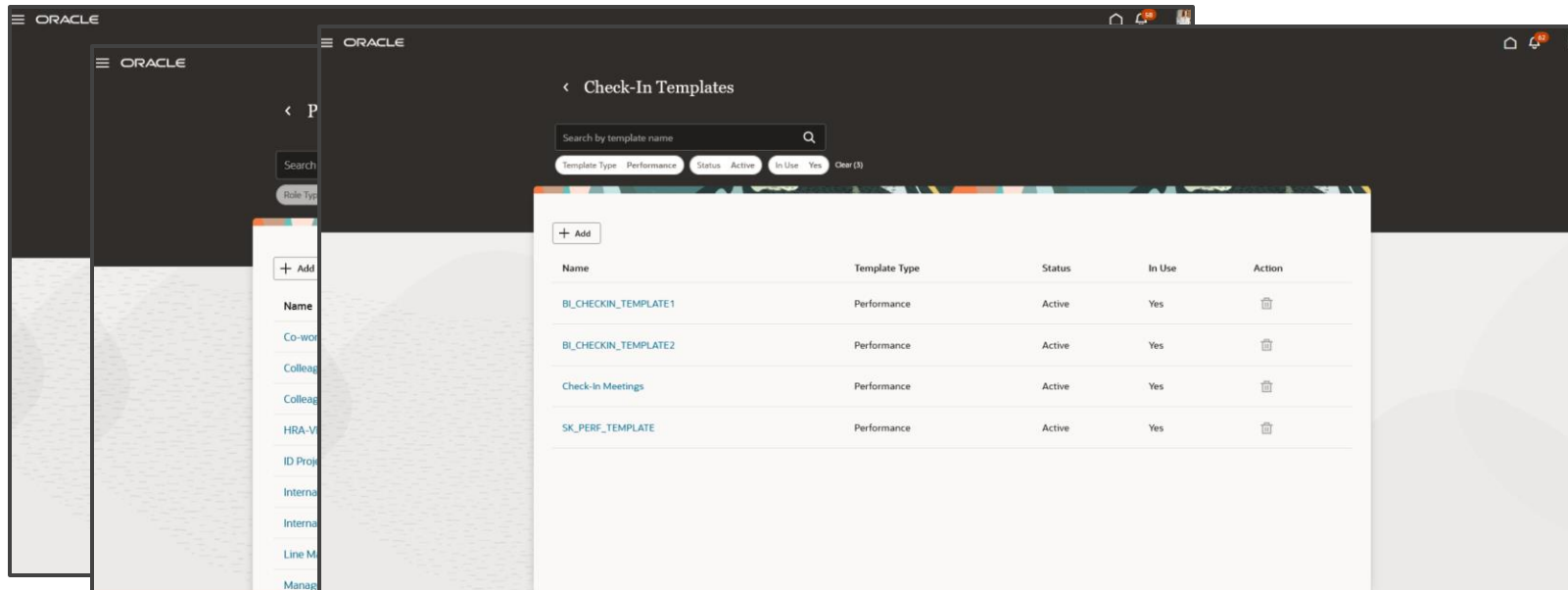
Need to Enable No

Configuration No

Quick Win YES

## Details:

- Check out the Performance Management setup pages that can be used to complete your Redwood experience. These pages or flows have been recreated in the Redwood toolset Visual Builder Studio (VBS) to improve the user experience by having the same backend functionality.
- These pages will be turned on by default:
  1. Performance Document Types
  2. Performance Roles
  3. Check-In Templates



## Business Benefits:

By using these new pages or flows you can take advantage of cohesiveness through the application.

# REDWOOD EXPERIENCE FOR FEEDBACK TEMPLATE

## Talent

### Impact Analysis

Impact Level High

Need to Enable No

Configuration NO

Quick Win YES

## Details:

- Use the Feedback Template page for Requested Feedback to complete your Redwood experience. This page was built in the Redwood toolset Visual Builder Studio (VBS) to improve the user experience by having the same backend functionality. This page is modified to look and act like Redwood pages or flows, to help create cohesiveness through the application, and is turned on by default.

## Business Benefits:

Take advantage of the application's cohesiveness by using the Feedback Template page.

# REDWOOD EXPERIENCE FOR SUCCESSION MANAGEMENT

## Talent

### Impact Analysis

Impact Level **High**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Details:

- Check out the new Create Succession Plans and Add to Succession Plans quick action pages that can be used to complete your Redwood experience. These pages have been recreated in the Redwood toolset Visual Builder Studio (VBS) to improve user experience by having the same backend functionality. These pages haven't been through a full redesign. They have been modified to look and act like Redwood pages to help create cohesiveness throughout the application. Note that these Redwood pages aren't enabled by default.

Name	Business Title	Person Number	Assignment Number	Assignment Status	Worker Type	Work Em
Henry Holt	1545	14337	1545		Employee	sendmail
Mike Finkle	Human Resources Generalist	955160008186767	E955160008186767	Active - Payroll Eligible	Employee	
Karl Vonaye	1672	22775	1672		Employee	
John Edmunds	1673	22776	1673		Employee	
Niles Eldregde	1674	22777	1674		Employee	
Paul Erdos	1675	22778	1675		Employee	
Erich Fremont	1676	22779	1676		Employee	
Hanes Marge	1677	22780	1677		Employee	
Andrew Talbot	1614	22608	1614		Employee	
Elizabeth Brown	SDR300.Senior Director	VIS_SD_03	EVIS_SD_03	Active - Payroll Eligible	Employee	
Jason Peters	SDR300.Senior Director	VIS_SD_06	EVIS_SD_06	Active - Payroll Eligible	Employee	
Vidya MacWarehouse	E955160008185011	955160008185011	E955160008185011	Active - Payroll Eligible	Employee	
Robin Bates	SDR300.Senior Director	VIS_SD_07	EVIS_SD_07	Active - Payroll Eligible	Employee	
Sarah Curry	1851	26892	1851		Employee	sendmail
Eric Gilbert	10540.Softwre Developer 4	100000017118186	EEEE100000017118186	Active - Payroll Eligible	Employee	sendmail
Carol Rinaldi	1089	10911	1089		Employee	

## Business Benefits:

By using these new pages or flows, you can take advantage of the cohesiveness through the application and have a great user experience.



# REDWOOD EXPERIENCE FOR TALENT POOLS

## Talent

### Impact Analysis

Impact Level **High**

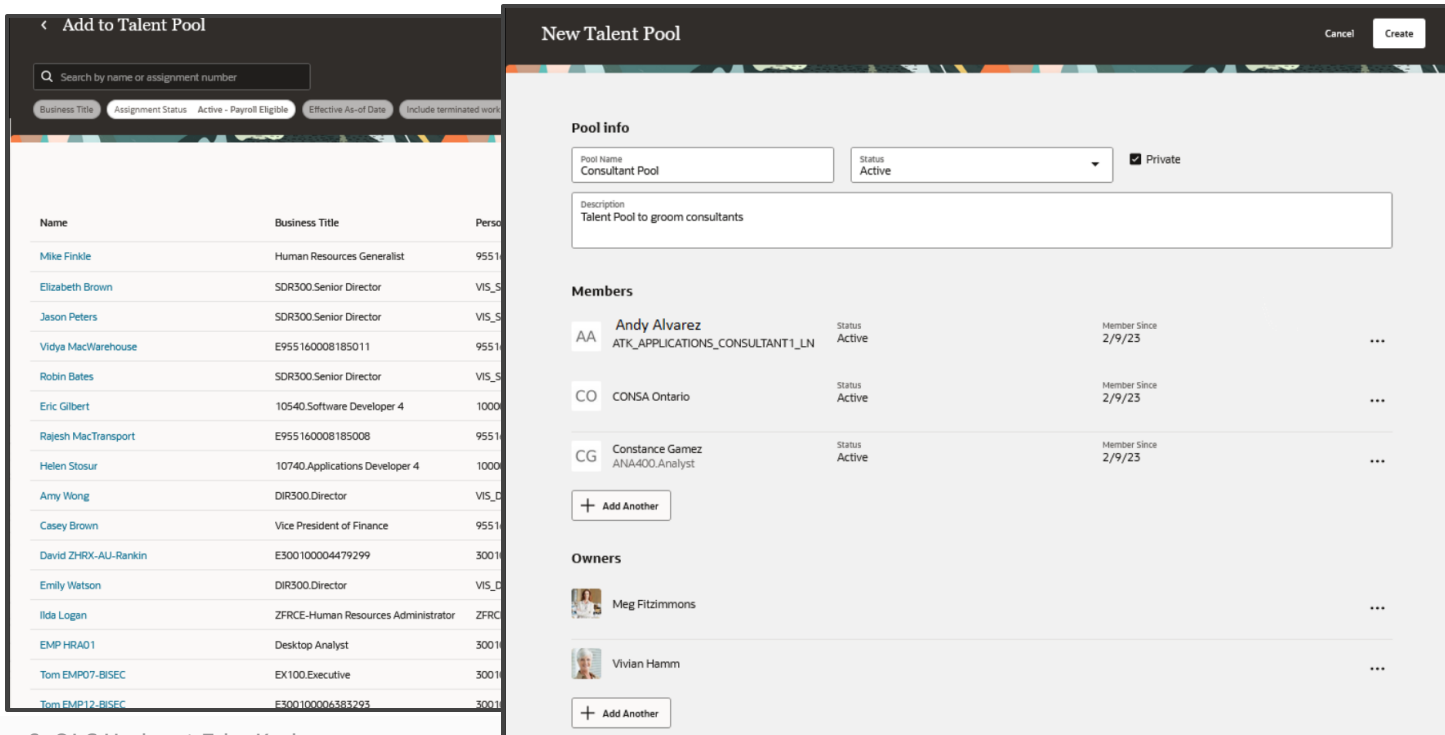
Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Details:

- Check out the new Create Talent Pools and Add to Talent Pools quick action pages that can be used to complete your Redwood experience. These pages have been recreated in the Redwood toolset Visual Builder Studio (VBS) to improve user experience by having the same backend functionality. These pages haven't been through a full redesign. They have been modified to look and act like Redwood pages to help create cohesiveness throughout the application. Note that these Redwood pages aren't enabled by default.



## Business Benefits:

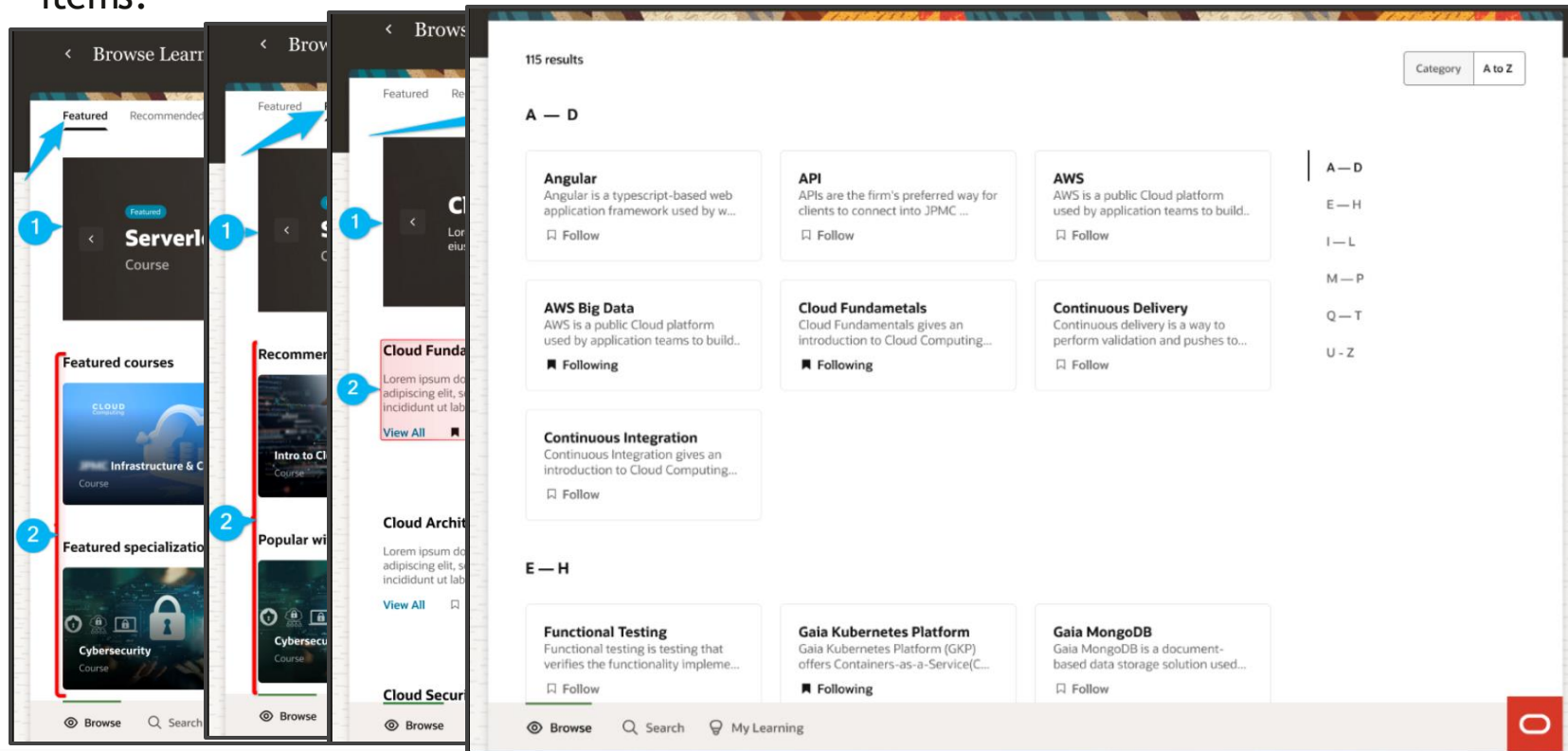
By using these new pages or flows, you can take advantage of the cohesiveness through the application and have a great user experience.

# REDWOOD BROWSE LEARNING

OLC

## Details:

- The new Redwood Browse Learning and Topic Index page give learners an enhanced experience when they're browsing the learning catalog to see what learning they might be interested in. The Browse Learning page provides dedicated Featured and Recommended views. It also provides category views to see related learning topics and items.



## Impact Analysis

Impact Level **High**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefits:

This feature simplifies and enhances learners browsing experience.

# POPULAR WITH MY JOB LEARNING RECOMMENDER

OLC

## Impact Analysis

Impact Level **Low**

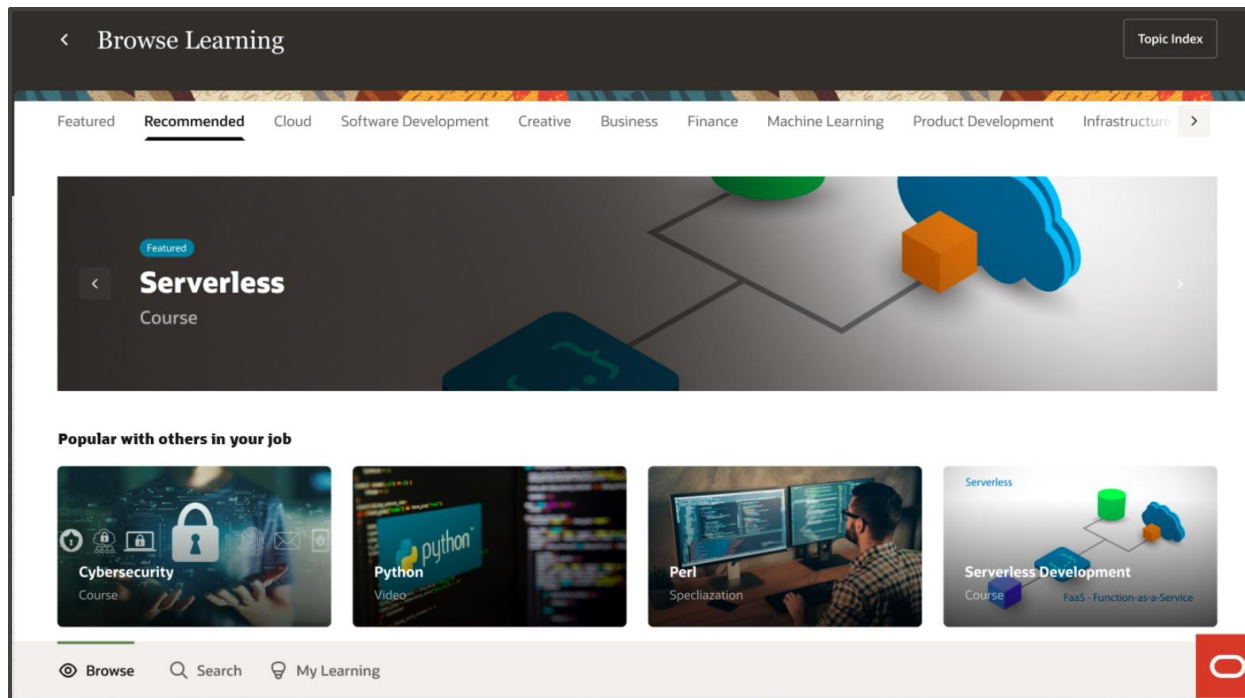
Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Details:

- You can now automate learning recommendations to employees based on their current job and learning that's popular with others in the same job or job family. Generate up to 20 recommendations per active learner work assignment on a weekly basis. These recommendations depend on the quantity of learners in the same job or job family who voluntarily completed the courses, specializations, videos, or learning journeys in the previous 6 months.



## Business Benefits:

This feature lets you drive more learning engagement with minimal manual effort.

# SKILLS ADVISOR FOR LEARNING SUPPORT FOR SKILL LEVEL (FOR BOTH DYNAMIC SKILLS AND LEARNING)

OLC

## Details:

- From Update 23A, learning administrators can select and curate skills suggestions made by Skills Advisor for Learning. With this release, they can set the skill level on the skills advisor suggestions when configuring learning outcomes for a course or specialization.

Deleted	Status	Learning Item Number	Learning Item Name	Skill Title	Include Suggested Skill	Skill Level	Key
	Row updated successfully	OLC283540	ash java	java from UI	N	Advanced	----

## Impact Analysis

Impact Level **Low**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Business Benefits:

This enhancement improves learning administrator productivity because they can now set the skill levels while curating skills in the workbook.

# REDWOOD TEAM LEARNING

OLC

Impact Analysis

Impact Level **Low**

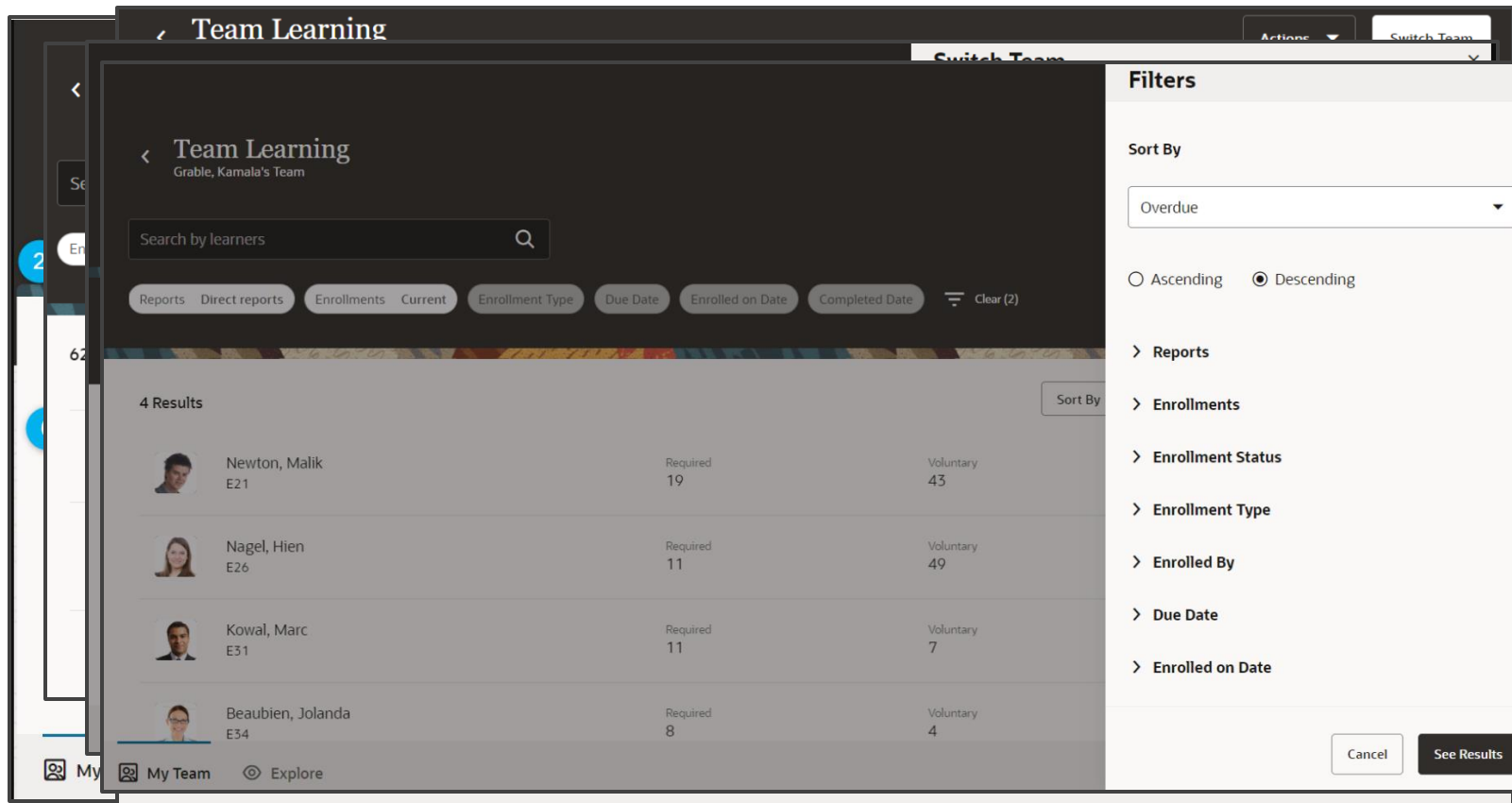
Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Details:

- The Redwood Team Learning home page simplifies your ability to track your team's overall learning, by learner and learning item.



## Business Benefits:

This feature simplifies how you manage your team's learning.

# AUTOMATE WITHDRAWAL OF LEARNERS WITH TERMINATED EMPLOYMENT

## Details:

- You can now automate the removal of learning assignments, recommendations, and learning item access for employees whose employment was terminated. Use the new Update Learning Assignment Statuses to Deleted or Withdrawn for Learners Whose Employment Was Terminated background process. Previously you had to do removals manually.

## Business Benefits:

This enhancement ensures that there are no active learning assignments for employees whose employment was terminated.

OLC

### Impact Analysis

Impact Level Low

Need to Enable YES

Configuration NO

Quick Win YES

# REDWOOD LEARNING ASSIGNMENTS LIST PAGE FOR ADMINISTRATORS

OLC

Impact Analysis

Impact Level **High**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Details:

- The Redwood Learning Assignments page gives learning administrators a new way to search for learning enrollment backed by Oracle Search Cloud Service. This lightweight search lets them search primarily by learning enrollment attributes. They can use it in addition to the existing learners search page, or instead of it depending on their needs.

Learning Assignments

Search by learner, learning item, or enrollment

Created By Me Enrollment Status Enrollment Type Enrolled on Date Completed Date Expiration Date Clear (1)

Create Required Assignment Create Voluntary Assignment

Enrollment Number	Name	Learning Item Title	Learning Item Number	Learning Item Type	Enrollment Status	Enrollment Type	Enrolled on Date
OLC136004	Kerry Hicks	Test Course4321	OLC165008	Course	No Active Offering	Voluntary	8/20/
OLC137006	Namita Tadoori	Course1 Test	OLC168008	Course	No Active Offering	Voluntary	8/30/
OLC137007	Ravi Chouhan	Course1 Test	OLC168008	Course	No Active Offering	Voluntary	8/30/
OLC137008	Meg Fitzimmons	Course1 Test	OLC168008	Course	No Active Offering	Voluntary	8/30/
OLC138003	Madhan Jain	Course1 Test	OLC168008	Course	No Active Offering	Voluntary	8/30/
OLC138004	Christopher Kashima	Course1 Test	OLC168008	Course	No Active Offering	Voluntary	8/30/
OLC138005	Kerry Hicks	Course1 Test	OLC168008	Course	No Active Offering	Voluntary	8/30/

Learning Assignments Assignments Summary

## Business Benefits:

This feature gives learning administrators a comprehensive view of assignments with navigation tabs and view toggles that let them quickly and easily switch pages and views.

# REDWOOD LEARNING ASSIGNMENTS LIST PAGE FOR ADMINISTRATORS (CONT..)

OLC

Impact Analysis

Impact Level **High**

Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

## Details:

- The Redwood Assignments Summary page gives learning administrators a summary of required and voluntary enrollments by learner or learning item.

The screenshot displays the 'Assignments Summary' page. At the top, there is a search bar labeled 'Search by learning items'. Below it are filter tabs: 'Created By Me', 'Enrollment Status', 'Enrollment Type', 'Enrolled on Date', 'Completed Date', and 'Expiration Date'. A 'Sort By' dropdown and view toggles for 'Learners' and 'Learning Items' are present. A blue arrow points to the 'Learning Items' toggle. The main content area shows 596 results with a list of assignments:

Assignment Name	Learners	Status
Mr Bean The Steak Tartar Expected effort is 1.0 - 3.0 hours	1	
DSS BypassComplete Autocomplete Second	1	
Skillport	1	Overdue
Skillsoft Books and Videos	1	Overdue

At the bottom, there are navigation tabs for 'Learning Assignments' and 'Assignments Summary'.

## Business Benefits:

This feature gives learning administrators a comprehensive view of assignments with navigation tabs and view toggles that let them quickly and easily switch pages and views.



# REDWOOD EXPERIENCE FOR REQUEST NONCATALOG LEARNING AND RECORD EXTERNAL LEARNING PAGES

OLC

## Impact Analysis

Impact Level **High**

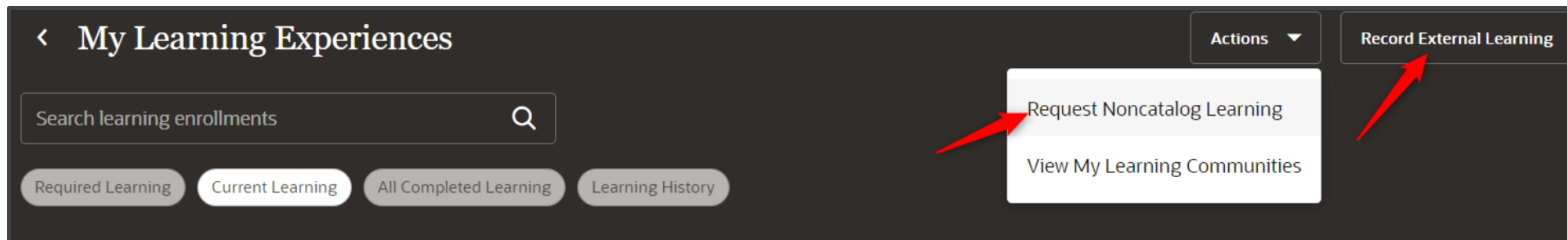
Need to Enable **YES**

Configuration **NO**

Quick Win **YES**

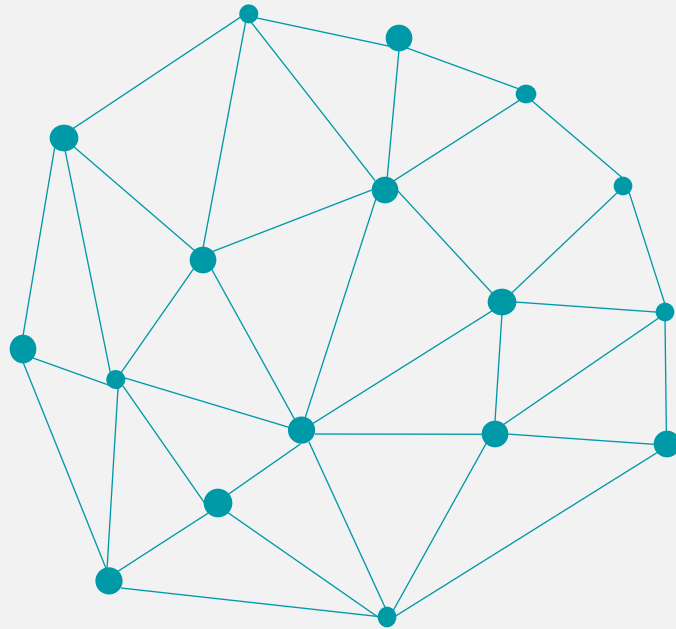
## Details:

- You can now use the new Redwood request noncatalog learning page to request learning that isn't part of the Oracle Learning catalog. And you can use the new Redwood record external learning page to add learning that you completed outside your organization to your learning history.



## Business Benefits:

This enhancement continues the journey towards a unified Redwood learning experience.



# NEW FEATURES

The Rest

# GET NEWS FEED SUGGESTIONS ON YOUR NEXT LIKELY ACTIONS

## Talent

### Impact Analysis

Impact Level Low

Need to Enable YES

Configuration YES

Quick Win NO

## Details:

- Get suggestions on your next likely actions in your news feed layout. This feature is currently in Controlled Availability and is available in Oracle Fusion Cloud HCM, Financials, Project Management, and Procurement.
- Artificial intelligence and machine learning algorithms predict and suggest the actions each user is most likely to take during a session.
- The algorithms use historic navigation behavior and patterns of each user and users like them to determine which navigation target they're most likely to visit.

**NOTE:** You will need to log a Service Request (SR) through My Oracle Support and request for a promotion code.

Talent

Impact Analysis

Impact Level High

Need to Enable NO

Configuration NO

Quick Win NO

# TALENT MANAGEMENT CLASSIC PAGES REMOVED

## Details:













- As of 23B, Oracle Cloud HCM Talent Management users who are still using the Classic pages must transition to the modern, feature-rich, and intuitive Responsive pages. Customers using Classic pages in any of the following Talent Management applications: Career Development, Goal Management, Performance Management, Profile Management Classic Version, Succession Management, or Talent Review, will be affected by this change.
- IMPORTANT:** Beginning with Update 23B, Talent Management will be delivered with Responsive pages enabled by default. Customers will not have the option to revert back to the Classic pages.

# Closing Q&A



# CLOSING NOTE

1. What happens next?
  1. Presentation
  2. Session Recording
2. Speak with your CES Support Manager or CES Service Manager
  1. for additional services around quarterly updates
  2. Learn more about Innovation
3. Next Sessions ?

SCM (Procurement & Advanced Procurement)	 19-Apr-2023	 60 minutes
	 3:00 PM GMT   4:00 PM CEST   10:00 AM EST	
HR Helpdesk and ORC	 19-Apr-2023	 60 minutes
	 4:30 PM GMT   5:30 PM CEST   11:30 AM EST	
Workforce Management & Global Payroll	 20-Apr-2023	 60 minutes
	 3:00 PM GMT   4:00 PM CEST   10:00 AM EST	
Finance	 20-Apr-2023	 60 minutes
	 4:30 PM GMT   5:30 PM CEST   11:30 AM EST	
Benefits and Compensation	 25-Apr-2023	 60 minutes
	 3:00 PM GMT   4:00 PM CEST   10:00 AM EST	
SCM (Inventory & Order Management)	 25-Apr-2023	 60 minutes
	 4:30 PM GMT   5:30 PM CEST   11:30 AM EST	

**MASTEK**  
is here to  
help you!



**THANK YOU**

