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## **Assessment Provider Web Service Interface Guide**

## Revisions

| Revision | Date       | Reason For Revision                                    | Who       |
|----------|------------|--|-----------|
| 1        | 7 May 2014 | Initial Version.                                       | jhobson   |
| 2        | July 2014  | API Upgrade  | gmarigold |
| 3        | Sept 2014  | Candidate email added                                  | gmarigold |
| 4        | Feb 2015   | Reset and time extension                               | gmarigold |
| 5        | Sept 2015  | Reset updated and change to soap call                  | gmarigold |
| 6        | April 2016 | Add GetAssessmentCatalog.<br>Add examples.<br>Tidy up. | dgarcia   |
| 7        | Jul 2016   | Minor tweaks to text                                   | jhobson   |
| 8        | May 2017   | Correct Customer Party ID explanation                  | dgarcia   |
| 9        | Jun 2017   | Primary language code clarification                    | dgarcia   |
| 10       | Oct 2017   | Clarifications on AAO channelcode                      | dgarcia   |
| 11       | Jun 2018   | Oleeo  | jh        |

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## Introduction

This document describes an approach for integrating online assessment providers, including psychometric tests and online interviews, with OLEEO ATS system. It is intended that the approach should follow the HR-XML assessment interface.

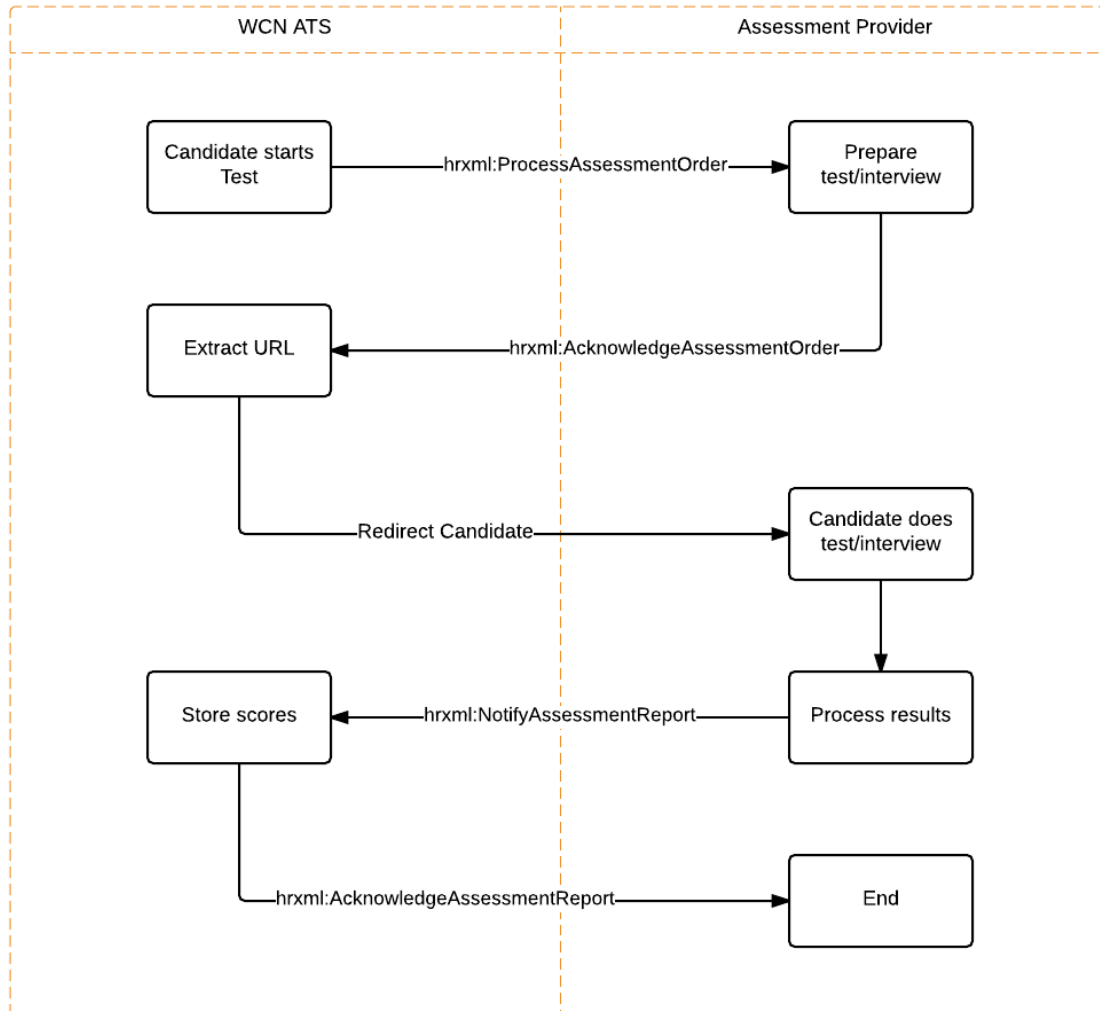
HR-XML schema, WSDL, documentation and example files can be downloaded from <http://www.hropenstandards.org/>.

## Functional Walkthrough

The API is designed to register a candidate for an assessment and publish the candidate's status and results to the ATS. A typical usage of the functionality provided by the API is given below:

1. The ATS prepares an HR-XML Process Assessment Order request for the candidate registration, containing the required parameters to order specific assessment details (e.g. interview questions, scoring)
2. The Assessment Provider validates and authenticates the request. An error, "Rejected", may be returned which would need to be handled offline to ascertain the cause.
3. After successful validation and authentication, the Assessment Provider updates accordingly and then acknowledges the Process Assessment Order request by sending HR-XML Acknowledge Assessment Order in response. This order acknowledgement should also contain the URL to launch the assessment for the candidate.
4. The ATS re-directs the candidate to the assessment URL provided in the Acknowledge Assessment Order response.
5. The Assessment Provider launches the assessment for the registered candidate. The candidate starts the assessment.
6. After the candidate completes the assessment, the Assessment Provider redirects the candidate back to the ATS to a URL supplied during the Process Assessment Order request. When this URL is accessed, the ATS may assume the assessment is complete but results have yet to be returned.
7. The Assessment Provider prepares the HR-XML Notify Assessment Report with the status details. The Assessment Provider may then send the Notify Assessment Result to the ATS web service. An Acknowledge Assessment Report is returned.

The ATS can accept multiple POSTs for a single test instance to the Notify Assessment Report service. This enables results to be POSTed incrementally as the results become available. As an example, this could be used for Video assessments where a first Notify Assessment Report communicates the URL to be used to review the recorded video, and a subsequent Notify Assessment Report can add the feedback/scoring that is generated in the vendor Video assessment platform. In these cases, all posts share the same Notify Assessment Report schema but elements may be left uncompleted if not available.



## Additional Features

The system supports the following additional features:

- The ATS can be configured such that each candidate can take multiple tests. A separate Process Assessment Order will be sent for each individual test. It is expected that there is only one test in progress at any one time. The next Process Assessment Order will be sent to request a given test once the candidate has completed any earlier test and is ready to sit another.
- The ATS can also be configured such that on completion of one test, the results will be evaluated and dependent on the score a further Process Assessment Order may be sent to order another test.

- The ATS allows an assessment to be reset. If configured, the ATS can send a Change Assessment Order. This allows candidates to start the test again should something have gone awry the first time round, e.g. if the candidate was disconnected.
- The ATS can support synchronisation of the provider's catalogue of assessment (the list of assessments that are currently available on the provider platform). If configured, the ATS will send periodically a Get Assessment Catalog request.
- The API allows a time extension to be requested. This can be specified as the total number of seconds the candidate should be allowed for their assessment or the percentage increase above the standard length of time allowed.

## Acronyms and Definitions

The purpose of this section is to describe terminology specified in the 'Web Service Interface Definition' as an aid to understand the document. The key terms are described below.

| Abbreviations | Descriptions  |
|---------------|---|
| AAO           | Acknowledge Assessment Order HR-XML message   |
| AAR           | Acknowledge Assessment Report HR-XML message  |
| AP            | Assessment Provider   |
| ATS           | Applicant Tracking System   |
| CAO           | Change Assessment Order HR-XML message  |
| GAC           | Get Assessment Catalog HR-XML message   |
| HR-XML        | Standardized XML vocabularies for human resource (HR) activities. Developed by HR-XML.ORG consortium. |
| NAR           | Notify Assessment Report HR-XML message   |
| PAO           | Process Assessment Order HR-XML message   |
| SAR           | Show Assessment Report HR-XML message   |

| Abbreviations | Descriptions  |
|---------------|---|
| SOAP          | Simple Object Access Protocol, a protocol for web services. |
| URL           | Universal Resource Link                                     |
| WSDL File     | Web Services Description Language File                      |



## Web Service Calls

### Process Assessment Order (ATS to Assessment Provider) and Acknowledgement

Process Assessment Order (PAO) is a synchronous function for requesting specific assessments from the Assessment Provider. It is sent by Oleeo to the Assessment Provider. It can be used to initially register a candidate.

The synchronous response to a PAO comes in the form of the Acknowledge Assessment Order (AAO). It contains the URL that the Oleeo ATS needs to make available to the candidate to complete the assessment (channelCode = web). Alternatively, test provider could email candidate test instructions (channelCode = email). If there is a problem with the PAO that is submitted, the AAO will return an error (rejected) instead.

The systemEnvironmentCode in the PAO is used by the ATS to identify a client system and the DocumentID is used to identify an individual order. These must be returned unchanged in the AAO.

As part of the integration set up the Assessment Provider must supply a username and password, the package ID(s) which will identify the assessment(s) to be taken and the URL to which we can send the initial Process Assessment Order. If the provider support Get Assessment Catalog then the package Ids can be retrieved automatically.

The Process Assessment Order includes the ResultsURL WSDL URL which can be queried for details of how to return the Notify Assessment Report. NOTE that the WSDL URL can assumed to be constant for any implementation (so the vendor implementation does not need to parse this out of every order, but can assume all results are sent to the same service).

#### Request example (payload only)

This example shows a minimalist Process Assessment Order, more information could be sent depending upon configuration.

```
<?xml version="1.0" encoding="UTF-8" ?>
<SOAP-ENV:Envelope xmlns:SOAP-
ENV="http://schemas.xmlsoap.org/soap/envelope/">
  <SOAP-ENV:Header xmlns:wsse="http://docs.oasis-
open.org/wss/2004/01/oasis-200401-wss-wssecurity-secext-1.0.xsd">
    <wsse:Security>
      <wsse:UsernameToken>
        <wsse:Username>Username</wsse:Username>
        <wsse:Password>Password</wsse:Password>
      </wsse:UsernameToken>
    </wsse:Security>
  </SOAP-ENV:Header>
```

```

<SOAP-ENV:Body>
  <hrxml:ProcessAssessmentOrder
SystemEnvironmentCode="systemEnvironmentCode"
  releaseID="3.3"
  languageCode="en-UK"
  xmlns:hrxml="http://www.hr-xml.org/3"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
  xsi:schemaLocation="http://www.hr-xml.org/3
  ../Developer/BODs/ProcessAssessmentOrder.xsd"
  >
    <oa:ApplicationArea>
      <oa:CreationDateTime>CreationDateTime</oa:CreationDateTime>
    </oa:ApplicationArea>
    <hrxml:DataArea>
      <oa:Process>
        <oa:ActionCriteria>
          <oa:ActionExpression
actionCode="Add"/>ProcessAssessmentOrder/DataArea/AssessmentOrder</oa:Actio
nExpression>
          </oa:ActionCriteria>
        </oa:Process>
      <hrxml:AssessmentOrder>
        <hrxml:DocumentID>DocumentID</hrxml:DocumentID>
        <hrxml:PackageID>PackageID</hrxml:PackageID>
        <hrxml:CustomerParty>
          <hrxml:PartyID>PartyID</hrxml:PartyID>
          <hrxml:PartyName>PartyName</hrxml:PartyName>
        </hrxml:CustomerParty>
        <hrxml:AssessmentSubject>
          <hrxml:SubjectID>SubjectID</hrxml:SubjectID>
          <hrxml:PersonName>
            <oa:GivenName>GivenName</oa:GivenName>
            <hrxml:FamilyName>FamilyName</hrxml:FamilyName>
          </hrxml:PersonName>
          <hrxml:Communication>
            <hrxml:ChannelCode>email</hrxml:ChannelCode>
            <oa:URI>CandidateEmailAddress</oa:URI>
          </hrxml:Communication>
          <hrxml:PrimaryLanguageCode>
PrimaryLanguageCode</hrxml:PrimaryLanguageCode>
        </hrxml:AssessmentSubject>
        <oa:RedirectURL>RedirectURL</oa:RedirectURL>
        <hrxml:UserArea xmlns:wcn="http://wcn.co.uk">
          <wcn:ResultsURL>ResultsURL</wcn:ResultsURL>
          <!-- TestDuration is optional -->
          <wcn:TestDuration>
            <wcn:Seconds>Seconds</wcn:Seconds>
            <wcn:Increment>Increment</wcn:Increment>
          </wcn:TestDuration>
        </hrxml:UserArea>
      </hrxml:AssessmentOrder>
    </hrxml:DataArea>
  </hrxml:ProcessAssessmentOrder>
</SOAP-ENV:Body>

```

```
</SOAP-ENV:Envelope>
```

### **Parameters**

Items in Bold Italic in the above sample should be replace as follows:

- *Username*: User to authenticate, provided by the assessment provider.
- *Password*: Pass to authenticate, provided by the assessment provider.
- *systemEnvironmentCode*: vX system identifier, providers should use whatever string is sent here to populate the equivalent item in messages sent by the provider to Oleeo.
- *CreationDateTime*: Current date.
- *DocumentID*: Oleeo test instance UUID.
- *PackageID*: Id of the test that the candidate is going to take, provided by the assessment provider.
- *CustomerParty.PartyID*: Oleeo system id (integer)
- *CustomerParty.PartyName*: Oleeo system name
- *SubjectID*: Oleeo application id.
- *GivenName*: Oleeo candidate name.
- *FamilyName*: Oleeo candidate lastname.
- *Communication.URI CandidateEmailAddress*: candidate email
- *PrimaryLanguageCode*: Oleeo candidate language.
- *RedirectURL*: URL where the assessment provider should redirect the candidate once he/she has completed the test.
- *ResultsURL*: This will point to the **wsdl file** that says where to send the results. There is also an alternative fixed address which can be used instead of the value provided in the PAO but IPs access this URL will need to be provided in advance and whitelisted in Oleeo firewalls.
- *TestDuration.Seconds*: Time limit of the test expressed in seconds. Optional, test providers might not implement this or we might not send it if they do.
- *TestDuration.Increment*: Percentage of time increment over the normal test duration. Optional, test providers might not implement this or we might not send it if they do.

**NOTE** *TestDuration.Seconds* and *TestDuration.Increment* cannot appear at the same time.

Inside **AssessmentSubject?** additional candidate information can be added, this is configured per system and provider using an integration schema.

### **Response example (payload only)**

```
<hrxml:AcknowledgeAssessmentOrder
  systemEnvironmentCode="send_me_back"
  releaseID="3.3"
```

```

languageCode="en-GB"
xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/AcknowledgeAssessmentOrder.xsd"
xmlns:hrxml="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
>
<oa:ApplicationArea>
  <oa:CreationDateTime>2016-04-27T10:06:39</oa:CreationDateTime>
</oa:ApplicationArea>
<hrxml:DataArea>
  <oa:Acknowledge>
    <oa:OriginalApplicationArea>
      <oa:CreationDateTime>2016-04-27T10:06:33</oa:CreationDateTime>
    </oa:OriginalApplicationArea>
    <oa:ResponseCriteria>
      <!-- Either Accepted or Rejected -->
      <oa:ResponseExpression
actionCode="Accepted"/>/AcknowledgeAssessmentOrder/DataArea/AssessmentOrd
er</oa:ResponseExpression>
    </oa:ResponseCriteria>
  </oa:Acknowledge>
  <hrxml:AssessmentOrder languageCode="en-GB">
    <hrxml:DocumentID>bc058024-7485-4fd6-b619-
f4f14691f461</hrxml:DocumentID>
    <hrxml:PackageID>MATH_TEST</hrxml:PackageID>
    <hrxml:AssessmentSubject>
      <hrxml:SubjectID>9476</hrxml:SubjectID>
    </hrxml:AssessmentSubject>
    <hrxml:AssessmentAccess>
      <hrxml:AssessmentCommunication>
        <hrxml:ChannelCode>web</hrxml:ChannelCode>
        <oa:URI>http://testprovider.example.com/MATH_TEST/xxx</oa:URI>
      </hrxml:AssessmentCommunication>
    </hrxml:AssessmentAccess>
  </hrxml:AssessmentOrder>
</hrxml:DataArea>
</hrxml:AcknowledgeAssessmentOrder>

```

## Notify Assessment Report (Assessment Provider to ATS)

When a candidate completes an assessment the Assessment Provider will redirect them to the RedirectURL, generate all the report details and send them to the ATS.

The Notify Assessment Report must be POSTed to the ATS “web service address” as defined by the WSDL contained in the ResultsURL element of the PAO OR it can be sent to the fixed service URL

### Request example (payload only)

This example shows a minimalist Notify Assessment Report, more information could be sent depending upon configuration.

```
<hrxml:NotifyAssessmentReport
  systemEnvironmentCode="send_me_back"
  releaseID="3.3"
  languageCode="en-GB"
  xsi:schemaLocation="http://www.hr-xml.org/3
  ../Developer/BODs/NotifyAssessmentReport.xsd"
  xmlns:hrxml="http://www.hr-xml.org/3"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:oacl="http://www.openapplications.org/oagis/9/codelists"

  xmlns:qdt="http://www.openapplications.org/oagis/9/qualifieddatatypes/1.
  1"

  xmlns:udt="http://www.openapplications.org/oagis/9/unqualifieddatatypes/
  1.1"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
>
  <oa:ApplicationArea>
    <oa:CreationDateTime>2016-04-27T10:06:33</oa:CreationDateTime>
  </oa:ApplicationArea>
  <hrxml:DataArea>
    <oa:Notify>
      <oa:ActionCriteria>
        <oa:ActionExpression
actionCode="Add">/NotifyAssessmentReport/DataArea/AssessmentReport</oa:A
ctionExpression>
        </oa:ActionCriteria>
      </oa:Notify>
      <hrxml:AssessmentReport>
        <!-- New UUID -->
        <hrxml:DocumentID>811273E6-0D45-11E6-8483-
C3CA61FECC63</hrxml:DocumentID>
        <!-- Original DocumentID sent by OLEEO ATS in Process Assessment
Order -->
        <hrxml:OrderID>bc058024-7485-4fd6-b619-
f4f14691f461</hrxml:OrderID>
        <hrxml:AssessmentResult>
          <hrxml:AccessPoint>

          <oa:URI>https://assessment_provider.example.com/report</oa:URI>
        </hrxml:AccessPoint>
      </hrxml:AssessmentResult>
    </hrxml:AssessmentReport>
  </hrxml:DataArea>
</hrxml:NotifyAssessmentReport>
```

### Response example (payload only)

```
<hrxml:AcknowledgeAssessmentReport
  systemEnvironmentCode="send_me_back"
  releaseID="3.3"
  languageCode="en-GB"
  xsi:schemaLocation="http://www.hr-xml.org/3
  ../Developer/BODs/AcknowledgeAssessmentReport.xsd"
  xmlns:hrxml="http://www.hr-xml.org/3"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
>
  <oa:ApplicationArea>
    <oa:CreationDateTime>2016-04-27T10:06:34</oa:CreationDateTime>
  </oa:ApplicationArea>
  <hrxml:DataArea>
    <oa:Acknowledge>
      <oa:ResponseCriteria>
        <!-- Either Accepted or Rejected -->
        <!-- If report is not Accepted you should retry following a
        Fibonacci delay sequence (OK, so exact algorithm for delay is not
        critical)-->
        <oa:ResponseExpression
actionCode="Accepted">/AcknowledgeAssessmentReport/DataArea/AssessmentRe
port</oa:ResponseExpression>
      </oa:ResponseCriteria>
    </oa:Acknowledge>
    <hrxml:AssessmentReport>
      <hrxml:DocumentID>811273E6-0D45-11E6-8483-
C3CA61FECC63</hrxml:DocumentID>
      <hrxml:OrderID>bc058024-7485-4fd6-b619-
f4f14691f461</hrxml:OrderID>
    </hrxml:AssessmentReport>
  </hrxml:DataArea>
</hrxml:AcknowledgeAssessmentReport>
```

## **(Optional) Change Assessment Order (ATS to Assessment Provider)**

When an assessment has failed to launch or has been interrupted, the ATS can be configured such that a Change Assessment Order will be sent to the Assessment Provider. On receiving this message the Assessment Provider will:

- Remove any lock on it.
- Remove any scores attached to it.
- Reset the status of the test so the candidate will start from the beginning.
- Maintain the same original URL for accessing the test

Additionally the Assessment Provider will respond to the ATS with an Acknowledge Assessment Order indicating whether it was able to reset the test.

#### Request example (payload only)

```
<ChangeAssessmentOrder systemEnvironmentCode="send_me_back"
  releaseID="3.3"
  languageCode="en-GB"
  xmlns="http://www.hr-xml.org/3"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
  xsi:schemaLocation="http://www.hr-xml.org/3
  ../Developer/BODs/ChangeAssessmentOrder.xsd"
>
  <oa:ApplicationArea>
    <oa:CreationDateTime>2016-04-26T14:47:08</oa:CreationDateTime>
  </oa:ApplicationArea>
  <DataArea>
    <oa:Change>
      <oa:ActionCriteria>
        <oa:ActionExpression
actionCode="Replace"/>ChangeAssessmentOrder/DataArea/AssessmentOrder</oa:
:ActionExpression>
      </oa:ActionCriteria>
    </oa:Change>
    <AssessmentOrder>
      <DocumentID>50a2ac1b-e901-49cb-86e3-7aa7efd5350c</DocumentID>
    </AssessmentOrder>
  </DataArea>
</ChangeAssessmentOrder>
```

#### Response example (payload only)

```
<hrxml:AcknowledgeAssessmentOrder
  systemEnvironmentCode="send_me_back"
  releaseID="3.3"
  languageCode="en-GB"
  xsi:schemaLocation="http://www.hr-xml.org/3
  ../Developer/BODs/AcknowledgeAssessmentOrder.xsd"
  xmlns:hrxml="http://www.hr-xml.org/3"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
>
  <oa:ApplicationArea>
    <oa:CreationDateTime>2016-04-26T14:47:18</oa:CreationDateTime>
  </oa:ApplicationArea>
  <hrxml:DataArea>
    <oa:Acknowledge>
      <oa:OriginalApplicationArea>
        <oa:CreationDateTime>2016-04-26T14:47:08</oa:CreationDateTime>
      </oa:OriginalApplicationArea>
      <oa:ResponseCriteria>
```

```

        <oa:ResponseExpression
actionCode="Accepted">/AcknowledgeAssessmentOrder/DataArea/AssessmentOrd
er</oa:ResponseExpression>
        </oa:ResponseCriteria>
    </oa:Acknowledge>
    <hrxml:AssessmentOrder>
        <hrxml:DocumentID>50a2ac1b-e901-49cb-86e3-
7aa7efd5350c</hrxml:DocumentID>
    </hrxml:AssessmentOrder>
</hrxml:DataArea>
</hrxml:AcknowledgeAssessmentOrder>

```

## (Optional) GetAssessmentCatalog and ShowAssessmentReport (ATS to Assessment Provider)

If configured, the ATS will send periodically a GetAssessmentCatalog in order to obtain all the available tests. The Assessment Provider should reply with a ShowAssessmentReport message.

### Example request

```

<GetAssessmentCatalog systemEnvironmentCode="send_me_back"
releaseID="3.3"
languageCode="en-GB"
xmlns="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/GetAssessmentCatalog .xsd"
>
    <oa:ApplicationArea>
        <oa:CreationDateTime>2016-04-26T14:47:08</oa:CreationDateTime>
    </oa:ApplicationArea>
    <DataArea>
        <oa:Get>

        <oa:Expression>/GetAssessmentCatalog/AssessmentCatalog/AssessmentPackage
Details</oa:Expression>
        </oa:Get>
        <AssessmentCatalog>
        </AssessmentCatalog>
    </DataArea>
</GetAssessmentCatalog>

```

### Example response

```

<hrxml:ShowAssessmentCatalog
systemEnvironmentCode="send_me_back"
releaseID="3.3"
languageCode="en-GB"

```



```

xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/ShowAssessmentCatalog.xsd"
xmlns:hrxml="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
>
<oa:ApplicationArea>
  <oa:CreationDateTime>2016-04-26T14:48:47</oa:CreationDateTime>
</oa:ApplicationArea>
<hrxml:DataArea>
  <oa:Show>
    <oa:OriginalApplicationArea>
      <oa:CreationDateTime>2016-04-26T14:47:08</oa:CreationDateTime>
    </oa:OriginalApplicationArea>
    <oa:ResponseCriteria>
      <oa:ResponseExpression
actionCode="Accepted"/>ShowAssessmentReport/DataArea/AssessmentReport</o
a:ResponseExpression>
    </oa:ResponseCriteria>
  </oa:Show>
  <hrxml:AssessmentCatalog>
    <!-- Each AssessmentPackage represent an existing test -->
    <hrxml:AssessmentPackage>
      <hrxml:ID>VERBAL</hrxml:ID>
      <oa:Name>Verbal Comprehension Test</oa:Name>
      <oa:Description>Employee Aptitude Survey Test #1 - Verbal
Comprehension</oa:Description>
    </hrxml:AssessmentPackage>
    <hrxml:AssessmentPackage>
      <hrxml:ID>MATH</hrxml:ID>
      <oa:Name>Math test</oa:Name>
      <oa:Description>Employee Aptitude Survey Test #1 -
Maths</oa:Description>
    </hrxml:AssessmentPackage>
  </hrxml:AssessmentCatalog>
</hrxml:DataArea>
</hrxml:ShowAssessmentCatalog>

```

## Initial Setup

### ATS WSDL Path

The 'Assessment Provider web service' must support standard SOAP based web service protocol and the WSDL file content should be in standard WSDL format.

### Standard Client Configuration

A (Client) Party ID will be created by the OLEEO ATS which will refer to an individual client.

### Assessment Identification

The unique identifiers of the assessments to be requested must be made available to OLEEO by the Assessment Provider so that they may be stored in the ATS configuration.

## Score/Report Pushback settings

The Assessment Provider will need to post the scores and reports to the ATS web service. The address of the WSDL file that the Assessment Provider must consume can be supplied to Assessment Provider at the time of configuration.

This will include a dynamic postback URL that does not need IP address white-listing.

A static postback URL, the same for all systems/client is available but IP addresses must be white-listed before it can be accessed:

<https://vx-psytesting.wcn.co.uk/soap>

## Results

The Assessment Provider must make the ATS aware of the form that their results take. How these are included in the Notify Assessment Result may be decided after discussion between OLEEO and the Assessment Provider.

## Security

SOAP messages will be sent over HTTPS using a WS-Security header including username and password for authentication.

```
<?xml version="1.0" encoding="UTF-8" ?>
<SOAP-ENV:Envelope xmlns:SOAP-
ENV="http://schemas.xmlsoap.org/soap/envelope/">
  <SOAP-ENV:Header xmlns:wsse="http://docs.oasis-
open.org/wss/2004/01/oasis-200401-wss-wssecurity-secext-1.0.xsd">
    <wsse:Security>
      <wsse:UsernameToken>
        <wsse:Username>username</wsse:Username>
        <wsse:Password>password</wsse:Password>
      </wsse:UsernameToken>
    </wsse:Security>
  </SOAP-ENV:Header>
  <SOAP-ENV:Body>
    <!-- Here the payload -->
  </SOAP-ENV:Body>
</SOAP-ENV:Envelope>
```

## Settings



**MORE  
POWERFUL  
TOGETHER**

Exchange of usernames and passwords will take place during initial integration setup. For each new client, the Assessment Provider must provide the details of these credentials to the ATS provider.

## Appendix 1 – Registration

### Process Assessment Order - Parameters

| Element   | Explanation of content  |
|---|---|
| <hrxml:ProcessAssessmentOrder systemEnvironmentCode=" vx-config.wcn.co.uk 331 1"> | Indicates the OLEEO client system and environment   |
| <oa:ApplicationArea>  |   |
| <oa:CreationDateTime>   | Current date and time   |
| <hrxml:DataArea>  |   |
| <hrxml:AssessmentOrder>   |   |
| <hrxml:DocumentID>  | OLEEO test instance UUID  |
| <hrxml:PackageID>   | Assessment ID specified by Assessment Provider  |
| <oa:RedirectURL>  | URL where the assessment provider should redirect the candidate once he/she has completed the test. |
| <hrxml:CustomerParty>   |   |
| <hrxml:Party ID>  | OLEEO system Id (Client)  |
| <hrxml:Party Name>  | OLEEO system Name (Client)  |
| <hrxml:AssessmentSubject>   |   |
| <hrxml:SubjectID>   | OLEEO Application ID  |
| <hrxml:PersonName>  |   |

| Element                 | Explanation of content  |
|-------------------------|---|
| <oa:GivenName>          | Candidate's first name  |
| <hrxml:FamilyName>      | Candidate's surname   |
| <hrxml:PrimaryLanguage> | Primary language of Candidate (en-GB, de-CH, fr-CA, es-ES, en, ja, ...). If test is not available in candidate language, some default language, typically English, should be used.                              |
| <hrxml:Communication>   |   |
| <hrxml:ChannelCode>     | "email"   |
| <oa:URI>                | Candidate's email address   |
| <hrxml:UserArea>        |   |
| <wcn:ResultsURL>        | (Legacy – still included but not required for new implementations.) URL where the assessment provider should send the scores of the test. This will point to the wsdl file that says where to send the results. |
| <wcn:TestDuration>      |   |
| <wcn:Seconds>           | Optional for time extension: Total number of seconds that should be allowed for the candidate to complete the assessment  |
| <wcn:Increment>         | Optional for time extension: Percentage increase in the time allowed for the candidate to complete the assessment.  |

## Acknowledge Assessment Order – Parameters

| Element  | Explanation of content   |
|--|--|
| <hrxml:AcknowledgeAssessmentOrder<br>systemEnvironmentCode=" vx-<br>config.wcn.co.uk 331 1"> | This must contain the same system environment code that was sent in the ProcessAssessmentOrder |
| <oa:ApplicationArea>   |  |
| <oa:CreationDateTime>  | Current date and time  |
| <oa:DataArea>  |  |
| <oa:Acknowledge>   |  |
| <oa:OriginalApplicationArea>   |  |
| <oa:CreationDateTime>  | Date and time of original message  |
| <oa:ResponseCriteria>  |  |
| <hrxml:AssessmentOrder>  |  |
| <oa:ResponseExpression<br>actionCode="Accepted">   | "Accepted" or "Rejected"   |
| <hrxml:DocumentID>   | Original DocumentID sent by OLEEO  |
| <hrxml:PackageID>  | Original PackageID sent by OLEEO   |
| <hrxml:AssessmentSubject>  |  |
| <hrxml:SubjectID>  | Original SubjectID sent by OLEEO   |
| <hrxml:AssessmentAccess>   |  |

| Element  | Explanation of content   |
|--|--|
| <hrxml:AcknowledgeAssessmentOrder<br>systemEnvironmentCode=" vx-<br>config.wcn.co.uk 331 1"> | This must contain the same system environment code that was sent in the ProcessAssessmentOrder |
| <oa:ApplicationArea>   |  |
| <hrxml:AssessmentCommunication>  |  |
| <oa:URI>   | URL where the candidate has to be redirected to take the test                                  |

### Acknowledge Assessment Order - Notes:

- If the registration fails for whatever reason then an action code will be set to "Rejected" otherwise the action code will be set to "Accepted".
- The system environment code allows the ATS to route the message to the correct client system and environment (live or test)

## Appendix 2 – Assessment Results (POST)

### NotifyAssessmentReport – Parameters

- Inside AssessmentResult the Assessment Provider can send the actual scores using the HRXML fields they require. The required fields must be supplied during integration set up so that they can be configured within the ATS.
- The example below shows the message component to be used for communicating the URL of the assessment results where this is applicable e.g. for a video interview.

| Element  | Explanation of content   |
|--|--|
| <hrxml:NotifyAssessmentReport systemEnvironmentCode="vx-config.wcn.co.uk 331 1"> | This must contain the same system environment code that was sent in the ProcessAssessmentOrder |
| <oa:ApplicationArea>   |  |
| <oa:CreationDateTime>  | Current date   |
| <oa:Notify>  |  |
| <oa:ActionCriteria>  |  |
| <oa:ActionExpression actionCode="Add">   | Must be set to "Add"   |
| <hrxml:AssessmentReport>   |  |
| <hrxml:DocumentID>   | The DocumentID of the AssessmentReport   |
| <hrxml:OrderID>  | The DocumentID supplied by the ATS in the original ProcessAssessmentOrder message              |
| <hrxml:AssessmentResult>   |  |
| <hrxml:AccessPoint>  |  |
| <oa:URI>   | URL of the assessment result   |



The ATS can be configured to accept various assessment results. The following example shows results for an assessment that has two parts. Recorded in the NotifyAssessmentReport is:

- pass/fail for the whole assessment
- numerical score for the whole assessment
- pass/fail for part A
- pass/fail for part B

| Element                          | Explanation of content                  |
|----------------------------------|---|
| Fields as above                  |   |
| <oa:AssessmentResult>            |   |
| <hrxml:AssessmentOverallResult>  |   |
| <hrxml:PassedIndicator>          | "Pass" or "Fail"                        |
| <hrxml:Score>                    |   |
| <hrxml:ScoreNumeric>             | Numeric score e.g. "122"                |
| <hrxml:AssessmentDetailedResult> |   |
| <oa:Description>                 | Name of assessment part A e.g. "Part A" |
| <hrxml:PassedIndicator>          | "Pass" or "Fail"                        |
| <hrxml:AssessmentDetailedResult> |   |
| <oa:Description>                 | Name of assessment part B e.g. "Part B" |
| <hrxml:PassedIndicator>          | "Pass" or "Fail"                        |

## AcknowledgeAssessmentReport – Parameters

| Element   | Explanation of content   |
|---|--|
| <oa:AcknowledgeAssessmentReport<br>systemEnvironmentCode=" vx-<br>config.wcn.co.uk 331 1" > |  |
| <oa:ApplicationArea>  |  |
| <oa:CreationDateTime>   | Current date   |
| <oa:ResponseCriteria>   |  |
| <hrxml:AssessmentOrder>   |  |
| <oa:ResponseExpression<br>actionCode="Accepted">  | "Accepted" or "Rejected"   |
| <hrxml:AssessmentReport>  |  |
| <hrxml:DocumentID>  | The DocumentID of the AssessmentReport   |
| <hrxml:OrderID>   | The DocumentID supplied by the ATS in the original<br>ProcessAssessmentOrder message |

## Appendix 3 – Reset

### ChangeAssessmentOrder – Parameters

| Element  | Explanation of content |
|--|------------------------|
| <hrxml:ChangeAssessmentOrder<br>systemEnvironmentCode="vx-<br>config.wcn.co.uk 331 1"> |                        |
| <oa:ApplicationArea>   |                        |
| <oa:CreationDateTime>  | Current date           |

| Element                                       | Explanation of content   |
|---|--|
| <hrxml:DataArea>                              |  |
| <oa:Change>                                   |  |
| <oa:ActionCriteria>                           |  |
| <oa:ActionExpression<br>actionCode="Replace"> | "Replace"  |
| <hrxml:AssessmentOrder>                       |  |
| <hrxml:DocumentID>                            | Document ID from the original Process Assessment Order i.e. OLEEO test instance UUID |

## Change Assessment Order – Notes

- The action code will always be "Replace"
- The document id specifies the test instance that requires resetting.

## Acknowledge Assessment Order – Parameters

| Element   | Explanation of content  |
|---|---|
| <hrxml:AcknowledgeAssessmentOrder<br>systemEnvironmentCode="vx-<br>config.wcn.co.uk 331 1"> | This must contain the same system environment code that was sent in the ChangeAssessmentOrder |
| <oa:ApplicationArea>  |   |
| <oa:CreationDateTime>   | Current date and time   |
| <oa:Acknowledge>  |   |

| Element   | Explanation of content  |
|---|---|
| <hrxml:AcknowledgeAssessmentOrder<br>systemEnvironmentCode="vx-<br>config.wcn.co.uk 331 1"> | This must contain the same system environment code that was sent in the ChangeAssessmentOrder |
| <oa:ApplicationArea>  |   |
| <oa:OriginalApplicationArea>  |   |
| <oa:CreationDateTime>   | Date and time of original message   |
| <oa:ResponseCriteria>   |   |
| <hrxml:AssessmentOrder>   |   |
| <oa:ResponseExpression<br>actionCode="Accepted">  | "Accepted" or "Rejected"  |
| <hrxml:DocumentID>  | Original DocumentID sent by OLEEO   |

## Appendix 4 – Message Samples

The following examples use curl to illustrate how the messages should be sent.

Messages should:

- Use a POST request.
- Include a soapaction header: ProcessAssessmentOrder, ChangeAssessmentOrder, NotifyAssessmentReport or GetAssessmentCatalog.
- Include the appropriate WS-Security header.
- Include the payload inside the SOAP body.

### Basic ProcessAssessmentOrder

```
$ curl https://testprovider.example.com/soap/ --request POST --header
"content-type: text/xml; charset=utf-8" --header "soapaction:
ProcessAssessmentOrder" --data '<?xml version="1.0" encoding="UTF-8"
standalone="no" ?>
<SOAP-ENV:Envelope xmlns:SOAP-
ENV="http://schemas.xmlsoap.org/soap/envelope/">
  <SOAP-ENV:Header xmlns:wsse="http://docs.oasis-
open.org/wss/2004/01/oasis-200401-wss-wssecurity-secext-1.0.xsd">
    <wsse:Security>
      <wsse:UsernameToken>
        <wsse:Username>test_provider_user</wsse:Username>
        <wsse:Password>test_provider_pass</wsse:Password>
      </wsse:UsernameToken>
    </wsse:Security>
  </SOAP-ENV:Header>
  <SOAP-ENV:Body>
    <ProcessAssessmentOrder systemEnvironmentCode="example.com|32|1"
      releaseID="3.3"
      languageCode="en-GB"
      xmlns="http://www.hr-xml.org/3"
      xmlns:oa="http://www.openapplications.org/oagis/9"
      xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
      xsi:schemaLocation="http://www.hr-xml.org/3
      ../Developer/BODs/ProcessAssessmentOrder.xsd"
    >
      <oa:ApplicationArea>
        <oa:CreationDateTime>2016-04-28T16:25:47</oa:CreationDateTime>
      </oa:ApplicationArea>
      <DataArea>
        <oa:Process>
          <oa:ActionCriteria>
            <oa:ActionExpression
actionCode="Add"/>ProcessAssessmentOrder/DataArea/AssessmentOrder</oa:Ac
tionExpression>
```

```

        </oa:ActionCriteria>
    </oa:Process>
    <AssessmentOrder>
        <DocumentID>09115375-084b-4f2c-9872-2353735a41f9</DocumentID>
        <PackageID>MATH_TEST</PackageID>
        <CustomerParty>
            <PartyID>1</PartyID>
            <PartyName>Client Name</PartyName>
        </CustomerParty>
        <AssessmentSubject>
            <SubjectID>9472</SubjectID>
            <PersonName>
                <oa:GivenName>John</oa:GivenName>
                <FamilyName>Doe</FamilyName>
            </PersonName>
            <Communication>
                <ChannelCode>email</ChannelCode>
                <oa:URI>jonhdoe@example.com</oa:URI>
            </Communication>
            <PrimaryLanguageCode>en-GB</PrimaryLanguageCode>
        </AssessmentSubject>

    <oa:RedirectURL>http://redirect.example.com/complete</oa:RedirectURL>
        <UserArea xmlns:wcn="http://wcn.co.uk">

    <wcn:ResultsURL>http://results.example.com/soap.wsdl</wcn:ResultsURL>
        </UserArea>
    </AssessmentOrder>
</DataArea>
</ProcessAssessmentOrder>
</SOAP-ENV:Body>
</SOAP-ENV:Envelope>'

```

## ProcessAssessmentOrder with extra information

The minimal PAO above can be complemented with extra information upon configuration. This example include some of those possible extra fields. Notice, however, that this is an example and many of those fields are not likely to appear together.

```

$ curl https://testprovider.example.com/soap/ --request POST --header
"content-type: text/xml; charset=utf-8" --header "soapaction:
ProcessAssessmentOrder" --data '<?xml version="1.0" encoding="UTF-8"
standalone="no" ?>
<SOAP-ENV:Envelope xmlns:SOAP-
ENV="http://schemas.xmlsoap.org/soap/envelope/">
    <SOAP-ENV:Header xmlns:wss="http://docs.oasis-
open.org/wss/2004/01/oasis-200401-wss-wssecurity-secext-1.0.xsd">
        <wsse:Security>
            <wsse:UsernameToken>
                <wsse:Username>test_provider_user</wsse:Username>
                <wsse:Password>test_provider_pass</wsse:Password>
            </wsse:UsernameToken>

```

```

    </wsse:Security>
  </SOAP-ENV:Header>
  <SOAP-ENV:Body>
    <ProcessAssessmentOrder systemEnvironmentCode="example.com|32|1"
      releaseID="3.3"
      languageCode="en-GB"
      xmlns="http://www.hr-xml.org/3"
      xmlns:oa="http://www.openapplications.org/oagis/9"
      xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
      xsi:schemaLocation="http://www.hr-xml.org/3
    ../Developer/BODs/ProcessAssessmentOrder.xsd"
    >
      <oa:ApplicationArea>
        <oa:CreationDateTime>2016-04-28T17:13:21</oa:CreationDateTime>
      </oa:ApplicationArea>
      <DataArea>
        <oa:Process>
          <oa:ActionCriteria>
            <oa:ActionExpression
actionCode="Add">/ProcessAssessmentOrder/DataArea/AssessmentOrder</oa:Ac
tionExpression>
            </oa:ActionCriteria>
          </oa:Process>
        <AssessmentOrder>
          <DocumentID>3938cdbe-bad3-425c-bde7-a202212907d2</DocumentID>
          <PackageID>TEST</PackageID>
          <CustomerParty>
            <PartyID>32</PartyID>
            <PartyName>Credit Suisse</PartyName>
          </CustomerParty>
          <AssessmentSubject>
            <SubjectID>9472</SubjectID>
            <PersonLegalID>12345987</PersonLegalID>
            <PersonName>
              <FormattedName>Ms Jane Doe</FormattedName>
              <LegalName>Jane Doe</LegalName>
              <oa:GivenName>Jane</oa:GivenName>
              <PreferredName>J</PreferredName>
              <MiddleName>K</MiddleName>
              <FamilyName>Doe</FamilyName>
              <FormerFamilyName>Dean</FormerFamilyName>
              <PreferredSalutationCode>Ms</PreferredSalutationCode>
              <GenerationAffixCode>Jr</GenerationAffixCode>
              <QualificationAffixCode>Pt</QualificationAffixCode>
              <PersonNameInitials>JKD</PersonNameInitials>
              <AlternateScriptPersonName>
                <FormattedName>Mary Doe</FormattedName>
              </AlternateScriptPersonName>
            </PersonName>
          <Communication>
            <ChannelCode>email</ChannelCode>
            <oa:URI>janedoe@example.com</oa:URI>
          </Communication>
        </AssessmentOrder>
      </DataArea>
    </oa:Process>
  </SOAP-ENV:Body>
</SOAP-ENV:Envelope>

```

```

        <ChannelCode>email</ChannelCode>
        <oa:URI>marydoe@example.com</oa:URI>
    </Communication>
    <Communication>
        <ChannelCode>phone</ChannelCode>
        <oa:CountryDialing>44</oa:CountryDialing>
        <oa:DialNumber>123456789</oa:DialNumber>
    </Communication>
    <Communication>
        <ChannelCode>mail</ChannelCode>
        <Address>
            <oa:CareOfName>Jane Doe</oa:CareOfName>
            <oa:AddressLine>123 Some Road</oa:AddressLine>
            <oa:BuildingNumber>123</oa:BuildingNumber>
            <oa:BuildingName></oa:BuildingName>
            <oa:StreetName>Some Road</oa:StreetName>
            <oa:Unit>1</oa:Unit>
            <oa:Floor>3</oa:Floor>
            <oa:CityName>London</oa:CityName>
            <CountryCode>UK</CountryCode>
            <oa:PostalCode>SW19 3XL</oa:PostalCode>
        </Address>
    </Communication>
    <RaceCode>white</RaceCode>
    <NationalityCode>UK</NationalityCode>
    <PrimaryLanguageCode>en-GB</PrimaryLanguageCode>
    <GenderCode>Female</GenderCode>
    <DisabilityTypeCode>00</DisabilityTypeCode>
    <UserArea xmlns:wcn="http://wcn.co.uk">
        <wcn:ExtraInfo1>more info</wcn:ExtraInfo1>
        <wcn:ExtraInfo2>yet more info</wcn:ExtraInfo2>
    </UserArea>
</AssessmentSubject>

<oa:RedirectURL>http://redirect.example.com/complete</oa:RedirectURL>
    <UserArea xmlns:wcn="http://wcn.co.uk">

<wcn:ResultsURL>http://results.example.com/soap.wsdl</wcn:ResultsURL>

<wcn:TestDuration><wcn:Seconds>600</wcn:Seconds></wcn:TestDuration>
    </UserArea>
    </AssessmentOrder>
    </DataArea>
    </ProcessAssessmentOrder>
</SOAP-ENV:Body>
</SOAP-ENV:Envelope>

```

## AcknowledgeAssessmentOrder

```

<?xml version="1.0" encoding="UTF-8" ?>
<SOAP-ENV:Envelope xmlns:SOAP-
ENV="http://schemas.xmlsoap.org/soap/envelope/">
    <SOAP-ENV:Body>

```



```
<hrxml:AcknowledgeAssessmentOrder
  systemEnvironmentCode="example.com|32|1"
  releaseID="3.3"
  languageCode="en-GB"
  xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/AcknowledgeAssessmentOrder.xsd"
  xmlns:hrxml="http://www.hr-xml.org/3"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
>
  <oa:ApplicationArea>
    <oa:CreationDateTime>2016-04-28T17:46:47</oa:CreationDateTime>
  </oa:ApplicationArea>
  <hrxml:DataArea>
    <oa:Acknowledge>
      <oa:OriginalApplicationArea>
        <oa:CreationDateTime>2016-04-
28T17:46:47</oa:CreationDateTime>
      </oa:OriginalApplicationArea>
      <oa:ResponseCriteria>
        <oa:ResponseExpression
actionCode="Accepted">/AcknowledgeAssessmentOrder/DataArea/AssessmentOrd
er</oa:ResponseExpression>
      </oa:ResponseCriteria>
    </oa:Acknowledge>
    <hrxml:AssessmentOrder languageCode="en-GB">
      <hrxml:DocumentID>3938cdbe-bad3-425c-bde7-
a202212907d2</hrxml:DocumentID>
      <hrxml:PackageID>MATH_TEST</hrxml:PackageID>
      <hrxml:AssessmentSubject>
        <hrxml:SubjectID>9472</hrxml:SubjectID>
      </hrxml:AssessmentSubject>
      <hrxml:AssessmentAccess>
        <hrxml:AssessmentCommunication>
          <hrxml:ChannelCode>web</hrxml:ChannelCode>

      <oa:URI>http://testprovider.example.com/MATH_TEST/a202212907d2</oa:URI>
    </hrxml:AssessmentCommunication>
    </hrxml:AssessmentAccess>
  </hrxml:AssessmentOrder>
</hrxml:DataArea>
</hrxml:AcknowledgeAssessmentOrder>
</SOAP-ENV:Body>
</SOAP-ENV:Envelope>
```

## Basic NotifyAssessmentReport

```
$ curl https://ats.example.com/soap/ --request POST --header "content-
type: text/xml; charset=utf-8" --header "soapaction:
NotifyAssessmentReport" --data '<?xml version="1.0" encoding="UTF-8" ?>
<SOAP-ENV:Envelope xmlns:SOAP-
ENV="http://schemas.xmlsoap.org/soap/envelope/">
```

```
<SOAP-ENV:Header xmlns:wsse="http://docs.oasis-
open.org/wss/2004/01/oasis-200401-wss-wssecurity-secext-1.0.xsd">
  <wsse:Security>
    <wsse:UsernameToken>
      <wsse:Username>ats_user</wsse:Username>
      <wsse:Password>ats_pass</wsse:Password>
    </wsse:UsernameToken>
  </wsse:Security>
</SOAP-ENV:Header>
<SOAP-ENV:Body>
  <NotifyAssessmentReport
    systemEnvironmentCode="example.com|32|1"
    releaseID="3.3"
    languageCode="en-GB"
    xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/NotifyAssessmentReport.xsd"
    xmlns="http://www.hr-xml.org/3"
    xmlns:oa="http://www.openapplications.org/oagis/9"
    xmlns:oacl="http://www.openapplications.org/oagis/9/codelists"

    xmlns:qdt="http://www.openapplications.org/oagis/9/qualifieddatatypes/1.
1"

    xmlns:udt="http://www.openapplications.org/oagis/9/unqualifieddatatypes/
1.1"
    xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
  >
    <oa:ApplicationArea>
      <oa:CreationDateTime>2016-04-28T17:56:47</oa:CreationDateTime>
    </oa:ApplicationArea>
    <DataArea>
      <oa:Notify>
        <oa:ActionCriteria>
          <oa:ActionExpression
actionCode="Add">/NotifyAssessmentReport/DataArea/AssessmentReport</oa:A
ctionExpression>
        </oa:ActionCriteria>
      </oa:Notify>
      <AssessmentReport>
        <DocumentID>2E667AD4-1150-11E6-BF86-2EC75BFD2EA0</DocumentID>
        <OrderID>09115375-084b-4f2c-9872-2353735a41f9</OrderID>
        <AssessmentResult>
          <AccessPoint>

          <oa:URI>http://testprovider.example.com/results/a202212907d2</oa:URI>
        </AccessPoint>
        </AssessmentResult>
      </AssessmentReport>
    </DataArea>
  </NotifyAssessmentReport>
</SOAP-ENV:Body>
</SOAP-ENV:Envelope>
```

## Complex NotifyAssessmentReport

A more complex NAR can be used upon configuration. Base64 encoded files might be included but the total size of NAR shouldn't exceed 5MB.

```
$ curl https://ats.example.com/soap/ --request POST --header "content-
type: text/xml; charset=utf-8" --header "soapaction:
NotifyAssessmentReport" --data '<SOAP-ENV:Envelope xmlns:SOAP-
ENV="http://schemas.xmlsoap.org/soap/envelope/">
  <SOAP-ENV:Header xmlns:wss="http://docs.oasis-
open.org/wss/2004/01/oasis-200401-wss-wssecurity-secext-1.0.xsd">
    <wss:Security>
      <wss:UsernameToken>
        <wss:Username>ats_user</wss:Username>
        <wss:Password>ats_pass</wss:Password>
      </wss:UsernameToken>
    </wss:Security>
  </SOAP-ENV:Header>
  <SOAP-ENV:Body>
    <hrxml:NotifyAssessmentReport
      systemEnvironmentCode="example.com|32|1"
      releaseID="3.3"
      languageCode="en-GB"
      xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/NotifyAssessmentReport.xsd"
      xmlns:hrxml="http://www.hr-xml.org/3"
      xmlns:oa="http://www.openapplications.org/oagis/9"
      xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
    >
      <oa:ApplicationArea>
        <oa:CreationDateTime>2016-04-28T17:56:47</oa:CreationDateTime>
      </oa:ApplicationArea>
      <hrxml:DataArea>
        <oa:Notify>
          <oa:ActionCriteria>
            <oa:ActionExpression
actionCode="Add">/NotifyAssessmentReport/DataArea/AssessmentReport</oa:A
ctionExpression>
            </oa:ActionCriteria>
          </oa:Notify>
          <hrxml:AssessmentReport>
            <hrxml:DocumentID>2E667AD4-1150-11E6-BF86-
2EC75BFD2EA0</hrxml:DocumentID>
            <hrxml:OrderID>09115375-084b-4f2c-9872-
2353735a41f9</hrxml:OrderID>
            <hrxml:AssessmentResult>
              <hrxml:AssessmentOverallResult>
                <hrxml:PassedIndicator>FAIL</hrxml:PassedIndicator>
              </hrxml:AssessmentOverallResult>
              <hrxml:AssessmentDetailedResult>
                <oa:Description>PART1</oa:Description>
                <hrxml:PassedIndicator>FAIL</hrxml:PassedIndicator>
              </hrxml:AssessmentDetailedResult>
            </hrxml:AssessmentResult>
          </hrxml:AssessmentReport>
        </oa:Notify>
      </hrxml:DataArea>
    </hrxml:NotifyAssessmentReport>
  </SOAP-ENV:Body>
</SOAP-ENV:Envelope>
```

```

        <oa:Description>PART2</oa:Description>
        <hrxml:PassedIndicator>PASS</hrxml:PassedIndicator>
    </hrxml:AssessmentDetailedResult>
    <hrxml:AssessmentDetailedResult>
        <oa:Description>PART3</oa:Description>
        <hrxml:PassedIndicator>PASS</hrxml:PassedIndicator>
    </hrxml:AssessmentDetailedResult>
    <hrxml:AssessmentStatus>

<oa:Description>AssessmentStatusDescription</oa:Description>
</hrxml:AssessmentStatus>
<hrxml:AccessPoint>
<oa:URI>https://testprovider.example.com/1</oa:URI> </hrxml:AccessPoint>
<hrxml:AccessPoint>
<oa:URI>https://testprovider.example.com/2</oa:URI> </hrxml:AccessPoint>
<hrxml:AccessPoint typeCode="candidate">
<oa:URI>https://testprovider.example.com/candidate</oa:URI>
</hrxml:AccessPoint>
<hrxml:AccessPoint typeCode="recruiter">

<oa:URI>https://testprovider.example.com/recruiter</oa:URI>
<hrxml:UserID>recruiteruser</hrxml:UserID>
<hrxml:AccessCredential>

<hrxml:AccessCredentialValue>hopefullynot123456</hrxml:AccessCredentialV
alue>
    </hrxml:AccessCredential>
</hrxml:AccessPoint>
<hrxml:Attachment>

<oa:EmbeddedData>5LmB6aa+46ea5a2L66KR45CY76+J7Yaf5q2r5Ia06aGF4qij5YmU5Ye
Z5p6S7Ia+2LfVv73isJDv
iZ/oqKbigrr0lZTkm4vnl6bvqI3nt6TlsaDpq6TupKnvv73vv73rq6/omYPvv73jibXhoKLM
jZDs
o7bogrDsvYThvLPpgI/urLLmp7vujLXlhZPlorPogInno5bluY/vh57rn5juiozpqIPhiIDu
h4Hp
kJzjmL3vgJvjgKbnh4Hkmovqoazvv73voK3uhZLulLXorZzulLDjhZvstarvuoHmpI7hva3k
oo3m
g6Tbiu66lOGchOywquexou+wrey4o+aSsuK9nuqoie6Rh+6/ne+xquiojuqUvO6ynu65r+GL
me+b
n+WdmuSBs+OmluOKhOKzluWJleOF1+O7j9+E6IWT6YaF5aGQ54uu55eU45iU46qM6ais656r
4ouq
5aOS5J2664626Kyv6auu64yN7ISN44mh472Z7Jie7I+o642R6L6554+55oC465iU6Jul6rKP
4YSj
7K+147qn77+94rCO75il5pik6aOz7KSz77+95rGF47qo6p+y5Y6Q7IGV64KO6JWj5qK55KyJ
6bSO
6L6855+I472h5r667q6O5Lef66mh46ey77+955aO6IGS65KI5Y+277uN77K94pKI17Djh4Xp
gJji
tpfli47hqZDhg4TpjKzju5nshYLit73jm7Ua54+J5pyq6qq674yY5Jui5qu37Zya762k5Z2G
6o+2
44qa2IjkjZbkmLbvuy/nkYrku6XnnJ7urIfioJ3jmorvv73mjJrvj7rkjoTltrDrnLPnlaru
obfn
pJPlma3jvKjms4LkqKDphLfns7bqt5ngo4nri4zmq7Xim47snYnkqInosKw=</oa:Embedde
dData>

```

```

        </hrxml:Attachment>
    </hrxml:AssessmentResult>
</hrxml:AssessmentReport>
</hrxml:DataArea>
</hrxml:NotifyAssessmentReport>
</SOAP-ENV:Body>
</SOAP-ENV:Envelope>'

```

## AcknowledgeAssessmentReport

```

<?xml version="1.0" encoding="UTF-8" ?>
<SOAP-ENV:Envelope
  xmlns:SOAP-ENV="http://schemas.xmlsoap.org/soap/envelope/"
  SOAP-ENV:encodingStyle="http://schemas.xmlsoap.org/soap/encoding/"
>
  <SOAP-ENV:Body>
    <hrxml:AcknowledgeAssessmentReport
      systemEnvironmentCode="example.com|32|1"
      releaseID="3.3"
      languageCode="en-GB"
      xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/AcknowledgeAssessmentReport.xsd"
      xmlns:hrxml="http://www.hr-xml.org/3"
      xmlns:oa="http://www.openapplications.org/oagis/9"
      xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
    >
      <oa:ApplicationArea>
        <oa:CreationDateTime>2016-04-28T17:56:47</oa:CreationDateTime>
      </oa:ApplicationArea>
      <hrxml:DataArea>
        <oa:Acknowledge>
          <oa:ResponseCriteria>
            <oa:ResponseExpression
actionCode="Accepted"/>AcknowledgeAssessmentReport/DataArea/AssessmentRe
port</oa:ResponseExpression>
          </oa:ResponseCriteria>
        </oa:Acknowledge>
        <hrxml:AssessmentReport>
          <hrxml:DocumentID>2E667AD4-1150-11E6-BF86-
2EC75BFD2EA0</hrxml:DocumentID>
          <hrxml:OrderID>09115375-084b-4f2c-9872-
2353735a41f9</hrxml:OrderID>
        </hrxml:AssessmentReport>
      </hrxml:DataArea>
    </hrxml:AcknowledgeAssessmentReport>
  </SOAP-ENV:Body>
</SOAP-ENV:Envelope>

```

## ChangeAssessmentOrder

```
$ curl https://testprovider.example.com/soap/ --request POST --header
"content-type: text/xml; charset=utf-8" --header "soapaction:
ChangeAssessmentOrder" --data '<SOAP-ENV:Envelope xmlns:SOAP-
ENV="http://schemas.xmlsoap.org/soap/envelope/">
  <SOAP-ENV:Header xmlns:wsse="http://docs.oasis-
open.org/wss/2004/01/oasis-200401-wss-wssecurity-secext-1.0.xsd">
    <wsse:Security>
      <wsse:UsernameToken>
        <wsse:Username>test_provider_user</wsse:Username>
        <wsse:Password>test_provider_pass</wsse:Password>
      </wsse:UsernameToken>
    </wsse:Security>
  </SOAP-ENV:Header>
  <SOAP-ENV:Body>
    <ChangeAssessmentOrder xmlns=""
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
systemEnvironmentCode="test.example.com|1|1" releaseID="3.3"
languageCode="en-GB" xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/ChangeAssessmentOrder.xsd">
      <oa:ApplicationArea>
        <oa:CreationDateTime>2016-04-28T17:56:47</oa:CreationDateTime>
      </oa:ApplicationArea>
      <DataArea>
        <oa:Change>
          <oa:ActionCriteria>
            <oa:ActionExpression actionCode="Replace">
              /ChangeAssessmentOrder/DataArea/AssessmentOrder
            </oa:ActionExpression>
          </oa:ActionCriteria>
        </oa:Change>
        <AssessmentOrder>
          <DocumentID>09115375-084b-4f2c-9872-2353735a41f9</DocumentID>
        </AssessmentOrder>
      </DataArea>
    </ChangeAssessmentOrder>
  </SOAP-ENV:Body>
</SOAP-ENV:Envelope>'
```

## AcknowledgeAssessmentOrder (in Response to Change Assessment Order)

```
<AcknowledgeAssessmentOrder
  systemEnvironmentCode="test.example.com|1|1"
  releaseID="3.3"
  languageCode="en-GB"
  xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/AcknowledgeAssessmentOrder.xsd"
  xmlns="http://www.hr-xml.org/3"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
>
```

```
<oa:ApplicationArea>
  <oa:CreationDateTime>2016-04-28T17:56:48</oa:CreationDateTime>
</oa:ApplicationArea>
<DataArea>
  <oa:Acknowledge>
    <oa:OriginalApplicationArea>
      <oa:CreationDateTime>2016-04-28T17:56:47</oa:CreationDateTime>
    </oa:OriginalApplicationArea>
    <oa:ResponseCriteria>
      <oa:ResponseExpression
actionCode="Accepted">/AcknowledgeAssessmentOrder/DataArea/AssessmentOrd
er</oa:ResponseExpression>
    </oa:ResponseCriteria>
  </oa:Acknowledge>
</AssessmentOrder>
  <DocumentID>09115375-084b-4f2c-9872-2353735a41f9</DocumentID>
</AssessmentOrder>
</DataArea>
</AcknowledgeAssessmentOrder>
```

## GetAssessmentCatalog

```
$ curl https://testprovider.example.com/soap/ --request POST --header
"content-type: text/xml; charset=utf-8" --header "soapaction:
GetAssessmentCatalog" --data '<?xml version="1.0" encoding="UTF-8" ?>
<SOAP-ENV:Envelope xmlns:SOAP-
ENV="http://schemas.xmlsoap.org/soap/envelope/">
  <SOAP-ENV:Header xmlns:wss="http://docs.oasis-
open.org/wss/2004/01/oasis-200401-wss-wssecurity-secext-1.0.xsd">
    <wss:Security>
      <wss:UsernameToken>
        <wss:Username>test_provider_user</wss:Username>
        <wss:Password>test_provider_pass</wss:Password>
      </wss:UsernameToken>
    </wss:Security>
  </SOAP-ENV:Header>
<SOAP-ENV:Body>
  <GetAssessmentCatalog systemEnvironmentCode="send_me_back"
releaseID="3.3"
languageCode="en-GB"
xmlns="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
xsi:schemaLocation="http://www.hr-xml.org/3
../Developer/BODs/GetAssessmentCatalog .xsd"
  >
    <oa:ApplicationArea>
      <oa:CreationDateTime>2016-04-26T14:47:08</oa:CreationDateTime>
    </oa:ApplicationArea>
    <DataArea>
      <oa:Get>
        <oa:Expression>
```

```

/GetAssessmentCatalog/AssessmentCatalog/AssessmentPackageDetails
    </oa:Expression>
  </oa:Get>
  <AssessmentCatalog>
  </AssessmentCatalog>
</DataArea>
</GetAssessmentCatalog>
</SOAP-ENV:Body>
</SOAP-ENV:Envelope>'

```

## AcknowledgeAssessmentCatalog

```

<?xml version="1.0" encoding="UTF-8" ?>
<SOAP-ENV:Envelope
  xmlns:SOAP-ENV="http://schemas.xmlsoap.org/soap/envelope/"
  SOAP-ENV:encodingStyle="http://schemas.xmlsoap.org/soap/encoding/"
>
  <SOAP-ENV:Body>
    <hrxml:ShowAssessmentCatalog
      systemEnvironmentCode="example.com|1|1"
      releaseID="3.3"
      languageCode="en-GB"
      xsi:schemaLocation="http://www.hr-xml.org/3
        ../Developer/BODs/ShowAssessmentCatalog.xsd"
      xmlns:hrxml="http://www.hr-xml.org/3"
      xmlns:oa="http://www.openapplications.org/oagis/9"
      xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
    >
      <oa:ApplicationArea>
        <oa:CreationDateTime>2016-04-26T14:48:47</oa:CreationDateTime>
      </oa:ApplicationArea>
      <hrxml:DataArea>
        <oa:Show>
          <oa:OriginalApplicationArea>
            <oa:CreationDateTime>2016-04-
26T14:47:08</oa:CreationDateTime>
          </oa:OriginalApplicationArea>
          <oa:ResponseCriteria>
            <oa:ResponseExpression
              actionCode="Accepted"/>ShowAssessmentReport/DataArea/AssessmentReport</o
a:ResponseExpression>
            </oa:ResponseCriteria>
          </oa:Show>
          <hrxml:AssessmentCatalog>
            <hrxml:AssessmentPackage>
              <hrxml:ID>VERBAL</hrxml:ID>
              <oa:Name>Verbal Comprehension Test</oa:Name>
              <oa:Description>Employee Aptitude Survey Test #1 - Verbal
Comprehension</oa:Description>
            </hrxml:AssessmentPackage>
            <hrxml:AssessmentPackage>
              <hrxml:ID>MATH</hrxml:ID>

```



```
        <oa:Name>Math test</oa:Name>
        <oa:Description>Employee Aptitude Survey Test #1 -
Maths</oa:Description>
    </hrxml:AssessmentPackage>
</hrxml:AssessmentCatalog>
</hrxml:DataArea>
</hrxml:ShowAssessmentCatalog>
</SOAP-ENV:Body>
</SOAP-ENV:Envelope>
```

## Troubleshooting

Sending scores back to Oleeo must be via a POST method. Failing to do so will result in response 405 Method not allowed.

TestDuration.Seconds and TestDuration.Increment cannot appear at the same time.

All communications must use HTTPS. The Assessment Provider must install a valid, trusted certificate.

The username and password supplied in POSTs from the Assessment Provider must be associated with a valid account in the Oleeo ATS and this account must have access to the action being performed and the application and candidate being updated (it is likely a result will store data in items against the application or candidate).