HR-XML Introduction

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What is XML?

- eXtensible Markup Language is a language for creating “markup” languages or “vocabularies”.
- Looks like HTML, but XML allows the definition of custom tags to explicitly describe information.

```xml
<PersonName>
  <FamilyName>Marcon</FamilyName>
  <GivenName>John Pierre</GivenName>
</PersonName>
```

- XML is a recommendation issued by the World Wide Web Consortium, February 1998
What is HR-XML?

- Independent, non-profit corporation (1999)
- Define standard vocabularies to streamline HR data interchange
- Open to vendors, consultants, standards bodies, employers and other end-users, and individuals
- 100+ organizational members
- International – Mission to produce specifications that are relevant and useful across many country contexts.
Regional Requirements

- Multiple country-specific “communities of interest” will contribute localized content into a common repository.
- These communities of interest are related to HR-XML by virtue of a membership with the HR-XML Consortium or a local Chapter.

HR-XML Repository

- SIDES Japan
- US Healthcare Benefits
- SIDES France
- Swedish National Labour Market Administration (AMV)
- Bundesanstalt für Arbeit
- ECP.NL Dutch SIDES Extensions
- Localizations by Chapter Members
- European Projects

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HR-XML Chapters

- HR-XML Consortium Chapters put local funding and local expertise under local initiatives.

- HR-XML Chapters provide:
  - Consistent standards across Europe and globally
  - Consistent Intellectual Property approach

- HR-XML Consortium supports localization in a number of ways:
  - A localization architecture and related training;
  - Localization folders and logins within our schema repository;
  - Mailing lists and archives to support local projects.
Localization Process

1. Regional Requirements
2. Submit requirements to local chapter
3. Requirements for multiple countries?
   - Yes: Continue work through International
   - No: Continue work within local chapter
Project Methodology

1. Write/Submit Proposal
2. BSC Proposal Review/Approval
3. Develop Project Plan
4. Model Business Process
5. Define Elements/Attributes
6. Develop Schema
7. Compile Documentation
8. Create Schema Examples
9. Specification Review/Approval (TSC, CPC)
10. Membership Review/Approval
11. Deploy Approved Specification
12. Maintenance
Project Team

- Team lead is responsible for determining the schedule and facilitating the project.
- Secretary records all decisions and posts minutes to team web page.
- Schema editor makes schema changes and provides graphical illustrations.
- Document editor responsible for consolidating documentation.
- Domain experts share knowledge of the business process, enabling team to build a comprehensive standard.
- Liaisons coordinate activity between different workgroups and other standards bodies.
The HR-XML core library is large and interdependent and grows with each calendar quarter.

A common repository for schemas is key tool for coordination between local chapters and HR-XML.

If you are working on localizations outside of HR-XML’s web-accessible schema repository, you simply are not working with HR-XML.
How to work locally

Add local folder to each project

- DublinCore
- HR-XML-2_4
- Assessment
  - US
  - DE
  - JP
- CPO
- Enrollment
- Metrics
- Payroll
- Screening
- SEP
- SIDES
  - US
  - DE
  - JP
- Stock
- TimeCard
- OAGIS
- W3C
Localization: SIDES Example

StaffingOrganization.xsd

Other Modules and CPO's

Localizations.xsd

Edit Bank Account Types
choice elements

Add new regional types by editing the Bank Account Types

FRRegionalTypes.xsd

USRegionalTypes.xsd

JPRegionalTypes.xsd
HR-XML Today

A Broad Library of more than 100 XML schemas

New Specifications released 2006-02:

Indicative Data

New Hire

Assessment Catalog
Enrollment

- Supports the transfer of benefits enrollment data between the employer, third-party administrator, and/or carrier.

- Includes enrollment for:
  - Tier-based coverage (medical, dental, vision)
  - Flexible spending accounts
  - Rate-based coverage (life, short and long term disability insurance)
  - Retirement plans
  - Employee stock purchase
Enrollment Scenario

Real-Time, Secure Processing of Life Event and Changes to Personal Information

Plan Administrator/Outsourcer

HR Portal

Life Events Personal Info Changes

HRIS

Health Plan

Dental Plan

Prescription Drug Plan

401(k) / Retirement Plan
Stock Plan

- Employee Stock Plans Interface suite supports data interchange for Stock Option programs and Employee Stock Purchase Plans (ESPP)
- Seven major schemas allow the data exchange between the employer, administrator, participant, broker, transfer agent and trustee
Indicative Data

- Basic employee census data (sourced from payroll or HRIS systems) supplied by an employer to third-party administrator or business process outsourcer (BPO).

- Transfers may include:
  - Batch transfers for purpose of initially populating the system of an outsourcing company or service providers
  - Single, real-time maintenance or corrective changes.
Payroll

- **Payroll Instructions**
  - Used to transmit payroll deduction instructions for medical insurance, flexible spending accounts, life insurance, short and long term disability insurance, accident insurance, savings accounts, and employee stock purchase plans.
  - Useful for instructions related to voluntary deductions, such as charities, union dues, personal loans, tuition and book fees, and transportation fees

- **Payroll Benefit Contribution**
  - Used to transfer payroll benefit contributions from the employer to the third-party administrator.
Screening

- This specification allows for the submission of employment-related screening requests and the return of background check statuses and results.
- Supports searches of criminal records, education, employment, military service, professional licenses, professional sanctions, and credit.
- Background Check schema is used for requests to the screening-service provider.
- Background Reports schema is used to return screening results, status, or errors to the customer.
Assessments

- Assessment Catalog
  - Allows customer to query an assessment catalog and receive a list of available assessment packages.

- Assessments
  - Allows customer to order an assessment and receive the results of that assessment.

- Transactions may take place between:
  - Employer and assessment service provider
  - Assessment service provider and agent of employer - Applicant Tracking System (ATS) or a staffing company.
New Hire

- Transaction that closes the recruiting process.
- Typically between an Applicant Tracking System (ATS) and an on-boarding system or a Human Resource Management System (HRMS).
- Contains candidate’s information collected during recruiting process:
  - Personal information
  - Education and employment history
  - Application and offer information
  - Screening results
  - Competencies
Time Card

- **TimeCardConfiguration**
  - Provides information about the allowed values for a Time Card, such as list of person identifiers, time interval types, and project identifiers.

- **TimeCard**
  - Supports transactions to report time worked, expenses incurred, and allowances provided. It includes person id, time interval types, and additional information such as cost center and project identifiers.
Staffing Exchange Protocol (SEP)

- Supports recruiting related transactions, including the posting of job opportunities to job boards and exchange of candidate data to other recruiting and sourcing venues.
  - Position Opening
  - Candidate
  - Resume
Staffing Industry Data Exchange Standards (SIDES)

- Suite of schemas to exchange and track information between a staffing supplier and a staffing customer or their intermediary.
  - Staffing Order
  - Human Resource
  - Staffing Action
  - Assignment
  - Timecard
  - Invoice
  - StaffingOrganization
New Tools

- **HR-XML Wiki**
  - Collaborative members only resource
  - Contains wide variety of information
  - [http://docs.hr-xml.org/wiki/doku.php](http://docs.hr-xml.org/wiki/doku.php)

- **Consortium Library 2006-02**
  - Access by actor and use case
  - Comprehensive Index
  - Specification shortcut
Questions?

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