About HR Open Standards

The HR Open Standards Consortium is the only independent, non-profit, volunteer-led organization dedicated to the development, innovation and promotion of a standard suite of specifications to enable human resource related data exchanges.

Assessment Workgroup

Workgroup Members: Naomi Boyer, Jason Haag, Jim Goodell, Andy Johnson, Florian Tolk, Steffen Fohn & Jim Elder.

Today's Presenters: Naomi Boyer & Jim Elder

When we meet: Weekly Friday workgroup calls **10 am et**

Meeting environment: Use case contributions, development, collaboration, & innovation

How to join: **Jim Ireland,** Executive Director HR Open Standards Consortium 303.359.0687 | jim@hropenstandards.org

HR OPEN STANDARDS

- No end-to-end API standard for transferring assessment result data to an individual's career credentials.

- Standards to enable the transfer of individual career data, such as skills and competencies to EX, HCM, LxP, other HR systems

- We have no API standard to provide item level responses or skills data for Employee Experience platforms

We will extend our current Assessments standards to include support for xAPI statements which will deliver on behalf of individuals, their assessment data and item level data with insights such as skills and competencies to achieve the goals set forth in these use cases and to enhance a person's career credentials

- Individual assessment items have rich situational data.

- Assessments items produce state data for location, device, browser, etc.

- Assessment items are measuring skills and competencies that should be available to individuals as career credentials

- Track source information, i.e., is the item external, when the test item was developed

- Assessment data being released from the assessment vendors is the only scalable solution for the future
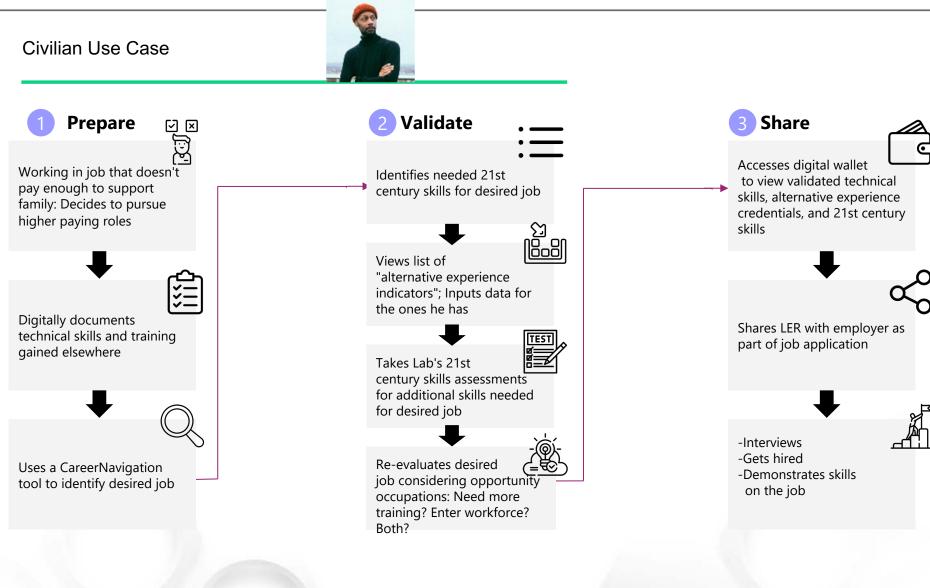
- Use a recognized skills / competency registry provided by a recognized standards body for skills definitions.

- Skills & competency data have historically not been available to individuals and the opportunity exists today to share that data.

- Individuals own their skills data and career credentials, and we are building the framework to share that data

- New EX, HCM, & LxP Platforms have been architected with employee, individual, & learner career credentials at the core

Civilian Use Case

1 Prepare

Working in job that doesn't pay enough to support family: Decides to pursue higher paying roles

Digitally documents technical skills and training gained elsewhere

Uses a CareerNavigation tool to identify desired job

2 Validate

Identifies needed 21st century skills for desired job

Views list of "alternative experience indicators"; Inputs data for the ones he has

Takes Lab's 21st century skills assessments for additional skills needed for desired job

Re-evaluates desired job considering opportunity occupations: Need more training? Enter workforce? Both?

3 Share

Accesses digital wallet to view validated technical skills, alternative experience credentials, and 21st century skills

Shares LER with employer as part of job application

-Interviews
-Gets hired
-Demonstrates skills on the job

Why xAPI?

- xAPI provides the capability to timestamp data records
- xAPI is a conduit to track skills and micro credentials
- The xAPI statements can be delivered on any device (e.g., desktop, mobile, VR, etc.)
- xAPI is universal and can exist in a virtual reality space

- Assessments could be hosted anywhere (e.g., distributed content server, LMS, CMS, private network)
- Assessments could be accessed from anywhere, not just an LMS (e.g., personal device/BYOD, disconnected/offline)
- xAPI provides better resolution into the data and associated analytics
- xAPI can be incorporated into existing HROS API standards as an extension to expand use cases beyond the current API framework

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