2021 VIRTUAL MEETING

Tuesday, March 23, 2021
11:00aEST

hacking HR

KEYNOTE
Enrique Rubio
Founder | Hacking HR

THANK YOU TO OUR SPONSORS

accurate.

talent app store
By aotal

DE DirectEmployers Association

JOBVITE

milchundzucker
TALENT ACQUISITION • TALENT MANAGEMENT

wex

Kim Bartkus
HR Open Standards
kim@hropenstandards.org

Jim Ireland
Executive Director
jim@hropenstandards.org

Kelly Berntson
Marketing Director
kelly@hropenstandards.org

Meet Our Team

Jim Ireland
Executive Director
jim@hropenstandards.org

- 18 years experience leading and building non-profit programs and services
- B.S. in organizational leadership from Duquesne University in Pittsburgh
- Served as the Vice President of Member Engagement and the Assistant Executive Director for the Allegheny County Medical Society
- Active board member and previous President of the Pittsburgh Society of Association Executive
- Long-time member of the American Society of Association Executives

Jim is coming in at such an exciting time for us as we continue to advance the HR Open Standards mission and also launch the new HR Open Foundation. His expertise will be such an asset to HR Open as we expand our services and provide greater opportunities to our community.
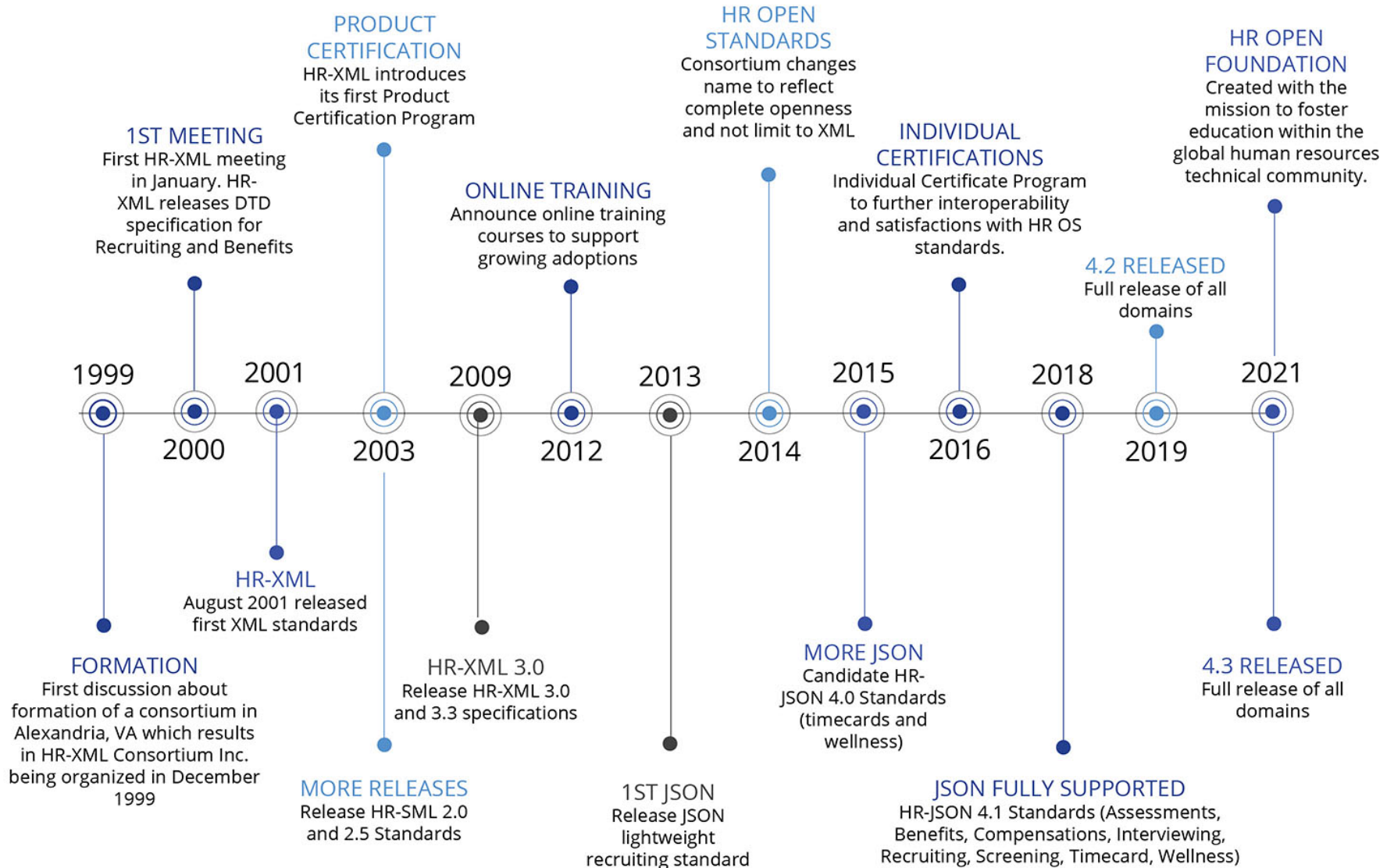
- Leslie Erwin | President, HR Open Standards

Who We Are: Standards

- Nonprofit, global, member-driven organization

- Leader in the development, maintenance, and promotion of HR data exchange standards

- Specifications are relevant across international contexts

- A community of members and participants from

  - Industry associations and standards bodies

  - HR software and service providers

  - Employers/Practitioners

  - Government Agencies

  - Consultants

What We Do: History

PRODUCT CERTIFICATION
HR-XML introduces its first Product Certification Program

HR OPEN STANDARDS
Consortium changes name to reflect complete openness and not limit to XML

HR OPEN FOUNDATION
Created with the mission to foster education within the global human resources technical community.

1ST MEETING
First HR-XML meeting in January. HR-XML releases DTD specification for Recruiting and Benefits

ONLINE TRAINING
Announce online training courses to support growing adoptions

INDIVIDUAL CERTIFICATIONS
Individual Certificate Program to further interoperability and satisfactions with HR OS standards.

4.2 RELEASED
Full release of all domains

1999   2001   2009   2013   2015   2018   2021

2000   2003   2012   2014   2016   2019

HR-XML
August 2001 released first XML standards

FORMATION
First discussion about formation of a consortium in Alexandria, VA which results in HR-XML Consortium Inc. being organized in December 1999

MORE RELEASES
Release HR-SML 2.0 and 2.5 Standards

HR-XML 3.0
Release HR-XML 3.0 and 3.3 specifications

1ST JSON
Release JSON lightweight recruiting standard

MORE JSON
Candidate HR-JSON 4.0 Standards (timecards and wellness)

JSON FULLY SUPPORTED
HR-JSON 4.1 Standards (Assessments, Benefits, Compensations, Interviewing, Recruiting, Screening, Timecard, Wellness)

4.3 RELEASED
Full release of all domains

Who We Are: Foundation

- Nonprofit, global organization; www.hropenfoundation.org

- Our Mission: *Foster education within the global human resources technical community to improve career pathways and achieve better and more equitable employment outcomes.*
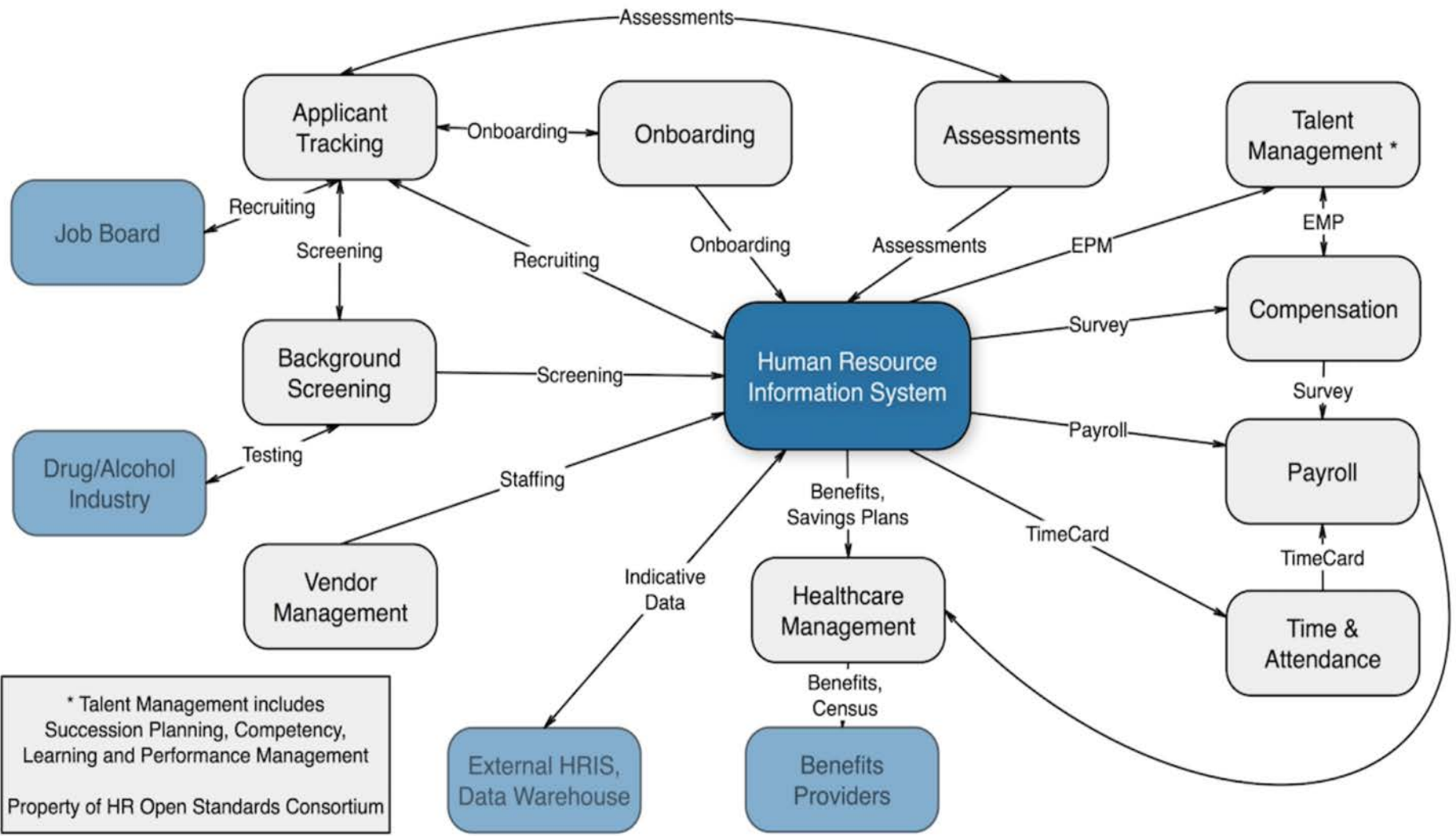
What We Do: Scope

Project Methodology

Proposal

- Confirm sponsors
- Identify Roles & Participants
- Finalize Scope & Deliverables
- Get Board Approval

Development

- Define
  - Actors
  - Triggers
  - Use Cases
  - Diagrams
  - XSD/JSON
  - Examples
  - Documentation

Review/Approval

- Workgroup
- TSC
- Board
- Membership

JSON and XSD

```
"title": "AssessmentSubjectType",
    "properties": {
        "subjectId": {
            "description": "Primary ID for the person to be assessed. The test taker or person who takes the assessment or is
        assessed.",
            "$ref": "../../common/json/base/IdentifierType.json#"
        },
```

Staging Use Case - Learning Journey / Learning Path

Use case to describe how a learning journey, learning path, or other L & D initiative would be requested by one of the following platforms: Learning Management System Learning Management System (LMS), Talent Management System (TMS) or a On-boarding HRIS Onboarding System.

Use Case 1a: Pre-hire Assessment, Candidate Application

ScoreNumericCodeList

The assessment ReportType overallResult and the detailedResults both use a ScoreType that is defined in Common. The ScoreNumericCodeList is an enumeration of the numeric types for test scoring.

Value	Description
Percentile	A value on a scale that indicates the percent of a distribution that is equal to or below it. For example score at the 80th percentile is equal to or better than 80 percent of the scores.
RawScore	A numeric test score before it is transformed.
Stanine	Standard Nine. A test score transformed to an equivalent standard score with values 1 through 9.

Supported Processes

Events relevant to the Assessment workflow can be broadly categorized as:

1. Employment and work-related (qualification, hire, termination, promotion, etc.)
2. Organizational (merger, acquisition; plant closing; bankruptcy; policy changes; vendor changes; etc.)
3. Personal (for example, an employee change of status, company policy, voluntary, or other personal reasons)

Events also can be process-specific occurrences (for example, successful completion of employment screening may clear the way for a next step or stage of a hiring process).

Specifications

- Assessments

- Compensation

- Contingent Staffing

- Data Protection

- Employee Benefits

- Employee Referrals *

- Indicative Data

- Interviewing

- Payroll

- Recruiting

- Screening

- Talent Management

- Time & Attendance

- Wellness

- Workforce Analytics

* future project/spec

Collaboration

Workgroup/Annual Meetings

- Determine the direction of the standards
- Share your knowledge and experience
- Network with peers

Coffee Chats

- Talk about current topics with your colleagues

Podcasts

- Learn about HR Open standards, implementations and other industry insights

Summary

Value
- Cost and time Savings: Don't reinvent the wheel
- Gain the benefit of 100's of years of combined experience

Collaboration
- Cross organizational industry experts
- Sense of community
- Focused problem solving based on industry trends

Standards
- Ease of implementations
- Hire to retire coverage
- Best practices and guidelines

THANK YOU TO OUR SPONSORS

We power HR technology marketplaces
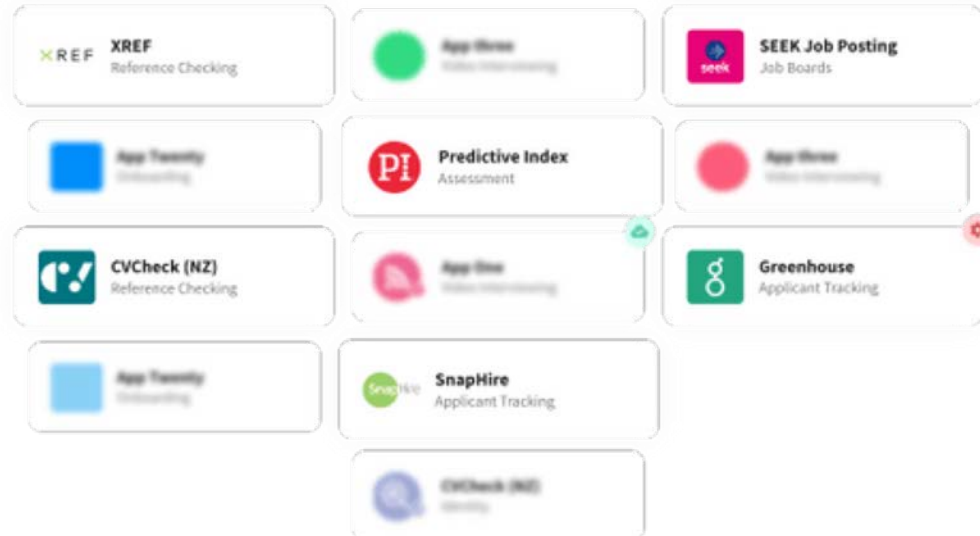
Get Connected

www.talentappstore.com

talent app store

Workgroup Meetings

- Assessments | Mondays @ 9:00aEST

- Employer & Earnings Records | Mondays @ 2:00pEST

- Recruiting | Wednesdays @ 10:00aEST

- Screening | Wednesdays @ 2:00pEST

- Employee Benefits | Thursdays @ 12:00pEST

THANK YOU TO OUR SPONSORS

accurate.

talent app store
By aotal

DE DirectEmployers
Association

JOBVITE

milchundzucker
TALENT ACQUISITION • TALENT MANAGEMENT

wex

Enrique Rubio | Hacking HR

KEYNOTE:
HR as a Trailblazer

HR OPEN STANDARDS

THANK YOU TO OUR SPONSORS

accurate.

talent app store
By aotal

DE DirectEmployers Association

JOBVITE

milchundzucker
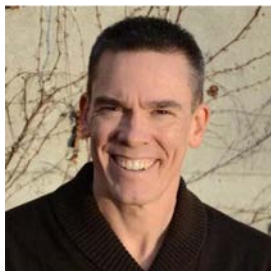TALENT ACQUISITION · TALENT MANAGEMENT

wex

Breakout Sessions

- AI in HR: From Lab to Practice | Dr. Olena Linnyk, milch & zucker

- Recruiting Workgroup: JDX Job Posting & Resume/CV | Andrew Cunsolo, Jobvite

- Standards in Blockchain HR | Rick Barfoot, Joynd, Velocity Network

Save the Date

2021 FALL VIRTUAL MEETING

Thursday, September 16, 2021
11:00aEST

KEYNOTE

UKG

Steve Cover
Vice President, Technology,
UKG