



HR Open Standards – Recruiting Workgroup

JDX Job Posting and Resume/CV

March, 2021

Agenda

- Introduction to Recruiting Workgroup
- Discussion of 2 initiatives
 - JDx Job Posting
 - Resume/CV
- Open Questions

JDX Job Posting – What is it?

- The **Job Data Exchange (JDX)** is an initiative to help employers clearly communicate their hiring needs to their education and workforce partners. to refine a data standard for job postings focused
- Leveraging the **Job Posting** schema and tools, employers can create competency-based job descriptions that support data exchange and data discovery.
- The standard was developed in coordination with the US Chamber of Commerce Foundation, HR Open Standards, Schema.org, and Credential Engine with many contributors.

JDX Job Posting – Project

- The **JDX Job Posting Project** is a recruiting data exchange standard that enables communication of a rich set of information about an employer's hiring needs.
- The Job Posting schema communicates structured data about the job opening, including educational requirements , work experience requirements, license and certification requirements and others.
- Phase 1 of the project aligned the JDX Job Posting schema to JSON Schema standards, document use cases and samples.
- Future phases may fully convert to reuse HR Open's common components, and may extend to XML, and RDF formats (for data discover). The use cases will also be enhanced.

JDX Job Posting – Use cases

- **Employers:**
 - Develop and Distribute Job Profiles/ Descriptions/ Openings
 - Use Job Profiles/Descriptions for Talent Sourcing and Development
- **Learners--Students and Workers**
 - Search and Discover job opportunities that match skills

JDX Job Posting – Use cases

- **Education and Training Providers and Other Talent Sourcing Partners**
 - Search and discover employer hiring requirements
 - Align to relevant programs being offered
- **Labor Market Information Providers**
 - Compile and analyze employer requirements, market trends

JDX Job Posting – What's next?

- JEDx project and involvement
- Phase 2 planning
 - Full inclusion of HR-JSON schema building blocks
 - RDF returned as central data model, process and expression
 - Data discovery use cases, alignment to schema.org and other data standards
 - Additional documentation, samples, tools
- Resume/CV or Candidate intersection (i.e., matching)

Resume/CV – What is it?

A **Resume/CV** enables communication of a rich set of information about a person and their education, work experience, licenses and certifications, and other lived experiences to interested parties.

Using the Resume/CV as the mechanism for communicating the above information has evolved for decades, from printed/paper/mail to facsimile to electronic documents/files to data/fields.

As the use of Resume/CV evolves, so does the the need for a **data exchange standard**.

Resume/CV – Project

- The **HR Open Standards Resume/CV Project** is a recruiting data exchange standard that enables communication of a rich set of information about a person and their education, work experience, licenses and certifications, and other lived experiences between systems for primarily recruiting use cases.
- The standard will include JSON Schema and XSD for system-to-system data exchange, and may contain JSON-LD for discovery/context

Resume/CV – What are the use cases?

There are many possible use cases. The Workgroup is currently defining the most commonly used business cases.

Currently under discussion:

- **Core** – traditional uses of a Resume/CV in data exchange, or common use cases in the recruiting industry today
- **Extension** – innovative or differentiating ways of using Resume/CV
- **Verification** – how to track and communicate verifiable information/presentation of a Resume/CV or related data

Resume/CV – Core Use Cases

The following are some of the core use cases:

- Applying for a Job on a Career Site
- Resume/CV Extraction
- Generate a printable/displayable resume
- Post a Resume/CV on a Job Board

Resume/CV – Extension Use Cases

The following are extension use cases under consideration:

- Resume/CV as container or subset for other Data Standards
- Authorization to share Resume/CV (“Self-Sovereign Data”)
- Non-traditional recruiting (Gig, project-based internal)
- Skills-based Hiring/Matching to Position Opening (JDX extension)
- Career Pathways
- Lifelong Learning (“Living CV”)
- Passive Candidate Discovery
- Enrolment of a Person into Systems
- Discoverable Data Analytics about Workers or Employment

Resume/CV – Verification Use Cases

The following are some of the verification use cases under consideration:

- **Collection** of Verified Claims into a Resume/CV
- **Use** of Verified Claims during the Recruiting Process
- Resume/CV as a Verified **Presentation**

See: W3C Verifiable Claims model <https://www.w3.org/TR/vc-data-model/>

Resume/CV – Potential Collaborations

The Resume/CV would be an ideal schema to use as a point of collaboration with different organizations. The following are some potential collaborations:

- Standards Bodies – PESC and A4L (i.e., high school/university transcripts), IMS Global (i.e., competencies, Comprehensive Learner Record), CredEngine (i.e., credentials, badges)
- Industry Collaborations – USCCF (i.e., Job Data Exchange), T3 Innovation Network, Velocity Network Foundation (i.e., blockchain for HR), Europass

Discussion

- Recruiting Process
- T3 and JEDx projects

Interested in Participating?

- All participants welcome!
 - Both business users and technical users needed!
- Meet weekly Wednesdays at 10am ET/7am PT/4pm CET
- NOTE: Must be a member (organization or individual member) – lots of low-cost options available!

Questions?

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