



2021 HR OPEN STANDARDS VIRTUAL MEETING

AGENDA

11:00aEST

INTRODUCTION

Learn about HR Open Standards, our current projects, and what we have upcoming in the new year. Hear from some of our new member companies and the benefits of being an HR Open Standards member. We also have some exciting announcements about the future of HR Open!

11:30aEST

VIDEO PRESENTATIONS

The Value of Benefits Standards

A vast majority of companies offer benefits to their employees and most people are impacted by them in one way or another. Our benefits standards can add value to all parties in the benefits lifecycle. We'll be covering the current status of our benefits standards and workgroup, use cases, and the end-to-end value they can provide to a wide array of businesses.

xAPI Profiles for Standards Assessments

Learn about the HR Open specification being developed to exchange individual career credentials. The HR Open xAPI profile will enable the transfer of skills and competencies earned in assessments as well as aggregation of career credentials. There has never been a more important time to drive adoption of data standards and help shape the future of HR and Learning Data Standards.

Modernizing America's Workforce Data Through a Public-Private Approach

The U.S. Chamber of Commerce Foundation and the T3 Innovation Network have partnered with the HR Open Standards Consortium on multiple projects over the last two years to modernize America's workforce data. This session will provide an update on each project and share new insights to develop a public-private approach for collecting and using standards-based jobs and employment data.

11:50aEST

COFFEE & NETWORKING BREAK



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12:00PEST

KEYNOTE

HR as a Trailblazer | Enrique Rubio, Hacking HR

The tragedy of the COVID pandemic created an extraordinary opportunity for the Human Resources field to shine. HR leaders and professionals had a significant role in keeping their organizations in business, while simultaneously taking care of the people.

We now have a unique and once-in-a-lifetime opportunity ahead of us. We can use the lessons learned and leadership we assumed over the past twelve months to promote deeper and more meaningful changes in the workplaces. In order to do that, we will have to equip ourselves with the tools, knowledge, information, ideas, stories, data, experiences, and actionable insights.

HR can become the trailblazer leading people and organizations into the new reality of work. We must UNLOCK our potential to be able to do it.

This session will navigate participants through the most important trends that will impact the workplace and the role of HR over the next 12 – 18 months and how to get ready for it.

12:45pEST

COFFEE & NETWORKING BREAK

1:00pEST

ROUND-TABLE BREAKOUT SESSIONS

AI in HR: from Lab to Practice

New possibilities, brought about by the ever-improving methods of automation and machine learning, raise new questions. Machine and human learning, data and science, research and application, black swans, fair play, internationalization, standardization, and the need to act together as a consortium. Dr. Olena Linnyk will open with a few relevant examples, mostly from the AI in recruiting, set out to ignite a round table discussion. The truth is born in dispute. Join this session to challenge, question, hear, observe, and make up your mind about these important topics.

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AGENDA

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ROUND-TABLE BREAKOUT SESSIONS (Cont'd)

Recruiting Workgroup: JDX Job Posting and Resume/CV

Over the last few years, there has been a lot of interest in the alignment of Position Openings to Candidates, both from a structured matching standpoint as well as self-sovereignty of the candidate's information. There are many compelling opportunities to improve the overall talent marketplace efficiencies, through the US Chamber of Commerce Foundation's (USCCF) Job Data Exchange (JDX), T3 Network, Velocity Network Foundation, and many others. This session will discuss in an open forum some of these emerging trends and how HR Open Standards and the Recruiting Workgroup can be involved.

Standards in Blockchain HR

We'll briefly discuss a few blockchain initiatives in the HR space and the common W3C standards that are typically used. We'll touch on some of the limitations of industry standards in the context of blockchain and how we're planning to tackle it within the Velocity Network. With so much ground to cover, this will primarily be an opportunity to share information about HR-related blockchain projects and how to find more information about them.

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2021 HR OPEN STANDARDS VIRTUAL MEETING

SPEAKERS

ENRIQUE RUBIO Founder | Hacking HR



Enrique is an HR and Tech Evangelist and founder of Hacking HR. He came to the United States from Venezuela as a Fulbright Scholar. Prior to coming to the US, Enrique was the CEO at Management Consultants, a firm specializing in Human Resources in Venezuela.

Before Management Consultants, Enrique worked in telecommunications as a Senior Project Engineer for Telefonica. He is the co-founder of Cotopaxi, an artificial intelligence based recruitment platform focused in Latin America and the Caribbean. Enrique is a guest author on several blogs about innovation, management, and human resources. Enrique has over twenty years of experience and is an Electronic Engineer with an Executive Master's in Public Administration from Maxwell School.



Hacking HR is a global community of HR and business leaders, practitioners, consultants, technologists, and many others, passionate about the intersection of the future of work, technology, people, and organizations. We believe that HR can be a trailblazer guiding people and organizations to thrive in the new world of work. Hacking HR addresses global trends and topics, driving the conversations and solutions co-creation at a local level, through the chapters and their members.



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SPEAKERS

RICK BARFOOT

CTO | Joynd

In 2000, Rick co-founded Revsolutions Inc. that was acquired by Talemetry. At Talemetry he led product and service teams responsible for building and delivering enterprise-grade cloud solutions that were implemented at hundreds of companies globally. As co-founder and CTO at HRNX, an HR data integration platform company, Rick is responsible for product strategy, design, and development of the next generation of web-based technologies to support the HR market.

ANDREW CUNSOLO

Senior Director, Product Management | Jobvite

With more than 15 years of product and technical leadership in recruiting technology, Andrew is currently responsible for Jobvite's recruiting marketing product lines, which include Job Broadcast, Source & CRM, Career Sites, Employee Referrals, Internal Mobility, and Apply Workflow. Andrew has been involved in the Consortium since 2002 and is a regular speaker, presenter, contributor, and Board member.

JAMES ELDER II

Technical Implementation Consultant | Degreed

Jim's 25 years of IT experience and 16 years of learning industry experience have enabled numerous contributions to the HR Tech and Learning IT space. Jim has served on the HR Open Standards Board for two years and is a leader in the assessments workgroup. He's lead initiatives including the first JSON version of the API standard, released staged assessments to support learning system API's for learning paths, multi-step assessments, and video assessments. Jim continues to lead the effort to develop full end-to-end API standards for Learning Systems integrations.



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SPEAKERS

LESLIE ERWIN

Senior Director, Application Development | ADP
President | HR Open Standards

Leslie has over 15 years of experience in HR technology, with a focus on Benefits. She has participated in the benefits workgroup as a schema editor and led the group for the 4.2 release where Plan Setup was added to the schema, allowing for a more complete benefits integration. Leslie is an advocate for HR Open Standards and is spearheading initiatives at ADP to implement partner API integrations using the standards.

DR. OLENA LINNYK

Specialist on Artificial Intelligence | milch & zucker

Dr. Linnyk heads the team for machine learning at milch & zucker AG, and is responsible for the natural language processing and pattern recognition from incomplete and noisy data. The latter has been the focus of her active research and teaching for years. Olena gives lectures on artificial intelligence in the departments of mathematics and computer science, physics, geography, and medicine at the Justus Liebig University in Giessen and conducts research in the “DeepThinkers” group at the Frankfurt Institute for Advanced Studies. She has contributed to several projects on the application of machine learning in basic research. She is the author of more than 110 articles in peer-reviewed journals and at international conferences.

ROBERT SHEETS

Research Professor | George Washington Institute of Public Policy

Robert conducts research related to education, workforce development, and economic development policy as well as labor market and education and workforce data systems. He is currently conducting research on building a public-private data infrastructure for improving transparency and performance in the talent marketplace



2021 HR OPEN STANDARDS VIRTUAL MEETING

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JONAS SAUVE

Senior Director, Product Management | WEX

Jonas' work focuses on delivering innovative products and features to brokers, employers and employees, including an emphasis on product strategy and feature development. He has been an active member in the HR Open Standards benefits workgroup for more than three years and is excited to take his involvement in HR Open to the next level to help grow the standards and help in their continued success.

JOSHUA WESTFALL

Director, Policy and Programs | U.S. Chamber of Commerce Foundation

Joshua Westfall is director of policy and programs at the U.S. Chamber of Commerce Foundation's Center for Education and Workforce. Westfall works on the Chamber Foundation's workforce development portfolio supporting efforts to strengthen America's long-term competitiveness and initiatives to close the skills gap. He oversees the Job Data Exchange—which supports an open data infrastructure to improve employer signaling—and the T3 Innovation Network—which is building an open, public-private data and technology ecosystem for the talent marketplace.

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