About HR Open Standards

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

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HR Open
Who We Are

- Nonprofit 501c6, member-driven organization since 1999
- Leader in the development, maintenance, and promotion of HR data exchange standards
- International organization – specifications are relevant across international contexts
- Headquartered in Denver, Colorado
What We Do: Scope

- Applicant Tracking
  - Onboarding
- Onboarding
- Assessments
- Talent Management *
- Job Board
  - Recruiting
  - Screening
- Background Screening
  - Recruiting
  - Screening
- Vendor Management
  - Testing
  - Staffing
- Human Resource Information System
  - Benefits, Savings Plans
  - Indicative Data
  - Healthcare Management
    - Benefits, Census
  - External HRIS, Data Warehouse
  - Benefits Providers
  - Employee Performance Management (EPM)
  - Survey
  - Payroll
  - TimeCard
- Compensation
- Payroll
- Time & Attendance

* Talent Management includes Succession Planning, Competency, Learning and Performance Management

Property of HR Open Standards Consortium
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
Project Roles

Team Lead

• Responsible for determining the schedule and facilitating the project.

Secretary

• Records all decisions and posts minutes.

Schema Editor

• Joseph Marsh, 3 Story Software
  • Makes schema changes and updates repository.

Domain Experts

• Share knowledge of the business process, enabling team to build a comprehensive standard.
Contains common data for all JSON and XML schema
What We Deliver

Interoperability framework for interactions between HR trading partners

- JSON
- XSD

Business Case Scenarios

- Terminology
- Actors and Triggers
- Diagrams
- Sample Data

Implementation Guidelines

Best Practices
It is estimated that by 2025, 50% of the U.S. workforce will be made up of freelance or contingent workers. The rising trend of contingent labor is a global phenomenon.

(PeopleScout, Staffing Industry Analysts, PeopleTicker)

A PwC report indicated that by 2022 “Contract employment will be king. Full-time jobs will become obsolete.”

(PwC, A future of work: A journey to 2022)

76% of staffing clients and candidates think a staffing firm using the most up-to-date technology differentiates them from the competition.

(CareerBuilder, Making Smarter Technology Investments)
### 3.X Staffing Specification

**Order**
- Information to place and manage an order/RFQ

**Resource**
- Information relating to person fulfilling staffed position

**Assignment**
- Terms/conditions related to staffing resource placement

**Timecard**
- Supports reported time worked and expenses incurred

**Invoice**
- Transmits summary and line item data
The Challenge

What are the challenges?

• “Staffing” happens in many ways today

• New technologies
  • Web-based
  • APIs
  • Non-traditional originators
  • AI

• Traditional technologies
  • ATS
  • VMS

• Combined technologies

“Creating a seamless integration with all of our systems.”

Survey Concerns
Objective:
Develop standards to reflect the changes in technology and the ecosystem.
Draft Use Case Categories

- Staffing company / VMS candidate data
- Staffing software to MSP/VMS/Job Boards/etc.
- MSP / VMS assignment data
- Onboarding/Offboarding connections
  - Standardized for HR
  - Standardized for third party software
- ATS to (VMS, Online Marketplace, ICMs, Job Boards)
- Time and expense collection and reporting
Next Steps

- Draft proposal
- Follow up with potential participants/members
- Confirm sponsors and roles
- Finalize and receive Board approval for project proposal
- Set up conference calls
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