



**HR-XML
CONSORTIUM**

CV Interoperability Summit

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Agenda

- 2.5 Release
- Overview of 3.0 Architecture
- Library Structures
- Recruiting Models
- Resume 3.0 Sample

2.5 Enhancements

- Namespace updated to “2007-04-15”
- EducationHistory
 - Added ISCEDInstitutionClassification and LocalInstitutionClassification structures to replace deprecated schoolType attribute.
 - Added DegreeClassification structure to replace deprecated degreeType attribute.

2.5 Enhancements (Cont.)

- SearchTypes
 - Defines two data types intended as generalized, reusable components for structuring information about search criteria as well as search-result metadata, such as search result relevance.
 - Added to PositionOpening, Candidate, and NewHire

HR-XML 3.0 Goals

- Deliver a flexible architecture that will support identified priorities – e.g., HR system provisioning.
- Deliver accessible components that will be easier for implementers to use.
- Bring together what is now a large, rich library under a uniform architecture.
- Support key HR-XML members. ADP, Lawson, Oracle, SAP, Cisco, etc., relying-on OAGIS architecture and CCTS.
- Align with peer standards organizations taking similar directions: OAGIS, Acord, CIDX, PIDX, STAR, ARTS, etc.

Remodel / Refactor in 3.0

- Make our overall model more compatible with Core Component Technical Specification (CCTS) concepts.
- Reuse existing components from OAGIS library.
- Remodel/split apart, multi-purpose elements.
- Target data model ambiguity and redundancy (two, three ways to express the same thing).
- Add HR-XML content queued for a non-backwardly compatible release.
- De-layer unnecessary levels.
- Take a second look at code lists.

Codelists

See: http://docs.hr-xml.org/wiki/doku.php?id=code_lists

- External:
 - Well-known, official, “standard” codelists for the particular value domain.
 - Proprietary codelists.
- HR-XML Closed:
 - These are lists HR-XML develops and maintains. A closed list implies that the list will be implemented without restriction or extension.
- HR-XML Open:
 - Provides a base or suggested list of values. No schema enforcement. No conformance requirements unless workgroups set business rules.

HR-XML 2.*



Assessment



CPO



Enrollment



Indicative



Metrics



NewHire



Payroll



PerformanceManagement



Screening



SEP



SIDES



StandAlone



Stock



TimeCard



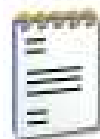
ws



index.html

HTML Document

50 KB



license.txt

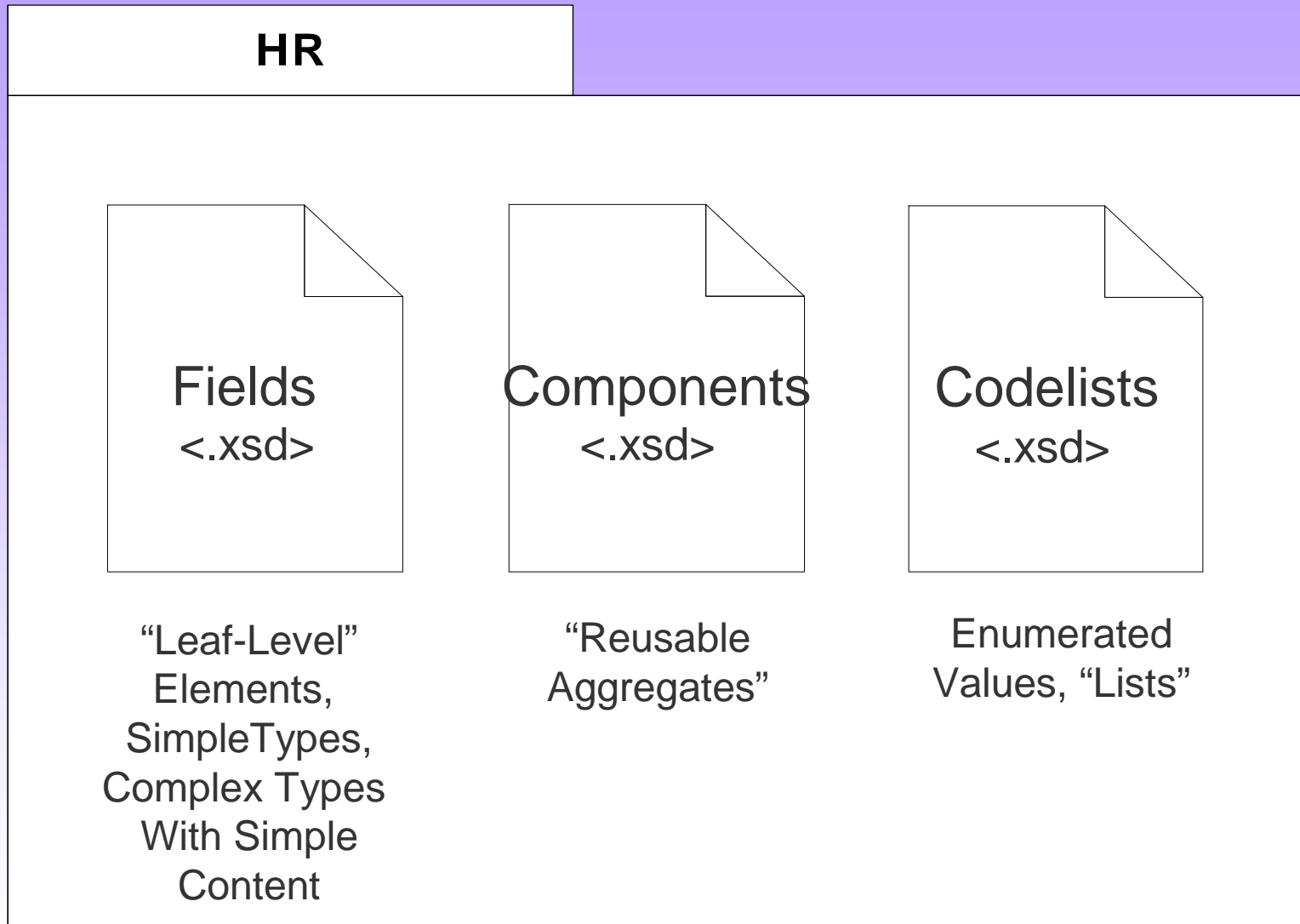
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HR-XML 3.0

- **BODs** - Messages (Verb-Noun Constructs)
 - Will have “Standalone” version
- **Nouns** - Equivalent to 2.* major schemas.
 - TimeCard.xsd (HR-XML target namespace)
 - Optional - OnlineOrder.xsd (OAGIS target namespace)
- **Resources** - Resources from which “Nouns” / BODs are built
- **Components** - Globally available content
 - + **Financial** - HR-XML is optionally installed with other verticals
 - + **HR** - Globally-scoped HR-XML content here
 - + **Common** - OAGIS 9.2 content
 - + **Core Components** - OAGIS implementation of UN/CEFACT CCTS

3.0/Resources/Components/HR

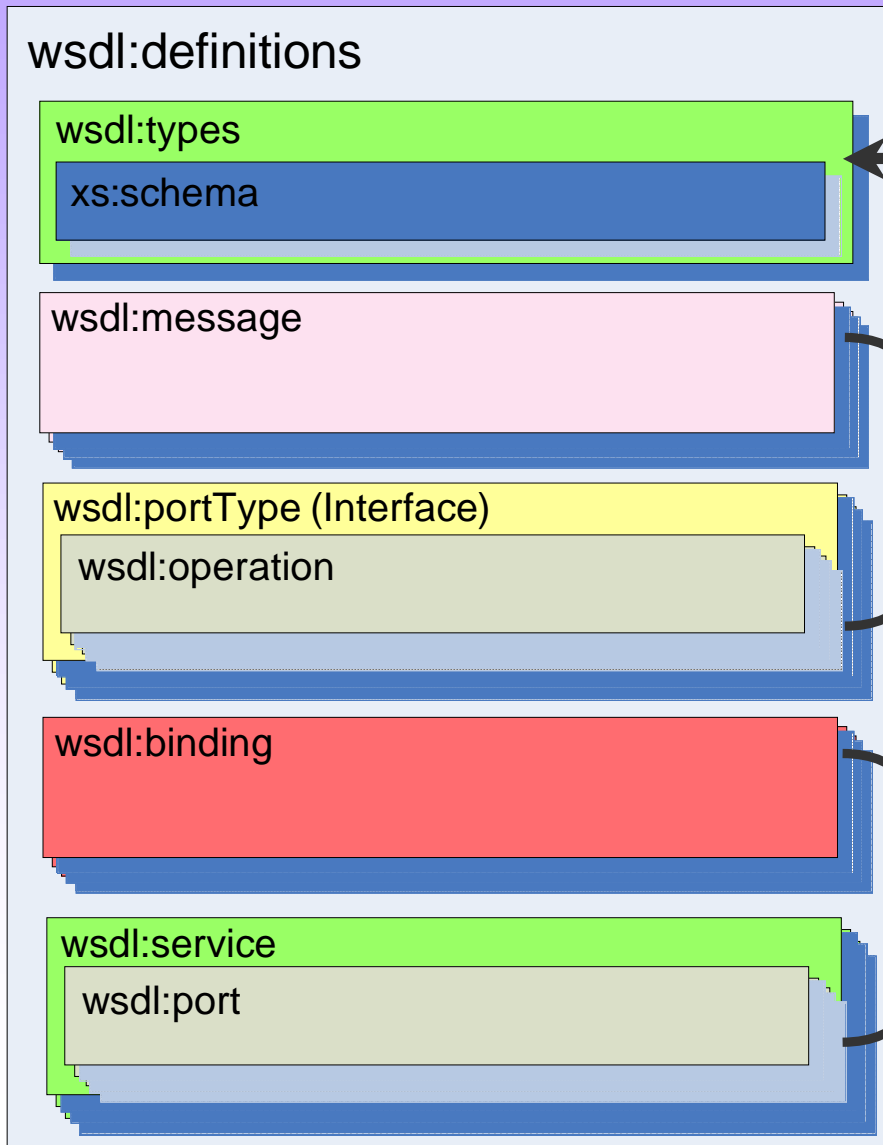


- HR reusable content will have the similar modularity model as OAGIS common components – Fields, Components, Codelists.

WSDL

HR-XML 3.0 will include non-normative WSDL templates (designed for “cut and paste”) within:

3.0/References/ws



**Import
HR-XML
Schemas
Into Target
Namespace**

Use a “wrapped” approach. Import schemas into separate Namespace.

**Abstract
Definition –
Messages
& Operations**

Messages
(e.g., ProcessTimeCard,
request/response
Pattern)

**Concrete
Definition –
Binding
(SOAP/HTTP)
Endpoint**

http/soap binding
Your endpoint

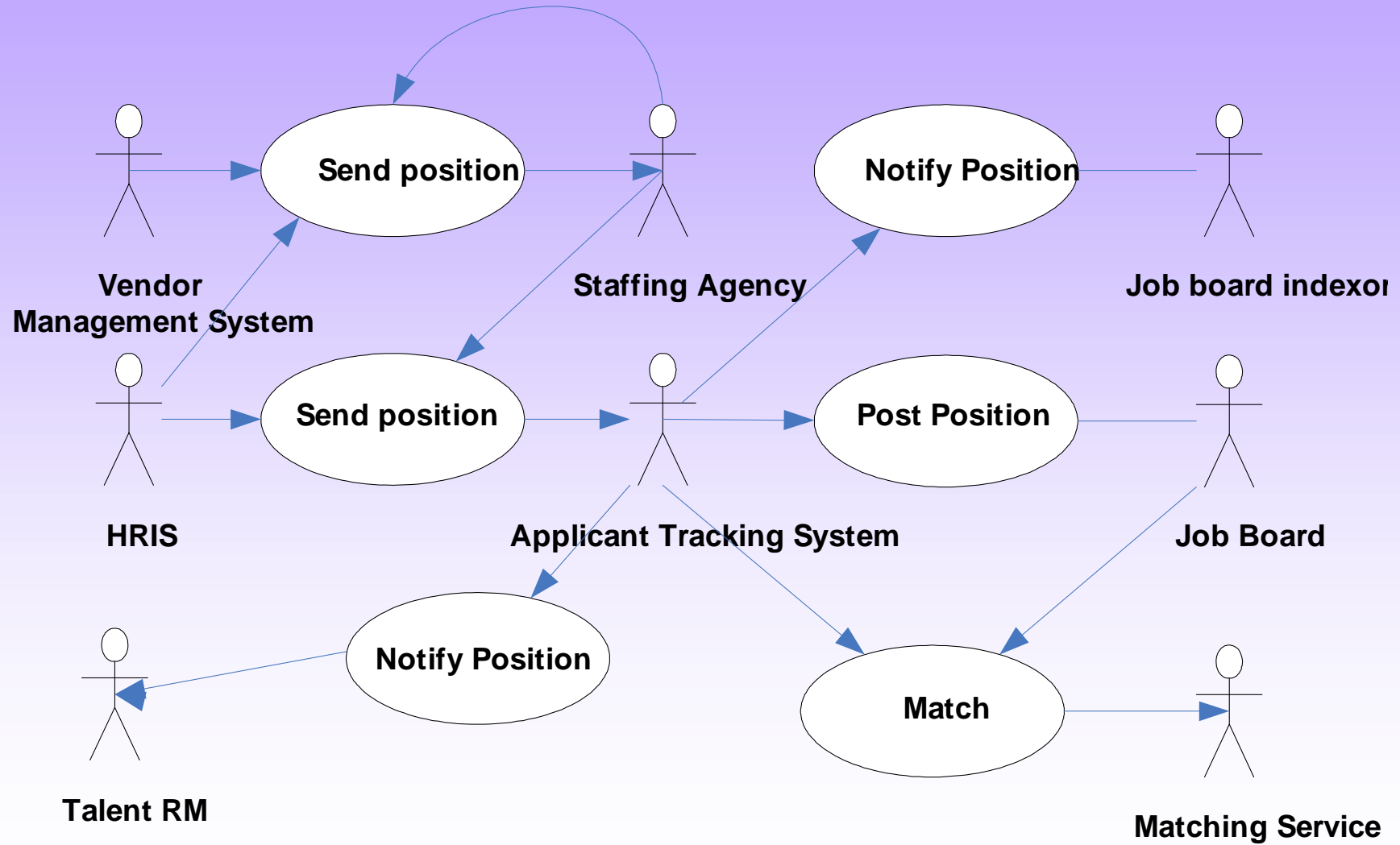
WSDL

- Where do we get information on the operations to be supported and message exchange patterns?
- Some can be inferred from existing work (activity diagrams, sequence diagrams, etc.).
- It would be helpful for workgroups to revisit. How?
 - Document scenarios using this template:
http://docs.hr-xml.org/wiki/doku.php?id=use_case_template
 - Provide accompanying activity / sequence diagrams.
- If there aren't specific requirements/models put forward by the workgroups, the WSDL templates will include simple, coarse grain operations (process / acknowledge).

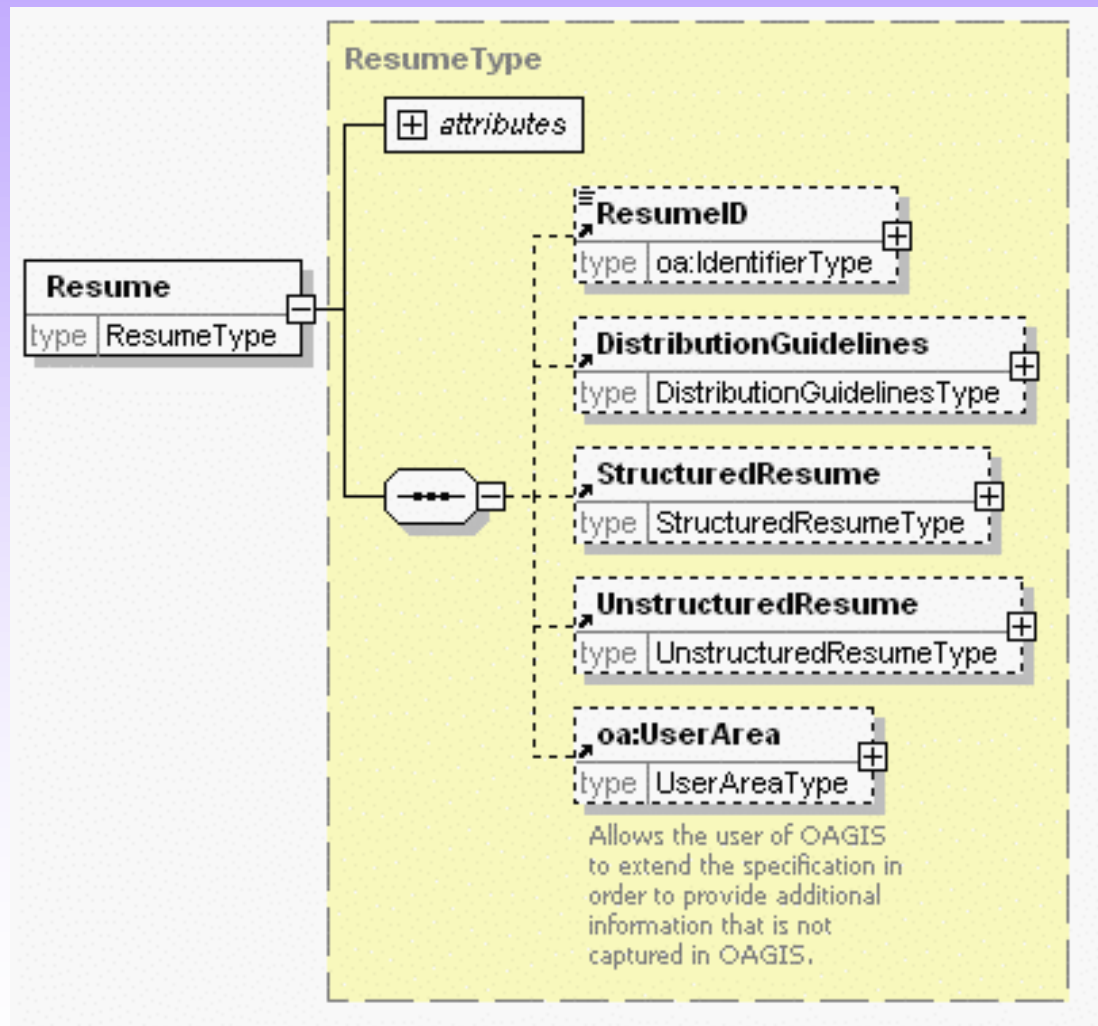
Resources

- HR-XML wiki: <http://www.hr-xml.org/members-only/>
- Architecting Industry Standards for Service Orientation, <http://msdn.microsoft.com/library/default.asp?url=/library/en-us/dnbda/html/aisforsoa.asp>
- CCTS Training Workshop:
http://docs.hr-xml.org/resources/CC_Workshop.zip
- Open Applications Group
<http://www.openapplications.org>
A Beginner's Guide to BODs:
<http://www.aranrock.com/BODBook.pdf>
Intro to OAGIS 9.0:
<http://www.hr-xml.org/resources/OAGISv90-Introduction20050809.pdf>

Candidate Information Exchange



Resume Draft



Changing How We Work

- A benefit of our prior “siloized” design was that workgroups could work in parallel without stepping on each others toes.
- Currently use Tibco’s XML Canon as a work repository.
 - May need to migrate to CVS or other tool with merge capabilities to manage parallel work.
 - For time being, use “Work In Progress” (WIP) folder to migrate content.
- The new design creates more overhead. Methods for “flattening” and “slimming” schemas.
- Including documentation in the schema (may also have lean versions without annotations).
- Automating builds and documentation.