



## 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.



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# **HR Open represents the standards technology voice of the HR industry.**

Our nonprofit consortium facilitates conversations among different parties in our connected community. Leaders, practitioners, consultants, and IT professionals collaborate to define integration policies supported by free open tools and standards.

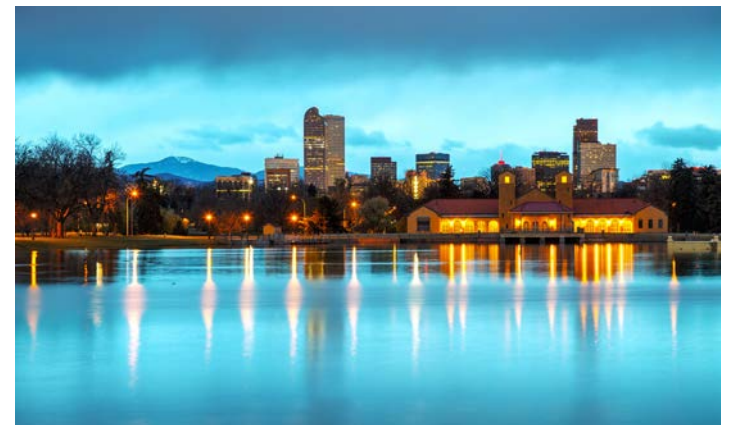
HR Open is an institution with a voice that matters!

# Who We Are

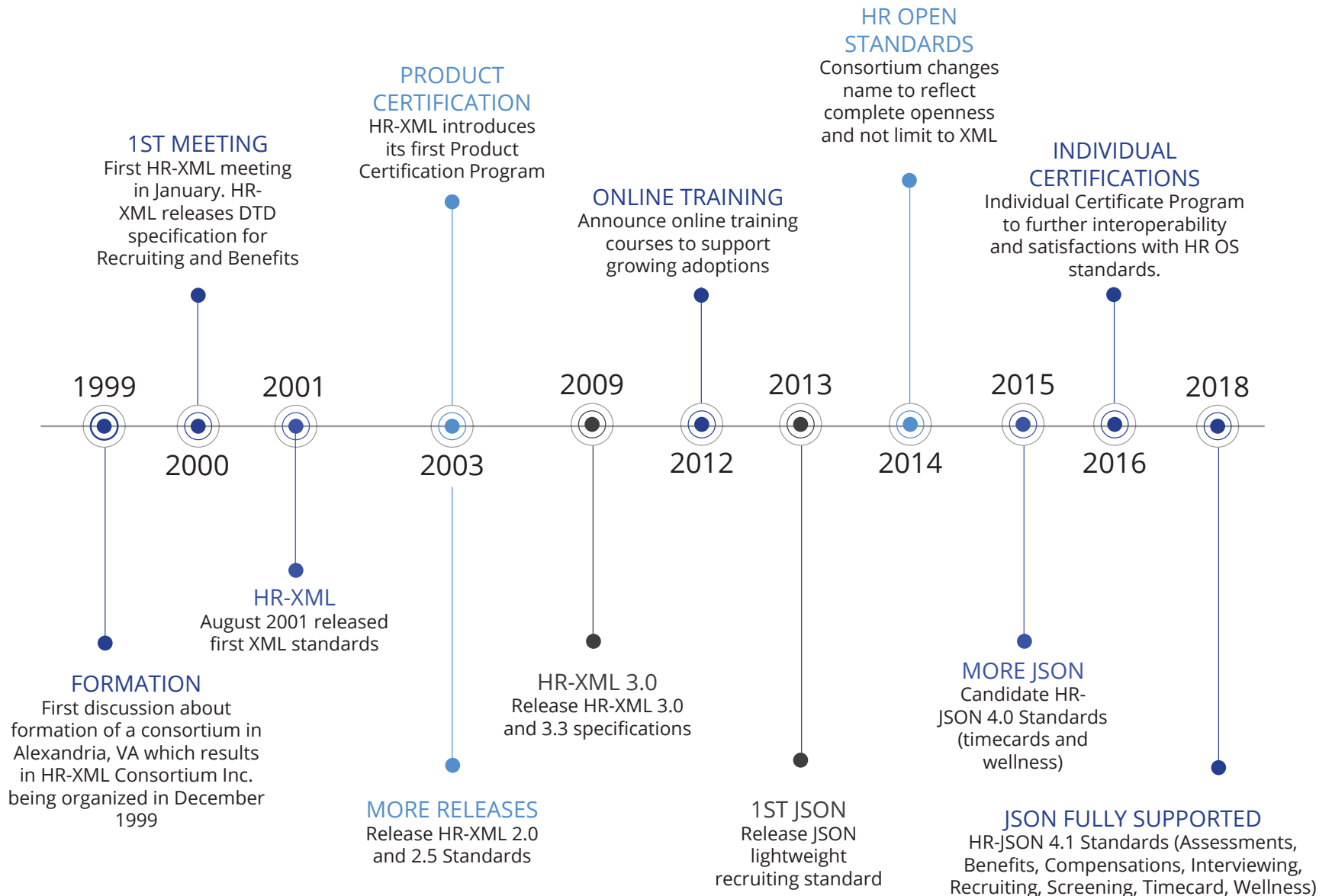
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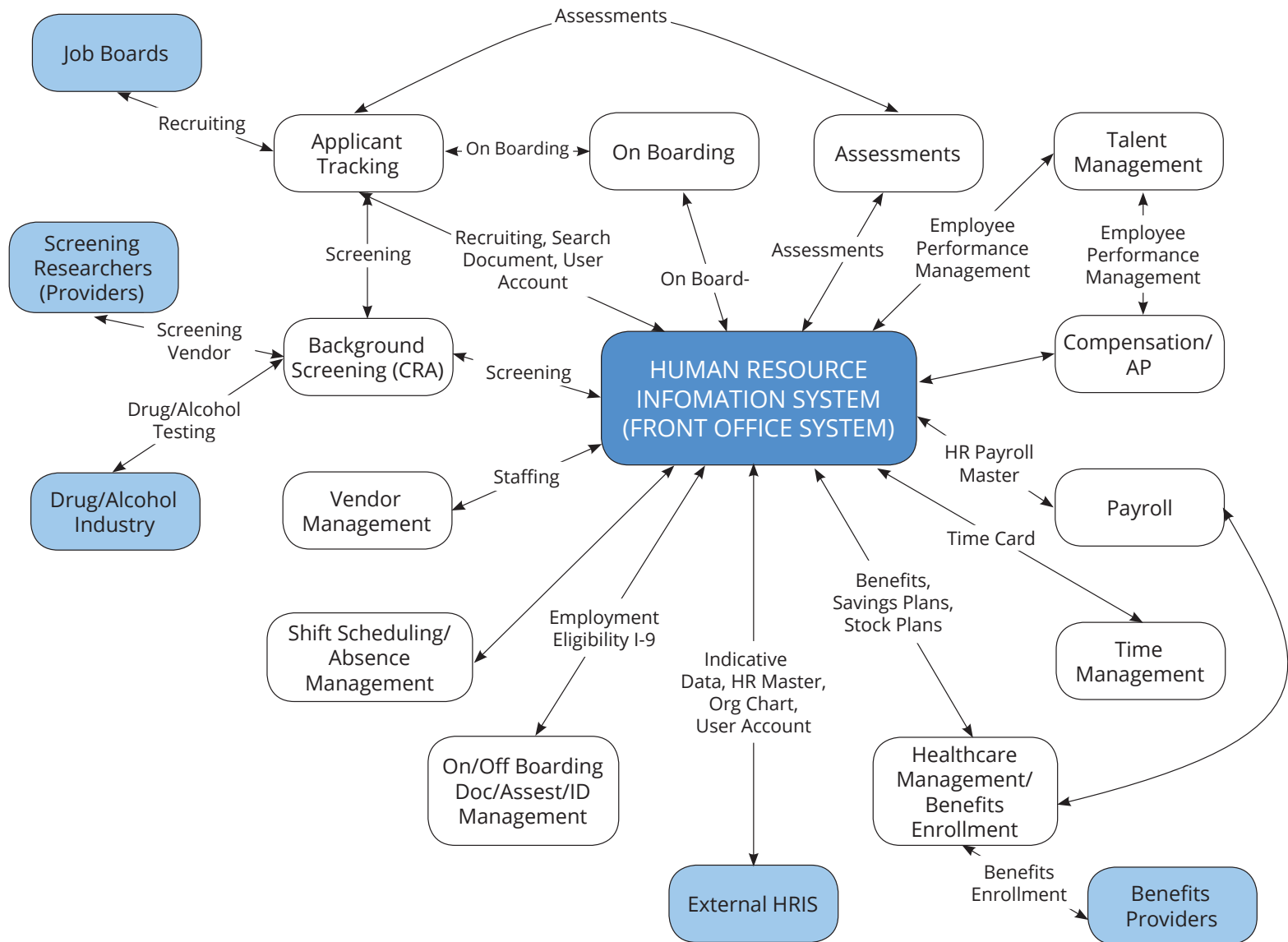
- Nonprofit 501c6, member-driven organization
- Leader in the development, maintenance, and promotion of HR data exchange standards
- International organization – specifications are relevant across international contexts
- Headquartered in Denver, Colorado



# What We Do: History



# What We Do: Scope





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# HR Open Project Methodology

# 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 Team

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**Team Lead:** responsible for determining the schedule and facilitating the project

**Secretary:** records all decisions and posts minutes

**Schema Editor:** makes schema changes and updates repository

**Business/Domain Experts:** Contribute knowledge, define terminology/actors, develop use cases and sample data





# Collaborative Environment



GitHub interface for repository **HROpen / Common** (Private). The repository description is "Contains common data for all JSON and XML schema".

Repository statistics: 539 commits, 20 branches, 2 releases, 13 contributors. Actions include Watch (17), Star (3), and Fork (1).

Navigation tabs: Code (selected), Issues (28), Pull requests (6), Projects (0), Wiki, Insights, Settings.

Branch: development | [New pull request](#) | [Create new file](#) | [Upload files](#) | [Find file](#) | [Clone or download](#)

File/Folder	Description	Last Commit
WIP/minutes	Update 2018-10-04_minutes.md	5 days ago
documentation	diagram template sample (visio vdx format)	2 years ago
json	fix 'weight' reference	a month ago
ref	BOM removal	2 years ago
xml	- added 4.0.1 generated XSD files	2 years ago
.bowerrc	bower packaging	2 years ago
CONTRIBUTORS.md	- added contributors file	10 months ago
LICENSE.md	Update license	2 years ago
README.md	Updated contents	8 months ago

# What We Deliver

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- Interoperability framework for interactions between HR trading partners
  - XSD and JSON
- Business Case Scenarios
  - Terminology
  - Actors and Triggers
  - Diagrams
  - Sample Data
- Implementation Guidelines
- Best Practices





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# HR Open Specifications

# HR Open Specifications



- Assessments
- Compensation
- Contingent Staffing
- Data Protection
- Employee Benefits
- Employee Referral
- Interviewing
- Payroll
- Recruiting
- Screening
- Time & Attendance
- Wellness



# Assessments

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Supports integrations between Assessment Providers, Recruiting, On-Boarding, & Performance Management

Includes the following specifications:

- Subject, Catalog, Order, Report

Currently focusing on:

- Staging
- XAPI



# Compensation



Provide integration between salary survey vendors and employers, including compensation questionnaire and salary survey report content

Salary Survey Submission release in 4.1

Current focus

- Salary Survey Report
- Transactions between Survey Vendor and Market Pricing Tool



# Contingent Staffing

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Supports integrations with Staffing Companies, Applicant Tracking, Vendor Management, Assessments Systems, Managed Service Providers, Job Boards

## Project Scope

- Review current industry trends to determine project phases
- Order, Assignment, Human Resources, Timecard, Invoice
- Consider online marketplace and new AI opportunities

# Data Protection



Phase one released in 4.1

- Includes method to restrict countries to view, edit, and store personally identifiable information (PII)
- Incorporated in every HR Open top-level schema that contains PII

Continue enhancing schema based on input from members and industry





# Employee Benefits

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Allows employers, government agencies, third-party administrators, and benefit providers to communicate an individual's benefits information

## 4.1 Release focused on voluntary benefits

- Benefits Enrollment, Census

## Current Project

- Focused on Spending Accounts, Plan Setup, and Rate Based Coverage

# Employee Referrals



The referral specification gives employers flexibility and saves them time and money when integrating referral systems with ATS/HRIS's, Staffing/VMS's, and payroll processors

The specification will cover the following processes:

- Setup
- Referral
- Prospect Application
- Payout



# Interviewing

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Allows exchange of interviewing related data throughout worker lifecycle

Interviews may be delivered asynchronously, synchronously, online, face-to-face, or as multi-part interviews

4.1 release focused on communicating with the candidate asynchronously

- Interview Position, Asynchronous Order, and Status Notification

Current focus on Synchronous Order

# Payroll and Statutory Burdens

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## Payroll Project

- Allows exchange of payroll data between HRIS, third-party payroll, time and attendance, and benefits systems
- Includes deployment information, payment methods, garnishments, and other deductions

## Future Project: Statutory Burdens Project

- Data exchanged between payroll systems tax calculation vendors and other third party vendors
- Focus on Taxes, Social Insurance, etc.

# Recruiting

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Allows exchange of job and candidate related data for purpose of recruiting

## 4.1 Release

- Candidate
- Resume/CV
- Position Opening

## Current Project

- Application Form and Search Document

# Adapting to Change: Technology and the Talent Marketplace



## TALENT FORWARD

WORKFORCE CHALLENGES,  
EMPLOYER-LED SOLUTIONS

▶▶▶ 2018 ▶▶▶▶

OCTOBER 30 | WASHINGTON, D.C.

A panel discussion  
highlighting the Job Data  
Exchange (JDX)

10:20am – 11:05am

*Featuring:*

**Matt Gee**, BrightHive

**Sara Steinberg**, JPMorgan Chase

**Paul Fain**, Inside Higher Ed  
(moderator)

# Screening

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Data integrations between Employers and Consumer Reporting Agencies

Supports criminal, credit, education, employment, military service, licensing, sanctions, and other screenings

4.1 release includes

- Screening Subject, Screening Order (ala carte, package), Screening Catalog

Current Project

- Screening Report

# Time and Attendance

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Allows capture of time and piece work data, expenses, and allowances

Time card schema release in 4.0

Future Attendance and Scheduling project

- Develop scope and recruit participants





# Employee Wellness

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Exchange of data between systems involved in the management of corporate wellness programs

May include benefits administration system, core HR, payroll, incentive payment, activity tracking, and benefits provider systems

Phase one released in 4.0

- Focused on communication between activity tracking system and corporate wellness program

# Fall Community Meeting



**October 25, 2018 | Amsterdam, Netherlands**

Welcome

Jan-Willem van der Boom

Board Member | HR Open Standards

**Simplify Employability**

Edwin Schaap, CEO | Payper

**How to Implement HR Open Standards**

Marcel de Brauwer, CEO | HR2day

Paula van Strein, Lead Salesforce Developer, Payper

**Building a Best Workplace That Drives Performance**

Ben Levine, Marketing Manager, International Employer Brand

Frank Berretty, Employee Success Business Partner, Salesforce



Register for FREE

Sponsored by Payper

<https://hropenstandards.org/2018-hr-open-standards-community-meeting/>

# 2019 Annual Meeting



**April 11-12th | Washington D.C.  
Westin Crystal City**

Join us in Washington D.C. to discover HR technology trends in 2019 and how HR Integrations in Government and Business provide your organization the best competitive advantage in an ever-evolving market. Sessions include trending keynotes, real-world implementation case studies, hands-on development workgroups, and more.

Early Bird Non-Member \$595

Early Bird Member \$295

Save 10% with discount code #HROpen19

[https://hropenstandards.org/  
hr-open-standards-2019-annual-meeting/](https://hropenstandards.org/hr-open-standards-2019-annual-meeting/)





**Questions?  
Comments?**

# Connect with Us!

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