



**HR-XML  
CONSORTIUM**

**HR-XML SIDES:  
Practical Interoperability  
Orlando, 2001 Dec. 7**

# Agenda

- *Speed* – Don't take your foot off the accelerator
- What is HR-XML?
- What projects is HR-XML working on?
- Recruiting Problem Domain
- The Temporary Staffing Problem Domain
- What is SIDES?
- SIDES Requirements
- Pop quiz: What do you do? What do you do?
- Success Factors

# What is HR-XML?

- Independent, non-profit corporation (Dec 1999)
- Define standard vocabularies to streamline HR data interchange
- Open to users, vendors, consultants, standards bodies, employers and other end-users, and individuals
- 120+ organizational members
- International – Mission to produce specifications that are relevant and useful across many country contexts. Members in 18 countries

# Who's Driving HR-XML?

**Acord; Adecco Corporation\*; ADP\*; Aetna US Healthcare\*; American Staffing Association; ARINSO International; Association of Test Publishers; AtYourBusiness.com; Authoria\*; Bernard Hodes Group; Best Software; BISNet; BP; BrassRing, Inc.; Burning Glass Technologies, L.L.C.; Business Logic Corporation; CareerBuilder; CareerStream; CDI Corp/MRI\*; Ceridian\*; Cisco Systems; CitiStreet\*; CompuCorps Mentoring; ComputerJobs.com; Crestone International\*; Cross Current Corporation; Defense Finance and Accounting Service; Deploy Solutions, Inc.\*; Development Dimensions International; Directfit\*; Dobbs Temporary Services, Inc.; eBenX\*; Embrace Pte Ltd\*; Employease, Inc.\*; EmployeeMatters\*; Enrollcom; Enwisen.com\*; e-peopleserve ltd; esohXML.org; European Community Telework Forum; EVolve Software; eWork Exchange Inc.; Fidelity Investments\*; Fieldglass, Inc.; ForSoft Inc.; Great Plains\*; Halcyon Internet plc; HayGroup; Headhunter.net; Hewitt Associates LLC\*; Hewlett-Packard Co; Hire.com\*; HireCheck\*; HireRight, Inc.; HotJobs.com, Ltd.\*; IBM\*; Icarian, Inc.\*; International Association for Human Resource Information Management (IHRIM); IQNavigator; itiliti\*; iXmatch Inc.; J.D. Edwards\*; Job Partners Ltd; JobScout24; Kadiri, Inc.\*; KBACE Technologies; Kelly Services\*; Kenexa, Inc.\*; Knowledge Workers, Inc.; Korn/Ferry International\*; Kronos Incorporated; LiquidMedium\*; MagnaWare, Inc.; Manpower, Inc.\*; MBH Solutions, Inc.; Meta4 Spain; Modis Professional Services, Inc.\*; Monster.com; MrTed; MSX International; National Resume Writers' Association; New York Times Digital; Northrop Grumman Corporation; Online Benefits, Inc.\*; Oracle\*; Peopleclick\*; PeopleSoft\*; Performaworks, Inc.; Personic\*; ProAct Technologies, Inc.\*; ProBusiness Services, Inc.; Profile Up; Randstad Holding\*; Recruitsoft (Canada) Inc.; Reed Business Information; Referral Networks; RewardsPlus; Robert Half International, Inc.\*; SAP\*; Schlumberger; Simpata; SkillsVillage.com\*; Snelling and Snelling, Inc.; Society for Human Resource Management; Spherion Corporation\*; StepStone; Swedish National Labour Market Board; Synhrgy HR Technologies, Inc.; TAC Worldwide Companies\*; Tesseract Corporation\*; The 401(k) Company; The Aviant Group; The People Business Network, Inc.; Total Employment Company, Inc.; Towers Perrin\*; Ultimate Software\*; UltraLink; Unicru; Unifi Network; Vedior NV; Volt Services Group\*; Watson Wyatt Worldwide\*; White Amber; William M. Mercer, Incorporated; Workscape, Inc.; WOWemployers Network, Inc.**

# HR-XML Projects

- ❧ Staffing Industry Data Exchanges Standards (SIDES).
- ❧ Recruiting and Staffing.
- ❧ Benefits Enrollment.
- ❧ Payroll.
- ❧ Time Reporting.
- ❧ Background Checking.
- ❧ Cross-Process Objects.

# Typical HR Transactions Today

## Employers



## Job Boards



## Recruiting Solutions



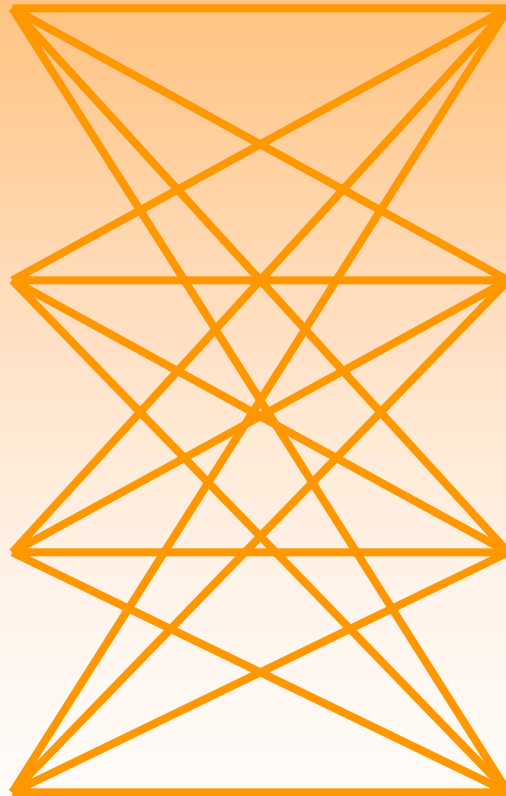
## Staffing/Recruiting Cos.



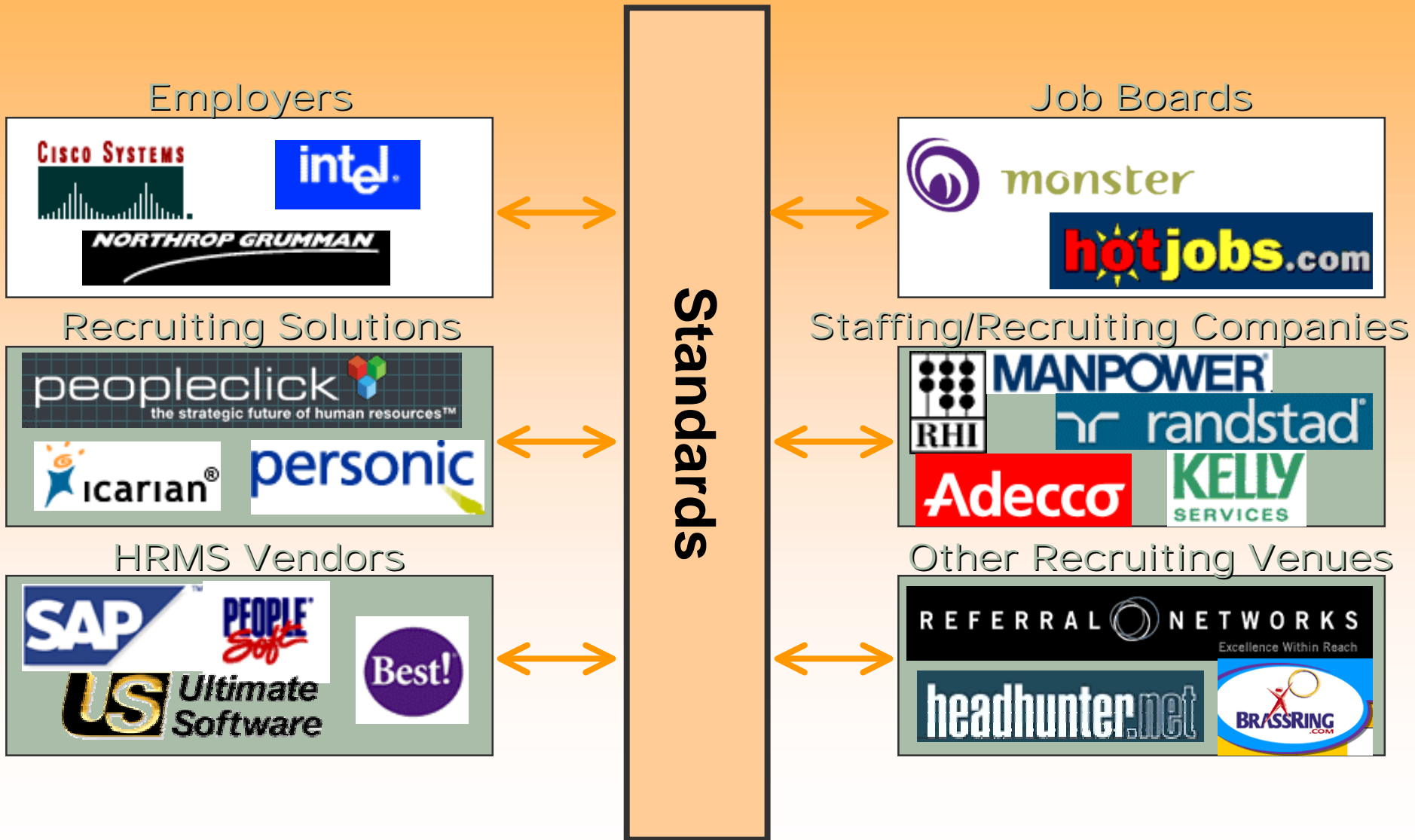
## HRMS Vendors

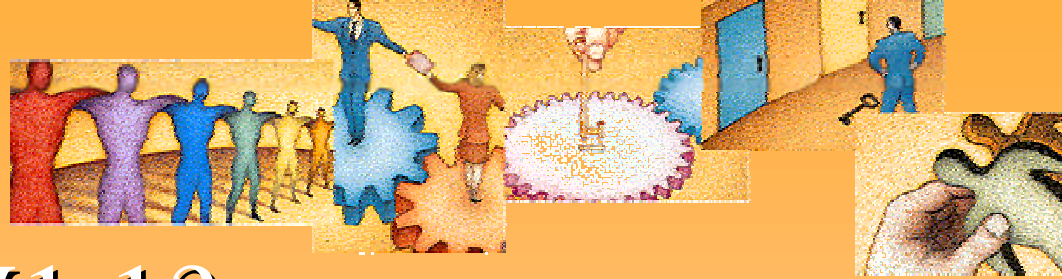


## Other Recruiting Venues



# HR Transactions Tomorrow





# What is SEP V1.1?

A simple protocol applicable to many common Internet-based recruiting and staffing data exchanges.

Approved 2001 July

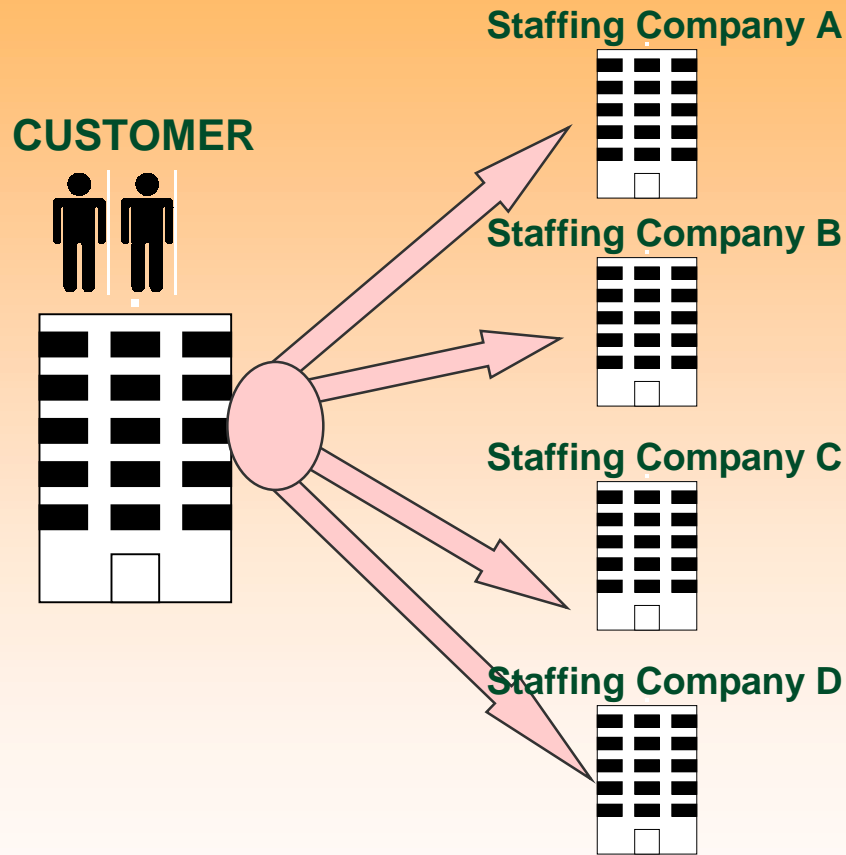
While flexible and generalized, SEP most closely fits “Employer to Job Board” transactions



# Staffing Industry Requirements

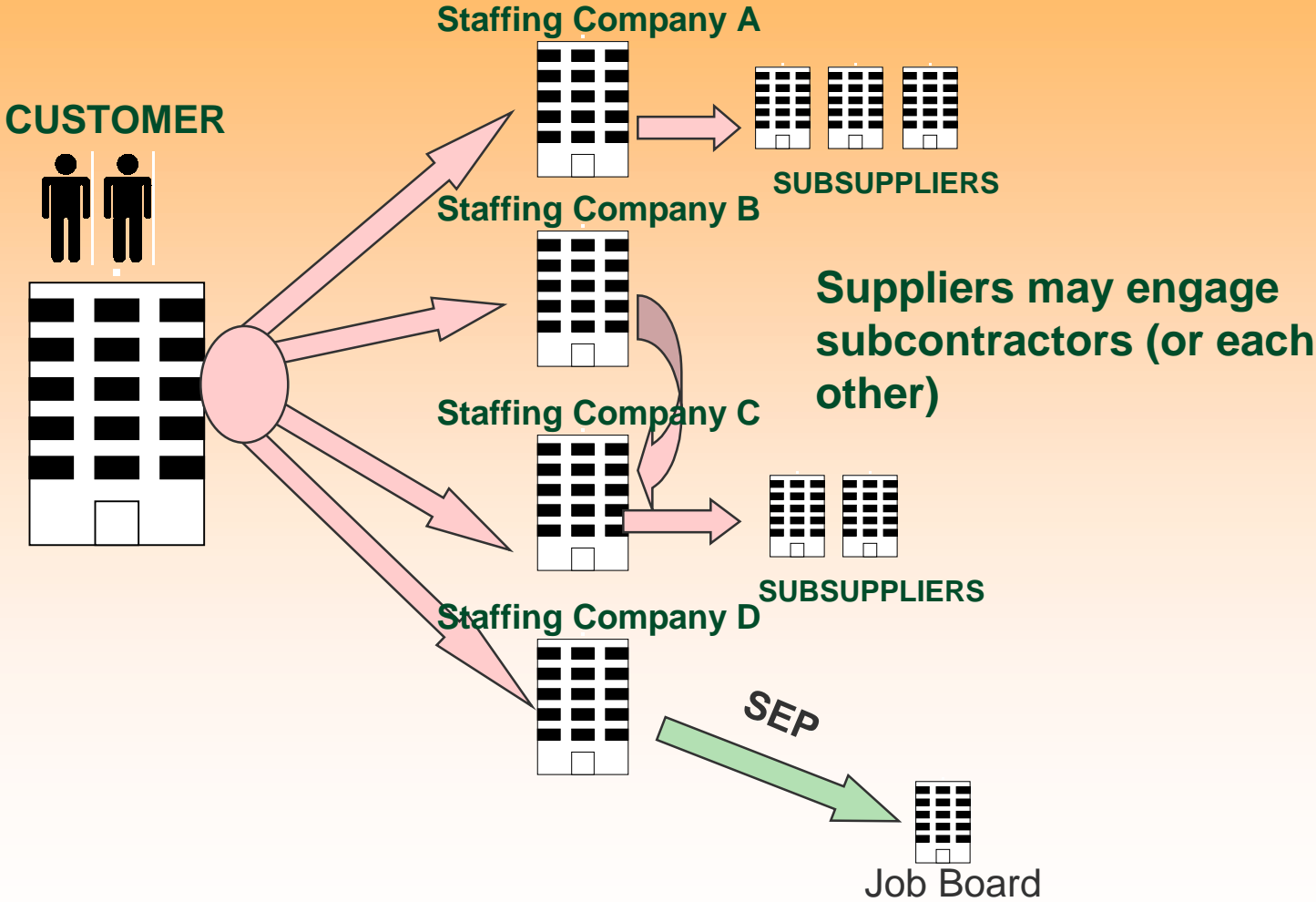
- ❖ SEP is interesting, but has limited support for temporary staffing
- ❖ Most temporary staffing transactions go through the “purchasing” department, versus the HR department
- ❖ To be useful to temp agencies, we’d need to support and extend standard procurement processes and business documents – e.g., request for quote, order, invoice
- ❖ Need to consider additional processes such as time capture

# Temp Staffing Problem Domain

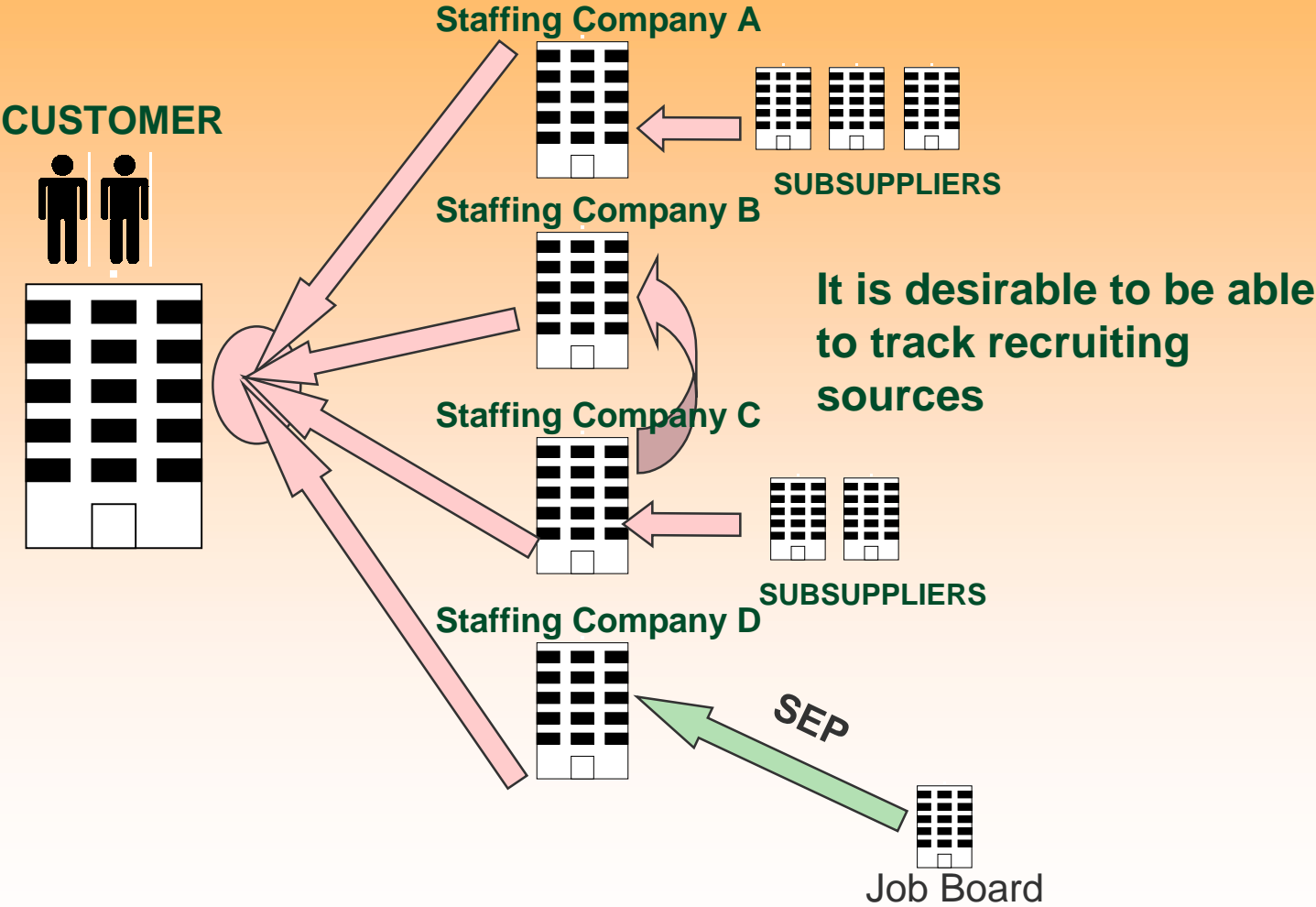


**Staffing customers, particularly the larger ones, use multiple suppliers.**

# Temp Staffing Problem Domain



# Temp Staffing Problem Domain



# Customer Perspective

## MANPOWER

CANDIDATE = JOE BROWN  
AVAILABLE\_DATE = 12 JUL 01

## ADECCO

PERSON\_SURNAME = BROWN  
PERSON\_FIRST NAME = JOE  
STARTDATETIME=12:07:2001:0900:00:00

## KELLY

CONTRACTOR=JOE BROWN  
AVAILABLESTART=12/07/01

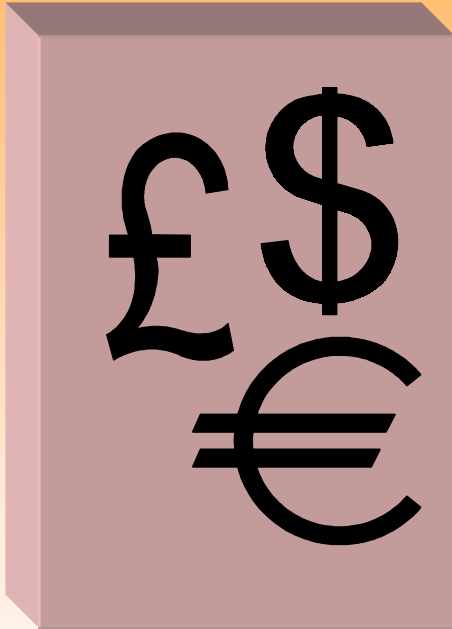
## VEDIOR

SUBJECT\_LASTNAME=BROWN  
SUBJECT\_FIRSTNAME=JOE  
DATESTARTMONTH=JULY  
DATESTARTDAY=12  
DATESTARTYEAR=2001

**Non-standard data makes it difficult for the customer to integrate data:**

- **For SMEs, manual integration of data from phone, e-mail, fax, Web form is the most common way transactions are accomplished**
- **Large customers with market power will require participating staffing companies to conduct transactions by integrating with varying e-procurement systems.**

# Staffing Industry Perspective

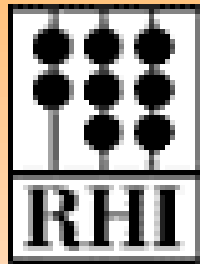


- Large temp staffing customers with market power expect integration costs to be covered by staffing firm.
- A single integration can exceed the returns a staffing firm might expect from life of the contract.
- In a very competitive market, there is the need improve/maintain fill rates and quality of placements.

# HR-XML's

## Staffing Industry Data Exchange

### Standards (SIDES)

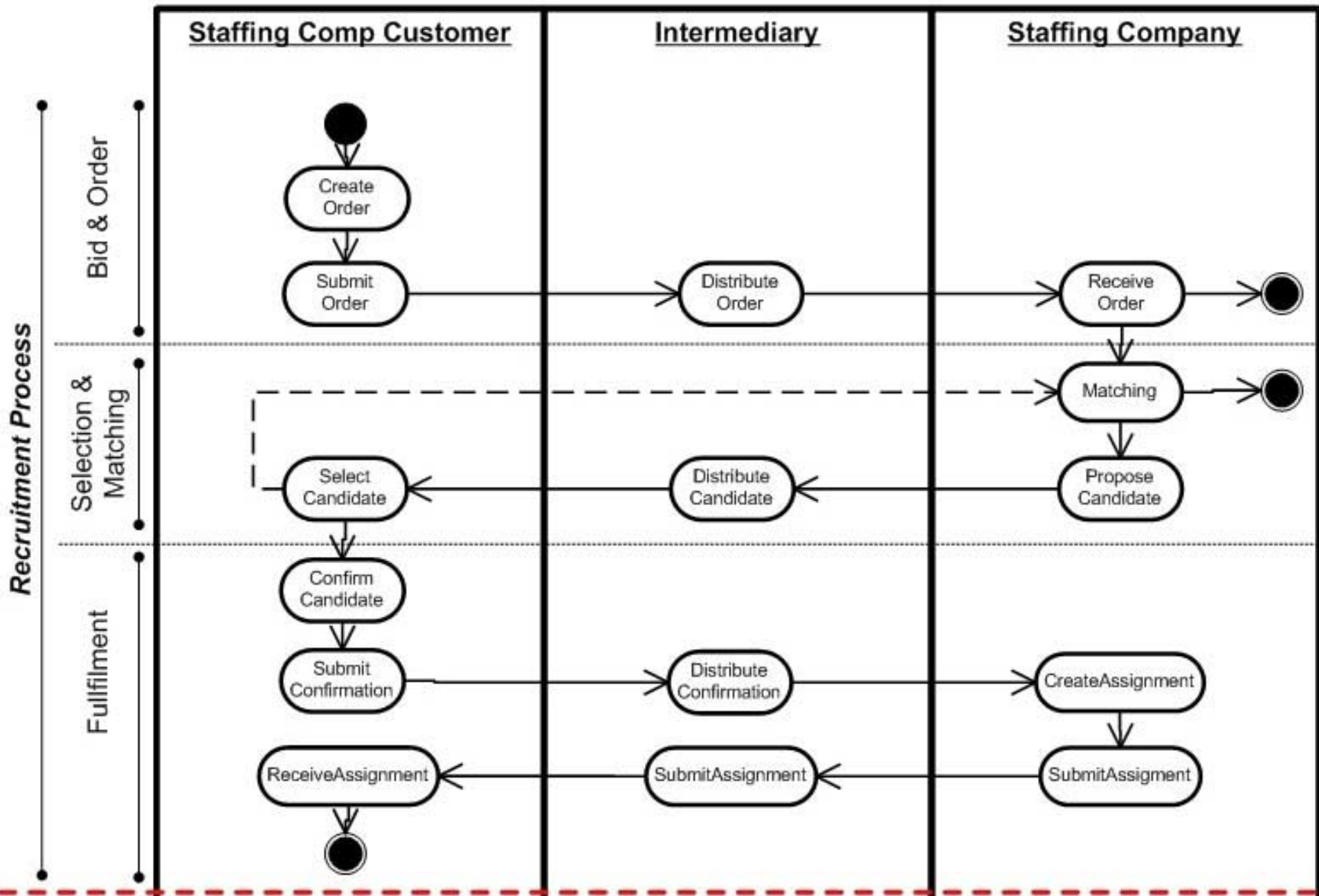


- SIDES strawman specification was developed and donated to the HR-XML Consortium by Adecco, Kelly Services, Manpower, Randstad, Spherion, Vedior
- SIDES – a complete set of specifications to support the procurement of temporary staffing
- HR-XML staffing companies represent about \$80 billion of the \$180 billion World-wide staffing industry.

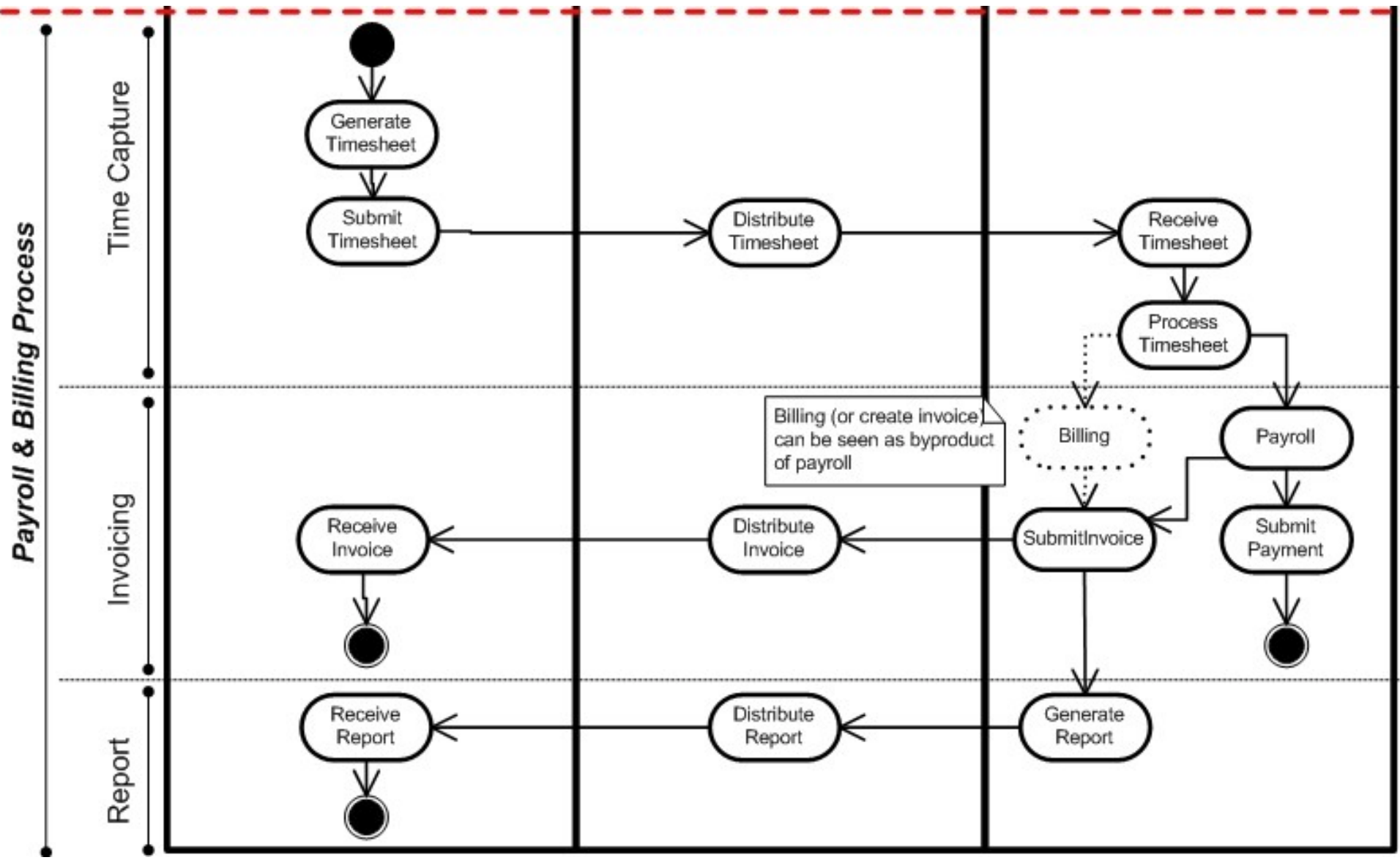
# SIDES Processes

- ❧ Request for Quote
- ❧ Order
- ❧ Selection (HumanResource)
- ❧ Fulfillment (Assignment)
- ❧ Background Checking
- ❧ Time Capture
- ❧ Invoice

# Process Overview: Order, Selection, Fulfillment



# Process Overview: Time Capture, Invoice, Report



# Interoperability Pop Quiz

- Strawman Received Mid August
- Proposal submitted to BSC Sept. 5
- SIDES launched on Sept. 10
- SIDES principals target date for V 1.0 is February – we've promised April
- SIDES needs a “request for quote,” “order,” and “invoice” to extend
- SIDES is .xsd
- What do you do? What do you do?

# What do you do?

- ✿ Gating/Identifying Overlaps
- ✿ Communication
- ✿ Architecture alignment
- ✿ Action
- ✿ Customer Orientation/Meeting Business Needs/Consultative Selling

Formalization is a good thing – but cannot precede the above steps

# Proposed Solution: OAGIS v8.0

- ❖ Deploy SIDES within OAGIS v8.0 BODs, use OAGIS invoice, order, and request for quote.
- ❖ Timing. SIDES candidate recommendation will be voted on April 21/OAGIS v 8.0 release slated for March 31.
- ❖ By deploying our specs as OAGIS business object documents (BODs) HR-XML benefits from OAGI's guidance for working within major implementation frameworks – ebXML
- ❖ Coordinate with Electronic Commerce Platform, NL (ECP, NL), a Netherlands-based with a draft specification for e-procurement of temp staffing



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