



**HR-XML  
CONSORTIUM**

**2001 December 7, Interoperability Summit  
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# Agenda

- HR-XML Competency Workgroup Goal and Background
- Competency Analysis
- Schema
- Q & A

# Workgroup Goal

- ❖ The objective of this project is the creation an XML Schema that provides trading partners a standardized and practical means to exchange information about competencies within a variety of business contexts.

# Paths we could take

1. Create a schema to allow trading partners to exchange competencies in a standard way
2. Establish a standard as well as a taxonomy of skills for trading partners to use when describing human resources or job/positions

***We decided on the first!***

# Workgroup Makeup

- ❧ 5-10 Active members
- ❧ Workgroup members represented Job Boards, Staffing Companies, HR Software Vendors, Academic, Training Companies, Government
- ❧ 9 Months to develop specification

# Workgroup Process

## 🐉 Research Competencies

- Discover existing taxonomies
- Find out how companies use them
- Create Definition

## 🐉 Create Business Scenarios

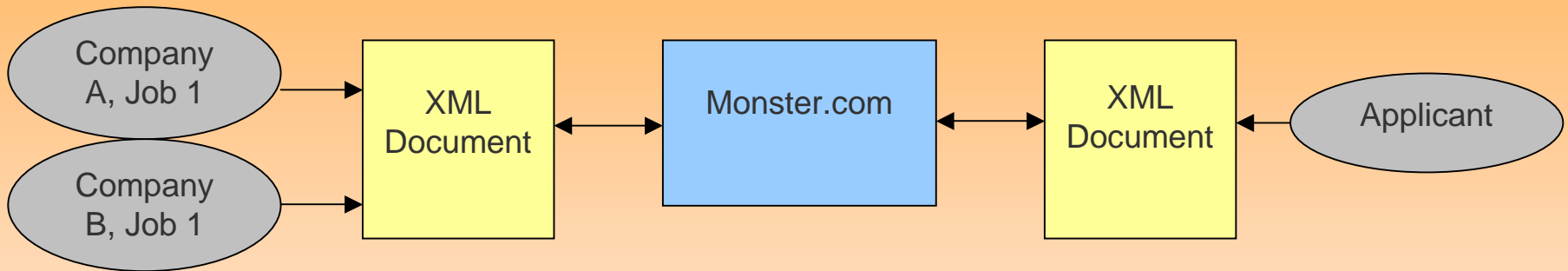
## 🐉 Model Domain

## 🐉 Create Schema

# Competency Definition

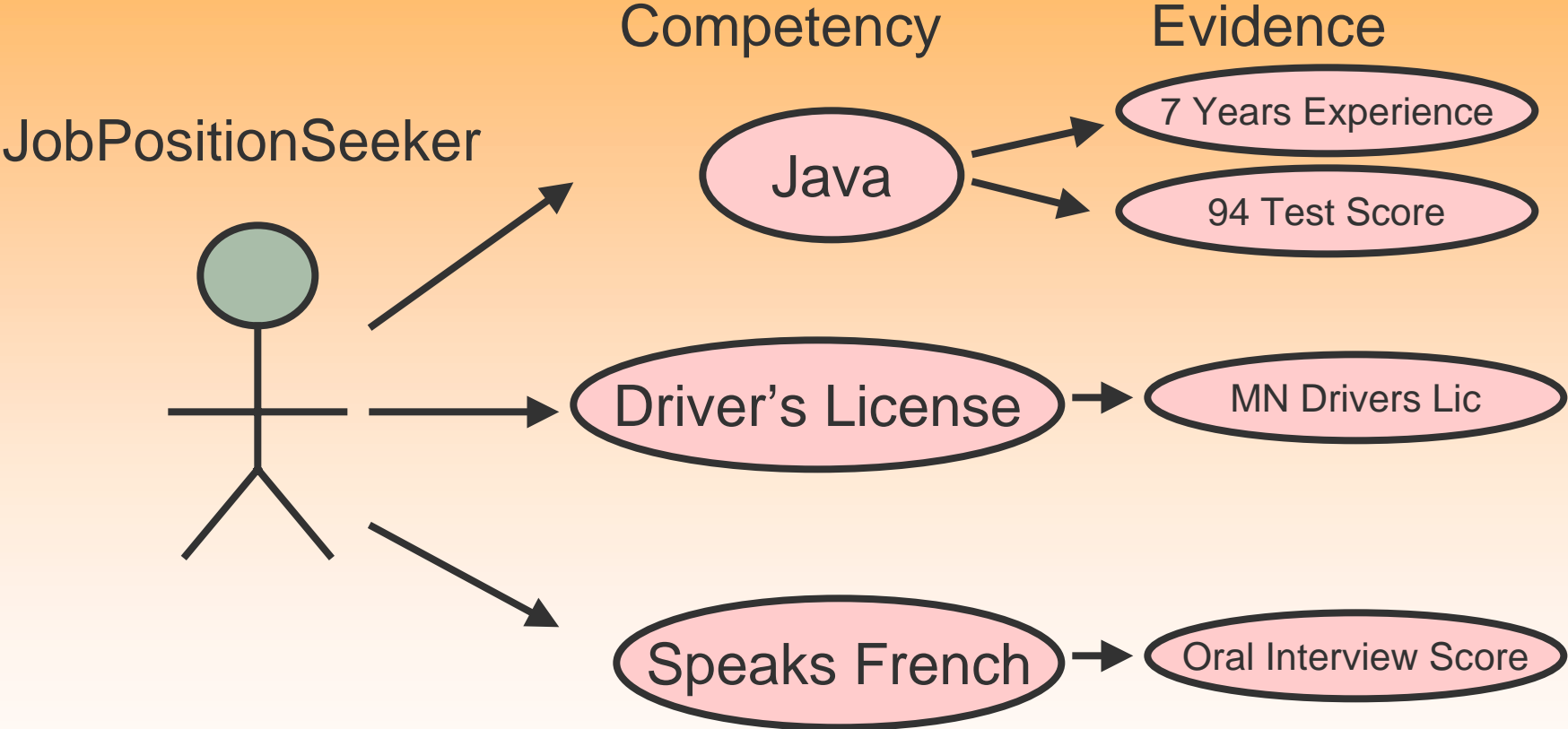
**Competency.** A specific, identifiable, definable, and measurable knowledge, skill, ability and/or other deployment-related characteristic (e.g. attitude, behavior, physical ability) which a human resource may possess and which is necessary for, or material to, the performance of an activity within a specific business context.

# Competency Scenario Example

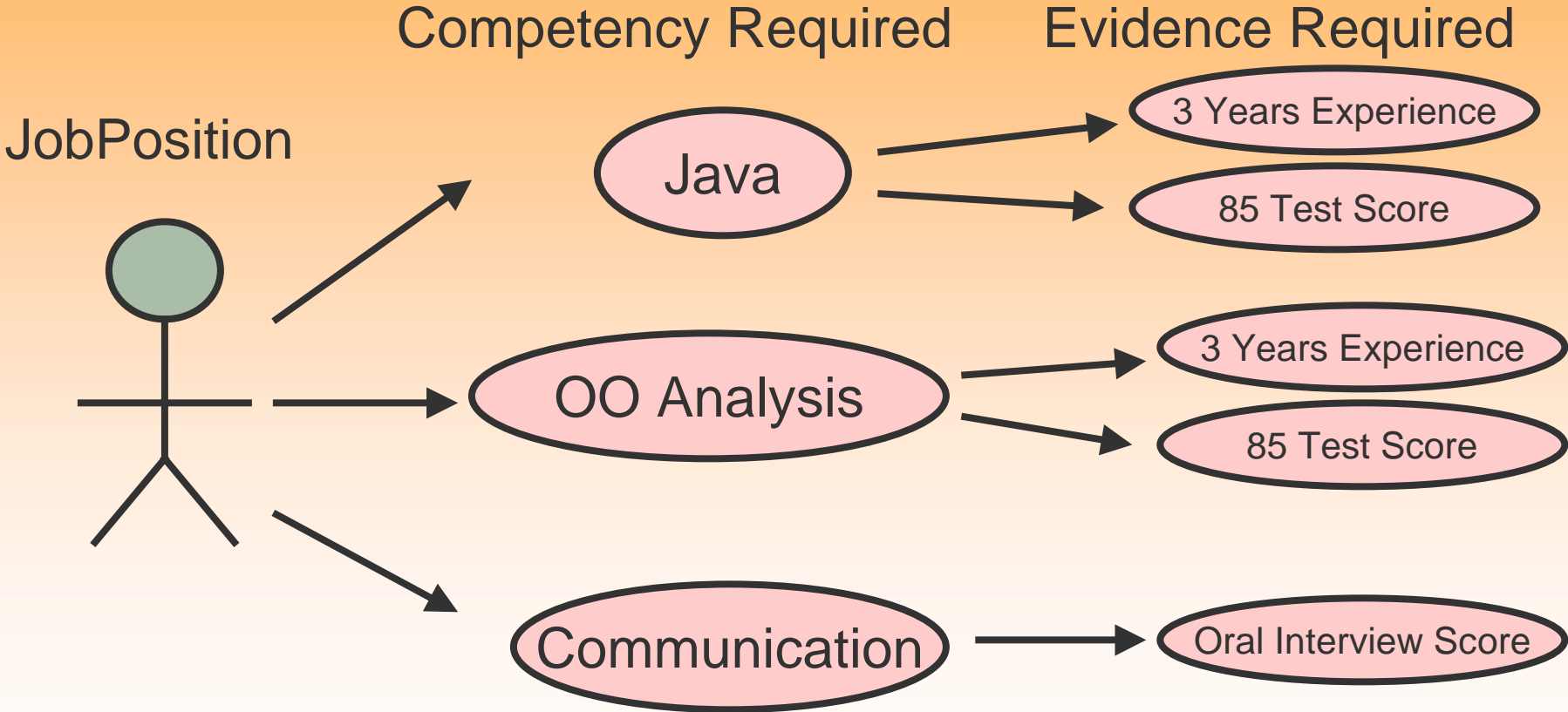


- Both Company A and B post a job to Monster.com
- Each Company Describes Competencies differently
- Applicants Log on to Monster.com and submit their resumes which are captured as XML documents
- Company A and Company B search for applicants with their respective skills, using competency information for the job will help target their search.
- Applicants search for jobs their meeting their qualifications

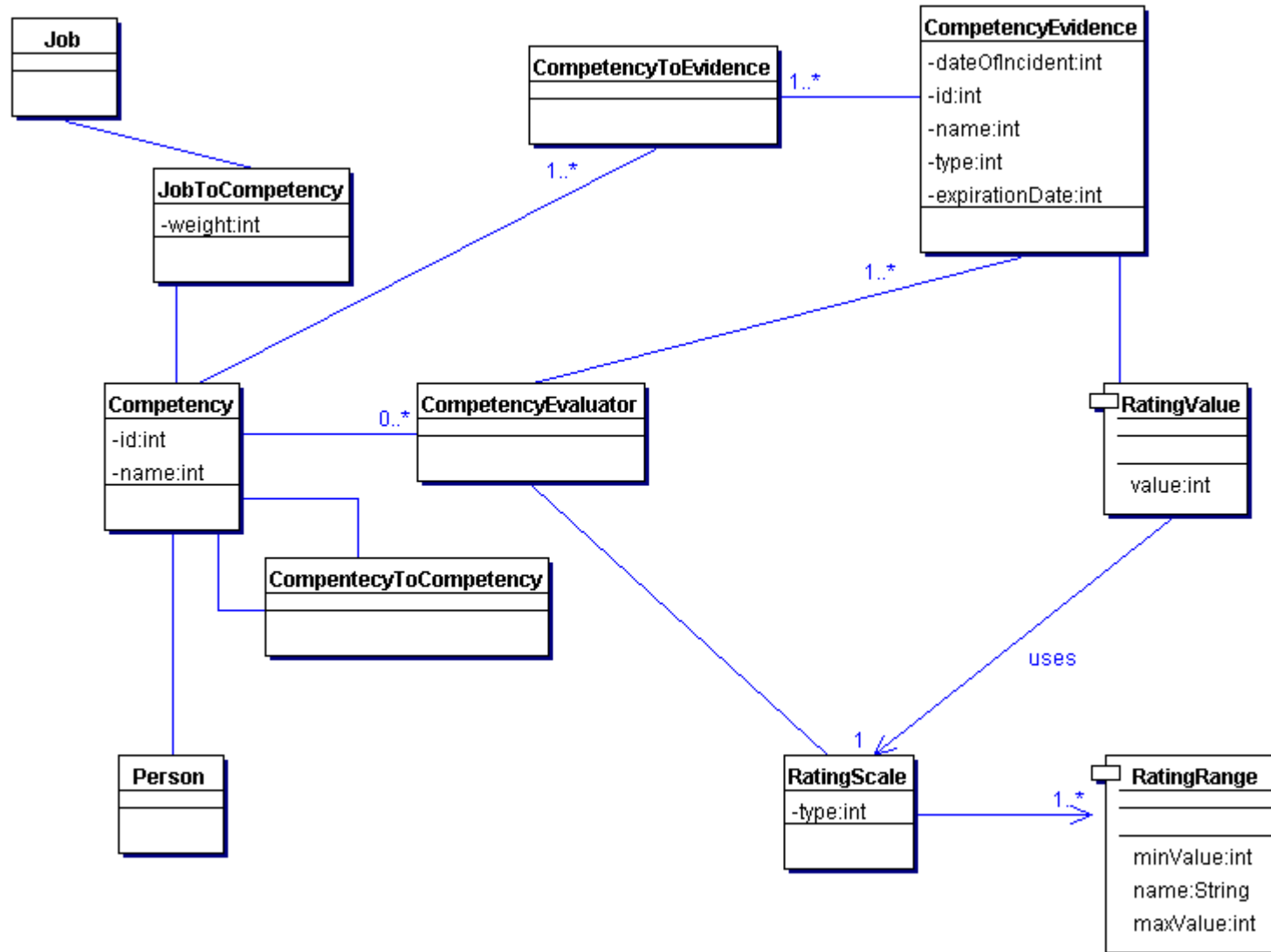
# Competencies – Seeker Context



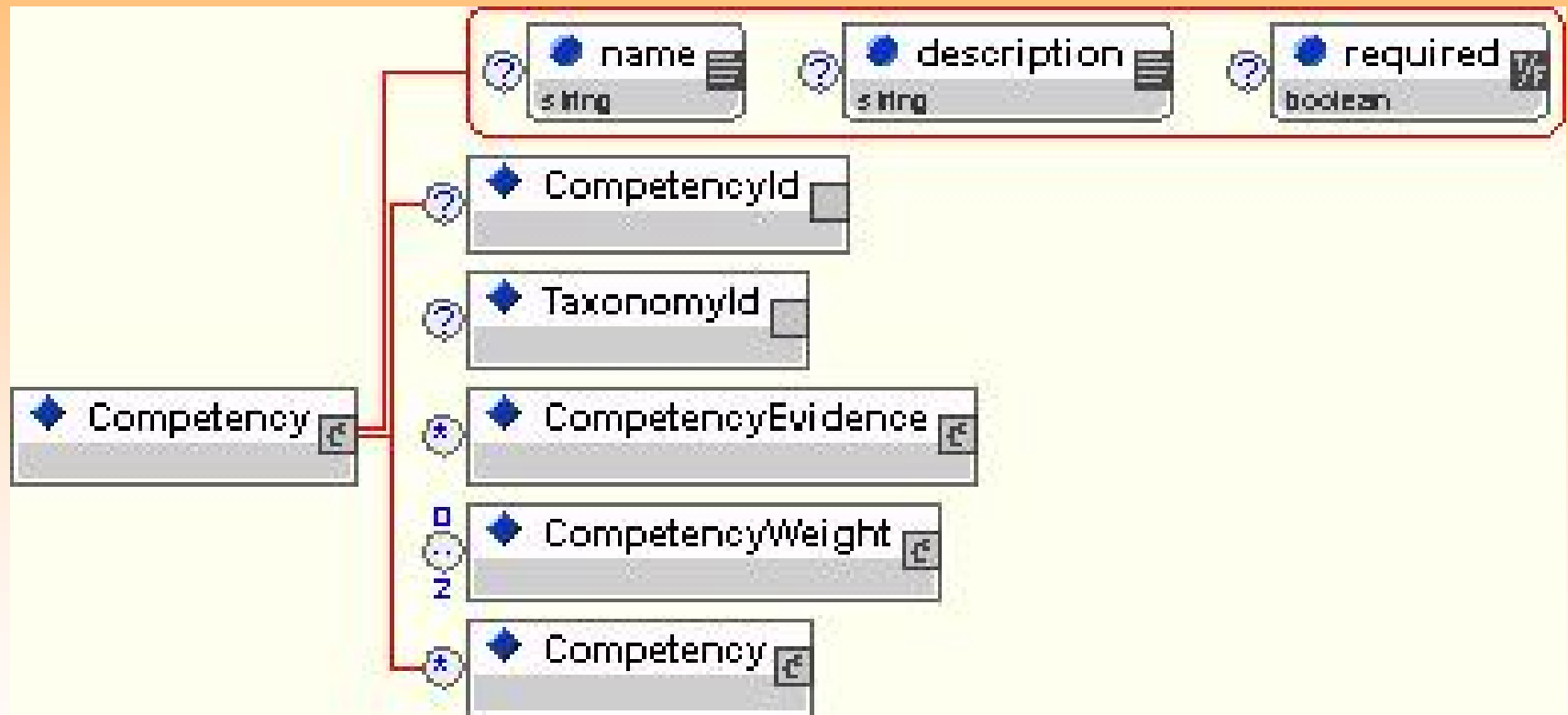
# Competency – Job Context



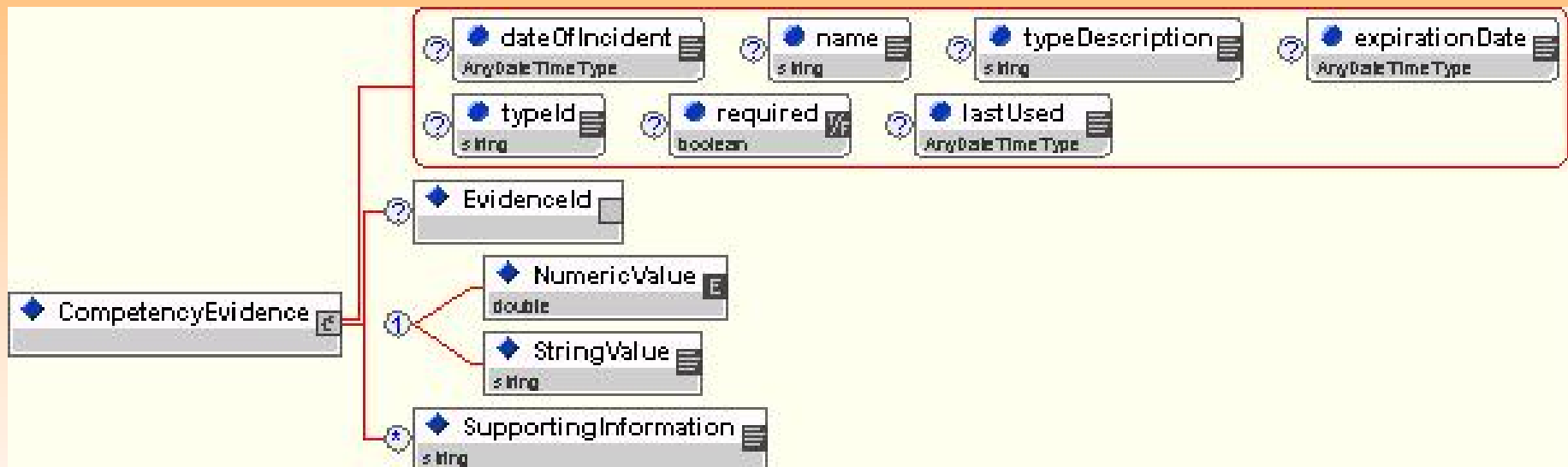
# Analysis Model



# Competency Schema – High Level



# Competency Evidence



# Next Steps

- ❖ Taxonomy mapping schema – How can I pass along taxonomy mapping information to automate evaluation
- ❖ Maybe, if everyone is nice to us and each other, we'll think about creating a taxonomy.

Questions Anyone?