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*; Halcyn 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; Vediior 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
- Cisco Systems
- Intel
- Northrop Grumman

Recruiting Solutions
- peopleclick
- Icarian
- Personic

HRMS Vendors
- SAP
- Ultimate Software
- Best!

Job Boards
- Monster
- HotJobs.com

Staffing/Recruiting Cos.
- Manpower
- Randstad
- Adecco

Other Recruiting Venues
- Referral Networks
- Headhunter.net
- BrassRing
HR Transactions Tomorrow

Employers
- Cisco Systems
- Intel
- Northrop Grumman

Recruiting Solutions
- PeopleClick
- Icarien
- Personnic

HRMS Vendors
- SAP
- Ultimate Software
- Best!

Standards

Job Boards
- Monster
- Hotjobs.com

Staffing/Recruiting Companies
- Manpower
- Randstad
- Adecco
- Kelly Services

Other Recruiting Venues
- Referral Networks
- Headhunter.net
- Brassring
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
SEP v1.0 Transactions

- **JobPositionPosting.** A standard way for a hiring company to post a job or position to a job board or other recruiting venue.

- **JobPositionSeeker.** A standard method to transmit JobPositionSeeker (resume or CV) information between the JobPositionSeeker Supplier and JobPositionSeeker Consumer.

- **JobPositionSeekerFeedback.** Allows the JobPositionSeeker Consumer to give feedback to the JobPositionSeeker Supplier about the appropriateness of a JobPositionSeeker.
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

Suppliers may engage subcontractors (or each other)

Job Board
Temp Staffing Problem Domain

It is desirable to be able to track recruiting sources.
Customer Perspective

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.
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

Staffing Comp Customer

1. Create Order
2. Submit Order
3. Select Candidate
4. Confirm Candidate
5. Submit Confirmation
6. Receive Assignment

Intermediary

1. Distribute Order
2. Distribute Candidate
3. Confirm Confirmation
4. Submit Assignment

Staffing Company

1. Receive Order
2. Matching
3. Propose Candidate
4. Create Assignment
5. Submit Assignment
Process Overview: Time Capture, Invoice, Report

**Payroll & Billing Process**

- Generate Timesheet
- Submit Timesheet
- Distribute Timesheet
- Receive Timesheet
- Process Timesheet
- Submit Invoice
- Receive Invoice
- Distribute Invoice
- Submit Payment
- Payroll
- Billing

**Invoicing**

**Time Capture**

- Generate Timesheet
- Submit Timesheet
- Distribute Timesheet
- Receive Timesheet
- Process Timesheet
- Submit Invoice
- Receive Invoice
- Distribute Invoice
- Submit Payment
- Payroll
- Billing

**Report**

- Generate Report
- Distribute Report
- Receive Report
- Submit Report
- Generate Invoice
- Distribute Invoice
- Submit Payment
- Payroll
- Billing

Billing (or create invoice) can be seen as byproduct of payroll.
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