Agenda

- HR-XML Competency Workgroup Goal and Background
- Competency Analysis
- Schema
- Q & A
The objective of this project is the creation of 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

 getWindow 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.
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

JobPositionSeeker

- Java
  - 7 Years Experience
  - 94 Test Score

- Driver’s License
  - MN Drivers Lic

- Speaks French
  - Oral Interview Score
Competency – Job Context

Job Position

Competency Required

- Java
- OO Analysis
- Communication

Evidence Required

- 3 Years Experience
- 85 Test Score
- Oral Interview Score
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?