

About HR Open

The HR OPEN STANDARDS Consortium is an independent, non-profit association whose sole purpose is the development and promotion of a standard suite of data exchange specifications to enable e-commerce and automation of human resources-related data exchanges between and among organizations and individuals worldwide.

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DEMONSTRATION ONLY



HR Open Standards Consortium (HRO)

Description:

GLOBAL STANDARDS COMMUNITY — Founded in 1999, 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.

Stakeholder(s):

HR Open Staff :

HR Open staff keeps our Consortium working, please contact us for questions or more information!

Kim Bartkus :

Executive Director, HR Open Standards Consortium

Kelly Berntson :

Communications and Events Manager, HR Open Standards Consortium

Dimitar Draganov :

Technical Consultant, HR Open Standards Consortium

HR Open Board of Directors :

These are the industry and thought leaders guiding the standards starship.

Jason Sole :

PRESIDENT — Director of Sales Engineering, DirectEmployers Association

Andrew Cunsolo :

SECRETARY — VP, Product Development, Jobvite

Ingolf Teetz :

TREASURER — milch & zucker

Amanda Carr :

BOARD MEMBER — VP, Product and Integrations, iCIMS, Inc

Jim Elder :

BOARD MEMBER — Sales Engineer, Administrate

Leslie Erwin :

BOARD MEMBER — Development Manager, ADP

Dave Garrett :

BOARD MEMBER — Product Manager, Alight NGA Human Resources

Bon Idziak :

BOARD MEMBER — Chief Compliance and Government Relations Officer, Accurate Background

Ryan Krostue :

BOARD MEMBER — Chief Operating Officer, Universal Background Screening, Inc.

Jan-Willem van der Boom :

BOARD MEMBER — CEO, Manus Global Support BV

HR Open Standards Consortium Members

ADP

Accurate :

We're on a mission to build a better background check experience.

Applicant Insight :

Applicant Insight, founded in 1990, is a leading provider of background screening and substance abuse testing both domestically and internationally. Ai's Management Team has extensive leadership experience and qualifications that make them trusted experts in the Employment Screening and Drug Testing Industries.

Cisive :

Pre-Employment Screening Solutions for Large Enterprises — In a world where instant information rules, Cisive fuses technology and human insight into clear and actionable intelligence for any HR leader.

DirectEmployers Association :

We're a one-stop shop, designed by employers like you and defined by our 20-year foundation of people, partnerships, and position.

Discovery Benefits :

Since 1987, Discovery Benefits has been simplifying employee benefits administration so our employers, participants and consultants can focus on the things that matter most to them. We do this by offering cutting-edge technology, instant access to information and expertise and superior customer service. That's the Discovery Benefits difference, and that's what's led us to become one of the fastest-growing administrators in the industry.

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Stakeholders (continued)

European Commission :

The Commission's work is steered by a College of Commissioners, and led by its President. The Commissioners work on specific policy priorities that are set out by the Commission President.

JobStairs

MANUSPLUS :

EUROPE'S FAVOURITE PROVIDER FOR EVALUATED TIME SOLUTIONS

Milch & Zucker :

Talent Acquisition & Talent Management Company AG

National Association of State Workforce

Agencies :

National Association of State Workforce Agencies (NASWA) is the national organization representing all 50 state workforce agencies, D.C. and U.S. territories. These agencies deliver training, employment, career, and business services, in addition to administering the unemployment insurance, veteran reemployment, and labor market information programs. NASWA provides policy expertise, shares promising state practices, and promotes state innovation and leadership in workforce development.

Alight | NGA HR :

Alight | NGA HR is uniquely positioned to help HR leaders unlock the true value of their diverse workforce, wherever they are. We focus on customer value, using our over 50 years of experience in HR consulting, HR outsourcing and HR technology. Innovation is the foundation of our business and why we are recognized as a market leader in HR and payroll.

PilotFish :

At PilotFish Technology, we focus on Java, J2EE, XML, Web Services and related e-commerce technologies; yet possess a fundamental understanding of the legacy systems still prevalent today. While many might argue that the older legacy systems are obstacles to exploiting Web Services, standards-based communications, and other e-commerce technologies, we have shown again and again, without exception, the ability to unlock the enormous benefits that e-commerce technology offers with a very modest investment.

Proforma :

Employment Screening Services with a Risk Management Mindset

Universal Background Screening :

Universal Background Screening provides comprehensive background screening services with a commitment to personalized, responsive service and accuracy in the information we provide.

U.S. Chamber of Commerce Foundation :

The U.S. CHAMBER OF COMMERCE FOUNDATION is dedicated to strengthening America's long-term competitiveness. We educate the public on the conditions necessary for business and communities to thrive, how business positively impacts communities, and emerging issues and creative solutions that will shape the future.

Vertical Screen :

SPECIALIZED APPLICANT SCREENING — Vertical Screen empowers four industry-focused applicant screening firms.

WCC :

ID & Security Solutions — WCC enables governments to manage large volumes of Identity and Security data. Protecting borders and citizens while providing legal identity for all Employment Solutions — WCC enables Public and Private Employment Services to quickly and expertly match people with suitable and sustainable jobs

Access 4 Learning :

The Access 4 Learning (A4L) Community, and its Special Interest Group the Student Data Privacy Consortium (SDPC), is a unique, non-profit collaboration composed of schools, districts, local authorities, states, US and International Ministries of Education, software vendors and consultants who collectively address all aspects of learning information management and access to support learning.

Association for Workforce Asset Management (AWAM) :

Use your workforce management technology better and solve issues with retention, absences, and high labor costs.

Global Payroll Management Institute (GPMI) :

The Global Payroll Management Institute (GPMI) is the world's leading community of payroll leaders, practitioners, researchers, and technology experts.

International Association for Human Resource Information Management :

IHRIM is the community for sharing expert knowledge that leverages HR systems, technologies, and analytics for business excellence.

Open Applications Group Inc. :

Founded in 1994, The Open Applications Group Inc. (the OAGi) is organized to promote business process interoperability for both inter & intra enterprise business processes and to encourage the creation of and/or create and endorse one or more standards to assist organizations in achieving connectivity and multiple-source integration of inter & intra enterprise business processes.

Object Management Group (OMG) :

The mission of the Object Management Group (OMG) is to develop technology standards that provide real-world value for thousands of vertical industries. OMG is dedicated to bringing together its international membership of end-users, vendors, government agencies, universities and research institutions to develop and revise these standards as technologies change throughout the years.

Postsecondary Electronic Standards Council :

PESC leads the establishment & adoption of trusted, free & open data standards across the education domain by serving as an open standards-development and open standards-setting body producing PESC APPROVED STANDARDS.

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Stakeholders (continued)

Substance Abuse Program Administrators

Association :

SAPAA is a non-profit trade association whose members represent alcohol and drug testing service agents, including third party administrators (TPAs), in-house administrators, medical review officers (MROs), DHHS Certified Laboratories, Substance Abuse Professionals (SAPs), manufacturers of testing devices, and collection sites/collectors.

Arist

ClearStar

Harbinger Group

iCIMS

Jobvite

Joynd

Known2U

NeoGov

OPENonline, LLC

Payper Netherlands

SETU

Swedish Employment Agency

Vision

Global adoption of HR Open Standards through broad collaboration.

Mission

To provide the place where industry leaders collaborate to enable innovation

Values

Openness: Open Standards: Participation ensures your company's HR technology needs are addressed. Allows a focus on solution differentiation instead of vendor lock-in.

Standardization

Networking: Networking & Alliances: Provides an environment to collaborate with like-minded colleagues of different skill sets and job functions. Creates opportunities to work with top-level management across the industry to form business alliances.

Alliance

Engagement: Engagement & Expertise - Access, insight, and input into best practices and technology direction and the opportunity to participate in all aspects.

Expertise

Fairness: Level Playing Field - All organizations, regardless of size, have access to the same resources and can bring perspectives to the table.

Resources: Resource Utilization - Saves research and development time, investment, and human capital compared to custom implementation.

Integration: We simplify HR integrations.

Simplification

1. HR Interoperability Standards

Develop and promote a standard suite of data exchange specifications to enable e-commerce and automation of human resources-related data exchanges between and among organizations and individuals worldwide

HR-JSON and HR-XML standards libraries — Our standards are free, current, global HR data vocabularies developed in a transparent, collaborative, consensus-based environment open to all HR professionals and organizations.

1.1. Collaboration & Community

Foster collaboration and community

WORKGROUPS — HR Open has many opportunities to participate. HR Open is continually updating our specifications and creating new standards to meet industry needs. A significant benefit to our organizational members is that any of their employees may participate in the standards development. This allows the company to help create the standards and gives them early access to the specifications. In an effort to foster collaboration and community, HR Open Standards has opened participation in workgroups to non-members.

2. Training

Offer training for technical and related HR content

Stakeholder(s)

SAPAA

AWAM

HR Open offers online training courses for technical and related HR content. Courses are available through HR Open, as well as our training partners, SAPAA and AWAM. If you select a training partner, please include HR Open's referral information.

DEMONSTRATION ONLY

3. Certifications

Recognize individuals, products, and organizations

3.1. Individuals

Recognize individuals for their experience and knowledge of HR Open Standards' suite of interoperable data exchange standards

INDIVIDUAL CERTIFICATE — The HR Open Standards Individual Certificate is awarded to recognize individuals for their experience and knowledge of HR Open Standards' suite of interoperable data exchange standards.

3.2. Products

Certify HR Open Standards implementations

SIMPLIFY YOUR HR INTEGRATION — Certify your organization's HR Open Standards implementation signaling to your customers and trading partners that your organization has taken steps to simplify your integrations, thus saving integration costs for both of you.

Stakeholder(s):

HR Organizations

3.3. Organizations

Certify organizations and products

CERTIFIED ORGANIZATIONS — Certified organizations and products. Certifying your products against the HR Open Standards indicates that your organization is a technology leader and is ready to integrate with customers and trading partners.

Stakeholder(s):

HR Organizations

Administrative Information

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