3.1 Release Readme File

This version:
Readme_3.1
September 21, 2010

Previous version:
N/A

Abstract

This document provides instructions for implementing the standards deliverables and utilizing the tools. Terms of license can be found in license.pdf.

Send comments, bug reports, maintenance requests, and questions to: info@hr-xml.org.

Table of Contents

1 Backwards Compatibility

This release is backwardly compatible with the prior 3.0 HR-XML release with the exception of bug fixes noted in section 2.

Note that the CompetencyDefinitions and PositionCompetencyModel schema are provisional and may change in a future release. This could affect backwards compatibility with prior 3.X releases.

2 New in this Release

2.1 New Specifications

The following specifications have been added, including the nouns, BOD's, WSDL, examples, and documentation:

- EmploymentEligibilityI-9
- ScreeningCatalogOrder
- ScreeningCatalogReport
- SearchDocument

2.2 Best Practices and Implementation Tools

Improved Implementation Guidelines, including .Net and Java object models and mapping tools.

2.3 Bug Fixes

Two items were corrected from the 3.0 release, which affect backwards compatibility for several Screening schemas.

- SearchEmploymentTypeCode was incorrectly coded with type SearchCriminalTypeCodeType in the HR-XML Fields file. This is used in the ScreeningOrder, ScreeningPackageOrder, and ScreeningReport nouns.

- ScreeningSearchTypeQualificationCode is a union of several code types. The union incorrectly included ScreeningSubjectTypeCodeEnumType. This enumeration was removed in the CodeList file. This is used in the ScreeningOrder noun.

3   Versioning

The release package is labeled 3.1 to indicate that there were changes to existing schema.

Individual nouns that changed from the prior release have a version attribute of '3.1'. All other nouns remain at the '3.0' version since they did not change. The same versioning applies to the common files.

BOD's don't currently use the version attribute.

The instances utilize the releaseID attribute for versioning, which mirrors the noun. For example, if the noun changed (version attribute 3.1), then the related instances will have a releaseID of '3.1'. All other releaseID's should be '3.0', indicating no change to the noun.

See Change Log section for details.

4   Access to HR-XML 3.1 Content

Implementers will see the following image when clicking on the link from the Downloads webpage. From this point there are several options for working with the new release.

4.1   Download Standards

Download the HR-XML-3_1.zip file and unzip to the local machine. The file structures of the download are described in Folder Structure section of this document.

The index.html file may be found in org_hr-xml/3_1/Documentation/Guidelines.

4.2   Menu

The Menu allows implementers to view the standards and documentation online. The available menu options and their purposes are:

- **Guidelines** - provides a table of contents including standards architecture, best practices, domain specifications, and documentation.
- **BODs (Business Object Documents)** - shows all of the BODS and related documentation. For example, ShowCandidate, GetAssessmentCatalog and NotifyScreeningOrder.
- **Nouns** - shows all of the nouns and related documentation. For example, Candidate, ScreeningReport, and IndicativeData.
- **Global Elements** - allow the user to search for specific components, fields or codes. Granular data can be viewed by drilling down for an element. For example, Amount drills down to AmountType, which includes a decimal and CurrencyCodeContentType. Values of the currency code can be viewed by further access.
- **WSDL** - displays the web service patterns for each noun.
- **Packages** - allow the implementer to view and download standalone packages for each BOD. For example, IndicativeData_RelyingSystemPackage and PositionOpening_JobBoardPackage

- **Code Lists** - provide a quick way to find the values of a code list.
- **Master Index** - is an alphabetical index of the full release content.

4.3   View Nouns

Implementers may prefer to view the schema content directly by clicking on one of the noun links in the white boxes. This displays the noun definition, attributes, and elements and allows the user to drill down into the individual components.

Recruiting	Staffing	User/Employee Data Provisioning
• Candidate (Resume/CV) • Position Opening • Search Document	• Staffing Order • Staffing Assignment • Staffing Resource	• Indicative Data • HR Master Data • User Account • Organization Chart
Benefits	**Competency (Provisional)**	**Assessments**
• US Enrollment • Savings Plan Enrollment • Stock Plan; Grant; Exercise; Deposit; Sale Confirm; Stock Plan Participant	• Position Competency Model • Competency Definition	• Assessment Catalog • Assessment Order • Assessment Report
Background Check	**Time**	**Performance**
• Screening Catalog Order, Catalog Report • Screening Order, Report • Screening Package Order, Package Report • Credit Result • Employment Eligibility I-9	• Time Card	• Development Plan • EPM Participant, EPM Result, EPM Rater Panel • ObjectivesPlan, ObjectivesResult

5   Folder Structure

The folders and files are structured hierarchically, allowing each new release to be built upon the existing 3.0 build. Although the image below shows both the 3_0 and 3_1 folders, implementers do not need to include more than the current folder (3_1). However, the structure does allow for organizations to utilize multiple versions.
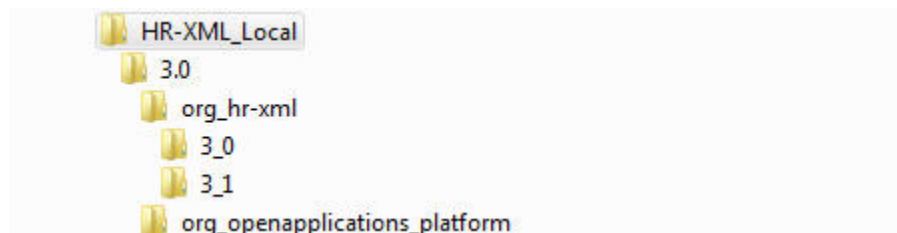

5.1   HR-XML Content

The 3_1 folder contains the Developer folders where the BOD's and nouns are located. The Common folder contains the Components, Fields, and Codelist files which includes all of the shared data for the nouns.

Documentation includes all of the html files for viewing. In particular, the index.html file is located here for viewing the standards locally.

The Instances folder contains all of the sample xml files for reference. They may be used to assist implementers in identifying potential content of elements and attributes. Note these xml files are for sample purposes only.

The Services folder contains the WSDL patterns for web services.
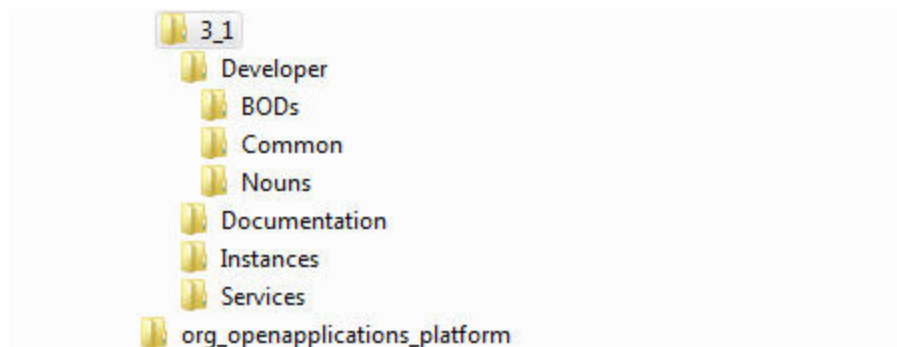
5.2   Platform Content

The 3.X releases are built upon the OAGIS 9.4 Platform 1.1, which incorporates the UN/CEFACT core components.

The folders of most interest are the BODs, OAGi/Components and UNCEFACT/ATG/CoreComponents folders.

- BODs folder contains the ConfirmBOD, which is used for a noun-independent response. See Subset of OAGIS Verbs Implemented in Guidelines for information on BOD's.
- The OAGi/Components folder contains the OAGi core components used in the HR-XML schema. For example, MandatoryIndicator uses oa:IndicatorType.
- The UNCEFACT/ATG/CoreComponents folder includes the qualified and unqualified data types for reuse within the HR-XML components. For example, DocumentTitle uses the qualified data type of StringType.
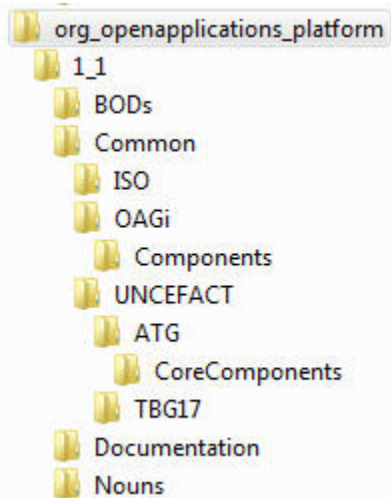
6   Known Issues and Tips

6.1   *OAGIS 1.1 Bug Fixes*

Exceptions in OAGIS 1_1/Common/OAGi/Components/Fields.xsd: PreferredNameType, SequencedCodeType, SequencedIDType, and SequenceTextType have been changed from complexContent to simpleContent to correct a validation error. OAGi has corrected these data types in version 1.1.1.

For more information on OAGIS 9.4 Platform 1.1, see http://www.openapplications.org.

6.2   *Potential Parsing Errors*

Some parser implementations require the namespace prefix "xml" be declared as an attribute in the "xsd:schema" root element: xmlns:xml=http://www.w3.org/XML/1998/namespace.

The Consortium schemas have been developed in a modular and reusable manner. If your tool encounters problems with these modular schema components, please try the StandAlone version of the schema(s), which are located in the "StandAlone" folder in the release distribution package.

For example, one tool indicates a warning when validating namespaces that have duplicative imports. The warning is shown as: "Duplicate import of namespace ignored. http://w3.org/2000/09/xmldsig# resolved to W3C/xmldsig-core-schema.xsd"

A conformant XML processor is supposed to ignore duplicative imports. So the "duplicate import" warning is not consequential in terms of conformance with applicable W3C recommendations. This warning should not pose any validation or processing problems. If you do experience any issues, use the StandAlone version of the schema(s), which are located in the "StandAlone" folder in the package.

6.3   *StandAlone Packages*

The StandAlone schemas combine "included" module schemas into a single schema. Those modules are all within the same namespace.

NOTE: Standalone schemas include components under the HR-XML namespace.

A single XML schema file can define components only for a single namespace. This is by design. Implementers using the standalone schemas need to consider this because non-HR-XML namespace components required by HR-XML specifications cannot be merged into a single XML schema file. Some HR-XML schemas use the xsd:import feature to import components from schemas under a different namespace.

Thus, use of the StandAlone schemas will require access to schemas for imported namespaces. The "import" schema files necessary to validate HR-XML schemas are provided within the "StandAlone" folder within the release distribution package.

The Standalone schemas are delivered in Package Zip files: one for each BOD. The WSDL file within each standalone package includes all BODS for the Noun.

7 OAGIS Business Object Documents (BODs)

OAGIS Business Object Documents (BODs) are used for HR-XML message design. The HR-XML Consortium uses the following 9 OAGIS verbs: Acknowledge, Cancel, Change, Get, Notify, Process, Respond, Show, and Sync in conjunction with the HR-XML nouns. In addition, the Consortium uses the OAGIS ConfirmBOD.

8 Change Log

This log includes the high level schema that have changed from the previous release. Note the related files have not been included.

File Name	Description of Change	Release Name	Release Date
Fields.xsd	Bug fix	3.1	2010-09-21
CodeList.xsd	Bug fix	3.1	2010-09-21
ScreeningOrder.xsd	Bug fix	3.1	2010-09-21
ScreeningPackageOrder.xsd	Bug fix	3.1	2010-09-21
ScreeningReport.xsd	Bug fix	3.1	2010-09-21
ScreeningCatalogOrder.xsd	New noun, includes all related BOD's	3.1	2010-09-21
ScreeningCatalogReport.xsd	New noun, includes all related BOD's	3.1	2010-09-21
SearchDocument.xsd	New noun, includes all related BOD's	3.1	2010-09-21
EmploymentEligibilityI-9.xsd	New noun, includes all related BOD's	3.1	2010-09-21