



3.2 Release Readme File

This version:

Readme_3.2
2011-Sept-28

Previous version:

Readme_3.1.2

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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	3
2	New in this Release	4
2.1	New and Updated Specifications	4
2.2	Implementation Aids	4
3	Versioning	6
3.1	Sample Schema	6
3.2	Sample Noun Instance with no prior change	6
3.3	Sample Noun Instance with backwards compatible change	7
3.4	Sample BOD Instance with non-backwards compatible change	7
4	Access to HR-XML 3.2 Content	8
4.1	Download Standards	8
4.2	Menu	8
4.3	View Nouns	10
5	Folder Structure	11
5.1	HR-XML Content	11
5.2	Platform Content	12
6	Known Issues	14
6.1	Potential Parser Errors	14
6.2	StandAlone Packages	14
7	OAGIS Business Object Documents (BODs)	15
8	Change Log	16

1 Backwards Compatibility

This release is backwardly compatible with the prior 3.X HR-XML releases with the exception of bug fixes noted in the Change Log.

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 and Updated Specifications*

New: ScreeningVendor specification used to communicate between the Credit Reporting Agency and the Researcher.

New: WorkerOnBoarding specification is used to onboard a new employee, internal transfer, or contingent worker. It includes information collected during the hiring process.

- Both new specifications include schema, BOD's, WSDL, Use Case documentation, Business Rules, and Examples.

Enhancement: EmploymentEligibility-9 specification was updated with the following enhancements:

- Added AuditTrail structure to allow for tracking audit information.
- Updated use cases and examples to more closely fit industry processes.

Upgraded to OAGIS 9.5 1_2 platform to correct prior issue and enhance BOD structures:

- Corrected complexContent validation errors found in prior 9.1 1_1 version.
- Added attributes to Sync BOD to allow 'batch' transactions.

2.2 *Implementation Aids*

This release includes implementation aids to assist developers with integrations:

Mapping Documents - used to upgrade from 2X to 3X

Recruiting: Position Opening

Common Data Types: Contact Method, Postal Address, Person Name, EntityId, Distribution Guidelines

Best Practices - provide guidelines for implementing standards

HR-XML Extension Best Practices: methods for extending the standards

Business Rules - specifies which elements/attributes are required, best practice, or optional for each use case.

- I9 / EVerify
- Screening Vendor without Website
- Screening Vendor with Website
- Applicant Tracking to On Boarding
- Continent Staffing to On Boarding
- Internal On Boarding

3 Versioning

The release package (library) is labeled 3.2 and indicated by the releaseID attribute for each BOD. The BOD versionID attribute is not used by HR-XML Consortium.

HR-XML Consortium added two versioning attributes to all nouns. The majorVersionID is used to specify when a noun changes within a library release. It is originally set to 1 and incremented by 1 for non-backwards compatible changes. The minorVersionIDs is used to specify when a noun changes within a major version. It is originally set to 0 and incremented by 1 when the noun changes within the major version. This easily allows trading partners to identify if their noun implementations are compatible.

3.1 Sample Schema

This snippet is located in the Fields.xsd

```
<xsd:attributeGroup name="VersionIDAttributeGroup">
  <xsd:attribute name="majorVersionID" type="oa:StringType" use="optional"/>
  <xsd:attribute name="minorVersionID" type="oa:StringType" use="optional"/>
</xsd:attributeGroup>
```

This snippet (sample) is found in all noun xsd.

```
<xsd:complexType name="CandidateType">
  <xsd:sequence>
    <xsd:group ref="DocumentIDGroup" minOccurs="0"/>
    <xsd:element ref="DocumentSequence" minOccurs="0"/>
    ...
    <xsd:element ref="UserArea" minOccurs="0"/>
  </xsd:sequence>
  <xsd:attribute name="languageCode" type="LanguageCodeContentType" use="optional"/>
  <xsd:attributeGroup ref="EffectiveDateAttributeGroup"/>
  <xsd:attributeGroup ref="VersionIDAttributeGroup"/>
</xsd:complexType>
```

3.2 Sample Noun Instance with no prior change

```
<Candidate xmlns="http://www.hr-xml.org/3"
  xmlns:ccts="urn:un:unece:uncefact:documentation:1.1"
  xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
  xmlns:oa="http://www.openapplications.org/oagis/9"
  xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/Candidate.xsd"
  majorVersionID="1"
```

minorVersionID="0">

3.3 Sample Noun Instance with backwards compatible change

```
<Candidate xmlns="http://www.hr-xml.org/3"
xmlns:ccts="urn:un:unece:uncefact:documentation:1.1"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
xmlns:oa="http://www.openapplications.org/oagis/9"
xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/Nouns/Candidate.xsd"
majorVersionID="1"
minorVersionID="1">
```

3.4 Sample BOD Instance with non-backwards compatible change

```
<ProcessScreeningOrder
systemEnvironmentCode="Production"
releaseID="3.1.1"
languageCode="en-US"
xsi:schemaLocation="http://www.hr-xml.org/3 ../Developer/BODs/ProcessScreeningOrder.xsd"
xmlns="http://www.hr-xml.org/3"
xmlns:oa="http://www.openapplications.org/oagis/9"
xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance">
...
<ScreeningOrder majorVersionID="2" minorVersionID="0">
```

4 Access to HR-XML 3.2 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_2.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_2/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

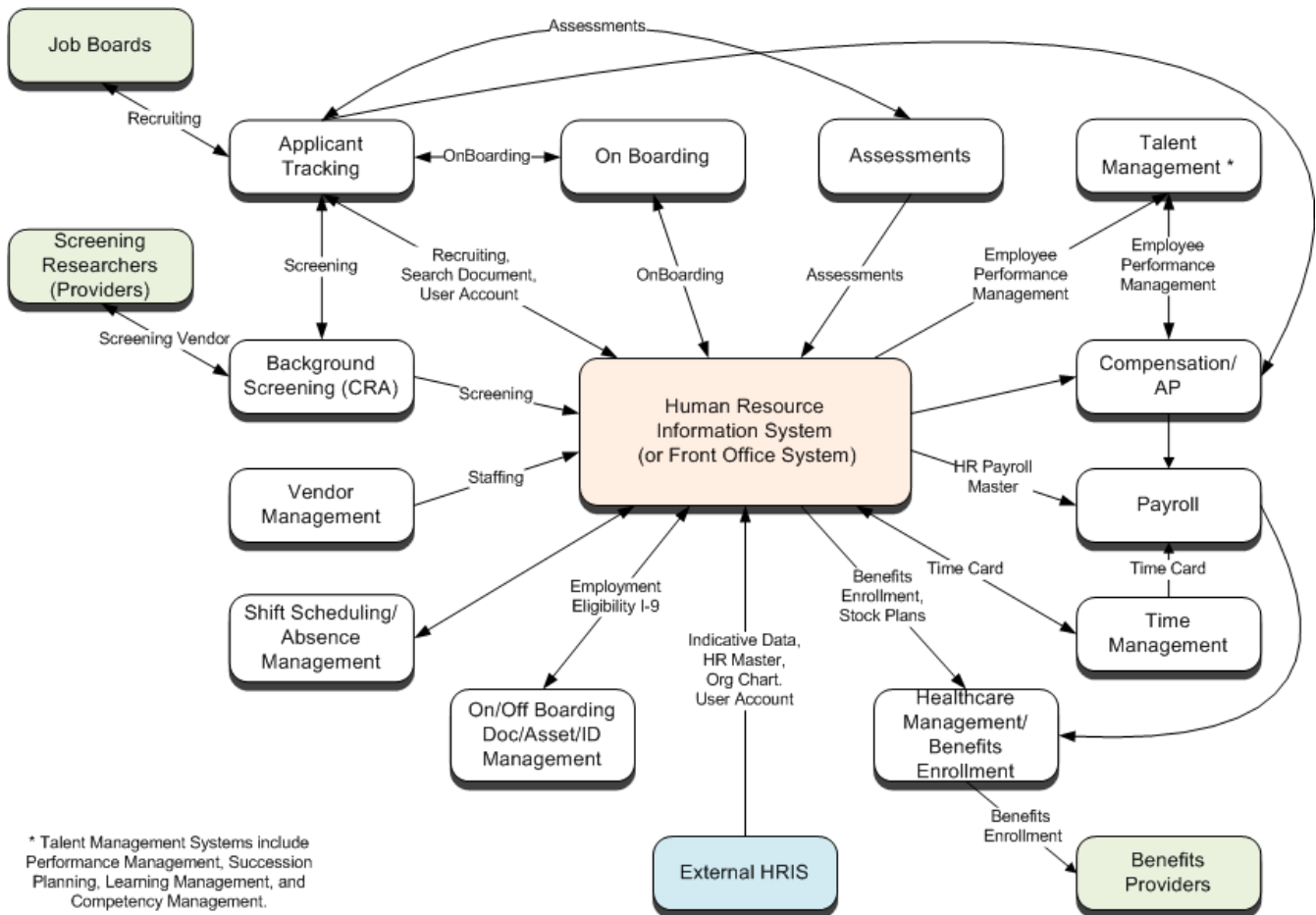
AmountType, which includes a decimal and CurrencyCodeContentType. Values of the currency code can be viewed by further access.

- **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

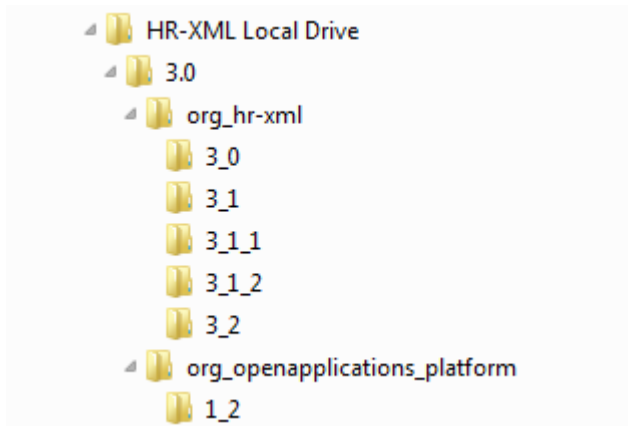
The following diagram portrays a partial scope of the Human Resource 'Industry'. The outer squares depict the systems that may interact with the HRIS or Front Office System. The arrows between the HRIS and outer boxes describe the transactions that may occur between vendors, service providers, internal systems or 3rd party providers. The description of the arrows indicate HR-XML specifications for those transactions.

Implementers may prefer to view the schema content directly by clicking on one of the noun links below the diagram (displayed on the website). This will show the noun definition, attributes and elements, and allows the user to drill down into the individual components.



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 the 3_0, 3_1, 3_1_1, and 3_1_2 folders, implementers do not need to include more than the current folder (3_2). However, the structure does allow for organizations to utilize multiple versions.



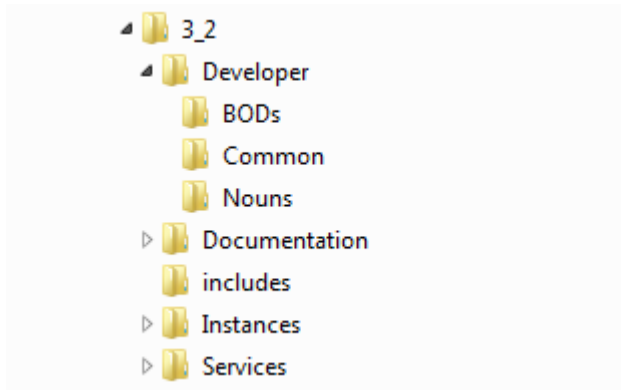
5.1 HR-XML Content

The 3_2 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

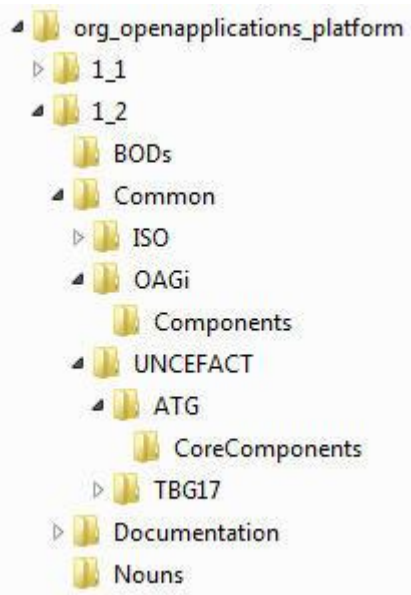
The 3_2 release is built upon the OAGIS 9.5 Platform 1.2, which incorporates the UN/CEFACT core components.

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

The 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

6.1 *Potential Parser 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/xmlsig# resolved to W3C/xmlsig-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.

6.2 *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 schema that have changed in this release (library). Note the related files (includes/imports) have not been included.

File Name	Description of Change	Release Name	Release Date
New Release	Includes all content from prior interim releases	3.2	2011-08-15
OAGI platform	Updated to 9.5, 1_2 platform	3.1.2	2011-06-27
ScreeningVendor	New noun, includes all related BOD's, WSDL	3.1.2	2011-06-27
EmploymentEligibilityI-9	Added AuditTrail info	3.1.2	2011-06-27
WorkerOnBoarding.xsd	New noun, includes all related BOD's	3.1.1	2011-04-26
Fields.xsd	Bug fix for ScreeningOrder, ScreeningPackageOrder, ScreeningReport.	3.1	2010-09-21
CodeList.xsd	Bug fix for ScreeningOrder, ScreeningPackageOrder, ScreeningReport.	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