

HR-XML Consortium Publishes BizTalk Framework Compatible Schema for Recruiting Data

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Consortium Standards Combined with BizTalk Framework Poised to Bring

E-Commerce Solutions to Staffing and Recruiting Transactions

RESEARCH TRIANGLE PARK, N.C., Sept. 13 /PRNewswire/NEWSdesk -- The HR-XML Consortium announced the availability of three BizTalk-compatible schemas designed to enable a new generation of web-based workforce management and recruiting services. Based on open, e-commerce models, this next generation workforce management and recruiting services promises to deliver employers greater ROI for the staffing expenditures, while giving HR and staffing vendors new opportunities for growth and profit.

The HR-XML Consortium is a newly formed non-profit group dedicated to the development and promotion of standardized human-resources-related XML vocabularies for enabling e-commerce and the automation of inter-company exchanges of human resources data. Founding members of the Consortium are Icarian, Inc., a Sunnyvale, Calif.-based provider of eWorkforce Management solutions, and Structured Methods, a Raleigh, N.C.-based, XML solutions provider.

"Icarian is proud to be a charter member of the HR-XML Consortium," said Doug Merritt, President and CEO of Icarian. "The adoption of HR-XML standards is a key element in creating talent marketplaces that provide true collaboration and a secure transactional environment. We look forward to working within the BizTalk Framework to make these HR schemas the industry standard."

The characteristics and features of services that might be built with Consortium schemas and the BizTalk Framework include:

-- 'Smart' requisitioning. The Consortium's standardized BizTalk schemas will enable interfaces with Human Resource Management Systems (HRMS) that allow requisitions and job postings to flow seamlessly from employer systems to on-line recruiting systems and job boards.

-- Privacy protection. Security technologies being developed for XML provide an important tool for protecting sensitive HR data.

-- 'Try before you buy.' Encryption and filtering techniques will enable the creation of databanks that recruiters can search and evaluate for their suitability before having to commit to purchasing resume or job candidate data.

-- Quality resume databanks. Giving job candidates better privacy protections and control using the encryption and filtering techniques will likely increase the quality of on-line resume databanks. High-quality candidates who might be reluctant to put their resumes on the Internet because of concerns over loss of privacy might be willing to post their resumes if they can reliably control the release of personal data.

-- Knowledge management. In an information-driven economy, a business' ability to track "who knows what" is increasingly important to business success. The descriptive XML tagging in the Consortium's BizTalk compatible schemas will help employers better manage their employee knowledge base.

-- Elimination of manual data capture/processing. The "write once and reuse" characteristics of XML will eliminate manual data capture and processing tasks common for HR and recruiting data today.

As staffing and recruiting take their place at the forefront of business-to-business e-commerce strategies, it is critical to establish robust HR-XML standards to support the pent-up demand for talent acquisition over the Internet," said Marcus Schmidt, industry manager for e-commerce at Microsoft Corp. "The BizTalk Framework and Microsoft E-Commerce Strategy are uniquely positioned to facilitate and accelerate the adoption of open XML standards that will dramatically extend the reach of organizations into the vast pool of talent available via the Internet."

Introduced by Microsoft in March, the BizTalk Framework makes it easy for businesses to exchange information between software applications and conduct business over the Internet with trading partners and customers. The BizTalk Framework includes a design framework for implementing an XML schema and a set of XML tags used in messages sent between applications. Microsoft, other software companies and industry standards bodies will use the BizTalk Framework to produce XML schemas in a consistent manner to enable integration across industries and between business systems, regardless of platform, operating system or underlying technology. More information about the BizTalk Framework is available at <http://www.biztalk.org/>.

About Icarian

Icarian, Inc. is the market leader in eWorkforce Planning solutions for managing the planning, hiring, deployment, and retention of employees in global organizations. Its flagship product, Icarian eWorkforce, is a Web-native application suite that automates the complete workforce planning and talent acquisition lifecycle. Privately funded, Icarian is located in Sunnyvale, CA. For more information, please visit <http://www.icarian.com/>.

About Structured Methods

Structured Methods uses XML, SGML, and Internet technologies to provide solutions for organizations with complex publishing and information interchange requirements. Structured Methods has been active in promoting the application of XML to human resource transactions for the past year and a half.

Source: Icarian, Inc.

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