



## Education History

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**This version:**

EducationHistory.doc

**Previous version:**

Resume-2\_0.doc

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## Abstract

This document describes the education history schema, including a few examples of how it might be used.

## Status of this Document

The key words "MUST", "MUST NOT", "REQUIRED", "SHALL", "SHALL NOT", "SHOULD", "SHOULD NOT", "RECOMMENDED", "MAY", and "OPTIONAL" in this document are to be interpreted as described in RFC 2119.

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## Overview

This specification provides a method to exchange historical education information between trading partners. The schema is not intended to be stand-alone, rather it should be included within other HR-XML schemas. The historical education information may be used for a wide-range of Human Resource business processes. Therefore, it is considered a cross-process object.

The EducationHistory schema was originally developed for use in the Resume 2.0 specification. When the BackgroundCheck 1.0 specification was developed, it also used the EducationHistory schema. However, it was determined that a more flexible schema would be needed for BackgroundCheck 2.0. Some of the new elements are duplicates of the original elements. For example, the new module called School contains SchoolName. However, the original SchoolName was not removed. The intention is to deprecate the older elements and replace them with the more flexible modules.

The following optional elements were added:

- Month/day format added to degree date and attendance dates.
- School module added, including a type, name, id, and Internet domain name. This will replace the School Name element, which will be deprecated.
- Internet domain name added to LocationSummary element
- Attendance status attribute added to organization unit
- Degree major, degree minor, degree measure, comments, and degree dates of attendance added to Degree module. These will replace the Major, Minor, Measure, Comments, and Dates of Attendance elements, which will be deprecated. This change was made to tie the information (major, minor, measure, comments, dates) to a particular degree.
- Degree major was expanded to include the name, program id, and area of emphasis
- Degree minor was expanded to include the name and program id
- Degree measure was expanded to include ranges, good student flag, course level codes, credit hours attempted and earned, class rank, and number of students
- Other honors added to Degree module

### **1.1 Objective**

The objective of this specification is to create a flexible education history schema. This version will be backwards compatible with both the Resume 2.0 and BackgroundCheck 1.0. It will also allow for the flexibility required for new development.

### **1.2 Design Requirements**

Design requirements include:

- Syntax **MUST** be self-documenting
- Schema **MUST** be easy to understand and use
- Schema **MUST** use approved CPO standards
- Designed for easy reuse

- Backwards compatible with the components used in Resume 2.0 and BackgroundCheck 1.0

## 2 Business Process Supported

This schema may be used in a wide-range of Human Resource business processes. The following are only two examples that might use the EducationHistory schema.

### **2.1 Recruiting**

An individual seeking a job may provide education experience information pertinent to a job. For example, an individual that completed programming courses could use the knowledge gained to apply for a Java programming job. This education history is typically provided on a resume or CV. The HR-XML Resume 2.0 schema includes education history information.

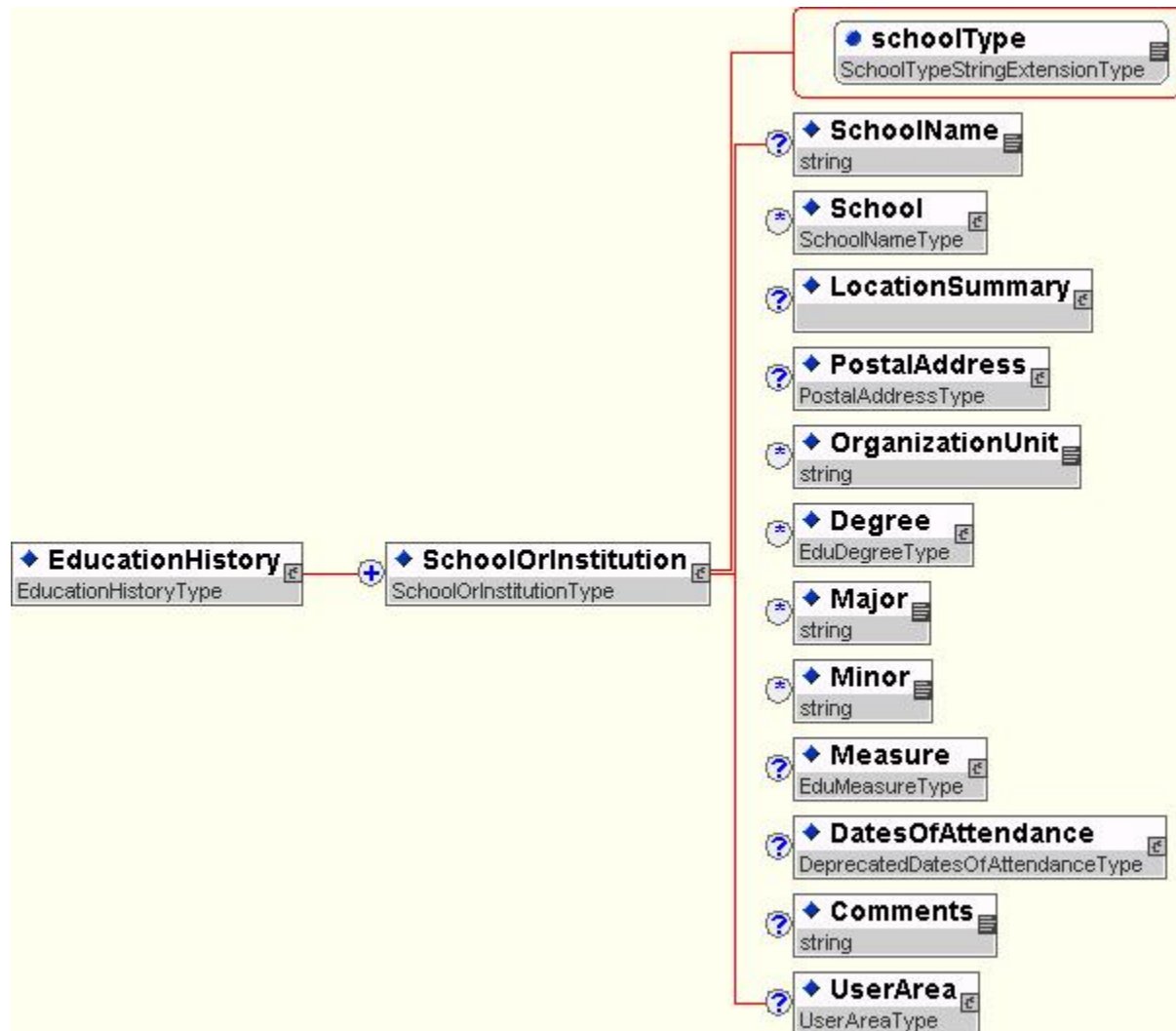
### **2.2 Employee Screening**

Often, an employer will request information on a potential employee during the hiring process. This request may include information about education history. This might be used to verify data entered on a resume or job application. For example, an applicant might claim he completed a degree in Human Resource Management. The screening company may request verification of this claim by using the EducationHistory schema in a data exchange between the screening company and the school or institution, or to provide feedback to the potential employer. The HR-XML BackgroundCheck 1.0 schema includes education history information.

### 3 Schema Design

#### 3.1 Schema Diagram

The following diagram shows the top-level elements for the EducationHistory schema. For more details see: [http://ns.hr-xml.org/2\\_0/HR-XML-2\\_0/CPO/EducationHistory.jpg](http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/EducationHistory.jpg)



#### 3.2 Element Definitions

Component Name	ContentModel*	Definition
[Global types listed at the end of the table.]	Data type Occurrence: <a href="#">Sequence</a>   <a href="#">Choice</a>   <a href="#">All</a> (minOccurs/maxOccurs)	

	Attributes	
/ <b>EducationHistory</b>	EducationHistoryType - (1/1)  SchoolOrInstitution - SchoolOrInstitutionType - S (1/*)	A collection of information about a person's educational history. For example, this may include degrees and education from two and four year colleges, technical schools, universities, or professional training organizations.
/ EducationHistory/ <b>SchoolOrInstitution</b>	SchoolOrInstitutionType - S (1/*)  SchoolName - xsd:string - S (0/1) School - SchoolNameType - S (0/*) LocationSummary - [complexType] - S (0/1) PostalAddress - [see include/import] - S (0/1) OrganizationUnit - xsd:string - S (0/*) Degree - EduDegreeType - S (0/*) Major - xsd:string - S (0/*) Minor - xsd:string - S (0/*) Measure - EduMeasureType - S (0/1) DatesOfAttendance - DeprecatedDatesOfAttendanceType - S (0/1) Comments - xsd:string - S (0/1) UserArea - [see include/import] - S (0/1) schoolType - SchoolTypeStringExtensionType - required	A single educational institution.
/ [SchoolOrInstitutionType] / <b>schoolType</b>	- SchoolTypeStringExtensionType -	"Used to distinguish different types of educational institutions. Contents are to be used according to individual business partner' agreements; e.g., "2YR", "4YR", "COMMUNITY", "TRADE", "UNIVERSITY", etc."
/ EducationHistory/ SchoolOrInstitution/ <b>SchoolName</b>	- xsd:string - S (0/1)	<i>Deprecate. Use school name within School structure.</i> The name of the educational institution.
/ EducationHistory/ SchoolOrInstitution/ <b>School</b>	SchoolNameType - S (0/*)  InternetDomainName - InternetDomainNameType - S (0/*) SchoolId - EntityIdType - S (0/*) SchoolName - xsd:string - S (0/1) type - SchoolNameTypes - optional	Contains the school name and optionally an identifier.
/ [SchoolNameType] /	- SchoolNameTypes -	The type of information supplied.

<b>type</b>		
/ EducationHistory/ SchoolOrInstitution/ School/ <b>InternetDomainName</b>	- <b>InternetDomainNameType</b> - S (0/*)	This is a domain name intended as a practical identifier for the organization. When used in OrganizationType, it designates a domain typically used for web and e-mail. It is not intended as a web address (URL). It is a string that meets the requirements for domain names as described in the IETF's RFC 1035. Examples include "microsoft.com", "bund.de", "google.com".
/ EducationHistory/ SchoolOrInstitution/ School/ <b>SchoolId</b>	- <b>EntityIdType</b> - S (0/*)	An identifier for the school.
/ EducationHistory/ SchoolOrInstitution/ School/ <b>SchoolName</b>	- <b>xsd:string</b> - S (0/1)	The name of the educational institution.
/ EducationHistory/ SchoolOrInstitution/ <b>LocationSummary</b>	Municipality - <b>xsd:string</b> - S (0/1) Region - <b>xsd:string</b> - S (0/*) CountryCode - [see include/import] - S (0/1) PostalCode - <b>xsd:string</b> - S (0/1)	The physical location of the educational institution.
/ EducationHistory/ SchoolOrInstitution/ LocationSummary/ <b>Municipality</b>	- <b>xsd:string</b> - S (0/1)	A city, town, village or hamlet.
/ EducationHistory/ SchoolOrInstitution/ LocationSummary/ <b>Region</b>	- <b>xsd:string</b> - S (0/*)	The relevant state, province, or county.
/ EducationHistory/ SchoolOrInstitution/ LocationSummary/ <b>PostalCode</b>	- <b>xsd:string</b> - S (0/1)	A postal code. Determines how mail is sorted and delivered.
/ EducationHistory/ SchoolOrInstitution/ <b>OrganizationUnit</b>	<b>xsd:extension base: xsd:string organizationType</b> - <b>OrgTypeStringExtensionType</b> - <b>required</b> <b>attendanceStatus</b> <b>xsd:restriction base:</b> <b>xsd:string [Enumerations]: current,</b> <b>prior, unknown</b> - - <b>optional</b>	The identification of the relevant department or organizational unit.
/ EducationHistory/ SchoolOrInstitution/ OrganizationUnit/ <b>organizationType</b>	- <b>OrgTypeStringExtensionType</b> -	The type of organizational unit. e.g., department, branch, group, team.

/ EducationHistory/ SchoolOrInstitution/ OrganizationUnit/ <b>attendanceStatus</b>	xsd:restriction base: xsd:string [Enumerations]: current, prior, unknown	A code describing the status of the student within the organization unit. For example, a student may have transferred from the School of Business to the School of Journalism. So the first instance would show 'School of Business, prior' and the second instance would show 'School of Journalism, current'.
/ EducationHistory/ SchoolOrInstitution/ <b>Degree</b>	EduDegreeType - S (0/*)  DegreeName - xsd:string - S (0/1) DegreeDate - FlexibleDatesType - S (0/1) OtherHonors - xsd:string - S (0/*) DegreeMajor - MajorType - S (0/*) DegreeMinor - MinorType - S (0/*) DegreeMeasure - EducationalMeasureType - S (0/1) DatesOfAttendance - DatesOfAttendanceType - S (0/*) Comments - xsd:string - S (0/1) UserArea - [see include/import] - S (0/1) degreeType - DegreeTypeStringExtensionType - optional	Contains the degree information such as degree name, type and date. This information may also be used for a curriculum, which is not part of a degree.
/ [EduDegreeType] / <b>degreeType</b>	- DegreeTypeStringExtensionType -	"The type of degree; e.g. Doctorate, Masters, Bachelors, Associate, Certificate."
/ EducationHistory/ SchoolOrInstitution/ Degree/ <b>DegreeName</b>	xsd:extension base: xsd:string academicHonors - xsd:string - optional honorsProgram - xsd:string - optional	The subject studied, as expressed on the diploma, e.g., "NeuroBiology". This element can overlap with the Department and EduMajor elements. For example, someone could major in Neurobiology, in the Neurobiology department and get a BA in Neurobiology. In such case, the SchoolOrInstitution element would repeat "Neurobiology" in three different places.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeName/ <b>academicHonors</b>	- xsd:string -	Names any academic honors associated with the degree. For example, "Magna cum laude."
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeName/ <b>honorsProgram</b>	- xsd:string -	A description of any honors program associated with the degree.
/ EducationHistory/ SchoolOrInstitution/ Degree/ <b>DegreeDate</b>	- FlexibleDatesType - S (0/1)	The date the degree was received.
/ EducationHistory/ SchoolOrInstitution/ Degree/ <b>OtherHonors</b>	xsd:extension base: xsd:string type - xsd:string - optional	The name of any other honors, such as Phi Beta Kappa. etc. that the student may



<b>OtherHonors</b>	type - xsd:string - optional	have received.
/ EducationHistory/ SchoolOrInstitution/ Degree/ OtherHonors/ <b>type</b>	- xsd:string -	The type of information supplied.
/ EducationHistory/ SchoolOrInstitution/ Degree/ <b>DegreeMajor</b>	MajorType - S (0/*)  ProgramId - EntityIdType - S (0/*) DegreeConcentration - xsd:string - S (0/*) Name - xsd:string - S (1/*) Option - xsd:string - S (0/*)	The official names of any and all major courses of study associated with the student's degree title.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMajor/ <b>ProgramId</b>	- EntityIdType - S (0/*)	Identifier reflecting the program code(s) associated with the course of study.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMajor/ <b>DegreeConcentration</b>	- xsd:string - S (0/*)	An emphasis associated with a major or field of study. For example, a masters degree in mathematics with a concentration in bioinformatics.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMajor/ <b>Name</b>	- xsd:string - S (1/*)	The name for the related component.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMajor/ <b>Option</b>	- xsd:string - S (0/*)	Reflects the official name of a major option associated with the student's degree title. For example, a particular institution may require their "Civil Engineering" majors to select either a "Mechanical Engineering" option or a "Structural Engineering" option.
/ EducationHistory/ SchoolOrInstitution/ Degree/ <b>DegreeMinor</b>	MinorType - S (0/*)  ProgramId - EntityIdType - S (0/*) Name - xsd:string - S (1/*)	If applicable, this field should be used to reflect the official name of a minor course of study associated with the student's degree title.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMinor/ <b>ProgramId</b>	- EntityIdType - S (0/*)	Identifier reflecting the program code(s) associated with the course of study.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMinor/ <b>Name</b>	- xsd:string - S (1/*)	The name for the related component.

<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ <b>DegreeMeasure</b></p>	<p><b>EducationalMeasureType</b> - S (0/1)</p> <p>EducationalMeasure - <b>EducationalMeasureType</b> - S (0/1) AcademicCreditCode - <b>AcademicCreditCodeType</b> - S (0/1) CourseLevelCode - <b>CourseLevelCodeType</b> - S (0/1) CumulativeSummaryIndicator - <b>xsd:boolean</b> - S (0/1) AcademicCreditHoursIncluded - <b>xsd:decimal</b> - S (0/1) AcademicCreditHoursAttempted - <b>xsd:decimal</b> - S (0/1) AcademicCreditHoursEarned - <b>xsd:decimal</b> - S (0/1) ClassRank - <b>xsd:integer</b> - S (0/1) <b>measureType</b> - <b>xsd:string</b> - optional</p>	<p>Contains a collection of information related to scoring, rankings, or other measures of educational achievement associated with an educational degree.</p>
<p>/ [EduMeasureType] / <b>measureType</b></p>	<p>- <b>xsd:string</b> -</p>	<p>The type of EduMeasure, e.g., "GPA" or "ClassRank". Allowable types determined by partner agreement.</p>
<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ <b>EducationalMeasure</b></p>	<p><b>EducationMeasureType</b> - S (0/1)</p> <p>MeasureSystem - <b>xsd:string</b> - S (0/1) MeasureValue - <b>MeasureValueType</b> - S (0/1) LowestPossibleValue - <b>MeasureValueType</b> - S (0/1) HighestPossibleValue - <b>MeasureValueType</b> - S (0/1) ExcessiveValueIndicator - <b>xsd:boolean</b> - S (0/1) GoodStudentIndicator - <b>xsd:boolean</b> - S (0/1)</p>	<p>Contains a collection information about a rating or grade on a particular measurement system or scale. NOTE: "Measure," which is of the type EduMeasureType, is quite similar in intent to "EducationalMeasure," which is of the type EducationMeasureType. The EduMeasureType may be deprecated in favor of the more detailed EducationMeasureType in a future version. It has been maintained in this version of EducationHistory.xsd to maintain backward compatibility.</p>
<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ EducationalMeasure/ <b>MeasureSystem</b></p>	<p>- <b>xsd:string</b> - S (0/1)</p>	<p>Identification of the scale or measurement system against which the educational measure value should be compared.</p>
<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ EducationalMeasure/ <b>MeasureValue</b></p>	<p><b>MeasureValueType</b> - S (0/1)</p> <p>NumericValue - [see include/import] - C (1/1) StringValue - [see include/import] - C (1/1)</p>	<p>Contains information measuring the educational performance of the person, such as grade point average, rank in class or other educational achievement levels.</p>
<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ EducationalMeasure/</p>	<p><b>MeasureValueType</b> - S (0/1)</p>	<p>The lowest possible value on the scale or rating system.</p>

<p>EducationalMeasure/ <b>LowestPossibleValue</b></p>	<p>NumericValue - [see include/import] - C (1/1) StringValue - [see include/import] - C (1/1)</p>	
<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ EducationalMeasure/ <b>HighestPossibleValue</b></p>	<p>MeasureValueType - S (0/1)  NumericValue - [see include/import] - C (1/1) StringValue - [see include/import] - C (1/1)</p>	<p>The highest possible value on the scale or rating system.</p>
<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ EducationalMeasure/ <b>ExcessiveValueIndicator</b></p>	<p>- xsd:boolean - S (0/1)</p>	<p>A boolean to indicate an excessive value on the relevant scale or rating system. For example, an A+ grade has a value higher than an A, on an A to F scale used in many US schools. A False value indicates it is not possible to have a higher GPA than indicated in range maximum. A True value indicates it is possible to have a higher GPA than indicated in range maximum.</p>
<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ EducationalMeasure/ <b>GoodStudentIndicator</b></p>	<p>- xsd:boolean - S (0/1)</p>	<p>A boolean to indicate whether the person is a "good student" under the criteria established by the school. Good students sometime are eligible for insurance discounts.</p>
<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ <b>AcademicCreditCode</b></p>	<p>- AcademicCreditCodeType - S (0/1)</p>	<p>A code describing the type of academic credit. Enumerations include: A = Adult Credits; C = Continuing Education Unit; G = Carnegie Units; N = No Credit; Q = Quarter Hour Credit; S = Semester Hour Credit; U = Units; V = Vocational Credits; X = Other Type of Credit.</p>
<p>/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ <b>CourseLevelCode</b></p>	<p>- CourseLevelCodeType - S (0/1)</p>	<p>Code established by the National Center for Education Statistics to indicate the level or type or both, of work, which is reflected in the grade average and the credit hours. Enumerated values include: 1 = Remedial; 2 = Basic; 3 = Teacher's Aide; 4 = General; 5 = Applied; 6 = Survey; 7 = Regular; 8 = Specialized Topics; 9 = Advanced; 10 = Honors; 11 = Gifted and Talented; 12 = Advanced Placement; 13 = Special Education; 14 = Vocational Education; 15 = Independent Study; 16 = Work Experience; 17 = Adult Basic; 18 = Adult Secondary; 19 = International Baccalaureate; A = Summary of all courses taken at all institutions; AR = Academic Renewal; B = Summary of all courses taken at sending institution; D = Dual Level (Upper Division and Graduate); DL = Dual Level (Graduate and Professional); E = Summary of All Courses Taken at All Institutions. excluding</p>

		Repeated and/or Forgiven Courses; F = Summary of All Courses Taken at the Sending Institution, Excluding Repeated and/or Forgiven Courses; G = Graduate (postsecondary); H = Higher or Upper division (postsecondary); I = Institutional Credit; L = Lower division (postsecondary); M = Work in the Major or Program; P = Professional; R = Remedial (postsecondary); T = Summary of Transfer Work Only; U = Undergraduate (postsecondary); and V = Summary of Transfer Work Only, Excluding Repeated and/or Forgiven Courses.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ <b>CumulativeSummaryIndicator</b>	- xsd:boolean - S (0/1)	A boolean value. If True, this is a summary of all work included in the record.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ <b>AcademicCreditHoursIncluded</b>	- xsd:decimal - S (0/1)	This is the total number of credits (or credit hours) included in the grade point average for this particular summary. Inclusion or exclusion of certain credits depends on the policy of the sending institution.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ <b>AcademicCreditHoursAttempted</b>	- xsd:decimal - S (0/1)	This is the total number of credits (credit hours) included on the record for this particular summary. This would normally be all credits for which the student paid, whether or not the credits were used to calculate the grade point average. Examples of credit hours to be included, if available, are credits for which non-punitive grades such as "I" or "W" or "Audit" were awarded.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ <b>AcademicCreditHoursEarned</b>	- xsd:decimal - S (0/1)	This is the total number of credits (credit hours) attempted and earned and included in this summary.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ <b>ClassRank</b>	xsd:extension base: xsd:integer numberOfStudents - xsd:integer - optional	This is a student's numerical class rank with the highest student in the class having a rank or position of 1.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DegreeMeasure/ ClassRank/ <b>numberOfStudents</b>	- xsd:integer -	This is the total number of students in the class to help position the student's rank.
/ EducationHistory/ SchoolOrInstitution/ Degree/ <b>DatesOfAttendance</b>	- DatesOfAttendanceType - S (0/*)  StartDate - FlexibleDatesType - S (1/1) EndDate - FlexibleDatesType - S (0/1) enrollmentStatus - xsd:string - optional currentlyEnrolled - xsd:boolean -	Period during which an individual attended a school or institution.

	optional studentInGoodStanding - xsd:boolean - optional	
/ [DatesOfAttendanceType] / <b>enrollmentStatus</b>	- xsd:string -	Describes enrollment status. Examples might include "regular," "night," "continuing education," etc.
/ [DatesOfAttendanceType] / <b>currentlyEnrolled</b>	- xsd:boolean -	A boolean to indicate whether the person is currently enrolled as a student.
/ [DatesOfAttendanceType] / <b>studentInGoodStanding</b>	- xsd:boolean -	A boolean to indicate whether the person in question is a student in good standing. This is frequently a value returned in response to checks to verify a dependent student's eligibility for insurance under his or her parent's insurance policy.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DatesOfAttendance/ <b>StartDate</b>	- FlexibleDatesType - S (1/1)	The beginning effective date for the specified supporting information.
/ EducationHistory/ SchoolOrInstitution/ Degree/ DatesOfAttendance/ <b>EndDate</b>	- FlexibleDatesType - S (0/1)	The ending effective date for the specified supporting information.
/ EducationHistory/ SchoolOrInstitution/ Degree/ <b>Comments</b>	- xsd:string - S (0/1)	Additional comments or explanation related to the degree.
/ EducationHistory/ SchoolOrInstitution/ <b>Major</b>	- xsd:string - S (0/*)	<i>Deprecate. Use DegreeMajor.</i> The major field of study. Multiple majors should be listed in separate elements.
/ EducationHistory/ SchoolOrInstitution/ <b>Minor</b>	- xsd:string - S (0/*)	<i>Deprecate. Use DegreeMinor.</i> The minor field of study. Multiple minors should be listed in separate elements.
/ EducationHistory/ SchoolOrInstitution/ <b>Measure</b>	EduMeasureType - S (0/1)  MeasureSystem - xsd:string - S (1/1) MeasureValue - xsd:string - S (1/1) measureType - xsd:string - required	<i>Deprecate. Use DegreeMeasure.</i> Contains a collection information about a rating or grade on a particular measurement system or scale. NOTE: "Measure," which is of the type EduMeasureType, is quite similar in intent to "EducationalMeasure," which is of the type EducationMeasureType. The EduMeasureType may be deprecated in favor of the more detailed EducationMeasureType in a future version. It has been maintained in this version of EducationHistory.xsd to maintain backward compatibility.
/ EducationHistory/ SchoolOrInstitution/ Measure/ <b>MeasureSystem</b>	- xsd:string - S (1/1)	<i>Deprecate. Use MeasureSystem within EducationalMeasure.</i> Use Identification of the scale or measurement system against which the educational measure value

		should be compared.
/ EducationHistory/ SchoolOrInstitution/ Measure/ <b>MeasureValue</b>	- xsd:string - S (1/1)	<i>Deprecate. Use MeasureValue within EducationalMeasure.</i> Contains information measuring the educational performance of the person, such as grade point average, rank in class or other educational achievement levels.
/ EducationHistory/ SchoolOrInstitution/ <b>DatesOfAttendance</b>	DeprecatedDatesOfAttendanceType - S (0/1)  StartDate - FlexibleDatesType - S (1/1) EndDate - FlexibleDatesType - S (0/1) enrollmentStatus - xsd:string - optional currentlyEnrolled - xsd:boolean - optional studentInGoodStanding - xsd:boolean - optional	<i>Deprecate. Use DatesOfAttendance within Degree.</i> Period during which an individual attended a school or institution.
/ EducationHistory/ SchoolOrInstitution/ DatesOfAttendance/ <b>StartDate</b>	- FlexibleDatesType - S (1/1)	<i>Deprecate. Use StartDate within Degree.</i> The beginning effective date for the specified supporting information.
/ EducationHistory/ SchoolOrInstitution/ DatesOfAttendance/ <b>EndDate</b>	- FlexibleDatesType - S (0/1)	<i>Deprecate. Use EndDate within Degree.</i> The ending effective date for the specified supporting information.
/ EducationHistory/ SchoolOrInstitution/ <b>Comments</b>	- xsd:string - S (0/1)	<i>Deprecate. Use Comments within Degree.</i> A descriptive field used to further comment on the structured resume, text resume, or resume link.

Global simpleTypes:		
/ <b>[degreeCodeTypes]</b>	xsd:restriction base: xsd:string [Enumerations]: B17, B18, B19, B20, B21, B22, B23, B24, B25, B26	Globally scoped data type. See element or attribute declaration for definition.
/ <b>[graduationCodeTypes]</b>	xsd:restriction base: xsd:string [Enumerations]: 2.1, 2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 3.1, 3.2, 4.1, 4.2, 4.3, 4.4, 4.5	Globally scoped data type. See element or attribute declaration for definition.
/ <b>[degreeTypes]</b>	xsd:restriction base: xsd:string [Enumerations]: secondary, high school or equivalent, some high school or equivalent, HND/HNC or equivalent, vocational, certification, some college, associates, bachelors, some post-graduate, masters, doctorate, postdoctorate, professional, postprofessional, intermediategraduate, vocational. snecialeducation. oed.	Globally scoped data type. See element or attribute declaration for definition.

	international	
/ [DegreeTypeStringExtensionType]	- [Union]: degreeTypes,degreeCodeTypes,graduationCodeTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [OrgTypes]	xsd:restriction base: xsd:string [Enumerations]: department, subSchool	Globally scoped data type. See element or attribute declaration for definition.
/ [OrgTypeStringExtensionType]	- [Union]: orgTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [SchoolTypes]	xsd:restriction base: xsd:string [Enumerations]: highschool, secondary, trade, community, college, university	Globally scoped data type. See element or attribute declaration for definition.
/ [SchoolTypeStringExtensionType]	- [Union]: schoolTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [AcademicCreditCodeType]	xsd:restriction base: xsd:string [Enumerations]: A, C, G, N, Q, S, U, V, X	Globally scoped data type. See element or attribute declaration for definition.
/ [CourseLevelCodeType]	xsd:restriction base: xsd:string [Enumerations]: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, A, AR, B, D, DL, E, F, G, H, I, L, M, P, R, T, U, V	Globally scoped data type. See element or attribute declaration for definition.
/ [SchoolNameTypes]	xsd:restriction base: xsd:string [Enumerations]: current, prior, joint, degree	Globally scoped data type. See element or attribute declaration for definition.

#### 4 Appendix A - Document Version History

Version	Date	Description
2.1	2002-Dec-08	Initial Draft
2.1	2002-Dec-11	Added InternetDomainName definition, removed element from LocationSummary. Added user areas. Added screening example. Updated table to deprecate duplicate elements. Updated resume example to not use deprecated elements.
2.1	2003-Jan-20	Updated document to reflect feedback from TSC/CPO.
2.1	2003-Feb-17	Modified DatesOfAttendance structure to remove ambiguous content.
2.1	2003-Feb-26	Approved recommendation by HR-XML Consortium. The default and targetNamespaces of all HR-XML schemas

have been standardized to "http://ns.hr-xml.org". This recommendation is available as part of the HR-XML 2\_0 architecture.

## 5 Appendix B – Related Documents

Reference	Link
Entity Identifiers	<a href="http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/EntityIdentifiers.pdf">http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/EntityIdentifiers.pdf</a>
Date/Time data types	<a href="http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/DateTimeDataTypes.pdf">http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/DateTimeDataTypes.pdf</a>
Postal Address	<a href="http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/PostalAddress.pdf">http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/PostalAddress.pdf</a>

## 6 Appendix C – Reference Examples

### 6.1 Resume

This example shows how education information may be used within the HR-XML Resume. This is not a complete XML document.

```
<Resume>
  <StructuredXMLResume>
    <ContactInfo>
      <PersonName>
        <FormattedName>John Doe</FormattedName>
      </PersonName>
      <ContactMethod>
        <Telephone>
          <FormattedNumber>123-456-7890</FormattedNumber>
        </Telephone>
        <InternetEmailAddress>jdoe@fakeaddress.com</InternetEmailAddress>
        <PostalAddress>
          <CountryCode>US</CountryCode>
          <Region>MA</Region>
          <Municipality>Brooklyn</Municipality>
          <DeliveryAddress>
            <AddressLine>27 </AddressLine>
            <StreetName>Pine Street</StreetName>
          </DeliveryAddress>
        </PostalAddress>
      </ContactMethod>
    </ContactInfo>
    <Objective> To obtain a leadership position in the field of Electronic Commerce</Objective>
    <EducationHistory>
      <SchoolOrInstitution schoolType="college">
        <School type="prior">
          <SchoolName>Boston College</SchoolName>
        </School>
        <OrganizationUnit organizationType="subSchool">Wallace E. Carroll School of Management</OrganizationUnit>
        <Degree degreeType="bachelors">
          <DegreeName>Bachelors of Science</DegreeName>
          <DegreeDate>
            <Year>2001</Year>
          </DegreeDate>
          <DegreeMajor>
            <DegreeConcentration>Management</DegreeConcentration>
            <Name>Human Resource Management</Name>
          </DegreeMajor>
        </DegreeMajor>
      </EducationHistory>
    </Resume>
```



```

        <Name>Marketing</Name>
      </DegreeMajor>
      <DatesOfAttendance currentlyEnrolled="true">
        <StartDate>
          <AnyDate>1998-01-01</AnyDate>
        </StartDate>
      </DatesOfAttendance>
    </Degree>
  </SchoolOrInstitution>
</EducationHistory>
</StructuredXMLResume>
</Resume>

```

## 6.2 Background Check

This example shows how education information may be used within the HR-XML Background Check schema. This is not a complete XML document.

```

<Screening type="education">
  <ReferenceId>
    <IdValue>9XL</IdValue>
  </ReferenceId>
  <CountryCode>US</CountryCode>
  <Region>MS</Region>
  <ClientReferences>
    <IdValue name="ref1">3666</IdValue>
    <IdValue name="ref2">Client Reference 2</IdValue>
    <IdValue name="ref3">Client Reference 3</IdValue>
  </ClientReferences>
  <SearchEducation>
    <EducationHistory>
      <SchoolOrInstitution schoolType="university">
        <School type="prior">
          <SchoolId>
            <IdValue>MS1786534</IdValue>
          </SchoolId>
          <SchoolName>Harvard</SchoolName>
        </School>
        <LocationSummary>
          <Municipality>Fayette</Municipality>
          <Region>MS</Region>
          <CountryCode>US</CountryCode>
        </LocationSummary>
        <OrganizationUnit organizationType="subSchool">Andover</OrganizationUnit>
        <Degree degreeType="bachelors">
          <DegreeName>Bachelors of Science</DegreeName>
          <DegreeDate>
            <AnyDate>1987-01-02</AnyDate>
          </DegreeDate>
          <DegreeMajor>
            <ProgramId>
              <IdValue>173.24</IdValue>
            </ProgramId>
            <DegreeConcentration>Applied Math</DegreeConcentration>
            <Name>Mathmatics</Name>
          </DegreeMajor>
          <DegreeMeasure>
            <EducationalMeasure>
              <MeasureSystem>GPA</MeasureSystem>
              <MeasureValue>
                <NumericValue>3.9</NumericValue>
              </MeasureValue>
              <GoodStudentIndicator>true</GoodStudentIndicator>
            </EducationalMeasure>
            <AcademicCreditCode>A</AcademicCreditCode>
            <ClassRank numberOfStudents="100">78</ClassRank>
          </DegreeMeasure>
        </Degree>
      </EducationHistory>
    </SearchEducation>
  </Screening>

```

```
</DegreeMeasure>
<DatesOfAttendance currentlyEnrolled="false">
  <StartDate>
    <YearMonth>1980-09</YearMonth>
  </StartDate>
  <EndDate>
    <YearMonth>1981-04</YearMonth>
  </EndDate>
</DatesOfAttendance>
<DatesOfAttendance currentlyEnrolled="false">
  <StartDate>
    <YearMonth>1984-09</YearMonth>
  </StartDate>
  <EndDate>
    <YearMonth>1987-04</YearMonth>
  </EndDate>
</DatesOfAttendance>
<Comments>Due to financial reasons, it was necessary to withdraw after the 1st year, then continue my
studines at a later time.</Comments>
</Degree>
</SchoolOrInstitution>
</EducationHistory>
</SearchEducation>
</Screening>
```