Military History

Recommendation, 2003 February 26

This version:
> MilitaryHistory.doc

Previous version:
> Resume-2_0.doc

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Copyright statement

Abstract

This document describes the military 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
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This specification provides a method to exchange historical military 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 military information may be used for a wide-range of Human Resource business processes. Therefore, it is considered a cross-process object.

The MilitaryHistory schema was originally developed for use in the Resume 2.0 specification. When the BackgroundCheck 1.0 specification was developed, it also used the MilitaryHistory schema. However, it was determined that a more flexible schema would be needed for BackgroundCheck 2.0. Optional elements were added to provide a service number, campaigns, and disciplinary information. A month/day format was added to the dates of service.

1.1   Objective

The objective of this specification is to create a flexible military 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

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

2.1   Recruiting

An individual seeking a job may provide military experience information pertinent to a job. For example, an individual that maintained military vehicles during their service years could use that experience to apply for an auto mechanic job. This military history is typically provided on a resume or CV. The HR-XML Resume 2.0 schema includes military history information.
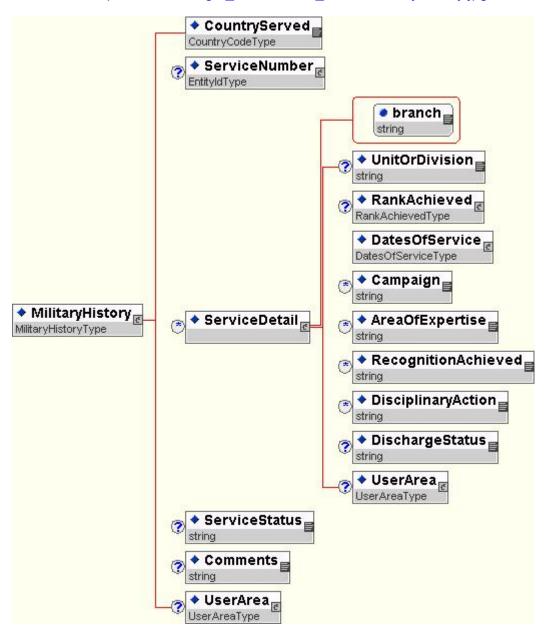
2.2 Employee Screening

Often, an employer will request information on a potential employee during the hiring process. This request may include information about military service. This might be used to verify data entered on a resume or job application. For example, an applicant might claim he worked as a Procurement Officer in the Army. The screening company may request verification of this claim by using the MilitaryHistory schema in a data exchange between the screening company and Army Administration or to provide feedback to the potential employer. The HR-XML BackgroundCheck 1.0 schema includes military history information.

3 Schema Design

3.1 Schema Diagram

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

3.2 Element Definitions

Component Name [Global types listed at the end of the table.]	ContentModel* Data type Occurrence: Sequence | Choice | All (minOccurs/maxOccurs) Attributes	Definition
/ **MilitaryHistory**	MilitaryHistoryType - (1/1) CountryServed - CountryCodeType - S (1/1) ServiceNumber - EntityIdType - S (0/1) ServiceDetail - [complexType] - S (0/*) ServiceStatus - xsd:string - S (0/1) Comments - xsd:string - S (0/1) UserArea - [see include/import] - S (0/1)	Contains information on a person's military service, including country served, branch of service, rank achieved, Dates of Service, Areas of special training or experience, Recognition or honors received, Status of Discharge.
/ MilitaryHistory/ **CountryServed**	- CountryCodeType - S (1/1)	Name of the country for which the Military service was performed.
/ MilitaryHistory/ **ServiceNumber**	- EntityIdType - S (0/1)	A person's "serial number" or other personal identifier related to a period of military service.
/ MilitaryHistory/ **ServiceDetail**	UnitOrDivision - xsd:string - S (0/1) RankAchieved - RankAchievedType - S (0/1) DatesOfService - DatesOfServiceType - S (1/1) Campaign - xsd:string - S (0/*) AreaOfExpertise - xsd:string - S (0/*) RecognitionAchieved - xsd:string - S (0/*) DisciplinaryAction - xsd:string - S (0/*) DischargeStatus - xsd:string - S (0/1) UserArea - [see include/import] - S (0/1) branch - xsd:string - required	Contains a collection of information about service within a particular branch of the military
/ [MilitaryHistoryType]/ ServiceDetail/ **branch**	- xsd:string -	Branch of military where where human resource was assigned (Army, Navy, Royal Guard).
/ MilitaryHistory/ ServiceDetail/ **UnitOrDivision**	- xsd:string - S (0/1)	The unit of division within the service branch, e.g., infantry, division 211.

/ MilitaryHistory/ ServiceDetail/ **RankAchieved**	RankAchievedType - S (0/1) StartRank - xsd:string - S (0/1) CurrentOrEndRank - xsd:string - S (0/1)	The level or rank achieved during the course of Military service.
/ MilitaryHistory/ ServiceDetail/ RankAchieved/ **StartRank**	- xsd:string - S (0/1)	The level or rank when active service began.
/ MilitaryHistory/ ServiceDetail/ RankAchieved/ **CurrentOrEndRank**	- xsd:string - S (0/1)	The level or rank when active service ended. If blank, the military service is active or current.
/ MilitaryHistory/ ServiceDetail/ **DatesOfService**	DatesOfServiceType - S (1/1) StartDate - FlexibleDatesType - S (1/1) EndDate - FlexibleDatesType - S (0/1)	The interval of time that the person was active in the Military.
/ MilitaryHistory/ ServiceDetail/ DatesOfService/ **StartDate**	- FlexibleDatesType - S (1/1)	The beginning effective date for the specified supporting information.
/ MilitaryHistory/ ServiceDetail/ DatesOfService/ **EndDate**	- FlexibleDatesType - S (0/1)	The ending effective date for the specified supporting information.
/ MilitaryHistory/ ServiceDetail/ **Campaign**	- xsd:string - S (0/*)	(Department of Defense) A series of related military operations aimed at accomplishing a strategic or operational objective within a given time and space.
/ MilitaryHistory/ ServiceDetail/ **AreaOfExpertise**	- xsd:string - S (0/*)	Special training received or expertise gained during the course of Military service (Demolitions, Air Traffic Control, etc.)
/ MilitaryHistory/ ServiceDetail/ **RecognitionAchieved**	- xsd:string - S (0/*)	Honors or awards received for Military service (Purple Heart, Good Conduct medal, etc.)
/ MilitaryHistory/ ServiceDetail/ **DisciplinaryAction**	- xsd:string - S (0/*)	Disciplinary action taken or pending. If the action is pending, set the pending attribute = true.
/ MilitaryHistory/ ServiceDetail/ **DischargeStatus**	- xsd:string - S (0/1)	Status of Discharge from Military Service (Honorable, Medical, etc.)
/ MilitaryHistory/ **ServiceStatus**	- xsd:string - S (0/1)	Describes the current military status of the person. For example, retired, reserve, separated, civilian, etc.

		separated, civilian, etc.
/ MilitaryHistory/ **Comments**	- xsd:string - S (0/1)	A descriptive field used to further comment on the military history.

4 Appendix A - Document Version History

Version	Date	Description
2.1	2002-Dec-05	Initial Draft
2.1	2002-Dec-11	Added user areas. Added screening example.
2.1	2003-Jan-20	Updated doc to reflect TSC/CPO feedback.
2.1	2003-02-26	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	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/EntityIdentifiers.pdf
Date/Time data types	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/DateTimeDataTypes.pdf

6 Appendix C – Reference Examples

6.1 Resume

This example shows how military 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>
    <MilitaryHistory>
        <CountryServed>US</CountryServed>
        <ServiceNumber>
            <IdValue>977246</IdValue>
        </ServiceNumber>
        <ServiceDetail branch="Army">
            <UnitOrDivision>Fort SIll, OK</UnitOrDivision>
            <RankAchieved>
                <CurrentOrEndRank>Captain</CurrentOrEndRank>
            </RankAchieved>
            <DatesOfService>
                <StartDate>
                    <AnyDate>1991-02-01</AnyDate>
                </StartDate><EndDate>
                    <AnyDate>1998-06-01</AnyDate>
                </EndDate>
            </DatesOfService>
            <Campaign>Gulf War</Campaign>
            <AreaOfExpertise>Successfully led field logistics and maintenance operation centers and developed operational
and combat standard operation procedures (SOP). Developed and implemented a battalion recovery operation procedure, which
saved critical training time and funds. Led maintenance teams to win Corps level awards in maintenance excellence four different
times. As both a battery operations officer and battalion maintenance officer I successfully led the tactical deployments of my
respective units. </AreaOfExpertise>
            <RecognitionAchieved>Army Good Conduct Medal</RecognitionAchieved>
        </ServiceDetail>
    </MilitaryHistory>
    </StructuredXMLResume>
</Resume>
```

6.2   Background Check

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

```
<Screening type="military">
    <ReferenceId>
        <IdValue>9XO</IdValue>
    </ReferenceId>
    <CountryCode>US</CountryCode>
    <ClientReferences>
        <IdValue name="ref1">3666</IdValue>
        <IdValue name="ref2">Client Reference 2</IdValue>
        <IdValue name="ref3">Client Reference 3</IdValue>
    </ClientReferences>
    <SearchMilitary>
        <MilitaryHistory>
            <CountryServed>US</CountryServed>
            <ServiceNumber>
                <IdValue>977246</IdValue>
            </ServiceNumber>
            <ServiceDetail branch="Army">
                <UnitOrDivision>Fort SIll, OK</UnitOrDivision>
                <RankAchieved>
                    <CurrentOrEndRank>Captain</CurrentOrEndRank>
                </RankAchieved>
                <DatesOfService>
                    <StartDate>
                        <AnyDate>1991-02-01</AnyDate>
                    </StartDate><EndDate>
                        <AnyDate>1998-06-01</AnyDate>
                    </EndDate>
                </DatesOfService>
```

```xml
                <Campaign>Gulf War</Campaign>
                <AreaOfExpertise>Successfully led field logistics and maintenance operation centers and developed operational
and combat standard operation procedures (SOP). Developed and implemented a battalion recovery operation procedure, which
saved critical training time and funds. Led maintenance teams to win Corps level awards in maintenance excellence four different
times. As both a battery operations officer and battalion maintenance officer I successfully led the tactical deployments of my
respective units. </AreaOfExpertise>
                <RecognitionAchieved>Army Good Conduct Medal</RecognitionAchieved>
            </ServiceDetail>
        </MilitaryHistory>
    </SearchMilitary>
</Screening>
```