

U.S. TAG Membership: Value Proposition



Introducing the U.S. Technical Advisory Group for the ISO Technical Committee 260 HR Management

This U.S. Technical Advisory Group (US TAG) formulates positions and proposals on behalf of the United States in response to the ISO Technical Committee 260 (ISO/TC 260) – Human Resource Management. We provide representation for the United States at international meetings of ISO/TC 260 HR Management (HRM); vote on international standards and technical specifications and other ISO/TC 260 HRM documents; and nominate U.S. experts to participate in the technical development of the standards by being appointed Registered Experts to ISO/TC 260 HRM official Workgroups (WG) or Task Groups (TG).

- US TAG Membership is open to organizations, not individuals; and those organizations appoint a Primary Member (with an option to appoint Alternative Members who can participate or substitute the Primary Member in casting their organization's vote).
- Primary Members (and Alternative Members, if applicable) represent their organization as the member of the US TAG.

- There are two types of memberships available: Voting and Observing.
- A US TAG Primary Member or Alternate Member has an option to submit an application to join an ISO WG or TG; but US TAG membership is always required and is separate from membership in any ISO/TC 260 HRM WG or TG.
- There is a separate application process for joining the US TAG and any WG or TG.

For more information, please review the following, including option to [download the US TAG membership application](#)

Would you like to join an ISO workgroup, to contribute your expertise to developing an ISO international standard or technical specification?

- Only US TAG members are eligible to become ISO Registered Experts who serve on an applicable WG or TG (based on one's expertise).
- US TAG members can request an application to join a WG or TC by contacting the US TAG Chair or TAG Secretary.

10 Important Considerations about the ISO/TC 260 HR Management US TAG

1. The participating ISO/TC 260 HRM countries are accredited by national standards bodies in each country. For example, there is an ANSI-accredited US Technical Advisory Group (US TAG) responsible for formulating positions and proposals on behalf of the United States of America, in response to the ISO Technical Committee 260 (ISO/TC 260) – Human Resource Management activities (e.g., international HR standards, technical specifications/HR metrics, technical reports, strategic decisions, and others).
2. HR Certification Institute (HRCI) serves as the US TAG Administrator and covers all administrative expenses, allowing U.S. National Interested Parties to join the US TAG at no cost. We operate based on our US TAG Accredited Procedures, which are provided to every US TAG member. US TAG meetings are generally held quarterly, and we periodically have special meetings for specific time-sensitive reasons (often related to voting deadlines).
3. The US TAG provides representation for the United States at international meetings of ISO/TC 260 HRM, nominates U.S. experts to participate in the technical development of the standards (see list of WGs), and is required to vote on all ISO/TC 260 HRM proposals and projects (including international standards drafts and other documents and/or operational decisions—such as putting WG or PG activities on hold due to coronavirus, as has happened in some cases).
4. ISO standards and technical specifications are developed based on input from HR experts globally, are designed to provide guidance on key HR functions in support of its workforce and its management, and can foster sustainable organizational performance. The input is developed by consensus and is evident in all balloting decisions.
5. When Registered Experts participate in WG standards development, that work is reviewed, commented and voted on by other country mirror committees/members (counterparts of the US TAG). This is true for all ISO work. It is a consensus-based process that is essentially vetted at specific stages before being voted on to continue progressing standards through to publication.
6. As with all country mirror committees, US TAG member organizations (their primary voting representatives) must review and, if desired, comment on every TC 260 HRM standard, technical specification, or technical report as these progress through the ISO stages to get to publication. Other voting involves more operational decisions, such as deciding to form a new WG or Task Group (TG) or dissolve one, etc. International standards are revised/confirmed/withdrawn every 5 years and technical specifications are revised/confirmed/withdrawn every 3 years, ensuring the documents remain relevant and effective.
7. Understandably, all United States TAG members are required to vote (approve, disapprove or abstain)—not only on standards on which we may work (in a WG) but, separately, for all TC 260 HRM level ballots, too. TC 260 is the Global HR ISO Technical Committee; so, the standards documents relate only to that focus area. As with all ISO Technical Committees, each country member has one vote (in the US, we cast our vote through ANSI).*

* ISO <https://www.iso.org/about-us.html> is an important and relevant global nonprofit organization with a long history that you may find interesting to read about in the above link (scroll down to “Our story begins in 1946). Fun fact: ISO is not an acronym. The ‘International Organization for Standardization’ would have different acronyms in different languages (IOS in English, OIN in French for Organisation internationale de normalization, etc.); so, the ISO founders decided to give it the short form ISO. ISO is derived from the Greek ‘isos’, meaning equal. Whatever the country, whatever the language, it is always ISO.

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8. ISO is financed by national members that pay subscriptions to meet the operational cost of the ISO Central Secretariat. The subscription paid by each member is in proportion to the country's Gross National Income and trade figures. Another source of revenue is the sale of standards.

If you have general questions about ISO, such as "Who pays for ISO?" or "Why is there a charge for standards?", you can visit ISO's General FAQs page for information.
9. Contribute your organization's voice. ISO has published over 25,510 international standards, with 172 member countries and currently has 271 active technical committees (such as ISO/TC 260). In fact, you can find learn more about ISO technical committees through this link: <https://www.iso.org/technical-committees.html> and (ISO/TC 260) <https://committee.iso.org/home/tc260> By being part of the ISO/TC 260 HRM US TAG, you contribute to important ISO HRM international standards that benefit organizations of all sizes and growth phases.
10. ISO/TC 260 HRM publishes its Business Plan and reviews it each year. The current ISO/TC 260 HRM Business Plan can be found at this link: <https://committee.iso.org/files/live/sites/tc260/files/download/ISO-TC%20260%202023%20Strategic%20Business%20Plan%205th%20Ed.pdf>. The current Business Plan will give you a better idea of who we are and what we do.
11. Summarily, by being a member of the US TAG, your organization will gain advance knowledge about upcoming ISO standards, technical specifications or reports, and more ISO/TC 260 HRM information, which is confidential before being published. Additionally, you will have a voice in shaping the U.S. position on ISO/TC 260 ballots and consultations, as well as operational US TAG decisions, and participate in discussions during our official US TAG meetings.

Are you an HRM professional or does your work include HR management or interest in this industry sector? For more information, please contact Michaela Miller, US TAG Secretary (mmiller@ansi.org) or Lorelei Carobolante, US TAG Chair (loreleic@g2nd.com). Thank you.