

# Corporate LMS/TMS Integration Checklist

Three jobs, not one. The companion article explains every line.

## A. Identity - prove who the learner is (and that the account exists)

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- Single sign-on via SAML 2.0 or OpenID Connect (the learner is already logged in)
- Account provisioning AND deactivation via SCIM 2.0 - not just sign-on
- Agree the shared unique user identifier first; a mismatch breaks tracking silently
- Confirm each platform's method: SuccessFactors, Cornerstone, Docebo, Workday

## B. Content - get the video to play, and pick the standard for tracking

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- SCORM records completion, score, time - fine for slides, thin for video
- cmi5 / xAPI Video Profile records play, pause, seek, and segments watched
- For new corporate video, target cmi5 where supported; confirm support per platform
- Host proprietary video and dispatch a thin launcher - never ship an unrevocable zip

## C. Reporting - get the results where the business needs them

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- Send rich video data (xAPI) to a Learning Record Store - plan the LRS in scope
- Report completion back into the HR system (HRIS) for audit-ready compliance
- Define 'completed' deliberately - 'watched 100%' is a player event, not completion
- Reach for a vendor's proprietary API only for last-mile HR reporting

### Before your first SCIM sync or xAPI statement: privacy

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Names, roles, completion histories, and video-watching data are regulated employee personal data - under the EU GDPR (Regulation (EU) 2016/679) and under 152-FZ for a Russian workforce. Decide what you store, why, and for how long first. This is engineering guidance, not legal advice.