

Corporate LMS With Video — Architecture Checklist

Pressure-test all five layers of a corporate learning platform — the HR bridge, the video layer, standards-based tracking, and the compliance audit trail — before you commit a budget.

A. Identity & org — the HR bridge

- SSO chosen and wired: SAML 2.0 or OIDC via the corporate identity provider
- SCIM 2.0 provisioning from the HRIS (Workday / SuccessFactors) — auto-enrol and auto-revoke
- Role- and department-based auto-assignment defined; no hand-maintained user list

B. Content & video layer

- VOD, live ILT, and interactive video kept as distinct delivery/cost models
- Video platform decided: buy (Kaltura / Panopto / Mux) and embed via LTI 1.3, or build

C. LMS core

- Off-the-shelf vs configure vs build decided for catalog, enrolment, learning paths, player

D. Tracking & records

- SCORM (1.2 / 2004) for simple compliance vs cmi5 + xAPI for rich/video tracking decided
- xAPI Video Profile adopted for video events; LRS provisioned where cmi5/xAPI is used
- Completion rule defined explicitly (watch-threshold AND assessment) — 'watched' is not 'passed'

E. Compliance & reporting

- Certificates / credentials, recertification windows, and an immutable audit trail designed in
- Completion data exported back to the HRIS and BI / warehouse; WCAG 2.1 AA captions on video