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)

- [ ] 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

- [ ] 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

- [ ] 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

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.

Companion to: 'Integrating With Corporate LMS and TMS Platforms'
www.forasoft.com/learn/elearning-video/articles-elearning/integrating-with-corporate-lms-tms



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This checklist splits a corporate LMS or TMS integration into identity, content and reporting, with a privacy gate before the first sync. Our seven-volume handbook covers the video stack under a learning platform; start with Volume 3 for players and QoE, then Volume 4 for captions and accessibility, and Volume 1 for encoding lessons.

WHAT YOU WILL FIND INSIDE

- Players and playback events (Vol. 3)
- Captions and accessibility (Vol. 4)
- QoE monitoring of lessons (Vol. 3)
- Encoding course video (Vol. 1)

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