Core Integrations Overview

Organizational Planning Integrations - Overview

Org Planning Integration Single Sign On via SAML 2.0 (Early Adopter)

By integrating with Org Planning, a product added to the Cornerstone portfolio as part of the Saba acquisition, organizations can easily visualize, plan, and model organizational data.

* Organizations must activate the Org Planning Integration via the Edge Integrate Marketplace.
* To request the new Org Planning Integration, go to Admin > Tools > Edge > Marketplace and select the Org Planning tile.



Key features

* Conditional formatting – Configure chart views using conditional formatting capability. These views can be based on the direct feed from Cornerstone and calculated fields defined in Org Planning.
* HR Metrics – Create unique chart styles using formula fields.
* Dynamic Chart Filtering - Highlight specific parts of the chart or exclude those that are less relevant.
* Plan and modeling feature – Create snapshots and simulate org changes along with impact analysis. Analysis can be done using any information available in your views
* Drag and drop restructuring - Drag and drop entire branches, easily add new managers or subordinates.
* Planning against business goals – Delegate plans to individuals or teams and include dedicated business goals.
* Track changes log – Track plan changes with a granular track changes log.
* Smart Search/Smart Lists/Comparing – Narrow information down to view only what is necessary for the specific task.
* Archiving – Keep track of how an organization evolved over time. Also for compliance use cases.
* Upcoming Roadmap Features – Manage new features that may be part of new releases.
* Printing – Publish org charts to Adobe (.pdf), PowerPoint (.ppt), or Excel (xls).

Cornerstone also provides a daily data refresh of employee data and photographs into Org Planning.

Self-service extensions via flexible field mapping UI

Org Planning provides self-service flexibility to customize the scope of fields that fit into organizational planning as follows:

* Reporting 2.0 – A dedicated report to include/exclude selected fields as part of the data exchange.
* Org Planning Domain Fields – Enables these fields and defines processing.

Getting Started

To get organizations up-and-running right away, the following is provided:

* A set of best practice views and profile cards:
	+ An employee directory
	+ Spans and layers
	+ Workforce counts
* A pre-defined security model for admin, managers, and individual contributor roles.

Integration Guide

[**Click here to view the Org Planning Integration Single Sign On via SAML 2.0 Guide.**](file:///C%3A/cornerstone-csx-online-help/Content/Resources/Documents/Edge%20Guides/Org%20Planning%20Integration%20-%20Single%20Sign%20On%20via%20SAML%202.0%20-%20May%202022.pdf)

How Does this Enhancement Benefit My Organization?

* Org Planning delivers value to your entire workforce with secure, up-to-date org charts for every manager and employee, showing just the data appropriate to their position and role.
* Org Planning brings together information for a holistic view of your workforce.
* Org Planning provides a powerful visualization solution to give executives, managers, and human resources the power to thoroughly understand the organization, along with metrics and key performance indicators as a basis for critical organizational decision making.

Implementation

* This integration is enabled upon request. For additional information and assistance, click the "Get Started" button inside the Org Planning Integration tile in Edge Marketplace and complete the form. A Cornerstone representative will contact you.
* Org Planning is only available in the Production environment.
* Single Sign On is available in the Org Planning (Early Adopter) phase. Org Planning can be integrated as a Service Provider application within a SAML 2.0 Framework. This functionality works best for customers who can extend their existing Identity Provider implementation.
* Org Planning works with the following browsers:
	+ Windows OS: Chrome, Edge Chromium, Firefox
	+ Mac OS: Safari (excluding administration features)

Single Sign-On (SSO) Integrations - Overview

ADP Workforce Now (WFN) Single Sign-On (SSO)

The ADP Workforce Now Single Sign-On integration is available from the Edge Marketplace. This enables organizations to quickly purchase, configure, and enable the integration.

Note: Organizations that have already implemented SSO from ADP to Cornerstone do not need to purchase and enable this integration.

Configuration

When configuring the integration, enter the following information:

* ADP Client ID

Implementation

The ADP Workforce Now Single Sign-On integration is available to try or to purchase via the Edge Marketplace. To access the Edge Marketplace, go to Admin > Tools > Edge > Marketplace.

This integration is available to all organizations. Organizations must have an existing ADP Workforce Now contract. Organizations that have an existing SSO integration from ADP to Cornerstone do not need to install this integration or migrate.

Security

The following existing permissions apply to this functionality:

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| --- | --- | --- |
| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

|  |  |  |
| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Cornerstone Learning Single Sign-On (SSO) for ADP Workforce Now® (ADP Marketplace Canada)

This self-service integration is built especially for the Canadian ADP Marketplace, and it provides the ability to access Cornerstone CSX from within ADP Workforce Now, without having to enter Cornerstone credentials.

Considerations

* This SSO integration is available to organizations whose portals reside on the LAX or U.S. data center.
* Organizations subscribing to Cornerstone Learning Connector for ADP Workforce Now® (ADP Marketplace Canada) will automatically be subscribed to SSO in ADP Marketplace. It is not available to be purchased independently.
* Deep link and mobile are not supported.

Implementation

This integration is only available for LAX or U.S. Swimlanes.

This integration is available for self-activation via the Edge Marketplace for organizations using Workforce Now with access to the Canadian ADP Marketplace.

Enablement involves two parts:

1. Purchase on ADP Marketplace.
2. Purchase on Edge Marketplace.

Security

The following existing permissions apply to this functionality:

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| --- | --- | --- |
| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

|  |  |  |
| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Cornerstone Learning Single Sign-On (SSO) for ADP Workforce Now® (ADP Marketplace U.S.)

This self-service integration provides the ability to access Cornerstone CSX from within ADP Workforce Now, without having to enter Cornerstone credentials. This unidirectional SSO from ADP Workforce Now to Cornerstone CSX is separate from the existing ADP Workforce Now (WFN) SSO integration which requires organizations to work with their ADP Client Services Team to enable the SSO in ADP.

Considerations

* This SSO integration is available to organizations whose portals reside on the LAX or U.S. data center.
* For organizations with an existing subscription to Cornerstone Learning Connector for ADP Workforce Now® (ADP Marketplace U.S.), the SSO app is available as an add-on subscription in the U.S. ADP Marketplace. It is not available to be purchased independently. Organizations subscribing to the Cornerstone Learning Connector for ADP Workforce Now® (ADP Marketplace U.S.) will automatically be subscribed to SSO in the ADP Marketplace.
* Deep link and mobile are not supported.

Implementation

This integration is only available for LAX or U.S. Swimlanes.

This integration is available for self-activation via the Edge Marketplace for the U.S. ADP Marketplace organizations using the ADP Workforce Now platform.

Enablement steps will depend on whether or not an organization has an existing subscription to Cornerstone Learning Connector for ADP Workforce Now® (ADP Marketplace U.S.) and involves two parts:

1. Purchase on ADP Marketplace.
2. Purchase on Edge Marketplace.

Security

The following existing permissions apply to this functionality:

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| --- | --- | --- |
| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Google OAuth Inbound SSO

The Google OAuth Inbound SSO (Single Sign-on) connection is available to customers for a seamless user login experience to their Cornerstone CSX portal. This self-configurable connection is available in the user interface under the Single Sign-On menu in Edge.

This integration includes the following features:

* Hassle-free login experience
* Supports deep link feature
* User-friendly configuration
* Default or customizable Error, Timeout, and Logout URLs

How Does this Enhancement Benefit My Organization?

This feature provides a self-service plug-and-play SSO connection with less maintenance.

Implementation

There is a two-step process to purchase this functionality:

1. Purchase from Google Marketplace. This requires contacting Google directly to purchase, install, and configure with Google.
2. Contact your Account Manager to purchase the service.

After purchase, the service can be self-activated via Edge (Admin > Tools > Edge > Single Sign On). Select the new oAuth option and click “Add” to get to the setup screen. The setup requires Client ID and Client Secret parameters from Google. This connection does not support E-signature and mobile app connectivity.

Field Configuration Details - General Properties

| Field name | Field Description | Required? |
| --- | --- | --- |
| SSO ID  | Pre-filled with the next available OUID on the portal. This can be updated to another available value.  | Yes |
| Client ID  | Provided by Google  | Yes |
| Client Secret  | Provided by Google  | Yes |
| Error URL  | The Cornerstone error URL (common/ssoerror.aspx) is configured by default. A custom URL is also accepted. |  If left blank, this defaults to the Cornerstone URL. |
| Logout URL  | The Cornerstone logout URL (common/ssologout.htm) is configured by default. A custom URL is also accepted. |  If left blank, this defaults to the Cornerstone URL. |
| Timeout URL  | The Cornerstone timeout URL (common/ssotimeout.htm) is configured by default. A custom URL is also accepted. |  If left blank, this defaults to the Cornerstone URL. |
| Skew (seconds) | The default value is -10, and the maximum value is -20. | Yes |

Field Configuration Details - Contacts

| Field name | Field Description | Required? |
| --- | --- | --- |
| Name  | Update the customer’s Technical and System Administrator name. | Yes |
| Email  | Update the customer’s Technical and System Administrator email address. | Yes |

InCommon SSO

InCommon provides a secure and privacy-preserving trust fabric for research and higher education organizations and their partners in the United States. This new service allows for a seamless Single Sign On (SSO) integration with higher-ed clients. Organizations need to exchange the Entity ID in InCommon, and the metadata is imported directly for SSO setup. Certificate management for SSO automatically picks up changes when they are published by InCommon Federation.

Implementation

To enable this functionality via a paid technical project, contact Global Customer Support.

UKG Pro™ Single Sign-on to Cornerstone

The UKG Pro™ Single Sign-on to Cornerstone integration allows organizations to provide a seamless experience to their employees via Single Sign-on (SSO). Simply set up an outbound data feed from UKG to Cornerstone or the UKG Pro™ User & OU Data Inbound Integration and enable this integration to allow your employees to log in to Cornerstone from UKG.

Integration Settings

When configuring the UKG Pro™ Single Sign-on to Cornerstone integration, organizations must provide their UKG Pro™ Client ID. This value can be obtained by contacting the Ultimate Software Account Manager.

Implementation

The UKG Pro™ Single Sign-on to Cornerstone integration is available to try or to purchase via the Edge Marketplace. To access the Edge Marketplace, go to Admin > Tools > Edge > Marketplace.

This integration is available to all organizations. Organizations must have an existing UKG Pro™ contract. Organizations that have an existing SSO integration from UKG Pro™ to Cornerstone do not need to install this integration or migrate.

Security

The following existing permissions apply to this functionality:

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| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

|  |  |  |
| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Tag Management Integrations - Overview

Google Tag Manager Integration

Organizations can use the Google Tag Manager integration to deploy code snippets at their own convenience, without the intervention of Cornerstone's development or services teams. The Google Tag Manager tool is separate from Google Analytics and can be used to set up code from any provider or source. Once the integration has been enabled in the Cornerstone system, administrators can add code snippets to system pages and track user behavior on those pages using the features available.

Administrators can self-activate this integration via Edge.

Use Cases

Use Case #1: Adding Tracking Tags

Helen is a business process owner and system administrator at Ventonix, which is a well known provider of learning content that anyone can purchase online. She uses Google Analytics to track the behavior of potential customers, but is currently limited to page level insights. She would like to be able to determine which courses get the most inquiries.

Helen uses the Google Tag Manager integration to add new tracking tags to her pages. After a week, she checks her analytics dashboard and discovers that the Finance Fundamentals course receives the most inquiries. She notices that the training details for this page haven't been updated and can now work with her marketing team to revisit the content, to improve the company's conversion rates.

Use Case #2: Deploying Custom Code

Uzair is a business process owner and system administrator at ACME Corp. The company has partner guidelines that require them to use Adobe Analytics, which is not supported by Cornerstone. In addition, there are branding guidelines which provide specific styling and messaging that must be used on all end user-facing pages.

Uzair uses the Google Tag Manager integration to add the Adobe Analytics code, as well as custom HTML for styling. He is able to test and deploy this at his own pace, since his code is managed through the Google Tag Manager tool and does not require Cornerstone intervention.

Implementation

The Google Tag Manager integration was made available for User Acceptance Testing (UAT) in Stage portals with the April 19th deployment.

The Google Tag Manager integration can be self-activated via Edge:

1. To install the integration, go to: Admin > Tools > Edge and click the Marketplace link. From the Edge Marketplace, you can search for and select the Google Tag Manager integration to access more information about the integration and install it. To install the integration, click the Install button.
2. To configure the integration after installing it, go to: Admin > Tools > Edge and click the Integrations link. Click the Google Tag Manager integration from the Integrations page. For Setup instructions, click the Setup tab.

For information about using Google Tag Manager, [**see the Google Tag Manager Help Center**](https://support.google.com/tagmanager/?hl=en#topic=3441530).



Permissions

The following existing permissions apply to this functionality:

|  |  |  |
| --- | --- | --- |
| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

|  |  |  |
| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

|  |  |  |
| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

User and OU Management Integrations - Overview

ADP Decidium Core Data Inbound Integration

The ADP Decidium Core Data Inbound Integration provides a one-way synchronization of users and organizational unit (OU) data from ADP Decidium to a Cornerstone portal.

The integration provides the following features:

* Facilitates User and OU sync from ADP to the Cornerstone portal by providing basic information
* Provides options to run on Full Sync or Delta Sync mode
* Supports sync of either User or OU or both
* User friendly OU mapping
* Email Notification with summary after the sync

How Does this Enhancement Benefit My Organization?

This integration provides centralized management of user and OU data in ADP Decidium to avoid redundant data entry work.

Implementation

This integration is available for self-activation.

* Only available in ADP French Marketplace.
* Only available in Edge Marketplace for FRA and EU swim lanes.

Enablement is a two-step process:

1. Purchase the integration via the ADP French Referral Marketplace. This requires contacting ADP directly to purchase, install, and configure.
2. Purchase, install, and configure the integration in Edge Marketplace via the ADP Decidium Core Data Inbound Integration tile.

ADP Link Core Data for ADP French Marketplace

The new ADP Link Core Data Inbound Integration for French Marketplace provides a one-way synchronization of users and organizational unit (OU) data from your ADP Link Portal to your Cornerstone Portal. Use this integration to synchronize data on a daily schedule or on-demand.

The following OU types are supported: Division, Cost Center, Location, Position

The following User fields are supported: User ID, Username, First Name, Middle Name, Last Name, Email, Phone, Country Code, Address Line 1, Postal Code, Last Hire Date, Original Hire Date, Manager, Division, Cost Center, Location, Position, Required Approval

How Does this Enhancement Benefit My Organization?

This integration enables organizations to eliminate duplicate data maintenance in ADP and Cornerstone portals.

Starter Guide

[**Click here to download the ADP Link Core Data Inbound Integration Starter Guide.**](file:///C%3A/cornerstone-csx-online-help/Content/Resources/Documents/Edge%20Guides/ADP%20Link%20Core%20Data%20Inbound%20Integration%20May%202022.pdf)

Considerations

Standard user and OU fields are synchronized, custom fields are not synchronized.

Implementation

Enablement for this integration is a two-step process:

1. Purchase the integration via the ADP French referral Marketplace. This requires contacting ADP directly to purchase, install, and configure the integration.
2. Purchase, install, and configure the integration in Edge Marketplace via the ADP Link Core Data Inbound Integration tile.

This integration is only available on the ADP French Marketplace to customers with the ADP Link Product.

This integration is only available in LHR, CDG, and FRA swim lanes.

The integration tile is expected to be available in the Edge Marketplace the week of May 16.

Permissions

The following existing permissions apply to this functionality:

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| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Aquera Identity Directory Sync Bridge for Cornerstone OnDemand

The Aquera Identity Directory Sync Bridge for Cornerstone OnDemand imports and synchronizes the worker information in Cornerstone OnDemand with your identity access or governance platforms and directories. When used in conjunction with your Identity Platform (IDP), end-to-end IT automation of onboarding and offboarding of workers from downstream applications is now possible.

BambooHR User & OU Inbound Integration

The integration between Cornerstone CSX and BambooHR provides a seamless process of creating and updating users and organizational units in CSX. This is achieved through an automated data sync which simplifies data management and eliminates redundant work. BambooHR remains the system of record for user and OU data.

This is a one-way integration from BambooHR to CSX​. The integration runs nightly at a pre-defined schedule for both OU and user syncs and can also be triggered ad hoc. ​

Implementation

The BambooHR User & OU Inbound Integration tile is available in Edge Marketplace that allows customers to install, configure, and enable the integration.

Permissions

The following existing permissions apply to this functionality:

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| --- | --- | --- |
| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Banner Core Data Inbound Integration (Early Adopter)

Cornerstone integrates with the Ellucian Banner platform to provide a seamless process for creating and updating Users and OUs in Cornerstone. Banner will remain the system of record for User and OU data. This API based integration provides an automated data sync to simplify data management and eliminate duplicate data entry.

Clients can configure custom organizational unit (OU) mappings within the Edge Configuration page for the Banner Core Data Inbound Integration. As part of being able to map custom OUs, users tied to these OUs will also have their custom OUs populated, if applicable.

This functionality is currently an Early Adopter integration.

Implementation

This integration is available for self-Activation via the Banner Core Data Inbound Integration tile in Edge Marketplace. This integration is for organizations that use Banner HR as a source of HR data. Once the integration is available, please refer to the Banner Core Data Inbound Integration Starter Guide document under the Getting Started tab for details on how to enable the integration in your portal. There is an annual cost of USD $5,000 for this integration.

The following permissions apply to this functionality:

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| --- | --- | --- |
| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Ceridian Dayforce Core Data Inbound Integration

The Ceridian Dayforce Core Inbound Data Integration is a flexible unidirectional sync to load the user and organizational unit (OU) data from Dayforce to Cornerstone CSX portals. This integration provides access to real-time User and OU data in Cornerstone and Ceridian Dayforce. This integration can pave the way for upcoming solutions between Cornerstone and Ceridian Dayforce.

This integration includes the following features:

* Facilitates User and OU sync from Ceridian Dayforce to the Cornerstone CSX portal by providing configuration details
* Provides options to run on Full or Delta mode
* Supports sync of User, OU, or both
* User-friendly OU mapping
* Email notification with a summary after the sync

Frequently Asked Questions (FAQs)

Can the scheduled run time be modified? ​

The integration run time is currently not configurable.

I’ve copied the configurations from my Pilot environment. Why did the integration fail in production when it worked on the Pilot environment? ​

Each environment is assigned a unique “Username” and “Password.” Be sure to use the correct values.

How can I ensure no duplicate records are created in my Cornerstone portal? ​

The integration compares existing User and OU IDs in the Cornerstone portal with the Xrefcode ID in the Ceridian Dayforce portal to update records in Cornerstone. This prevents any duplicate records from being added.

Does the integration support future terminations? ​

The integration currently does not support future termination.

Implementation

Enablement is a two-step process:

1. Customers should contact their Ceridian Dayforce team to enable the Cornerstone Data Connector on their Dayforce Portal. Customers should receive a client ID and client secret details from the Dayforce team to configure the Integration in their Cornerstone portal.
2. Purchase the integration in Edge Marketplace in Cornerstone.

Cornerstone Learning Connector for ADP Workforce Now® Next Generation

The Cornerstone Learning Connector for ADP Workforce Now® Next Generation includes the following key features:

* Cornerstone Learning Connector for ADP Workforce Now Next Generation - This is a one-way integration that synchronizes user and organizational unit (OU) data from ADP Workforce Now Next Generation to CSX. The integration runs nightly at a pre-defined schedule for both OU and user syncs. Syncs can also be triggered ad hoc.
* Cornerstone Learning Single Sign-on for ADP Workforce Now Next Generation - This provides a unidirectional SSO from ADP Workforce Now Next Generation to CSX (deep link and mobile are not supported). SSO is available to all users.

Considerations

* The following ADP Workforce Now Next Generation implementations are not supported:
	+ Employees that belong to multiple companies with different positions, locations, etc.
	+ Employees that belong to multiple companies and have identical OU codes within the same OU type
* Additional exceptions will be documented in the starter guide

Implementation

These integrations are available for self-activation in the Edge Marketplace.

Two new tiles are available in Edge Marketplace that allow customers to install, configure, and enable the integration:

* Cornerstone Learning Connector for ADP Workforce Now Next Generation
* Cornerstone Learning Single Sign-on for ADP Workforce Now Next Generation

Both tiles must be installed on the Edge Marketplace to run the core data inbound and SSO integrations. Set-up details will be provided in the starter guide. Integrations are only available to customers in LAX swim lanes.

Enablement is a two-step process:

1. Purchase the app on ADP Marketplace. The core data inbound and SSO integrations are bundled into one app on ADP Marketplace.
2. Install the integrations on the Edge Marketplace. Integrations are only available to customers with an ADP Workforce Now Next Generation account. Those with a legacy ADP Workforce Now account are not able to purchase the app from ADP Marketplace.

Permissions

The following existing permissions apply to this functionality:

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| --- | --- | --- |
| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

|  |  |  |
| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Cornerstone Learning Connector for ADP Workforce Now® (ADP Marketplace Canada)

The integration between Cornerstone CSX and ADP Workforce Now for the Canadian storefront provides a seamless process of creating and updating users and organizational units (OU) in Cornerstone CSX. This is achieved through an automated data sync which simplifies data management and eliminates redundant work. ADP Workforce Now remains the system of record for user and OU data.

Considerations

* This integration is available to organizations whose portals reside on the LAX or U.S. data center.

Implementation

This integration is only available for LAX U.S. Swimlanes.

This integration is available for self-activation via the Edge Marketplace for organizations with access to the Canadian ADP Marketplace.

Enablement involves two parts:

1. Purchase on ADP Marketplace.
2. Purchase on Edge Marketplace.

Security

The following existing permissions apply to this functionality:

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| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| --- | --- | --- |
| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Cornerstone Learning Connector for ADP Workforce Now® (ADP Marketplace U.S.)

For organizations using ADP Workforce Now as their system of record for Human Resources data, the Cornerstone Learning Connector for ADP Workforce Now® (ADP Marketplace U.S.) is a solution that allows management of employee and organizational unit (OU) data in Cornerstone CSX when there are changes to employee and OU records in ADP Workforce Now. This integration is hosted in Edge for a simple enablement experience that organizations can configure and manage. This is an API-based integration and does not require files to be exchanged between the two systems.

Considerations

* Data flow is unidirectional; new and updated user or OU records are transmitted from ADP Workforce Now to Cornerstone CSX.
* This integration does not support user or OU timezone data.
* The following ADP Workforce Now implementations are not supported:
	+ Employees that belong to multiple companies with different positions, locations, etc.
	+ Employees that belong to multiple companies that have identical OU codes within the same OU type.

Implementation

The Cornerstone Learning Connector for ADP Workforce Now® (ADP Marketplace U.S.) is available to try or to purchase via the Edge Marketplace. To access the Edge Marketplace, go to Admin > Tools > Edge > Marketplace.

This functionality is available to CSX portals that reside in the LAX or U.S. data center. Organizations must also have a ADP Workforce Now account.

Security

The following existing permissions apply to this functionality:

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| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

UKG Pro™ User & OU Data Inbound Integration

For organizations using UKG Pro™ as their system of record for Human Resources data, the Core Data Integration is a solution that allows management of employee and organizational unit (OU) data in Cornerstone when there are changes to employee and OU records in UKG Pro™. This integration, which previously existed outside of Edge, is now hosted in Edge for a simple enablement experience that organizations can configure and manage. This integration is API based and no longer require flat files.

The default language preference that is set in UKG Pro™ is passed to Cornerstone, which is used when a user is created in Cornerstone; if the user's language is later updated in Cornerstone, the default language does not overwrite the user's new language setting. If the UKG Pro™ default language preference is not available or enabled in Cornerstone, then the Cornerstone portal default language is used for the user.

Considerations

* Data is only sent from UKG Pro™ to Cornerstone. User record data and Organizational Unit (OU) data is not sent from Cornerstone to UKG Pro™ if users or OUs are updated or added in Cornerstone.
* OU and user data is synced from UKG Pro™ to Cornerstone nightly. OU data is synced from UKG Pro™ at 3:00 AM PST, and User data is synced at 4:00 AM PST.
* UKG's Employee APIs refresh every three hours. As a result, a force sync only syncs all users when the UKG API is refreshed with all changes.
* Only standard fields are sent from UKG Pro™ to Cornerstone. Custom fields are currently not supported.
* Timezone data is not sent from UKG Pro™ to Cornerstone for OUs or users. It must be configured as a system property.
* UKG Pro™ implementations that have multiple companies, positions, and locations are not supported by this integration.
* Any existing users and OUs that were created prior to enabling this integration would be updated by UKG Pro™ if they exist in UKG Pro™.

Implementation

The UKG Pro™ User & OU Data Inbound Integration is available to try or to purchase via the Edge Marketplace. To access the Edge Marketplace, go to Admin > Tools > Edge > Marketplace.

This functionality is available to all organizations. Organizations must also have an UKG Pro™ account.

Security

The following existing permissions apply to this functionality:

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| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| Universal Profile - User Record - View Users | Grants ability to view user records in the system. Administrators can view the Modification History page for user records within their constraints. The administrator must have additional permissions to view specific fields on the user record. This permission can be constrained by OU, User's OU, User's Self, User Self and Subordinates, and User. This is an administrator permission. | Core Administration |

UKG Ready™ User & OU Data Inbound Integration

Cornerstone integrates with UKG Ready™ to provide a seamless process for creating and updating users and OUs in Cornerstone. This is achieved through an automated data sync which simplifies data management and eliminates redundant work. With this integration, UKG Ready™ remains the system of record for user and organizational unit (OU) data. This integration supports standard and custom fields.

Organizations can exclude users from being created/updated in their Cornerstone portal by specifying the exclusion criteria using user custom fields and OUs.

Organizations can also pass their UKG Jobs (HR) cost center data into Cornerstone. The Jobs (HR) cost center data is passed into Cornerstone as OU data.

* Jobs (HR) cost centers can be mapped to standard or custom OUs in Cornerstone.
* Jobs (HR) does not support parent-child relationships in UKG Ready™.
* If the Visible checkbox for the Jobs (HR) cost center is NOT selected, then the corresponding OU type in Cornerstone is deactivated.

Implementation

To enable the UKG Ready™ User & OU Data Inbound Integration, contact your Account Manager. This integration is for organizations that use UKG Ready™ as a source of HR data. Once the integration is available, please refer to the Integration Guide under the Getting Started tab for details on how to enable the integration in your portal. There is no additional cost for this integration.

The following permissions apply to this functionality:

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| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Workday Core Data Inbound Integration

The Workday Core Data Inbound integration is for organizations using Workday as the source for their HCM data. This integration enables organizations to manage organizational units (OUs) and users in Workday, and have those changes flow into the Cornerstone system automatically. The inbound integration runs nightly (US-Pacific) and can be triggered on demand.

This integration includes the following functionality:

* One-way transfer of OUs and users from Workday to Cornerstone
* Ability to trigger the integration on-demand
* Map Workday Organization Types to Cornerstone Standard and Custom OUs
* Define the Workday Hierarchy to use for a Standard OU
* Deliver Summary Notification Emails to a subscribed list
* Differentiate between Contingent workers and Employees via Custom OU
* Use Workday's Eligibility Criteria to filter which user records are sent to the Cornerstone system
* Configure User Record custom text fields
* Populate user termination dates.
* Ability to select the name preference, Legal or Preferred, to populate in Cornerstone from Workday. Preferred name is the default value.
* Organizations have the option to override the pre-mapped configuration of first name, last name, and prefix. This is helpful for organizations that need to accommodate for family name prefix, such as organizations in Germany, Netherlands, and Belgium. This is also helpful for organizations using English and Chinese names.
* Allow contingent workers to sync into Cornerstone on their hire date or one week prior to their hire date, depending on the defined setup on the Settings page.
* Organizations have the option to sync organizational units (OUs) only, users only, or both OUs and Users.

The following validations are supported:

* The system validates Override Field Mapping and Custom Field Mapping configurations; if invalid data is detected, an error message is displayed upon saving the Settings page, and an email notification is sent.
* An email notification is sent when invalid OU configuration/settings are detected at start of OU sync run.
* If the User sync fails, the system automatically attempts to sync unprocessed user records in the next successful sync. This does not include user records that failed to sync due to a validation error, such as missing a required field.

How Does this Enhancement Benefit My Organization?

This integration provides seamless management of employee and organizational unit (OU) data in Cornerstone through Workday.

Implementation

It is recommended to implement the integration on your test environment prior to production environment.

The integration is available to install in the Edge Marketplace for a fee.

For organizations that are using the previously existing, legacy Workday Core Data Inbound integration, enablement information is available in the Resources section above.

For new integrations, this integration is available for self-activation via Edge Marketplace and Integrations. Organizations must have an existing contract with Workday. Starter Guides and Migration instructions are included with the integration in Edge Marketplace.

Security

The following existing permissions apply to this functionality:

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| PERMISSION NAME | PERMISSION DESCRIPTION | CATEGORY |

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| --- | --- | --- |
| Edge Integrations - Manage | Grants access to the Integrations service for Edge Integrate, where the administrator can configure, enable, and disable their third-party integrations used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

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| Edge Marketplace - Manage | Grants access to the Marketplace service for Edge Integrate, where the administrator can browse integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission. | Edge |

Non-Edge Integrations

CSX and EdCast Skills Integration

Customers leveraging both CSX and EdCast can now have an integrated experience for skills with consistent skills libraries and the ability to modify user Skill Profiles in either platform, keeping both in sync.

With this integration, administrators no longer need to administer skills in CSX and EdCast separately. The CSX and EdCast integration simplifies the administrator and end-user experiences by synchronizing appropriate data between systems. This results in easier adoption, greater data integrity, and a consistent and intuitive user experience.

This integration provides the following features:

* One-way synchronization of skills from the CSX Capability Library to EdCast via Skills Studio
* Bi-directional sync of user-related skills data, such as declared and developing skills and self-ratings, between CSX and EdCast

Skill library synchronization includes the unique skill ID, title, description, created or modified user, date and time of creation or modification, source, localizations, status, and categories.

User profile synchronization includes the unique user ID, skill ID, and action (declared, developing, removed).

Skill rating synchronization consists of the user who received and shared the rating and the rating level.

Implementation

Existing customers leveraging CSX and EdCast can submit a case to customer support to enable the integration. Integrations for existing customers will be managed on a case-by-case basis. There may be added complexity if skills are already in use in both systems, especially if different skills taxonomies are enabled in each.

This integration is not available in stage portals.