



Core/General Release Notes

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Core/General

Data Exporter - Deprecation of XML Manifest for Core and Non-Core Objects with the April '21 Release

When a data export is delivered, it contains a manifest which explains the contents of the export. Currently the manifest for core and non-core objects is delivered in both JSON and XML. The XML manifest will continue to be provided alongside the JSON manifest until the April '21 release, at which point the XML manifest will be deprecated and no longer provided for both core and non-core objects. We advise against using the XML manifest in new development work, and suggest you modify applications that currently use the XML manifest as soon as possible. The JSON manifest will continue to be delivered for both core and non-core objects and is the preferred choice.

JSON can be parsed by a standard JavaScript function which makes it easier to work with for programmatic consumption compared to XML which has to be parsed with an XML parser. The JSON manifest is also richer in extended metadata including:

- Name (Custom fields will have their user-designated name)
- Heading (When available at the table level)
- Description (When available at the table level)
- Cross-platform, cross-format data types
- User defined object flag (At the object level)

Implementation

This functionality is automatically enabled for all organizations using the Data Exporter.

Deprecation of Custom Reports with the July '21 Release

Note: *This deprecation was first announced as part of the May '20 release.*

Cornerstone will be deprecating the legacy reporting solution "Custom Reports" with the July '21 Release. With Reporting 2.0, users can execute the same business reporting operations as they've done in Custom Reports in addition to Reporting 2.0's rich suite of new features and functionality.

Standard reports will eventually be deprecated, but the timeline has not been determined.

For more detailed information about Reporting 2.0, see the following in Online Help:

- [See Reporting 2.0 \(Early Adopter\) Overview.](#)
- [See Reporting 2.0 - Create Report.](#)
- [See Reporting 2.0 - Share Report.](#)
- [See Reporting 2.0 - Report Delivery and Scheduling.](#)
- [See Reporting 2.0 - System Templates.](#)
- [See Reporting 2.0 - Calculated Fields Overview.](#)

Custom Reports Auto-Migration with July '21 Release

When the deprecation occurs, existing Reports will be migrated automatically to Reporting 2.0. For clients that have already done the migration themselves and/or who no longer need the custom reports, there will be an option to opt out of being migrated.

Clients who wish to migrate their custom reports into Reporting 2.0 ahead of the July '21 deprecation can do so by using the custom reports migration tool available in Reporting 2.0. Report properties and certain configurations are preserved in the migration, such as shared users and delivery settings. However, some configurations may need to be manually enabled. [See Custom Reports Migration Tool.](#)

Implementation

On the date of the Custom Reports deprecation with the July '21 release:

- You can still access Custom Reports, but reports will no longer run in any capacity. This means that reports cannot be downloaded, refreshed, or delivered or have any action taken on them that involves retrieving data.
- All custom reports will be migrated automatically to Reporting 2.0.
- Any equivalent security configurations will be applied to existing security roles.
- You can opt out of having your custom reports migrated automatically if your organization has already done the migration itself and/or does not need the existing custom reports.

Permissions

Permissions in Reporting 2.0 are different than the permissions for Custom Reports. Custom Reports had a "Manage" permission for creating and editing reports and a "View" permission for viewing reports, whereas Reporting 2.0 permissions are more granular and users need to be given multiple permissions in order to create or view reports.

It is important to be aware of the differences between permissions in Reporting 2.0 and those in Custom Reports so that users have all necessary permissions to begin using Reporting 2.0.

To understand which permissions your users need to create and view reports, see the following information in Online Help:

- **Permissions in Reporting 2.0** - This provides detailed information about Reporting 2.0 permissions.
- **Permissions List** - This provides the list of permissions and their relationships so that you know the specific permissions users need to create and view reports.

Deprecation of Learning Loads for Data Load Wizard (DLW) with the October '21 Release

Ability to perform learning data loads using Data Load Wizard will be deprecated with and end-of-life in the October '21 Release. End-of-support will occur in 2021, and support for defects related to the DLW learning loads will stop at this time. DLW is a legacy data load tool which was built on older technology, is accessed using an older user interface (UI), and experiences slow performance and limited load type support.

Edge Import addresses these issues with a modern UI and an intuitive workflow that can support a greater number of concurrent loads, while providing administrators with a delightful user experience.

Existing organizations that are ready to migrate to Edge Import can enable it in the Edge Marketplace and review the migration and starter guides to help them through the migration steps. All organizations are required to complete their migrations before the October '21 Release which will be the end-of-life date for DLW learning data loads.

Edge Import - Curriculum and Test Loads Enhancement

With this enhancement, the Curriculum and Test loads for Edge Import now support recurrence. A new **Recurrence** field is now available for these loads, and this field is optional. This field enables organizations to set the recurrence settings for curricula and tests.

This functionality was released with the 11 September 2020 patch.

Implementation

This functionality is automatically enabled for all organizations using the Curriculum or Test loads within Edge Import.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access LMS - Curriculum Transcripts Load	Grants access to the Curriculum Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Test Transcripts Load	Grants access to the Test Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Import - Learning Load Enhancements

As of the 11 September 2020 patch, the following is no longer an acceptable value for the **Recurrence** field in for Edge Import Learning Loads because it is not a valid standalone recurrence setting:

- 4 - Allow subsequent instances of training to be approved based on original approval. Leave unmarked to apply approval workflow for every request.
 - This change impacts all Learning loads which support the Recurrence field: Material, Test, Online Course, Video, Curriculum.

The following enhancement will be available with the October '20 release, including UAT:

- Learning Loads (Learning Object - LO): Video, Material, Online Course, Test, Curriculum, Events, Sessions, External Training
 - Custom field value is imported only if custom field language matches LO language. This enhancement applies even if the custom field is required.
- Transcript Loads: Video, Material, Online Course, Test, Curriculum, Events, Sessions, External Training
 - **Comments** field is now supported for all transcript statuses and required when due date is added or updated.
- Transcript Custom Field Loads: Video, Material, Online Course, Test, Curriculum, Events, Sessions, External Training
 - Custom field value will be imported only if custom field language matches LO language. This enhancement applies even if the custom field is required.
 - A **Comments** field is now available, and this field is required. Because this new field is required, new configurations must be created because old configurations do not include this field.
- Session Transcript Loads
 - A new configuration question is available: "Should users be force enrolled into Training by increasing registration limits?" This question enables organizations to specify whether the number of seats should be increased if transcript records have passed the maximum seats limit set for the session.
 - The **Score** field is now only valid for "Registered" or "Completed" transcript statuses.
 - The **Pass/Fail** field is now only valid for "Exempt" or "Completed" transcript statuses.
- Online Course Transcript Load
 - The **Score** field logic is updated to no longer apply a default value if no value is provided for the online course score. Previously, the load would set a default value of 100 for completed and 0 for other statuses when no value was entered in this field.
- Online Course Load
 - This load no longer allows Provider updates for online courses that are part of a Content Anytime Subscription or subscription integration content such as Coursera for Business, edX for Business, or Percipio by Skillsoft.

- Test Transcript Load
 - This load now automatically updates a user's transcript status to Failed or Completed based on their score value and whether it is above, below, or equal to the passing score value for the test. **Note:** *A user's Pass/Fail status for a test may change until the user no longer has any remaining attempts for the test.*

Implementation

This functionality is automatically enabled for organizations using the corresponding data loads in Edge Import.

Template guides are available in Edge Import to assist with load setup. New October '20 Release functionality may not be included in guides until after the October '20 Release. The update to the acceptable values for the **Recurrence** field is available as of the 11 September 2020 patch.

Transcript Custom Field loads now have a new required field for comments. Because a new required field has been added, new configurations must be created. Old configurations which do not have this required field no longer work for the load. Edge Import is designed to indicate when a required field is not mapped and will automatically prompt to create a new configuration.

Edge Import - Learning Load Enhancements (Transcripts)

Update Transcript Using Registration Number

For training that supports recurrence or multiple completions, organizations may now choose to update transcript records using Registration Number or Registration Date for the following types of transcript loads:

- Online Course
- Material
- Test
- Curriculum
- Video

This configuration setting is managed via a new configuration question: "What is the unique identifier to locate transcript?"

This functionality was released with the 11 September 2020 patch.

Increased Transcript Load Row Limit Increased

With the 11 September 2020 patch, transcript load files were updated to include up to 250K records per file in Production and Stage environments. Pilot environments are excluded from this enhancement. **This functionality was released with the 11 September 2020 patch.**

With the October '20 Release, the row limit is increased to one million records in Production and Stage environments. A load file with one million records may take one to two days to process. Please consider the load processing time before creating the import file.

- Pilot environments are excluded from this enhancement, and this limit remains at 100k records.

Remove Post Processing Step from Transcript Load Workflow

Prior to the October '20 Release, when a transcript file was uploaded for import, the load status experience for Transcript loads was as follows: Queued > Loading > Post Processing > Complete.

After the October '20 Release, when a transcript file is uploaded for import, the load status experience for Transcript loads is Queued > Loading > Complete.

Implementation

This functionality is automatically enabled for all organizations using the Transcript loads within Edge Import.

Template guides are available in Edge Import to assist with load setup. New October '20 Release functionality may not be included in guides until after the October '20 Release.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access LMS - Curriculum Transcripts Load	Grants access to the Curriculum Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - External Training Load	Grants access to the External Training data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - ILT Transcripts Load	Grants access to the ILT Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Material Transcripts Load	Grants access to the Material Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Online Transcripts Load	Grants access to the Online Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Test Transcripts Load	Grants access to the Test Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Video Transcripts Load	Grants access to the Video Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Marketplace Informational Tile

Edge Marketplace now supports informational tiles, which provide info about an integration built by a Cornerstone partner but cannot be installed by the client. Informational tiles allow clients to learn more about the integration as well as enable clients to express interest to a partner about the integration. Installation and enablement of the integration will be handled directly by the partner who built the integration. Upon opening the informational tile, the client will see a **GET STARTED** button in the upper-right corner. After filling out the form, the information will be sent to the partner contact, who will be responsible for following up with the client. Support is the responsibility of the partner and will not be handled through the Global Product Support team.

Employee API v2

Employee API v2 was introduced in the 21 August 2020 patch as an Early Adopter in conjunction with the Generally Available (GA) announcement of the OU API.

With the introduction of the following enhancements in the October '20 Release, the Employee API v2 is Generally Available:

- Search by OU
- Update using GUID

With v2 of this API, along with parity with v1, organizations will realize the following enhancements:

1. Host of additional endpoints to get employee metadata information.
2. Targeted, modular calls to allow fetching smaller payloads of specific datasets.
3. Improved response times by ~30% for PUT/PATCH/POST and ~50% for GET endpoints.
4. Increase throttling limit by 50% (from 100/min to 150/min, for all non-bulk endpoints)
5. A closely coupled OU API, that will allow consumers to serve a much broader set of use-cases to create, update, and fetch employee data for specific OU's.

With these benefits in place, organizations are highly encouraged to move to v2 and start planning to move off both v1 REST API and the SOAP services.

At this time, Cornerstone has not deprecated the SOAP User/OU API, the Employee API v1, or the GET OU API. We will continue to address defects and questions with these endpoints; however, any enhancements will only be made to the Bulk API and the Employee/OU API.

API Explorer

Documentation for all available APIs is available in the API Explorer for general access.

- <https://apiexplorer.csod.com/apiconnectorweb/apiexplorer#/>

Implementation

Organizations can purchase and enable the Employee/OU API through the Edge Marketplace as a part of Cornerstone Foundational APIs. The Employee API v2 is displayed along with the OU API as a singular tile, Employee/OU API, on the API explorer.

There are new scopes for Employee API v2 endpoints. These new scopes are visible while registering a new OAuth 2.0 application or modifying an existing OAuth 2.0 application. Organizations with existing OAuth2 apps must explicitly go in and select the Employee API v2 scopes before they can start making calls to the Employee API v2 endpoints.

Additional documentation is available in the [API Explorer](#) and it includes a link back to Employee API v1 documentation if needed.

Kronos Workforce Ready (WFR) Core Data Inbound Integration Enhancement

Organizations using Kronos WFR as their HRIS management system now have the ability to exclude users from being created/updated in their Cornerstone portal by specifying the exclusion criteria using user custom fields and organizational units (OUs).

[See Kronos Workforce Ready Core Data Inbound Integration.](#)

Implementation

This functionality is automatically enabled for organizations using the Kronos WFR Core Data Inbound Integration.

This integration is available for self-activation via the Kronos Workforce Ready Core Data Inbound Integration tile in Edge Marketplace. This integration is for organizations that use Kronos Workforce Ready as a source of HR data. Once the integration is available, please refer to the Kronos Workforce Ready 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 no additional cost for this integration.

Permissions

The following 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 that are 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 and purchase integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission.	Edge

October '20 Language Pack Updates

New updates to Cornerstone Language Packs are available with the October '20 Release. Please visit the [October '20 Language Pack Updates](#) posting in the Success Center to review the full list of changes and their targeted availability in stage and production environments.

Languages with updates for the October '20 Release include:

- Chinese Simplified
- Dutch
- English UK
- Finnish
- German
- Hebrew
- Japanese
- Korean
- Lithuanian
- Polish
- Portuguese Brazil
- Spanish Latin America
- Spanish Spain
- Vietnamese

Please also visit the [August 21 Patch Localization Update](#) posting to review translation updates to the French (France) and Korean language packs that were delivered with the 21 August 2020 patch.

Implementation

This functionality is automatically enabled for all organizations.

Removal of the "API Events" Tab from the Manage OAuth 2.0 Application Page

Prior to this deprecation, clients could navigate to the "API Events" tab of an OAuth 2.0 application in Edge to review the API calls made using their OAuth 2.0 credentials.

With this deprecation, Cornerstone is removing the "API Events" tab due to low usage. Plans to re-imagine the feature to provide data that gives clients useful insights into their API usage are being considered.

This deprecation has no impact to existing API transactions that use OAuth 2.0; they will continue to work as they do today. This deprecation does not impact a client's ability to create and manage their OAuth 2.0 applications.

Implementation

This functionality is automatically enabled for all organizations.

Reporting 2.0 - Permissions Enablement Tool

The Reporting 2.0 Permissions Enablement Tool was released to Stage portals as part of the 11 September 2020 patch release.

As part of the October '20 release, the Reporting 2.0 Permissions Enablement Tool is now released in Production and Pilot portals.

For detailed information about this functionality, see the following topic in Online Help:

- [See *Permissions Enablement Tool*](#).

Implementation

Upon implementation, this functionality is available for all portals using Reporting 2.0 and that also have at least one security role in Security Administration and that security role has at least one Custom Reports permission enabled.

Permissions

There are no new permissions needed to access the Reporting 2.0 Permissions Enablement Tool page. This page can only be accessed by the top-level system administrator in the portal.

For more information about Reporting 2.0 permissions, see the following:

- [Permissions in Reporting 2.0](#) - This provides detailed information about Reporting 2.0 permissions.
- [Permissions List](#) - This provides the list of permissions and their relationships so that you know the specific permissions users need to create and view reports.

Reporting 2.0 - Usability Enhancements

October 2020 Release

The following usability enhancements for the October' 20 release are made to improve the user experience for Reporting 2.0:

Publish Imported Report to Dashboard

Prior to this enhancement, dashboard widgets that were part of a custom report that was imported to Reporting 2.0 were not automatically published to dashboards. Instead, they had to be republished to dashboards by selecting the **Publish to Dashboards** option on the Properties panel.

With this enhancement, a **Convert Custom Report dashboard widgets to Reporting 2.0 dashboard widgets for selected reports** option is added to the Import Your Custom Reports flyout that lets you automatically convert dashboard widgets from Custom Reports into Reporting 2.0 widgets. When the import executes, imported custom report widgets on existing dashboards automatically converted to Reporting 2.0 widgets without any further action needed for migration.

The widgets are available from the [Reporting 2.0 tab in Dashboards](#).

Auto-Enable Report Schedule for Imported Reports

Prior to this enhancement, the delivery schedule for custom reports was not included when imported to Reporting 2.0 and had to be configured manually. In addition, the custom report delivery schedule had to be disabled manually to prevent two reports from running.

With this enhancement, an **Enable delivery configurations in Reporting 2.0 for selected reports** option is added when importing reports. This option automatically includes the delivery schedule for the imported report.

It is important to note that once the report is imported, the delivery schedule in the custom report becomes inactive. The delivery options are removed. However, the settings for scheduling are preserved so that delivery options can be configured again.

11 September 2020 Patch Release

The following enhancements were made to improve the user experience for Reporting 2.0 and were available as part of the 11 September 2020 patch:

[Added Support for Checklist Custom Fields](#)

Prior to this enhancement, compatibility issues between Reporting 2.0 and Custom Reports prevented the import of reports that contained Checklist custom fields.

With this enhancement, custom reports that contain Checklist custom fields can now be imported successfully.

[Improved Hierarchy Formatting for Exports](#)

The following enhancements are made to improve formatting for hierarchy exports:

- Faster export time to speed up the report generation process
- Improved formatting of hierarchical reports to make them easier to read and navigate

Time Value When Filtering Date/Time Fields

With this enhancement, a clock icon is added to the filter for date/time fields so that you can filter by a specific time. For example, when filtering by the date a training is due, you can select a specific time on the due date so that you can further narrow the report results.

Expand/Collapse Levels in Summarized Reports

When viewing a summary and hierarchy report in the **report viewer**, an Expand/Collapse option is now available so that you can expand and collapse all levels when viewing the report.

Automatically Run Report When Report Viewer Opens

Prior to this enhancement, reports ran automatically when opened in the report viewer. However, there are some scenarios in which users may prefer to configure the filters before running the report. In such cases, the user had to wait until the report finished running before being able to edit the filters and run the report again.

The Report Properties panel is updated to include an option that lets you control whether a report runs automatically when opened in the report viewer.

Full Field and Report Name Displays on Hover

Prior to this enhancement, field and report names were cut off depending on screen resolution and zooming.

With this enhancement, tooltips are added to the following areas of the report builder so that the full field and report name displays on hover:

- Reporting 2.0 Homepage - Report name in Name column
- Report Builder - Summary, Sort, Charts

Ability to Schedule Report with No End Date

With this enhancement, the **End Date** field on the Delivery panel can now be left blank so that reports can be scheduled without an end date. Prior to this enhancement, an end date was required.

This enhancement addresses scenarios in which reports were expected to be delivered indefinitely to facilitate business processes.

Note: *This functionality was released with the 25 September 2020 patch.*

Properties ×

Delivery

Users

Myself

× Aaron Sanchez ×

Add Users

Format

Excel ▾

Send as Zip file

FTP

Schedule Delivery Time

On

How frequently would you like to run this report?

Weekly ▾


Every

Week(s)

On


× Monday × ▾

Time of Day




(UTC-08:00) Pacific Time (US & Canada) ▾

Start Date



End Date



Implementation

Upon implementation of this enhancement, this functionality is available in all portals using Reporting 2.0. However, it is necessary to clear your browser's cache in order to view the updates.

Permissions

For information about Reporting 2.0 permissions, see the following:

- **Permissions in Reporting 2.0** - This provides detailed information about Reporting 2.0 permissions.
- **Permissions List** - This provides the list of permissions and their relationships so that you know the specific permissions users need to create and view reports.

RTDW Updates to Reporting API, RDW, and Data Exporter

Impacting only clients using Reporting API, Replicated Data Warehouse (RDW), and Data Exporter, the Real-Time Data Warehouse (RTDW) categories may be impacted, deprecated, or break applications, scripts, or functionalities that are based on earlier versions of RTDW objects.

Documentation that describes RTDW views and fields used in Custom Reports are updated and available in the [RTDW Documentation for Reporting API, RDW, and Data Exporter Community](#). Join and follow the community to be notified of new posts and of upcoming changes occurring in this release and future deprecations scheduled in future releases. Information on deprecated objects and changes can be found in [RTDW - Oct 2020 Updates Reference docs and Deprecations](#) and [DEX - Updates and Deprecations Oct 2020 \(20.04\)](#). Updated documentation available as of October 8.

For clients using Reporting API, Replicated Data Warehouse (RDW), or Data Exporter, the changes and deprecated objects will be reflected in stage on October 13 and in production with the release on October 30.

For clients using Data Exporter, new objects and replacements for deprecated objects are not automatically added to your export, they must be requested via a case to Global Product Support (GPS). Replacement objects are made available to clients six months prior to their deletion. To avoid disruptions, replacements for objects that will be deprecated with the October '20 Release must be requested before October 13 for stage and October 30 for production/pilot.

Data Exporter - Deprecated Objects Scheduled for October '20 Release

This table describes deprecated objects that are still available in the Data Exporter. These objects are scheduled to be removed in the October '20 Release. Do not use these deprecated objects in new development work, and modify applications that currently use these deprecated objects as soon as possible.

DEPRECATED OBJECT PUBLIC NAME	REPLACEMENT	REMOVAL DATE	ACTION
certification	[certification2] (added in 20.01.03) [certification_owner] (added in 20.01.03) Note: [certification2] has all fields from deprecated [certification] except fields of certification owner: [certification_owner], [certification_owner_user_ref] and fields of certification contact person: [cert_contact_user_ref],	Release 20.04.00 (Oct 2020)	Deleted

DEPRECATED OBJECT PUBLIC NAME	REPLACEMENT	REMOVAL DATE	ACTION
	[cert_contact_user_name], [cert_contact_user_email]. Use [users_core] for certification owner and certification contact person fields. Refer to “RTDW Deprecated Objects” for details.		
goals_base	[goal]	Release 20.04.00 (Oct 2020)	Deleted
evaluation: [eval_question_category_id] field will be renamed to [re_eval_question_category_id]		Release 20.04.00 (Oct 2020)	Updated
transcript: [object_id] field will be renamed to [transc_object_id], [_last_touched_dt_utc] field will be added		Release 20.04.00 (Oct 2020)	Updated
COMPATIBILITY_subject_local	[subject_local_core]	Release 20.04.00 (Oct 2020)	Deleted
COMPATIBILITY_training_subject_local	[subject_local_core]	Release 20.04.00 (Oct 2020)	Deleted
COMPATIBILITY_qti_category_local	[qna_question_category_local_core]	Release 20.04.00 (Oct 2020)	Deleted
COMPATIBILITY_ou_type_local	[ou_type_local_core] (added in 20.01.03)	Release 20.04.00 (Oct 2020)	Deleted
training_material_type_local	[training_material_type_local_core]	Release 20.04.00 (Oct 2020)	Deleted

DEPRECATED OBJECT PUBLIC NAME	REPLACEMENT	REMOVAL DATE	ACTION
COMPATIBILITY_session_schedule_local	[training_part_local_core]	Release 20.04.00 (Oct 2020)	Deleted
COMPATIBILITY_transcript_user_part_attendance	[training_part_core], [training_part_attendance]	Release 20.04.00 (Oct 2020)	Deleted
instructor	[instructor_core]	Release 20.04.00 (Oct 2020)	Deleted
test_questions	[qna_question_core]	Release 20.04.00 (Oct 2020)	Deleted
training_cf	[training_cf_core]	Release 20.04.00 (Oct 2020)	Deleted
training_rating_review	[course_rating_core] Use [users_core] for the reviewer fields (First Name, Last Name). Note: to get replacement for [user_rating_is_anonymous] field in deprecated [training_rating_review] object use the following: cast (case when [course_rating_core].[user_id] is null then 1 else 0 end as bit) as [user_rating_is_anonymous]. Field [user_id] in [course_rating_core] is unique identifier of the user who reviewed the course. Note that [user_id] has NULL value if the course reviewer is anonymous).	Release 20.04.00 (Oct 2020)	Deleted
training_session_schedule	[training_part_core], [training_part_local_core]	Release 20.04.00 (Oct 2020)	Deleted
training_subject_equivalent	[subject_equivalent_core], [subject_core]	Release 20.04.00 (Oct 2020)	Deleted

DEPRECATED OBJECT PUBLIC NAME	REPLACEMENT	REMOVAL DATE	ACTION
transcript_cf	[transcript_cf_core]	Release 20.04.00 (Oct 2020)	Deleted
transcript_scorm2004	[scorm2004_activity_session_history], [scorm2004_interaction_history], [training_scorm_core]	Release 20.04.00 (Oct 2020)	Deleted
user_cf	[users_cf_core]	Release 20.04.00 (Oct 2020)	Deleted

Data Exporter - Deprecated Objects Scheduled for February '21 Release

This table describes deprecated objects that are still available in the Data Exporter. These objects are scheduled to be removed in the February '21 Release. Do not use these deprecated objects in new development work, and modify applications that currently use these deprecated objects as soon as possible.

DEPRECATED OBJECT PUBLIC NAME	REPLACEMENT	REMOVAL DATE	ACTION
transcript_curricula	None. Existing consumers of this object, if you wish to continue receiving this data beyond the deprecation date, please contact GPS so we can make arrangements.	Release 20.01.00 (Feb 2021)	Marked for deletion

RTDW - Deprecated Objects Scheduled for October '20 Release

This table describes the deprecated objects that are still available in RTDW. These objects are scheduled to be removed in the October '20 Release. Do not use these deprecated objects in new development work, and modify applications that currently use these deprecated objects as soon as possible.

CATEGORY	DEPRECATED OBJECT	REPLACEMENT	REMOVAL DATE	ACTION
Certification	report.vw_rpt_certification	<p>report.vw_rpt_certification2 (added in 20.01.03)</p> <p>report.vw_rpt_certification_owner (added in 20.01.03)</p> <p>Note: report.vw_rpt_certification2 has all fields from deprecated report.vw_rpt_certification except fields of certification owner: [certification_owner], [certification_owner_user_ref] and fields of certification contact person: [cert_contact_user_ref], [cert_contact_user_name], [cert_contact_user_email].</p> <p>To get fields of certification owner:</p> <ol style="list-style-type: none"> 1. Join report.vw_rpt_certification2 with report.vw_rpt_certification_owner on cert_id = cert_owner__cert_id 2. Join report.vw_rpt_certification_owner with report.vw_rpt_user on cert_owner__user_id (vw_rpt_certification_owner) = user_id (report.vw_rpt_user) 3. Use [user_name_first], [user_name_last], [user_ref] fields from report.vw_rpt_user. <p>To get fields of certification contact person:</p>	Release 20.04.00 (Oct 2020)	Deleted

CATEGORY	DEPRECATED OBJECT	REPLACEMENT	REMOVAL DATE	ACTION
		<p>1. Join report.vw_rpt_certification2 with report.vw_rpt_user on cert_contact_user_id (report.vw_rpt_certification 2) = user_id (report.vw_rpt_user).</p> <p>2. Use [user_name_first] , [user_name_last], [user_ref], [user_email] fields from report.vw_rpt_user.</p> <p>Note: Inclusion of certification owner fields into deprecated report.vw_rpt_certification causes multiplication of rows with certification fields on number of certification owners which results in a huge volume of extra rows of data to be generated.</p> <p>report.vw_rpt_certification2 (without certification owner fields) doesn't have extra rows of data.</p> <p>Illustrative Example: With 500 users on a certification who have each complete 3 periods and are now in refresh, with 5 certification owners this results in 10,000 rows of data: report.vw_rpt_certification: 500 (users) *4 (periods) * 5 (certification owners) = 10,000 rows.</p> <p>report.vw_rpt_certification2: 500 (users) *4 (periods) = 2,000 rows.</p>		

CATEGORY	DEPRECATED OBJECT	REPLACEMENT	REMOVAL DATE	ACTION
Certification	report.vw_rpt_certificate_export	report.vw_rpt_certification2	Release 20.04.00 (Oct 2020)	Deleted
Test	report.vw_rpt_test_export	report.vw_rpt_test	Release 20.04.00 (Oct 2020)	Deleted
Evaluation	report.vw_rpt_evaluation_export	report.vw_rpt_evaluations	Release 20.04.00 (Oct 2020)	Deleted
Transaction	report.vw_rpt_transaction_export	report.vw_rpt_transaction	Release 20.04.00 (Oct 2020)	Deleted
Training and Transcript	report.vw_rpt_transcript_export	report.vw_rpt_transcript	Release 20.04.00 (Oct 2020)	Deleted
Goals	report.vw_rpt_goals_base	report.vw_rpt_goals	Release 20.04.00 (Oct 2020)	Deleted
User	report.vw_rpt_user_base	report.vw_rpt_user	Release 20.04.00 (Oct 2020)	Deleted
Training and Transcript	report.vw_rpt_subject_local	report.vw_rpt_subject_local2	Release 20.04.00 (Oct 2020)	Deleted
Training and Transcript	report.vw_rpt_local_subject_local	report.vw_rpt_subject_local2	Release 20.04.00 (Oct 2020)	Deleted
Evaluations, Test, Performance Review	report.vw_rpt_qti_text_local	report.qna_text_local_core	Release 20.04.00 (Oct 2020)	Deleted
Evaluations, Test	report.vw_rpt_qti_category_local	report.qna_question_category_local_core	Release 20.04.00 (Oct 2020)	Marked for deletion
Training and Transcript, Training Plan,	report.vw_rpt_ou_type_local	report.vw_rpt_ou_type_local2 (added in 20.01.03)	Release 20.04.00 (Oct 2020)	Deleted

CATEGORY	DEPRECATED OBJECT	REPLACEMENT	REMOVAL DATE	ACTION
Training Unit, Connect				
Training and Transcript	report.vw_rpt_lo _material_type_lo ocal	report.vw_rpt_training_material _type_local	Release 20.04.00 (Oct 2020)	Deleted
Training and Transcript	report.vw_rpt_se ssion_schedule_ local	report.vw_rpt_training_part_loc al	Release 20.04.00 (Oct 2020)	Deleted

RTDW - Deprecated Objects Scheduled for February '21 Release

This table describes the deprecated objects that are still available in RTDW. These objects are scheduled to be removed in the February '21 Release. Do not use these deprecated objects in new development work, and modify applications that currently use these deprecated objects as soon as possible.

CATEGORY	DEPRECATED OBJECT	REPLACEMENT	REMOVAL DATE	ACTION
Training and Transcript	report.vw_rpt_tran script_curricula	report.vw_rpt_transcript_s rc_curriculum	Release 21.01.00 (Feb 2020)	Marked for deletion

Skills Profile & Capabilities Library (Open Beta)

Skills Profile & Capabilities Library (Open Beta) - Overview

This functionality is available in Stage and Pilot portals with the October '20 Release.

Prior to skills profiles, many organizations faced challenges in setting up, maintaining, and scaling organizational competencies, investing hundreds of hours defining the relevant skills for each job in their organization while employees had to manually add skills to their Universal Profile. Getting employees to fill out their Universal Profile with skills and competencies was often a struggle. Gathering feedback on skills was laborious and administrator-driven. There was a need for an accurate way to identify the talent landscape.

With the Capabilities Library and Skills Profile:

- Organizations have access to over 53,000 skills that they may be used in their portal.
- Cornerstone's AI-powered Skills Graph automatically imports skills into the Capabilities Library. (Administrators have the ability to screen skills before they are published for employees to see.)
- Cornerstone's AI-powered Skills Graph automatically associates relevant skills to each employee job title using data collected from over 250 million profiles worldwide, across all industries and organization sizes.
- Employees can declare which skills they currently have, which skills they want to further develop, and which ones they would like to ignore. (Employees are given a jump start with automatically suggested skills they can declare and the ability to view full skill descriptions.)
- Employees can also self-rate their proficiency, interest, and enjoyment for specific skills, and receive skill proficiency ratings from their peers.
- Organizations can continue to use their internally defined skills and competencies in addition to the skills from Cornerstone's Skills Graph.
- Organizations should experience a faster implementation time to get their capabilities library up and running.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

Capabilities Library

It is challenging for administrators to maintain a complete list of relevant skills and competencies for their organization. Using Cornerstone's Skills Taxonomy, it becomes much easier for an organization to maintain the right list of skills. The Capabilities Library connects company-specific skills and competencies and the Cornerstone Skills Graph for a new administrator experience.

Skills Profile

Know your employees' capabilities at a deeper level with the Skills Profile. Cornerstone's AI-powered Skills Graph automatically suggests skills that employees might have based on their profile data, making it easier for employees to declare what they're capable of, which skills they want to develop, and which they want to ignore. This enables more personalized content recommendations and more meaningful career development conversations.

With the Skills Profile, it's easy for employees to quickly request manager, peer, or 360 skill ratings using the out-of-the-box templates that come with the Skills Profile. Visibility can be controlled to ensure that only those intended can view results (private, public, or limited to certain relationships).

How Does this Enhancement Benefit My Organization?

With the Capabilities Library and Skills Profile, administrators have new powerful library management and preferences for their skills and competencies. Employees can manage their skills with intelligent skill suggestions using Cornerstone's new AI-powered Skills Graph and request skill proficiency ratings from their peers.

Open Beta

Included with the **Open Beta** (October '20 Release - Stage and Pilot Environments Only):

CAPABILITIES LIBRARY (ADMINISTRATOR EXPERIENCE)	SKILLS PROFILE
<ul style="list-style-type: none"> ○ Manage a library of capabilities ○ Create/edit/delete/deactivate capabilities ○ Localize capability names and descriptions ○ Set portal preferences for proficiency levels and rating scales ○ Automatically import suggested skills into the Capabilities Library 	<ul style="list-style-type: none"> ○ Skills Profile View/Access Skills Profile from Universal Profile (UP) ○ User onboarding wizard to guide employees ○ Manually search and declare skills on profile ○ Peer ratings on proficiency ○ Request peer ratings ○ Automatically import suggested skills into the Capabilities Library ○ Self-rating on Proficiency, Interest, and Enjoyment ○ Confidence Ladder visualization of an employee's skill proficiency ○ Rating history to view previous skill ratings

Considerations

AI-powered Skills Graph suggestions are supported for most skills in English, French, Spanish, German, and Portuguese languages. Employees in non-supported languages can manually add skills to their profile.

Implementation

Open Beta is available to all organizations in stage and pilot environments with the October '20 Release on October 30.

Early Adopter is expected to be available to all organizations with the February '21 Release.

Administrators in the System Administrator role will have access to the Skills Profile, Capabilities Preferences, and Capabilities Library by default. Tools for importing legacy skills will be made available during Early Adopter. These tools are not available during UAT.

Glossary

- **Capability** - Capabilities describe what a person can do or what they know. This may include skills, competencies, knowledge, and other types of data.

Permissions

The following new permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Capabilities - Skills Profile - View	Grants a user the ability to view the Skills Profile. Users who have this permission may view the Skills Profile for anyone in the organization. However, individual ratings have privacy settings that control visibility within the Skills Profile. This permission cannot be constrained. This is an end user permission.	Core Administration
Capability Library - Edit	Grants ability to view, create, and edit capabilities via the Capability Library. Administrators with this permission cannot delete capabilities. This permission cannot be constrained. This is an administrator permission.	Core Administration
Capability Library - Manage	Grants ability to view, create, edit, and delete capabilities via the Capability Library. This permission cannot be constrained. This is an administrator permission.	Core Administration

Capability Preferences - Manage	Grants ability to create and edit proficiency levels and rating scales for capabilities via Capabilities Preferences. This permission cannot be constrained. This is an administrator permission.	Core Administration
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Security Roles

Upon release, the new *Capabilities - Skills Profile - View*, *Capability Library - Edit*, *Capability Library - Manage*, and *Capability Preferences - Manage* permissions are automatically granted to the default System Administrator role. Administrators must grant this permission with the appropriate constraints to other roles, if necessary.

Enable Capabilities and Skills Profile

With this enhancement, a new section is available within Corporate Preferences, and this section enables administrators to enable and configure the Capabilities and Skills Profile functionality in their portal.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

To manage Corporate Preferences, go to [ADMIN > TOOLS > CORE FUNCTIONS > CORE PREFERENCES > CORPORATE PREFERENCES](#).

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Corporate Preferences - Manage	Grants ability to manage Corporate Preferences, which includes several portal-wide settings. This is an administrator permission.	Core Administration

Capabilities Enablement Settings

This is a new section.

This section enables administrators to enable the Capabilities and Skills Profile functionality. This section also enables administrators to copy all of the skills from the Resume section of the Universal Profile to the Capabilities Library.

The following options are available:

- **Enable the Capabilities system in your portal** - Select this option to enable the Capabilities and Skills Profile functionality in your system. This cannot be undone once the changes are saved; however, administrators can control permissions to access Capabilities functionality.
- **Copy all skills from the resume section of the Universal Profile into the Capabilities Library** - Select this option to copy all of the skills from the Resume section of the Universal Profile to the Capabilities Library. Selecting this option does not remove the skills from the user's Resume in Universal Profile.

Note: You must then select the **SAVE** button on the Corporate Preferences page in order to commit any changes in this section.

Capabilities Enablement Settings

Capabilities will not affect any existing data or features for skills or competencies. Once the Capabilities system is enabled, this section will no longer be visible here.

- Enables the Capabilities system in your portal
- Copy all skills from the resume section of the Universal Profile into the Capabilities Library. This process may take up to 24 hours.

Capabilities Preferences

The Capabilities Preferences page consists of the following tabs:

- Proficiency Levels - This tab enables administrators to configure the proficiency levels that can be associated with a capability. [See Capabilities Preferences - Edit Proficiency Levels](#) on page 38 for additional information.
- Rating Scale - This tab enables administrators to define the rating scale for the portal. [See Capabilities Preferences - Edit Rating Scale](#) on page 41 for additional information.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. [For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.](#)

To access Capabilities Preferences, go to [ADMIN > TOOLS > CORE FUNCTIONS > CAPABILITIES > PREFERENCES](#).

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Capability Preferences - Manage	Grants ability to create and edit proficiency levels and rating scales for capabilities via Capabilities Preferences. This permission cannot be constrained. This is an administrator permission.	Core Administration

Capabilities Preferences

Proficiency Levels

Rating Scale

Proficiency Levels

Capabilities may be broken into multiple proficiency levels, providing more targeted assessment questions and training recommendations. Proficiency levels cannot be removed once they have been used in a capability. Limit of 10 levels per portal.

Name	Description
Beginner Lowest	BGNR
Intermediate	
Expert	

[Edit Proficiency Levels](#)

Capabilities Preferences - Edit Proficiency Levels

Capabilities may be broken into multiple proficiency levels, providing more targeted assessment questions and training recommendations. Proficiency levels cannot be removed once they have been used in a capability. There is a limit of 10 proficiency levels per portal.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

To edit Proficiency Levels in Capabilities Preferences, go to [ADMIN > TOOLS > CORE FUNCTIONS > CAPABILITIES > PREFERENCES](#). The Proficiency Levels tab is selected by default.

By default, three proficiency levels are available (Beginner, Intermediate, and Expert), but these can be modified. To modify the proficiency level labels, add or remove levels, or edit level descriptions, select the **EDIT PROFICIENCY LEVELS** button.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Capability Preferences - Manage	Grants ability to create and edit proficiency levels and rating scales for capabilities via Capabilities Preferences. This permission cannot be constrained. This is an administrator permission.	Core Administration

Capabilities Preferences

Proficiency Levels

Rating Scale

Proficiency Levels

Capabilities may be broken into multiple proficiency levels, providing more targeted assessment questions and training recommendations. Proficiency levels cannot be removed once they have been used in a capability. Limit of 10 levels per portal.

Name	Description
Beginner Lowest	BGNR
Intermediate	
Expert	

[Edit Proficiency Levels](#)

Capabilities Preferences

Proficiency Levels

Rating Scale

Edit Proficiency Levels

Capabilities may be broken into multiple proficiency levels, providing more targeted assessment questions and training recommendations. Proficiency levels cannot be removed once they have been used in a capability. Limit of 10 levels per portal.

Proficiency levels are not meant to be changed frequently. Changes to proficiency levels will affect capabilities across your portal.

- Lowest

Name: 8 / 50

Description: 170 / 200
- Name: 11 / 50

Description: 170 / 200

Edit Name and Description

The following text fields are available for each proficiency level:

- **Name** - Enter a descriptive name for the proficiency level. This should clearly indicate the level of competence that is associated with the level so that end users and

administrators may confidently understand the difference between the proficiency levels. This field is required. The character limit for this field is 50.

- **Description** - Enter a detailed description for the proficiency level. This should provide additional information about the proficiency level so that all users and administrators understand the how to utilize the proficiency level. This field is optional. The character limit for this field is 200.



Add Proficiency Level

By default, three proficiency levels are available, but organizations may choose to build a more granular proficiency level by adding levels.


To add a new proficiency level, select the **ADD LEVEL** button. A new level is added at the bottom of the list.

Change Proficiency Level Order

The proficiency level at the top of the list always represents the level with the least proficiency, and the proficiency level at the bottom of the list always represents the level with the most proficiency.

You may change the order of the proficiency levels by selecting the up arrow  or down arrow  next to the appropriate proficiency level.

Remove Proficiency Level

To remove an proficiency level from the list, select the Remove icon  next to the appropriate proficiency level.

Save/Cancel

All changes on this page are not saved until the page is saved. This includes changes to level names, adding new levels, and reordering levels.

To save your changes to the proficiency levels, select the **SAVE** button.

To exit the Capabilities Preferences page without saving your changes, select the **CANCEL** button.

Capabilities Preferences - Edit Rating Scale

The default rating scale for capabilities is used across the portal. All ratings are normalized into a percentage score for easy reporting and conversion. When creating a capability assessment, you may specify a different rating scale from the default.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

To edit the Capability Rating Scale in Capabilities Preferences, go to [ADMIN > TOOLS > CORE FUNCTIONS > CAPABILITIES > PREFERENCES](#). Select the Rating Scale tab.

By default, the default rating scale contains six rating scores (0, 1, 2, 3, 4, and 5) and one not-applicable (NA) rating, but these can be modified. To configure and customize the default rating scale for capabilities, select the **EDIT RATING SCALE** button.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Capability Preferences - Manage	Grants ability to create and edit proficiency levels and rating scales for capabilities via Capabilities Preferences. This permission cannot be constrained. This is an administrator permission.	Core Administration

Capabilities Preferences

Proficiency Levels

Rating Scale

Rating Scale

Define your default rating scale across your portal. All ratings are normalized into a percentage score for easy reporting and conversion. When creating a capability assessment, you may specify a different rating scale from the default.

Score (%)	Score Display	Description
N/A	N/A	
0 (0%)	0	
1 (20%)	1	
2 (40%)	2	
3 (60%)	3	
4 (80%)	4	
5 (100%)	5	

[Edit Rating Scale](#)

Edit Rating Scale ✕

*** Minimum** *** Maximum** Include NA **Update**

Score (%)	Score Display	Description
N/A	<input type="text" value="N/A"/>	<input type="text"/>
	3 / 25	0 / 100
0 (0%)	<input type="text" value="0"/>	<input type="text"/>
	1 / 25	0 / 100
1 (20%)	<input type="text" value="1"/>	<input type="text"/>
	1 / 25	0 / 100
2 (40%)	<input type="text" value="2"/>	<input type="text"/>
	1 / 25	0 / 100
3 (60%)	<input type="text" value="3"/>	<input type="text"/>
	1 / 25	0 / 100
4 (80%)	<input type="text" value="4"/>	<input type="text"/>
	1 / 25	0 / 100
5 (100%)	<input type="text" value="5"/>	<input type="text"/>
	1 / 25	0 / 100

Set Minimum and Maximum Values

The Minimum and Maximum values for the rating scale define the lowest rating value and the highest rating value. The rating scale is divided into even segments based on the minimum and maximum values.

- **Minimum** - This represents 0% capability level. By default, this value is set to zero.
- **Maximum** - This represents 100% capability level. By default, this value is set to five.

After updating the Minimum and Maximum values, select the **UPDATE** button to refresh the rating scale with the new range values. **Note:** *Selecting **UPDATE** does not save your changes to the rating scale. To save your changes, you must select the **SAVE** button.*

Include NA Value in Rating Scale

The Not Applicable (N/A) value may be included in the rating scale to allow assessors to indicate that the capability does not apply to the assessee. When this rating is selected, a N/A rating is available at the top of the rating scale.

After selecting or deselecting the Include NA setting, select the **UPDATE** button to refresh the rating scale with the new setting. **Note:** *Selecting **UPDATE** does not save your changes to the rating scale. To save your changes, you must select the **SAVE** button.*

Edit Score Display and Description

Based on the rating scale configuration, the capability assessment scores are listed in the Score (%) column. The score value and the corresponding score percentage is displayed.

The following text fields are available for each rating scale score:

- **Score Display** - Enter the text that will display for the rating scale score. This may be a numeric value or a text value. By default, this field is set to the numeric score. This field is required. The character limit for this field is 25.
- **Description** - Enter a detailed description for the rating scale score. This should provide additional information about the score so that all users and administrators understand the how to utilize the score. This field is optional. The character limit for this field is 100.

Save/Cancel

All changes on this page are not saved until the page is saved. This includes changes to minimum and maximum values, the Include NA setting, and score display and description values.

To save your changes to the default rating scale, select the **SAVE** button.

To exit the Edit Rating Scale page without saving your changes, select the **CANCEL** button.

Capabilities Library - Manage Capabilities

Capabilities describe what a person can do or what they know. The Capabilities Library enables administrators to view, create, edit, and delete capabilities. Once capabilities are available, users can add them to their profile as skills they have or skills they would like to develop.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

To access the Capabilities Library, go to [ADMIN > TOOLS > CORE FUNCTIONS > CAPABILITIES > LIBRARY](#).

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Capability Library - Edit	Grants ability to view, create, and edit capabilities via the Capability Library. Administrators with this permission cannot delete capabilities. This permission cannot be constrained. This is an administrator permission.	Core Administration
Capability Library - Manage	Grants ability to view, create, edit, and delete capabilities via the Capability Library. This permission cannot be constrained. This is an administrator permission.	Core Administration

Manage Capabilities		Last Modified - Newest ▾		🔍 Search capabilities...	Create
ID	Name	Source	Created	Modified	
SKL-328	Technical Writing	Cornerstone Application	9/28/2020 by Jon Lolley	9/28/2020 by Jon Lolley	Edit ...
SKL-327	Project Management	Cornerstone Application	9/28/2020 by Jon Lolley	9/28/2020 by Jon Lolley	Edit ...
SKL-326	MS Word	Cornerstone Application	9/28/2020 by Jon Lolley	9/28/2020 by Jon Lolley	Edit ...
SKL-325	Programming	Cornerstone Application	9/28/2020 by Jon Lolley	9/28/2020 by Jon Lolley	Edit ...

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Create Capability

To create a capability, select the **CREATE** button. [See Capabilities Library - Create/Edit Capability](#) on page 48 for additional information.

Edit Capability

To edit an existing capability, select the **Edit** link for the appropriate capability in the Capabilities list. [See Capabilities Library - Create/Edit Capability](#) on page 48 for additional information.

Delete Capability

To delete an existing capability, select the **Options** icon to the right of the appropriate capability in the Capabilities list, and select the **Delete** option. **Note:** *This option is not available for capabilities that are part of the Cornerstone Skills Taxonomy.*

Search and Filter Capabilities

By default, all capabilities are listed by last modified date, with the most recently modified capabilities listed first.

- To change the sort order, select the appropriate sort option from the drop-down menu in the upper-right corner of the page.
- To search for a capability, enter the appropriate search terms in the **Search capabilities** field and select the Magnifying Glass icon 🔍.

Capabilities List

The following information is listed for each existing capability:

- ID
- Name - This displays the name that was given for the capability when it was created or modified.
- Source - This displays how the capability was added to the system.
 - Cornerstone Application - This indicates that the capability was added manually by an administrator from within the system.
 - Cornerstone Skills Graph - This indicates that the capability was automatically added as part of Cornerstone's Skills Graph.
- Created - This displays the date on which the capability was created and the administrator who created it.
- Modified - This displays the date on which the capability was last modified and the administrator who modified it.

Capabilities Library - Create/Edit Capability

Capabilities describe what a person can do or what they know. Once capabilities are available, users can add them to their profile as skills they have or skills they would like to develop.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

To create a capability from the Capabilities Library, go to [ADMIN > TOOLS > CORE FUNCTIONS > CAPABILITIES > LIBRARY](#). Then, select the **CREATE** button.

To edit a capability from the Capabilities Library, go to [ADMIN > TOOLS > CORE FUNCTIONS > CAPABILITIES > LIBRARY](#). Then, select the **Edit** link to the right of the appropriate capability.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Capability Library - Edit	Grants ability to view, create, and edit capabilities via the Capability Library. Administrators with this permission cannot delete capabilities. This permission cannot be constrained. This is an administrator permission.	Core Administration
Capability Library - Manage	Grants ability to view, create, edit, and delete capabilities via the Capability Library. This permission cannot be constrained. This is an administrator permission.	Core Administration

Create Capability

When you select the **CREATE** button on the Capability Library page, a flyout opens. Enter the following information for the capability:

- Name - Enter a descriptive name for the capability. This should clearly indicate the skill or knowledge associated with the capability so that end users and administrators understand the capability. This field is required. The character limit for this field is 250.
- Description - Enter a detailed description for the capability. This should provide additional information about the capability so that all users and administrators understand the capability. This field is optional. The character limit for this field is 2000.

After entering the appropriate details, select the **CREATE** button in the flyout. The new capability is added, and you are presented with two options:

- Done - Select this option to return to the Capability Library. [See Capabilities Library - Manage Capabilities](#) on page *45 for additional information*.
- Edit - Select this option to navigate to the Edit Capability page where you may edit the capability details. *See the Edit Capability section below for additional information.*

Create Capability ✕

Capabilities describe what a person can do or what they know. Capabilities in your library can be used across your portal in various places like Learning, Careers, and Performance.

* Name

MS Word 7 / 250

Description

0 / 2000

Cancel Create

Edit Capability

When you select the **Edit** link on the Capability Library page, the Edit Capability page opens.

Enter the following information on the General Settings tab for the capability:

- ID - This is the unique identifier for the capability. When a capability is created from the Capability Library, this ID is automatically generated by the system.
- Name - Enter a descriptive name for the capability. This should clearly indicate the skill or knowledge associated with the capability so that end users and administrators understand the capability. This field is required. The character limit for this field is 250.
- Description - Enter a detailed description for the capability. This should provide additional information about the capability so that all users and administrators understand the capability. This field is optional. The character limit for this field is 2000.

Edit Capability Back To Library

General Settings

General Settings

Capabilities describe what someone can do or what they know. Competencies, skills, knowledge, strengths and abilities are all types of capabilities.

Capability ID
SKL-325

* Name
Programming 11 / 250

Description

0 / 2000

Cancel Save

Back to Library

When editing a capability, you may select the **BACK TO LIBRARY** button to return to the Capability Library. [See Capabilities Library - Manage Capabilities](#) on page 45 for additional information.

Skills Profile

The Skills Profile page enables users to view, select, and configure the skills they have and the skills they'd like to develop.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

To access the Skills Profile page, go to [HOME > UNIVERSAL PROFILE](#). Then, click the Skills tab.

To access another user's Universal Profile - Bio page, select the user's photograph from any page within Universal Profile or from Global Search. From there, you can access the user's Skills Profile page by clicking the Skills tab.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Capabilities - Skills Profile - View	Grants a user the ability to view the Skills Profile. Users who have this permission may view the Skills Profile for anyone in the organization. However, individual ratings have privacy settings that control visibility within the Skills Profile. This permission cannot be constrained. This is an end user permission.	Core Administration

[Back to Profile](#)

Skills You Want to Develop ☰ +

We'll help you stay on track with your progress and prioritize suggested learning and development paths based on your preferences.

 [finance](#) ☰

Your Skills ☰ +

These are your confirmed skills. We'll help you track progress and identify relevant opportunities for development.

[finance](#) ☰ [project management](#) ☰ [accounting](#) ☰

Skills You Might Have


Based on your profile information and feedback from your team

[financial reporting](#) ☰ [leadership development](#) ☰ [income statement](#) ☰
[financial accounting](#) ☰ [financial analysis](#) ☰ [internal controls](#) ☰

[See more](#) ▾

Skills You Don't Want to Develop +

We'll reduce recommendations for training & development for this skill, so you can focus on your development priorities.

 [tax](#) ☰

Back to Profile

Select the **BACK TO PROFILE** button to navigate to the Universal Profile Bio page for the user whose Skills Profile you are viewing.

Get Started

Select the **GET STARTED** button to begin the Get Started wizard. This wizard guides you through the process of selecting which skills you currently have, which skills you want to develop, and which skills you do not want to develop. [See Skills Profile - Get Started Wizard](#) on page [56 for additional information](#).

Skills You Want to Develop

This section displays any skills you have indicated that you want to develop. These skills may be used to suggest learning and development paths.

Add Skills You Want to Develop

You may add skills you want to develop by selecting the Add Skill icon **+** in the upper-right corner of the section or the **DEVELOP SKILLS** button. **Note:** *The DEVELOP SKILLS button is only available if no skills have been selected in this section.* [See Skills Profile - Add Skill](#) on page [62 for additional information](#).

Options for Skills You Want to Develop


In this section, you can perform the following actions for any skills listed in this section:

- View Skill Details - To view the full description of a skill and your skill rating, select the left side of a skill in your profile. The Skill Details appear in a flyout on the right. [See Skills Profile - View Skill Details](#) on page [64 for additional information](#).
- Remove Skill - To remove a skill from this section, select the menu icon on the right side of the skill button. Then, select **Remove**.
- Hide Recommendations - To hide learning and development recommendations for a skill in this section, select the menu icon on the right side of the skill button. Then, select **Hide recommendations**. The skill is removed from this section, it is added to the *Skills You Don't Want to Develop* section, and it is no longer suggested as a skill to develop. You may still search for this skill by name when adding skills to develop.
- Rate My Interest - To rate your interest in a skill from this section, select the menu icon on the right side of the skill button. Then, select **Rate My Interest**. [See Skills Profile - Rate My Interest](#) on page [68 for additional information](#).

Your Skills

This section displays any skills you have indicated that you already have. These can be skills in any proficiency level (e.g., novice, intermediate, expert). These skills will be used to track progress and identify relevant opportunities for development.

Add Skills You Have

You may add skills that you have by selecting the Add Skill icon  in the upper-right corner of the section or the **ADD SKILLS** button. **Note:** *The **ADD SKILLS** button is only available if no skills have been selected in this section. See [Skills Profile - Add Skill](#) on page 62 for additional information.*

Options for Skills You Have

In this section, you can perform the following actions for any skills listed in this section:

- View Skill Details - To view the full description of a skill and your skill rating, select the left side of a skill in your profile. The Skill Details appear in a flyout on the right. [See Skills Profile - View Skill Details](#) on page 64 for additional information.
- Want to Develop - If you want to develop a skill in this section, select the menu icon on the right side of the skill button. Then, select **Want to develop**. The skill remains in the *Your Skills* section, but it is also added to the *Skills You Want to Develop* section. These skills may be used to suggest learning and development paths.
- Hide Recommendations - To hide learning and development recommendations for a skill in this section, select the menu icon on the right side of the skill button. Then, select **Hide recommendations**. The skill remains in this section, but it is also added to the *Skills You Don't Want to Develop* section, and it is no longer suggested as a skill to develop. You may still search for this skill by name when adding skills to develop.
- Remove Skill - To remove a skill from this section, select the menu icon on the right side of the skill button. Then, select **Remove**.
- Rate My Proficiency - To rate your proficiency in a skill from this section, select the menu icon on the right side of the skill button. Then, select **Rate My Proficiency**. [See Skills Profile - Rate Skill Level](#) on page 71 for additional information.
- Rate My Interest - To rate your interest in a skill from this section, select the menu icon on the right side of the skill button. Then, select **Rate My Interest**. [See Skills Profile - Rate My Interest](#) on page 68 for additional information.

Skills You Might Have

This section displays a list of skills that you may have based on your current position.

Options for Skills You Might Have

In this section, you can perform the following actions for any skills listed in this section:

- View Skill Details - To view the full description of a skill and your skill rating, select the left side of a skill in your profile. The Skill Details appear in a flyout on the right. [See Skills Profile - View Skill Details](#) on page 64 for additional information.
- Want to Develop - If you want to develop a skill in this section, select the menu icon on the right side of the skill button. Then, select **Want to develop**. The skill is removed from this section and added to the *Skills You Want to Develop* section. These skills may be used to suggest learning and development paths.
- Hide Recommendations - To hide learning and development recommendations for a skill in this section, select the menu icon on the right side of the skill button. Then, select **Hide recommendations**. The skill is removed from this section, it is added to the *Skills*

You Don't Want to Develop section, and it is no longer suggested as a skill to develop. You may still search for this skill by name when adding skills to develop.

- Add to Profile - If you have one of the skills in this section in any proficiency level (e.g., novice, intermediate, expert), select the menu on the right side of the skill button. Then, select **Add to profile**. The skill is removed from this section and added to the *Your Skills* section. These skills will be used to track progress and identify relevant opportunities for development.
- Remove Skill - To remove a skill from this section, select the menu icon on the right side of the skill button. Then, select **Remove**.

Skills You Don't Want to Develop

This section displays any skills you have indicated that you do not want to develop. The system will not suggest these skills any longer, and they will not be used to suggest learning and development paths.

Add Skills You Don't Want to Develop

You may add skills that to this section by selecting the Add Skill icon **+** in the upper-right corner of the section or the **SELECT SKILLS** button. **Note:** *The **SELECT SKILLS** button is only available if no skills have been selected in this section.* See [Skills Profile - Add Skill](#) on page 62 for additional information.

Options for Skills You Don't Want to Develop

In this section, you can perform the following actions for any skills listed in this section:

- View Skill Details - To view the full description of a skill and your skill rating, select the left side of a skill in your profile. The Skill Details appear in a flyout on the right. See [Skills Profile - View Skill Details](#) on page 64 for additional information.
- Want to Develop - If you want to develop a skill in this section, select the menu icon on the right side of the skill button. Then, select **Want to develop**. The skill is removed from this section, and it is added to the *Skills You Want to Develop* section. These skills may be used to suggest learning and development paths.
- Remove Skill - To remove a skill from this section, select the menu icon on the right side of the skill button. Then, select **Remove**.

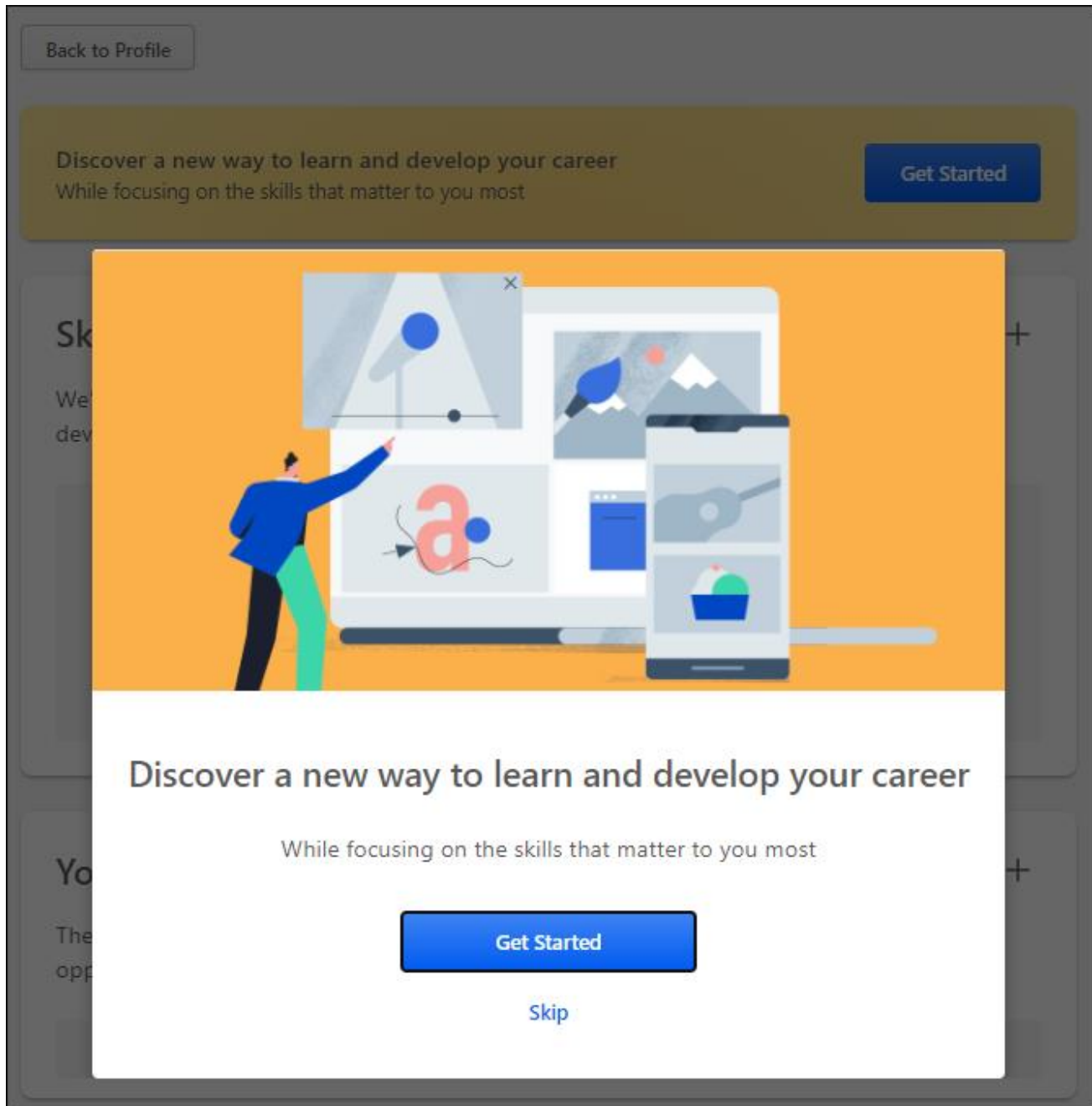
Skills Profile - Get Started Wizard

The Skills Profile enables users to select which skills they currently have and skills they want to develop.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

To access the Skills Profile, go to **HOME > UNIVERSAL PROFILE**. Then, select the Skills tab.

When users first access their Skills Profile, they are prompted with the "Get Started" menu that guides them through the process of selecting their current skills and skills they want to develop.



Step 1 - Get Started or Skip

Note: This step is skipped if you select the **GET STARTED** button on the Skills Profile page.

When the Get Started menu opens, you are prompted to either get started or skip the wizard.

- **GET STARTED** - Select this button to begin the Get Started wizard. This wizard guides you through the process of selecting which skills you currently have, which skills you want to develop, and which skills you do not want to develop.

- **SKIP** - Select this button to skip the Get Started wizard. Users who skip the wizard may initiate the wizard from the Skills Profile page. [See Skills Profile](#) on page [51 for additional information](#).

Step 2 - Select Skills You Have

In this step, select three or more skills that you already have. These can be skills in any proficiency level (e.g., novice, intermediate, expert). By default, the wizard displays a list of skills that are associated with your current position.

To select a skill, you may select one of the listed skills or search for a skill that is not listed. When you select a skill, it is displayed below the search field. You may remove a skill by selecting the X next to the skill.

After selecting three or more skills, select the **CONTINUE** button.

Discover a new way to learn and develop your career

Great! Let's start by adding some skills you already have

Defining your skills will help us identify relevant opportunities for learning and career development.

Identify 3 or more skills you have

Q Enter a skill

project management X finance X accounting X

Skills You Might Have

financial reporting + leadership development + income statement + tax +

financial accounting + financial analysis + internal controls + general ledger +

account reconciliation + budgets + accounts receivable + forecasting +

accounts payable + accountants + audit + payroll + bookkeeping +

bank reconciliation + invoicing + reporting + banking +

Continue

Step 3 - Select Skills to Develop

In this step, select one or more skills that you want to develop. These skills may be used to suggest learning and development paths. By default, the wizard displays a list of skills that are associated with your current position.

To select a skill, you may select one of the listed skills or search for a skill that is not listed. This may be a skill that you already have or one you do not currently have. When you select a skill, it is displayed below the search field. You may remove a skill by selecting the X next to the skill.

After selecting one or more skills, select the **CONTINUE** button.

Now let's choose the skills you want to develop

We'll help you stay on track with your progress and prioritize suggested learning and development paths based on your preferences.

Identify 1 or more skills to develop

🔍 Enter a skill

📌 tax ✕

Suggested Skills to Develop

finance + project management + accounting + financial reporting +

leadership development + income statement + financial accounting +

financial analysis + internal controls + general ledger + account reconciliation +

budgets + accounts receivable + forecasting + accounts payable +

accountants + audit + payroll + bookkeeping + bank reconciliation +

invoicing + reporting + banking +

Previous Continue

Step 4 - Select Skills to Reduce Recommendations

In this step, select any skills that you do not want to develop. This step is optional. If you select skills in this step, the system will reduce recommendations for training and development for the selected skills. This helps you to focus on the skills that you do want to develop. By default, the wizard displays a list of skills that are associated with your current position.

To select a skill, you may search for the skill. When you select a skill, it is displayed below the search field. You may remove a skill by selecting the X next to the skill.


This step is optional. Select the **FINISH** button to submit your selections. You may adjust your selections at any time via the Skills Profile page. [See Skills Profile](#) on page 51 for *additional information*.

The image shows a dialog box with a close button (X) in the top right corner. At the top, there are three dots, with the rightmost one being blue. The main heading reads "Last step, let us know if there are any skills you don't want to develop right now". Below this is a sub-heading: "We'll reduce recommendations for training & development for this skill, so you can focus on your development priorities." The next line says "Identify skills you don't want to develop (optional)". There is a search input field with a magnifying glass icon and the placeholder text "Enter a skill". Below the search field is a tag for "banking" with an eye icon and a close button (X). Underneath is the section "Your Skills" which contains three blue buttons: "finance +", "project management +", and "accounting +". At the bottom of the dialog, there are two buttons: "Previous" (grey) and "Finish" (blue).

Skills Profile - Add Skill

The Skills Profile page enables users to view and manage skills they have, skills they want to develop, and skills they do not want to develop.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

Users can add skills to any of the sections by selecting the Add Skill icon  in the upper-right corner of the appropriate section. This opens the Manage Skills flyout.

To select a skill, you may select one of the listed skills or search for a skill that is not listed. When you select a skill, it is displayed below the search field. You may remove a skill by selecting the X next to the skill.

After selecting one or more skills, select the **ADD** button. The selected skills are added to your Skills Profile.

Manage Skills ✕

Add skills to develop

📌 leadership development ✕

Suggested Skills to Develop

project management + accounting + financial reporting +
income statement + financial accounting + financial analysis +
internal controls + general ledger + account reconciliation +
budgets + accounts receivable + forecasting + accounts payable +
accountants + audit + payroll + bookkeeping +
bank reconciliation + invoicing + reporting +

Cancel Add

Skills Profile - View Skill Details

The Skills Details flyout shows the skill ID, name, description, and proficiency rating. If the user's proficiency level has not been rated for the skill, then the user has the option to rate their proficiency level for the skill.

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To view the Skill Details for a skill, navigate to the Skills Profile page. Then, select the skill name of a skill in your profile. See [Skills Profile](#) on page 51 for additional information.



Skill Details ✕

SKL-522
tax

A tax is a financial charge or other levy imposed upon a taxpayer (an individual or legal entity) by a state or the functional equivalent of a state to fund various public expenditures. A failure to pay, or evasion of or resistance to taxation, is

[Show More](#)

What is your current expertise level?

Quickly rate yourself to track your improvement over time and get more personalized development.

[Rate Myself](#)

Skill Details ✕

SKL-522
tax

A tax is a financial charge or other levy imposed upon a taxpayer (an individual or legal entity) by a state or the functional equivalent of a state to fund various public expenditures. A failure to pay, or evasion of or resistance to taxation, is

[Show More](#)

Ratings ↶ ↷

The ratings section features a horizontal scale from 'Beginner' to 'Expert'. A blue dot is positioned at the far left of the scale, corresponding to the 'Beginner' level. Below the scale, a rounded rectangular box contains a blue dot and the text 'Self', indicating the user's self-assessment.

Rate Myself

If you have not yet provided a skill rating for yourself, then a **RATE MYSELF** button is available. Select this button to rate your proficiency level for the skill. **Note:** *This button is only available if you have not yet rated your skill level.* See [Skills Profile - Rate Skill Level](#) on page [71](#) for additional information.

Ratings

If you have a rating for the skill, then a Ratings section is available in the flyout. This section displays any ratings that you have provided and any other ratings that are visible to you. The proficiency levels are configurable by the system administrator.

Skills Profile - Rate My Interest

From the Skills Profile page, users can rate their interest with skills they possess and skills they want to develop. This process helps track your skill improvement over time and helps the system provide more personalized development recommendations and career advice.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

To rate your interest in a skill, within the *Your Skills* or *Skills You Want to Develop* section of the Skills Profile page, select the menu icon on the right side of the skill button. Then, select **Rate My Interest**. [See Skills Profile](#) on page *51 for additional information*.

The General Instructions page explains the process. Select the **START** button to begin.

On the second page, select responses for the questions. Then, select the **SUBMIT** button to save the selected responses.



Self Rating on Interest

GENERAL INSTRUCTIONS

Answer two quick questions so that you can track your skill improvement over time and get more personalized development recommendations and career advice. You'll rate how much you enjoy using it and how interested you are in developing that skill.

Results will be visible to



Jon Lolley

Start



tax

A tax is a financial charge or other levy imposed upon a taxpayer (an individual or legal entity) by a state or the functional equivalent of a state to fund various public expenditures. A failure to pay, or evasion of or resistance to taxation, is usually

[Show More](#)

Please rate how much you enjoy using: tax

- Don't enjoy at all
- Don't enjoy very much
- Neutral
- Somewhat enjoy
- Enjoy very much

Please rate how interested you are in developing: tax

- Not at all interested
- Not very interested
- Neutral
- Somewhat interested
- Very interested

Skills Profile - Rate Skill Level

From the Skills Profile page, users can rate their proficiency with skills they possess and skills they want to develop.

Important: The Capabilities and Skills Profile functionality is currently in an Open Beta status. As a result, the functionality is evolving weekly, and this documentation may become out of date or incomplete. The next scheduled update of this documentation is scheduled for the February 2021 release. **For feature updates and the most up-to-date documentation, please visit the Capabilities Beta community in the Cornerstone Success Center.**

Users may rate their skill level in the following ways:

- Within the *Your Skills* section of the Skills Profile page, select the menu icon on the right side of the skill button. Then, select **Rate My Proficiency**. **Note:** *This option is only available for skills that the user has identified as a skill that they have. See [Skills Profile](#) on page 51 for additional information.*
- Within the Skill Details flyout, select the **RATE MYSELF** button. **Note:** *This button is only available if the user has not yet rated their skill level. See [Skills Profile - View Skill Details](#) on page 64 for additional information.*

Within the Rate Skill Level pop-up, select the appropriate skill proficiency. Then, select the **SUBMIT** button to save the selected skill proficiency.



tax

A tax is a financial charge or other levy imposed upon a taxpayer (an individual or legal entity) by a state or the functional equivalent of a state to fund various public expenditures. A failure to pay, or evasion of or resistance to taxation, is usually

[Show More](#)

Please rate your proficiency with: tax

Do not have this skill

Novice

Beginner


Intermediate

Advanced

Expert


Submit

✕



Your rating is saved

Proficiency Ratings: tax



Beginner Intermediate Expert

● Self

Done

STS Authentication End-Of-Life to Occur With The February '21 Release

Cornerstone's legacy API authentication framework for APIs, Session Token Service (STS), is scheduled for end-of-life which is targeted to occur with the February '21 Release.

Cornerstone stopped supporting STS as of the February '20 release when STS authentication was deprecated and reached its end-of-service life. The STS endpoint is still available, but Cornerstone will not fix any defects or enhance this endpoint. End-of-life means the service will be taken down on that date. Any requests to the endpoint will start to fail starting February '21. Clients, partners, and vendors **MUST** modify code for their existing API-based integrations to use OAuth 2.0 before the February '21 Release.

OAuth 2.0 is an industry standard authentication and authorization protocol for APIs. Learn more about [Cornerstone's OAuth 2.0 - Client Credential Grant Flow](#), which is generally available as of the August '19 Release and [OAuth 2.0 - Granular Scopes](#) which was available with the February '20 Release. This deprecation does **NOT** impact SOAP APIs. These will continue to use basic authentication like they do today. It also does **NOT** impact xAPIs at this time.

Considerations

The following are **NOT** currently impacted:

- xAPIs
- SOAP APIs

Workday Core Data Inbound Integration Enhancements

This functionality is available with the 9 October 2020 patch.

The following enhancements are now available for the Workday Core Data Inbound Integration:

- Validate the Eligibility Criteria data and organizational unit (OU) settings upon saving the page and before the sync runs. If invalid data is detected, an error message will either be displayed on the Settings page or included in the sync summary email notification.
- 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.
- If Job Family Group is not used in Workday, the integration now prevents parent position OUs from being deactivated if it has at least one active child position OU.
- Validation checks are no longer performed on inactive users; in the email log, inactive users are flagged as "Skipped."

Implementation

This functionality is enabled by default for organizations using the Workday Core Data Inbound Integration in Edge.

Documentation and instructions will be updated in the Workday Core Data Inbound Integration tile in Edge upon release of the enhancements.