



HOW Absorb LMS PLAYS NICE WITH OTHERS

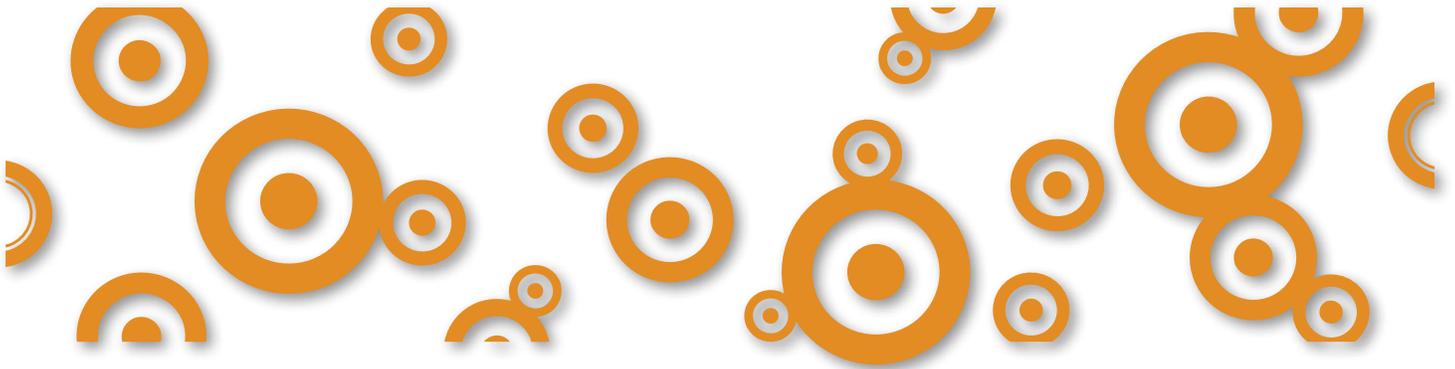


The 16th century poet, John Donne, famously wrote:

“No man is an island, entire of itself.”

If he were alive today, he would perhaps update his verse to read

“No software is an island, keeping its data within itself.”



We live in a world

Where information flows between applications. Rare are organizations with data in discrete silos.

Lowell Kuan, Integration Team Lead at Blatant Media, is a busy man. According to Lowell, “approximately 40 per cent of all Absorb customers require the development of one or more “application programming interfaces” (APIs) to share data with other enterprise software applications, or to display Absorb LMS data in unique ways.”

Here are some of the common data integration scenarios encountered by Blatant Media’s Integration



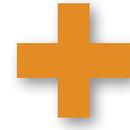
Importing data ✓ into Absorb LMS from an HR system

Many organizations require employee records from a Human Resource Information System (HRIS) imported into a learning management system (LMS) as learner records. When a new employee is hired, this individual will automatically be registered into the LMS and can begin their learning activities. If an existing employee changes jobs, is promoted, or relocates to a regional office, that information will be reflected within the LMS and the individual’s learning plan adjusted accordingly.



Centralizing ✓ learner records within an HR system

Some organizations require learner data exported from the LMS into an HRIS system, thus allowing individuals’ learning history to be attached to their employee data and displayed within the HRIS. For organizations working in regulated industries, for instance, this makes potential audits quick and easy; eliminating the need to look for data in two separate places.



Adding legacy ✓ learning records to Absorb LMS

In some organizations, the training history of employees may exist in an HR system, or have been exported from a learning management system no longer in use. To centralize the learning history of employees, their achievements and certifications can be imported into Absorb.

Sharing e-commerce data with accounting applications ✓

In situations where learning content is purchased by individuals, departments, or organizations using Absorb's shopping cart, APIs can be created to exchange financial data with accounting software applications. Such integration allows purchase histories to be tracked and can be used to generate financial reports such as profit and loss statements, balance sheets, etc.

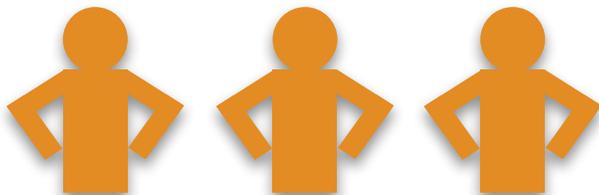


Integration of the Absorb LMS shopping cart with payment gateways ✓

Another common integration consists of having the Absorb's e-commerce shopping cart integrated with a payment gateway. Payment gateways verify that the credit card used to purchase one or more courses is valid, and if so, deposit the funds into your bank account.

Real-time integration versus batch processing

Data sharing between Absorb LMS and other applications can occur in real time or scheduled for a specific time each day. Real-time data sharing allows, for example, an immediate glimpse of a learner's course progress information from within the HR system, even if the learner has finished a course a minute earlier.



For large-scale data sets consisting of thousands of records, a more common approach is a scheduled—rather than real-time—transfer of data. In this type of scenario, data is exported to a file by one application to be retrieved and automatically imported into the second application. This batch processing approach can still produce timely reporting since the data transfer can take place many times per day. In fact, some Absorb LMS customers have required such a data transfer every fifteen minutes, daily.

Blatant Media's Integration Team

Since such a high percentage of organizations using Absorb LMS require the sharing of data with other applications, Blatant Media has a dedicated team of integration specialists. Their skills and experience help keep the cost of developing APIs low and ensure the secure management of your organization's valuable data.



Here is a partial list of applications and courseware libraries with which we have created APIs

- ★ Books 24/7
- ★ Cubeless
- ★ Element K
- ★ iLearn HRIS
- ★ PDH Engineer
- ★ PeopleSoft
- ★ Red Vector
- ★ Rosseta Stone
- ★ Salesforce
- ★ SAP
- ★ Skill Soft
- ★ Smart Pros
- ★ Sony Training
- ★ TEGH HRIS



The Absorb Shopping Cart has been integrated with the following popular payment gateways:

- ★ Authorize.net
- ★ Beanstream
- ★ Bluepay
- ★ Cashnet
- ★ Internet Secure
- ★ Merchant E-Solutions
- ★ Moneris
- ★ Payflow Pro
- ★ Paymetric XiPay
- ★ PayPal
- ★ Website Payments Pro

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