

MCP SERVER

NO CODE

CLOUD HOSTED

Cornerstone OnDemand MCP for AI Agents

Automate HR Compliance Audits and Track Employee Development

Cornerstone OnDemand integrates your AI agent with a major human capital management system, letting you automate tasks across the entire employee lifecycle. You can manage training catalogs, check certifications, track performance goals, and review team job openings—all through natural conversation.

A+ Quality Score 100/100

lms

talent-management

employee-development

training-transcripts

corporate-learning

hr-tech



The connectivity layer between AI and the world's software.



Vinkius sits between AI and every application. All communication passes through Vinkius Cloud via the Model Context Protocol (MCP) — with governance, observability, and security at every layer.

Your AI Connections Run Through Vinkius Cloud

The world's largest
managed MCP catalog

Vinkius is the connectivity layer where AI connects to the software your business already runs. We handle the hosting, the security, the credentials, the uptime — you get agents that actually do things.

We operate the world's largest managed MCP catalog. Major SaaS platforms, CRMs, databases, and cloud providers — running, monitored, production-ready. This MCP server is hosted and maintained by the Vinkius Cloud for AI Agents.

The agent doesn't manage credentials, doesn't manage uptime, doesn't manage security. Vinkius does.

— Architecture principle

Four Pillars of the Vinkius Runtime

01 — Security by design

Credentials stay encrypted at rest via AES-256. The AI agent never touches raw keys — they're injected into a sandboxed V8 isolate at runtime. Actions are logged, and connections have an emergency kill switch.

03 — Deterministic observability

Eight immutable metrics per endpoint: request volume, p95 latency, error rate, active connections, cost attribution. A live payload feed logs every tool call with mutation detection.

02 — Built on MCP Fusion

This MCP server was built with **MCP Fusion**, the open-source framework (Apache 2.0) that powers the entire Vinkius catalog. Schema-as-firewall strips undeclared fields, compiled PII redaction runs at zero overhead, and cryptographic lockfiles produce git-diffable audit trails.

04 — Autonomous operations

Servers are deployed, monitored, and patched autonomously. New capabilities and security patches ship weekly. Zero-downtime deployments ensure continuous availability across all managed MCP servers.

AES-256

Encryption at rest

Ed25519

PKI vault signatures

24h TTL

Ephemeral session keys

V8 Isolate

Sandboxed execution

One Token. Instant Access.

Every MCP server on Vinkius is accessed through a **Connection Token**. Tokens are generated in the cloud dashboard and produce a unique MCP endpoint URL. Paste this URL into any MCP-compatible client — no SDK required.

A single token can serve **multiple AI clients simultaneously**, or you can issue separate tokens per client for granular access control. Each token tracks its own request count, last activity timestamp, and can be individually enabled or revoked.

MCP ENDPOINT

`https://edge.vinkius.com/{token}/mcp`

Claude



Cursor



VS Code



Windsurf



Grok



Gemini

Security Is the Architecture

Security in Vinkius is not a feature — it's the foundation of the runtime. The gateway enforces multiple independent protection layers between AI agents and third-party APIs.

01 — Ed25519 PKI Vault

Every workspace has an Ed25519 Master Key. Session keys are generated ephemerally (24h TTL) and signed by the Master Key. Credentials never leave the vault boundary.

02 — V8 Isolate Sandboxing

Tool code runs inside isolated-vm V8 isolates with 64 MB memory caps and per-request timeouts. No filesystem access, no network access except through the SSRF-guarded fetch bridge.

03 — SSRF Guard

All outbound HTTP requests are DNS-resolved and validated before execution. Private IP ranges (10.x, 172.16-31.x, 192.168.x, AWS metadata 169.254.x) are blocked at the network layer.

05 — Cryptographic Audit Trail

Every request is signed into a SHA-256 hash chain with Ed25519 signatures. Events form a tamper-proof, SIEM-exportable forensic record.

04 — DLP & PII Redaction

A ResponseGuard pipeline intercepts every tool response. Configurable redaction patterns strip sensitive fields (emails, SSNs, card numbers) before data reaches the AI agent.

06 — Honeypot Trap System

Phantom credentials are injected into isolated environments. If a honeypot is used outside Vinkius infrastructure, the server is quarantined instantly.

Emergency Kill Switch

EU AI Act Art. 14(1)
Compliant

The kill switch is an **emergency halt** mechanism — not a simple toggle. When triggered, it executes three actions atomically:

01 — Server deactivated

The MCP server is immediately taken offline across the entire cluster.

02 — All tokens revoked

Every connection token is invalidated. Total lockout — reconnection blocked until new tokens are issued.

03 — WebSocket connections killed

Active connections terminated via Redis pubsub broadcast. Propagates to every runtime node in the cluster.

Full Visibility. Zero Guesswork.

The Vinkius cloud dashboard includes a full MCP Governance suite — real-time analytics and security controls for production AI operations.

Control Plane

KPI dashboard with request volume, latency, success rate, token consumption, and AI-generated operational briefings.

FinOps

Cost tracking per tool, payload compression savings, budget optimization signals, and consumption trends.

Firewall & DLP

PII redaction activity, sensitive data protection counters, and security event timeline.

Agent Activity

Which AI clients are connecting, how often, and what they're doing — real-time session tracking.

Tool Health

Slowest and most error-prone tools, with actionable root-cause insights and performance baselines.

Incident Log

Error trends, failure rates, status-code breakdowns, and forensic audit trail access.

Get started at cloud.vinkius.com — connect your AI agent in under 60 seconds.

Cornerstone OnDemand MCP

10 tools available

Cloud-hosted on Vinkius

Managing talent development used to mean jumping between dozens of internal portals: checking an employee's transcript in one tab, reviewing their goal status in another, and cross-referencing it with available training. This MCP changes that. Your AI agent talks directly to the data housed in Cornerstone OnDemand, pulling together a single view of any employee or department.

You ask your agent about Jane Doe's compliance status, and it doesn't just give you a link; it lists her exact certifications and when they expire. Need to know what training is available for new managers? Your agent pulls the full catalog details instantly. Because Vinkius hosts this MCP, connecting it means giving your AI client access to the entire corporate learning and talent data set without needing multiple specialized connections. You audit employee records, track skills gaps, and monitor job openings—all in one chat window.

Core Capabilities

01 — Audit Employee Learning History

The agent retrieves a detailed record of courses completed by an individual, including scores and dates.

03 — Track Department Performance Goals

The system lists active performance reviews and current competency goals for teams or individuals.

05 — Identify Open Job Opportunities

The agent pulls a current list of internal and external job postings across different departments.

02 — Manage Training Catalog Details

You can get specific details about any course in the corporate catalog, like its required duration or format.

04 — Review Organizational Structure

You can list all departments within the organization to understand reporting lines and group assignments.

One Click on Vinkius — From Prompt to Execution

Available at vinkius.com/mcp/cornerstone-ondemand — connect your AI agent in three steps.

- 01** Connect your AI client to the Cornerstone OnDemand MCP via Vinkius. You'll use an OAuth Client ID, Secret, and portal Subdomain for authorization.
- 02** Authorize access through your preferred AI client interface. This step grants your agent permission to read sensitive HR data on your behalf.
- 03** Ask your agent specific questions—like 'What skills are missing in the Marketing department?' or 'List all courses required for managers.' The MCP executes the query and returns structured, readable data.

The bottom line is that you use natural conversation to access deep HR system records without ever touching a dashboard or API endpoint.

Built For

This MCP is built for the L&D and HR professionals who are drowning in data—the folks tired of manually cross-referencing employee training records with job requirements. It's perfect for anyone whose job involves auditing compliance or tracking talent gaps across large groups.

Learning & Development (L&D) Specialists

They use the MCP to list all available courses and training objects, ensuring that required learning materials are properly cataloged and accessible.

HR Managers

They audit employee certifications and compliance records by asking for specific user transcripts, drastically cutting down manual review time.

Department Heads/Team Leads

They monitor team performance goals and check current job openings to plan hiring or identify skills training needs proactively.

What Changes When You Connect

-
- 01 Audit compliance instantly: Use `list_user_transcripts` to get a complete, real-time view of an employee's certifications or training gaps.

 - 02 Centralize job data: Instead of searching multiple career pages, use `list_job_postings` to pull all open roles from one place for hiring planning.

 - 03 Map skills to needs: Combine the `list_skills_inventory` with department lists to quickly identify where skill gaps exist across the organization.

 - 04 Streamline onboarding: Get full profiles using `get_user_details` and see what introductory courses are required by checking `list_courses`.

 - 05 Improve goal tracking: Access active performance reviews via `list_performance_reviews`, letting you track progress without manual report pulls.
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Real-World Applications

Auditing compliance for a merger

An HR manager needs to know if 50 employees are compliant with new data security training. They ask their agent, 'List the learning history for these users.' The MCP uses ``list_user_transcripts`` and ``get_user_details`` to instantly compile a compliance report.

Building a skills matrix

The L&D team wants to see what skills exist versus what the company needs. They prompt their agent to 'List all skills' (``list_skills_inventory``) and then cross-reference that data with ``get_course_details`` for gap analysis.

Planning department expansion

A department head needs to hire 10 people in six months. They ask their agent about openings. The MCP uses ``list_job_postings`` and ``list_departments`` to show available roles and which departments are growing fastest.

Reviewing a high performer's history

A manager needs to review Jane Doe's full professional background. They ask the agent about her profile, which uses ``get_user_details`` and then pulls her entire learning record using ``list_user_transcripts``.

Patterns to Avoid

Searching for data across multiple systems

X AVOID

Trying to compare job openings from the ATS, training records from the LMS, and user status from the HR portal by manually exporting CSVs.

✓ INSTEAD

Use this MCP to centralize all that info. Ask your agent to combine ``list_job_postings`` with department lists (``list_departments``) and then use ``get_user_details`` on specific roles for a single source of truth.

Assuming the latest course material is available

X AVOID

Asking about 'Advanced Python' training without knowing if it was updated this quarter, leading to outdated recommendations.

✓ INSTEAD

Always confirm availability and details using ``get_course_details`` or by viewing the full catalog via ``list_catalog``. This ensures you recommend the most current version.

Only reviewing basic user contact data

X AVOID

Getting only a name and email for an employee, which isn't enough to understand their current role or training needs.

✓ INSTEAD

Always run ``get_user_details`` first. This gives you the complete organizational context needed before trying to pull transcripts or performance goals.

The Right Fit

Use this MCP if your primary pain point is managing and auditing employee development data across various HR functions. If you need to check compliance, list job openings, or audit learning history—this is the tool for you. Don't use it, however, if you are trying to perform financial reconciliation (use an accounting MCP) or manage physical assets (use an inventory system). Remember that while `list_users` gives basic profiles, you need to run `get_user_details` to get the full organizational context required for proper auditing.

Cornerstone OnDemand: Auditing Employee Training Transcripts with this MCP

Today, checking compliance is a nightmare. You have to log into the LMS portal, search by name, download a transcript PDF, and then manually check expiration dates for every employee you care about. Copying that data into a spreadsheet takes hours, and chances are, you'll miss something.

With this MCP, you simply ask your agent: 'Show me all employees who need recertification in Q3.' The system uses the `list_user_transcripts` tool to automatically pull and format exactly what you need. You get an immediate, actionable list that shows status, next steps, and ownership.

Cornerstone OnDemand: Mapping Talent Gaps Across Departments

Before this MCP, identifying a department's skill gaps meant cross-referencing the job description for every open role against the current training catalog—a process that involved multiple people and days of manual comparison.

Now you can ask your agent to combine `list_job_postings` with `list_skills_inventory`. It instantly shows which roles are hiring, what skills those roles require, and whether a corresponding learning object exists in the corporate catalog. You know exactly where to focus your L&D budget.

Cornerstone OnDemand: 10 Tools for Talent Management Data

Use these tools to gather specific HR data points like user profiles, course details, job openings, and performance records into a single query.

#	TOOL	DESCRIPTION
01	<code>get_course_details</code>	Retrieves specific metadata, like content availability rules, for a single requested course.
02	<code>get_user_details</code>	Fetches the full profile of an employee, including their contact info and organizational hierarchy.
03	<code>list_courses</code>	Lists all training courses available in the system, providing metadata like duration and delivery method.
04	<code>list_departments</code>	Retrieves a list of organizational departments, including their names and parent-child relationships.
05	<code>list_job_postings</code>	Pulls details on current job openings, specifying the title, location, department, and posting date.
06	<code>list_catalog</code>	Generates a master list of all learning objects in the corporate catalog, including titles and descriptions.
07	<code>list_performance_reviews</code>	Lists both active and past performance reviews, providing review cycle IDs, status, and who is involved.
08	<code>list_skills_inventory</code>	Provides a comprehensive list of all defined skills, including their associated descriptions and categories.
09	<code>list_user_transcripts</code>	Generates a learning history report for an employee, detailing course enrollment status, scores, and completion dates.
10	<code>list_users</code>	Returns basic user properties like name, email, department affiliation, and employment status for multiple employees.

See It in Action

Real prompts you can use once this MCP is connected to your AI agent through Vinkius Cloud.

U I need an overview of all open positions in IT that require specific certifications.



Open Positions Report: Engineering Department

TITLE	LOCATION	OPEN SINCE
Senior Backend Engineer	Remote	2024-11-01
DevOps Lead	Dallas, TX	2024-10-15

The roles require: **AWS Certification, Advanced Python**. Would you like to see which internal employees have these skills?

U Show me Jane Doe's compliance history and current goals.



Jane Doe (ID: 4590)

- **Active Reviews:** Annual Performance Review, Q3 2024.
- **Training Compliance:** Complete. Last certification renewal was 'Data Privacy Basics' on 1/1/2025.
- **Required Training Next:** None pending. She meets all current standards.

U What courses are available for new managers?



Manager Development Catalog

Here are the top three suggested learning objects:

1. **Leadership 101:** Core principles of managing teams. (Duration: 4 hours)
2. **Conflict Resolution:** Techniques for difficult conversations. (Format: Live Webinar)
3. **Budget Management:** How to track departmental spending. (Requires: Department Head status)

Frequently Asked Questions

01 How does the Cornerstone OnDemand MCP help me audit employee compliance?

It gives you a single, conversational view of an employee's entire learning history. You don't need to download PDFs; your agent pulls all certifications and completion dates instantly, letting you spot expired credentials or missing training in minutes.

02 Can I use the Cornerstone OnDemand MCP to plan for hiring needs?

Yes. You can combine job posting data with skills inventories. If your team is growing, you can ask the agent what skills are needed and which training courses might fill those gaps before you even hire someone.

03 What kind of profile information does Cornerstone OnDemand give me?

It provides deep organizational details, including an employee's full name, department affiliation, job title, and their place in the company hierarchy. This context is essential for accurate reporting.

04 Is this MCP better than using direct API calls?

Absolutely. Instead of writing complex code to call multiple endpoints, you just talk to your agent. The MCP handles all the API complexity so you get a clear answer in plain English right away.

05 Does this MCP only list basic courses and nothing else?







No. It pulls detailed course metadata from the catalog, including how long training takes, what format it's delivered in, and if it's required for specific roles.

Go Live in 60 Seconds

Get your connection token from cloud.vinkius.com, then paste the endpoint URL into any MCP-compatible client.

YOUR MCP ENDPOINT

```
https://edge.vinkius.com/[TOKEN]/mcp
```

CLIENT	WHERE TO CONFIGURE
 Claude AI	Profile → Customize → Connectors → "+" → Add custom connector → Paste endpoint
 Cursor	Settings → Features → MCP Servers → "+ Add New MCP Server" → Type: SSE → Paste endpoint
 VS Code	Ctrl/Cmd+Shift+P → "MCP: Add Server" → add <code>"cornerstone-ondemand": { "url": "..."} </code>
 Windsurf	MCP Settings → <code>mcp_settings.json</code> → Add endpoint URL
 ChatGPT	Settings → Tools & plugins → Add MCP server → Paste endpoint
 Gemini	Extensions → Add MCP Server → Paste endpoint URL

ASK AN AI ABOUT THIS

Let your preferred AI explain this MCP server

-  **Ask ChatGPT** 
-  **Ask Claude** 
-  **Ask Perplexity** 
-  **Ask Gemini** 
-  **Ask Grok** 

READY TO CONNECT

Cornerstone OnDemand is live on Vinkius Cloud.

Get your connection token, paste it into your AI agent, and
start building. No SDK. No deployment. Just results.

[Start at cloud.vinkius.com](https://cloud.vinkius.com) →

vinkius.com · support@vinkius.com

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