

Navigating the Top 4 Current HR Challenges: Retention, Compliance, Benefits, and AI

1. EMPLOYEE ATTRACTION & RETENTION

- Highlight the good qualities of your company in job ads and candidate conversations, and customize it for on-site and remote positions.
- Recent data indicates that employees nationwide are dissatisfied with their company as a workplace, and around half of employees are currently seeking a new job.
- To improve employee retention, maintain open communications, provide learning and development opportunities, ensure competitive total compensation packages, and recognize employee achievements.

2. HR COMPLIANCE ISSUES

- Independent Contractor vs. W-2 Employee – DOL Reconsidering Rule from March 2024.
- Pay transparency – State laws (CA, CO, CT, DC, HI, IL, MA, MD, MN, NJ, NV, NY, RI, VT, WA) require employers to disclose compensation information to job applicants and existing employees.
- Form I-9 – New form released in April 2025. Reminder – Section 1 should be completed by the employee no later than 1st day of employment, and Section 2 should be completed by the employer within 3 business days after the employee's first day.
- Harassment training – Several states (CA, CT, DE, IL, ME, NY) require employers to provide sexual harassment prevention training.
- Non-Compete Agreements – States have increased restrictions on employers who want to block former employees from working for a competing employer.

3. BENEFIT PLANS

- Group health plan costs/premiums are projected to increase for 2026 on average between 8% to 25%.
- The primary factors driving health care cost increases include:
 - GLP-1 and specialty medications
 - Aging populations
 - Cancer care
 - Health care labor costs

4. ARTIFICIAL INTELLIGENCE (AI) IN THE WORKPLACE

- Highlight the good qualities of your company in job ads and candidate conversations, and customize it for on-site and remote positions.
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- To improve employee retention, maintain open communications, provide learning and development opportunities, ensure competitive total compensation packages, and recognize employee achievements.

SPEAKERS

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