



# HR in 2025: Six Trends and Updates You Can't Ignore

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# Today's Presenter



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## 6 HR TRENDS YOU CAN'T IGNORE

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# 2025 HR Compliance and Regulatory Changes





# 2025 Pay Updates

## Minimum Wage Increase

Effective January 1, 2025, the general minimum wage for most of NY State is \$15.50 per hour

## Overtime Exemption Salary Threshold Increase

To be treated as exempt, employees must be paid \$1,161.65 per week (\$60,405.80 per year) for most of NY State



# 2025 Leave Updates



## **Paid Prenatal Leave**

Employers must provide all employees up to 20 hours of paid leave for pre-natal healthcare services.

## **Paid Lactation Breaks**

Employers must provide PAID 30-minute breaks for expressing breast milk EACH TIME an employee needs to do so during the workday.

## **COVID-19 Paid Sick Leave**

Expected to FINALLY sunset on July 31, 2025. 🍦

# Other 2025 Regulatory Updates



## **New York Clean Slate Act**

Intended to increase employment opportunities for individuals with criminal convictions. Will affect an employer's background check process.



## **New York Retail Worker Safety Act**

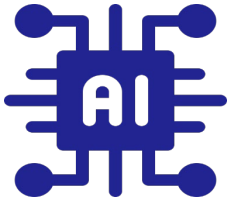
Retail employers are required to implement a written workplace violence prevention policy and conduct employee training.



## **Workers' Compensation Act**

Employees permitted to file a WC claim for mental injury based on work-related stress.

# New & Emerging Regulations



**AI in hiring (disclosure requirements, bias prevention)**  
**Transparency required in algorithm-driven decisions**



**Remote work tax implications**  
**Affecting organizations hiring across multiple jurisdictions**



**Data privacy regulations**  
**Impact HR tech and employee monitoring**




**Keep your eye out  
for more on these  
new and emerging  
areas.**





# AI & Automation in HR

How artificial intelligence is transforming recruiting, performance management, and employee engagement



# AI & Automation in HR: Current Landscape



## **Recruitment**

Resume screening and identification of likely candidates

## **Chatbots**

Chatbots and AI assistants help streamline hiring and onboarding

## **Workforce analytics**

AI-powered workforce analytics improve decision-making

## **Performance tracking**

Analyze diverse metrics, provide feedback, predict future trends, remove bias

## **Employee engagement**

Support through virtual assistants, instant feedback/recognition

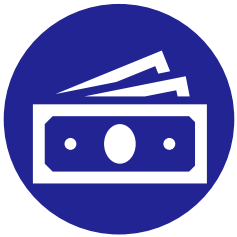
# Opportunities with AI & Automation



AUTOMATING  
REPETITIVE HR  
TASKS, IMPROVING  
EFFICIENCY AND  
PRODUCTIVITY



BETTER  
STRUCTURED  
PROCESSES (E.G.,  
ONBOARDING AND  
TERMINATIONS)



REDUCED COSTS



AI-DRIVEN  
EMPLOYEE  
ENGAGEMENT,  
PERFORMANCE  
MANAGEMENT, AND  
LEADERSHIP  
DEVELOPMENT  
TOOLS



MORE DATA-  
DRIVEN DECISION  
MAKING –  
LEADING TO  
BETTER  
WORKFORCE  
PLANNING

# Challenges & Risks of AI & Automation



Some of the key AI HR challenges include data quality issues, algorithmic bias, job displacement, lack of transparency and regulatory compliance.



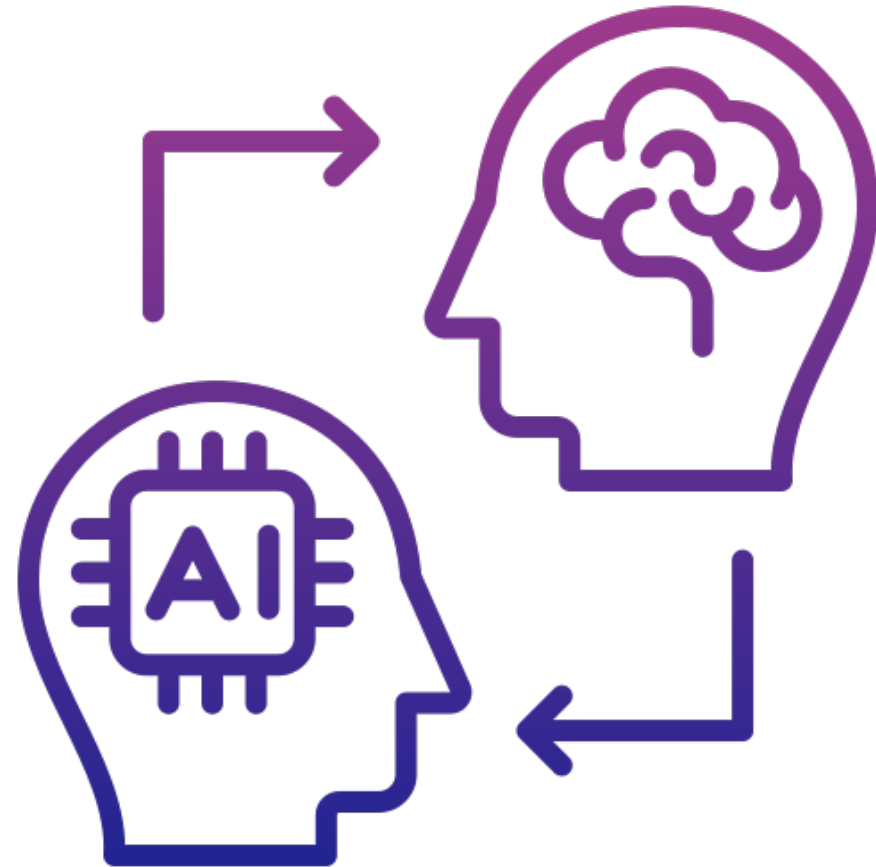
There are ethical and privacy concerns – HR departments must comply with data protection laws including, HIPAA, state privacy acts and other general data protection regulations.



Companies are now fine-tuning ethical AI policies and ensuring AI-driven hiring remains unbiased with human oversight in decision-making

# Actionable Takeaways

- Create a policy of:
  - How AI can be used in human resources
  - When not to use AI
  - Confirm human oversight of all HR decisions
  - Maintain compliance





# Remote & Hybrid Work Optimization

Best practices for managing a flexible workforce while maintaining productivity and company culture





# The Hybrid Workforce Reality

The following are key elements of a modern hybrid work arrangement:

## **Work flexibility**

Customize schedules, work-life balance, better health, stress management and more productivity.

## **Increased employee engagement**

Flexible working conditions increase engagement by satisfying the need for a balanced approach.

## **Matching business needs**

Each hybrid work model is designed with practical examples and evolving business needs in mind.



# Managing Performance in a Hybrid Model

- Set clear expectations and goals – check-in more often than usual, during performance periods and measurement
- Master communications strategies and communicate how employees should be communicating as part of their work arrangement
- Measure productivity beyond “hours worked.”
- Maintain company culture – feeling part of the team, allows performance to improve
- Prioritizing collaboration and engagement across remote teams



# Legal & Compliance Considerations

## **How should you pay remote or hybrid employees?**

Are there considerations based on where they are located when working remotely?

## **Remote work tax laws**

Are there tax considerations based on remote location when working outside of the office?

## **Cross-border hiring implications**

In addition to tax laws, are there different insurance and/or leave requirements due to remote work location – e.g., paid sick leave, paid family leave, etc.

## **Data security and privacy laws**

What is the practicality of using work devices remotely? Are there security risks?

## **Occupational health and safety for remote workers**

Are employees working safely? Are there WC considerations?

# Actionable Takeaways

1

Establish clear policies.

2

Communicate engagement and collaboration expectations.

3

Remain compliant based on work location.

Create a strategy for hybrid work success

The background is a solid blue color. In the upper right quadrant, there are several white and light blue hexagons of various sizes, some solid and some outlined. In the lower half of the image, there is a pattern of small white dots arranged in vertical columns of varying heights, creating a textured, digital effect.

# Skills-Based Hiring & Internal Talent Mobility

Why skills-first hiring is gaining momentum and how boomerang employees fit into the equation



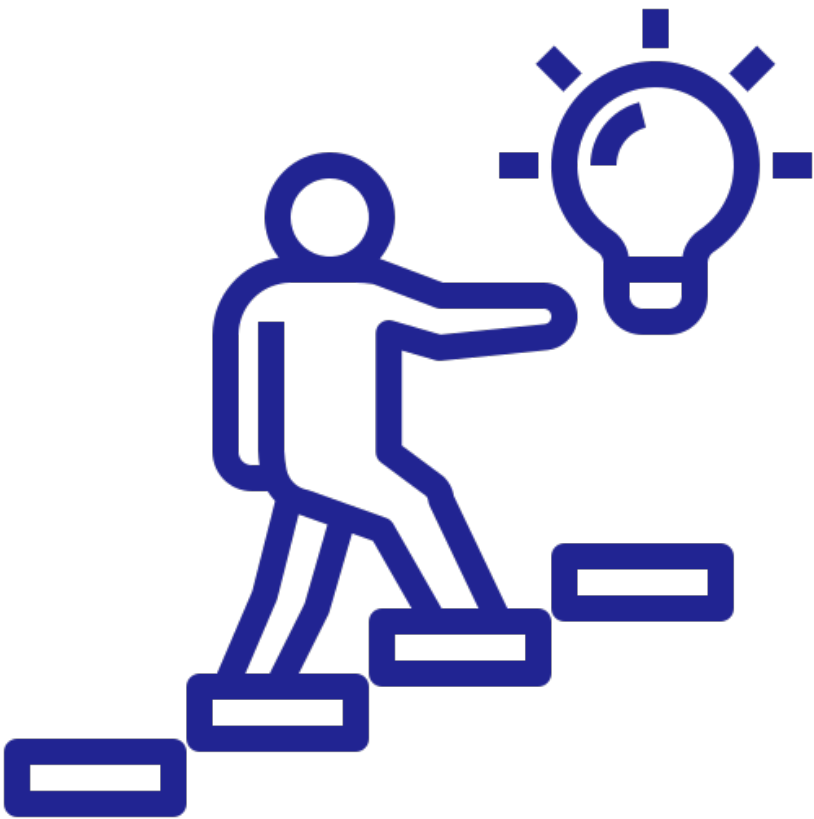
# Why Skills-Based Hiring & Promoting is Growing

- Skills-based hiring is replacing traditional degree requirements for many roles
- Top talent is evaluated based on their skills and abilities, not just a resume
- Keys to using skill-based evaluation:
  - ✓ Assists in employee turnover
  - ✓ There is technology and AI that helps analyze data – decisions can be made quickly and efficiently
  - ✓ Knowing the “candidate” helps better analyze agility and value to the organization





# Internal Talent Development & Boomerang Employees



- Companies are investing in reskilling and upskilling programs to address skill gaps
- Internal talent marketplaces are being used to promote career mobility
- More companies are actively rehiring former employees (boomerang workers) due to their experience
- HR teams are building alumni networks to maintain relationships with past high performers

# Actionable Takeaways

1

Implement skills-based hiring practices and build strong internal mobility programs.

2

Once you make the investment in employees, you will create a valuable and dedicated pool of candidates for other internal opportunities.

3

Plan to foster relationships with alumni for either boomerang employment and/or referrals.



# HR Data Analytics & Workforce Planning

Leveraging data and AI to improve decision-making and workforce planning

# From Data to Insights



People analytics is becoming critical for workforce planning and retention – best practices include:

- ✓ Creating an internal data analytics team to gather and interpret the data
- ✓ Collect the right data
- ✓ Compare internal data with what is happening outside the organization
- ✓ Put the HR data in action

# Predictive Analytics in HR

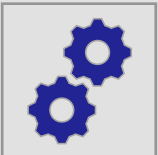
- Predictive analytics help HR identify attrition risks and improve employee engagement
- Allows employer to use data analysis and modeling to forecast future outcomes that affect HR
- Helps HR make informed decisions related to hiring, training, retention and other HR activities



# AI-Powered Personalization



Using AI-based performance evaluation tools



AI-driven tools personalize employee experiences and development plans



AI tools help identify patterns, form predictions and create learning paths



By identifying individual characteristics, behaviors and motivations, AI can help an employer create a professional development plan that suits the employee's learning style and personal needs



# Compliance & Ethical Considerations



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Ensure data fairness, transparency and respect for employees

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Prevent algorithmic bias

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Supporting a positive culture

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Maintain the “human connection”

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Establishing guidelines and standards for ethical AI use

# Actionable Takeaways

1

Implement AI-driven analytics for smarter HR decision-making

2

Integration of AI into HR presents significant opportunities and complex challenges

3

Employers should develop and adhere to ethical frameworks when using AI



4

A collaboration between human HR departments with assistance from AI may be the right balance



# Pay Transparency and Compensation Strategy

Navigating evolving pay disclosure laws and compensation trends in a competitive market



# The Rise of Pay Transparency Laws

The benefits and challenges of pay transparency:

- Compliance challenges and employer obligations
- Reduces issues related to disparate pay based on protected characteristics
- May not provide the data expected, with employers often posting excessively wide pay ranges
- Publicizing pay ranges may low paying employer reputations and affect ability to recruit (non-profits, industry-specific, etc.)
- Creates positive culture – establishes fairness and creates trust

# Compensation Trends in 2025

- Adjusting pay for remote/hybrid employees
- Competitive pay strategies in a skills-based economy
- Variable pay and equity-based compensation are increasing
- Wage growth is stabilizing, but companies are shifting towards skill-based compensation models



# Managing Employee Expectations

- Transparency in salary discussions
- The role of equity-based compensation
- Know what is expected in your region and industry





# Actionable Takeaways

1

Create fair and compliant pay structures

2

Maintain transparency about pay for both employees and potential candidates

3

Regularly review your pay policies

4

Be sure to pay (and tax) remote and hybrid employees based on their location

5

Regularly review compensation ranges in your region and industry





# KEY TAKEAWAYS

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# 6 Trends and Updates You Can't Ignore

1. AI and Automation in HR
2. Remote and Hybrid Work Optimization
3. Skills-Based Hiring and Internal Talent Mobility
4. HR Data Analytics and Workforce Planning
5. Pay Transparency and Compensation Strategy
6. HR Compliance and Regulatory Changes



# Key Takeaways



AI is no longer experimental; it's fully integrated into HR



More structured workplace privacy laws are emerging



AI-generated training and upskilling are the norm



Pay structures are adapting to automation and inflation



Boomerang employees are a key hiring strategy



# GTM'S HR CONSULTING SERVICES

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# HR Audit

- Risk management tool
- Comprehensive review of HR policies, practices, and procedures
- Conducted by a certified HR consultant
- Fully assess whether your HR processes and policies comply with federal and state laws
- Identify areas of improvement
- Ensure compliance and mitigate risks







# QUESTIONS

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# Continue the Conversation...



## **Questions about HR strategies in 2025**

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