



AI and the Outlook for HR 2025

Presented by:

Janie Warner - Vice President McGriff

Marci LaRouech - Seay Management Consultants

But first...

Let's talk about MISSION



What is Artificial Intelligence?



“Artificial intelligence (AI) refers to the development of computer systems that can perform tasks that typically require human intelligence, such as learning, problem-solving, and decision making”



“AI systems use algorithms and data to make predictions, classify objects, and generate insights.”



“These systems can be categorized into two main types: narrow or weak AI, which is designed to perform a specific task, and general or strong AI, which is designed to perform any intellectual task that a human can.”



“AI has various applications, including natural language processing, computer vision, and robotics. It has also enabled the development of virtual assistants, such as Siri and Alexa.”

SOURCE: Meta AI



AI Applications for HR

A 2022 survey by Eightfold AI (www.eightfold.ai) found that 92% of participating HR professionals planned to incorporate or increase their use of AI into at least one area of HR practice.

Significant investments in AI-driven HR technologies have led to more sophisticated machine learning algorithms in recent years. That enabled systems to learn from data, adapt, and improve over time, giving rise to predictive analytics and intelligent insights.



Applications for HR

Employee records
management
(78%)

The Future of Work
survey by Eightfold AI
found that the top 5
functions where HR
departments are
currently using AI
technology are:

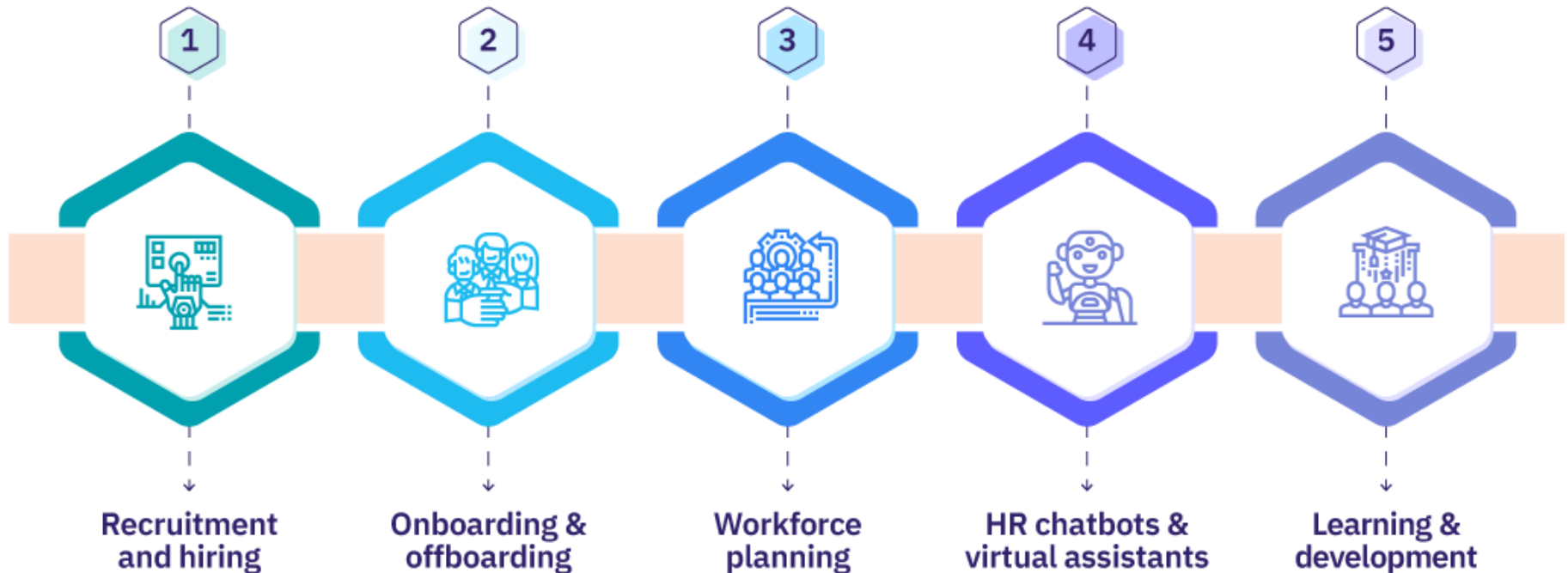
Payroll
processing and
benefits
administration
(77%)

Recruitment and
hiring (73%)

Performance
management (72%)

Onboarding
(69%)

Applications of AI in HR



Big Risk or Big Opportunity?

Despite the automation risk in certain HR roles, there is still a multitude of opportunities that AI in HR offers, such as:

- Improved efficiency and productivity
- Better structured processes (in onboarding and offboarding, for example)
- Reduced costs
- Less repetitive and time-consuming tasks for People Teams
- More data-driven decision-making.

Driving the Use of AI

As the rise of AI in the practical applications of Human Resources practice creates opportunity, so does the need to use the technology responsibly. This includes:

- Knowing where the data comes from
- Getting a task team together to develop guardrails and guidelines
- Experimenting with its use, but doing so incrementally
- Building trust and transparency in the technology, but being aware of its limitations
- Contributing towards the bigger discussion on the AI future.





Effects on HR Staffing



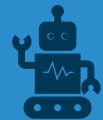
As the use of AI in HR progresses, there are fears that it will one day replace the need for humans in the human resources practice.



While efficiencies are gained in some areas, opportunities will arise in other HR-related fields.



For all HR professionals, it will be important to understand that automation may step in to create efficiencies in certain areas.



Less complex, repetitive and administrative tasks may lend themselves to greater efficiency through the use of AI.



It will be vital to enhance skill sets!

Analyzing Professional Risk

Dr. Dieter Veldsman from AIHR, looked at the risk exposure for each of the roles typically found in the human resources profession and developed the following scale:

- **High-risk:** These include HR Administrators, DEIB Consultants, and Payroll Team Leads.
- **Moderate risk:** These include L&D Specialists, HRIS Analysts, and HRBPs.
- **Low risk:** These include Senior HRBPs, HR Specialists, and Data Scientists.
 - If an HR professional's role is at risk of automation, Dr. Dieter Veldsman advises on steps you can take. These include:
 - Considering whether they need to upskill or broaden their skills
 - Learning how to apply their skills in different contexts
 - Considering moving to roles that require more critical thinking and problem-solving skills.





Key Takeaways...

- Artificial Intelligence is here to stay!
- AI will shape the future of nearly aspect of the workplace for years to come
- Human Resource Professionals will be instrumental in bridging the gap between the theoretical and the practical applications of AI in the workplace
- Preparing yourselves AND your department will be vital in continuing to show your value to your organization in achieving MISSION
- By learning as much as you can about AI and its multitude of applications, you will increase your value as a key contributor organizational success.

References

- Academy to Innovate HR:
www.AIHR.com
- Eightfold AI: www.eightfold.ai
- AI Multiple: www.aimultiple.com
- The Future of AI in HR:
www.deloitte2.com
- 11 Real World Examples of AI in HR:
www.teamsense.com
- AI Adoption in HR is Growing:
www.shrm.org



2025 HR Outlook

Seay Management Consultants



Agenda

2024 Recap & 2025 Outlook

- Potential HR Regulation Updates
- Employee Engagement Trends

HR Hotline & Support for Clients



Recent HR Regulatory Updates – Federal



Recent HR Regulatory Updates:

FLSA

- Blocked! The implementation of a new federal minimum salary level for exempt employees is no longer changing on January 1st.
- Minimum federal threshold reverts to 2019 rate.
- State specific minimum thresholds still apply: CA, WA, ME, CO, NY and AK

	Weekly	Annual
2019	\$684 per week	\$35,568 annually

Recent HR Regulatory Updates:

Pregnant Workers Fairness Act (PWFA)

The law mandates that covered employers (15+ employees) provide “reasonable accommodations” to qualified employees or job applicants with known limitations due to pregnancy, childbirth, or related medical conditions, unless doing so would cause the employer “undue hardship.”



Recent HR Regulatory Updates: **Chevron Decision**



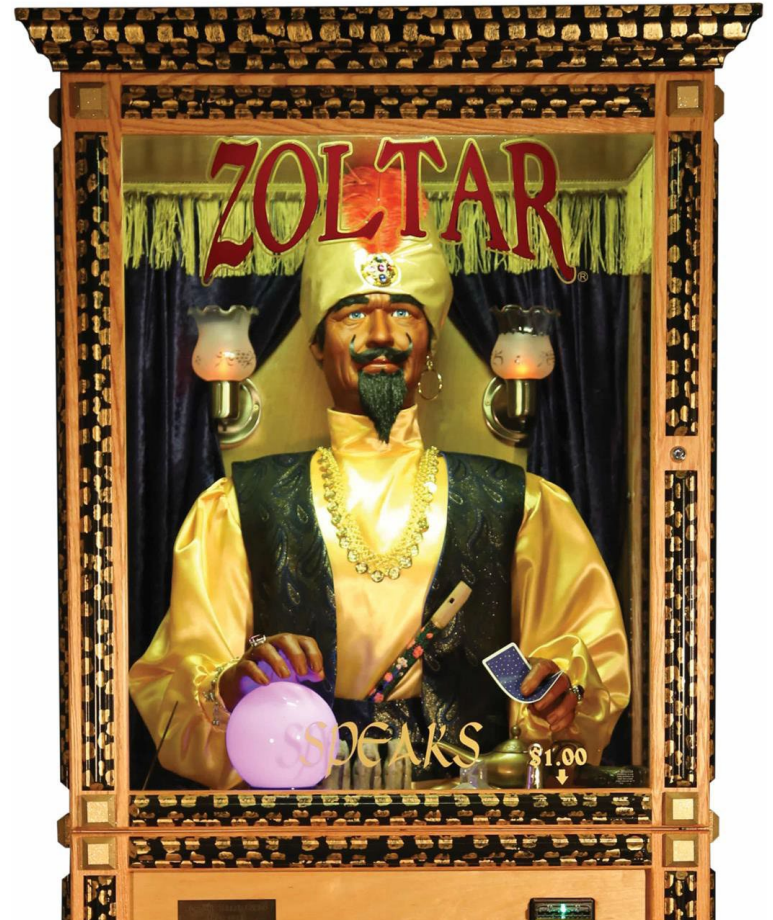
The recent court ruling may shape future employment regulation developments

Supreme Court overturned Chevron doctrine in *Loper Bright Enterprises v Raimondo*, June 2024

This could lead to an increase in litigation challenging:

- Department of Labor (DOL)
- Equal Employment Opportunity Commission (EEOC)

2025 Outlook



2025 Outlook:

Federal Minimum Wage & FLSA

- Federal minimum wage is projected to remain unchanged in 2025
- Changes to minimum wage in 2025 will be at the state and municipal level

****Employers should pay attention to state-specific minimum wage laws and FLSA regulations in all locations you have employees performing work.****

2025 Outlook: Work Authorization Compliance

Due to stricter immigration policies, we anticipate **increased scrutiny** and **enforcement** of **Form I-9** compliance in 2025.

To prepare for this increased **scrutiny**:

- Update to the [newest version](#) of the Form I-9 (Expires **5/31/2027**)
- Perform an **I-9 Audit**
- **Train** Staff
- Develop a **Response Plan** to handle ICE visits

Reminder: E-Verify employers can now remotely examine employee documents if enrolled in E-Verify.

2025 Outlook: Pay Transparency

Current States:

- California, Washington D.C., Connecticut, Maryland, New York, Washington, and Ohio (certain areas).

New for January 1, 2025:

- **Illinois:** Employers with 15 or more employees must disclose salary ranges and benefits in job postings. This includes if the employee works outside of IL, but will report to someone in IL.
- **Minnesota:** Employers with 30 or more employees must disclose salary ranges and benefits in job postings.

Coming Later in 2025: New Jersey, Massachusetts, and Vermont

2025 Outlook: Talent Acquisition & Retention

Skills-based hiring:

- Employers focus on hiring based on a candidate's potential and skills rather than just their previous experience.
- Finding the best fit for the job and providing opportunities for individuals to develop and contribute based on their skills and potential.

2025 Outlook: Talent Acquisition & Retention

Job Try-Outs:

- Allowing potential employees to work for a short period to demonstrate their skills and abilities before being officially hired.
- Assessing a candidate's fit for a position and for the candidate to gain a better understanding of the job and company culture.
- Candidates on a try-out period are subject to the same state and federal regulations as any other employee.

2025 Outlook: Employee Engagement

Raises

- SS COLA: 2.5% (lowest since 2021)
- 2025 SHRM Report: Salary 3.9-4%, merit 3.5%
- Adjustments for fair compensation

Non-monetary rewards increasing:

- Workplace flexibility
- Health & Wellness Benefits
- Long-term incentives

2025 Outlook: Employee Engagement

Burn-out Prevention

- Work-life balance vs work-life integration
- Remote work
- Flexible Scheduling
- Time off policies

Mental Health Resources

- Managing stress
- EAP
- Meditation Apps

Client Benefits



HR Support Hotline for **McGriff** Clients



McGriff

A Marsh & McLennan Agency LLC Company



888-245-6272



admin@seay.us



www.seayhr.com



HR Strategy & Guidance

Seay Management Consultants

- Employee Opinion Surveys
- Management Development and Supervisory Training
- Leadership Assessment and Development Programs
- Administration of the DISC Profile and Analysis
- Compensation Management
- Salary Administration Programs
- Performance Appraisal Forms and Systems
- Developing and Writing Job Descriptions
- Assistance with Employee Matters, Discipline and Dismissal
- Conflict Resolution -- Issues with Employees and Managers
- Sexual Harassment Prevention and Sensitive Work Issues
- Executive and Management Search Efforts by Screening and Interviewing Prospective Candidates
- Other Specialized Management Services



Compliance Support

Seay Management Consultants

- Telephone, Email, Advice and Guidance
- Employee Handbook Creation and Updates
- Affirmative Action Plans
- Managing OFCCP Affirmative Action Audits
- Compliance with Applicable Employment Regulations
- Equal Employment Opportunity Policy, Advice and Analysis
- Resolving Discrimination Charges or Claims of Unfair Treatment
- Human Resources Management Audits
- Wage and Hour Analysis, Advice and Recommendations
- Americans With Disabilities Advice and Recommendations
- Resolving Wage and Hour and DOL Investigations





Your Questions?



Never settle for less.

This document is not intended to be taken as advice regarding any individual situation and should not be relied upon as such. Marsh & McLennan Agency LLC shall have no obligation to update this publication and shall have no liability to you or any other party arising out of this publication or any matter contained herein. Any statements concerning actuarial, tax, accounting or legal matters are based solely on our experience as consultants and are not to be relied upon as actuarial, accounting, tax or legal advice, for which you should consult your own professional advisors. Any modeling analytics or projections are subject to inherent uncertainty and the analysis could be materially affected if any underlying assumptions, conditions, information, or factors are inaccurate or incomplete or should change. d/b/a in California as Marsh & McLennan Insurance Agency LLC; CA Insurance Lic: 0H18131. Copyright © 2025 Marsh & McLennan Agency LLC. All rights reserved. McGriff is a business of Marsh & McLennan Agency LLC.