

Human Resources CAP Committee Meeting Minutes May 31st , 2023

- 1) **Health Insurance Renewals-** the group discussed the various avenues being explored due to high renewals from insurance companies. UPMC and Highmark both came back with larger increases than previous years. Some are considering Self-Funding due to the increases.

- 2) **Employment References/Candidates ghosting employers-** the group discussed employment references and most are not doing because they don't get more than employment verification. Also, discussed candidates ghosting employers and not showing up or not being professional when other candidates have been selected.

- 3) **Learning Management Systems-** the group discussed the different learning management systems or avenues their staff are getting training. The majority of those who have an LMS, are using Relias. The other avenues the groups who don't have an LMS use are Kepro, You tube videos and CCAC trainings.