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Welcome to the UBA Partner Firm exclusive monthly newsletter, delivering insights into timely human resources and employee benefits topics.

March 2025

- Dear HR Manager | Navigating Revenge Quitting
- Workplace Culture | Hiring for Skills Over Degrees
- Employee Benefits | Caring for Caregivers

Dear HR Manager,

My company has recently experienced an increase in abrupt resignations, often accompanied by employees voicing frustration about pay, advancement opportunities, and workplace culture. How can we address revenge quitting and prevent it from impacting morale and retention?

- Navigating Revenge Quitting

Dear Navigating Revenge Quitting,

Revenge quitting is emerging as a workplace trend in 2025.

Unlike quiet quitting, where employees disengage while remaining in their roles, revenge quitting is a more vocal and abrupt exit driven by frustration. Employees who feel undervalued, underpaid, or stuck in their careers choose to leave dramatically, often making their dissatisfaction known on the way out. This trend reflects more profound workplace dissatisfaction and can have a ripple effect on morale and retention if left unaddressed. To mitigate the impact of revenge quitting, consider these three key strategies.

Prioritize Open Communication

Create an environment where employees feel heard before they reach a breaking point. Establish regular check-ins with managers and anonymous feedback channels to gauge employee sentiment. Encourage transparent conversations about career growth, compensation concerns, and workplace culture. Proactively addressing frustrations can prevent employees from feeling the need to make an abrupt exit.

Enhance Career Growth

Employees often revenge-quit when they feel their contributions go unrecognized or their careers are stagnant. Provide transparent plans for advancement, regular performance-based salary adjustments, and meaningful professional development opportunities. Celebrating achievements and clear career pathways can reinforce a sense of progress and belonging, reducing the likelihood of frustration-driven resignations.

Develop an Engaging Workplace Culture

A positive workplace culture can significantly impact employee retention. Encourage collaboration, acknowledge diverse perspectives, and ensure employees feel valued. Building trust through transparency and fair workplace policies can help reduce dissatisfaction. Regularly assess and adjust workplace policies to align with employees' evolving needs, reinforcing a culture that retains talent rather than repels it.

By implementing these strategies, you can create an environment where employees feel appreciated, engaged, and motivated to stay. Addressing the root causes of frustration before they escalate into revenge quitting will help your company attract and retain top talent.

– *HR Manager*

Workplace Culture | Hiring for Skills Over Degrees

Traditional hiring models have long emphasized academic credentials, but today's job market is shifting toward a skills-first approach. As companies look to close talent gaps and improve workforce performance, hiring based on demonstrated abilities rather than degrees is a more effective strategy. Organizations that embrace this approach are reducing hiring mistakes and fostering a more agile and capable workforce.

Why Skills-Based Hiring Matters

Employers are recognizing that a diploma does not always equate to job readiness. According to a recent survey,

90% of companies prioritizing skills over degrees report fewer hiring errors, and 94% say these hires outperform those selected based on traditional credentials.

With evolving industry demands and the rapid advancement of technology, businesses need employees who can adapt and execute rather than possess a formal education.

Building a Skills-Based Hiring Framework

Transitioning to a skills-first hiring model requires rethinking job descriptions, interview processes, and evaluation criteria.

Define Critical Job Competencies

Identify the skills essential for success in each role. Whether technical expertise, problem-solving abilities, or communication skills, understanding what drives performance allows companies to assess candidates effectively.

Revamp Job Descriptions

Instead of requiring specific degrees, focus job postings on the skills, experience, and practical knowledge necessary for the role. This broadens the talent pool and attracts candidates who may have gained expertise through alternative learning paths or on-the-job experience.

Leverage Skills Assessments

Incorporate practical tests, simulations, or real-world problem-solving exercises into the hiring process. These methods provide a more accurate picture of a candidate's abilities than a resume alone.

Utilize AI and Technology

AI-driven talent management tools can help identify skill gaps, match candidates to roles based on capabilities, and streamline hiring decisions. Companies investing in such tools are better equipped to align workforce skills with business needs.

The Future of Hiring: Adaptability Over Credentials

As organizations face a shifting labor market, skills-based hiring will become an essential strategy for securing top talent.

With 87% of companies reporting current or anticipated skill gaps,

prioritizing capabilities over degrees is no longer just an advantage—it's a necessity. Businesses can build stronger, more diverse teams and drive long-term success by focusing on what candidates can do rather than where they studied.

Employee Benefits | Caring for Caregivers

Supporting employees who serve as caregivers is a growing priority for companies aiming to create a compassionate and resilient workforce. Caregiving responsibilities can be physically, emotionally, and financially draining, making it crucial for organizations to provide benefits that address these challenges. Employers can create a workplace culture that supports, values, and retains caregiving employees by offering flexible work arrangements, financial assistance, and emotional support.

Flexibility for Caregivers

Providing flexible work options is one of the most effective ways to support employees who balance their careers with caregiving duties.

Nearly 75% of employees are already balancing caregiving responsibilities

—a figure expected to rise as the population of adults aged 65 and older continues to grow in the coming years. Options such as remote work, adjustable schedules, and compressed workweeks allow caregivers to manage medical appointments, coordinate care, and fulfill family obligations without compromising their professional responsibilities.

Financial and Emotional Support

The financial burden of caregiving can be significant, from medical expenses to specialized care needs. Employers can ease this strain by offering caregiver stipends, access to financial planning resources, or expanded paid leave policies. Providing subsidies for in-home care services or dependent care flexible spending accounts can help offset costs and allow employees to focus on their well-being and productivity, bringing much-needed relief to their lives.

Companies can strengthen emotional support for caregivers by offering enhanced Employee Assistance Programs (EAPs), dedicated support groups, and professional counseling services. Companies should ensure employees have straightforward, barrier-free access to these resources through clear communication and streamlined enrollment processes to maximize their impact. Normalizing the use of these programs through leadership advocacy and workplace culture initiatives reassures employees that they are not alone, promoting inclusivity and reducing workplace stress.

Investing in Caregiver Well-Being

Companies prioritizing caregiver benefits demonstrate a commitment to their workforce's holistic well-being. Recognizing and supporting caregivers builds loyalty, enhances job satisfaction, and strengthens organizational culture. By implementing caregiver-friendly policies, companies can cultivate a workplace where employees feel valued—not just for their contributions at work but also for their vital roles in their personal lives. Businesses proactively supporting caregivers will be better positioned to attract and retain top talent.

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