

WHAT IS THE QUICK QUITTING TREND?



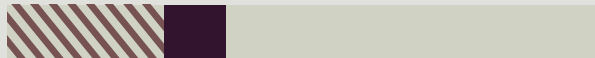
As employers navigate trends such as “quiet quitting”—a new term within the employment landscape that refers to workers only doing what their job description entails without going above and beyond—new data revealed that many workers have begun “quick quitting.” That is, in certain industries, workers are quitting their jobs at increasingly high rates before the one-year mark. The emergence of this trend demonstrates that workers in the United States are getting more comfortable leaving their jobs.

THE EMERGENCE OF QUICK QUITTING

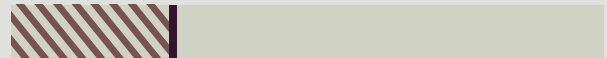
LinkedIn’s Workforce Report found that more U.S. workers are leaving their jobs after only being with an organization for a short time, and many are quitting in less than one year. The report analyzed the short tenure rate (STR)—the fraction of positions being held for less than one year—and noticed an increase across industries over the last few years. Short tenures started to rise in August 2021 and peaked in March 2022, when the overall STR was up 9.7% compared with the same period in the prior year. Yet, some sectors are seeing a more significant rise in quick quitting than others.

Consider the following year-over-year changes in STRs for various industries in August 2022:

Technology, information and media: **10.48%**



Manufacturing: **1.23%**



Administrative and support service: **8.87%**



Construction: **-1.12%**



Financial services: **5.62%**



Retail: **-4.92%**



Professional services: **4.49%**



Hospitals and health care: **-4.94%**



Transportation, logistics, supply chain and storage: **4.15%**



As evidenced by this data, some sectors are experiencing an increase in short tenures, whereas others are seeing a decrease. While the overall STR has been on the rise, the impact of quick quitting may vary between industries.

EMPLOYER CONSIDERATIONS

To help increase employee retention, especially among short-tenured workers, employers can consider the following strategies:



Ensure structured onboarding and orientation processes.



Engage employees regularly through communication and collaboration.



Invest in career growth opportunities.



Recognize employees' accomplishments.



Foster a sense of belonging in the workplace.

Contact us today for more information on workplace trends and employee retention tactics.