

VPS WEEKLY NEWSLETTER



HR INDUSTRY IN FOCUS

One Big Beautiful Bill – Big Wins for HR, Bigger Gains for the Workforce

The “One Big Beautiful Bill Act” is delivering a major legislative leap for HR professionals—introducing impactful provisions designed to ease caregiving burdens, support financial wellness, and strengthen workforce development. While reforms to HSAs and HDHPs didn’t make the final cut, what remains is a robust set of HR-friendly reforms headed to the president’s desk.

With updates ranging from expanded paid leave tax credits to permanent student loan repayment support, this bill positions HR as the strategic enabler of employee well-being and workplace agility.

Industry in a Snap: Leadership Action Step

HR leaders should act now by updating benefit communications, aligning training programs with new education incentives, and maximizing tax credits for paid leave and caregiving. Equipping managers to support employees’ financial and family needs will drive retention and resilience.

Business Impact Corner

These provisions aren’t just policy—they’re performance drivers. Supporting working parents with childcare, easing financial stress with loan repayment options, and expanding education access means lower turnover, higher engagement, and a more resilient workforce.

For HR professionals, this is a moment to act boldly: reimagine benefits strategy, partner with Finance to maximize tax credits, and position your company as a forward-thinking employer of choice.



HR LEADERSHIP SPOTLIGHT

AIXIETY RISING: HOW AI IS RESHAPING ENTRY-LEVEL CAREERS

New research from Stanford reveals that AI is already shaking up the job market—particularly for young professionals. Since late 2022, employment for early-career workers (ages 22–25) in AI-exposed fields like software engineering and customer service has dropped by up to 20%. Meanwhile, more experienced workers and those in less exposed roles have seen stable or growing employment.

The shift highlights how AI tends to automate codified, entry-level knowledge, leaving younger workers more vulnerable. Some are pivoting to skilled trades in search of stability, a trend dubbed the “Alxiety Pivot.” For HR, this underscores the urgency to reimagine early-career pathways, upskill programs, and AI-augmented training.

VPS Solutions Drive Results: As AI reshapes entry-level careers, VPS equips organizations to adapt with agility. From upskilling early-career talent to designing inclusive development pipelines, our solutions help mitigate AI’s impact on young workers. By focusing on human-centered strategy and future-ready skills, VPS empowers clients to build resilient, AI-augmented teams that thrive—not just survive—in today’s shifting labor market.



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