

Job Market Trends and Tips to Fuel Your Career

Express
EMPLOYMENT PROFESSIONALS



Job Seekers Showing Flexibility in a Shifting Job Market

Nearly 2 in 5 people (**38%**) are actively searching for a new job, and most job seekers believe that finding employment will become more difficult over the next six months. Many job seekers (**74%**) acknowledge the various obstacles they face in securing their next job, and perhaps as a result, are showing increased flexibility in the types of positions they are willing to consider.

80%

of job seekers believe employers have the upper hand in the job market right now.

Top 3 Challenges in Job Search



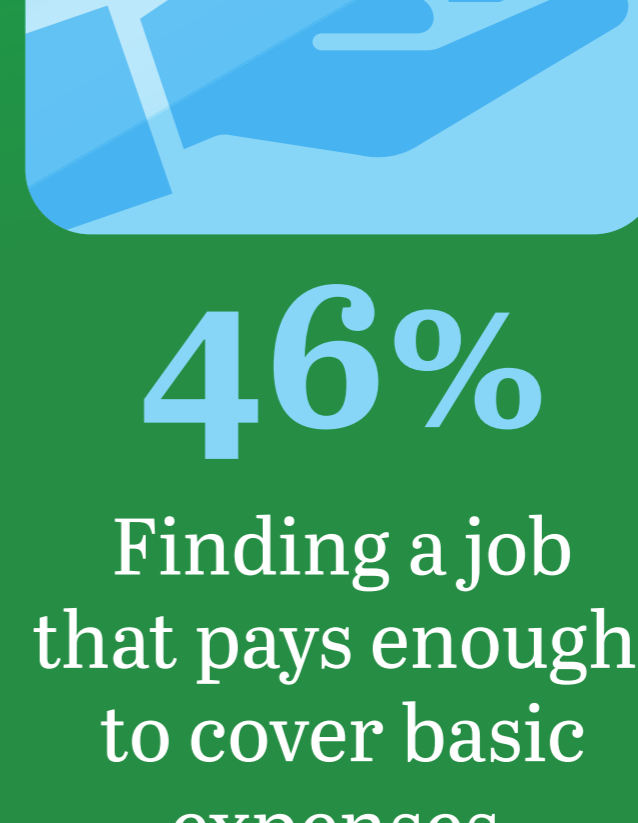
54%

Finding new job opportunities that match qualifications



48%

Standing out in a competitive job market



46%

Finding a job that pays enough to cover basic expenses

Job Seekers' Willingness to Accept Different Job Types

Fall 2024

75%

40%

28%

19%

21%

11%

Spring 2025

80%

35%

24%

16%

18%

10%

Full-Time

Part-Time

Contract/Freelance

Entry-Level

Temporary/Seasonal

Compensation Lower than Most Recent Pay Level

Job seekers noted key barriers to finding their next job opportunity, including:

43% Lacking skills, such as hard skills, soft skills, AI skills, and communication skills

32% Being overqualified

29% Companies claiming to be hiring, but are only collecting applicants/resumes to review

25% Companies waiting to hire until they see the outcomes of changes in government policies

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Applying When You're Overqualified—Strategic Advantage or Hiring Hurdle?

Although nearly 3 in 5 job seekers (**59%**) report it's impossible to compete for a job against a candidate who is overqualified, particularly those with limited experience or applying for entry-level roles, they recognize that employers may be doing a disservice by dismissing these candidates outright, as **83%** report organizations miss out by rejecting these candidates too quickly. In fact, **64%** of job seekers said they have applied for roles for which they are themselves overqualified for reasons such as:

58%

The need for income

53%

Better work-life balance

35%

A passion for the industry

Almost two-thirds of job seekers (**64%**) agree companies are more likely to hire an overqualified candidate than someone with only entry-level experience, and **65%** worry that companies prefer overqualified candidates because they bring more to the table, even if the role doesn't match their level.

However, being overqualified shouldn't be a deterrent to applying for a job.

89% of job seekers agree it's appropriate to apply to jobs for which they're overqualified if it's a position they want.

61% of hiring decision-makers say their company typically considers hiring candidates who are overqualified for the job/position.

The willingness of hiring decision-makers to hire overqualified candidates is likely driven by advantages such as:

46% More confidence on-the-job

43% No/minimal time to train

41% Ability to mentor junior employees

39% Better decision-making skills

38% More productive

How to Overcome the Perception of Being Overqualified

Overcoming the perception of being overqualified is all about demonstrating genuine interest, highlighting relevant skills, and addressing the employer's concerns proactively.

Express Blog
From Hired to Retired, Everything In Between.

Job Security Anxiety on the Rise

In today's job market, both hiring managers and job seekers grapple with growing job security concern as **51%** of job seekers are more concerned about it now than they were 12 months ago, and **42%** of hiring managers believe their employees feel the same. These feelings are influenced by external factors, such as economic conditions and government policies. Employed job seekers fear not receiving deserved raises, job losses, and the impact of economic downturns on their roles.

However, despite job seekers' fears, companies are confident in their ability to provide employees with both long-term (**80%**) and short-term (**82%**) job security.

75%

of job seekers agree job security is becoming a thing of the past

Employed job seekers report that their biggest fears regarding their current job include:

34%

Not getting the salary increase/raise they deserve

33%

Slowdown in work opportunities because of the economy

30%

Losing their job before finding a new one

29%

Company reducing workforce due to economic climate

25%

A change in team structure

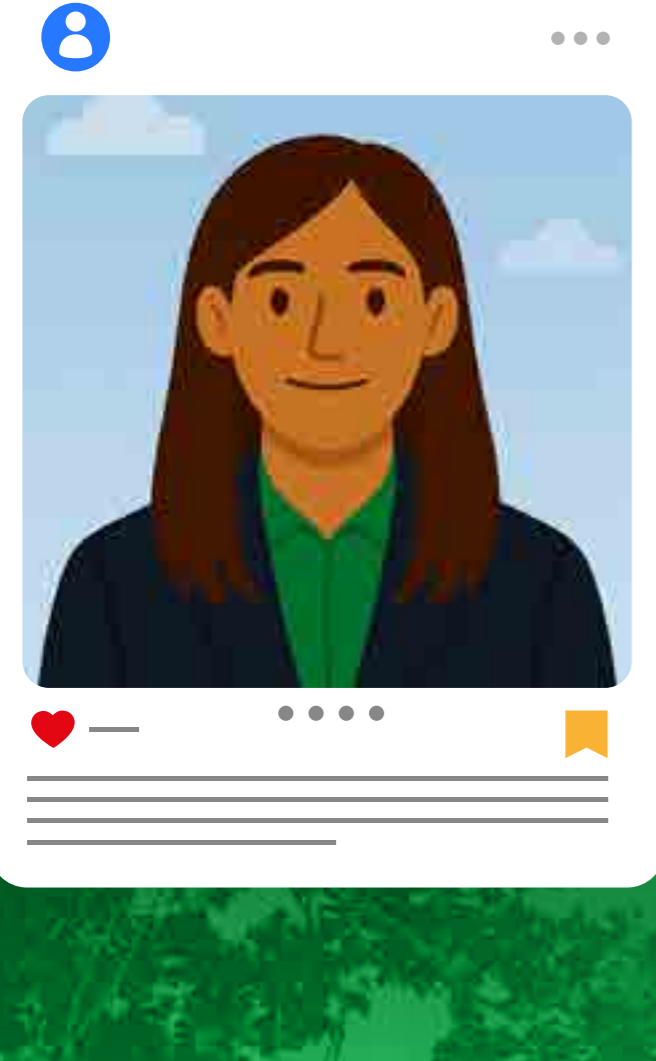
The most common offerings job seekers say would make them feel confident about their long-term job security at a company are:

40% Training for employees taking on additional roles and responsibilities

36% Clearer communications from senior leadership

33% Access to cross-training or upskilling programs

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Research was conducted online within Canada by The Harris Poll on behalf of Express Employment Professionals from June 12–27, 2025, among 503 adults ages 18 and older who are employed but looking for a new job or not employed and looking for work ("Job seekers"). Data are weighted where necessary by education, age by sex, knowledge of official languages, region, race, size of household, and marital status to bring them in line with their actual proportions in the population.

The Harris Poll
Harris Insights & Analytics LLC, A Stagwell Company

For complete survey methodology, including weighting variables and subgroup sample sizes, please contact Communications@ExpressPros.com.