

## Job Market Trends and Tips to Fuel Your Career

**Express**  
EMPLOYMENT PROFESSIONALS



### Job Seekers Showing Flexibility in a Shifting Job Market

The number of people actively searching for new jobs is growing (**44%** compared to **41%** Fall 2024 and **35%** Spring 2024), and most job seekers believe that finding employment will become more difficult over the next six months. Many job seekers 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.

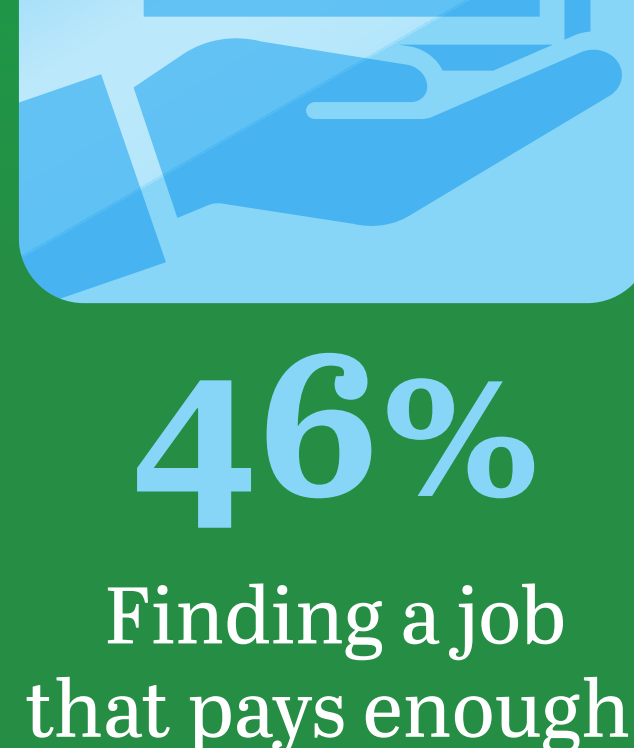
**78%**  
of job seekers believe employers have the upper hand in the job market right now.

#### Top 3 Challenges in Job Search



**52%**

Finding new job opportunities that match qualifications



**46%**

Finding a job that pays enough to cover basic expenses



**44%**

Standing out in a competitive job market

#### Job Seekers' Willingness to Accept Different Job Types

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

**35%** Companies claiming to be hiring, but are only collecting applicants/resumes to review

**30%** Being overqualified

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

Although more than half of job seekers (**55%**) 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 **81%** report organizations miss out by rejecting these candidates too quickly. In fact, **65%** of job seekers said they have applied for roles for which they are themselves overqualified for reasons such as:

**59%**

The need for income

**56%**

Better work-life balance

**41%**

A passion for the industry

Nearly 3 in 4 job seekers (**74%**) agree companies are more likely to hire an overqualified candidate than someone with only entry-level experience, and **67%** 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.

**87%** of job seekers agree it's appropriate to apply to jobs they're overqualified for if it's a position they want.

**70%** 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:

**50%** More confidence on-the-job

**48%** More productive

**47%** Better decision-making skills

**46%** Ability to mentor junior employees

**45%** No/minimal time to train

#### 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.

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### Job Security Anxiety on the Rise

In today's job market, both hiring managers and job seekers grapple with growing job security concerns as **51%** of job seekers are more concerned about it now than they were 12 months ago, and **46%** 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 (**84%**) and short-term (**84%**) job security.

**71%**  
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:

**40%**

Not getting the salary increase/raise they deserve

**31%**

Losing their job before finding a new one

**31%**

Company reducing workforce due to economic climate

**29%**

Slowdown in work opportunities because of the economy

**29%**

Role negatively impacted by changes in government policies

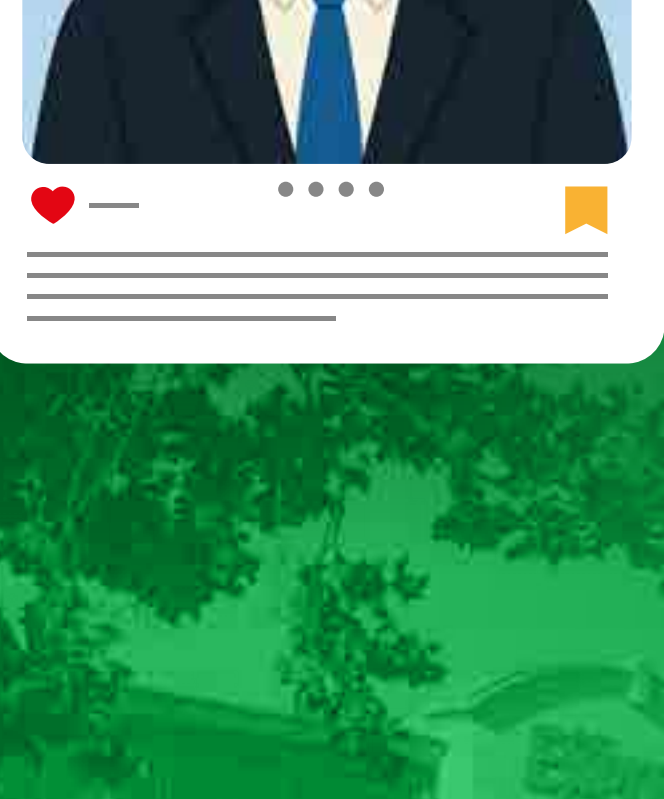
The most common offerings job seekers say would make them feel confident about their long-term job security at a company are:

**41%** Training for employees taking on additional roles and responsibilities

**41%** Clearer communications from senior leadership

**38%** Access to cross-training or upskilling programs

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Research was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals June 12–27, 2025, among 1,000 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 gender, race/ethnicity, region, education, marital status, household size, and official language 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](mailto:Communications@ExpressPros.com).