

Fuel Your Career With These Job Market Trends and Tips



Express[®]
EMPLOYMENT PROFESSIONALS

JobSeeker
US REPORT
Fall 2026 Edition



The New Career Currency: Adaptability

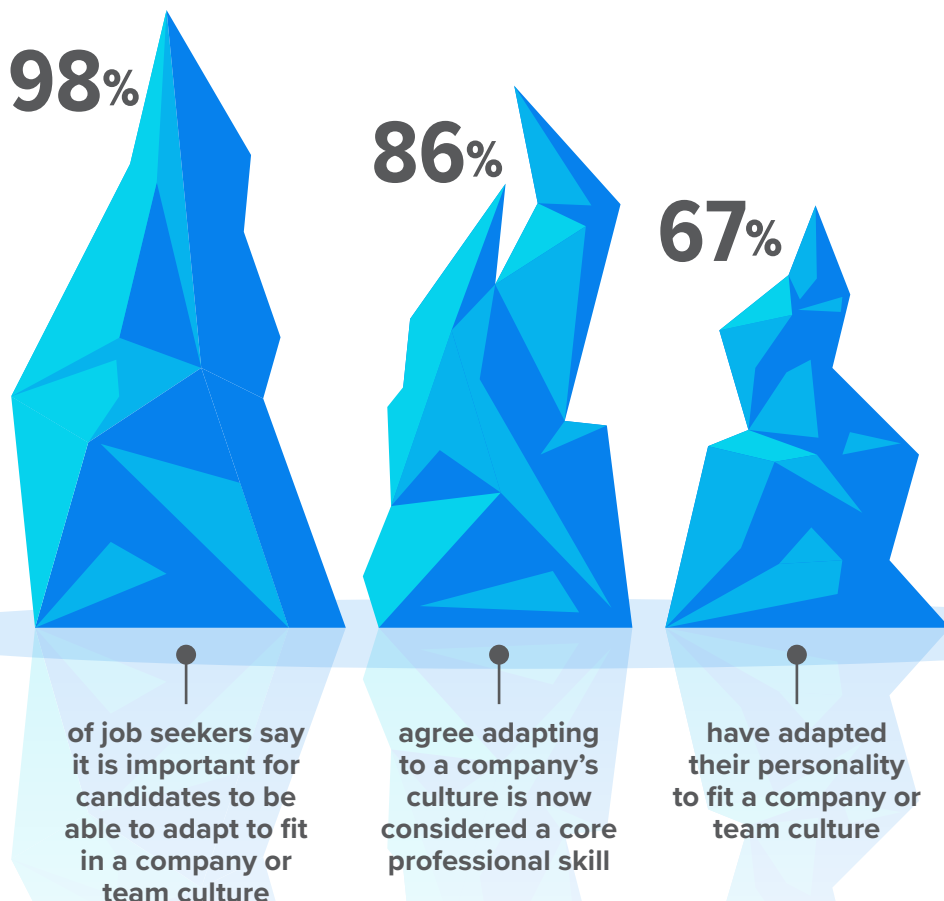
The workplace continues to evolve, creating new opportunities and expectations for job seekers. From adapting to workplace culture and exploring flexible work to learning new technology and building transferable skills, adaptability is becoming one of the most valuable career skills. Explore the trends shaping today's job market and learn how flexibility, skill development, and career readiness helps open the door to new opportunities.

51%

of job seekers say adaptability is one of the personality traits companies value most.

Adaptability Is Driving Employability

Job seekers recognize that success is not based on skills and experience alone. The ability to collaborate with others, adjust to workplace expectations, and respond to change is increasingly viewed as a valuable career skill.



Show Employers Your Strengths

Strengthen your interview skills, learn workplace best practices, and prepare for career success through Job Genius. The free educational program covers resume tips, interviewing, workplace skills, and career readiness topics designed to help candidates stand out.

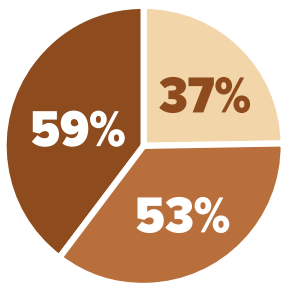
Learn more at
ExpressPros.com/JobGenius



Flexible Work Creates More Ways Forward

Contract assignments continue to be a popular way to earn income, build experience, develop new skills, and explore new opportunities while pursuing longer-term career goals.

What Makes Contract Work Attractive?



Advantages:

- 59% of job seekers value flexible hours
- 53% value making their own schedule
- 37% value choosing jobs or tasks that interest them

57%

of job seekers have worked as contract workers at some point.



Top Reasons to Engage in Contract Work

Top 3:



43%

Add more money to savings



42%

Make more money for daily expenses



40%

Gain new skills

Others:



36%

Build up my experience on my resume for future jobs



31%

Try to be hired full-time at the company in the future



30%

Explore an industry or company



25%

Network with others in my desired field/industry



18%

Get a positive letter of recommendation to use in my employment search

Contract work can help you gain valuable experience, develop in-demand skills, and make new professional connections. Whether you're exploring a different career path or building on existing experience, contract assignments can help position you for future opportunities.

Discover Opportunities That Match Your Goals

Whether you're looking for contract work, seasonal opportunities, or a longer-term role, Express can help you find opportunities that align with your skills and career goals. From identifying potential opportunities to supporting you throughout your job search, Express can help you move forward with confidence.

Connect with your **local Express Employment Professionals office** to learn more.

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Short-Term Work Can Build Long-Term Skills

Seasonal jobs offer more than a paycheck. Many workers view them as opportunities to gain experience, build professional skills, and create pathways to future opportunities. The skills developed in these roles can help strengthen a resume and prepare candidates for future career growth.

86%

of job seekers agree seasonal work provides valuable skills that easily transfer to other industries or careers.

Transferable Skills Seasonal Work Can Build

49%

Adaptability

45%

Communication

48%

Time Management

44%

Teamwork

47%

Customer Service

43%

Problem-Solving

Among job seekers with seasonal work experience, 54% cite professional development reasons for taking those roles, including gaining skills, building experience, networking, and securing positive references.



Build Your Skills With ExpressLearn

Express associates* have access to ExpressLearn, a free online learning resource, with a variety of courses to help you build your skills. With more than 100 mobile-friendly courses, grow your career at ExpressPros.com/ExpressLearn.

**You must be currently registered to work with an Express office as an Express associate to access these resources.*

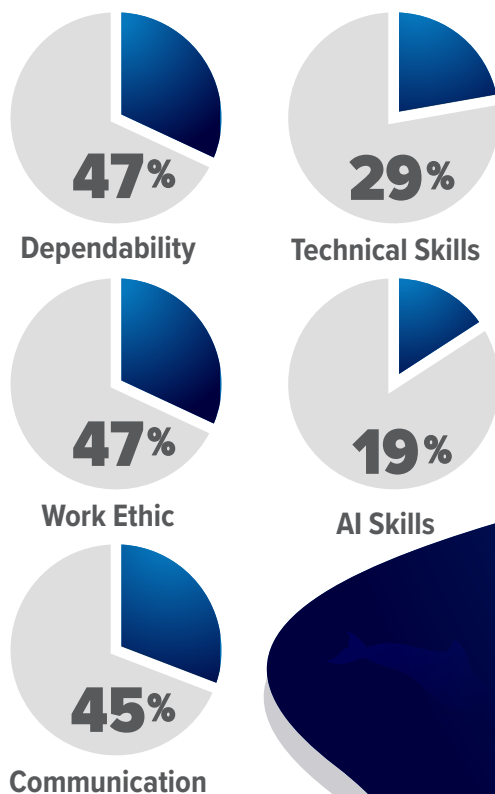
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AI Readiness Is Part of Adaptability

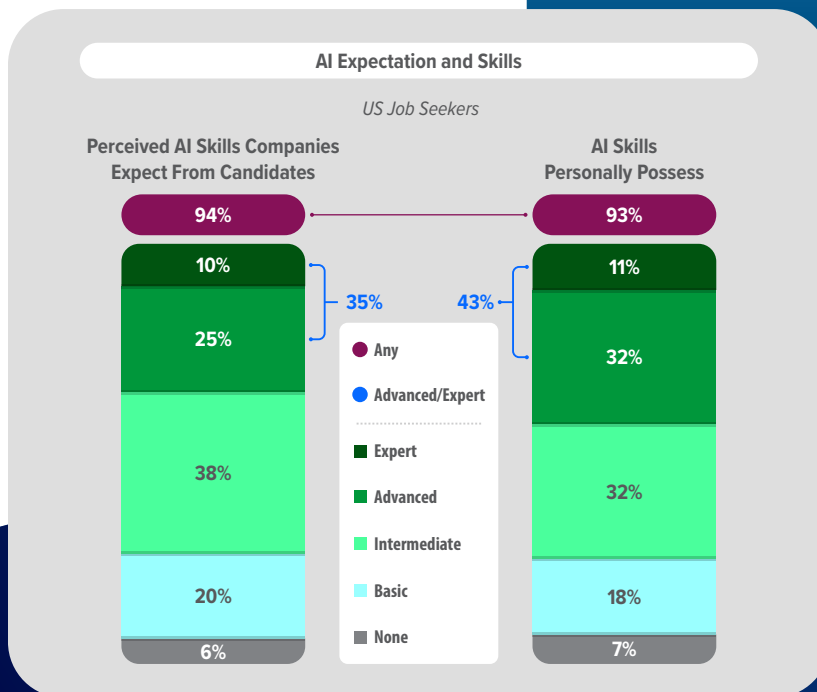
As technology continues to evolve, job seekers recognize the importance of understanding AI tools while continuing to strengthen the human skills employers value most. Although most believe AI capabilities are expected at some level, job seekers feel employers prioritize human qualities over technical expertise.

Skills Job Seekers Believe Employers Consider Absolutely Essential for Job Applicants



94%

of job seekers believe employers expect candidates to have some level of AI skill.



Nearly 6 in 10 job seekers (58%) believe employers are looking for basic or intermediate AI skills, and 50% believe they currently possess basic or intermediate skills.

Adapting to the AI-Driven Job Market: How to Stand Out in an Automated Hiring World

As AI becomes increasingly common in the workplace, job seekers can benefit from understanding how technology is influencing hiring, skill development, and career growth. Check out this blog article for practical insights on preparing for an evolving workplace while continuing to strengthen the human skills employers value most.

[Read More](#)

Express BlogSM

Adaptability can help job seekers navigate workplace changes, build transferable skills, and uncover new opportunities. Whether you're exploring flexible work, developing new skills, or preparing for your next career move, **Express Employment Professionals** can help connect you with opportunities that move you closer to your goals.



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Find more fresh insights for today's job seekers at ExpressPros.blog.

Research was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from May 19 to June 8, 2026, 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 education, age by sex, race/ethnicity, region, household income, size of household, marital status, and employment status, to bring them in line with their actual proportions in the population.



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

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