



Job Security in Crisis: 73% of US Job Seekers Say No Job Is Safe — Even with Strong Performance

Economic Uncertainty Drives Strategic Shifts in Job Search Behavior and Confidence in Traditional Employment

OKLAHOMA CITY, Aug. 27, 2025 — As recession fears intensify, U.S. job seekers are confronting a stark reality: job security may no longer be guaranteed, even for top performers.

According to a new Express Employment Professionals-Harris Poll survey, 73% of job seekers agree that no job is secure, no matter how well an employee performs, and 71% say job security is becoming a thing of the past. These concerns are reshaping how Americans approach their careers, with many reporting a dramatic shift in their sense of stability.



- 67% of employed job seekers say they used to feel stable in their careers, but now everything feels uncertain.
- Gen Z workers are especially affected, with 33% strongly agreeing, compared to 22% of millennials and Gen X.

Recession Fears Reshape Job Search Behavior

While only 50% of job seekers expect a recession in the next 12 months, and 24% believe it will happen within six months, nearly 1 in 10 (9%) say we're already in one. These fears are driving significant changes in job search strategies:

- 74% are concerned about finding a job during a potential or ongoing recession, with 32% saying they are very concerned.
- Concern is highest among those with household incomes under \$50K (82% vs. 72% for those earning more).
- 73% worry that any job they accept now may be at risk if the economy worsens.
- 71% feel the current job market forces them to settle for less than they're qualified for.
- 51% are more concerned about job security than they were a year ago.

Strategic Shifts in Job Search Behavior

Faced with economic uncertainty, job seekers are adapting in real time:

- 65% say fear of a recession influences their willingness to negotiate salary or benefits.
- Many are changing their job search strategy:
 - 38% are more open to different work environments
 - 31% are applying to roles outside their target industry
 - 27% are applying to roles they're overqualified for
 - 23% are willing to relocate
 - 21% are more open to lower salaries

Additionally, 65% believe contract and freelance work offer more control over their future than traditional full-time jobs.

Confidence in Employers and Government Policy

Despite widespread anxiety, most employed job seekers still express confidence in their current employers:

- 73% are confident in their company's ability to provide short-term job security, with 28% very confident.
- 69% are confident in long-term job security, with 26% very confident.
- However, 74% say changes in government policies have a bigger impact on job security than decisions made by company leadership.

"In times of economic uncertainty, job seekers should focus on adaptability and self-investment," said Bob Funk Jr., CEO, President and Chairman of Express Employment International. "Expand your search, sharpen your skills and stay open to new opportunities, even those outside your comfort zone. The most successful candidates aren't just looking for jobs; they're building resilience for whatever comes next."

Survey Methodology

The Job Seeker Report was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from June 12 to 27, 2025, among 1,000 adults ages 18 and older.

For full survey methodologies, please contact Sheena.Hollander@ExpressPros.com, Director of Corporate Communications & PR.

If you would like to arrange for an interview to discuss this topic, please contact Sheena.Hollander@ExpressPros.com, Director of Corporate Communications & PR.

About Robert (Bob) Funk Jr.

Robert (Bob) Funk Jr. is the Chief Executive Officer, President and Chairman of Express Employment International, a global staffing franchisor founded and headquartered in Oklahoma City, Oklahoma. He leads a portfolio of workforce solution brands, including the flagship Express Employment Professionals franchise, along with several affiliated brands serving specialized markets. The Express franchise brand is an industry-leading, international staffing company with franchise locations across the U.S., Canada, South Africa, Australia and New Zealand.

About Express Employment Professionals

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