



87% of Employers Say They're Protecting Jobs. So, Why Are Workers Still Worried?

New survey reveals disconnect: Nearly half of hiring managers say employee concerns about job security are rising, despite widespread use of retention policies.

OKLAHOMA CITY, Sept. 10, 2025 — As economic uncertainty continues to shape the labor market, a new Express Employment Professionals–Harris Poll survey reveals a striking contrast between employer confidence and employee concern about job security.

While 84% of companies are confident in their ability to provide both short- and long-term job security, 46% believe their employees are more concerned about job security now than they were a year ago.

Transparency and Communication Matter

The survey shows 46% of hiring managers say their company takes an “all hands on deck” approach to communicating job security and organizational stability, meaning leadership consistently and transparently shares information with employees. This approach is more common among white-collar leaders (49%) than blue-collar leaders (36%).

Conversely, 54% of blue-collar hiring managers favor a “selective sharing” approach, where information is shared only as needed, compared to 34% of white-collar leaders.

From the employee perspective, 88% of job seekers say they would feel more secure working for a company that clearly communicates its future. However, only 33% report their company uses an “all hands on deck” approach, while 49% say their company uses “selective sharing,” and 18% report an “at arm’s-length” approach, where leadership rarely shares information.

Policies That Support Job Security

Employers are backing their confidence with action. Eighty-seven percent of hiring managers report their company uses specific policies or practices to support job security, including:



- Upskilling/reskilling opportunities (37%)
- Reducing expenses in other areas to avoid layoffs (35%)
- Creating emergency funds/reserve budgets (28%)
- Utilizing flexible staffing models (27%)
- Using data analysis to forecast staffing needs (26%)
- Covering the cost of employee education (25%)

These practices align with what job seekers say would make them feel more confident about long-term job security:

- Training for additional roles/responsibilities (41%)
- Clearer communication from senior leadership (41%)
- Access to cross-training or upskilling programs (38%)

External Pressures and Stress

While companies are taking steps to protect jobs, external factors continue to weigh heavily on workers. Seventy-two percent of hiring managers say changes to government policies (e.g., tariffs, taxes, regulations) have a bigger long-term impact on job security than internal company decisions.

Recent studies reinforce the emotional toll of job insecurity:

- A [Staffing Industry Analysts report](#) found 81% of U.S. adults are worried about losing their jobs in 2025.
- The [American Psychological Association's 2025 Work in America study](#) revealed:
 - 44% of employed adults said they were concerned that an economic slump, downturn or recession could lead to being laid off, furloughed or having their job eliminated within the year.
 - 54% say job insecurity significantly impacts their stress levels at work.

“In a labor market shaped by uncertainty, job security is no longer just about stability. It’s about adaptability,” said Bob Funk Jr., CEO, President and Chairman of Express Employment International. “Organizations that invest in transparent communication and continuous skill development aren’t just retaining talent, they’re building a workforce equipped to navigate change and drive long-term growth.”

Survey Methodology

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from June 2 to 28, 2025, among 1,000 U.S. hiring decision-makers.

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

At Express Employment Professionals, we're in the business of people. From job seekers to client companies, Express helps people thrive and businesses grow. Our international network of franchises offers localized staffing solutions to the communities they serve across the U.S., Canada, South Africa, Australia and New Zealand, employing 427,000 people globally in 2024 and more than 11 million since its inception. For more information, visit ExpressPros.com.