

Data-Driven Workforce Trends to Elevate Your Hiring Strategy

JobInsights
US REPORT

Express
EMPLOYMENT PROFESSIONALS

Fall 2025 EDITION



Hiring Optimism Wavers as Companies Brace for Challenges

Optimism is fading as 78% of hiring managers feel positive about their company's hiring outlook this year, down from 84% toward the end of 2024. The majority of hiring managers (68%) say it's an employer's market, yet reports of decreasing positivity and fewer plans to hire signal that optimism is wavering. Currently, 37% of hiring managers feel negatively about their hiring outlook, and 58% of companies plan to increase the number of employees in the remainder of the year, down from 63% toward the end of 2024.

However, as uncertainty weighs on hiring managers' minds, 91% still expect to face hiring challenges this year.

Top 3 hiring challenges companies expect to face for the remainder of this year:



(*i.e. due to concerns of a recession or economic downturn and/or changes in government policies)

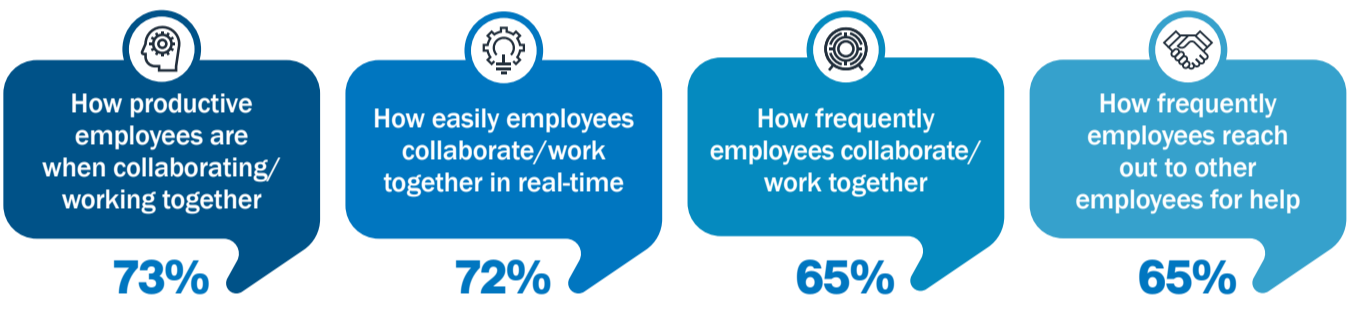
“These numbers reveal a story of employers recalibrating in response to a market shaped by AI, economic uncertainty, and a shortage of qualified talent. Companies are still hiring, but with greater intention and strategy. At the same time, they're streamlining operations and investing in upskilling their current workforce, all with a sharp focus on future readiness.”

— **Bob Funk Jr.**
CEO, President and
Chairman of Express
Employment International

AI: Collaboration Aid or Drain?

AI can be a tool for positive change, yet 86% of hiring managers are concerned about the growing use of AI in the workplace, particularly that employees will lose the ability to think creatively (43%), connection and communication among employees will decrease (41%), and that they will lose the ability to solve problems (39%).

Companies using AI in the workplace largely report AI helps with collaboration, including:



Despite the benefits AI can have on collaboration, 81% of hiring managers in companies using AI in the workplace believe employees at their company rely on AI at least sometimes instead of reaching out to other coworkers for help or input, and 35% say this always or often happens.



Training employees to use AI is essential for companies to succeed in the long-run.



56% of hiring managers are concerned their company leadership does not know how to implement AI to improve productivity.

Training Is Critical

To capitalize on the benefits of AI and avoid potential pitfalls, training is critical. Most hiring managers agree training to use AI is essential, but more than half are concerned their company lacks the necessary resources.

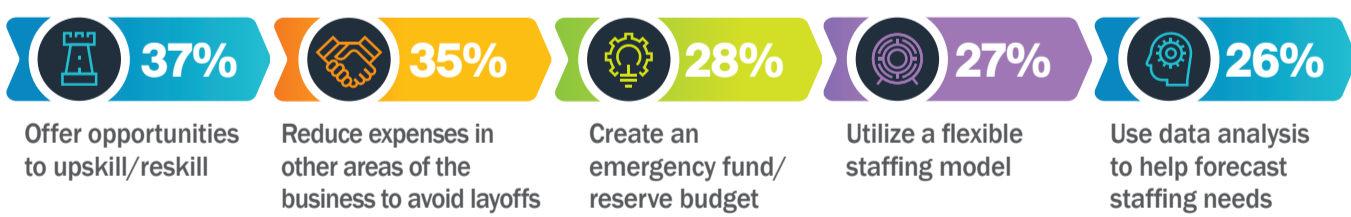
I'm concerned that my company does not have the resources or training to help employees use AI.



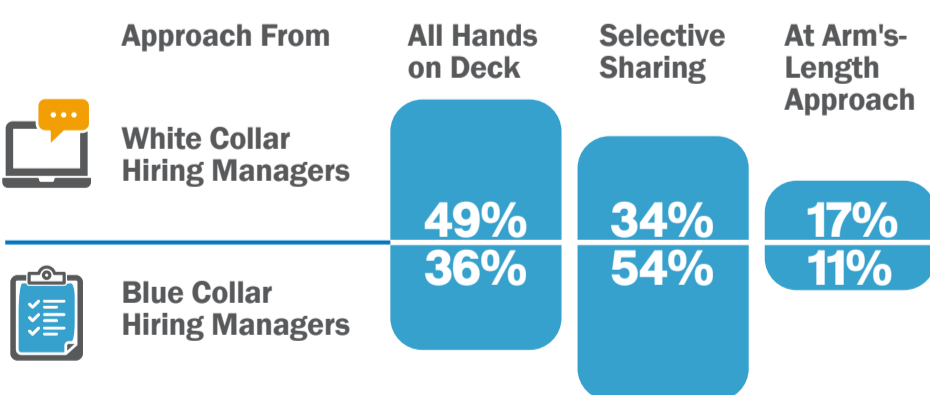
Job Security Confidence Amid Employee Anxiety

Hiring managers appear attuned to employee concerns, as 46% believe employees at their company are more concerned about job security now than 12 months ago. Companies are overwhelmingly confident in their ability to provide long-term (84%) and short-term (84%) job security, which may be due in part to the tactics their company uses.

Top Ways Companies Support Job Security



Forty-six percent of hiring managers report their company's approach to communicating about job security and organizational stability is "all hands on deck," as leadership consistently and transparently shares information to employees. This contrasts a "selective sharing" approach, in which leadership intermittently dispenses information as necessary to employees, and an "at arm's-length" approach, when leadership rarely and cautiously shares information to employees.



72% of hiring managers say changes to government policies have a bigger long-term impact on job security than their organization's policies.

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals, June 2–18, 2025, among 1,000 U.S. hiring decision-makers (adults ages 18+ in the U.S. who are employed full-time or self-employed, work at companies with more than one employee, and have full/significant involvement in hiring decisions at their company). Data are weighted where necessary by company size to bring them in line with their actual proportions in the population. For complete survey methodology, please contact Communications@ExpressPros.com.

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