



# ***EXPRESSTALKS***

Job Insights: An In-Depth Look at the 2025  
Employment Landscape



# ***EXPRESSTALKS***

Submit questions using the  
Q&A button  
throughout the program.



# ***EXPRESSTALKS***

This program is being recorded and will be available on-demand.

# EXPRESSTALKS







# *EXPRESSTALKS*



**The Harris Poll**

# 2025 Hiring Outlook: What Every Business Needs to Know to Stay Ahead

Uncover the **key hiring trends** shaping 2025 and what your business needs to do **now** to stay competitive in an ever-changing talent landscape.

Respecting People. Impacting Business.™







## Soft Skills and AI: Gamechangers for the Future of Work

Discover why employers are urgently seeking candidates with soft skills, the reasons behind the growing gap, and how AI can help bridge the divide—empowering your team to thrive in a digital-first world.



# Hiring for Success: The True Cost of a Bad Hire and How to Avoid It

Learn the hidden costs of a bad hire—beyond just recruitment expenses—and how toxic workplaces and turnover can erode your business. Find out how to make better hires and improve your organization's bottom line.

Respecting People. Impacting Business.™







## **Workplace Glue: Leveraging Workplace Friendships and Effective Management to Drive Performance**

Explore how strong workplace relationships and empowered supervisors are key to fostering a productive environment and a thriving business. Learn how to support your leaders for maximum impact.



- **2025 Hiring Outlook**
- **Soft Skills and AI**

- **Hiring for Success**
- **Workplace Glue**

**JobInsights**



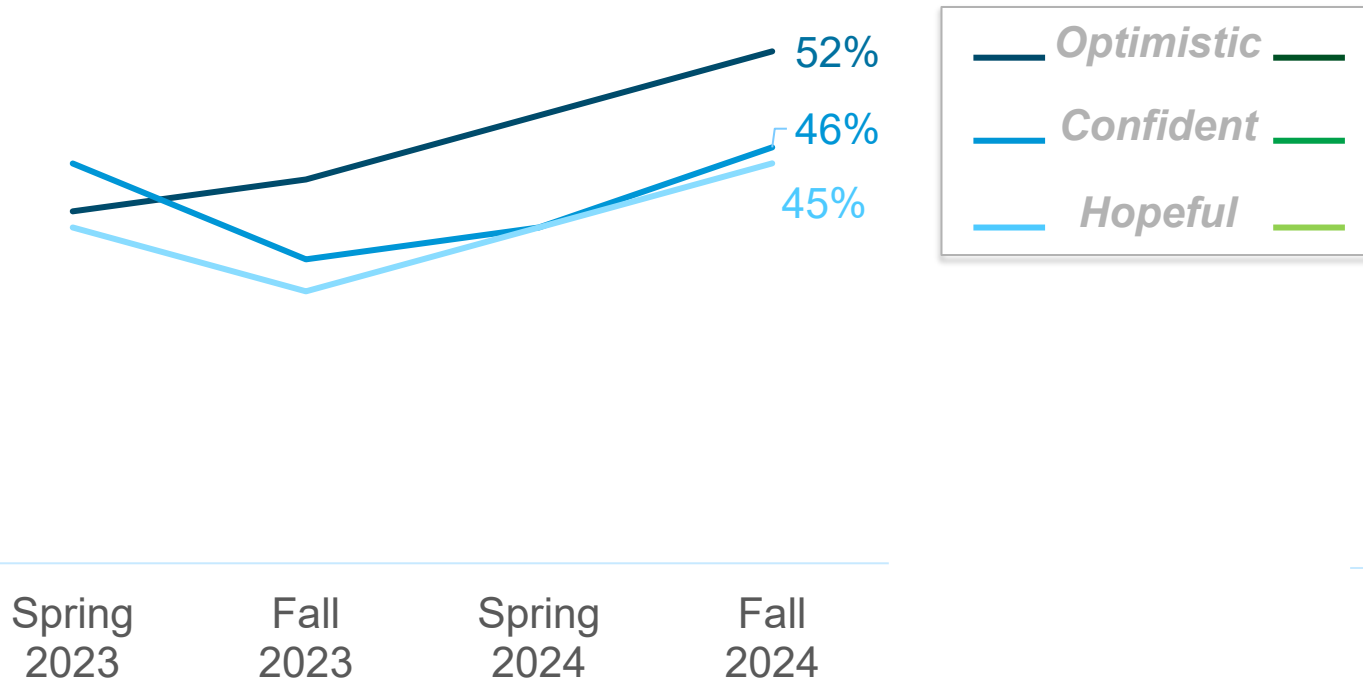
# HIGH HIRING OPTIMISM FOR THE YEAR AHEAD



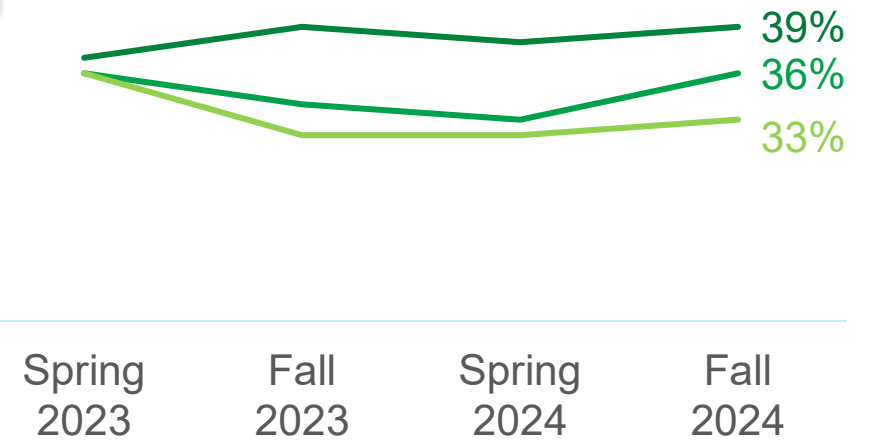


# Positive Sentiments Regarding Hiring

## US Hiring Decision-Makers

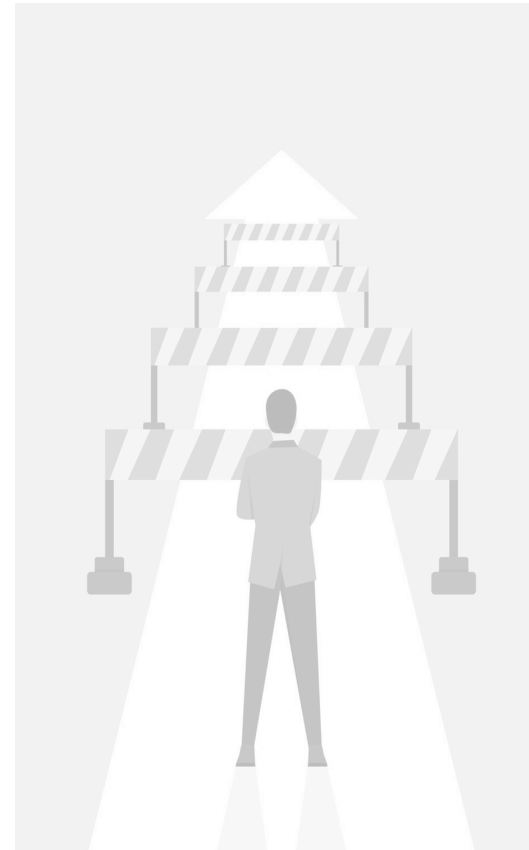
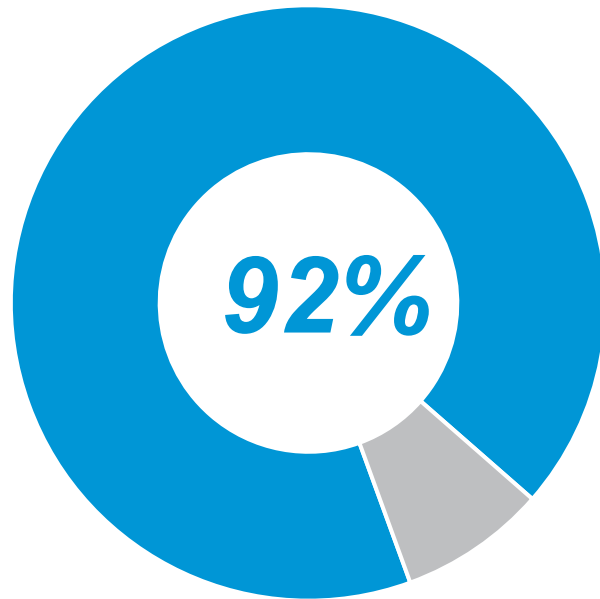


## Canadian Hiring Decision-Makers

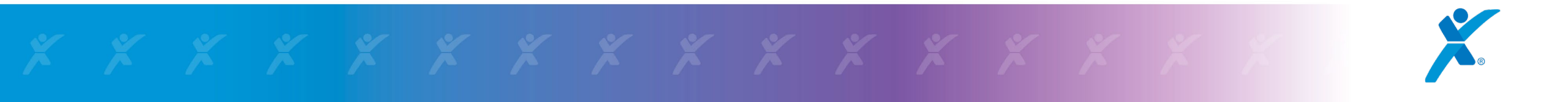
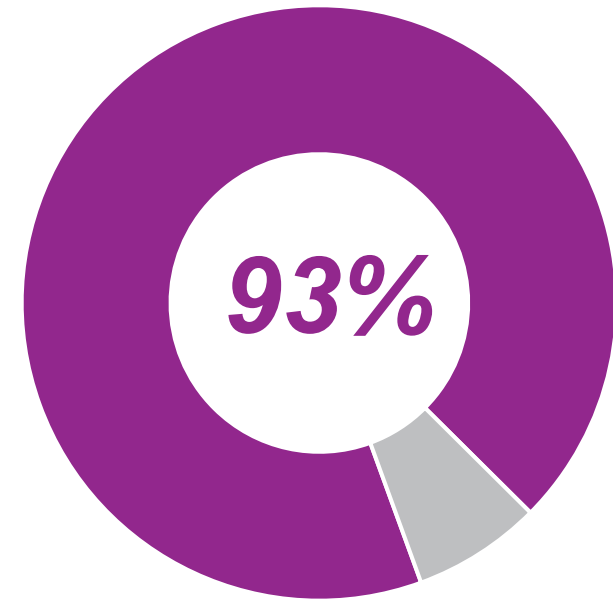


# Expectations of Challenges Over the Next Year

US Hiring Decision-Makers



Canadian Hiring Decision-Makers



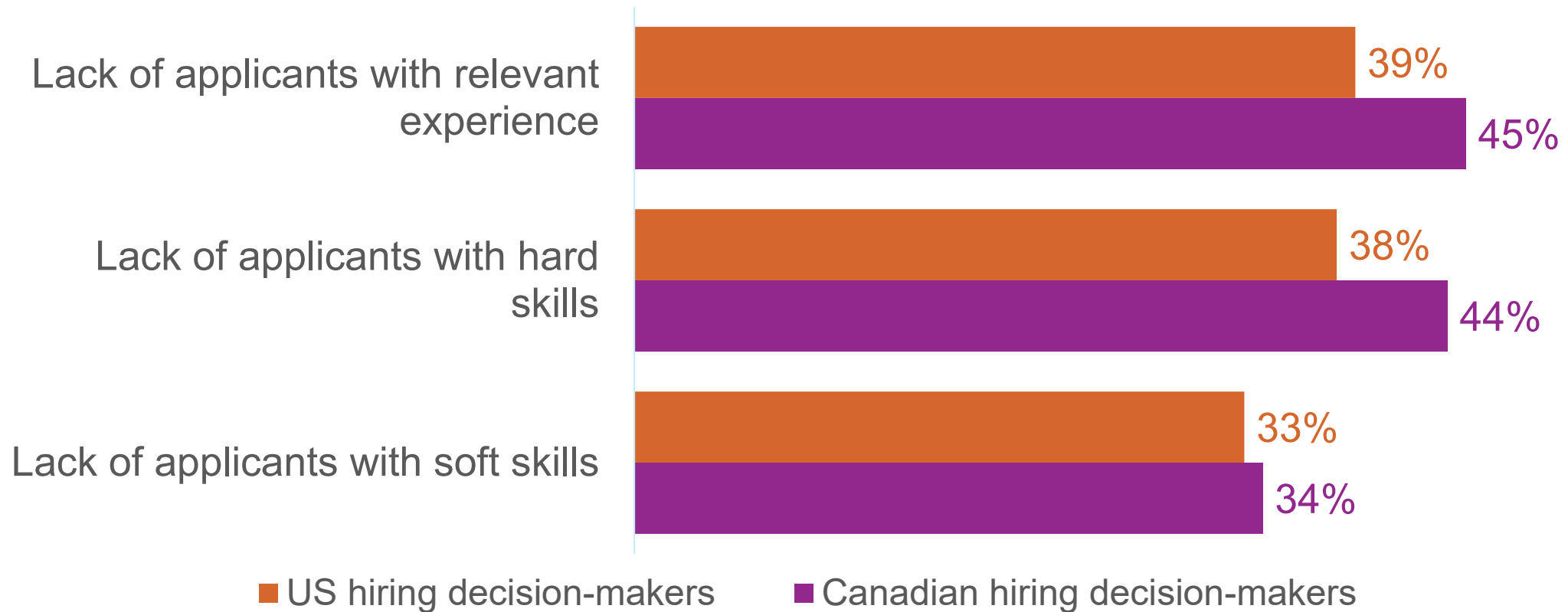
**32%**

**of U.S. and Canadian hiring decision-makers report their company currently has open positions they cannot fill**



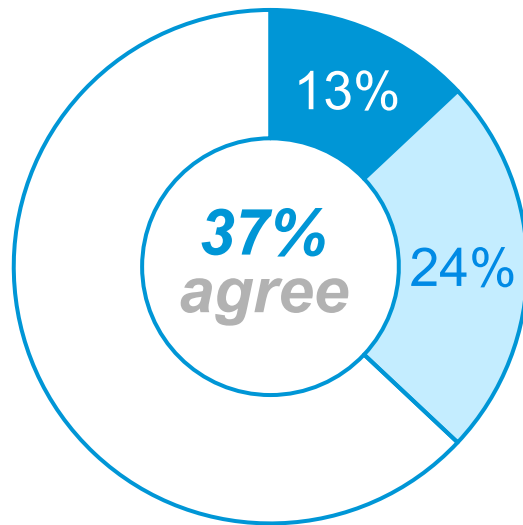


# Reasons for Being Unable to Fill Open Positions (among those who have open positions)

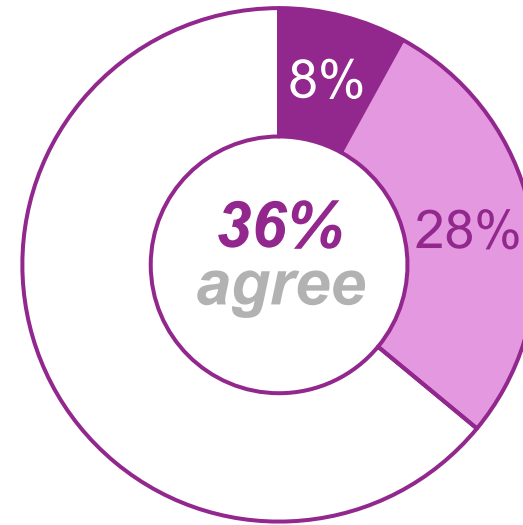


***“My company does not have the tools to find the right candidates for our job openings.”***

**US Hiring Decision-Makers**



**Canadian Hiring Decision-Makers**



Strongly agree

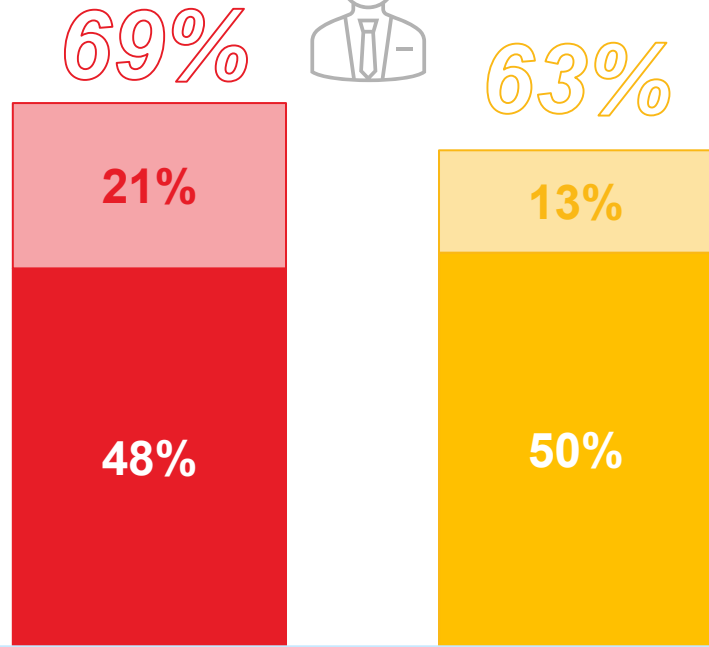
Somewhat agree

Disagree



*"The skills gap we see from new hires in the past year is wider than ever before."*

Hiring decision-makers



US

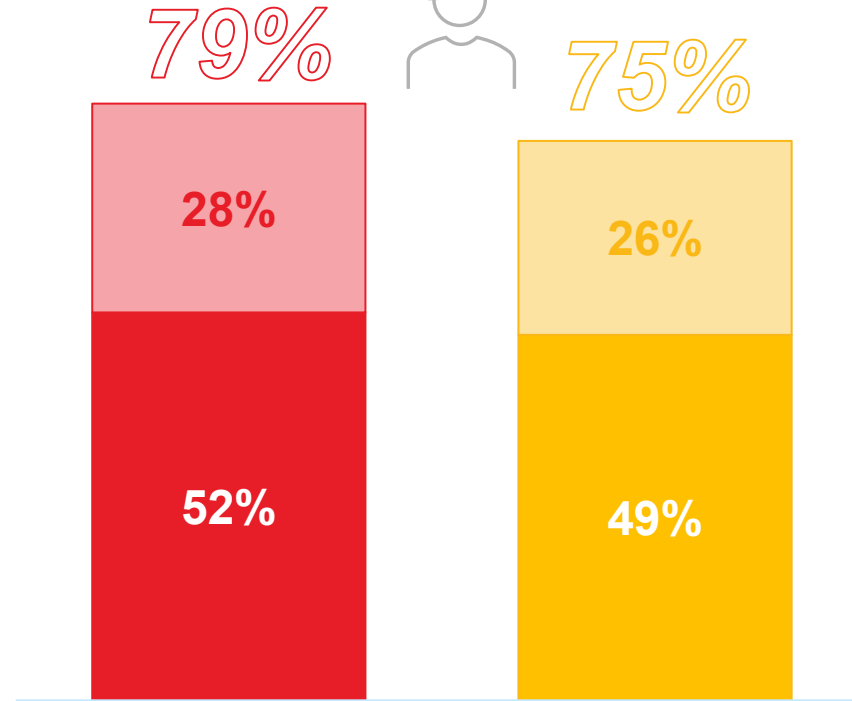
Canada

Strongly agree

Somewhat agree

*"The skills gap is not widening, companies are simply not willing to train candidates to meet the demands of the job."*

Job seekers



US

Canada





***“My company’s requirements are too stringent for the talent pool available to us.”***

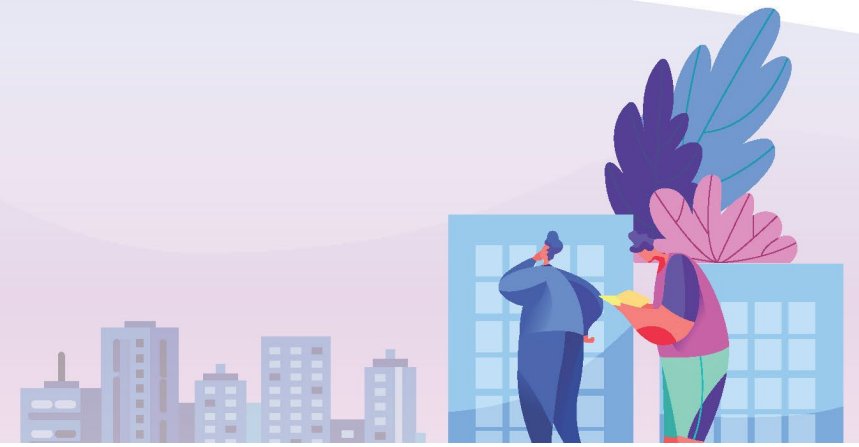


**42%** of US hiring decision makers agree

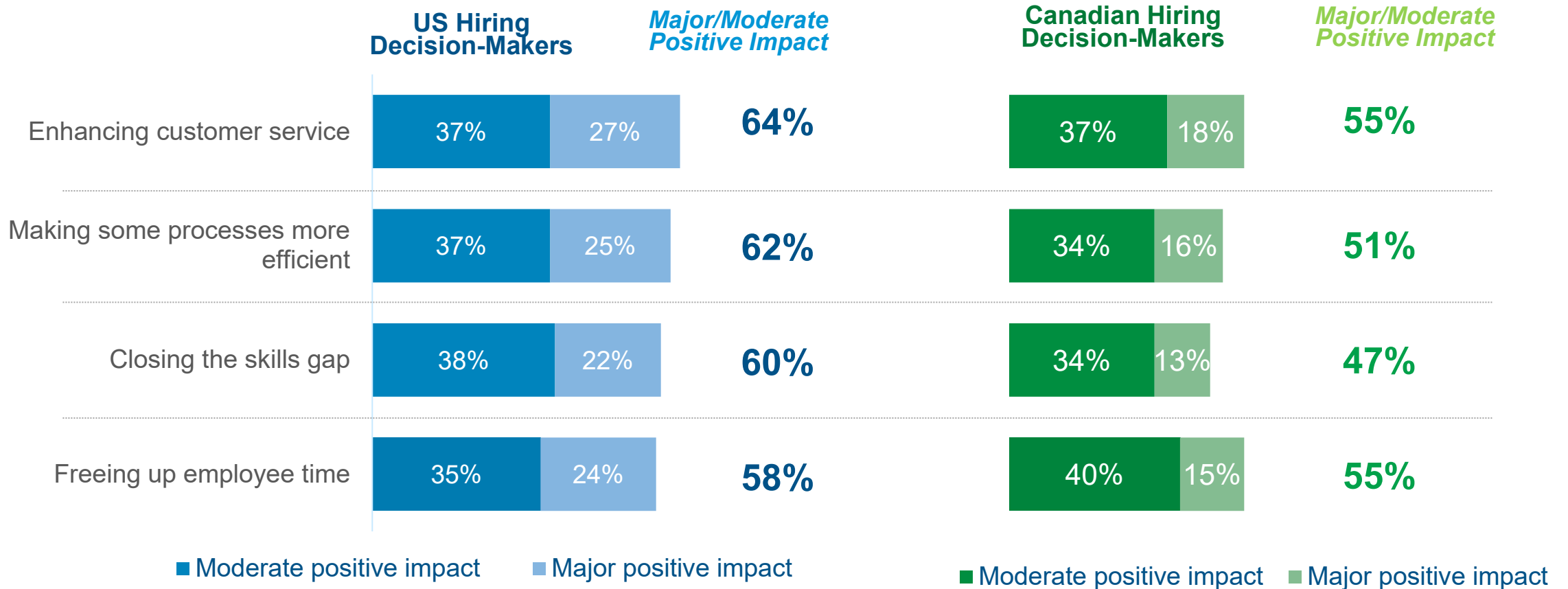
**39%** of Canadian hiring decision makers agree



# Soft Skills and AI: Gamechangers for the Future of Work



# Impact of AI On Companies





# AI Hiring Challenges Expected to Face Over the Next Year



*Around 1 in 3  
US (37%) / Canadian (31%)  
hiring decision-makers anticipate  
AI will be among their biggest  
hiring challenges this year:*



- ✓ *Implementing AI to help assess candidates (19%, 15%)*
- ✓ *Identifying ways AI can help reach more candidates (18%, 15%)*
- ✓ *Implementing AI to help process job applications (18%, 14%)*



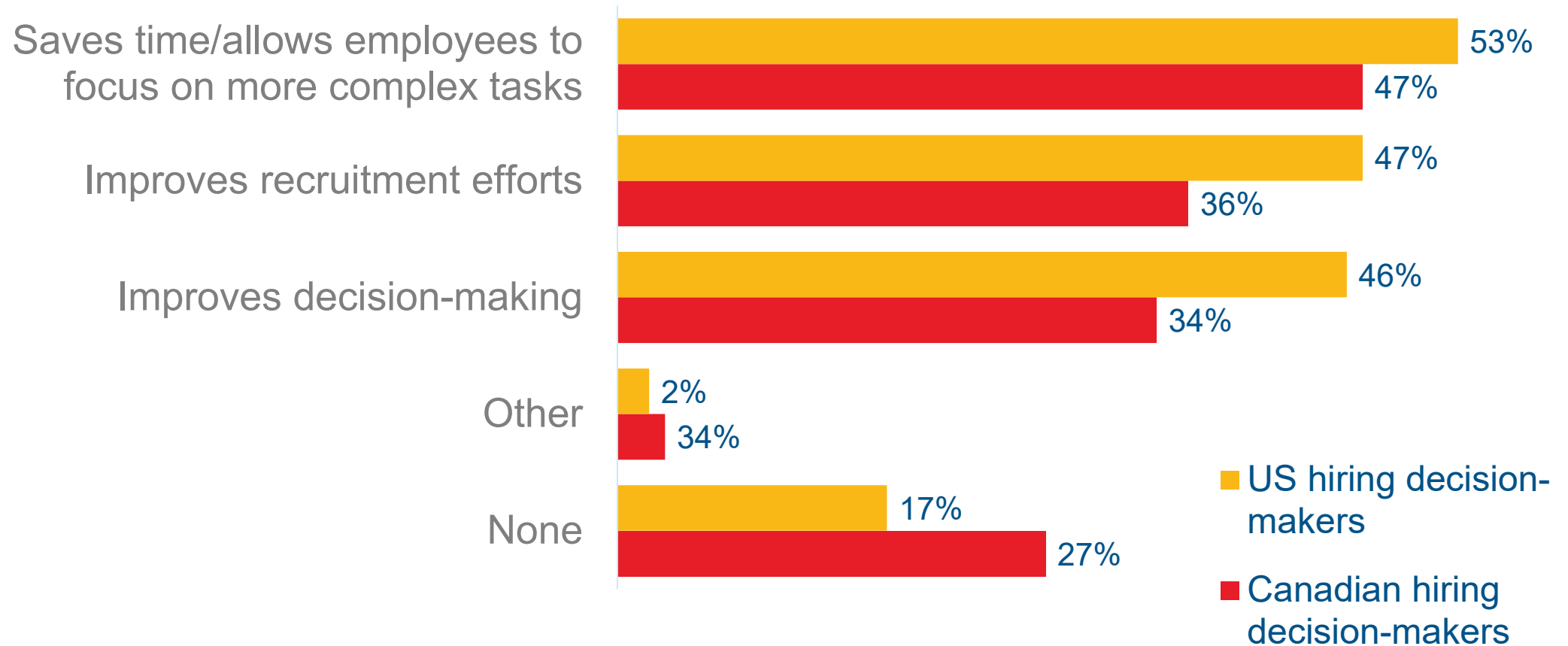
**How many of your companies are using  
AI in some way, shape, or form?**



**How many of you personally use it in your  
day-to-day job?**



# Benefits of Using AI During Hiring Process







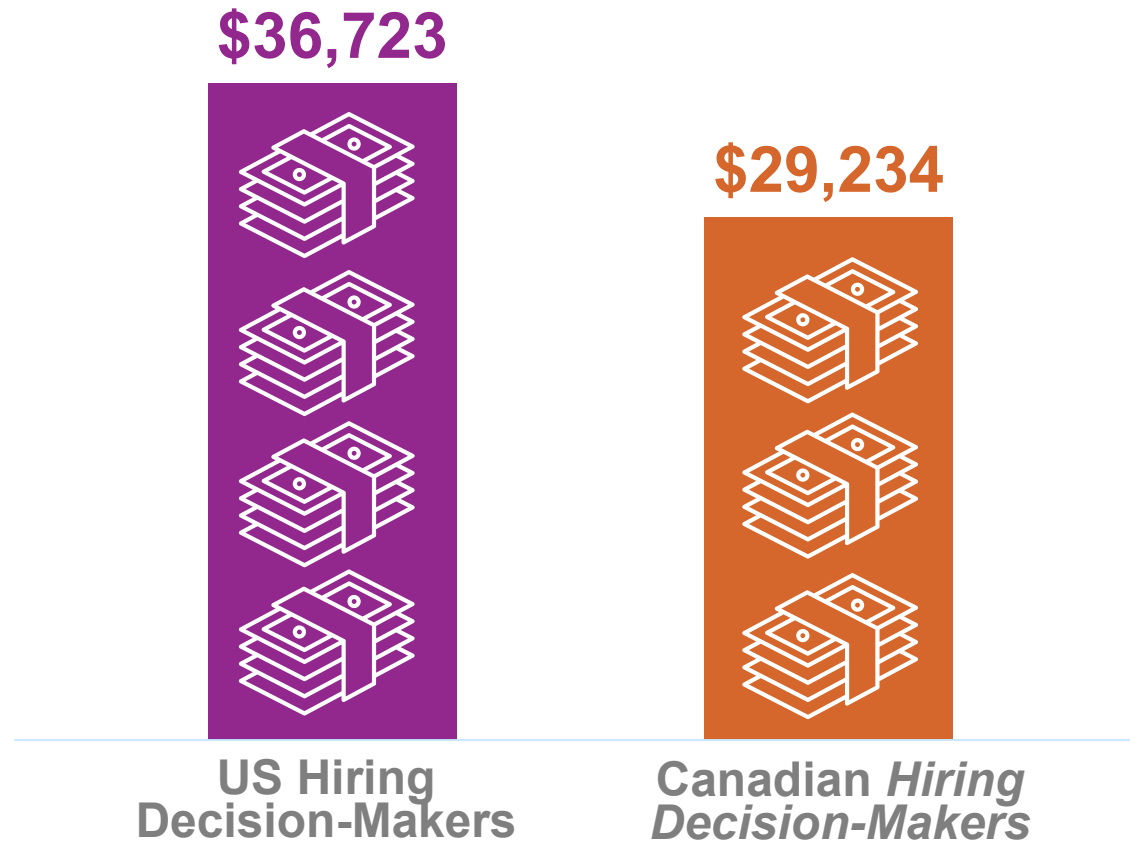
# **Hiring for Success: The True Cost of a Bad Hire and How to Avoid It**



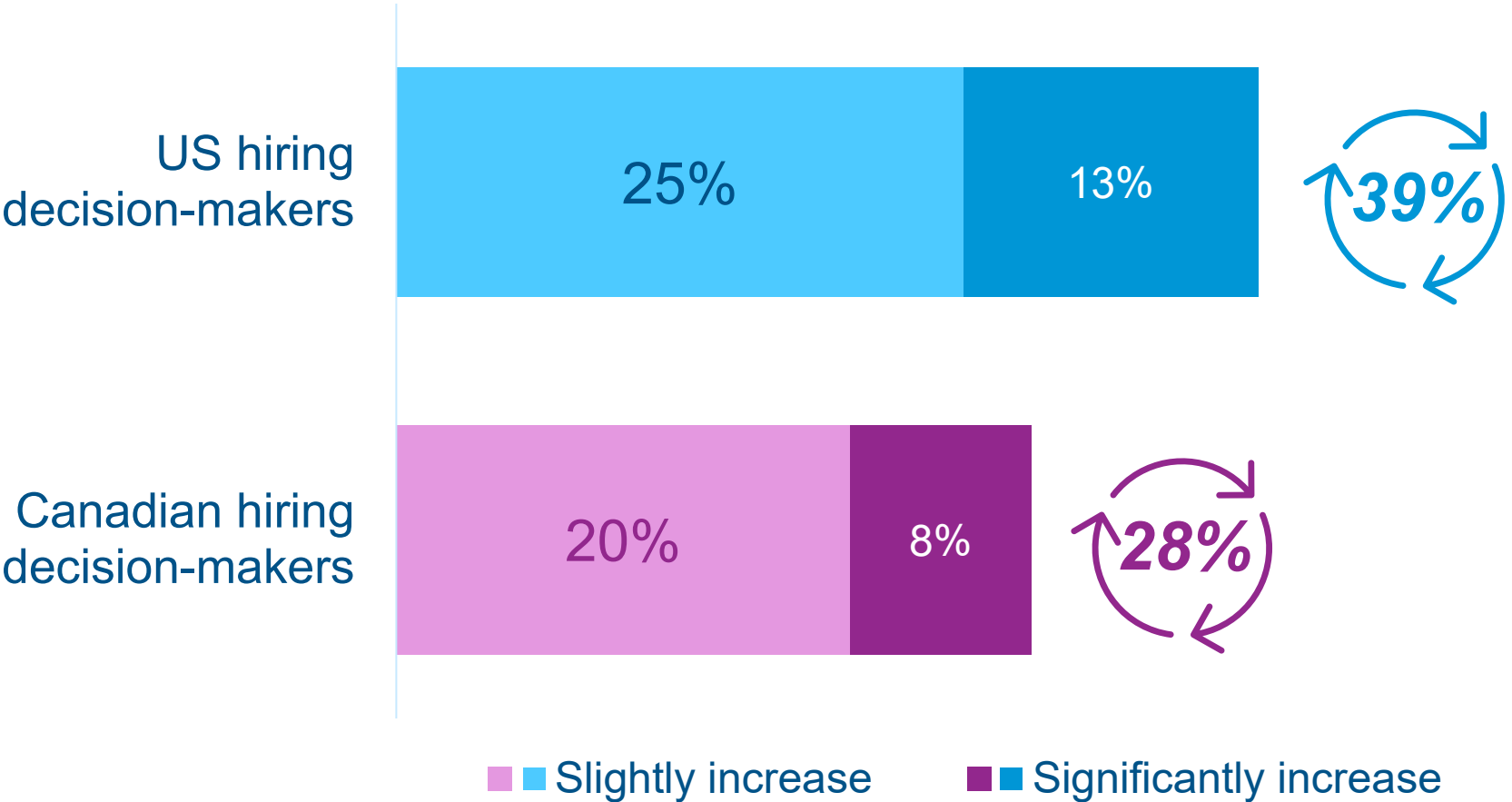
**How many of you have had to deal with a bad hire?**



# Cost of Employee Turnover Per Year, On Average

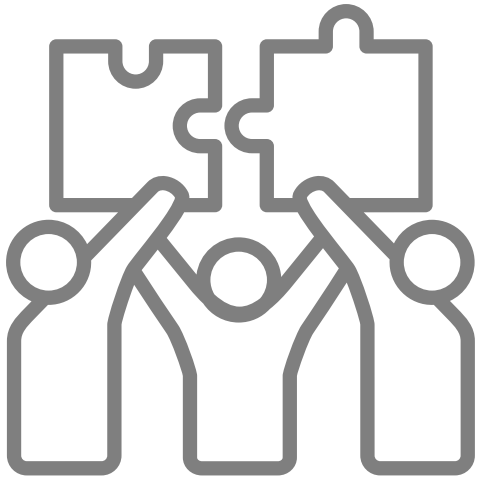


# Expect an Increase in Employee Turnover Next Year

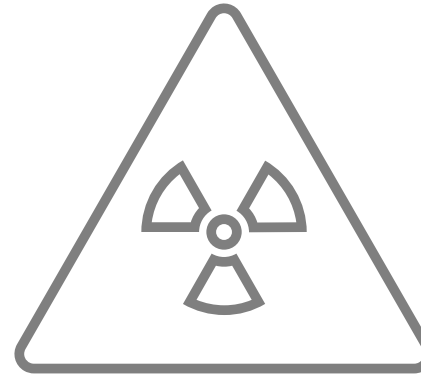




# Reasons for Currently Looking for New Job (among those employed)



**31% / 25%**  
to find a better  
company culture



**22% / 19%**  
to leave a toxic  
work  
environment

**US / Canadian Job Seekers**



# **Workplace Glue: Leveraging Workplace Friendships and Effective Management to Drive Performance**



Respecting People. Impacting Business.™

# Sentiments Regarding Friendships in the Workplace

## US Job Seekers

## Canadian Job Seekers

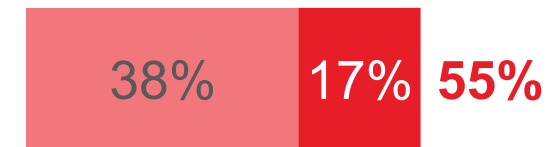
I would be more likely to stay with a company if I have friendships in the workplace



I've stayed at a job longer than I intended because of my friendship(s) at a job [among those who have ever been employed]



I could not get through the workday without the friendship(s) I've formed at work [among those who have ever been employed]



Strongly agree

Somewhat agree

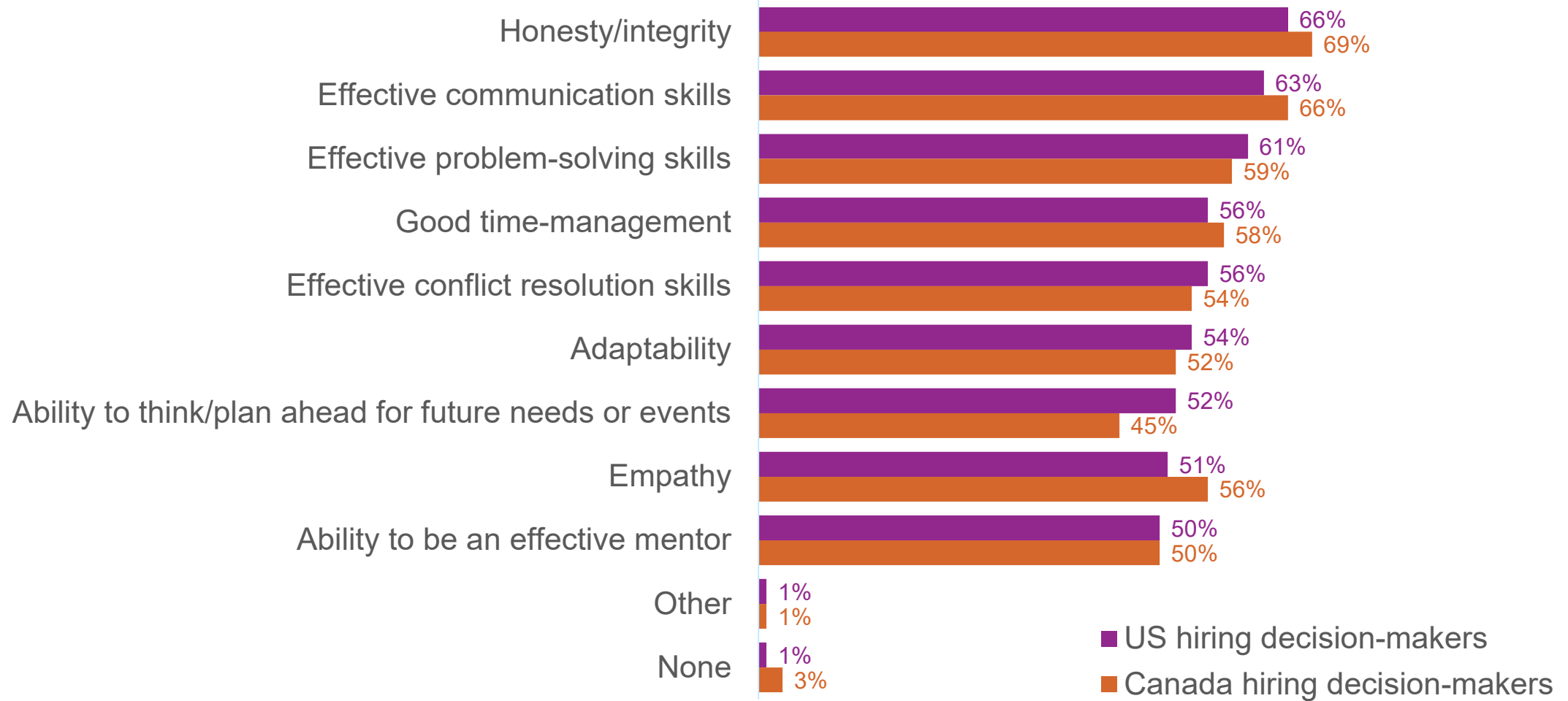


**How many of you have ever had,  
and/or currently have, a 'work spouse'?**





# Most Important Traits of a Supervisor



# Challenges of Being a Supervisor



**37% / 33%**

*finding the right balance  
between managing direct  
reports and being  
approachable*



**28% / 30%**

*managing the emotional  
needs of direct reports*



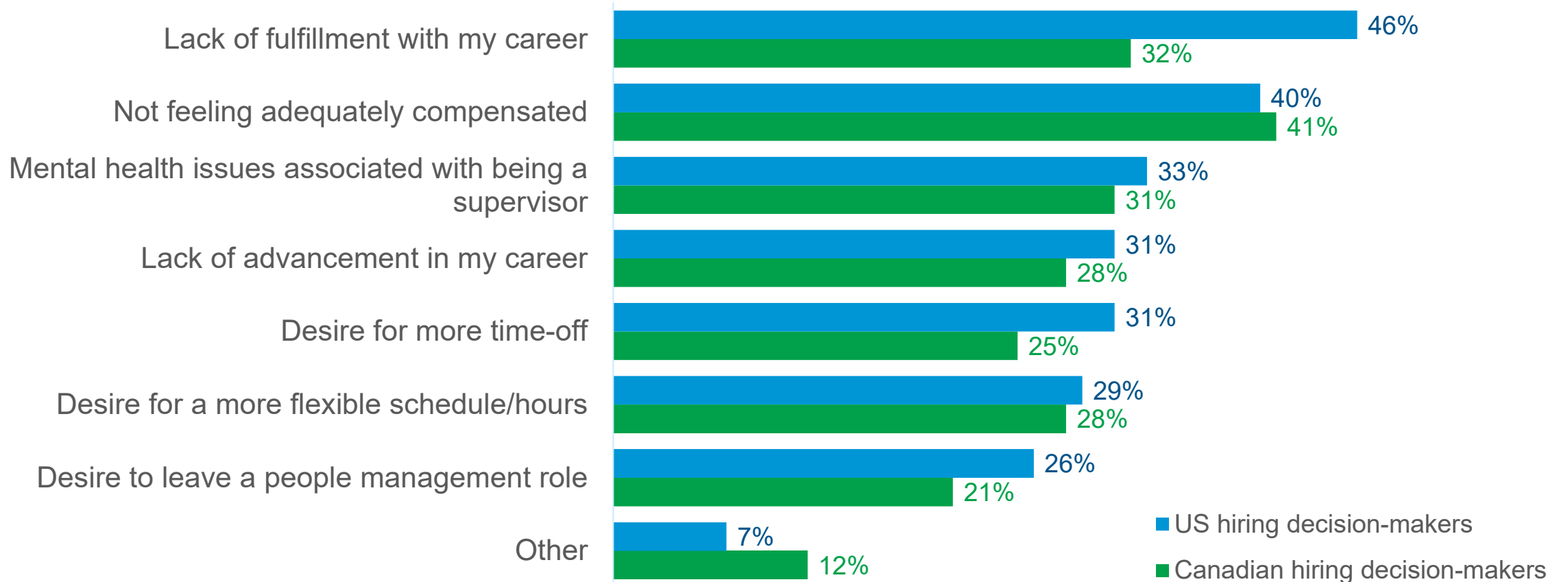
**28% / 30%**

*adapting to team /  
organization changes*

*US / Canadian Hiring Decision-Makers*

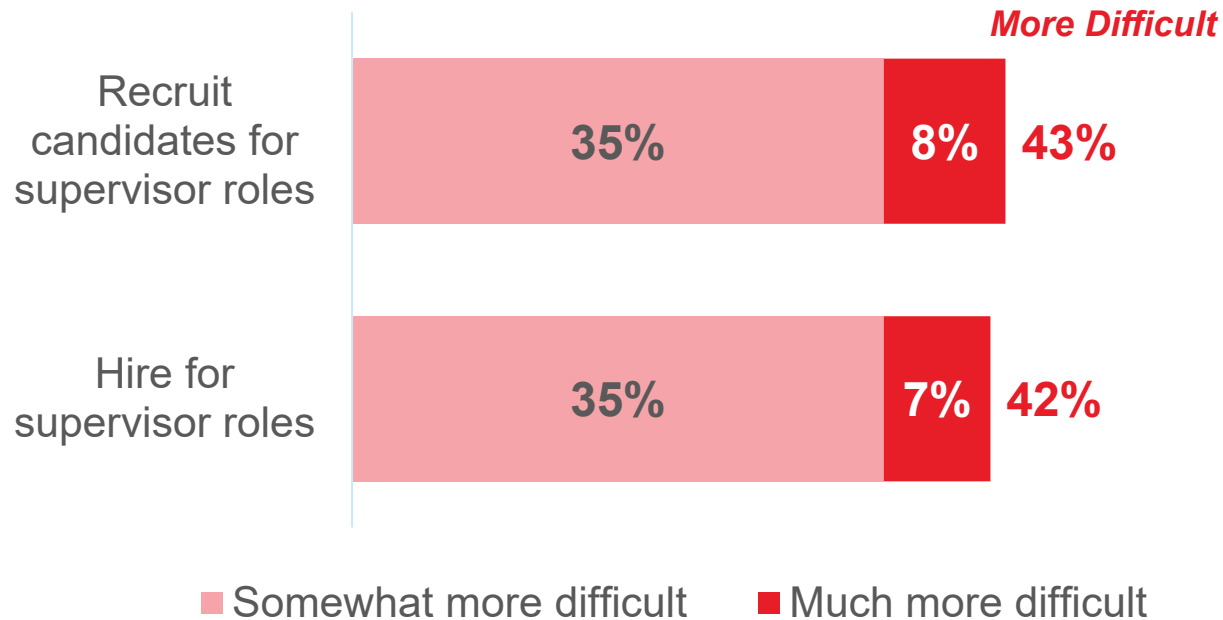


## Reasons for Leaving Supervisory Position (among those who have / plan(ned) to leave supervisory position)

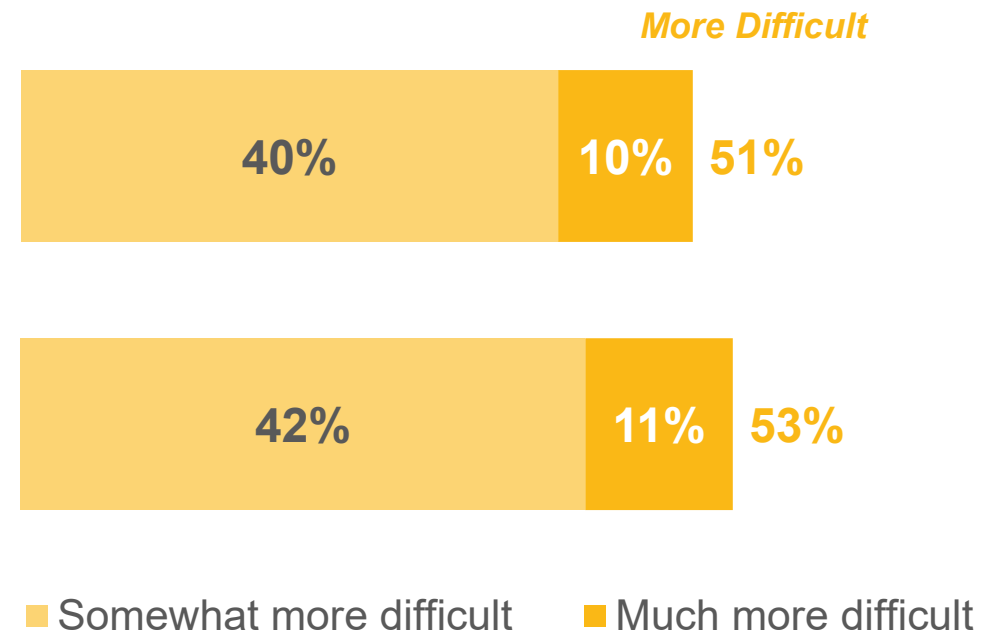


# Difficulty in Doing Each Over the Past Few Years

## US Hiring Decision-Makers



## Canadian Hiring Decision-Makers



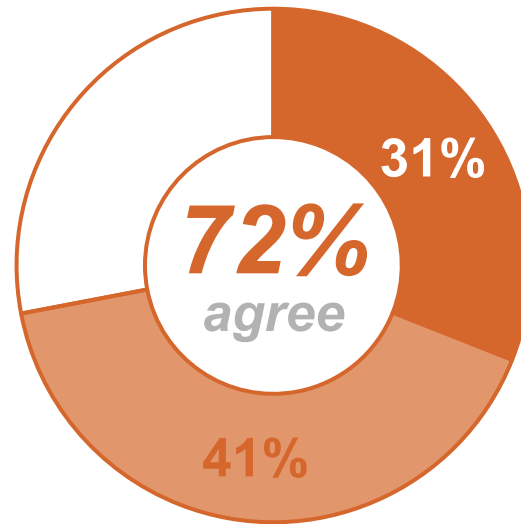




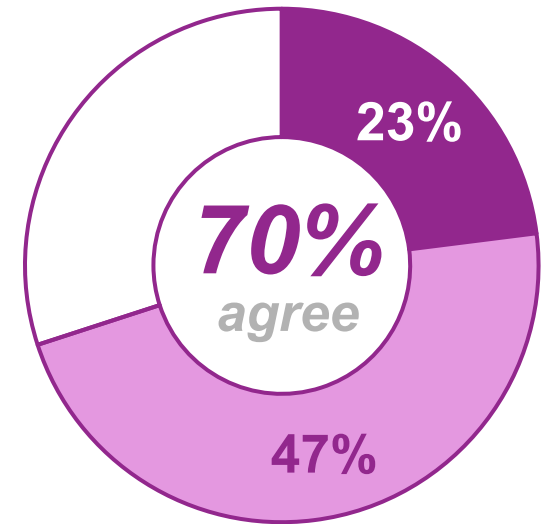
*“My company should be doing more to support/help supervisors’ success.”*

**78% of US** and **74% of Canadian** hiring decision-makers report their company’s approach to training new supervisors is that it takes a village (i.e., supervisors are provided comprehensive guidance/information and support to be successful).

US Hiring Decision-Makers



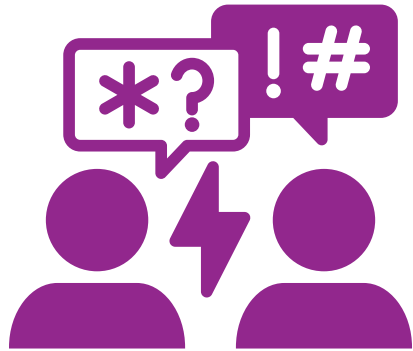
Canadian Hiring Decision-Makers



■ Strongly agree ■ Somewhat agree □ Disagree



# Top Challenges of Being a Supervisor



**40% / 42%**  
*resolving conflicts*



**38% / 30%**  
*providing  
constructive  
criticism*



**37% / 33%**  
*finding the right balance  
between managing direct  
reports and being  
approachable*



# Thank you !



**The Harris Poll**