

Spring 2025 Edition Job Seeker

US REPORT



Job Market Trends and Tips to Fuel Your Career

THE FUTURE OF WORK: NAVIGATING UNCERTAINTY



Employed U.S. job seekers are focusing on career mobility, often switching industries or roles for flexibility, fulfillment, and a good work culture.

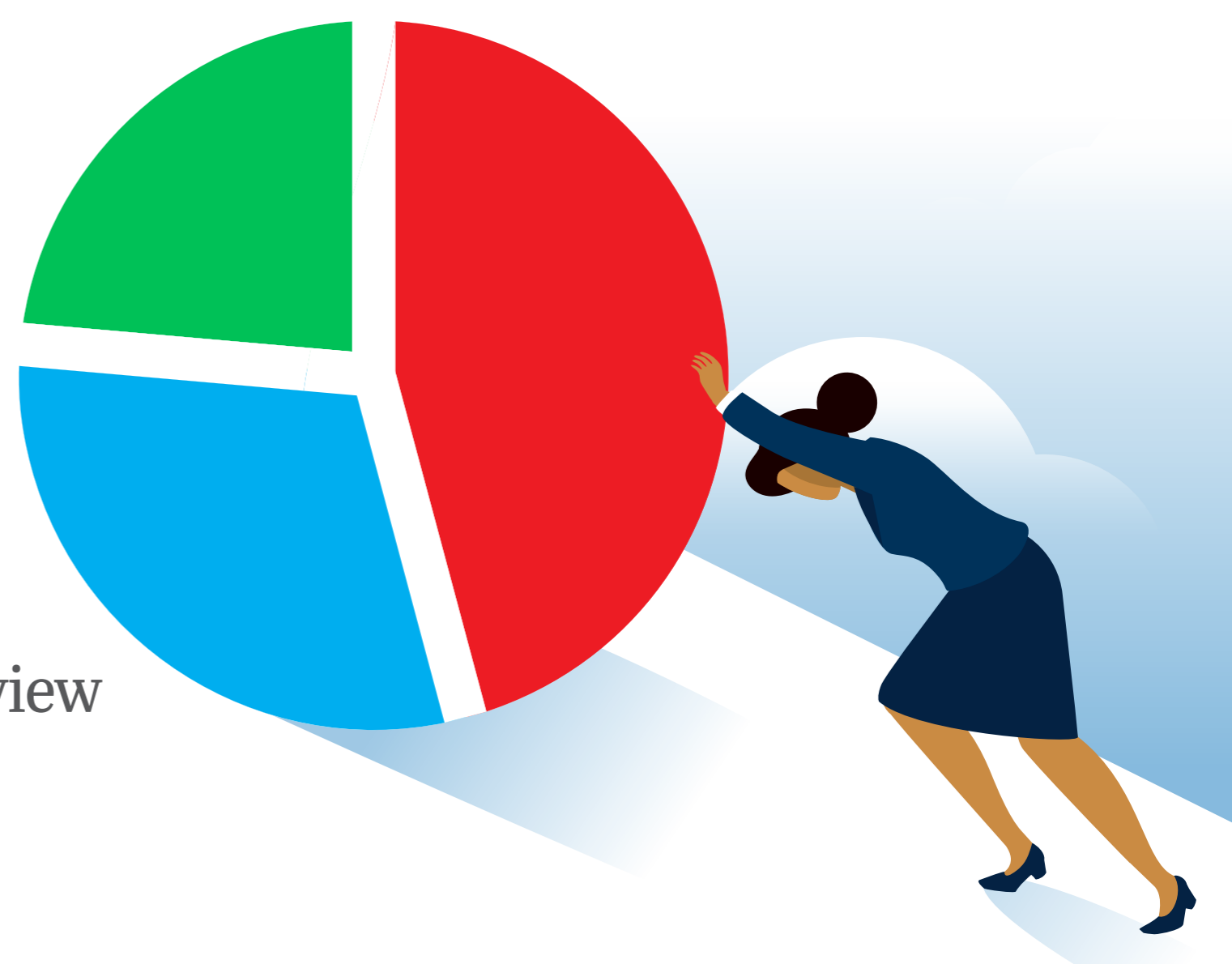
Common reasons for seeking a new job include better compensation (40%), growth opportunities in their current industry (38%), desired work-life balance (33%), or monitoring the job market (27%).

Job seekers are facing the challenge of finding jobs that match their qualifications and financial needs.

Many hiring decision-makers (69%) feel the skills gap they see from new hires in the past year is wider than ever before, citing a mismatch between available talent and the specific skills required for open positions. However, job seekers (79%) believe this gap is more about companies not willing to train rather than a true increase in the skills gap.

Key barriers job seekers identify in securing their next employment opportunity include:

- 40%** Lacking skills (hard skills, soft skills, or communication skills)
- 34%** Companies claiming to be hiring, but are only collecting applicants/resumes to review
- 23%** Being underqualified



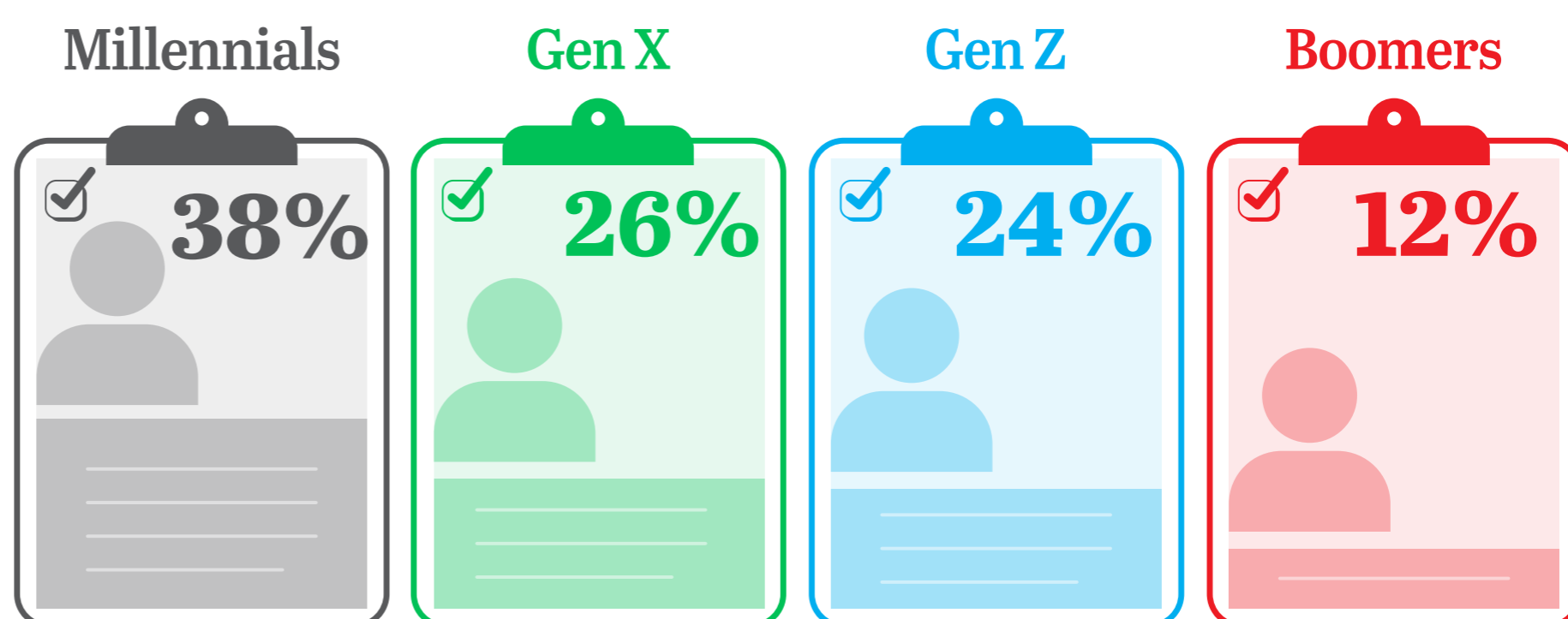
Fuel Your Career: Discover [The Big Rewards of Microcredentials](#) for career advancement.



Hiring decision-makers (84%) and job seekers (87%) agree that companies need to focus more on skills-based hiring than hiring based on degree requirements.

SEASONED JOB SEEKERS VYING FOR ENTRY-LEVEL ROLES

Job seekers (72%) report they are seeing more older workers applying for entry-level roles now than three years ago. Hiring decision-makers report entry-level positions are most filled by:



Generally, job seekers do not have extremely negative impressions about older or younger generations of workers and see value in learning from older or younger workers.

Nearly 2 in 3 job seekers (64%) agree that younger workers are just as ambitious as older generations were when they started out. Over 7 in 10 (72%) agree that workers over the age of 65 will always have a place in the workforce.

Resource Match: Express associates can explore skills expansion through [ExpressLearn](#).

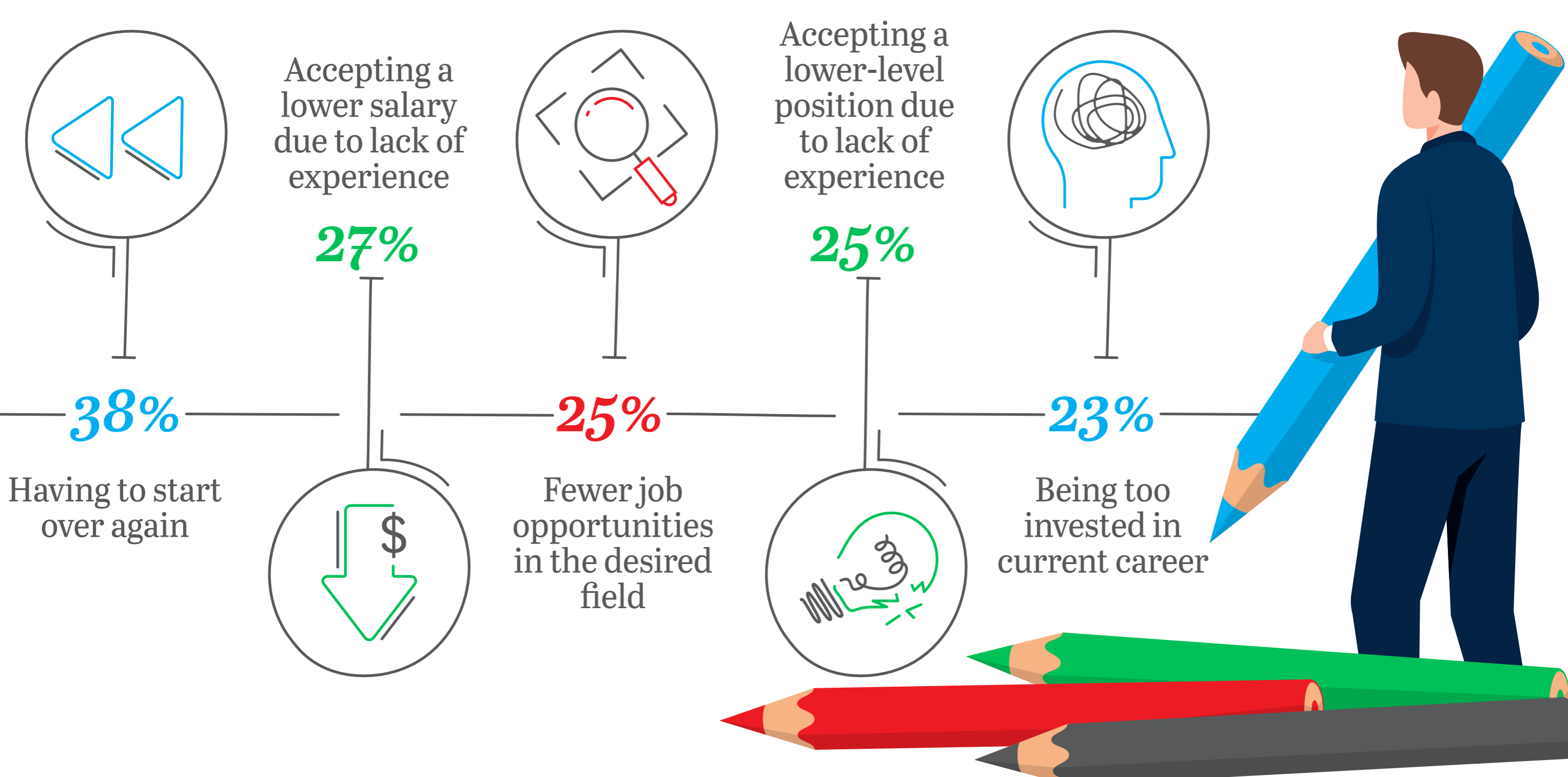


Most job seekers would participate in a program that allows them to learn skills from older workers (88%) and/or would participate in a program that allows them to learn skills from younger workers (80%).

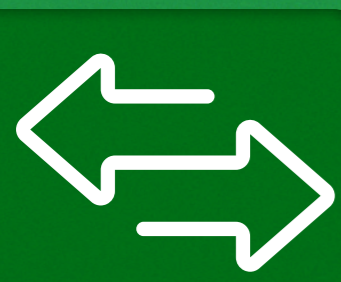
CAREER SWITCHING INTEREST HAMPERED BY BARRIERS

More than half of job seekers are interested in switching industries (56%) and/or switching functions (52%). This openness is reinforced by the fact that more than half have switched careers at least once (58%) and more than 7 in 10 believe it is never too late to switch careers (76%). Only 14% have never switched careers and don't ever plan to.

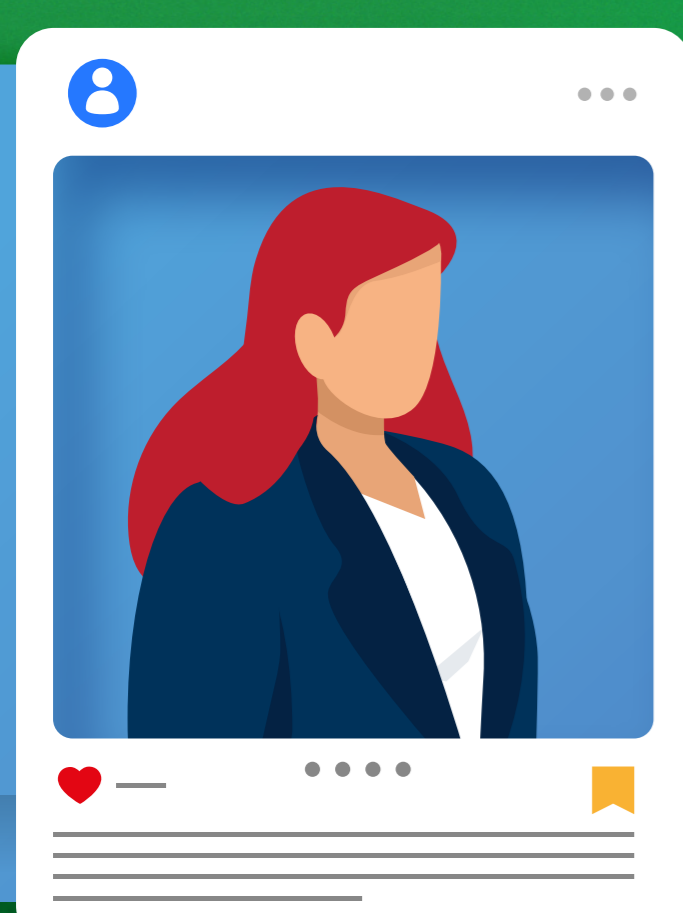
However, common barriers to switching careers include:



Fire Up Your Skills: Utilize [The Express Blog](#) for actionable career advice.



With these barriers in mind, it's a split on how hard the job search will be. With 33% citing there are fewer job opportunities compared to a year ago vs 29% believe there are more, and 38% think it's the same.



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The Job Seeker Report research was conducted online within the United States by The Harris Poll, on behalf of Express Employment Professionals from Nov. 21 – Dec. 10, 2024, among 1,039 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 gender, race/ethnicity, region, education, marital status, household size, and official language 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.

