



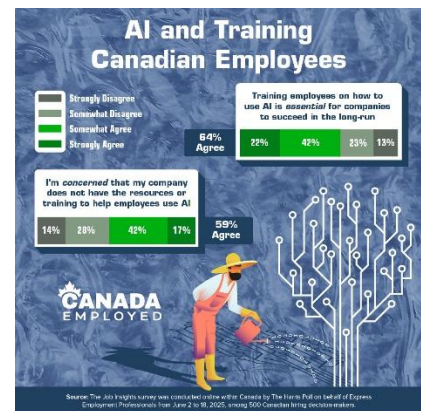
## Almost Half of Employed Canadian Job Seekers Fear Their Job Will Be Eliminated Due to AI

*Most Canadian Companies Use AI, But Lack Training and Resources to Allow Employees to Use it Effectively*

**TORONTO, Oct. 22, 2025** — While 54% of Canadian hiring managers say their company uses AI, up from 52% last fall, 59% admit their company does not have the resources or training to help employees use it effectively, according to an Express Employment Professionals-Harris Poll survey.

### Employers Embrace AI, but Fear Falling Behind

AI's promise of productivity and collaboration has driven adoption, with 21% of companies using it regularly, a jump from 16% last year. And the long-term strategy seems clear: 64% of hiring managers say training employees on AI is essential for success. Yet readiness gaps loom large, not only for employers but also for workers.



In fact, more than half of employed job seekers (59%) share the same concern about their own companies lacking resources or training, underscoring a widespread challenge across the workforce.

### AI Ally or Job Killer?

Job seekers agree training is critical, with 75% believing it is essential for companies to succeed, but anxiety runs deep.

Nearly two-thirds of job seekers (63%) worry AI will significantly limit job opportunities, and almost half (46%) fear their job could be eliminated entirely. There are significant generational differences though, with Gen Z (55%) and millennials (52%) much more concerned about AI eliminating their jobs than Gen X (33%) or boomers (16%).

Beyond job loss, many fear skills will erode:

- 44% say employees will lose the ability to think creatively
- 43% worry employees will put in less effort

- 37% fear employees will lose the ability to problem solve
- 35% cite skill development loss
- 31% predict employees will lose the ability to work with others
- 31% also believe employees will collaborate less

### **Despite Concerns, Job Seekers Turn to AI**

Even as they worry, job seekers are leveraging AI to get ahead. The majority believe it is appropriate to use generative AI for key steps in the job hunt:

- 81% for drafting resumes and cover letters
- 70% for creating professional headshots
- 61% for creating work samples
- 55% for answering interview questions in real time

“AI is advancing at an unprecedented pace, but success isn’t measured by speed alone. It’s about balance,” said Bob Funk Jr., CEO, President and Chairman of Express Employment International. “The key is to harness AI efficiently while preserving the human qualities that drive creativity, judgment and collaboration. Technology should amplify human potential, not replace it.”

### **Survey Methodology**

The Job Insights survey was conducted online within Canada by The Harris Poll on behalf of Express Employment Professionals from June 2 to 18, 2025, among 500 Canadian hiring decision-makers.

The Job Seeker Report was conducted online within Canada by The Harris Poll on behalf of Express Employment Professionals from June 12 to 27, 2025, among 503 adults ages 18 and older.

For full survey methodology, please contact Ana Curic at [Ana@MapleLeafStrategies.com](mailto:Ana@MapleLeafStrategies.com).

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If you would like to arrange for an interview to discuss this topic, please contact Ana Curic at (613) 858-2622 or email [Ana@MapleLeafStrategies.com](mailto:Ana@MapleLeafStrategies.com).

### **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.ca](https://ExpressPros.ca).