

Worker attitudes toward AI, technology, job security, and retraining: Insights from APA's 2025 *Work in America*TM survey

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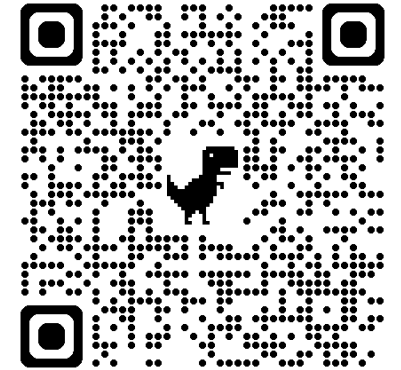
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2025 WORK IN AMERICA™ SURVEY

The Experience of Working in America During Times of Change

JULY 2025

APA's annual Work in America™ survey provides a snapshot of the psychological experience of working in America.



<https://www.apa.org/pubs/reports/work-in-america/2025/full-report-working-times-change>

Methods overview

- Full description of methods available QR code
- Online
- United States
- The Harris Poll on behalf of the APA
- 2,017 employed adults
- March 26, 2025 - April 4, 2025
- Data is weighted where necessary by age, gender, race/ethnicity, region, education, marital status, household size, work status, household income
- Sample data is accurate to within ± 3.2 percentage points using a 95% confidence level



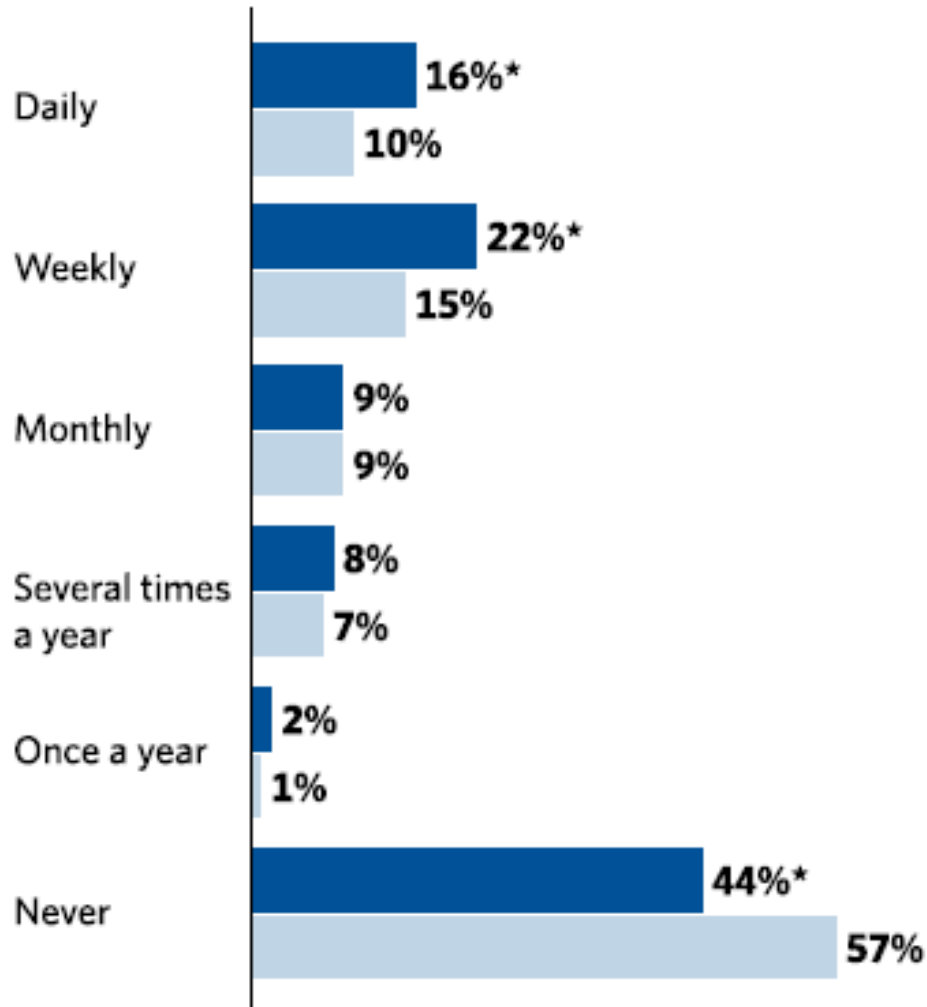
Methods overview

- For some analyses, workers are grouped by the following roles within their organizations.
 - **Upper**: upper-level manager, coordination of organization, development of plans/goals, supervision of managers
 - **Middle**: involves some management and supervision or coordination of other people or departments
 - **Front line**: direct involvement with production of products or providing services
 - **Individual contributor**: No management responsibilities, but have a middle level or senior position

**How much is the use of
AI at work increasing?**

How often do you intentionally use AI tools to assist you with your work?

■ 2025 ■ 2024



*Data is significantly different between 2024 and 2025.

In 2025

47%

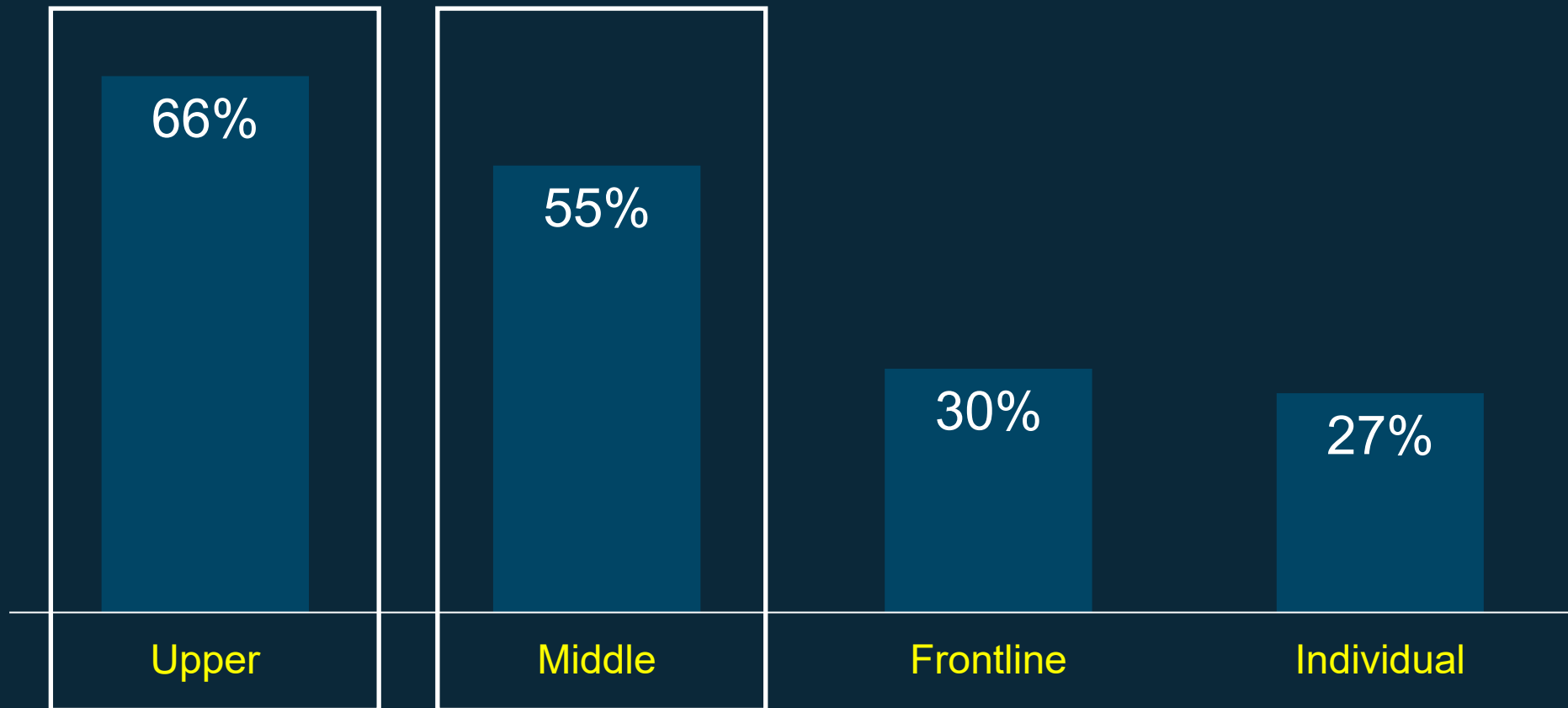
of workers intentionally use AI tools to assist with work at least once a month.

Compared to **34%** in 2024.

**Is it increasing evenly
across all workers?**

By role in the organization

Percentage intentionally using AI to assist with work at least once a month



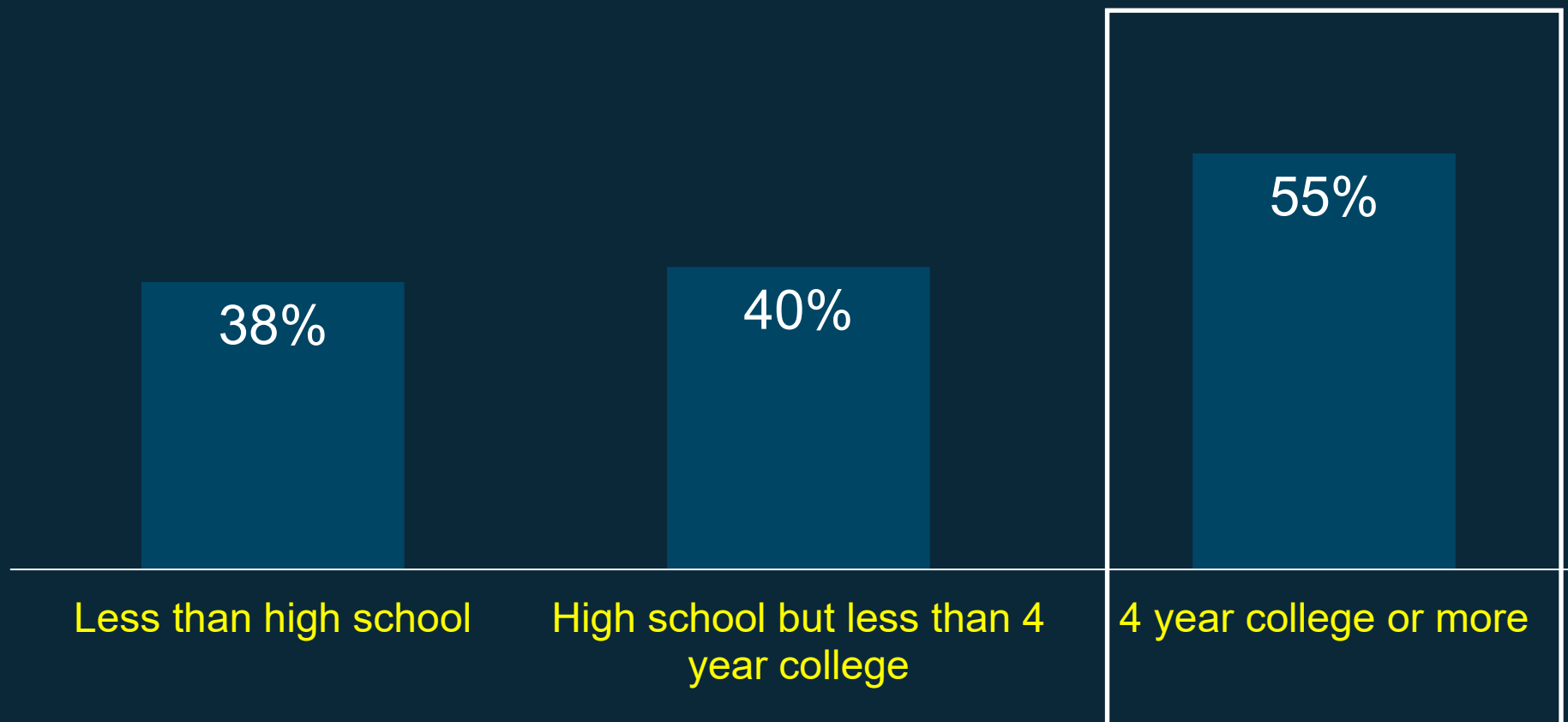
By sex

Percentage intentionally using AI to assist with work at least once a month



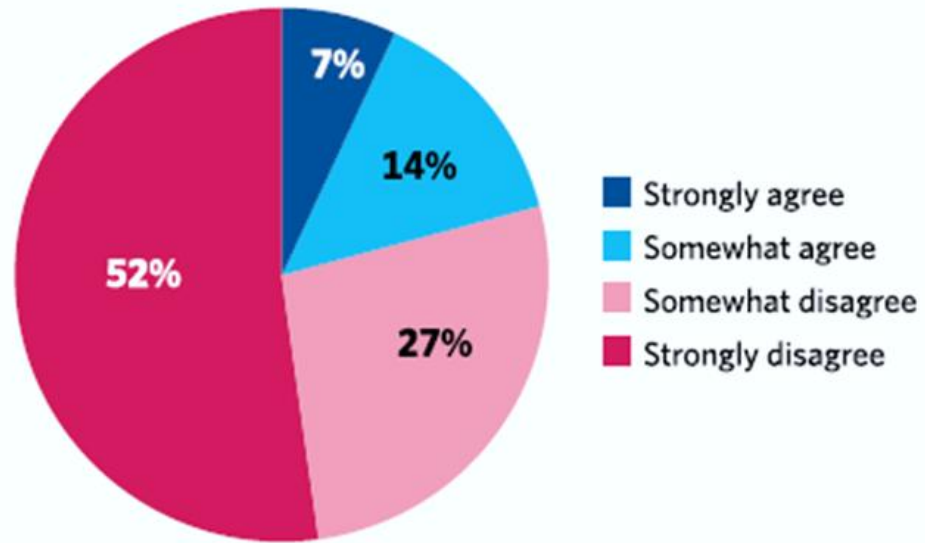
By education

Percentage intentionally using AI to assist with work at least once a month



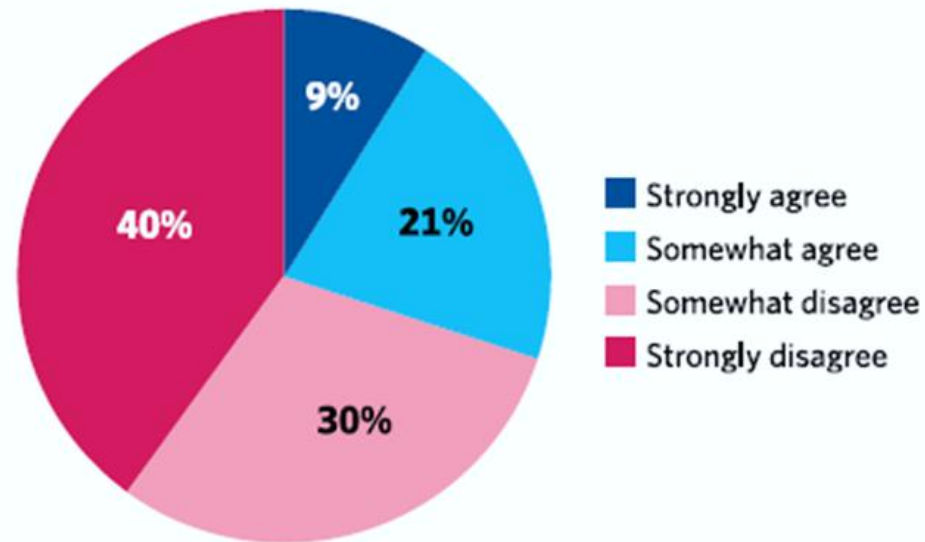
**Are workers feeling
pressured to use AI?**

I feel pressured by my employer to use AI at work.



21% agreed that they felt pressured by their employer to use AI

I worry I will fall behind other workers at my company if I do not use AI.



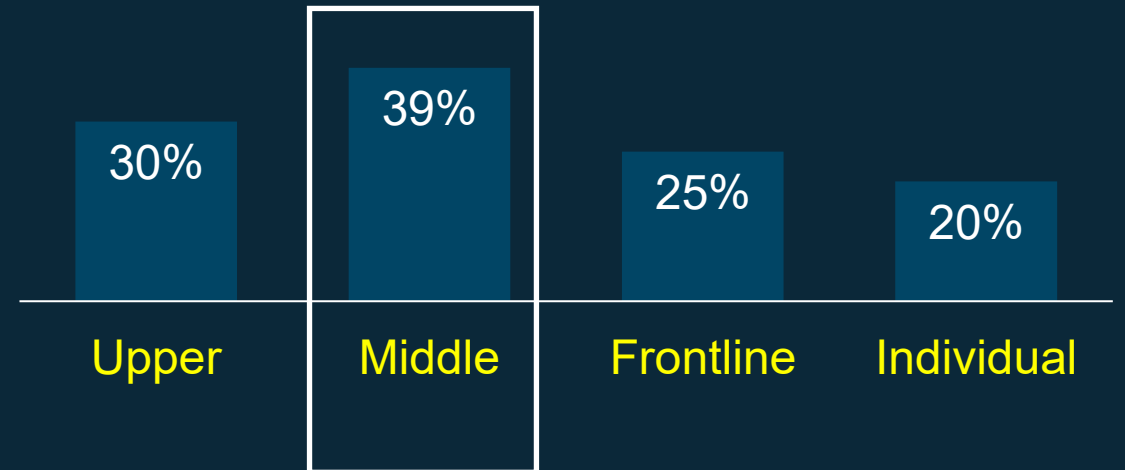
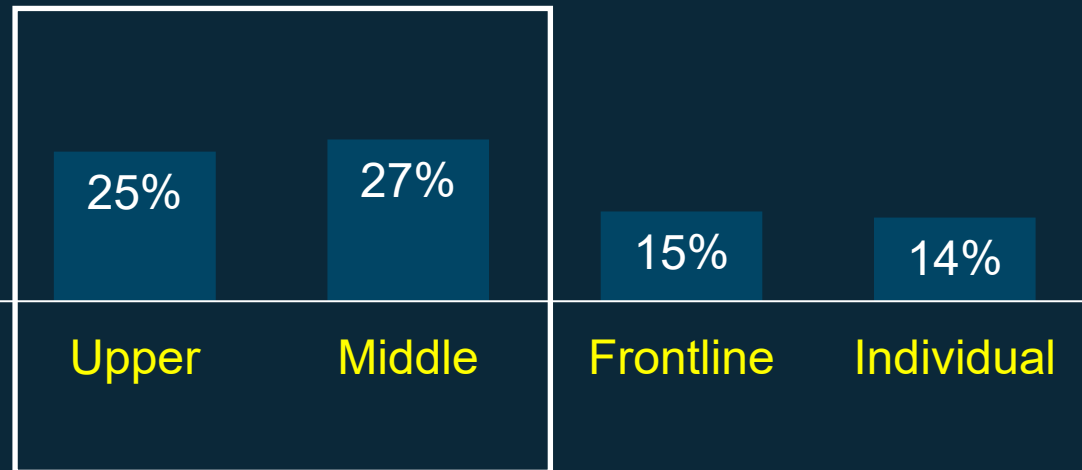
30% reported worrying they will fall behind other workers if they do not use AI

**Is the pressure felt the
same by everyone?**

By role in organization

I feel pressured by my employer to use artificial intelligence (AI) at work - 21%

I worry I will fall behind other workers at my company if I do not use artificial intelligence (AI) - 30%



By sex

I feel pressured by my employer to use AI at work - 21%

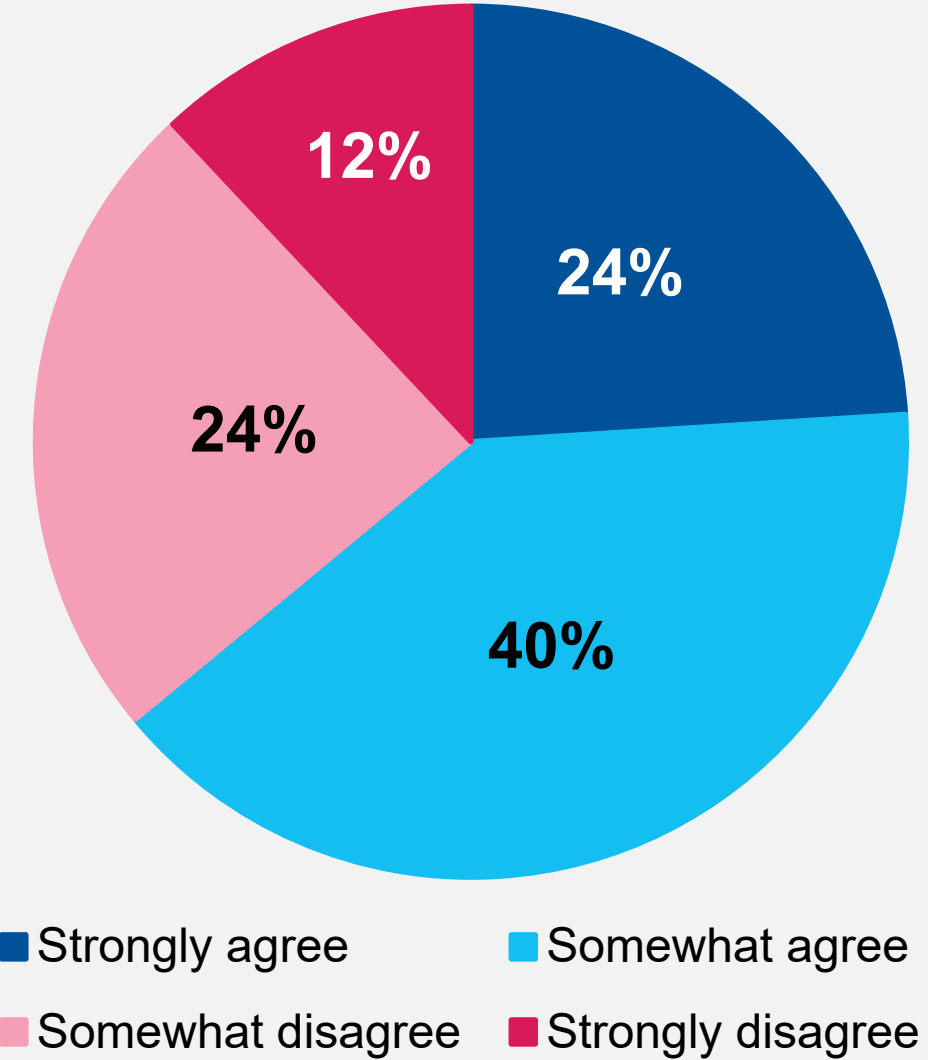


I worry I will fall behind other workers at my company if I do not use AI - 30%



**Do workers feel
employers are
transparent about how
technology will impact
jobs?**

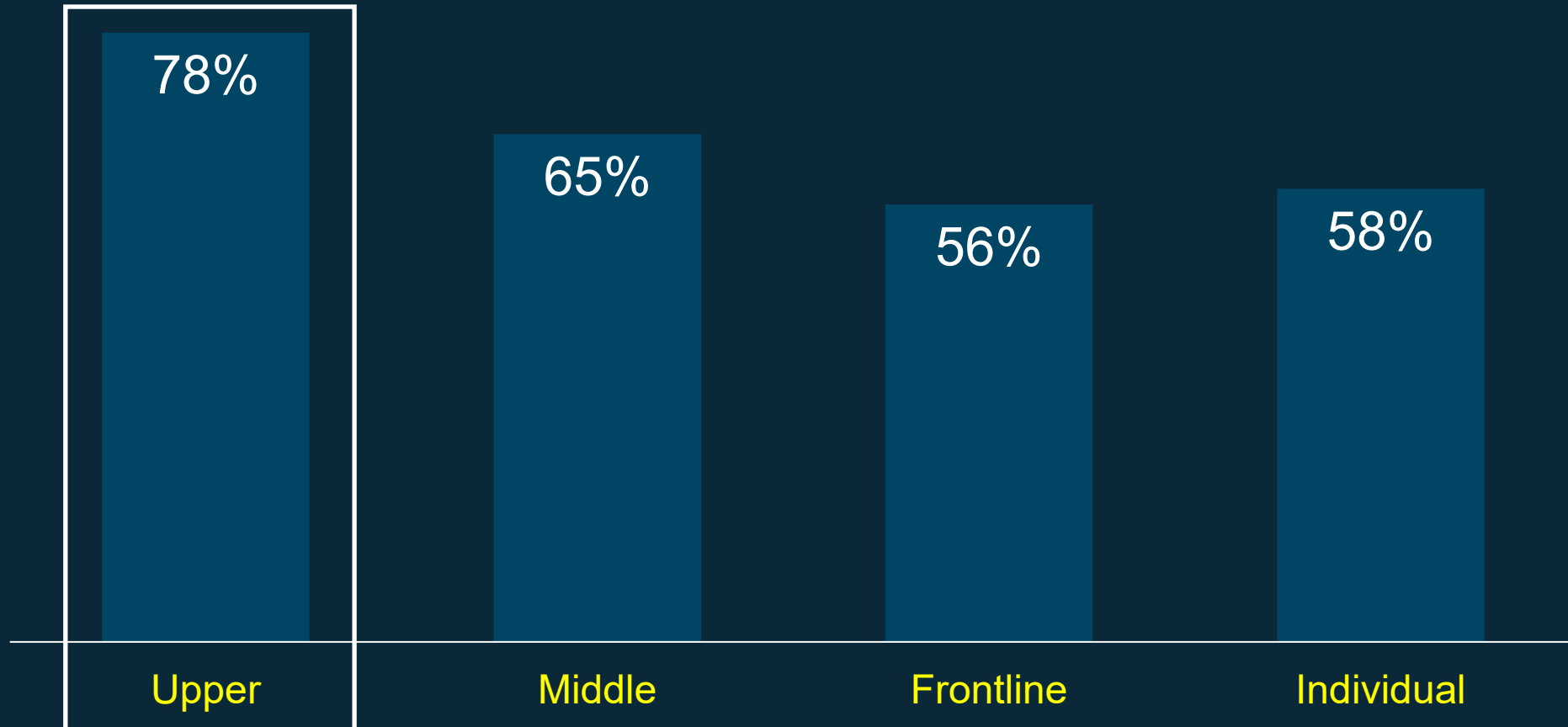
My employer is transparent about how technology will impact jobs in our organization



64% agreed that their employer is transparent about how technology will impact jobs in their organization

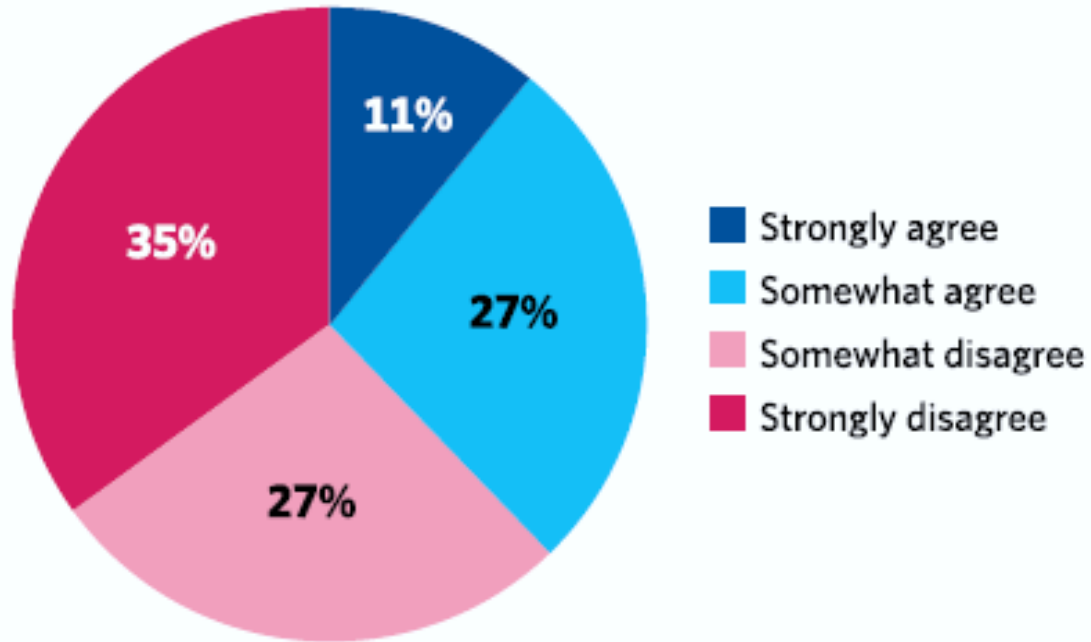
By role in organization

My employer is transparent about how technology will impact jobs in our organization – 64%



**Are workers worried that
AI or other technologies
will take their jobs?**

I worry that AI may make some or all of my job duties obsolete in the future.



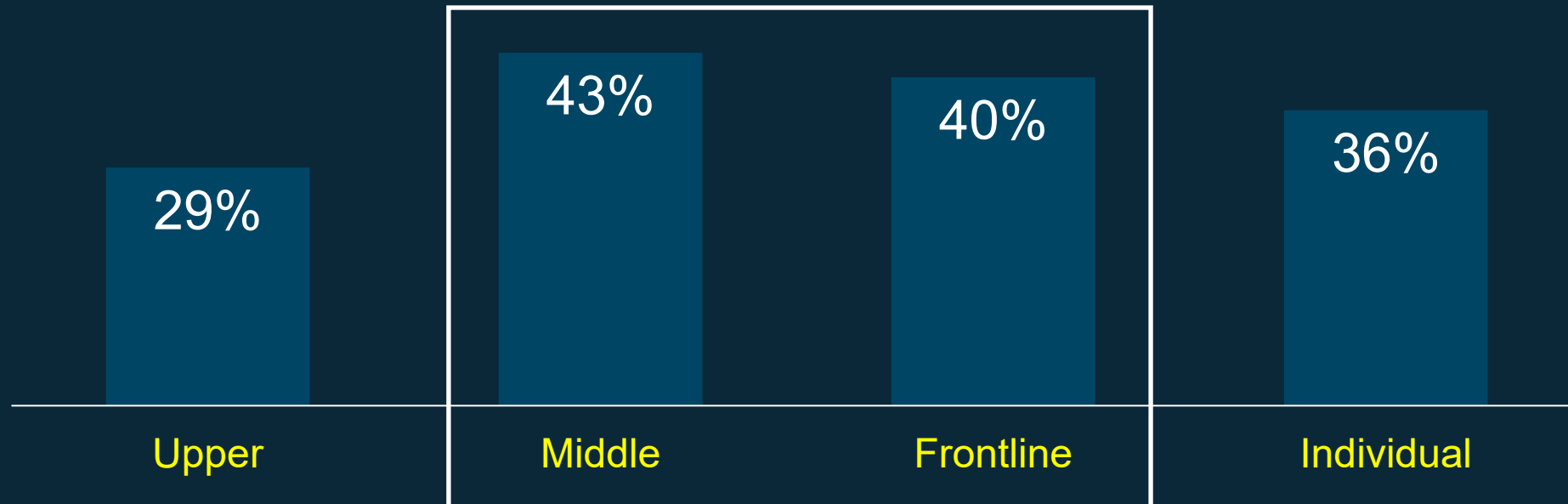
38% worry that AI may make some or all their job duties obsolete in the future

“AI will replace us”

“....afraid that the bosses
at the top of the company
will start to lay off people”

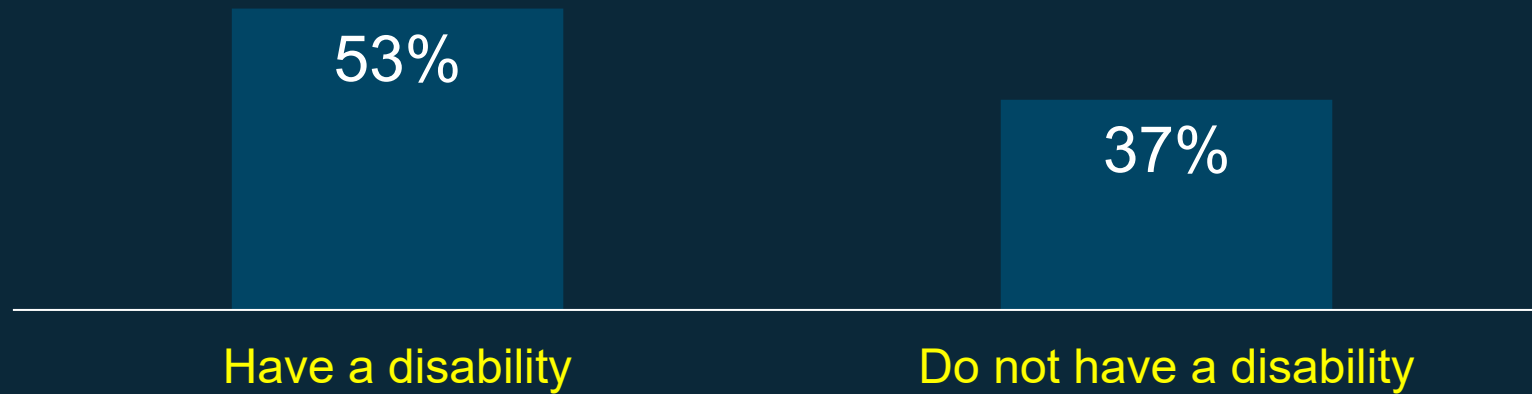
By role in organization

I worry that AI may make some or all my job duties obsolete in the future - 38%



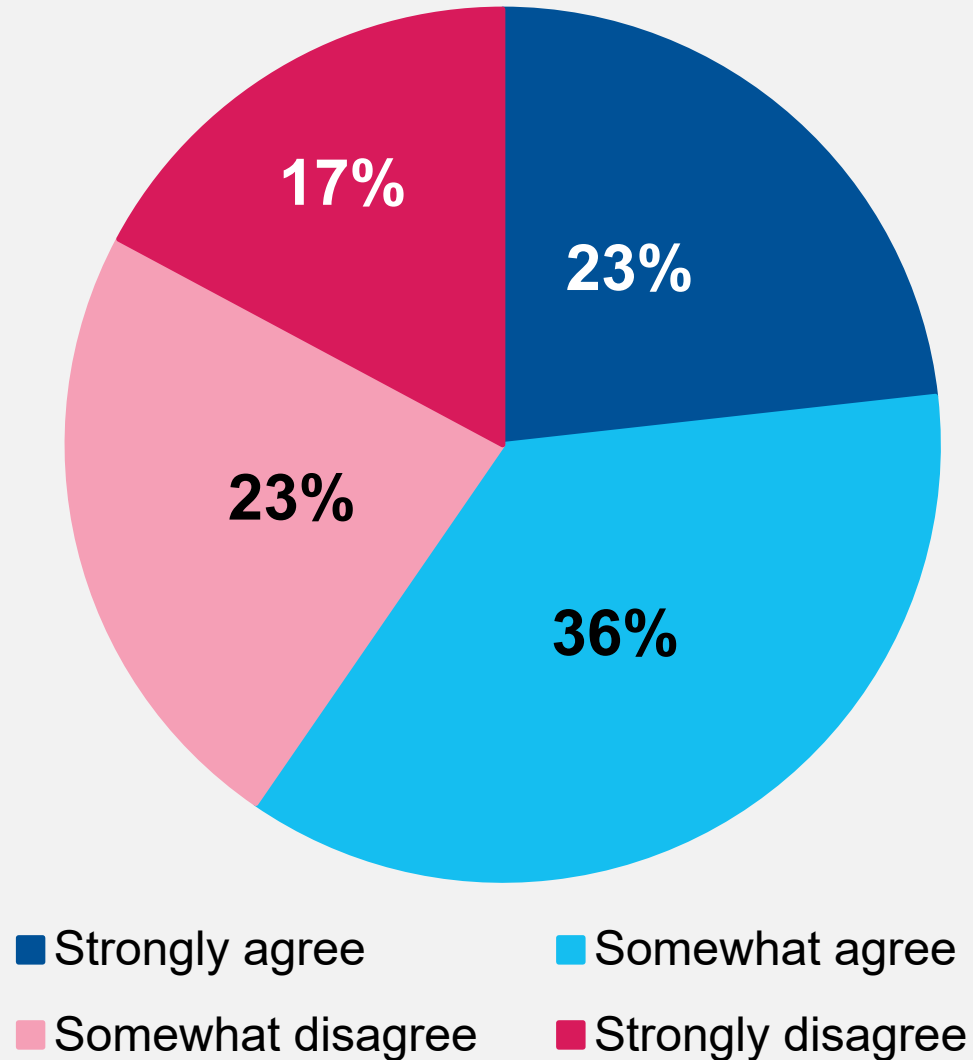
By disability status

I worry that AI may make some or all my job duties obsolete in the future - 38%



**Are workers confident
they will be retrained?**

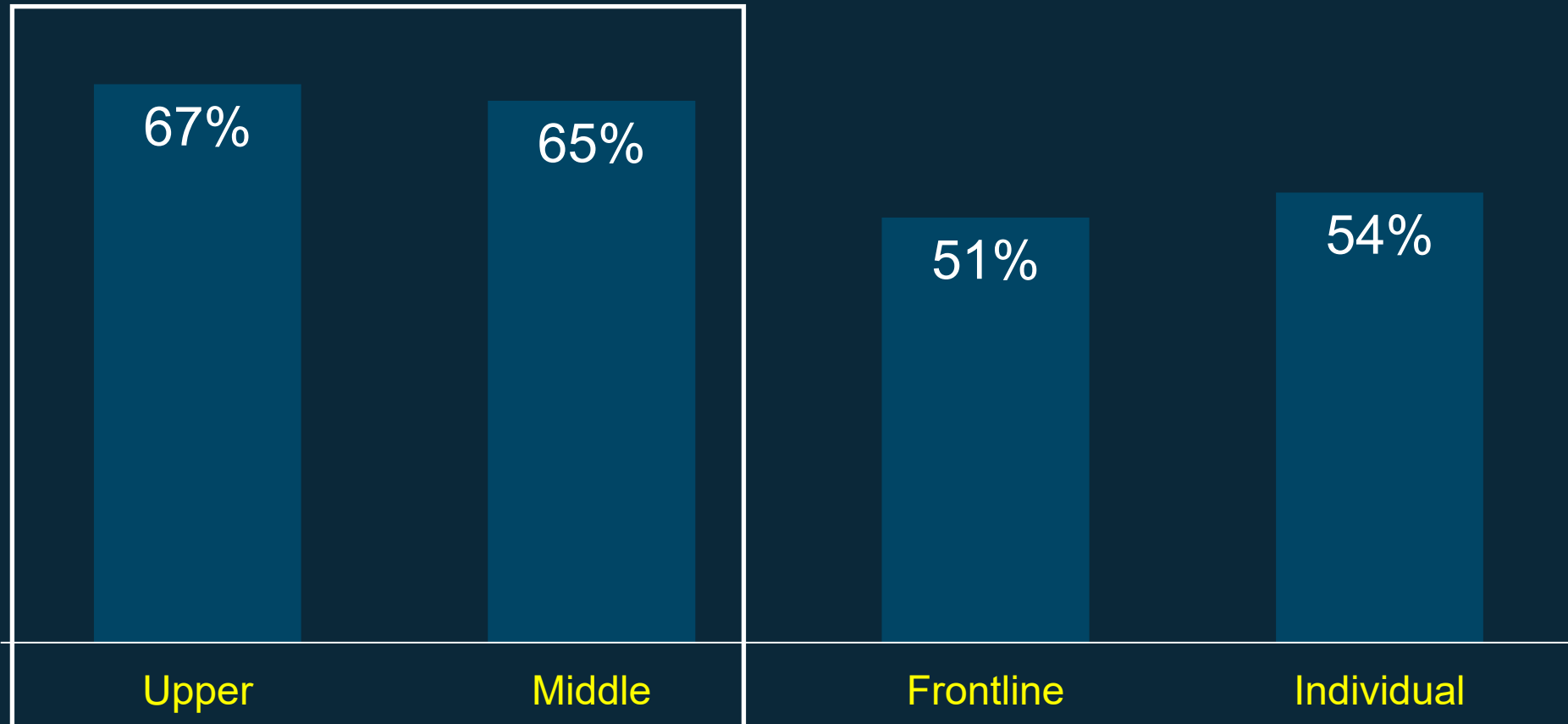
I am confident my employer will retrain me for a different job if AI replaces my job duties



~60% agreed that their employer will retrain them for a different job if AI replaces their job duties

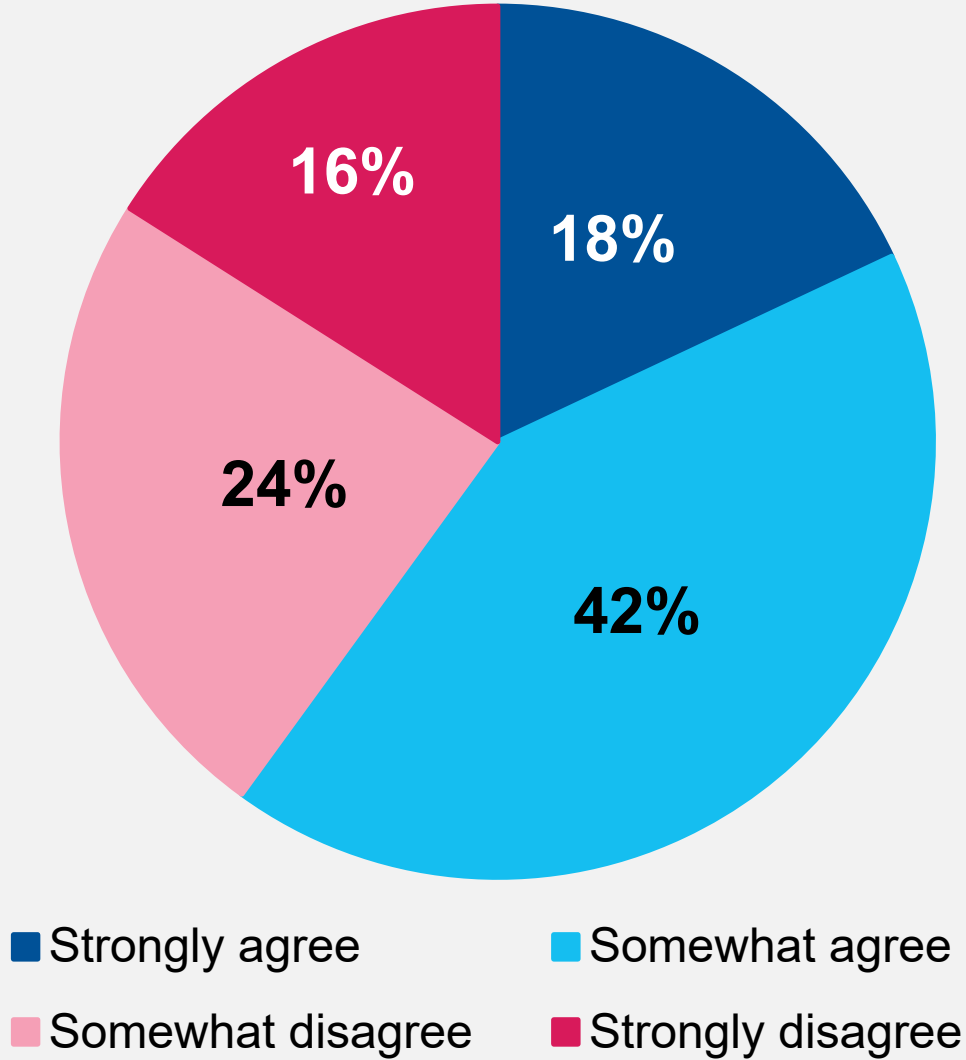
By role in organization

I am confident my employer will retrain me for a different job if artificial intelligence (AI) replaces my job duties - 60%



Do workers perceive new technologies as creating opportunity?

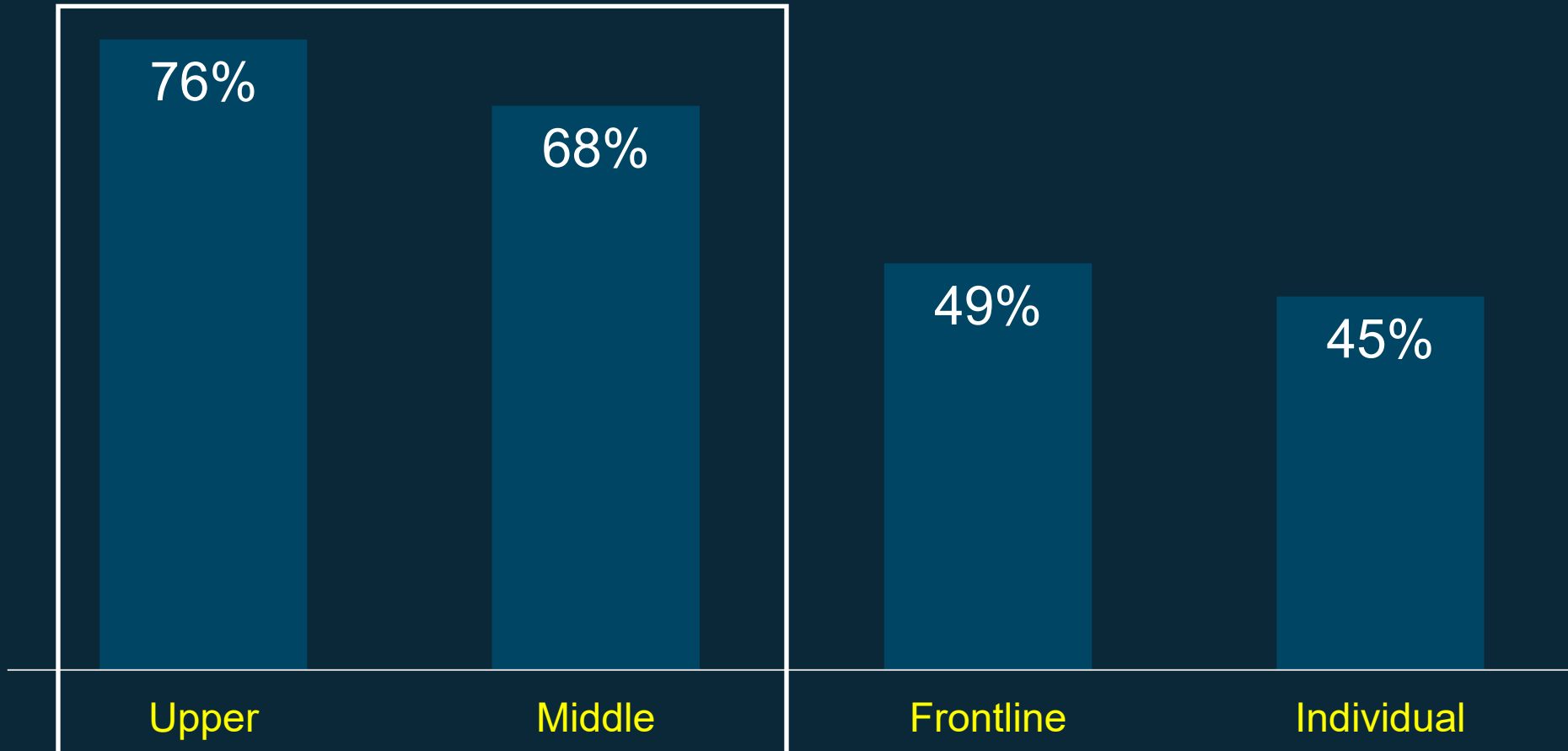
Technological changes have created new opportunities for me in my current role and/or career path.



60% agreed that technological changes have created new opportunities for them in their current role and/or career path

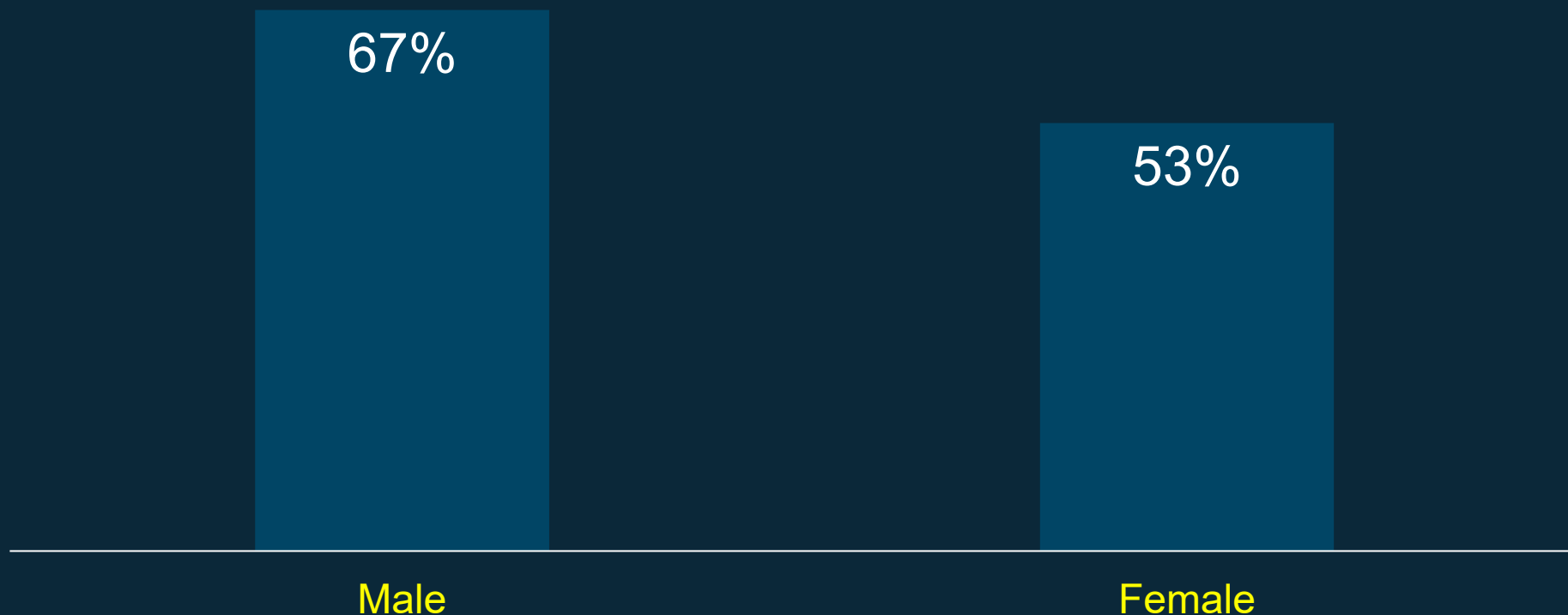
By role in organization

Technological changes have created new opportunities for me in my current role and/or career path - 60%



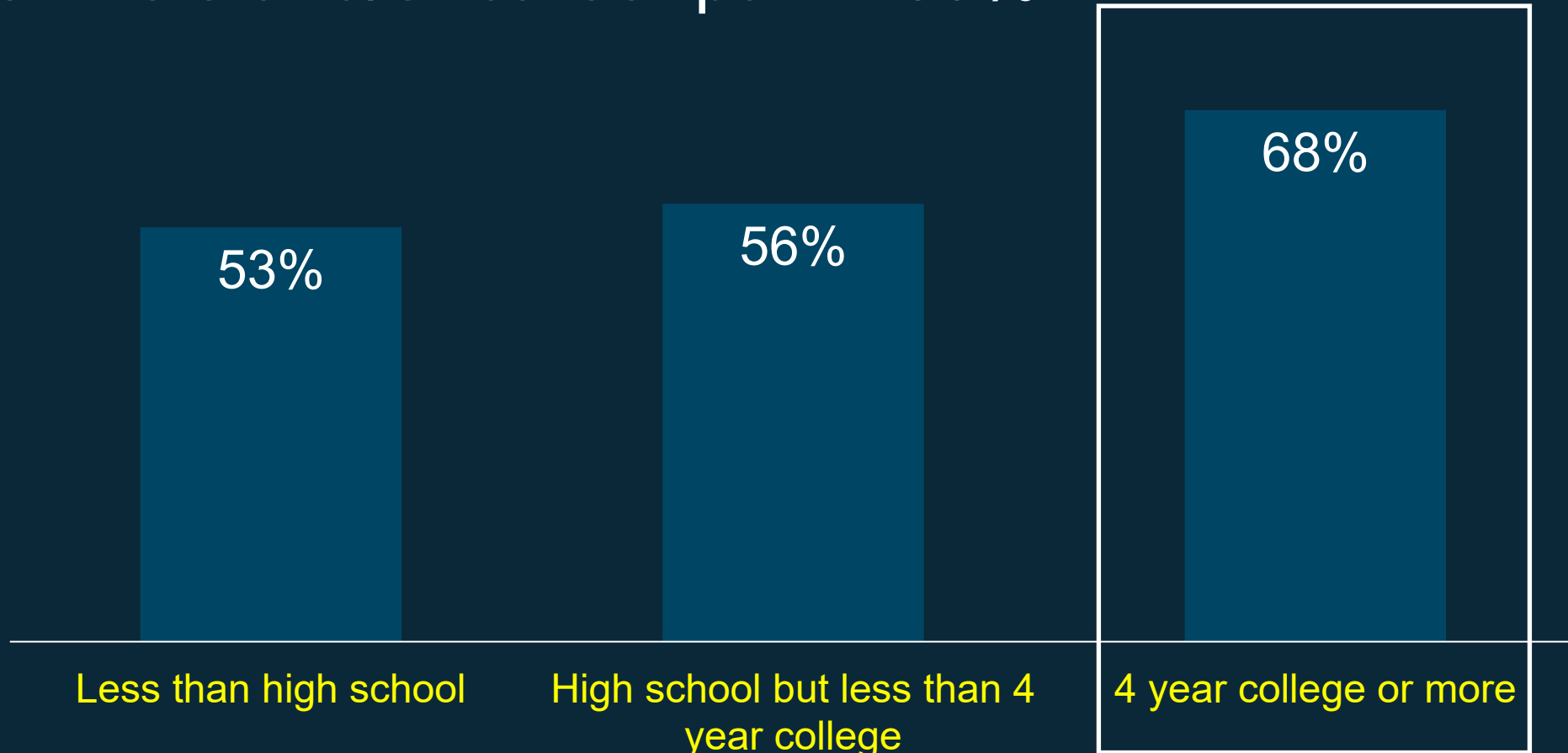
By sex

Technological changes have created new opportunities for me in my current role and/or career path - 60%



By education

Technological changes have created new opportunities for me in my current role and/or career path - 60%





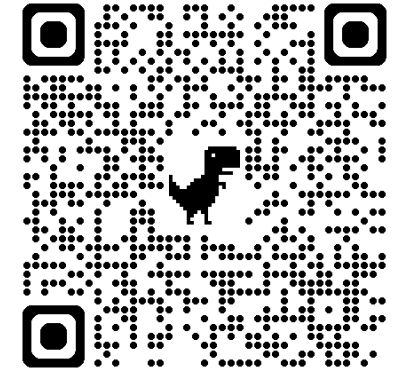
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Questions?

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