



CONTACTS

Colleen Madden, Director of Public Relations

Office: 312-422-5074

Mobile: 314-807-1568

colleenmadden@challengergray.com

FOR IMMEDIATE RELEASE

Retail, Transport & Warehousing Stock Up On Holiday Staff

SHIFTS IN RETAIL WILL LIKELY LEAD TO MORE HOLIDAY HIRES

CHICAGO, September 13, 2018 – The holiday hiring season is off to a strong start, as major announcements from Macy’s and FedEx can attest. Retailers and logistics companies are gearing up for a huge shopping season in light of a solid economy and high consumer confidence. This will translate into more jobs added for seasonal hiring, according to a forecast released Thursday from global outplacement and executive coaching firm Challenger, Gray & Christmas, Inc.

Yesterday, Macy’s announced it will hire 80,000 seasonal workers, the same number as last year. Macy’s eventually hired another 7,000 seasonal workers in December. FedEx likewise announced it is looking for 55,000 workers, 5,000 more than last year.

“Retailers have been aggressively hiring seasonal workers since July to combat the tight job market. This holiday season will be a good time for workers who have had trouble finding employment or those who are discouraged or marginally attached to the labor force, as retail, transport, and warehousing jobs will be plentiful,” said Andrew Challenger, Vice President of Challenger, Gray & Christmas, Inc.

Last year, seasonal retail employment increased by 668,400 during the final three months of the year, 4.3 percent higher than the 641,000 jobs added in 2016, according to employment data from the Bureau of Labor Statistics (BLS).

“Seasonal jobs are no longer in retail alone. With the rise of online shopping, transport and warehousing companies are also looking for seasonal workers. We’ve seen this trend over the last few years,” said Challenger.

Last year, BLS data showed that transportation and warehousing employment increased by a non-seasonally adjusted 279,700, up 13.4 percent from the 246,700 workers in the final quarter of 2016 and 6.6 percent higher than the 262,300 workers hired in this sector in the final three months of 2015.

Companies in this sector are averaging 5.2 million workers this year, compared to 4.9 million in 2015 and 4.2 million in 2008, according to non-seasonally adjusted BLS data.

“Retailers will have to offer competitive compensation or other perks to attract the workers needed for this holiday season. Already, we have seen some retailers offering discounted merchandise or special shopping days for their employees,” said Challenger.

In fact, Kohl’s announced it was offering 15 percent discounts and “associate shopping days” for the seasonal workers they hired this summer.

Meanwhile, JCPenney, which announced they were hiring 18,000 seasonal, back-to-school, workers in July, is hiring for a salon program, offering stylists a competitive compensation plan, paid training, and paid time off, with some participants eligible to receive 401(k) benefits. On Friday, JCPenney announced they are hiring over 39,000 workers for their stores, supply chain, and customer care for the holiday season.

In addition to Macy’s and FedEx’s announcements, Michaels has announced plans to hire 15,000 holiday workers, and 1-800-Flowers will staff an additional 8,000 workers for the holidays, both on track with their hiring plans last year.

“While it is possible that we’ll see fewer of these large-scale announcements due to the closures of many brick-and-mortar stores, it’s likely those jobs will still be needed for fulfillment centers and warehousing,” said Challenger.

###

JOBS ADDED IN RETAIL TRADE

October, November, December, 2005-2017

	Oct	Nov	Dec	TOTAL	% Change
2005	122,300	392,700	196,600	711,600	0.20%
2006	150,600	427,300	169,000	746,900	5.00%
2007	87,900	465,400	167,600	720,900	-3.50%
2008	38,600	213,600	72,700	324,900	-54.90%
2009	45,100	317,100	133,600	495,800	52.60%
2010	149,800	339,200	158,600	647,600	30.60%
2011	134,200	390,600	154,500	679,300	4.90%
2012	138,700	485,400	99,600	723,700	6.50%
2013	159,600	443,100	184,100	786,800	8.70%
2014	182,800	412,200	154,100	749,100	-4.80%
2015	183,300	399,300	125,700	708,800	-5.38%
2016	149,400	359,400	132,200	641,000	-9.57%
2017	146,400	462,700	59,300	668,400	4.27%
AVERAGE*	129,900	392,923	139,046	661,908	

**Since 2005*

Source: Challenger, Gray & Christmas, Inc., with data provided by the U.S. Bureau of Labor Statistics

SEASONAL HIRING ANNOUNCEMENTS

Company	2012	2013	2014	2015	2016	2017	2018
Amazon	50,000	70,000	80,000	100,000	120,000	120,000	
Target	88,000	70,000	70,000	70,000	77,500	100,000	
UPS	55,000	55,000	95,000	95,000	95,000	95,000	
Macy's	80,000	83,000	86,000	85,000	83,000	87,000	80,000
FedEx	20,000	20,000	50,000	55,000	50,000	50,000	55,000
JCPenney	40,000	35,000	35,000	30,000	40,000	40,000	18,000
Michaels						15,000	15,000
Kroger						14,000	
Nordstrom				11,800	11,400	13,650	
Toys"R"Us	45,000	45,000	45,000	40,000		12,500	
Burlington Stores						12,000	
The Bon-Ton Stores					13,500	10,000	
1-800-Flowers						8,000	8,000
McDonald's						3,179	
Williams-Sonoma						2,000	
Fanatics						2,000	
Plow & Hearth						400	
Opryland					300	400	
Kohl's	52,700	53,000	76,970	79,160	69,000		
Walmart	50,000	55,000	60,000	60,000			
GameStop	17,000	17,000	25,000	28,000			
Sports Authority	N/A	N/A	N/A	3,500			
Best Buy	14,000	N/A	N/A				
Meijer	12,000	9,000	10,000				
Radial					20,000	23,000	
Party City					35,000		
Gap			63,000				
Versant Supply Chain					2,000		
L Brands					4,000		4,000
Hickory Farms (Food)	5,225	6,000					
Total	528,925	518,000	695,970	657,460	620,700	608,129	180,000

Source: Challenger, Gray & Christmas, Inc.

Total Hiring Announcements

	2018	2017	2016	2015	2014	2013	AVERAGE
January	41,890	136,501	8,362	8,774	6,312	60,585	43,737
February	139,925	25,765	7,539	14,574	11,054	92,372	48,538
March	14,525	127,006	10,997	6,412	6,860	8,115	28,986
April	13,842	61,537	11,557	13,898	11,145	9,322	20,217
May	9,889	77,447	24,732	12,598	10,141	9,618	24,071
June	13,504	40,095	13,564	11,176	15,530	8,774	17,107
July	9,823	88,142	16,051	11,637	16,544	9,728	25,321
August	17,274	14,530	9,101	11,778	9,657	7,662	11,667
September		422,726	487,075	492,306	567,705	445,617	483,086
October		37,387	135,532	86,107	147,935	87,874	98,967
November		61,300	108,994	10,026	11,291	14,177	41,158
December		8,218	35,198	11,465	7,332	11,362	14,715
TOTAL	260,672	1,100,654	868,702	690,751	821,506	765,206	751,249

**Hiring Announcements by Industry
January-August 2018**

INDUSTRY	YEAR-TO-DATE
Aerospace/Defense	3,544
Apparel	0
Automotive	4,351
Chemical	100
Commodities	17
Computer	11,464
Construction	690
Consumer Products	3,301
Education	568
Electronics	22,402
Energy	2,325
Entertainment/Leisure	15,815
Financial	7,854
Food	2,477
Government	1,200
Health Care/Products	932
Industrial Goods	5,728
Insurance	1,710
Legal	0
Media	500
Non-Profit	0
Pharmaceutical	275
Real Estate	0
Retail	157,790
Services	7,208
Telecommunications	2,652
Transportation	7,435
Utility	334
Warehousing	0
TOTAL	260,672

Source: Challenger, Gray & Christmas, Inc. ©