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## FOR IMMEDIATE RELEASE

### 2019 Seasonal Retail Hiring Outlook

## **HIRING TO STAGNATE IN 2019; HOLIDAY RETAIL HIRING FELL MORE THAN 6% IN 2018, AS THOUSANDS OF STORES CLOSED**

**September 19, 2019** – Despite a record number of hiring announcements for the holiday season last year, Retailers added the lowest number of jobs since 2009, 625,600 in the final quarter of 2018, according to an analysis of non-seasonally adjusted data from the Bureau of Labor Statistics (BLS) by global outplacement and executive and business coaching firm Challenger, Gray & Christmas, Inc. With current economic conditions and consumer spending trends, Challenger predicts seasonal hiring will stagnate or fall slightly from 2018.

Seasonal jobs added in Retail in the final quarter of last year were 6.4% lower than during the same period in 2017, when 668,400 jobs were added. This is the lowest number of jobs added since 2009, when Retailers added 495,800 seasonal jobs.

Last year, Challenger tracked 431,000 large-scale hiring announcements by Retailers, the highest number since Challenger began tracking in 2012. That was 37% higher than the 314,950 Retail hiring announcements in 2017. Overall, 714,000 seasonal positions were announced last year, from companies in Retail, Transportation, and Warehousing, 16.3% higher than the 614,129 announced in 2017.

“The shift to online shopping in Retail means traditional Retailers will likely not hire the numbers they once did. However, these holiday jobs seem to be appearing in Transportation and Warehousing, as Retailers rely more and more on fulfillment centers,” said Andrew Challenger, Vice President of Challenger, Gray & Christmas, Inc.

Indeed, according to non-seasonally adjusted figures from the BLS, companies in Transportation and Warehousing added 259,000 jobs in the final quarter of 2018. That is down 2% from the 265,200 jobs added during the same period in 2017, but up 57% from the 165,100 jobs added in 2013, the last time the industry added less than 200,000 seasonal jobs.

Already this year, Target, which last year announced the highest number of seasonal jobs from a brick-and-mortar Retailer according to Challenger tracking, announced they plan to add even more jobs this year: 125,000 in-store workers, as well as another 8,000 in fulfillment. UPS announced it would add 100,000 jobs for the holidays, and 1-800-Flowers will add 8,000 jobs.

A number of Retailers, including Lowe's and Kohl's, announced seasonal hiring plans over the summer, and it remains to be seen whether they will make large-scale announcements for the holiday season.

"Seasonal hiring is driven primarily by current consumer spending habits. Consumers, at the moment, are spending, with the latest figures suggesting consumers are going further into credit card debt. Unless this changes significantly this month, Retailers will likely hire at similar levels to last year," said Challenger.

"Perceptions of the current economy, which is not as strong as last year or in 2017, could curtail seasonal hiring plans as well. Although new tariffs likely won't go into effect at the moment, Retailers will keep a close eye on trade negotiations in October, as they will impact consumers going into the holidays," he added.

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**JOBS ADDED IN RETAIL TRADE**

October, November, December, 2005-2018

	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%
2018	115,900	494,800	14,900	625,600	-6.40%
<b>AVERAGE*</b>	<b>128,900</b>	<b>400,200</b>	<b>130,179</b>	<b>659,314</b>	

*\*Since 2005*

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

**JOBS ADDED IN TRANSPORTATION & WAREHOUSING**

October, November, December, 2011-2018

	Oct	Nov	Dec	TOTAL	% Change
2011	11,200	25,900	62,200	99,300	-2.93%
2012	14,000	28,300	103,900	146,200	47.20%
2013	11,300	57,500	96,300	165,100	12.39%
2014	39,100	56,800	135,800	231,700	40.34%
2015	13,900	70,600	144,000	228,500	-1.38%
2016	28,000	85,500	152,800	266,300	16.54%
2017	41,400	88,600	135,200	265,200	-0.41%
2018	52,900	111,200	95,400	259,500	-2.15%
<b>AVERAGE*</b>	<b>26,475</b>	<b>65,550</b>	<b>115,700</b>	<b>207,725</b>	

*\*Since 2011*

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



**Large-Scale Seasonal Hiring Announcements**

<b>Company</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Amazon	50,000	70,000	80,000	100,000	120,000	120,000	100,000	
Target	88,000	70,000	70,000	70,000	77,500	100,000	120,000	133,000
UPS	55,000	55,000	95,000	95,000	95,000	95,000	100,000	100,000
Macy's	80,000	83,000	86,000	85,000	83,000	87,000	80,000	
FedEx (Transportation)	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	39,000	
Michaels						15,000	15,000	
Kroger						14,000	10,000	
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	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		90,000	
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	20,000	
Party City					35,000			
Gap			63,000				65,000	
Versant Supply Chain					2,000			
L Brands					4,000		4,000	
XPO Logistics						6,000	8,000	
Hickory Farms (Food)	5,225	6,000						
<b>Total</b>	<b>528,925</b>	<b>518,000</b>	<b>695,970</b>	<b>657,460</b>	<b>620,700</b>	<b>614,129</b>	<b>714,000</b>	

Source: Challenger, Gray & Christmas, Inc. ©