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## CONTACT

**Colleen Madden Blumenfeld**, Director of Public Relations

Office: 312-422-5074

Mobile: 314-807-1568

[colleenmadden@challengergray.com](mailto:colleenmadden@challengergray.com)

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## 2019 Seasonal Retail Hiring Update

### **RETAIL HIRING UP 18%; TRANSPORTATION & WAREHOUSING DOWN 17% FROM LAST OCTOBER**

**CHICAGO, November 4, 2019** – Retailers added 137,200 jobs in October, 18% more than the 115,900 jobs Retailers added in October of 2018, according to an analysis of non-seasonally adjusted data from the U.S. Bureau of Labor Statistics (BLS) from global outplacement and executive and business coaching firm Challenger, Gray & Christmas, Inc.

Meanwhile, jobs added in Transportation and Warehousing, an industry that has seen increased hiring activity around the holidays in the last few years, fell 17%, to 43,700 from 52,900 jobs added in the same month last year.

“We do not typically see the bulk of new seasonal jobs until November, so it remains to be seen what retailers and fulfillment centers will do this month. The jobs report the government issued on Friday was positive, and consumers continue to spend,” said Andrew Challenger, Vice President of Challenger, Gray & Christmas, Inc.

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. That was the lowest number of jobs added since 2009, when Retailers added 495,800 seasonal jobs.

After last October, this October’s total is the lowest since 2011, when 134,200 Retail jobs were added.

So far this holiday season, Challenger has tracked 564,781 large-scale seasonal hiring announcements. Notably absent from the list is Amazon, which last year announced 100,000

new jobs for the holiday season. This year, however, Amazon announced it would hire 30,000 permanent positions. The company has also been hiring tens of thousands of workers over the last two years.

“Other Retailers have adopted a strategy of doing bulk hiring at other times of the year, to staff up for the summer months or back-to-school season, for instance. Meanwhile, Retail positions are changing with the introduction of new technologies and the closing of thousands of stores,” said Challenger.

“The labor market is tight. Attracting seasonal workers is a challenge, and retailers and Transportation and Warehousing companies will need to offer competitive salaries, perks, and benefits to attract and retain talent,” he added.

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. The company is offering \$13 an hour, flexible scheduling, and a 10% discount in stores, as well as a 20% wellness discount on fitness gear and produce.

UPS, which announced it would add 100,000 jobs for the holidays, is offering \$14 an hour, but can go as high as \$30 an hour. Student workers may earn up to \$1,300 for school expenses, and 35% of staff go on to become permanent employees.

Macy’s announced it would hire 80,000 associates, the same number as last year, while Kohl’s is hiring 90,000, also the same as last year. JCPenney is reportedly hiring 37,000, down from the retailer’s peak of 40,000 in 2017.

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## JOBS ADDED IN RETAIL TRADE

October, November, December 2005-October 2019

	Oct	Nov	Dec	TOTAL	% Change
<b>2005</b>	122,300	392,700	196,600	<b>711,600</b>	<b>0.20%</b>
<b>2006</b>	150,600	427,300	169,000	<b>746,900</b>	<b>5.00%</b>
<b>2007</b>	87,900	465,400	167,600	<b>720,900</b>	<b>-3.50%</b>
<b>2008</b>	38,600	213,600	72,700	<b>324,900</b>	<b>-54.90%</b>
<b>2009</b>	45,100	317,100	133,600	<b>495,800</b>	<b>52.60%</b>
<b>2010</b>	149,800	339,200	158,600	<b>647,600</b>	<b>30.60%</b>
<b>2011</b>	134,200	390,600	154,500	<b>679,300</b>	<b>4.90%</b>
<b>2012</b>	138,700	485,400	99,600	<b>723,700</b>	<b>6.50%</b>
<b>2013</b>	159,600	443,100	184,100	<b>786,800</b>	<b>8.70%</b>
<b>2014</b>	182,800	412,200	154,100	<b>749,100</b>	<b>-4.80%</b>
<b>2015</b>	183,300	399,300	125,700	<b>708,800</b>	<b>-5.38%</b>
<b>2016</b>	149,400	359,400	132,200	<b>641,000</b>	<b>-9.57%</b>
<b>2017</b>	146,400	462,700	59,300	<b>668,400</b>	<b>4.27%</b>
<b>2018</b>	115,900	494,800	14,900	<b>625,600</b>	<b>-6.40%</b>
<b>2019</b>	<b>137,200</b>				
<b>Average*</b>	<b>128,377</b>	<b>398,567</b>	<b>121,408</b>	<b>647,658</b>	

\*Since 2005

## JOBS ADDED IN TRANSPORTATION & WAREHOUSING

October, November, December 2011-2018

	Oct	Nov	Dec	TOTAL	% Change
<b>2011</b>	11,200	25,900	62,200	<b>99,300</b>	<b>-2.93%</b>
<b>2012</b>	14,000	28,300	103,900	<b>146,200</b>	<b>47.20%</b>
<b>2013</b>	11,300	57,500	96,300	<b>165,100</b>	<b>12.39%</b>
<b>2014</b>	39,100	56,800	135,800	<b>231,700</b>	<b>40.34%</b>
<b>2015</b>	13,900	70,600	144,000	<b>228,500</b>	<b>-1.38%</b>
<b>2016</b>	28,000	85,500	152,800	<b>266,300</b>	<b>16.54%</b>
<b>2017</b>	41,400	88,600	135,200	<b>265,200</b>	<b>-0.41%</b>
<b>2018</b>	52,900	111,200	95,400	<b>259,500</b>	<b>-2.15%</b>
<b>2019</b>	<b>43,700</b>				
<b>AVERAGE*</b>	<b>28,389</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

Company	2012	2013	2014	2015	2016	2017	2018	2019
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	95,000
Macy's	80,000	83,000	86,000	85,000	83,000	87,000	80,000	80,000
FedEx (Transportation)	20,000	20,000	50,000	55,000	50,000	50,000	55,000	55,000
JCPenney	40,000	35,000	35,000	30,000	40,000	40,000	39,000	37,000
Michaels						15,000	15,000	15,000
Kroger						14,000	10,000	
Kroger (GA & SC Stores)								1,000
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.COM Inc.						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	90,000
Walmart	50,000	55,000	60,000	60,000				
GameStop	17,000	17,000	25,000	28,000				
Sports Authority				3,500				
Best Buy	14,000							
Meijer	12,000	9,000	10,000					
Radial					20,000	23,000	20,000	12,581
Party City					35,000			25,000
Gap			63,000				65,000	5,000
Versant Supply Chain					2,000			
L Brands					4,000		4,000	
XPO Logistics						6,000	8,000	
Hickory Farms (Food)	5,225	6,000						
Altar'd State								1,200
Bass Pro Shop								7,000
<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>	<b>564,781</b>

Source: Challenger, Gray & Christmas, Inc. ©