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**FOR IMMEDIATE RELEASE**

**2021 Seasonal Retail Hiring Update**

**COMPANIES ANNOUNCE NEED FOR RECORD NUMBER OF SEASONAL HIRES, BUT FEWER RETAIL, TRANSPORTATION & WAREHOUSING JOBS ADDED IN OCTOBER**

**November 16, 2021** – Despite over 940,000 hiring announcements from companies that need seasonal workers this year, the highest since Challenger began tracking in 2012, Retail seasonal hiring fell 9% from last October, and seasonal Transportation & Warehousing hiring fell 17% from the same month last year, according to an analysis of non-seasonally adjusted data from the Bureau of Labor Statistics by global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

“Companies continue to have a difficult time attracting and retaining workers, particularly for in-person, shift positions,” said Andrew Challenger, Senior Vice President of Challenger, Gray & Christmas, Inc.

“HR executives report people are leaving their jobs due to burnout and a desire for flexibility. But what they tend to offer is more money, which, while an attractive incentive, may not meet the needs of the candidates,” he added.

Indeed, in an online survey of 172 Human resources executives at companies of various sizes and industries nationwide, 59% of respondents said burnout was a leading cause of worker exodus. Another 74% cited desire for more flexibility.

Retailers added 218,500 jobs in October, down 9% from the 239,200 added in October last year. Last year’s October total was a record. Transportation and Warehousing added 97,300, down 17% from the 117,900 added in October of 2020, according to the BLS.

Meanwhile, Retail employment has yet to rebound to pre-pandemic levels. The 15,500,000 employed Retail workers, according to preliminary, non-seasonally adjusted figures for October from the BLS, is down 103,000 from October 2019. Transportation and Warehousing employment at 5,977,200 is up 4% from the 5,754,800 employed in the same month in 2019, but down 21,200 jobs from December 2020.

US-based companies have announced 940,300 seasonal hiring plans, according to Challenger tracking. This is up 11% from the 849,350 the firm tracked in 2020 and the most since the firm began tracking in 2012.

“Clearly, companies are gearing up for high demand this holiday season, but the worker shortage will complicate matters. Even if there weren’t issues in the general supply chain this holiday season, the worker supply shortage too will mean longer wait times and un-stocked shelves,” said Challenger.

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<b>JOBS ADDED IN RETAIL TRADE</b>					
<b>October, November, December</b>					
	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>TOTAL</b>	<b>% Change</b>
<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>	160,900	431,900	79,500	<b>672,300</b>	<b>7.47%</b>
<b>2020</b>	239,200	356,800	140,300	<b>736,300</b>	<b>9.52%</b>
<b>2021</b>	218,500			<b>218,500</b>	
<b>Average*</b>	<b>137,794</b>	<b>399,469</b>	<b>126,800</b>	<b>662,160</b>	
<b>*Since 2005</b>					
<b>JOBS ADDED IN TRANSPORTATION &amp; WAREHOUSING</b>					
<b>October, November, December</b>					
	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>TOTAL</b>	<b>% Change</b>
<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>	36,300	119,400	139,300	<b>295,000</b>	<b>13.68%</b>
<b>2020</b>	117,900	254,200	121,700	<b>493,800</b>	<b>67.39%</b>
<b>2021</b>	97,300			<b>97,300</b>	
<b>AVERAGE*</b>	<b>36,600</b>	<b>89,800</b>	<b>118,660</b>	<b>245,060</b>	
<b>*Since 2011</b>					
<b>Source: Challenger, Gray &amp; Christmas, Inc., with non-seasonally adjusted data provided by the U.S. Bureau of Labor Statistics</b>					

## SEASONAL HIRING ANNOUNCEMENTS

Company	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Amazon	50,000	70,000	80,000	100,000	120,000	120,000	100,000	200,000	100,000	125,000
Walmart	50,000	55,000	60,000	60,000					20,000	150,000
Target	88,000	70,000	70,000	70,000	77,500	100,000	120,000	133,000	130,000	100,000
UPS	55,000	55,000	95,000	95,000	95,000	95,000	100,000	95,000	100,000	100,000
FedEx	20,000	20,000	50,000	55,000	50,000	50,000	55,000	55,000	70,000	90,000
Kohl's	52,700	53,000	76,970	79,160	69,000		90,000	90,000	90,000	90,000
Macy's	80,000	83,000	86,000	85,000	83,000	87,000	80,000	80,000	25,000	76,000
USPS										40,000
Dollar Tree								25,000	25,000	35,000
Michaels						15,000	15,000	15,000	16,000	20,000
Aldis										20,000
Party City					35,000			25,000	20,000	17,000
1-800-FLOWERS.COM Inc.						8,000	8,000	8,000	10,000	10,000
Dick's Sporting Goods									9,000	10,000
Radial					20,000	23,000	20,000	12,581	25,000	7,700
Shipt									100,000	
Kroger						14,000	10,000		20,000	20,000
Lowe's									20,000	
Cherry Hill Programs									11,000	
Gap			63,000				65,000	30,000	10,000	
Hy-Vee									10,000	
DHL Supply Chain									7,000	
Bass Pro Shop								7,000	7,000	
L Brands					4,000		4,000		4,000	
Kings Dominion									4,000	
Office Depot									3,000	
Sheetz									3,000	
Omaha Steaks									3,000	
Williams-Sonoma						2,000			2,500	
JCPenney	40,000	35,000	35,000	30,000	40,000	40,000	39,000	37,000	1,700	
Fresh Market									1,500	
Giant Eagle									1,300	
Meijer	12,000	9,000	10,000						200	
Legoland Florida									150	
Nordstrom				11,800	11,400	13,650				28,600
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				
McDonald's						3,179				
Fanatics						2,000				
Plow & Hearth						400				
Opryland					300	400				
GameStop	17,000	17,000	25,000	28,000						
Sports Authority				3,500						
Best Buy	14,000									
Versant Supply Chain					2,000					
XPO Logistics						6,000	8,000			
Hickory Farms (Food)	5,225	6,000								
Alter'd State								1,200		
Under Armour										1,000
<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>813,781</b>	<b>849,350</b>	<b>940,300</b>

Source: Challenger, Gray &amp; Christmas, Inc. ©