

Hiring for the

Holidays

The holiday season is right around the corner, and with holiday spending expected to increase, the elves aren't the only ones who'll be working hard this season. Overall holiday hiring is anticipated to exceed last year's, so it's never too soon to start planning for the most critical time of the year.

322,000 of the seasonal hires are made by 5 of the top retailers:

Target
70,000

JC Penney
40,000

Macy's
83,300

Wal-Mart
60,000

Kohl's
69,000

738,800
seasonal employees will be
hired in 2016

Changing Retail Landscape

60%

OF AMAZON.COM
USERS SHOPPED ON
MOBILE DEVICES
LAST YEAR

30%

OF ANNUAL RETAIL
SALES ARE
GENERATED DURING
THE HOLIDAY SEASON

50%

OF HOLIDAY
SHOPPING WILL BE
ONLINE THIS YEAR

630
Million

Packages were
delivered by UPS in
2015, a record
number

To prepare for this year's
influx of shipments

UPS and FedEx will
hire **145,000**
seasonal employees

\$655.8

BILLION

estimated holiday sales in
2016, up 3.6% over last
year

of all 2015 holiday
sales were returns

He's checking his **holiday hiring list**...and you should too:

NICE

- Start Early
- Be Prepared
- Streamline
- Train



Naughty

- Wait until the last minute
- No recruiting strategy or process
- Ambiguous candidate profile
- Lack of metrics and analytics