



Challenger, Gray & Christmas, Inc.
The original outplacement company

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FOR IMMEDIATE RELEASE

Even As Companies Shed Jobs, Hiring Begins to Emerge **EMPLOYERS PLAN TO HIRE NEARLY 170,000;** **AND THAT IS JUST THE TIP OF THE ICEBERG**

CHICAGO, October 12, 2009 – The pace of announced workforce reductions is about 40 percent ahead of last year. However, a surprising new report shows that, through September, employers have already announced plans to hire more workers than they did in all of 2008.

The report released Monday by global outplacement consultancy Challenger, Gray & Christmas, Inc. indicates that some employers see the light at the end of the tunnel and feel confident enough about the prospects of the recovery to begin adding workers, albeit slowly.

Through September, employers have announced plans to hire 169,385 workers this year, according to Challenger's tracking. That is 88 percent more than the 89,924 planned hires announced in the first three quarters of 2008. The 2009 nine-month total has, in fact, already surpassed the 2008 year-end total of 118,600.

Surprisingly, most of the hiring plans announced this year have come from employers in the retail sector, which has struggled amid falling consumer spending. These employers announced plans to hire 33,640 workers, compared to less than 4,000 in all of 2008.

The biggest hiring sector behind retail is the government and non-profit sector, which has plans to add 28,469 workers. It is followed by the entertainment and leisure industry, which is adding 22,370 new workers.

“Of course, these figures represent just a tiny fraction of the hiring and available jobs out there. We track hiring announcements, but the vast majority of employers do make formal hiring announcements unless they are building a plant, opening a new facility or store, or announcing expansion plans that might affect their stock value,” said John A. Challenger, chief executive officer of Challenger, Gray & Christmas.

“Even newspaper and online help wanted ads do not tell the whole story when it comes to hiring and job availability. In fact, help wanted ads probably represent less than half of the actual job openings and possibly as little as 20 percent. Within the hidden job market are companies that plan to fill positions through employee referrals, those that use recruiters to find the right candidates, as well as those that have no plans to hire, but will do so if the right person comes along,” said Challenger.

The latest Job Openings and Labor Turnover survey from the Bureau of Labor Statistics found that there were approximately 2.4 million job openings as of August. That was down from 3.9 million job openings a year ago. In addition to the August job openings, the BLS survey showed that employers hired about 4.0 million workers during the month.

“It can be discouraging when all you hear about are the economy shedding an average of 300,000 jobs per month and unemployment rising to 9.8 percent. But the fact is the labor market is extremely fluid, even in the worst of times. Companies are constantly adding and subtracting workers, sometimes simultaneously,” said Challenger.

As an example, Challenger pointed to the retail industry, which is among the top hiring industries, with nearly 34,000 planned worker additions. However, it is also among the top job-cutters of the year, having announced more than 95,000 job cuts through September.

In a case of simultaneous hiring and firing within a single company, Microsoft reported plans to hire an estimated 2,000 to 3,000 workers to “support its business strategy in key areas.” The plans were revealed just weeks after the software giant announced that it would trim 5,000 employees from its payrolls over an 18-month period.

“There is no doubt that this is a tight job market. There simply are more job seekers than there are jobs. However, it would be a mistake to assume that no one is hiring. Companies need to replace retirees and others who leave voluntarily. Everyday people are fired for cause and need to be replaced. Employers are continually reevaluating their workforce needs, so it is critical to persevere,” said Challenger.

“Part of being successful in this job market, is being in the right place at the right time. Some of it is luck, but job seekers can definitely improve their chances of being in the right place at the right time by looking beyond the newspaper and online job ads, casting a wide job search net, expanding their professional and personal networks, and staying abreast of new business openings and expansions in their areas.”



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PLANNED HIRING BY INDUSTRY

Industry	2009*	2008
Retail	33,640	3,872
Government/Non-Profit	28,469	7,770
Entertainment/Leisure	22,370	5,541
Chemicals	19,358	436
Financial	11,725	3,440
Construction	10,030	11,761
Health Care/Products	7,345	7,736
Telecommunications	6,339	2,689
Industrial Goods	5,713	10,301
Services	5,467	5,337
Energy	3,725	18,216
Transportation	3,474	3,286
Aerospace/Defense	2,618	4,709
Insurance	1,970	1,558
Electronics	1,765	3,013
E-Commerce	1,572	500
Food	1,300	2,397
Media	1,300	434
Real Estate	700	400
Consumer Products	220	2,493
Pharmaceuticals	200	4,114
Commodities	85	1,100
Automotive	0	9,755
Computer	0	7,717
Utility	0	25
TOTAL	169,385	118,600

Source: Challenger, Gray & Christmas, Inc.



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ANNOUNCED HIRING PLANS BY MONTH

	2009	2008	2007	2006	2005
January	23,973	7,992	7,889	13,945	29,832
February	14,972	11,019	47,757	12,915	41,984
March	19,309	8,859	18,630	24,378	18,509
April	27,062	11,410	22,723	40,793	22,452
May	8124	7,118	14,756	14,378	21,827
June	20,615	4,556	12,547	15,911	24,313
July*	17,183	19,661	200,067	34,537	27,180
August	13,100	9,772	8,208	7,291	27,581
September	25,047	9,537	9,765	27,801	15,666
October		7,430	7,675	13,012	28,460
November		11,163	7,074	62,233	96,282
December		10,083	8,492	6,693	42,972
TOTAL	169,385	118,600	365,583	273,887	397,058

*In July 2007, a survey of 34 federal agencies by the Partnership for Public Service found that 193,000 federal jobs will open between now and 2009.

Source: Challenger, Gray & Christmas, Inc.