

COMPETITION FOR HOLIDAY JOBS WELL ON ITS WAY



The holidays are coming soon, which means that companies will be seeking to hire additional staff to handle the holiday workload. Jobseekers have the opportunity to land temporary positions with large stores throughout the nation. Macy's plans to increase its holiday hiring by approximately 4% this year. Toys R Us has announced they will add around 45,000 warehouse workers, toy demonstrators and sales people this holiday season. Other retailers have decided to withdraw the opportunity for seasonal holiday workers. Instead of adding more employees, several companies throughout the nation will ask current employees to work more frequent and longer shifts throughout the season. This leaves job seekers with a mixed view on job availability throughout the temporary holiday season. Snagajob.com recently put out a poll that asked jobseekers when they will begin looking for holiday employment. Nearly 50% stated that they began the search during August and September, while one-third of poll takers said that they will start the search in October. Shawn Boyer, CEO of Snagajob, states that the later an applicant begins searching for holiday employment, the stiffer the competition will become to land the job. To add to the competition in landing your first temporary seasonal job, a survey was conducted with 1,000 managers throughout the nation. It concluded that 53% of holiday employees will be those who worked during the last holiday season. While changes seem slim, applying to a wide gamut of holiday jobs can increase your chances of seasonal employment. Boyer suggests that holiday jobseekers look beyond the typical retailer holiday positions, because a wide variety of companies need help throughout the holidays. Some of these companies include: catering companies, theatres, package delivery services like FedEx and restaurants. Persistence is key when trying to find a holiday position. Keep searching and looking for a company willing to hire you. One day a retail store may not advertise any hiring, then the next day open up hiring to everyone. Stay encouraged and motivated and you will have a good chance of landing a job during the holiday months. Transforming your holiday gig into a permanent position adds even more competition to the equation. According to Boyer, you should mention your desire for long term employment during your first interview. By doing so, the company is aware of your desires, and has the opportunity to observe your work ethic and qualifications to stay on the team full time. Treat your seasonal job seriously and you will dramatically increase your chances of staying on full time. Never show up late for work, and stay later when necessary. Show phenomenal customer service skills by not becoming overwhelmed by the stress of the season. Volunteer to do more difficult tasks, and show flexibility during scheduling. Even while doing all these things, the odds are still against you. Only about 10% of seasonal employees stay on for permanent employment. However, the good news is that not all seasonal employees desire full time employment after the season. Many simply want to score employee discounts at the store, or make a bit of extra money to purchase more presents for family or friends.