



Employers to Hire 800,000 Holiday Seasonal Workers

Lately, every other radio commercial I hear seems to be an employment opportunity from FedEx or UPS. Both companies began their push for seasonal hiring at least a month ago, and considering the frequency of their radio ads, I wasn't surprised to read a recent post in The Des Moines Business Record predicting increased seasonal hiring this holiday season. Traditionally, the last three months of the year have represented a large percentage of the annual total for seasonal hiring in America.

This is great news for folks needing temporary work or supplemental income and seems to presume strong economic conditions and consumer sentiment through the end of the year. But from a health and safety standpoint, this influx of holiday help is wrought with risk. Considering that permanent new hires are much more likely to experience a work-related injury within the first six months of employment than after, imagine what the statisticians might say about these three-month seasonal hires....

Employers in all industries should consider implementing a standard on-boarding process for temporary hires that mirrors your full-time orientation as closely as possible, with a dedicated focus on safety. Retail environments in particular have a large increase in environmental hazards during the holidays. Consider utilizing a checklist to help hiring managers focus on different risk areas and give heightened attention to new employee training and follow-up to ensure your increased hiring doesn't lead to increased injuries, too.

Additional Reading:

1. *Excerpted from The Des Moines Business Record, Daily PM, September 17, 2014:*

Holiday hiring expected to outpace 2013

Continued employment gains across all industries and increased consumer spending are expected to boost demand for seasonal workers this year, according to global outplacement consultancy Challenger, Gray & Christmas Inc.

In a news release detailing its annual holiday hiring forecast, Challenger said it expects seasonal employment gains in the retail sector to significantly outpace 2013, when 786,200 workers were added to retail payrolls during the final three months of the year.

This year, retailers could add more than 800,000 seasonal workers for the first time since 1999.

Among businesses looking to hire is United Parcel Service Inc., which announced yesterday it plans to add 95,000 seasonal workers this year, nearly doubling last year's number.

2. *Retail Safety Tips from an Insurance Perspective*

<https://www.travelers.com/prepare-prevent/protect-your-business/workplace-safety/store-safety-tips.aspx>

3. *Five Steps to Avoid Seasonal Hiring Snags*

<http://www.hcareers.com/us/resourcecenter/tabid/306/articleid/525/default.aspx>

4. *Potential Workplace Problems with Seasonal Employees*

<http://www.diversifiedriskmanagement.com/articles/problems-hiring-temp-workers.html>

5. *Seasonal Hire Checklist for Managers* – click [here](#)

