

CORPORATE LEARNING SOLUTIONS

POWERED BY BELLEVUE UNIVERSITY

WORKFORCE OVERVIEW RETAIL PROFESSIONALS

699,000

unemployed sales and retail professionals

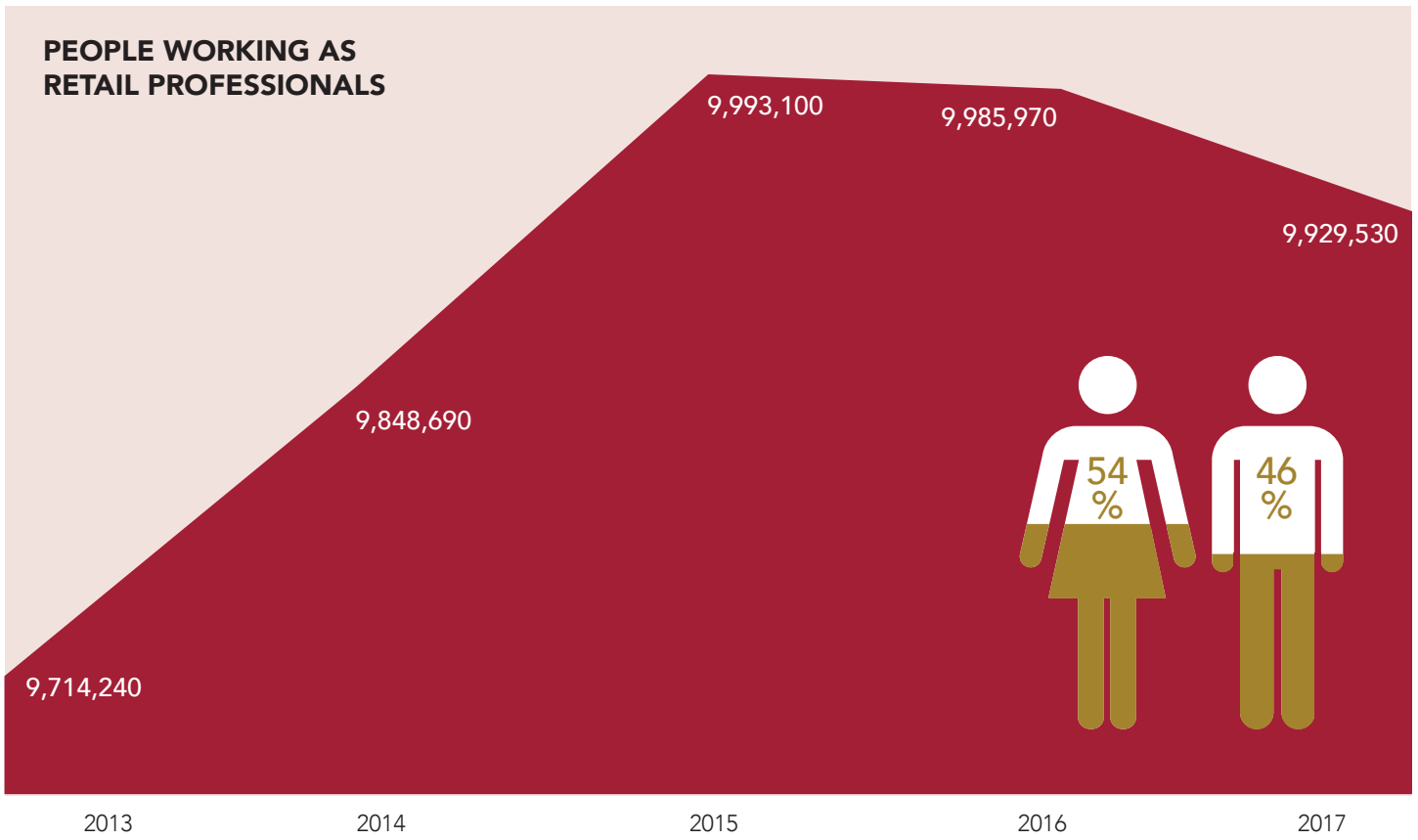
1,591,600

average open positions for retail professionals

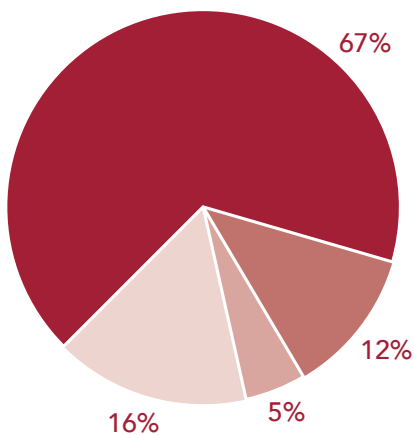
145,000

total positions added for retail professionals by 2026

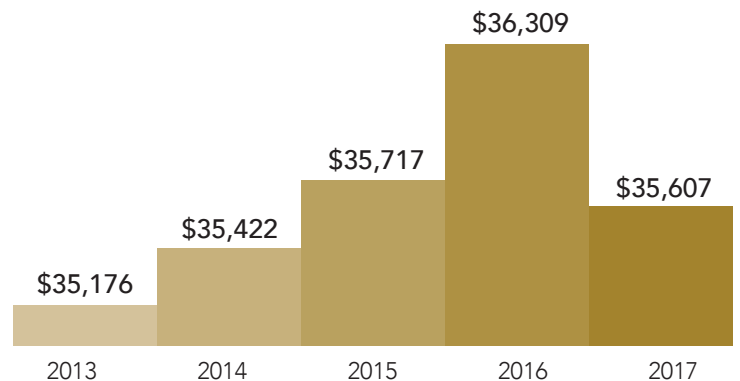
PEOPLE WORKING AS RETAIL PROFESSIONALS



- White
- Black or African-American
- Asian
- Hispanic or Latino



AVERAGE ANNUAL INCOME IN 2018 DOLLARS



This data was compiled by Talent Tracker data scientists from public source data.

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Power Skills™

Retail professional recruiters are asking for these Power Skills™

26%

COLLABORATION: Employers prize people who are easy to work with and have strong conflict and negotiation skills. It involves good teamwork skills, including the effort put into team tasks, the way of interacting with others and the quantity and quality of contributions made to team discussions.

40%

COMMUNICATION: Employers need employees who can effectively work with others – and that starts with an ability to effectively communicate. Communication involves research, focus and listening as well as clear speaking and writing skills.

4%

DECISION-MAKING: Productive and confident decision-making comes from the ability to analyze evidence or break complex topics into parts in order to gain a better understanding of them.

6%

JUDGMENT: Exhibiting good judgment comes from learning how to systematically explore issues, objects or works through the collection or analysis of evidence to make an informed decision.

22%

PROBLEM-SOLVING: Problem-solving methodologies are processes through which a situation or issue may be analyzed and solutions implemented. Employers seek people who can effectively identify and ask significant questions that clarify and lead to better solutions. They require employees who can use multiple techniques to solve problems and can articulate the reason for choosing one course of action over another.

66%

SELF-MANAGEMENT: The discipline involved in self-management includes the attitudes and behaviors encompassing courtesy, honesty and responsibility when dealing with individuals or organizations. Self-management results in professionalism, and people who behave professionally are respected and trusted. Others want to work with them.

10%

VALUES CLARIFICATION: Values clarification relates to reasoning about right and wrong human conduct. It requires students to be able to assess their own ethical values and the social context of problems in a variety of settings, considering the ramifications of alternative actions.

70%

JOB LISTINGS ASKING FOR POWER SKILLS™

This data is the result of a qualitative analysis of a random sampling of job listings from major online job boards for the United States.

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Key Findings



- Over **9 million** people work as retail professionals. This represents **7 percent** of the working population.
- **32.9 percent** of retail professionals are **people of color**.
- **Women** make up **54 percent** of retail professionals.
- The number of retail professionals **increased** by **2.2 percent** between 2013 and 2017, and growth is slowing, as the number of positions for retail professionals is expected to grow only **1.4 percent** by 2026.
- Hiring for retail professionals is very challenging. There are currently **over 1.5 million openings** annually for retail professionals, and there are only **699 thousand unemployed** sales professionals.
- Retail professionals' average wages have not changed much over the last five years, with 2017 wages only **1.2 percent higher** than 2013 average wages; the average year over year **increase** is **0.3 percent** annually.
- **70 percent** of job listings for retail professionals explicitly require **Power Skills™**.
- The most requested **Power Skill™** for retail professionals is **Self-Management**. The least requested **Power Skill™** is **Decision-Making**.