



CHALLENGER REPORT

October 2025

FOR RELEASE AT 7:30 A.M. ET, THURSDAY, NOVEMBER 6TH, 2025

JOB CUTS SURPASS 1 MILLION; HIGHEST OCTOBER TOTAL SINCE 2003. COMPANIES CITE COST-CUTTING, AI IN OCTOBER

CHICAGO, November 6, 2025 – U.S.-based employers announced 153,074 job cuts in October, up 175% from the 55,597 cuts announced in October 2024. It is up 183% from the 54,064 job cuts announced one month prior, according to a report released Thursday from global outplacement and executive coaching firm Challenger, Gray & Christmas.

“October’s pace of job cutting was much higher than average for the month. Some industries are correcting after the hiring boom of the pandemic, but this comes as AI adoption, softening consumer and corporate spending, and rising costs drive belt-tightening and hiring freezes. Those laid off now are finding it harder to quickly secure new roles, which could further loosen the labor market,” said Andy Challenger, workplace expert and chief revenue officer for Challenger, Gray & Christmas.



CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT

Through October, employers have announced 1,099,500 job cuts, an increase of 65% from the 664,839 announced in the first ten months of last year. It is up 44% from the 761,358 cuts announced in all of 2024. Year-to-date job cuts are at the highest level since 2020 when 2,304,755 cuts were announced through October.

Not only did individual companies announce large layoff totals in October, but a higher number of companies announced job cut plans. Challenger tracked nearly 450 individual job cut plans in October, compared to just under 400 in September. March, which had the largest number of job cuts this year primarily due to cuts at the Federal level, saw roughly 350 individual announcements.

October's total is the highest for the month since October 2003, when 171,874 cuts were recorded. That month, large announcements occurred in Retail due to acquisitions and in Telecommunication as cell phones gained wide adoption.

"This is the highest total for October in over 20 years, and the highest total for a single month in the fourth quarter since 2008. Like in 2003, a disruptive technology is changing the landscape," said Challenger.

"Over the last decade, companies have shied away from announcing layoffs in the fourth quarter, so it's surprising to see so many in October. With the onset of social media, and the ability for workers to share their negative experiences with their employers, the trend of announcing layoffs before the holidays fell away, a practice that seemed particularly cruel," said Challenger.

In fact, between 2003 and 2013, the fourth quarter averaged 74,733 job cuts a month. In the following decade, the monthly average in the fourth quarter fell to 42,927. For October, the average job cut total from 2014 to 2024 was 47,086.

"At a time when job creation is at its lowest point in years, the optics of announcing layoffs in the fourth quarter are particularly unfavorable," he added.

WHICH INDUSTRIES ARE CUTTING THE MOST IN OCTOBER?

Technology

Technology continues to lead in private-sector job cuts as companies restructure amid AI integration, slower demand, and efficiency pressures. In October, the sector announced 33,281 job cuts, up sharply from 5,639 in September. For the year, Technology firms have announced 141,159 job cuts, up 17% from the 120,470 announced through the same period in 2024.

Retail

Retailers announced 2,431 job cuts in October, down from 2,577 the prior month, but the sector remains among the hardest hit this year. So far in 2025, Retail has announced 88,664 job cuts, a 145% increase from the 36,136 announced through October last year. The sector continues to face cost pressures, shifting consumer habits, and ongoing store closures.

CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT

Services

The Services sector, which includes companies that provide support to other businesses such as cleaning, staffing, and outsourcing firms, announced 1,990 job cuts in October, down from 6,290 in September. Year to date, the sector has announced 63,580 job cuts, up 62% from the 39,296 announced through October 2024.

Warehousing

Warehousing led all industries in October cuts, announcing 47,878 job cuts, up from 984 in September. Year to date, the sector has cut 90,418 jobs, a 378% increase from the 18,904 cuts announced in the same period last year. The surge suggests ongoing overcapacity and automation-driven restructuring following pandemic-era growth.

Consumer Products

Consumer Products companies announced 3,409 job cuts in October, up from 1,983 in September. For the year, the sector has announced 41,033 job cuts, up 21% from the 33,865 cuts announced during the same period in 2024, as companies adjust production and workforce levels amid softening demand and changing consumer preferences.

Non-Profits

Non-profits continue to be impacted by Government funding as well as rising costs. These entities announced plans to cut 27,651 this year, an increase of 419% from the 5,329 announced by this point in 2024.

Media & News Cuts

The Media industry has announced 16,680 cuts so far in 2025, up 26% from the 13,279 cuts announced in the first ten months of last year.

News, which Challenger tracks as a subset of Media and includes broadcast, digital, and print, has announced 2,075 job cuts so far this year, 337 of which occurred in October. That is the highest monthly total since 462 in May. For the year, News cuts are down 41% from the 3,520 cuts announced during the same period last year.

WHY ARE COMPANIES CUTTING IN 2025?

“DOGE Impact” remains the leading reason for job cut announcements in 2025, cited in 293,753 planned layoffs so far this year. This includes direct reductions to the Federal workforce and its contractors. An additional 20,976 cuts have been attributed to DOGE Downstream Impact, which reflects the loss of federal funding to private and non-profit entities.

In October alone, Cost-Cutting was the top reason employers cited for job reductions, responsible for 50,437 announced layoffs. Artificial Intelligence (AI) was the second-most cited factor, leading to

CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT

31,039 job cuts as companies continue to restructure and automate. AI has been cited for 48,414 job cuts this year.

Market and Economic Conditions accounted for another 21,104 cuts in October, bringing the year-to-date total for this reason to 229,331, while Closings of stores, units, and plants resulted in 16,739 cuts for the month and 161,391 for the year. Restructuring was cited in 7,588 October announcements, for a total of 108,038 so far in 2025.

HIRING PLANS IN 2025

Through October, U.S. employers have announced 488,077 planned hires, down 35% from the 750,333 announced at this point in 2024. It is the lowest year-to-date total since 2011, when 459,971 new hires were planned. On average, employers have announced 48,808 new hires per month, the lowest monthly average since 2011, when an average of 44,798 new hires occurred monthly.

Included in Challenger's hiring figure are 372,520 seasonal hiring plans through October (Table 8), the lowest number of announced seasonal hires through October since Challenger began tracking them in 2012.

"It's possible with rate cuts and a strong showing in November, companies may make a late season push for employees, but at this point, we do not expect a strong seasonal hiring environment in 2025," said Challenger.

CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT

Table 1: EXECUTIVE SUMMARY
TOP FIVE INDUSTRIES

Year To Date

	2025	2024
Government	307,638	37,746
Technology	141,159	120,470
Warehousing	90,418	18,904
Retail	88,664	36,136
Services	63,580	39,296

MONTH BY MONTH TOTALS

	2025	2024
January	49,795	82,307
February	172,017	84,638
March	275,240	90,309
April	105,441	64,789
May	93,816	63,816
June	47,999	48,786
July	62,075	25,885
August	85,979	75,891
September	54,064	72,821
October	153,074	55,597
November		57,727
December		38,792
TOTAL	1,099,500	761,358

Some reductions are identified by employers as workers who will take early retirement offers or other special considerations to leave the company.

LAYOFF LOCATION

	YTD 2025	YTD 2024
Dist. of Columbia	303,778	34,788
California	158,734	136,661
New York	81,701	68,226
Georgia	78,049	17,811
Washington	77,658	36,735

Listings are identified by the location of the layoff or corporate headquarters as stated in announcement.

CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT

Table 2: JOB CUTS BY INDUSTRY

	24-Oct	25-Sep	25-Oct	YTD 2024	YTD 2025
Aerospace/Defense	18,465	25	492	29,526	3,278
Apparel	291	100	1,806	8,016	3,751
Automotive	3,330	2,750	5,365	34,314	26,149
Chemical	258	320	256	1,588	2,800
Construction	392	1,273	1,634	10,925	7,032
Consumer Products	4,571	1,983	3,409	33,865	41,033
Education	481	1,252	2,495	26,466	20,013
Electronics	204	140	521	3,360	7,112
Energy	1,387	5,807	350	9,702	15,161
Entertainment/Leisure	1,033	2,985	4,381	32,087	22,132
Financial	2,408	1,400	2,582	38,625	48,968
FinTech	83		50	5,054	1,863
Food	1,781	4,074	10,622	24,729	27,457
Government	7	4,482	7,883	37,746	307,638
Health Care/Products	3,022	3,480	4,339	44,816	44,256
Industrial Goods	822	806	8,157	20,616	16,656
Insurance	626	245	1,456	5,990	5,324
Legal	100			202	403
Media	365	331	2,620	13,279	16,680
Mining			206	1,373	2,526
Non-Profit	480	672	4,828	5,329	27,651
Pharmaceutical	424	1,077	1,179	12,751	24,689
Real Estate			262	4,692	1,795
Retail	7,696	2,577	2,431	36,136	88,664
Services	1,831	6,290	1,990	39,296	63,580
Technology	3,614	5,639	33,281	120,470	141,159
Telecommunications		1,233	2,034	10,280	22,896
Transportation	476	3,948	215	25,739	15,544
Utility	84	191	352	8,963	2,872
Warehousing	1,366	984	47,878	18,904	90,418
TOTAL	55,597	54,064	153,074	664,839	1,099,500

Source: Challenger, Gray & Christmas

CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT

Table 3: JOB CUTS BY REGION, STATE

EAST	Oct-25	YTD 2025	YTD 2024
Connecticut	1,609	3,251	9,533
Delaware		209	700
Dist. of Columbia	4,877	303,778	34,788
Maine	2,500	7,311	473
Maryland	606	9,480	7,437
Massachusetts	3,003	14,430	17,551
New Hampshire		154	237
New Jersey	1,117	64,334	11,617
New York	1,273	81,701	68,226
Pennsylvania	1,358	17,256	15,377
Rhode Island	72	1,221	11,850
Vermont	60	399	469
TOTAL	16,475	503,524	178,258

MIDWEST	Oct-25	YTD 2025	YTD 2024
Illinois	2,877	20,678	20,031
Indiana	268	2,120	3,859
Iowa	483	7,318	7,990
Kansas	323	3,095	4,813
Michigan	5,207	19,336	21,401
Minnesota	2,492	9,049	8,739
Missouri	817	5,519	7,030
Nebraska	217	5,249	753
Ohio	860	40,707	23,913
Wisconsin	200	3,511	9,520
TOTAL	13,744	116,582	108,049

WEST	Oct-25	YTD 2025	YTD 2024
Alaska		1,712	70
Arizona	3,095	18,547	9,142
California	14,206	158,734	136,661
Colorado	647	6,982	13,826
Hawaii		1,063	3,048
Idaho	201	531	715
Montana	112	461	1,035
Nevada	183	2,668	11,094
New Mexico		288	893
North Dakota		96	93
Oklahoma	500	2,061	921
Oregon	691	4,660	10,140
South Dakota	90	478	1,124
Texas	2,753	46,352	66,966
Utah	108	1,472	5,884
Washington	40,108	77,658	36,735
Wyoming		28	1,902
TOTAL	62,694	323,791	300,249

SOUTH	Oct-25	YTD 2025	YTD 2024
Alabama	2,026	9,115	3,250
Arkansas		620	1,674
Florida	2,221	22,771	12,966
Georgia	46,710	78,049	17,811
Kentucky	1,704	5,277	3,464
Louisiana	811	2,050	1,303
Mississippi	950	2,006	1,028
North Carolina	3,249	10,720	8,484
South Carolina	170	3,136	4,343
Tennessee	1,616	11,566	15,916
Virginia	704	9,304	7,064
West Virginia		989	980
TOTAL	60,161	155,603	78,283

CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT

Table 4: JOB CUTS BY REASON

	Oct-25	YTD 2025
DOGE Actions		293,753
Market/Economic Conditions	21,104	229,331
Closing	16,739	161,391
Restructuring	7,588	108,038
Cost-Cutting	50,437	77,285
Artificial Intelligence	31,039	48,414
Bankruptcy	1,000	38,590
No Reason Provided	607	21,918
DOGE Downstream Impact		20,976
Technological Update (possibly AI)		20,219
Acquisition/Merger	3,277	17,348
Contract Loss	1,185	13,705
Federal Cuts/Shutdown	8,983	8,983
Demand Downturn	1,955	8,701
EV Tax Credit Expiration	5,146	7,539
Financial Loss	1,529	7,364
Tariffs		5,847
Relocation (Domestic)	1,931	3,859
Consolidation	336	1,466
Labor Dispute	200	1,389
Voluntary Severance/Buyouts	18	1,045
Natural Disaster		870
COVID Recovery		705
Plant Upgrades		512
Government Regulations		140
Outsourcing Operations to Another US Company		76
COVID-19		36
TOTAL	153,074	1,099,500

Source: Challenger, Gray & Christmas

**CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT**

Table 5: QUARTER BY QUARTER

	Q1	Q2	Q3	Q4	TOTAL
1989	9,850	10,100	24,085	67,250	111,285
1990	107,052	87,686	49,104	72,205	316,047
1991	110,056	76,622	147,507	221,107	555,292
1992*	110,815	85,486	151,849	151,850	500,000
1993	170,615	84,263	194,486	165,822	615,186
1994	192,572	107,421	117,706	98,370	516,069
1995	97,716	114,583	89,718	137,865	439,882
1996	168,695	101,818	91,784	114,850	477,147
1997	134,257	51,309	95,930	152,854	434,350
1998	139,140	131,303	161,013	246,339	677,795
1999	210,521	173,027	173,181	118,403	675,132
2000	141,853	81,568	168,875	221,664	613,960
2001	406,806	370,556	594,326	585,188	1,956,876
2002	478,905	292,393	269,090	426,435	1,466,823
2003	355,795	274,737	241,548	364,346	1,236,426
2004	262,840	209,895	251,585	315,415	1,039,735
2005	287,134	251,140	245,378	288,402	1,072,054
2006	255,878	180,580	202,771	200,593	839,822
2007	195,986	197,513	194,095	180,670	768,264
2008	200,656	275,292	287,142	460,903	1,223,993
2009	578,510	318,165	240,233	151,122	1,288,030
2010	181,183	116,494	113,595	118,701	529,973
2011	130,749	115,057	233,258	127,018	606,082
2012	143,094	139,997	102,910	137,361	523,362
2013	145,041	113,891	128,452	121,667	509,051
2014	121,341	124,693	117,374	119,763	483,171
2015	140,214	147,458	205,759	105,079	598,510
2016	180,920	132,834	121,858	91,303	526,915
2017	126,201	100,799	94,478	97,292	418,770
2018	140,379	104,800	120,879	172,601	538,659
2019	190,410	140,577	133,882	127,687	592,556
2020	346,683	1,238,364	497,215	222,493	2,304,755
2021	144,686	67,975	52,560	56,749	321,970
2022	55,696	77,515	76,284	154,329	363,824
2023	270,416	187,793	146,305	117,163	721,677
2024	257,254	177,391	174,597	152,116	761,358
2025	497,052	247,256	202,118		946,426
AVG	207,756	181,307	176,025	185,083	

Source: Challenger, Gray & Christmas

**CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT**

Table 6: ANNOUNCED HIRING PLANS

By Month

	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
January	6,089	5,376	32,764	77,630	72,063	23,229	74,040	41,890	136,501	8,362
February	34,580	10,317	28,830	215,127	146,403	88,202	15,279	139,925	25,765	7,539
March	13,198	21,102	9,044	105,224	97,767	824,610	96,368	14,525	127,006	10,997
April	16,191	9,802	23,310	88,622	76,345	285,639	258,302	13,842	61,537	11,557
May	9,683	4,236	7,885	126,083	49,118	38,981	8,663	9,889	77,447	24,732
June	3,191	19,087	13,629	102,897	110,093	75,454	11,946	13,504	40,095	13,564
July	3,200	3,676	12,774	25,506	18,281	246,507	22,316	9,823	88,142	16,051
August	1,494	6,101	7,744	41,985	94,004	160,411	24,937	17,274	14,530	9,101
September	117,313	403,893	590,353	380,014	939,790	929,860	459,689	595,997	422,726	487,075
October	283,138	266,743	35,202	237,380	52,042	255,198	190,835	130,338	37,387	135,532
November		11,621	15,566	30,203	6,527	185,504	19,063	15,422	61,300	108,994
December		7,999	3,022	51,693	89,984	77,267	26,313	15,999	8,218	35,198
TOTAL	488,077	769,953	780,123	1,482,364	1,752,417	3,190,862	1,207,751	1,018,428	1,100,654	868,702
YTD		750,333	761,535	1,400,468	1,655,906	2,928,091	1,162,375	987,007	1,031,136	724,510
Monthly Average	48,808	64,163	65,010	123,530	146,035	265,905	100,646	84,869	91,721	72,392

Source: Challenger, Gray & Christmas

CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT

Table 7: ANNOUNCED HIRING PLANS

INDUSTRY	25-Oct	YTD 2025	YTD 2024
Aerospace/Defense	350	5,536	7,269
Apparel		218	310
Automotive	1,664	11,920	4,702
Chemical		70	823
Construction	716	2,060	4,527
Consumer Products	786	4,151	5,362
Education		40	1,542
Electronics	595	1,205	1,209
Energy	885	2,980	12,652
Entertainment/Leisure	920	29,154	1,400
Financial	2,050	2,125	92
FinTech	2,225	4,607	85
Food	40	467	4,393
Government	12	12,724	1,674
Health Care/Products	6	4,203	3,740
Industrial Goods	1,172	8,844	10,272
Insurance	301	13,101	695
Legal		0	0
Media		0	175
Mining		900	221
Non-Profit	500	500	60
Pharmaceutical	4,100	4,500	3,429
Real Estate		0	1,700
Retail	16,005	112,705	535,960
Services	64	462	1,278
Technology	250,466	257,536	14,059
Telecommunications		1,100	1,574
Transportation	48	353	127,956
Utility	233	1,726	1,345
Warehousing		4,890	1,829
TOTAL	283,138	488,077	750,333

Source: Challenger, Gray & Christmas

CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT

Table 8: SEASONAL HIRING ANNOUNCEMENTS

Company	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Amazon	120,000	120,000	100,000	200,000	100,000	150,000	150,000	250,000	250,000	250,000
Spirit Halloween									50,000	50,000
Bath & Body Works								32,500	32,700	32,000
JCPenney/Sparc Brands/Catalyst	40,000	40,000	39,000	37,000	1,700			10,000	10,000	13,000
Michaels		15,000	15,000	15,000	16,000	20,000	15,000			10,000
Radial	20,000	23,000	20,000	12,581	25,000	7,700	1,700	10,500	7,000	6,500
GEODIS							5,000	3,000		4,600
Target	77,500	100,000	120,000	133,000	130,000	100,000	100,000	100,000	100,000	4,200
Cavanders										1,500
Kings Dominion					4,000					500
American Christmas									300	220
UPS	95,000	95,000	100,000	95,000	100,000	100,000	100,000	100,000	125,000	
Macy's	83,000	87,000	80,000	80,000	25,000	76,000	41,000	38,000	31,500	
Burlington Stores		12,000							24,500	
Aldis						20,000			13,000	
1-800-FLOWERS.COM Inc.		8,000	8,000	8,000	10,000	10,000	8,000	8,000	8,000	
Dick's Sporting Goods					9,000	10,000	9,000	8,600	8,000	
JW Marriott San Antonio						1,000			150	
USPS						40,000	28,000	10,000		
Kohl's	69,000		90,000	90,000	90,000	90,000	90,000	2,700		
DHL Supply Chain					7,000					
Walmart					20,000	150,000	40,000			
See's Candies							5,000			
Boscov's						1,000	2,000			
Kroger		14,000	10,000		20,000	20,000	1,500			
Williams-Sonoma		2,000			2,500		1,000			
Legoland					150		400			
Opryland	300	400								
FedEx	50,000	50,000	55,000	55,000	70,000	90,000				
Dollar Tree				25,000	25,000	35,000				
Party City	35,000			25,000	20,000	17,000				
Shipt					100,000					
Lowe's					20,000					
Cherry Hill Programs					11,000					
Gap			65,000	30,000	10,000					
Hy-Vee					10,000					
Bass Pro Shop				7,000	7,000					
L Brands	4,000		4,000		4,000					
Office Depot					3,000					
Sheetz					3,000					
Omaha Steaks					3,000					

Source: Challenger, Gray & Christmas

**CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT**

Company	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Fresh Market					1,500					
Giant Eagle					1,300					
Meijer					200					
Nordstrom	11,400	13,650				28,600				
Toys"R"Us		12,500								
The Bon-Ton Stores	13,500	10,000								
McDonald's		3,179								
Fanatics		2,000								
Plow & Hearth		400								
Versant Supply Chain	2,000									
XPO Logistics		6,000	8,000							
Hickory Farms (Food)										
Alter'd State				1,200						
Under Armour						1,000				
TOTAL	620,700	614,129	714,000	813,781	849,350	967,300	597,600	573,300	660,150	372,520

Source: Challenger, Gray & Christmas