

Your Guide to Being a Temporary Employee

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Whether you're looking to start a new career, need a more flexible work schedule, or simply need a job to get by for the next few months, temporary employment may be the answer.

But what exactly does it mean to be a temporary employee? Understanding temporary employment is the first step toward making the best decision for your career.

What is a temp employee? - The Basics

A temporary employee is a person who is hired by a staffing agency or company to fill a position for a short period of time. Companies will work with a staffing agency or directly hire temporary employees to help fill in the gaps when additional help is needed, such as for seasonal or project work.

Companies also use temporary workers to test potential candidates for full-time positions. While most temporary positions end when the contract ends, some companies may offer an extension or even a full-time position at the end of the contract.

As a temporary employee, you have the flexibility to choose when and where you take a position. Temporary positions can be part-time or full-time and can offer benefits, just like a permanent position.

While you may be considering temporary work for a limited time, some workers prefer it over permanent positions for the flexibility and benefits it can provide.

Let's Get Technical:

The United States Department of Labor defines a temporary employee as one who is hired to work for one year or less with a specific end date. This end date can be the day when the project for which the employee was hired to work is complete or when the permanent employee for whom they are substituting returns from their leave.

What are the benefits of being a temp employee? - What's in it for me?

Being a temporary employee gives you the freedom to try out different industries, achieve a flexible schedule, and build up your resume, just to name a few! Temp jobs are also a great start for anyone looking to dive into a new industry or career, especially students.

Flexibility

Temporary employment allows you the opportunity to be flexible in your schedule and what positions you're working. No two temporary positions are the same! If you prefer a change of scenery every few months, temp jobs are a flexible option.

20% of workers
cite schedule flexibility as a reason for choosing temporary/contract work*

Gaining Job Experience

If you're concerned about employment gaps on your resume, temporary employment can be an alternative solution. According to the American Staffing Association (ASA) 64% of temporary or contract employees work in the industry to fill in the gap between jobs or to help them land a job, so you're not alone!

3 million
temporary and contract employees work for U.S. staffing companies during an average week*

Temporary jobs, even if they aren't related to your chosen profession, can help fill in the gaps and show employers you're motivated and willing to work.

Learning Opportunities

Temporary jobs can be a great way to get your foot in the door if you want to pursue a new industry. If you're pursuing a temp job in search of a new career, use this time to learn more about a company's values and missions. If you're offered an extension or full-time position after your contract, you can be confident in knowing you made the right decision.

Networking

Utilizing temporary employment for any of the reasons above will allow you the opportunity to expand your professional network. Contacts that you make at these positions can aide you in the future when looking for your next career move.

How do you become a temp employee? - Ready to get started?

Temporary jobs can be a great option for anyone at any stage in their career. You can find temporary positions listed on job boards and on social media. If you're interested in working in a specific industry or at specific company, be sure to research company websites for any positions listed.

Staffing agencies are also a good place to look for temporary work. Businesses often utilize staffing agencies to quickly fill temporary, permanent, and contract positions.

Working with a staffing agency allows you the ability to work with a recruiter who can find the right position for your specific needs and line up work for you on a consistent basis.

Working with a Staffing Agency:

Staffing agencies act as a liaison between you and the company hiring for a certain position. If you are a temporary employee, you are considered an employee of the staffing agency representing you.

Agencies serve as support systems, helping you with all aspects of your job search skills and training. They can help you clarify what you want in a job, discover where you would be a good fit, and determine which companies you may want to pursue.

73% of staffing employees

work full time, comparable to the overall workforce (75%)*

U.S. staffing companies hire
16 million
temporary and contract employees each year*

Frequently Asked Questions - Lightning Round

What's the difference between a part-time job and temporary job?

Part-time jobs are permanent positions with a company or agency where you typically work 30 hours or less per week. Temporary jobs allow you to work part- or full-time hours for a pre-determined time period. The position ends once the company's needs are fulfilled.

Can I receive benefits as a temporary employee?

Benefits are not available for every temporary position. Factors include whether you work directly for a company or for a staffing agency, the state in which you work, and the length of your contract. Be sure to check with your agency or hiring company about what benefits can be offered to you as a temporary employee.

Where can I work as a temporary employee?

Anywhere! Temporary employment works for anyone, no matter what stage you are at in your career. Companies of all sizes and industries utilize temporary employees to fill in employment gaps, so the opportunities are endless.

Can my temporary job become permanent?

Yes! Your temporary contract may end with a full-time job offer or an extension.

Staffing employees work in virtually all occupations in all sectors:

- 36% Industrial
- 24% Office–Clerical and Administrative
- 21% Professional–Managerial
- 11% Engineering, Information Technology, and Scientific
- 8% Health Care

- American Staffing Association

Contact us today!

We're here to help. As a full-service staffing agency, we help people find more than a job – we help them find the right fit. No matter what stage of your career you are in, our team can help you achieve your goals and find new opportunities. If you're ready to partner with us, contact us today to get started!

About Staffmark Group

Staffmark Group is a family of staffing brands with a mission to align people and companies to create opportunity. We provide the expertise, connections, and technology to help people and companies succeed. If you need a job, we want to provide it. And if you need staff, we want to deliver the best candidates.

Opportunity is everywhere, but it's not always easy to uncover. We partner with you to help you find it.

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*Source: American Staffing Association