

Considering temporary work?

Temping can now be a permanent career - with more individuals choosing to temp than ever before, it has become a profession in its own right and assignments are no longer taken just to pay the bills while looking for a permanent job.

This is partly due to a change in attitude within many businesses, who recognise temporary workers as a sensible option for supplementing their teams at their busiest times or adding specific skills and experience just when it is needed. This often means that temporary workers are considered as much a part of the team as permanent employees, but with all the advantages that temping can offer, as well as the disadvantages of course.

With the continuing demand for good people, many temps find they can earn at least as much on a variety of assignments as they would in a permanent job; being paid by the hour means that the more you work the more you can earn. In addition, since the introduction of the Working Time Directive even temps are now entitled to paid holiday of up to four weeks per year. At Quay People we don't include your holiday pay within your hourly rate, and so if you don't use any holiday within a particular assignment your holiday pay will be returned to you when it ends. However, it is important that you take your holiday at some point during the course of the year, although like many temps you may prefer to wait until you are in-between assignments.

This is one of the classic benefits of temping – the flexibility to manage your own time. Assignments can range from one day to over a year, which means that if you want to travel around the world in-between assignments, or work only during term-time, you can!

Temping is also an excellent means of deepening your expertise, and broadening your experience. Whether an assignment uses your skills in a new way, exposes you to a different industry, or builds upon your previous experience, every placement offers you the opportunity to add to your CV and increase your personal value.

Temping can also be a great way to meet new people, some of whom could remain friends long after the assignment has ended. Indeed, on many assignments you could find that you're one temp among many within the organisation, which will give you a ready-made network of like-minded people.

Some candidates see temping as an opportunity to try before you buy. A short-term assignment can be an excellent opportunity to try a different job or business sector before committing yourself to wholesale change. Temping allows you to experience a range of approaches and company cultures, which all vary in the way they do things and how people treat each other.

Others see temping as a way to identify new opportunities for a permanent position - as a temp working within a company you can be in the perfect position to approach managers regarding any new roles that may open up. Equally, temporary assignments give companies the opportunity to see how someone fits in before deciding whether to offer them a position on a permanent basis. This also means that you could even be approached about permanent opportunities that you haven't considered or heard about.