

Temporary Work: A Path to Opportunity

By Robert Half/Accountemps

Working as an interim employee can open doors for you, whether you're an experienced or up-and-coming payroll professional.

Recent college graduates can learn in-demand skills and earn real-world experience before pursuing full-time employment. Seasoned professionals can use this path to transition to retirement or re-enter the workforce after an absence. Others choose temporary roles to achieve a more flexible schedule or access to a diverse range of projects.

However, there are some common misconceptions that prevent some professionals from exploring temporary work opportunities. Here are three – and the realities behind them:

Misconception 1: Employers hire temporary workers for lower-skilled positions only.

Reality: The days when “temp” positions meant only clerical work are long gone. Some do still exist, of course, but today many employers also bring in interim staff for high-level consulting projects that require expertise not available internally. Some temporary financial employees may even assume leadership roles on certain initiatives.

Misconception 2: Temporary employees never really have a chance to fit in because everyone knows they won't be around for long.

Reality: First, you may be on assignment longer than you think. As for fitting in, most employers today recognize the importance of helping temporary personnel integrate well with full-time staff. Some provide something resembling a mini-onboarding process – from providing an appropriate workspace and informing candidates about company policies to introducing them to key employees.

Misconception 3: Working as a temporary employee won't lead to a full-time role.

Reality: Many organizations have long used interim hiring as a way to evaluate professionals for full-time roles. Most employers today also recognize that temporary work can be a valuable addition to a candidate's resume: In a recent Robert Half survey, 78 per cent of executives polled said they consider a long period of consistent temporary work comparable to full-time employment. Once you've had an opportunity to make valuable contributions to an employer, it may not be long before the company decides to make you a permanent fixture in their workplace.

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