

TEMPORARY EMPLOYMENT (A CAREER FACE-LIFT OR A FOOT-IN THE DOOR)

Have you ever considered temporary employment? Just as the nature of our work has dramatically changed in the information age, the way in which American workers will spend their careers in the 21st century is also changing. Demographers say that today the average American worker will have 6 career changes before they retire. It will be different jobs in different companies with new and different occupational choices. The 30-year career in one place will not be a reality for many of us. So you may think that you would not consider a temporary job, but then again you might. Just in case, here's some information that will better prepare you for temporary employment.

There are two types of temporary appointments, Temporary and TERM. You will earn vacation and sick leave under either appointment, but there are otherwise distinct differences between the two appointments.

The first type is a regular temporary appointment. This is a short-term position, not expected to last longer than one year, but can be extended for a second year. Under a temporary appointment you will be covered by Social Security and unemployment compensation. You may participate in the Health Benefits program after completing one (1) year of employment and you must pay the government's full cost of the policy.

The second type is TERM appointment. This appointment can last up to four (4) years. Under TERM appointments you generally earn the same benefits as permanent employees including health and life insurance, within-grade increases, Federal Employees Retirement System and Thrift Savings Plan coverage.

There are other benefits to temporary employment which candidates do not often consider. As a temporary employee, you gain new and additional experience in other types of occupations. You have the opportunity to be more aware of and qualify for other hiring possibilities for permanent employment. You might be at a transitional point in your work-life and temporary employment could provide the financial resources necessary before moving to other career or educational opportunities. After taking this information into consideration, a temporary position may be right for you at this time. For more information on Temporary and Term appointments visit the web site at:
http://www.cpms.osd.mil/vip/per_data/6423.htm.