

IS FULL-TIME EMPLOYMENT A THING OF THE PAST?



The job numbers nationwide are simply disappointing; however, a demand for temporary workers is on the rise and is one of the few bright things to celebrate in the U.S. economy. *"Just last week, the Federal Reserve cited demand for temporary employees in four of its 12 districts, according to the central bank's Beige Book survey."* Hiring temporary workers is becoming a new workforce trend. Usually companies would hire temporary workers in the event of a recession to amp up their workforce after cutbacks, but now hiring temporary workers seems to be the solution no matter what the event is. Analysis believe this issue is sparking a debate *whether or not business are making temporary employees a more permanent solution.* *"The hiring binge of temporary and contract employees is likely to persist, according to a recent report from the National Center for Policy Analysis (NCPA), as employers continue to face uncertainty about the economy and the regulatory environment. The trend is also being driven by the growing albatross that is health-care reform, as many employers are worried about the coverage costs associated with adding full-time workers."* *"This is going to be a long-term trend,"* says NCPA Senior Fellow Pamela Villarreal. *"As we mandate more requirements and benefits for hiring, you'll see more employers try to get around that by hiring part-timers so that they don't have to mess with the mandated benefits part of it."* Since 2004, benefits have been costing more than wages and salaries. According to the Bureau of Labor Statistics, this is allowing temporary employees, who do not receive benefits, to see this as an attractive offer, *even if their wages tend to be slightly higher.* A California based web company known as ODesk helps companies across the world find employees who wish to work from home. They hire the employees, manage the employees, and pay the employees remotely without ever having to see them in person. The company claims that it sees more than 100,000 jobs added to its site each week along with 300 employees each week being hired by clients. *"What is different [about the surge in temporary employment] this time is that it is really being driven by both sides of the aisle,"* says Matt Cooper, vice president of marketplace operations for oDesk. Cooper believes that temporary hiring is a definite advantage point for many companies because of the need for a more fluid workspace. *"A lot of people have been stung. They dedicated their career to one company and things didn't work out,"* Cooper says. *"Now, instead of a person retiring after working for 40 years with one company, that mindset is shifting and they're more likely to work at 20 or more companies for one to two years."* Many freelancers are experiencing the creative outlet they have once they begin their freelance career. Marjori Asturias began freelancing in 2008 working as a freelance writer. She eventually accepted a full-time position being a content director and realized *she missed the freedom of freelancing.*