



Pros and Cons for Seasonal Holiday Work

With the holiday season quickly approaching, many people (especially students) will begin applying for seasonal holiday jobs. But what if you are looking for full-time employment? Are seasonal jobs a good fit for you?

They can be a good stepping stone to get your career back on track or to simply start a new career. However, like everything else, there are pros and cons to seasonal work, especially for people who are in the midst of a search for a full-time position.

Benefits of seasonal work include:

- 1) **Seasonal jobs are a source of income.** Whether you want to earn extra holiday money or need to make ends meet, these jobs pay.
- 2) **Seasonal jobs can provide new skills and experience.** Even though most seasonal jobs only last a couple of months, you will gain transferrable skills – such as math skills (especially if you run a cash register), customer service, merchandizing, back office support, etc.

You will always learn more by “getting out there” than by doing nothing.

- 3) **Seasonal jobs can fill gaps on a resume.** No one wants to have gaps on their resume; it is one of the main filters that recruiters and hiring managers use to weed through their initial stack of resumes/applications.

Retailers will hire about 700,000 temporary holiday workers this year.

- 4) **Seasonal jobs can provide references.** Work as hard in a seasonal job as you would in a full-time position. When you show yourself as a valuable employee, you will earn kudos from your manager and associates. You can then use them as current references in your continued job search, and everyone needs a good reference.
- 5) **Seasonal jobs provide another real opportunity for networking.** Networking is a crucial component in your job search. During your seasonal employment, you will meet many new people. Someone out there may be able to connect you with the right person with the right



job at the right time. Never turn down any opportunity to meet new people.

- 6) **Seasonal jobs can provide an opportunity for a job offer.** Companies do sometimes keep on a number of seasonal employees if they need continued help and if those employees prove themselves as valued employees (see point #4 above).

Challenges of seasonal work include:

- 1) **Seasonal jobs will take time away from your full-time job hunting.** When you are working at your seasonal job, there will be less time for interviewing or working on your resume. However, during the busy holiday season, many companies put off making any hiring decisions until the start of the next calendar year. So a seasonal job can be a fantastic way to bring in some extra money while waiting for employers to start their hiring processes up for the upcoming year.
- 2) **Seasonal jobs have no guarantees.** Most seasonal work come with a finite end date; remember, you are being hired for a specific reason, usually an increase in demand due to an outside influence. When that demand dries up, you (as the seasonal worker) are let go, unless

you impress the employer well enough that your end date is extended or they hire you on full-time.

Seasonal jobs are not for everyone and some people are not made for seasonal jobs. It is up to you – the job seeker- to weigh all the pros and cons of taking on a seasonal job. It is still a judgment call as to whether this is the path you wish to take. But if it is, [Snelling](#) can help. We work with employers all over the country who have seasonal needs that they must address. If you are looking at seasonal employment as a possible avenue to learn new skills, to network, or to fill a gap on your resume, visit our [Office Locator](#) page to find the nearest Snelling office to you and call us today!

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