

4 Work Alternatives

The work alternatives described herein are not mutually exclusive; activities in one alternative may look similar to those in another. They are yet another example of how we need to continuously manage the paradoxes that exist in today's dynamic workplace.

Full-Time Employment

- Involves working for a sole employment typically for more than 30 hours per week.
- Usually imparts a sense of security and predictability.

Part-Time Employment

- Involves working for a sole employer typically for less than 30 hours a week.
- Some part-time employment may lead to full time employment.
- Individuals take part-time employment for a number of reasons.
- Part-time employment can also be secure and predictable.

Multi-Tracking

- Describes individuals who have more than one job at a time.
- These jobs can be full- or part-time.
- Allows people to pursue a variety of interests.

Job Sharing

- This is when two or more people share a single job with one job description.
- This kind of work attracts these individuals who want security and predictability but who do not want to work full time.
- Job sharing can also be an option for workers who work for a company that needs to downsize but do not want to lay off or let go of any employees.

Work Sharing

- Similar to job sharing except that a variety of work is shared rather than the position itself being shared.
- Two or more people can carry out a series of tasks for the same employer.
- This is popular among those who require some flexibility in their work schedule.

Talent Pooling

- This recent work innovation involves a pool of people who commit to each other to find work for others or work with others in a group.
- People within the same pools/ groups usually have similar interests but different talents.

Agents

- Typically earn a living by representing others such as actors, musicians or athletes,
- Their income is taken as a percentage of what their clients earn.

Contract Workers or Employees

- Individuals who work for a specific period of time on a specific project or in a specific role.
- These employees usually are not provided with the same benefits as full-time employees, e.g., benefits packages and paid vacation time.
- Employers hire contract workers for short term projects, to cover full-time employee absences and to fill other non-full time positions.

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Consultants

- Consultants usually work with more than one organization at a time and are self-employed.
- They establish their own schedules and take on a variety of work.
- They usually have worked in their field for a significant period of time or have specialized in a particular field that companies find it hard to recruit internal employees for.

Self-Employment

- Involves the person taking direct responsibility for themselves by starting their own business.
- This option is attractive for those who strive for independence.
- Some industries are better known for self-employment than others like farming, childcare, accounting, computer/ IT services, writing, and commercial fishing.
- Has the potential to lead to entrepreneurship.

Entrepreneurship

- This is when a self-employed person expands an operation to include the employment or contracting of others.
- Can be considered very risky because entrepreneurs are required to make commitments to others and to invest money in order to operate and expand their business.

Work Alternatives May be an Option if People:

- are having difficulty in finding full-time work
- identify opportunities that may not offer full-time employment
- are looking to find greater meaning in work
- wish to gain additional skills and experience
- need to build additional working relationships
- need to balance the need for further training while maintaining a level of income

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