

# Contract vs. Permanent

## Which job type is right for you?

The decision to take a contract position instead of a permanent one can be difficult. According to a U.S. Bureau of Labor Statistics survey, about 6.9% of all workers in the U.S. were employed as “independent contractors,” meaning consultants, contracting and temporary assignments.

Making the decision depends on a lot of different factors. At Synergis, we want to make sure you make the decision that’s right for you.

### Contract roles offer:



**Financial advantages.** Typically, contract workers receive a higher wage than permanent employees because the benefits are short term. You might also be eligible for tax deductions for certain expenses not covered by your employer.



**Variety.** Being able to work for various companies across different industries enables you to experience various work environments with different people.



**Benefits.** Many companies hire consultants through third-party recruiting companies, like Synergis. While some don’t offer benefits, you can still find those that do.



**Experience.** Working for different companies can give you exposure to different types of technology, using them in a variety of ways. This a great chance for you to gain experience, thus widening your portfolio and skillset.

### Permanent roles offer:



**Stability.** Contracts only run for set periods of time. While extensions are not uncommon, some people prefer the stability of being with one job and having no cutoff time. It also offers the financial stability of a regular paycheck.



**Benefits.** While you can sometimes find benefits like insurance, 401k and paid time off with contract positions, that’s not always the case.



**Career advancement.** Your managers can witness your skills and abilities long term. This may lead to job promotions, bonuses or compensation increases otherwise not given in short-term roles. And many companies promote from within.



**More involvement in company culture.** Some companies specifically exclude contractors from events such as parties and other fun events that full-time employees enjoy.