

ACA removes barriers to temporary work



The temporary workforce (contingent, contract and consultant) has steadily grown in size over the past several years. **However, the Affordable Care Act (ACA) and its promise to offer access to more affordable healthcare, may effectively remove a traditional barrier to choosing a temporary career path, drawing unprecedented numbers to the industry.** In fact, research from Randstad supports this trend and uncovers evidence pointing to a new makeup of the U.S. workforce.

then

Employer-provided health insurance benefits have long been a talent attractor, given the historically high-priced alternative of purchasing individual insurance policies with after tax dollars.

Non-traditional workers have typically experienced difficulty obtaining health insurance under the previous system.

now

With the ACA, many experts are predicting greater workforce mobility and move towards temporary work. There is arguably no bigger impact this will make than in the contingent marketplace.

Both conservatives and liberals agree that individually purchased insurance options will make employees less dependent on their employers for healthcare coverage. This effectively removes one of the biggest hurdles the temporary and contract field has faced.

Healthcare reform will likely make it easier for non-traditional workers to secure health insurance coverage.

To the extent the ACA makes it possible for more people to choose these types of work arrangements, it will result in a far greater supply of temporary talent.

With healthcare on the table, skilled employees are also more likely to consider temp work as a first-choice option, resulting in a larger, more diverse group of professionals opting for temporary employment.



Randstad's Workforce360 research study found that this movement is more than just a prediction

33% of **all** workers (including those permanently employed) say they would be more likely to continue or consider a career as a temporary or contractor if affordable health insurance options are available to them as a result of healthcare reform.

43% of **all** workers (including those permanently employed) say the recent recession has made them more interested in pursuing a work arrangement outside of traditional full-time employment.

the new temporary workforce

Today there are **144 million+** employed persons in the U.S., of which **2.6 million+** are temporary workers.

Source: Bureau of Labor Statistics

With ACA in place, **47.5 million+** people could choose to pursue a career as a temporary or contract worker, meaning **33% of the new U.S. workforce would be made up of free agents.**

Source: Calculations taken by dividing Randstad Workforce360 study results by total U.S. population



What are the implications for your organization's workforce and approach to talent given these market trends?

For additional information and data related to this topic, please visit our Workforce360 thought leadership site.