

THE DEFINITIVE PLANNING GUIDE

Seasonal Work & Travel Planner

Design Your Year Around Work That Funds Your
Freedom

YOUR STRATEGIC ROADMAP TO A LOCATION-INDEPENDENT LIFE

Table of Contents

SECTION	TOPICS COVERED
01 · Introduction & Lifestyle Assessment	Self-assessment questionnaire, scoring guide, lifestyle readiness
02 · Annual Income & Budget Planning	Income targets, expense worksheets, tax planning, savings goals
03 · 12-Month Seasonal Loop Planner	Calendar grid, month-by-month sheets, peak season guide
04 · Skills Inventory & Development	Skills matrix, gap analysis, certifications, professional goals
05 · Job Search & Contract Comparison	Opportunity matrix, evaluation checklist, red/green flags, negotiation
06 · Housing & Logistics Planning	Housing options, packing list, vehicle prep, storage solutions
07 · Network & Contacts	Employer log, industry contacts, references tracker
08 · Goal Setting & Reflection	Annual goals, quarterly reviews, lessons learned, vision board
09 · Resources & Appendices	Useful websites, peak season calendar, documents checklist

HOW TO USE THIS PLANNER

Work through each section at your own pace. Revisit this planner at the start of every contract season and use the quarterly review pages to reflect, adjust, and grow. The more honestly you engage with each worksheet, the more valuable this planner becomes as a strategic tool for building the lifestyle you want.

SECTION 01

Introduction & Lifestyle Assessment

Understand what seasonal work really means — and honestly assess whether this lifestyle aligns with who you are and what you want.

- › What is seasonal work? Benefits & challenges
- › Lifestyle readiness self-assessment
- › Scoring guide & interpretation
- › Your values & motivations worksheet

Introduction & Lifestyle Assessment

What Is Seasonal Work?

Seasonal work is contract-based employment tied to the natural rhythms of industry demand — peak tourism summers, harvest seasons, ski winters, holiday retail rushes, and outdoor recreation windows. Unlike traditional employment, seasonal workers intentionally move between contracts, trading the predictability of a permanent position for a lifestyle built around freedom, new experiences, and concentrated earning power.

The modern seasonal worker is strategic, not aimless. They plan their year like a portfolio manager: identifying high-value earning periods, protecting personal time for travel and rest, building skills that transfer across industries and regions, and managing their finances to thrive without the safety net of year-round employment. This planner is your toolkit for doing exactly that.

The Real Benefits

- Geographic freedom — work where the action is
- Concentrated earning — work hard for defined sprints
- Diverse experience that accelerates career growth
- Rich social connections across cultures and regions
- Employer-provided housing reduces living costs
- Built-in travel periods between contracts
- Intentional living — every season has a purpose
- Ability to "try before you buy" different locations

The Real Challenges

- Income gaps between contracts require planning
- No employer-sponsored health benefits (usually)
- Multi-state tax filing can be complex and costly
- Maintaining relationships across distances
- Storage and minimalism demands constant decisions
- Job security depends on your own hustle
- Loneliness during solo travel between contracts
- Uncertainty and novelty — exhilarating but exhausting

ENROUTE JOBS PRO TIP

The most successful seasonal workers don't just stumble into this lifestyle — they design it. This planner exists to help you think through every dimension before, during, and after each contract so you can make smarter decisions year after year.

Lifestyle Readiness Self-Assessment

Answer each question honestly. There are no right or wrong answers — only honest ones. Use the 1-5 scale where **1 = strongly disagree / never true** and **5 = strongly agree / always true**. Circle or write your number in the score box, then total your score at the end.

Part A: Adaptability & Resilience

STATEMENT	SCORE (1-5)	NOTES
I adapt quickly when plans change unexpectedly		
I'm comfortable making decisions with incomplete information		
I bounce back from disappointment or setbacks within a day or two		
I can find comfort in unfamiliar environments fairly quickly		
I handle physical and mental demands of hard work during busy seasons		
Part A Subtotal		

Part B: Financial Discipline

STATEMENT	SCORE (1-5)	NOTES
I live within my means and consistently save a portion of my income		
I have (or can build) 3-6 months of expenses as an emergency fund		
I track my spending and know roughly where my money goes each month		
I can live frugally and happily when income is low between contracts		
I'm comfortable with irregular income and planning around it		
Part B Subtotal		

Part C: Social & Relationship Factors

STATEMENT	SCORE (1-5)	NOTES
I make friends easily in new environments		
My close relationships are strong enough to handle distance and absence		
I don't require the stability of a fixed home base to feel grounded		
I enjoy working in team environments with rotating co-workers		
I have personal routines or practices that keep me mentally healthy on the road		
Part C Subtotal		

Part D: Work Ethic & Professional Skills

STATEMENT	SCORE (1-5)	NOTES
I can work long hours and high-demand shifts during peak periods		
I bring transferable skills that are valuable in multiple industries		
I take initiative and am self-motivated without close supervision		
I learn new systems and workflows quickly in a new work environment		
I represent myself professionally and get strong references from employers		
Part D Subtotal		

Add your four subtotals above to get your Total Score.

TOTAL SCORE

/ 80

64-80

Ready to Launch

You're well-suited for seasonal life. Start planning your first contract today.

44-63

Almost There

A few areas to strengthen. Use this planner to address gaps before committing.

20-43

Foundation First

Build your financial & personal resilience before going full seasonal.

Your Values & Motivations – Deep Reflection

Understanding *why* you want a seasonal lifestyle is just as important as knowing *whether* you can handle it. The clarity you write below will become your compass when things get hard on the road.

WHY DO I WANT TO LIVE A SEASONAL/MOBILE LIFESTYLE? WHAT IS DRIVING THIS DECISION?

WHAT DOES MY IDEAL WEEK LOOK LIKE WHEN I'M ON CONTRACT? (WORK, SOCIAL LIFE, DOWNTIME, ENVIRONMENT)

WHAT DOES MY IDEAL WEEK LOOK LIKE BETWEEN CONTRACTS? (TRAVEL, REST, FAMILY, HOBBIES)

WHAT AM I MOST AFRAID OF ABOUT THIS LIFESTYLE? HOW MIGHT I ADDRESS THOSE FEARS?

WHAT DOES SUCCESS LOOK LIKE AFTER 12 MONTHS OF LIVING THIS WAY? PAINT A VIVID PICTURE.

SECTION 02

Annual Income & Budget Planning

Build a real financial plan that accounts for high-earning sprints, slow travel months, emergency reserves, and long-term savings goals.

- › Full-year income target calculator
- › Monthly expense breakdown worksheet
- › Seasonal sprint income planner
- › Emergency fund calculator
- › Tax planning considerations
- › Savings goals tracker

SECTION 02

Annual Income & Budget Planning

Financial clarity is the backbone of a sustainable seasonal lifestyle. Most seasonal workers under-earn because they don't plan, and under-save because they don't track. This section gives you the tools to build a real, complete financial picture for your year — including high-earning sprints, gap months, emergency reserves, tax obligations, and savings targets.

Full-Year Income Target Calculator

Start with your target annual income, then reverse-engineer how many working months at what rate you need to achieve it. Be conservative with estimates — plan for 80% of advertised pay rates after tips, overtime variability, and start/end date shifts.

INCOME PLANNING ITEM	TARGET / ESTIMATE	NOTES / ASSUMPTIONS
ANNUAL INCOME GOALS		
Annual gross income target		
Estimated total annual expenses		
Target annual savings amount		
Emergency fund contribution this year		
WORKING MONTH ANALYSIS		
Number of planned working months		
Average monthly gross pay target		
Average hourly rate (primary job type)		
Target hours per week		
Number of planned travel / gap months		
SUPPLEMENTAL INCOME		
Tips / gratuities (estimated monthly)		
Side income / freelance / gig work		
Housing allowance / accommodation savings		
PROJECTED TOTAL ANNUAL INCOME		

Monthly Expense Breakdown Worksheet

Use this worksheet to map your typical monthly expenses. Fill in both a "working month" column (when housing may be provided) and a "travel month" column (when you're covering all your own costs). The difference reveals how much your savings rate changes between seasons.

EXPENSE CATEGORY	WORKING MONTH \$	TRAVEL MONTH \$	NOTES / STRATEGY
HOUSING & SHELTER			
Rent / accommodation			
Employer housing deduction (if applicable)			
Storage unit / home base costs			
FOOD & DINING			
Groceries			
Dining out / restaurants			
Meal programs (employer-provided meals)			
TRANSPORTATION			
Fuel / gas			
Vehicle maintenance / repairs			
Flights / bus / train tickets			
HEALTH & INSURANCE			
Health insurance premium			
Out-of-pocket medical / dental			
Vehicle insurance			
Renters / travel insurance			
COMMUNICATIONS & TECH			
Phone plan (with data)			
Streaming / subscriptions			

EXPENSE CATEGORY	WORKING MONTH \$	TRAVEL MONTH \$	NOTES / STRATEGY
WiFi hotspot / booster			
PERSONAL & LIFESTYLE			
Clothing / gear / equipment			
Entertainment / recreation / activities			
Alcohol / social expenses			
Laundry / toiletries / personal care			
FINANCIAL OBLIGATIONS			
Student loans / debt repayment			
Credit card minimum payments			
Other fixed obligations			
TOTAL MONTHLY EXPENSES			

Seasonal "Sprint" Income Planner

Map each work contract as an earning sprint. For each sprint, plan your gross income, mandatory deductions, living costs (especially if housing is employer-provided), and how much you'll bank at the end. The goal is to see at a glance how many sprints you need — and which months are your biggest earning windows.

SPRINT / CONTRACT	DATES	LOCATION	INDUSTRY	GROSS PAY EST.	HOUSING COST	TAXES (EST.)	LIVING COSTS	ESTIMATED SAVINGS
Sprint 1								
Sprint 2								
Sprint 3								
Sprint 4								
Sprint 5								
TOTALS								

SPRINT STRATEGY NOTES: WHICH CONTRACTS ARE YOUR MUST-HAVES? WHAT'S YOUR MINIMUM SAVINGS PER SPRINT?

Emergency Fund Calculator

Your emergency fund is your ability to walk away from a bad situation without panicking. Seasonal workers should aim for **4-6 months** of full expenses (not just minimum costs).

ITEM	AMOUNT
Monthly living expenses (travel month)	
Target months of coverage	
Target emergency fund total	

Savings Goals Tracker

Beyond the emergency fund, what are you saving *toward*? Give each goal a target, a timeline, and a monthly contribution so you can track progress through the year.

GOAL	TARGET \$	BY WHEN	MONTHLY \$

Current emergency savings	
Gap to fill this year	
Monthly contribution to emergency fund	
Projected date to reach target	

GOAL	TARGET \$	BY WHEN	MONTHLY \$
TOTALS			

Tax Planning Considerations Worksheet

Seasonal workers face unique tax situations: multi-state filing, self-employment tax if doing contract/gig work, employer housing that may or may not be excludable, and quarterly estimated tax payments if working as an independent contractor. Use this worksheet to get organized — and consult a tax professional for your specific situation.

IMPORTANT REMINDER

This worksheet is for planning purposes only and is not tax advice. Rules vary by state and employment type. A seasonal-savvy CPA or tax preparer can save you hundreds to thousands of dollars.

TAX PLANNING ITEM	YOUR SITUATION / ANSWER	ACTION NEEDED
Domicile / home state — Which state is your legal tax home?		
States worked this year — List all states where you'll earn income		
Employment type — W-2 employee, 1099 contractor, or both?		
Estimated quarterly taxes — Are you paying them? Deadlines: Apr 15, Jun 15, Sep 15, Jan 15		
W-4 withholding — Are you withholding enough at each job?		
Employer housing — Is it taxable income? Get clarity from HR		
Deductible expenses — Work clothing, tools, licensing, travel to work sites		
Retirement contributions — SEP-IRA, Solo 401k, or Traditional IRA to reduce taxable income		
Self-employment tax — 15.3% on net self-employment income (if 1099)		
Tax professional — Name and contact of your preparer / CPA		

TAX PLANNING ITEM	YOUR SITUATION / ANSWER	ACTION NEEDED
Prior year refund / owed — Reference for setting this year's withholding		

TAX PLANNING NOTES AND REMINDERS:

SECTION 03

12-Month Seasonal Loop Planner

Map out your entire year at a glance — matching work contracts with travel windows and peak season opportunities across every major industry.

- › Visual 12-month calendar grid
- › Month-by-month planning sheets
- › Peak season industry calendar

SECTION 03

12-Month Seasonal Loop Planner

Map your entire year at a glance. Each month box gives you space to record your planned location, contract type, and status. **Teal headers** = standard months. **Gold headers** = high peak season (plan to be working!). Use the legend below to color-code your months with a pen or highlighter.

LEGEND:

- Working / On Contract
- Peak Season — Must Work
- Travel / Adventure Month
- Home Base / Rest Month
- Undecided / Open

January	February	March	April
Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____	Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____	Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____	Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____
May	June	July	August
Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____	Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____	Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____	Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____
September	October	November	December
Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____	Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____	Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____	Location: _____ Status: _____ Job / Industry: _____ Income Goal: _____

Peak Season by Industry – Quick Reference

INDUSTRY	PEAK SEASON(S)	TYPICAL ROLES	KEY STATES / REGIONS
Tourism & Hospitality	Summer (Jun–Aug), Winter holidays (Dec–Jan)	Front desk, housekeeping, F&B, tour guides	FL, HI, CA, CO, AZ, NY
Ski & Winter Recreation	Winter (Dec–Apr)	Lifties, ski patrol, ski school, lodge staff	CO, UT, VT, CA, WY, WA
Agriculture & Harvest	Spring–Fall (varies by crop)	Fruit picking, crop scouting, farm labor	CA, WA, OR, FL, NC, TX
National Parks & Outdoors	Summer (May–Sep)	Rangers, guides, retail, food service	WY, MT, AZ, UT, CO, AK
Retail & Holiday Commerce	Holiday (Oct–Jan)	Sales floor, warehouse, logistics, delivery	Nationwide / Major metros
Fishing & Marine	Summer (May–Sep)	Deckhands, cannery, boat crew, dock workers	AK, ME, OR, WA, Gulf Coast
Wildfire / Conservation	Summer–Fall (May–Oct)	Firefighting crew, conservation corps	Western US states
Music & Events	Summer festivals (May–Aug)	Stage crew, security, vendor, logistics	Nationwide
Cruise & Marine Tourism	Year-round (Caribbean) / Summer (Alaska)	Crew, entertainment, hospitality, engineering	FL, AK, international ports
Amusement & Theme Parks	Summer & holidays	Operations, food, entertainment, maintenance	FL, CA, TX, NY, IL

Month-by-Month Planning Sheets

Use these detailed sheets to plan each month in depth — well before it arrives. Return and update these sheets as your plans evolve. The more detail you fill in, the fewer surprises you face on arrival.

January		Winter · Ski Season · Post-Holiday
PLANNED LOCATION(S) _____	HOUSING PLAN _____	
JOB TYPE / EMPLOYER _____	TRANSPORT / ARRIVAL PLAN _____	
CONTRACT DATES _____	KEY GOALS THIS MONTH _____	
EXPECTED GROSS INCOME _____	NOTES / OPEN QUESTIONS _____	
ADDITIONAL NOTES, PLANS, TASKS _____ _____		

February

Winter · Ski Peak · Valentine's Tourism

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

March

Early Spring · Ski Wind-Down · Spring Break Hospitality

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

April

Transition Month · Prep for Summer Contracts

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

May

Peak Summer Ramp-Up · National Parks Open · Agriculture Begins

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

June

Peak Summer · Hospitality · Outdoors · Marine Fishing

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

July

Peak Summer · Festivals · Highest Demand

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

August

Late Summer Peak · Harvest Begins · Transition Planning

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

September

Fall Transition · Harvest Season · Shoulder Period

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

October

Fall Tourism · Harvest · Ski Season Prep

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

November

Holiday Retail Peak · Ski Season Opens · Thanksgiving Tourism

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

PLANNED LOCATION(S)

JOB TYPE / EMPLOYER

CONTRACT DATES

EXPECTED GROSS INCOME

HOUSING PLAN

TRANSPORT / ARRIVAL PLAN

KEY GOALS THIS MONTH

NOTES / OPEN QUESTIONS

ADDITIONAL NOTES, PLANS, TASKS

SECTION 04

Skills Inventory & Development

Know exactly where you stand — and where you're going. Assess your current skills, identify gaps, and build a targeted development plan.

- › Skills assessment matrix by category
- › Skills gap analysis
- › Certification & training planner
- › Professional development goals

SECTION 04

Skills Inventory & Development

Knowing your skills — and knowing how to communicate them — is your competitive edge in the seasonal job market. Employers hire fast and need workers who can hit the ground running. A clear skills picture lets you target the right contracts, identify what to build next, and write compelling applications. Rate yourself honestly; this is a tool for growth, not performance.

Current Skills Assessment Matrix

Rate each skill area on a scale of 1-5: **1** = No experience, **2** = Basic exposure, **3** = Competent / Can work independently, **4** = Proficient / Can train others, **5** = Expert / Deep specialist. Use the "Proof/Example" column to note where you used this skill.

SKILL / CATEGORY	RATING (1-5)	PROOF / EXAMPLE (EMPLOYER, PROJECT, CERTIFICATION)	IMPROVE BY WHEN?
HOSPITALITY & CUSTOMER SERVICE			
Front desk / check-in / reservations			
Food and beverage service			
Bartending / cocktail mixing			
Housekeeping / room attendant			
Guest relations / concierge			
PHYSICAL LABOR & OUTDOOR SKILLS			
Agricultural / farm work			
Landscaping / trail maintenance			
Heavy lifting / warehouse operations			
Ski / snowboard instruction or patrol			

SKILL / CATEGORY	RATING (1-5)	PROOF / EXAMPLE (EMPLOYER, PROJECT, CERTIFICATION)	IMPROVE BY WHEN?
Marine / boat handling / deckhand			
TECHNICAL & TRADE SKILLS			
Vehicle / equipment maintenance			
Electrical / plumbing basics			
Computer / POS systems			
Photography / videography / content creation			
LEADERSHIP & SOFT SKILLS			
Team leadership / supervising others			
Conflict resolution / de-escalation			
Training / onboarding new staff			
Communication (written and verbal)			
LANGUAGES			
English			
Spanish			
Other language:			
Other language:			

Certifications & Licenses Tracker

Many seasonal roles require specific certifications — and having them before you apply puts you at the front of the queue. Track what you have, what's expiring, and what you need to earn.

CERTIFICATION / LICENSE	HAVE IT?	ISSUE DATE	EXPIRY DATE	ISSUING BODY / RENEWAL PLAN
ServSafe / Food Handler				
TIPS / RBS Alcohol Certification				
CPR / First Aid / AED				
Wilderness First Responder (WFR)				
PADI / NAUI Dive Certification				
Forklift / OSHA Certification				
Pesticide Applicator License				
CDL (Commercial Driver's License)				
Real Estate / Rental License				
(Other)				
(Other)				

Skills Gap Analysis

Compare where you are vs. where you want to be. List the jobs or industries you're targeting, then identify the specific skills each requires that you don't yet have at a 4-5 level.

TARGET INDUSTRY / JOB TYPE #1

SKILLS GAPS FOR THIS TARGET:

Professional Development Goals

Based on your gap analysis, set 3-5 specific development goals for the next 12 months. Be concrete: name the certification, course, or experience.

Development Goal 1

GOAL (SPECIFIC & MEASURABLE)

TARGET INDUSTRY / JOB TYPE #2

SKILLS GAPS FOR THIS TARGET:

STEPS TO ACHIEVE / RESOURCES NEEDED

TARGET DATE

Development Goal 2

GOAL (SPECIFIC & MEASURABLE)

STEPS TO ACHIEVE / RESOURCES NEEDED

TARGET DATE

ADDITIONAL SKILLS I WANT TO ADD TO MY PROFILE THIS YEAR (TRAINING COURSES, WORKSHOPS, SELF-STUDY, MENTORS):

SECTION 05

Job Search & Contract Comparison

Evaluate every opportunity with clear eyes. Compare positions side by side, watch for red flags, and walk into every negotiation prepared.

- > Job opportunity comparison matrix
- > Contract evaluation checklist & scoring
- > Red flags & green flags guide
- > Negotiation preparation worksheet

SECTION 05

Job Search & Contract Comparison

The seasonal job market moves fast. Positions open months in advance, fill quickly during peak application periods, and offers can disappear overnight. This section gives you the frameworks to evaluate opportunities objectively, avoid common pitfalls, and walk into every negotiation with confidence and a clear sense of your worth.

Job Opportunity Comparison Matrix

Use this matrix to compare up to four open opportunities side by side. Score each criterion on a 1-5 scale at the bottom to get a total rating, or simply use it as a visual comparison tool to identify trade-offs.

EVALUATION CRITERIA	OPPORTUNITY 1	OPPORTUNITY 2	OPPORTUNITY 3	OPPORTUNITY 4
BASIC INFO				
Employer Name				
Job Title / Role				
Location / State				
Contract Dates (Start - End)				
Duration (weeks/ months)				
COMPENSATION				
Hourly Rate / Salary				
Overtime Rate / Policy				
Tips / Gratuities				
Estimated Total Earnings				
BENEFITS & HOUSING				
Housing Provided?				
Housing Cost (if any)				

EVALUATION CRITERIA	OPPORTUNITY 1	OPPORTUNITY 2	OPPORTUNITY 3	OPPORTUNITY 4
Meals Provided?				
Health / Dental Insurance				
Travel Reimbursement				
End-of-Season Bonus				
WORK CONDITIONS & CULTURE				
Hours per Week				
Days Off per Week				
Uniform / Equipment Required				
Background Check Required				
Staff Reviews / Vibe Check				
Return Hire Priority				
OVERALL SCORE (1-5 each, total /120)				

Green Flags to Look For

These signals suggest a trustworthy, well-run operation. The more green flags, the better.

- ✓ Detailed, written job description with clear duties
- ✓ Housing costs disclosed upfront and in writing
- ✓ Positive reviews on Indeed, Glassdoor, or CoolWorks
- ✓ Responsive HR contact — answers questions quickly
- ✓ Return hire rate mentioned — means staff want to come back
- ✓ Contract or offer letter provided before arrival
- ✓ Clear policy on days off, overtime, and schedule
- ✓ Orientation or onboarding program mentioned
- ✓ Staff activities or community amenities provided
- ✓ End-of-season completion bonus offered

Red Flags to Watch For

Don't let excitement override your judgment. These are warning signs to investigate or walk away from.

- ✗ Vague job description — "flexible duties" with no specifics
- ✗ Housing deducted but quality never shown or described
- ✗ Consistent complaints about management on review sites
- ✗ Won't give references or won't connect you with past staff
- ✗ No written offer — just verbal promises over phone/email
- ✗ Pressure to commit immediately with no time to consider
- ✗ Pay rate sounds too good to be true (usually is)
- ✗ "You'll figure out the schedule when you get here"
- ✗ No clear start/end date — leaves you in limbo
- ✗ HR is unreachable or evasive to basic pre-hire questions

Contract Evaluation Checklist

Before signing or accepting any offer, run through this checklist. Every item should be confirmed in writing before you travel to the job site.

COMPENSATION & HOURS

- Exact hourly rate / salary confirmed in writing
- Overtime policy and rate documented
- Expected hours per week (minimum and maximum)
- Tip distribution policy (if applicable)
- Pay schedule (weekly / bi-weekly) confirmed
- End-of-season bonus terms and conditions clear

CONTRACT TERMS

- Exact start and end dates confirmed
- Penalty / notice required to leave early
- Conditions under which employer can terminate
- Relocation / travel reimbursement terms
- Return hire / rehire priority policy

LOGISTICS & COMPLIANCE

HOUSING

- Housing description (room type, shared/private bath)
- Housing cost per week/month and how deducted
- Meals provided or kitchen access available
- Pet policy (if applicable)
- Vehicle / parking policy at housing

- I-9 / background check requirements clarified
- Required certifications before start date
- Drug testing policy confirmed
- Workers' comp coverage confirmed
- Non-compete / NDA reviewed (if any)

Negotiation Preparation Worksheet

Even in seasonal work, negotiation is possible and expected — especially for housing allowances, start dates, guaranteed hours, and retention bonuses. Prepare your talking points before every offer conversation.

POSITION I'M NEGOTIATING FOR:

MY MINIMUM ACCEPTABLE HOURLY RATE:

THEIR CURRENT OFFER RATE:

WHAT I'LL ASK FOR FIRST (RATE OR OTHER BENEFIT):

MY STRONGEST VALUE-ADD ARGUMENTS (EXPERIENCE, CERTIFICATIONS, RETURN HIRE, FLEXIBILITY):

NON-PAY ITEMS I WANT TO NEGOTIATE (HOUSING, START DATE, DAYS OFF, BONUS):

MY BATNA (BEST ALTERNATIVE TO A NEGOTIATED AGREEMENT — WHAT'S MY NEXT OPTION?):

WHAT I'M NOT WILLING TO COMPROMISE ON:

OUTCOME OF NEGOTIATION / WHAT WAS AGREED:

SECTION 06

Housing & Logistics Planning

Sort out where you'll sleep, what you'll bring, and how you'll get there — before you arrive at your next destination.

- > [Housing options comparison](#)
- > [Mobile lifestyle packing checklist](#)
- > [Vehicle & travel logistics planning](#)
- > [Storage solutions planner](#)

SECTION 06

Housing & Logistics Planning

Where you sleep shapes your entire contract experience. Housing that's convenient, comfortable enough, and fairly priced can make a hard season feel like an adventure; bad housing can make a great job miserable. Think through your options, your gear, and your logistics before you arrive — not after.

Housing Options Comparison

HOUSING TYPE	TYPICAL COST RANGE	BEST FOR	KEY ADVANTAGES	DRAWBACKS TO CONSIDER
Employer-provided dorm / bunkhouse	\$0-\$150/wk deducted	First-time seasonal workers; remote locations	Free or very cheap; walking distance to work	Shared space; little privacy; house rules
Employer-provided private room	\$50-\$250/wk deducted	Workers who need downtime and privacy	Affordable; still close to work	Shared bathrooms often; employer control
Van / RV / car camping	\$0-\$30/night (site fees)	Independent travelers with own vehicle	Total freedom; keep all earnings; mobile	Upfront vehicle cost; maintenance; comfort
Shared rental / housemates	\$400-\$1,200/mo	Urban seasonal workers; longer contracts	More space; home-like; local community	Lease risk; finding roommates; cost
Short-term rental (Airbnb, Furnished Finder)	\$600-\$2,500/mo	Workers needing flexibility; digital nomads	Furnished; no lease; flexible dates	Higher cost; availability gaps; booking fees

MY HOUSING PLAN FOR THIS CONTRACT / SEASON:

Mobile Lifestyle Packing Checklist

The art of seasonal life is having exactly what you need and nothing you don't. Use this master checklist before every move. Check off what you're bringing; cross out what doesn't apply to your situation or destination.

WORK & PROFESSIONAL

- Required uniforms / work clothing
- Work boots / safety shoes
- All required certifications (physical copies)
- Social Security card / work authorization
- Government-issued ID (driver's license / passport)
- Laptop / tablet + charger
- Portable WiFi hotspot
- Bank info / direct deposit setup

CLOTHING & PERSONAL GEAR

- 5-7 days of casual clothing (laundry access)
- Weather-appropriate layers (check destination)
- Rain gear / waterproof jacket
- Comfortable off-work shoes
- Toiletries (compact / travel size)
- First aid kit and personal medications
- Sunscreen, bug spray (if outdoors)
- Towel, pillow, compact bedding

KITCHEN & COOKING

- Compact cookware (pot, pan, utensils)
- Reusable food containers
- Coffee maker / French press
- Spice kit (small jars for essentials)
- Reusable water bottle (insulated)

ENTERTAINMENT & RECREATION

- Books / e-reader
- Activity-specific gear (ski boots, hiking shoes)
- Camera / GoPro
- Portable speaker (water-resistant)
- Journal / sketchbook

VEHICLE (IF DRIVING)

- Recent oil change + fluids checked
- Tire condition / air pressure checked
- Emergency kit (jumper cables, flares)
- Roadside assistance active (AAA or similar)
- Insurance up to date; registration current
- Atlas / offline maps downloaded

Storage Solutions Planner

If you don't have a permanent home base, you need a clear plan for what stays, what goes with you, and what gets stored. Plan it here so you're not scrambling on move-out day.

CATEGORY	WHAT I'M DOING WITH IT	STORAGE LOCATION / VENDOR	MONTHLY COST
Furniture / large items			
Important documents (originals)			

CATEGORY	WHAT I'M DOING WITH IT	STORAGE LOCATION / VENDOR	MONTHLY COST
Seasonal gear (ski / surf / hiking)			
Off-season clothing			
Electronics / valuables			
Vehicle (if flying to contract)			
Other:			

SECTION 07

Network & Contacts

Your network is your safety net. Keep every important contact organized and ready — past employers, co-workers, and professional references.

- > Employer contact log
- > Industry & co-worker contacts
- > References management sheet

SECTION 07

Network & Contacts

In the seasonal world, your network is your most valuable asset. A returning employer who knows your work ethic will call you before they post a job listing. A former co-worker in a different state might tip you off to an opening at their new resort. Manage these relationships deliberately — they compound in value over time.

Employer Contact Log

Keep a detailed record of every employer you work for. This is also your reference portfolio — the people who can vouch for your work ethic when you apply to your next contract.

#1 Employer Record		
COMPANY / RESORT / FARM NAME	LOCATION (CITY, STATE)	INDUSTRY / TYPE
_____	_____	_____
MY JOB TITLE	CONTRACT DATES	HR / RECRUITER CONTACT
_____	_____	_____
SUPERVISOR NAME & CONTACT	REFERENCE? (Y/N)	WOULD I RETURN? (Y/N / NOTES)
_____	_____	_____

#2 Employer Record		
COMPANY / RESORT / FARM NAME	LOCATION (CITY, STATE)	INDUSTRY / TYPE
_____	_____	_____
MY JOB TITLE	CONTRACT DATES	HR / RECRUITER CONTACT
_____	_____	_____
SUPERVISOR NAME & CONTACT	REFERENCE? (Y/N)	WOULD I RETURN? (Y/N / NOTES)
_____	_____	_____

#3 Employer Record

**COMPANY / RESORT / FARM
NAME**

LOCATION (CITY, STATE)

INDUSTRY / TYPE

MY JOB TITLE

CONTRACT DATES

HR / RECRUITER CONTACT

**SUPERVISOR NAME &
CONTACT**

REFERENCE? (Y/N)

**WOULD I RETURN? (Y/N /
NOTES)**

Industry Contacts & Co-Worker Tracker

These are the people in the seasonal community who know the best opportunities, can refer you to hiring managers, and make the lifestyle feel like a connected community rather than a series of solo gigs.

NAME	HOW WE MET / WHERE	PHONE / EMAIL	INDUSTRY / SPECIALTY	LINKEDIN / SOCIAL	FOLLOW UP NEEDED

Professional References — Management Sheet

Strong references win job offers. Maintain a curated list of people who will speak enthusiastically about your work. Check in with each reference annually — don't just call when you need them.

REFERENCE #1

FULL NAME

REFERENCE #2

FULL NAME

CURRENT TITLE / EMPLOYER

PHONE

EMAIL

**HOW THEY KNOW ME / WHEN WE
WORKED TOGETHER**

LAST CONTACTED

CURRENT TITLE / EMPLOYER

PHONE

EMAIL

**HOW THEY KNOW ME / WHEN WE
WORKED TOGETHER**

LAST CONTACTED

REFERENCE #3

FULL NAME

CURRENT TITLE / EMPLOYER

PHONE

EMAIL

**HOW THEY KNOW ME / WHEN WE
WORKED TOGETHER**

LAST CONTACTED

REFERENCE NOTES & REMINDERS

Always ask permission before listing someone as a reference. Brief your references before they receive a call — tell them the role, the company, and the 2-3 things you'd most like them to highlight about your work. A prepared reference performs much better than a surprised one.

REMINDERS / ACTIONS:

SECTION 08

Goal Setting & Reflection

A seasonal lifestyle without intentional goals is just drifting. Set meaningful targets, review your progress quarterly, and build toward your vision.

- > Annual goals — financial, travel, professional, personal
- > Quarterly review & reflection pages
- > Lessons learned tracker
- > Vision board planning space

Goal Setting & Reflection

Intention is what separates a seasonal worker who builds a remarkable life from one who just floats between jobs. This section is where you commit to specific outcomes — not vague wishes — across every dimension of your life. Return to these pages at each quarter, review honestly, and use what you learn to sharpen the next season's plan.

Annual Goals — Your Year in Four Dimensions

Set 2-4 goals in each category. Make them specific enough that you'll know without question at year's end whether you achieved them. Use the "Why It Matters" column to anchor each goal to a deeper motivation — goals connected to real values are far more likely to be kept.

Financial Goals	Travel & Adventure Goals
<p>GOAL 1:</p> <hr/>	<p>PLACES I WILL VISIT THIS YEAR:</p> <hr/>
<p>WHY IT MATTERS:</p> <hr/>	<p>EXPERIENCES I'M COMMITTED TO HAVING:</p> <hr/>
<p>GOAL 2:</p> <hr/>	<p>TRAVEL BUDGET ALLOCATED:</p> <hr/>
<p>WHY IT MATTERS:</p> <hr/>	<p>TRAVEL MONTHS PLANNED:</p> <hr/>
<p>GOAL 3:</p> <hr/>	<p>MY #1 TRAVEL GOAL THIS YEAR:</p> <hr/>
<p>BY YEAR END, I WILL HAVE:</p> <hr/>	

Professional Goals

CERTIFICATIONS OR SKILLS TO EARN THIS YEAR:

CAREER DIRECTION I'M BUILDING TOWARD:

INDUSTRIES / EMPLOYERS I WANT ON MY RESUME:

NETWORK / RELATIONSHIP GOAL:

Personal & Lifestyle Goals

HEALTH / FITNESS / WELLNESS GOAL:

RELATIONSHIPS I WANT TO INVEST IN:

PERSONAL HABITS I'M BUILDING OR BREAKING:

SOMETHING I WANT TO LEARN THIS YEAR (NON-WORK):

Quarterly Review & Reflection

Block time at the end of each quarter for an honest review. This practice compounds over time — each review makes your next season's planning sharper, more realistic, and more aligned with what you actually want.



Quarter 1 Review

January - March | Date completed: _____

WHAT I ACCOMPLISHED

FINANCIAL SUMMARY

GROSS
INCOME
EARNED

TOTAL
EXPENSES

NET SAVED

WHAT DIDN'T GO AS PLANNED

KEY LESSONS LEARNED

WHAT I'M DOING DIFFERENTLY IN Q2



Quarter 2 Review

April - June | Date completed: _____

WHAT I ACCOMPLISHED

FINANCIAL SUMMARY

GROSS
INCOME
EARNED

TOTAL
EXPENSES

NET SAVED

WHAT DIDN'T GO AS PLANNED

KEY LESSONS LEARNED

WHAT I'M DOING DIFFERENTLY IN Q3



Quarter 3 Review

July - September | Date completed: _____

WHAT I ACCOMPLISHED

FINANCIAL SUMMARY

GROSS
INCOME
EARNED

TOTAL
EXPENSES

NET SAVED

WHAT DIDN'T GO AS PLANNED

KEY LESSONS LEARNED

WHAT I'M DOING DIFFERENTLY IN Q4



Quarter 4 Review & Annual Reflection

October - December | Date completed: _____

WHAT I ACCOMPLISHED THIS QUARTER

ANNUAL FINANCIAL TOTALS

TOTAL INCOME EARNED

TOTAL EXPENSES

TOTAL SAVED

MY #1 PROUDEST MOMENT OF THE YEAR

GOALS I'M CARRYING FORWARD TO NEXT YEAR

HOW MY VISION FOR THIS LIFESTYLE HAS EVOLVED OVER THE YEAR

Vision Board Space & Future Planning

Use this space however serves you best — paste images, write out a vivid description of your life in 3 years, sketch out a dream destination, or list the experiences that feel non-negotiable in the next chapter of your life. This is your "north star" page: come back to it when things get hard.

YOUR VISION BOARD / FUTURE SELF SPACE

Write, draw, paste, or dream here. No rules. Just possibility.

IN 3 YEARS, MY LIFE LOOKS LIKE THIS:

THE SINGLE MOST IMPORTANT THING I CAN DO IN THE NEXT 90 DAYS TO MOVE TOWARD THAT VISION:

SECTION 09

Resources & Appendices

Quick-reference tools: trusted job platforms, a peak season industry calendar, and an essential documents checklist to keep your life in order on the road.

- > Useful websites & platforms
- > Industry peak season reference calendar
- > Important documents checklist

Resources & Appendices

Trusted Websites & Job Platforms for Seasonal Workers

JOB SEARCH PLATFORMS

enroutejobs.com — Curated seasonal & travel jobs across all industries. Your first stop.

coolworks.com — National parks, resorts, ranches, ski, and outdoor jobs

seasonworkers.com — International and domestic seasonal positions

workaway.info — Volunteer-based work exchange programs worldwide

wwoof.net — Organic farm work exchange globally

backdoorjobs.com — Summer and outdoor seasonal job listings

indeed.com — Broad job board; filter by "seasonal" and your target state

linkedin.com — Professional networking; seasonal recruiters are active here

HOUSING & ACCOMMODATION

furnishedfinder.com — Monthly furnished rentals; great for seasonal workers

facebook marketplace / groups — Local seasonal housing boards in every ski and resort town

hipcamp.com — Camping and glamping for flexible travel months

FINANCIAL & TAX TOOLS

irs.gov — Tax withholding estimator, state filing guidance

turbotax.com / freetaxusa.com — Multi-state tax filing tools

mint.com / ynab.com — Budget tracking and expense management

wise.com — Low-fee international money transfers (for international contracts)

healthsherpa.com — ACA marketplace health insurance for self-employed workers

COMMUNITY & SUPPORT

reddit.com/r/seasonalwork — Peer community for seasonal worker advice

reddit.com/r/vandwellers — Mobile lifestyle and van/RV living community

seasonworkers.net — Forums and employer reviews from seasonal staff

glassdoor.com — Employee reviews; look up any employer before accepting

MY FAVORITE RESOURCES (YOUR NOTES)

airbnb.com — Short-term furnished rentals for between-contract gaps

Important Documents Checklist

Keep all of these documents current and accessible. Store originals safely (not in your vehicle) and carry certified copies when traveling between contracts. A digital backup in secure cloud storage is essential.

IDENTITY & WORK AUTHORIZATION

- U.S. Passport (valid, not expiring within 6 months)
- Driver's License (current state of domicile)
- Social Security card (or carry number memorized)
- Birth certificate
- Work authorization documents (if applicable)

FINANCIAL DOCUMENTS

- Recent pay stubs (last 2)
- Last 2 years of tax returns (digital copies)
- Bank account information for direct deposit
- Health insurance card and policy summary
- Vehicle insurance card
- Vehicle registration and title

PROFESSIONAL DOCUMENTS

- Current resume (digital + printed copies)
- Reference contact list (3 references, updated contact info)
- Copies of all certifications (ServSafe, CPR, WFR, etc.)
- Signed offer letters / contract for current position
- Housing agreement / lease for current accommodation
- Employer contact information file

HEALTH & MEDICAL

- Prescription medications (90-day supply if possible)
- Doctor contact and medical history summary
- Emergency contact list (printed and digital)
- Vaccination records (especially if working internationally)
- Dental records and vision prescription

DIGITAL BACKUP STRATEGY

Photograph or scan every document on this list and store them in a secure, password-protected cloud folder (Google Drive, Dropbox, or iCloud). Share emergency access with one trusted person at home. A lost wallet on the road is stressful; a lost wallet with no backups can halt a contract and cost you weeks of work.

YOUR JOURNEY STARTS HERE

Find Your Next Seasonal Job

Search hundreds of curated seasonal positions across the US — hospitality, agriculture, outdoor recreation, retail, and more.

enroutejobs.com