

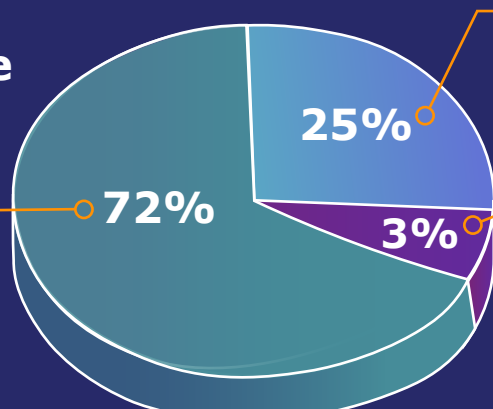
Q1 2022 INSURANCE LABOR MARKET STUDY

Our Q1 2022 Insurance Labor Market Study, conducted in partnership with Aon plc, found a record percentage of insurers plan to increase their headcounts this year amid one of the most challenging recruiting climates the industry has ever experienced. Below are highlights from the report and what the industry can expect during the next 12 months.

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STAFFING EXPECTATIONS

Expect to **increase employees**



Expect to **maintain staff**

Plan to **reduce their headcounts**

Technology, claims and analytics

positions are expected to be most in demand.



RECRUITING DIFFICULTIES



Recruiting difficulty is at an **all-time high**, with all functions rated moderate or difficult to fill.



Technology, Actuarial and Analytics roles are considered the **most difficult to fill**.

REVENUE EXPECTATIONS



82%

of companies plan to grow revenue, up from **78%** in July 2021. This is driven by an expected increase in market share.

THE CHANGING WORK ENVIRONMENT

89% will offer a hybrid model (work from home and in office).

45% will offer full-time remote.

39% will offer flexible hours.

The Semi-Annual Insurance Labor Market Study, performed by The Jacobson Group and Aon plc, examines data collected on insurance industry hiring, as well as revenue trends and projections. The study ran from January 12 through January 30, 2022, and attracted participation from insurance carriers across all sectors of the industry.

ABOUT US

The Jacobson Group is the leading provider of talent to the insurance industry. For 50 years, Jacobson has been connecting organizations with insurance professionals at all levels across all industry verticals. We provide an array of services including executive search, professional recruiting, temporary staffing and subject matter experts. Regardless of the need or situation, Jacobson is the insurance talent solution.

View the full study results here: jcbnsn.gr/2022Q1-LaborStudy.

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