

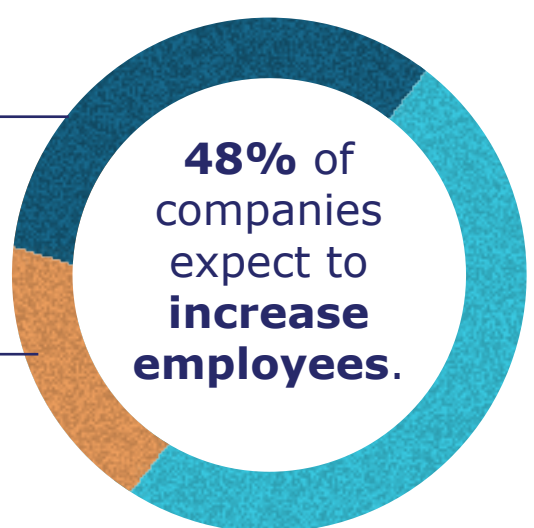
2020 Q3 INSURANCE LABOR MARKET STUDY RESULTS

See the results of the third quarter iteration of The Jacobson Group and Aon plc's 2020 Insurance Labor Market Study. A valuable industry tool, the study examined data collected on insurance industry hiring, and revenue trends and projections. What did we learn about the staffing outlook for next 12 months?

STAFFING EXPECTATIONS

35% of insurers expect to maintain staff.

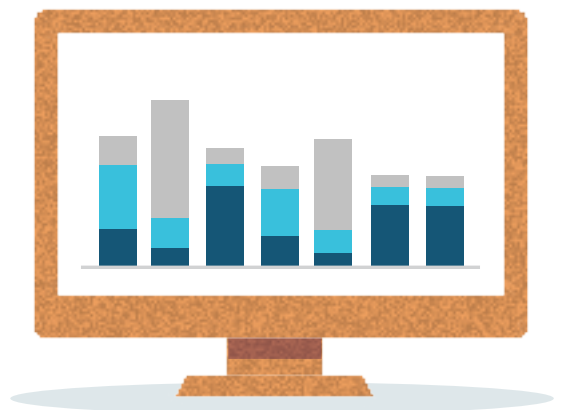
17% of companies will decrease their staff counts in the next year.



RECRUITMENT DIFFICULTY

8 of the 11 functions surveyed have seen recruiting **difficulty increase** slightly over the past year.

Actuarial, technology and analytics are the most difficult positions to fill.



RECRUITMENT GROWTH



Technology and analytics roles are expecting the greatest **growth this year.**



Underwriting is the function most in need of **executive-level** talent.



The **operations and actuarial** functions are most likely to add **entry-level** employees.



Understaffed areas and anticipated increases in **business volume** are driving staff increases.

FLEXIBLE OPTIONS



Respondents report offering flexible options to employees when offices reopen:

77% occasional work-from-home

53% flexible hours

48% full-time remote

ABOUT US

The Jacobson Group is the leading provider of talent to the insurance industry. For nearly 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.

This data was taken from the July 2020 iteration of The Jacobson Group and Aon plc's U.S. Insurance Labor Market Study. View the full study results here: jcbnsn.gr/Q32020LaborStudyResults.

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