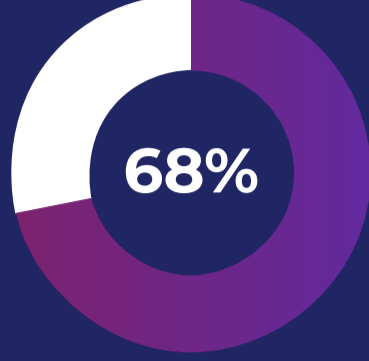


Q3 2022

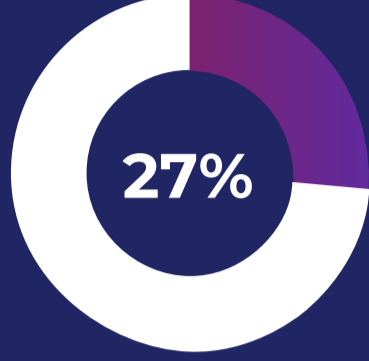
# INSURANCE LABOR MARKET STUDY RESULTS

Our Q3 2022 Insurance Labor Market Study, conducted in partnership with Aon-Ward, found insurers are remaining optimistic about both employment and revenue growth amid a challenging labor market. However, nearly half of insurers are having more difficulty recruiting than they were a year ago, as job openings reach an all-time high. Below we highlight what the industry can expect during the next 12 months.

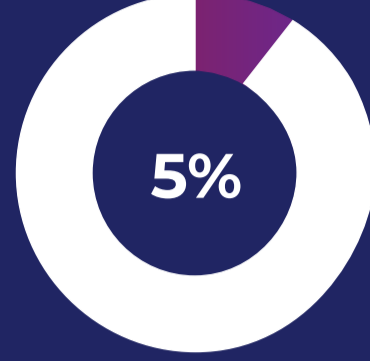
## STAFFING EXPECTATIONS



Expect to increase employees



Plan to maintain staff size



Expect to reduce headcounts

## Anticipated increase in business volume

is the primary reason for adding staff during the next 12 months.



## Improved automation

is the primary reason for anticipated reductions in headcount during the next 12 months.



## EMPLOYEE POSITIONS MOST LIKELY TO BE ADDED

### Technology, underwriting and claims

roles are expected to be most in demand.



## REVENUE EXPECTATIONS



73%

of companies plan to grow revenue, driven by an expected increase in market share.

## RECRUITING DIFFICULTIES



Overall **recruiting difficulty** remains at an **all-time high**.



**Technology, actuarial and analytics** roles continue to be the most difficult to fill.

*The Semi-Annual Insurance Labor Market Study, performed by The Jacobson Group and Aon-Ward, examines data collected on insurance industry hiring, as well as revenue trends and projections. The study ran from July 11 through July 31, 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: [jcbn.gr/2022Q3-LaborStudy](https://jcbn.gr/2022Q3-LaborStudy).