

Q3 2023

Insurance Labor Market Study Results

Our Q3 2023 Insurance Labor Market Study, conducted in partnership with Aon-Ward, reflects a talent marketplace that continues to experience stable growth. Below we share a few of the study's highlights and carriers' plans for the next 12 months.

Staffing Expectations



Increase in business volume

is the primary reason carriers plan to add staff during the next 12 months.



Technology, claims and underwriting

roles are currently in the highest demand.



Recruiting Difficulties



17% of companies feel hiring talent has become **more difficult** compared to last year.



Technology, executive and **analytics** roles are considered the most challenging to fill.

Flexible Work

96% of companies are offering **hybrid and/or remote work** for the majority of their employees.



54% currently offer employees **flexible hours**.

Revenue Expectations



72% of companies expect revenue growth, driven by an increase in market share.

The Semi-Annual Insurance Labor Market Study, conducted by The Jacobson Group and Aon-Ward, examines data collected on insurance industry hiring, as well as revenue trends and projections. The Q3 2023 study ran from July 10 through August 6, 2023, and attracted participation from insurance carriers across all sectors of the industry.

View the full study results here: jcbn.gr/Q32023InLaborStudySummary

ABOUT US

The Jacobson Group is the leading provider of talent to the insurance industry. For more than 50 years, Jacobson has been connecting insurance organizations with professionals at all levels across all industry verticals. Jacobson provides insurance talent solutions to support virtually any human capital need. We offer executive search services and comprehensive staffing solutions, including professional recruiting, temporary staffing and interim experts.