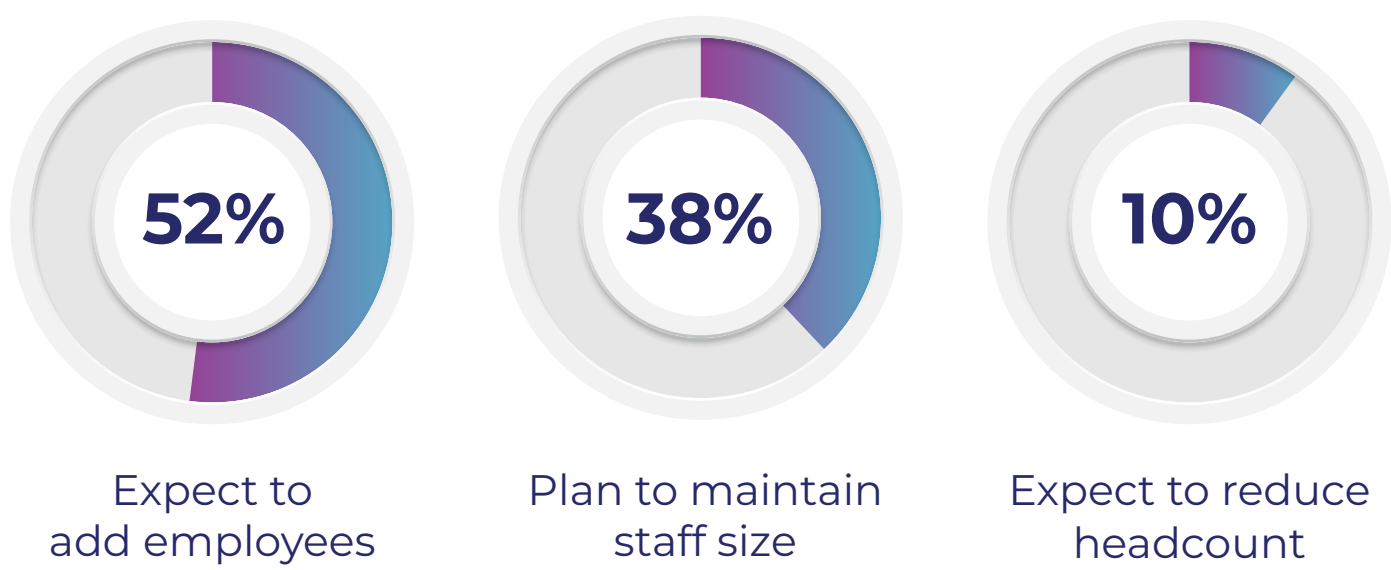


Q1 2024

Insurance Labor Market Study Results

Our Q1 2024 Insurance Labor Market Study, conducted in partnership with Aon plc, reflects a stable – yet cautiously optimistic – industry. Below, we share a few of the study's highlights and carriers' plans for the next 12 months.

Staffing Expectations



Technology, underwriting and claims roles are in greatest demand.

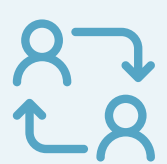
Increase in business volume is the primary reason carriers plan to add staff during the next 12 months.



Recruiting Difficulties



14% of companies feel **hiring talent** has become **more difficult** compared to last year.



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

Revenue Expectations

77%

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



Flexible Work

Just 6% of carriers expect the majority of their **employees in the office full-time**.



6%

86% of companies currently **offer flexible hours**.



86%

The Semi-Annual Insurance Labor Market Study, conducted by The Jacobson Group and Aon's STG Performance Benchmarking, examines data collected on insurance industry hiring, as well as revenue trends and projections. The Q1 2024 study ran from January 8 through January 30, 2024, and attracted participation from insurance carriers across all sectors of the industry.

View the full study results here: jcbn.gr/Q12024_InLaborStudySummary.

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.

