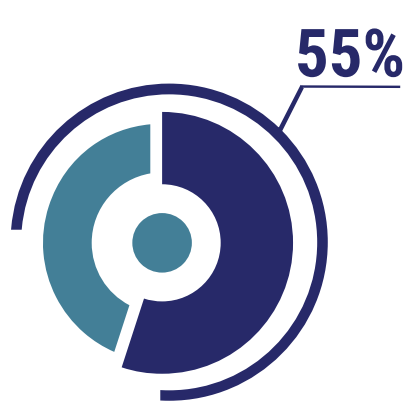


Q1 2025

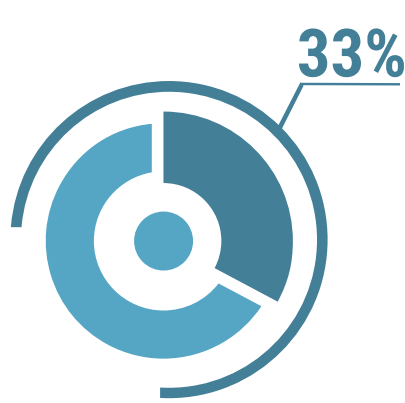
# Insurance Labor Market Study Results

Our Q1 2025 Insurance Labor Market Study, conducted in partnership with Aon, reflects stability and growth for the coming year. Below, we share a few of the study's highlights and carriers' plans for 2025.

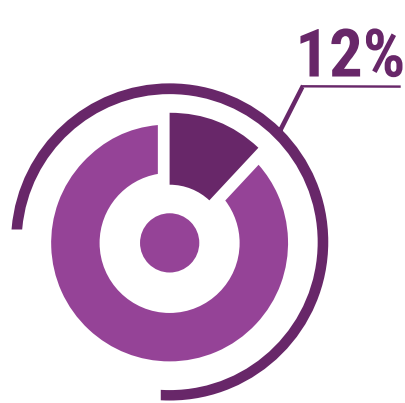
## Staffing Expectations



Expect to add employees



Plan to maintain staff size



Expect to reduce headcount

**Underwriting, claims** and **technology** roles are in greatest demand.



**Increase in business volume** and **expansion of business/new markets** are the primary reasons carriers plan to add staff.



## Recruiting Difficulties



Recruiting difficulty has increased in **6 of 11** categories compared to last year.



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

## Revenue Expectations



**74%** of companies expect revenue growth, driven by a change in market share.

## Flexible Work



of carriers say the majority of their **employees are hybrid.**



of companies currently **offer flexible hours.**

*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 2025 study ran from January 13 through February 3, 2025, and attracted participation from insurance carriers across all sectors of the industry.*

View the full study results here: <https://jcbson.gr/Q12025InLaborStudy>

### 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.