



Staying Ahead in Today's Labor Market: Industry Trends and Challenges

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Insurance Talent
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Overview of the **Current Labor Market**

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Current Situation



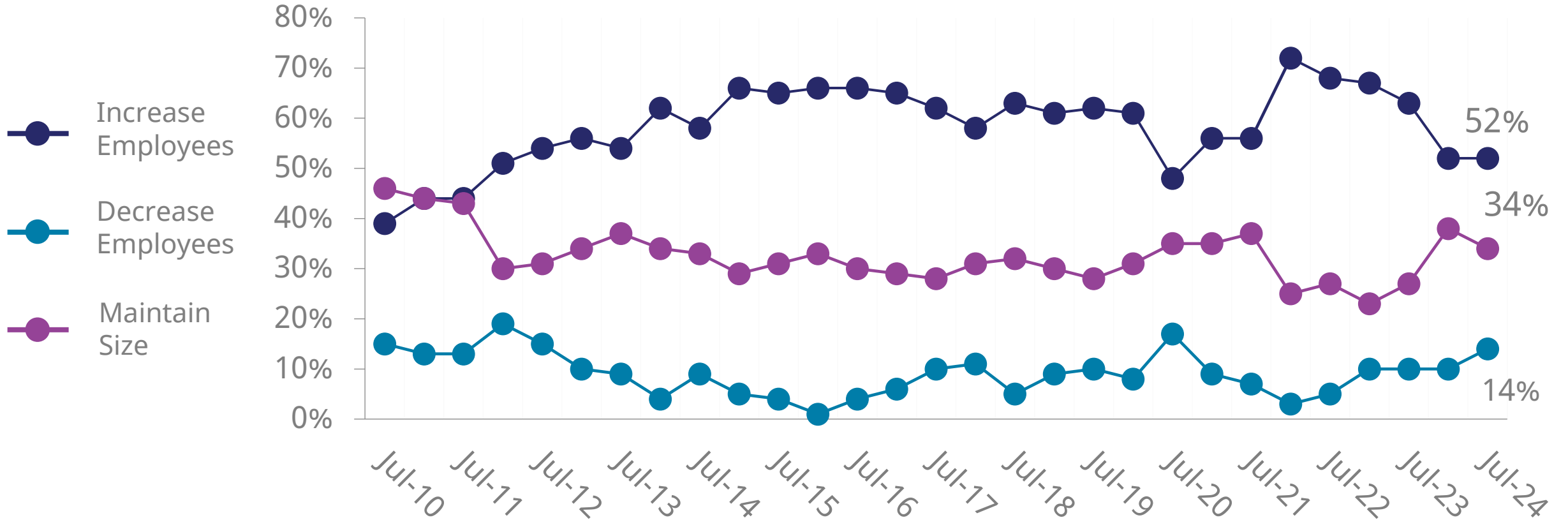
Industry turnover is slowing.

Industry job openings continue to be relatively elevated.

Insurance unemployment is currently 1.9% compared to 4.3% for overall economy.

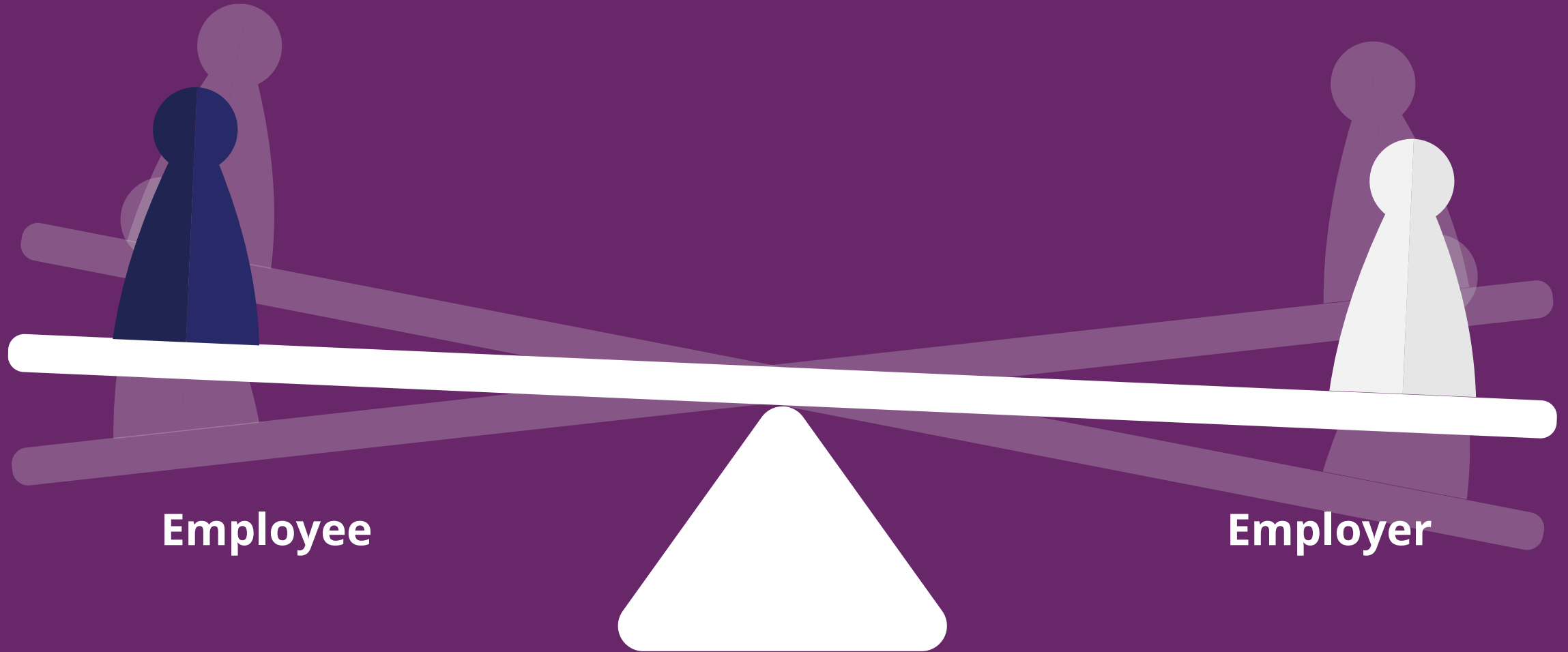
12-Month Staffing Plans for Insurers

July 2010 - July 2024



Source: Jacobson and Aon Q3 2024 Insurance Labor Market Study

Change in **Power Balance**





Discussion

How does this compare to your experience?

Employee **Engagement**

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State of Engagement

42% of professionals are **actively considering quitting** their jobs.

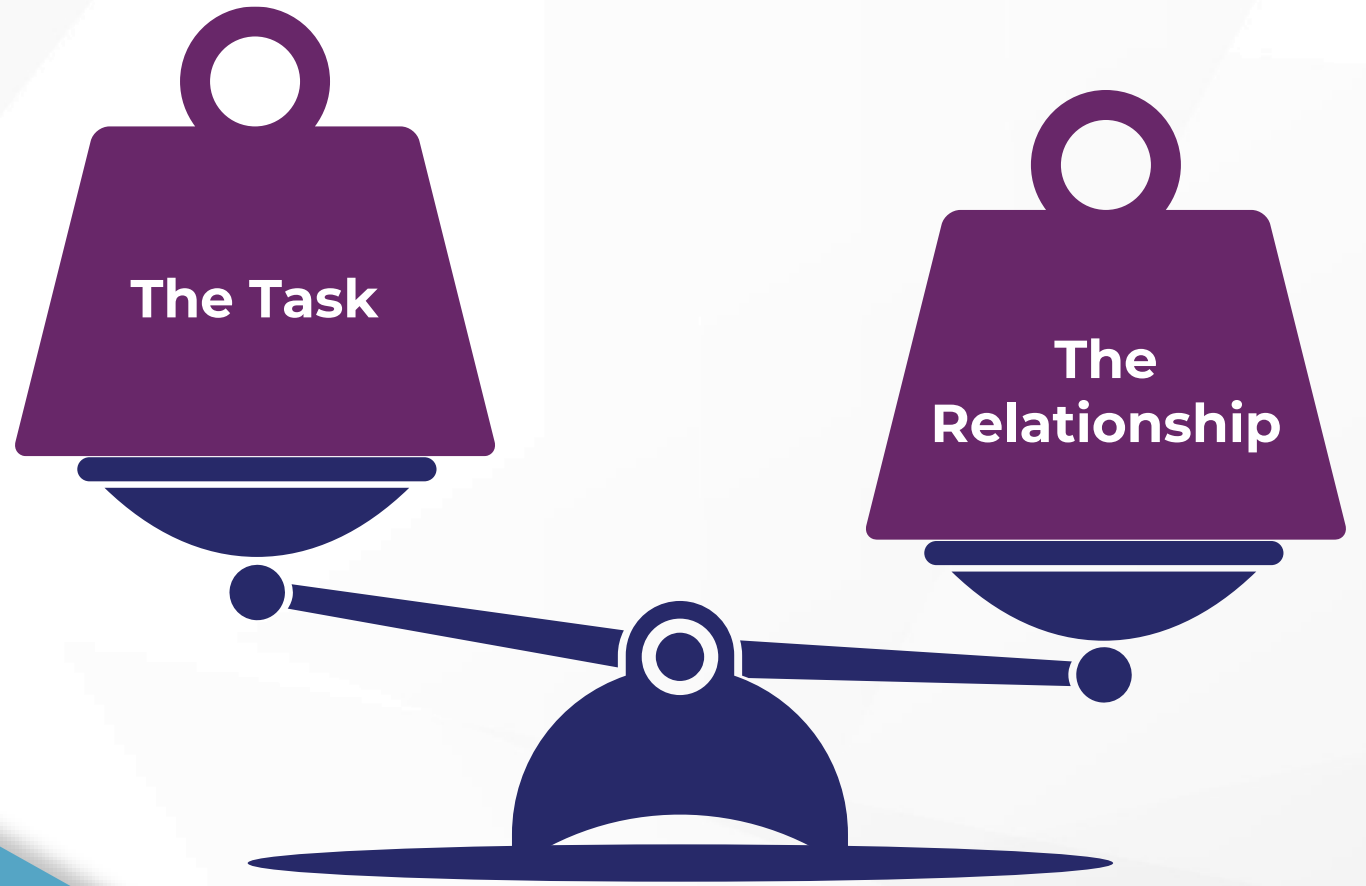
Just **33%** of employees are **engaged in their work** and workplace.

Companies could **increase revenue** by up to **50%** by **improving the employee experience.**

Why Invest in **Employee Experience**?



- Attracts top talent
- Boosts team productivity
- Fosters strong team relationships
- Enhances employee well-being
- Improves customer satisfaction
- Strengthens employer brand
- Increases retention



Be
People-Focused

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High Performance Leadership

Build interest and engagement from the bottom up.

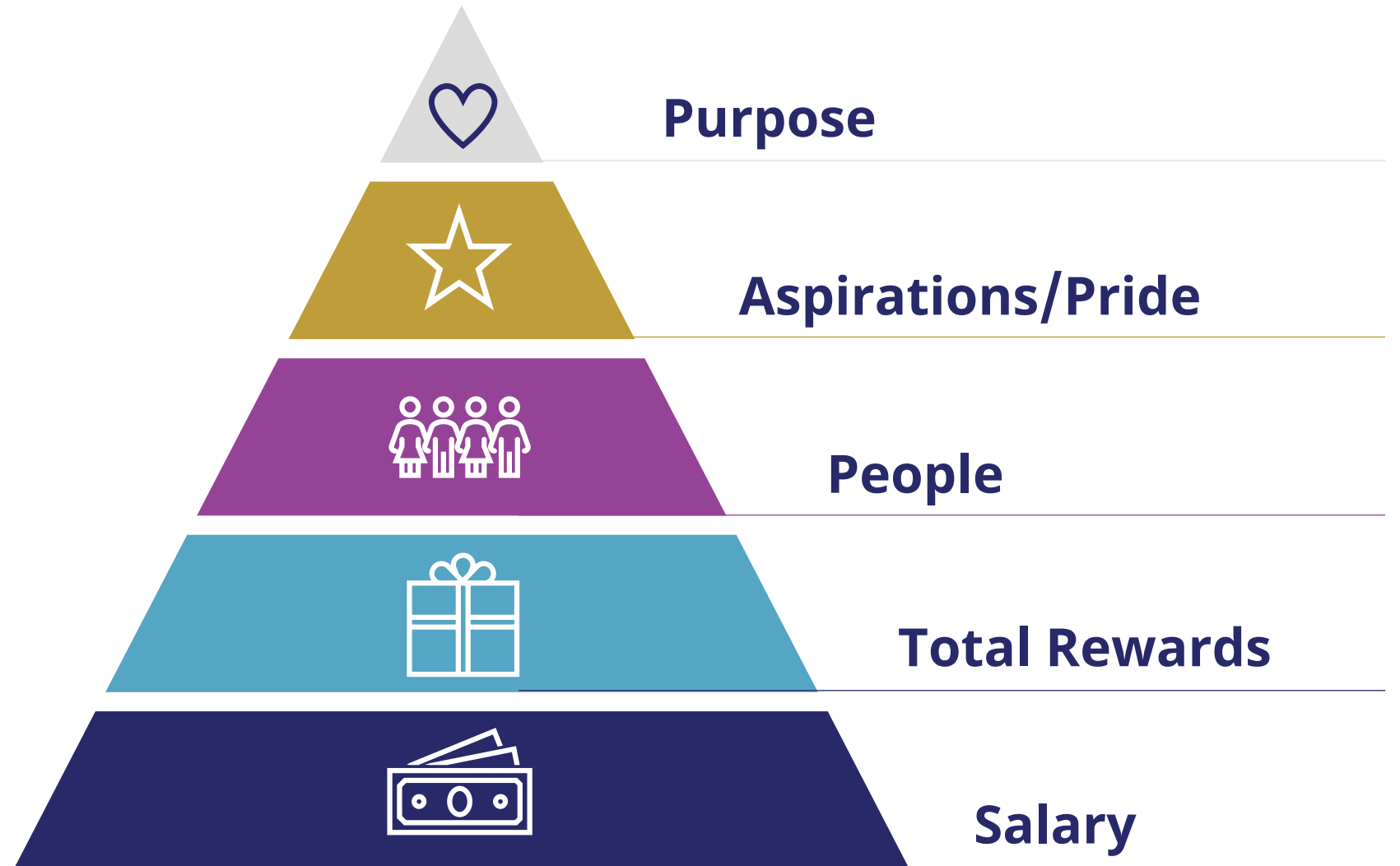
Provide goals and help guide to the solution.

Coach vs. sell.

Focus on the “why.”

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Hierarchy of **Employee Fulfillment**



Fostering a Sense of Connection



Strong employee/employer relationship



Connection to role and company



Connections among teammates and other colleagues within organization

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Uncover **Employees' Motivators**

Stay Interviews

What is their “why”?

What energizes them?

What do they consider a valuable reward (title, salary, flexibility, recognition)?

What will it take to keep them at your company?

Individual Career Roadmap

Summary and Personal Brand Statement



Values

Stakeholder Input

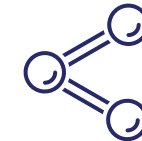
Strengths



Skills to Develop

Planned Next Steps

Accountability



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Discussion

What is one thing you've done that has helped retain an individual?

Overcoming Recruiting **Challenges**

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Discussion

What is important to potential candidates?

Employee Value Proposition

How are you portraying your employee value proposition?

- Website and social media
- Interactions with potential employees
- Current employee attitudes
- Interview process

The Employment **Lifecycle**



**Attracting/
Hiring**



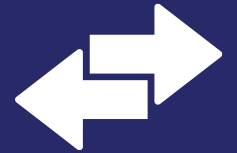
Onboarding



Engagement



Development



Exit

Recruiting Considerations



How are you expressing your company and your brand?



In what ways are you leveraging employee influencers?



What is the candidate experience?



How are candidates engaging with the executive team?



Discussion

What is one thing you will take away from today?

Debrief **and** Questions

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THANK YOU



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