

## Our Emerging Talent Solutions



Jacobson's **emerging talent** solution delivers young professionals and recent graduates for **temporary-to-hire and direct hire** opportunities to successfully augment your staff.

A dynamic way to hire new talent, Jacobson provides insurers with professionals who possess the education and technical skills needed for a variety of insurance opportunities.

Our emerging talent solution helps insurers strategically broaden the funnel by presenting candidates with transferable skills and capabilities, who may have otherwise been overlooked.

Offered as a cost-effective complement to traditional campus recruiting, our program provides insurers with top candidates who have an expressed interest in the insurance industry. Jacobson's promising professionals are carefully screened and aligned to the characteristics and skills required to succeed in each specific position.

**25%** of the insurance workforce is 55 or older.

- Bureau of Labor Statistics

The insurance industry is **experiencing an incredibly challenging** recruiting environment



consistently low unemployment rate



aging workforce



significant skills gap

### Where We **Can Help**

Our insurance industry focus allows us to uncover the best fit emerging talent for our clients' roles across all business areas including the following functions:

- Accounting/  
Finance
- Claims

- Compliance
- Marketing

- Operations
- Underwriting



## Our Solutions

### Our Talent is Finding Yours.

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. We offer insurance talent solutions to support virtually any human capital need.

- Insider's perspective of the insurance industry
- Extensive talent network
- Commitment to creating a diverse and inclusive industry
- Client-centric, enterprise-wide focus
- Long-standing reputation for excellence

Our specialization in insurance empowers our unique ability to understand our clients and the position-specific requirements necessary for their success.



**Executive Search**



**Professional Recruiting**



**Temporary Staffing**



**Interim Experts**



**+50**

years of exclusively serving the insurance industry



**+10,000**

placements made by Jacobson in the past 10 years



**97%**

client satisfaction rate, which is the best in the industry



**+500,000**

insurance professionals in our proprietary industry database