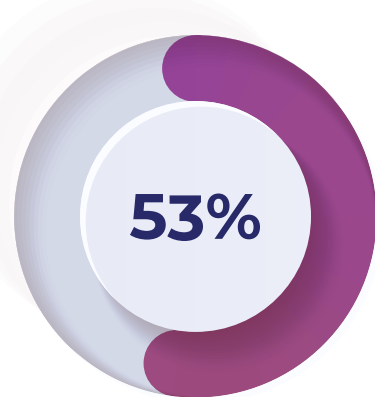


Q3 2025

Insurance Labor Market Study Results

Our Q3 2025 Insurance Labor Market Study, conducted in partnership with Aon, reflects a relatively stable labor market, with job growth expected. Below, we share a few of the study's highlights and carriers' plans for the next 12 months.

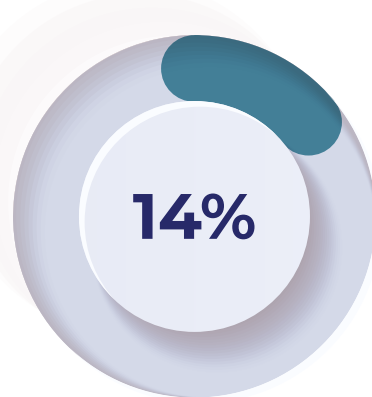
Staffing Expectations



Expect to add employees



Plan to maintain staff size



Expect to reduce headcount

Technology, underwriting and **claims** roles are in greatest demand.



Expansion of business/new markets followed by an **expected increase in business volume** are the primary reasons carriers plan to add staff.

Recruiting Difficulties



12% of companies feel **hiring talent** has become **more difficult** compared to last year.



Actuarial, executive and **analytics** roles continue to be the most challenging to fill.

Revenue Expectations

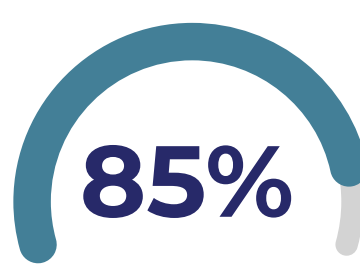


81% of companies expect revenue growth, driven primarily by **change in market share**, followed by **pricing factors**.

Flexible Work



of carriers expect their **employees in the office full-time**.



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 Q3 2025 study ran from July 7 through July 27, 2025, and attracted participation from insurance carriers across all sectors of the industry.

View the full study results here: jcbsn.gr/2025Q3LaborStudyResults

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.

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