

Q1 2026

Insurance Labor Market Study Results

Our Q1 2026 Insurance Labor Market Study, conducted in partnership with Aon, reflects continued stability within the insurance labor market – and a 15-year-high watermark for the percent of carriers expecting to maintain their current staff sizes. Below, we share a few of the study's highlights and carriers' plans for the coming year.

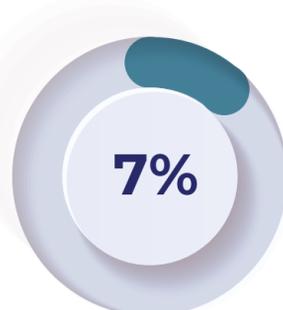
Staffing Expectations



Expect to add employees



Plan to maintain staff size



Expect to reduce headcount



Technology, claims and underwriting roles are in greatest demand.

Anticipated **increase in business volume** is the primary reason carriers plan to add staff in 2026.



Recruiting Difficulties



21% of carriers feel hiring talent has become **more difficult** compared to last year.



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

Revenue Expectations

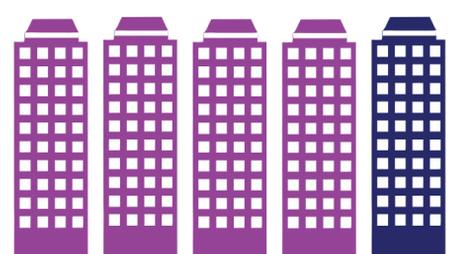


72% of companies expect revenue growth, driven primarily by **increase in market share**.

Flexible Work



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



4 out of 5 companies currently **offer flexible hours**.

The Semi-Annual Insurance Labor Market Study, conducted by The Jacobson Group and Aon's Strategy and Technology Group, examines data collected on insurance industry hiring, as well as revenue trends and projections. The Q1 2026 study ran from January 12 through February 1, 2026, and attracted participation from insurance carriers across all sectors of the industry.

View the full study results here: jcbn.gr/2026Q1LaborStudyResults

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.