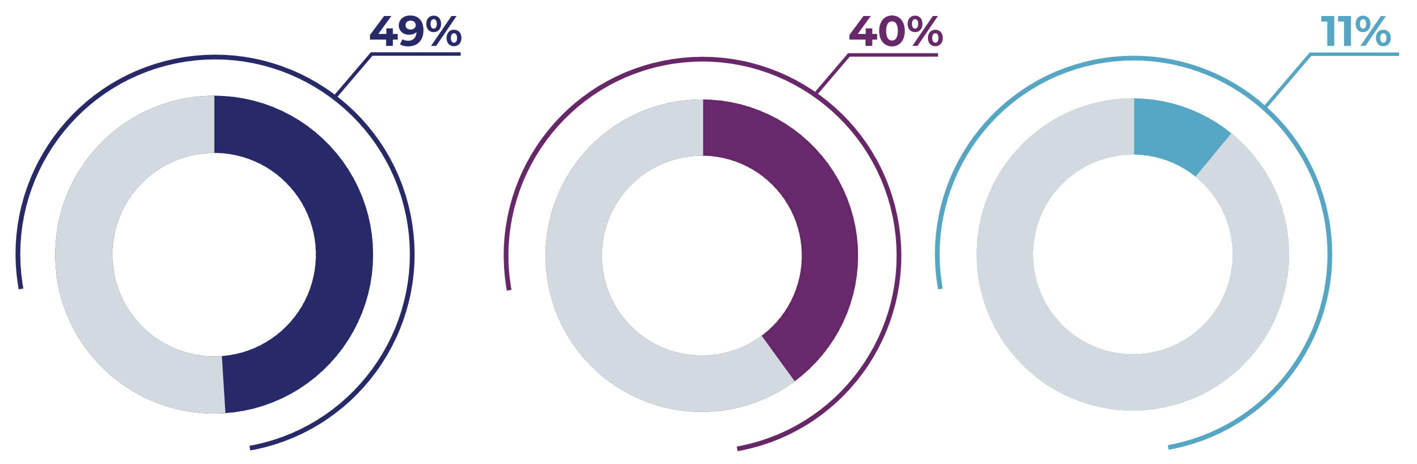
JACOBSON

Q3 **2026**

Insurance Labor Market Study Results

Our Q3 2026 Insurance Labor Market Study, conducted in partnership with Aon, reflects modest growth and slowing turnover for the industry's labor market. 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, **underwriting** and **claims** roles are in greatest demand.

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

Recruiting Difficulties

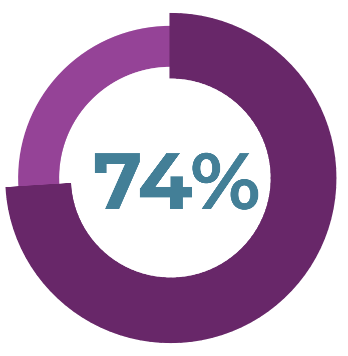
18% of carriers feel **hiring talent** has become **more difficult** compared to last year.

Actuarial, **technology** and **executive** roles are most **challenging** to fill.

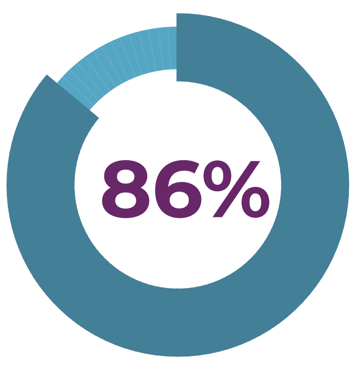
Revenue Expectations

78% of companies expect revenue growth, driven primarily by **increase in market share**.

Flexible Work



of companies say **most employees** currently work a **hybrid schedule**.



of carriers offer **flexible hours**.

Both **voluntary** and **involuntary turnover** have **decreased** compared to last year.

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 Q3 2026 study ran from July 6 through July 26, 2026, and attracted participation from insurance carriers across all sectors of the industry.

View the full study results here: **jcbsn.gr/2026Q3InLaborStudyResults**

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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