

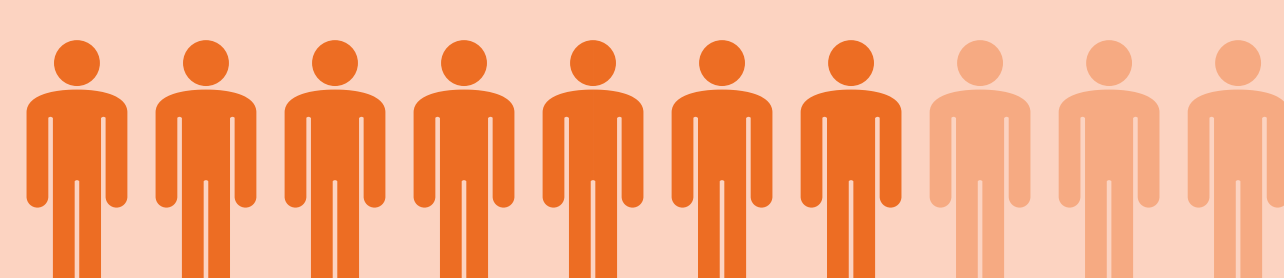
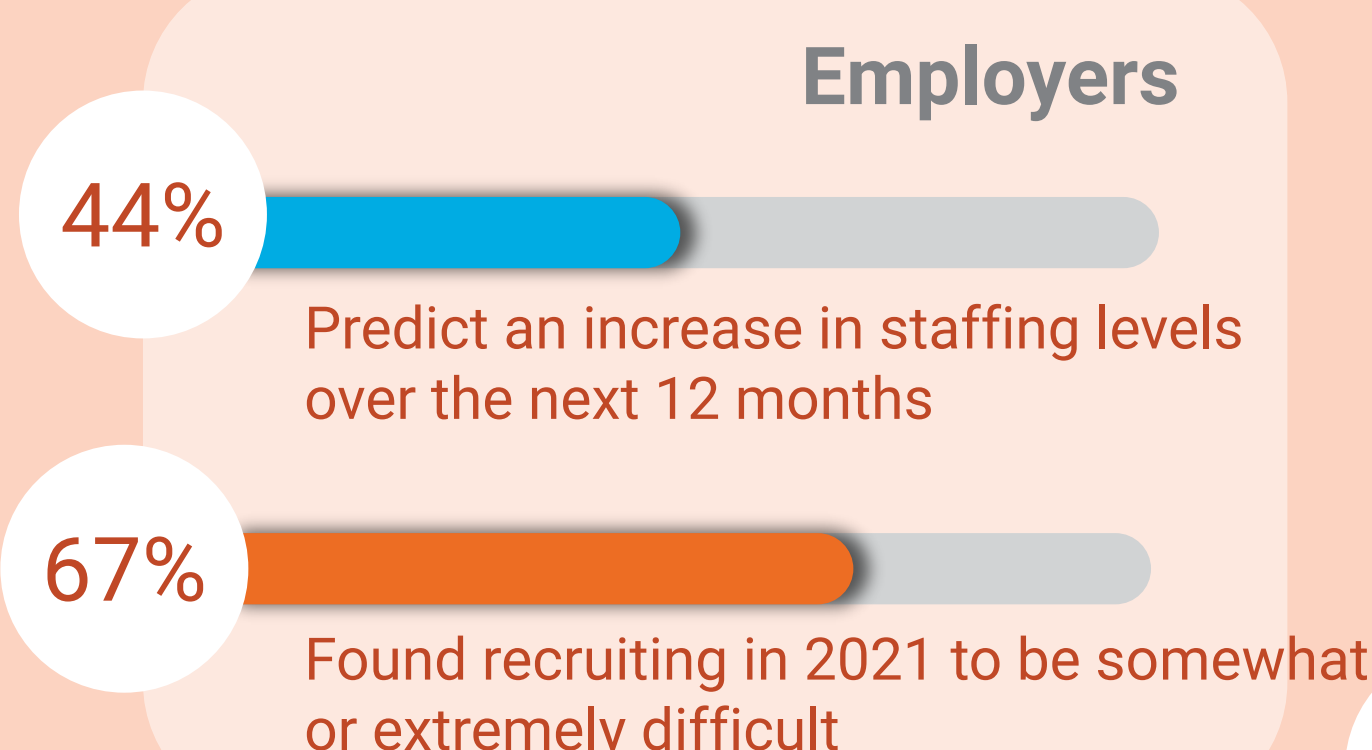


The Ideal Workplace – Attraction and Engagement Research

The insurance employment market



Nearly 4 in 10 (39%) of respondents responsible for recruiting indicated that staffing levels in their organisation had **increased** over the last 12 months



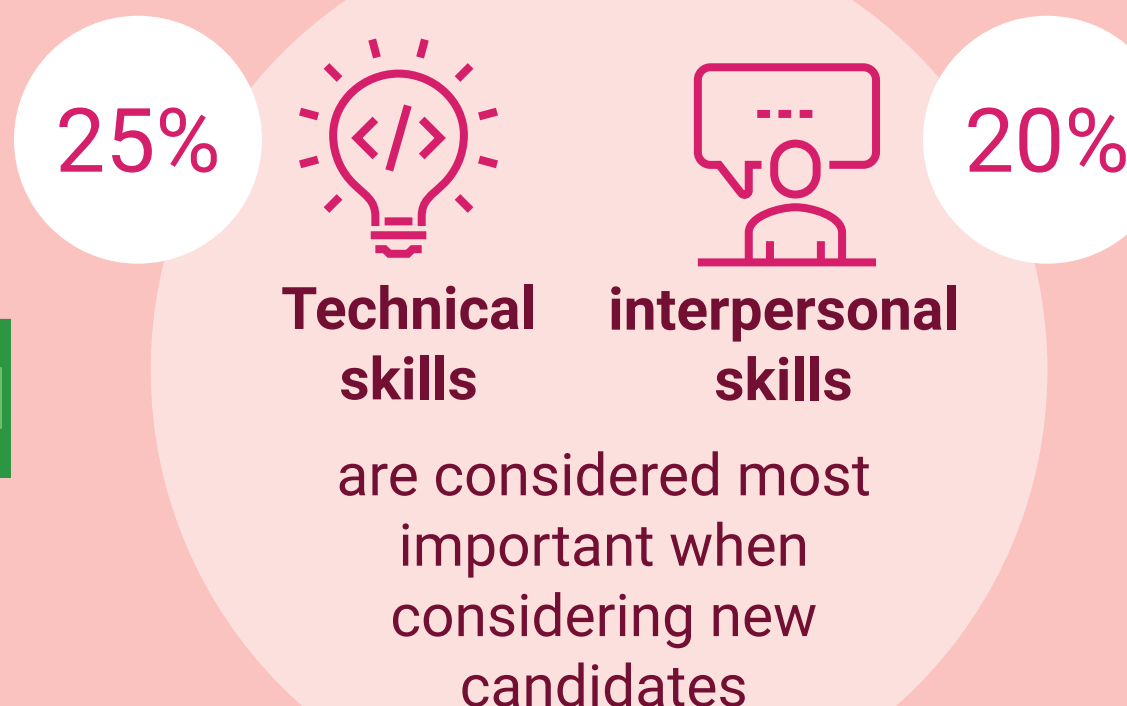
More than 7 in 10 (71%) of respondents indicated they were likely or extremely likely to stay with their current employer over the next 12 months



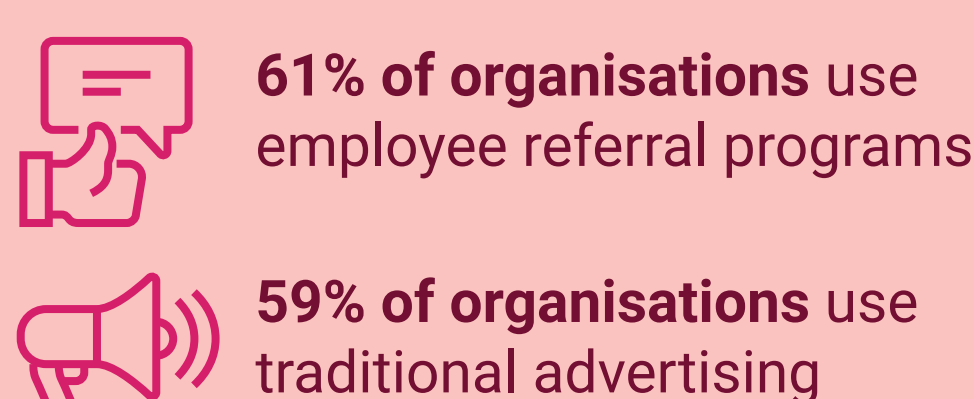
There are some opportunities around for the right fit candidate, but it is hard to find that person without making some compromises



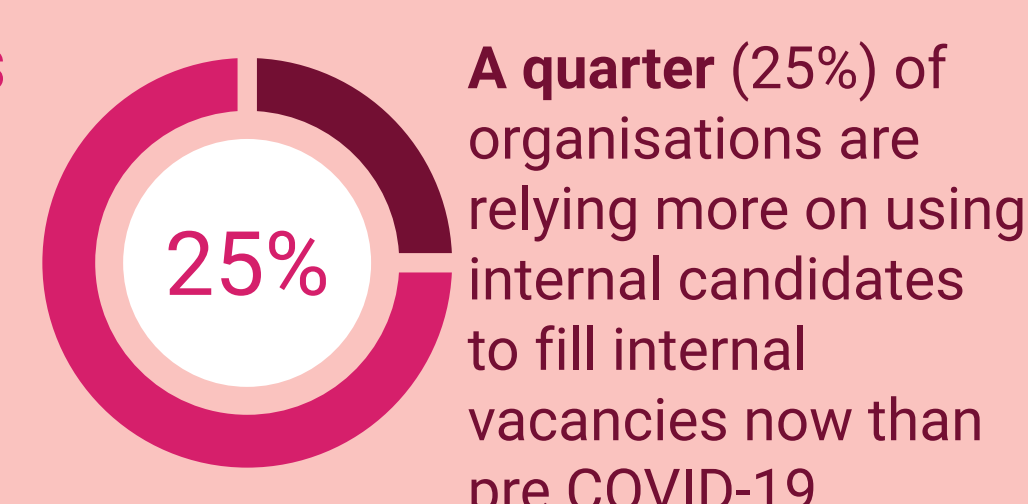
Attracting and sourcing talent



Sourcing external candidates



We continually work on ensuring our brand is visible in the market. We strive on building a culture that is inclusive and open to all. We focus on our people

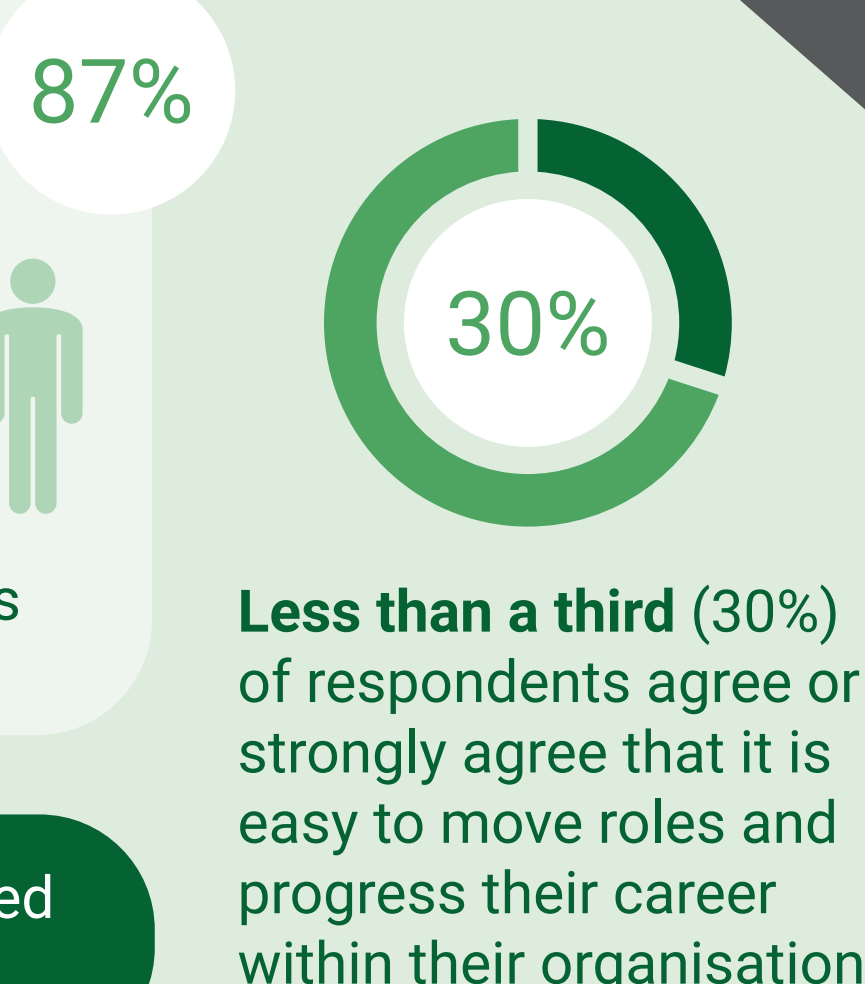
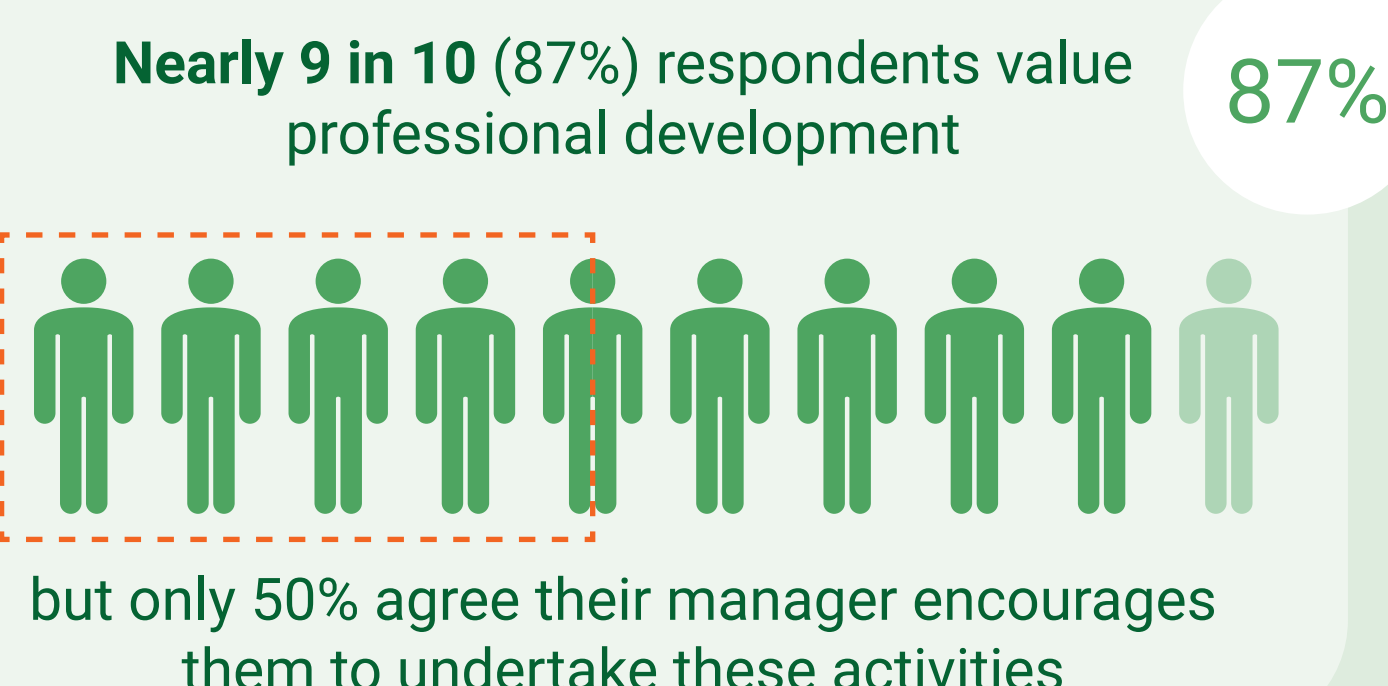


Learning and development

82% of organisations proactively invest in training and skills development of internal staff

- 73% provide compliance training
- 60% provide technical insurance training

76% of respondents said their organisation had a learning and development plan, with 66% indicating they had a personal learning and development plan



46% of respondents were satisfied with training and development



More technical training in underwriting. ANZIIF runs short term courses for underwriters out of Australia within a reasonable price that we can afford



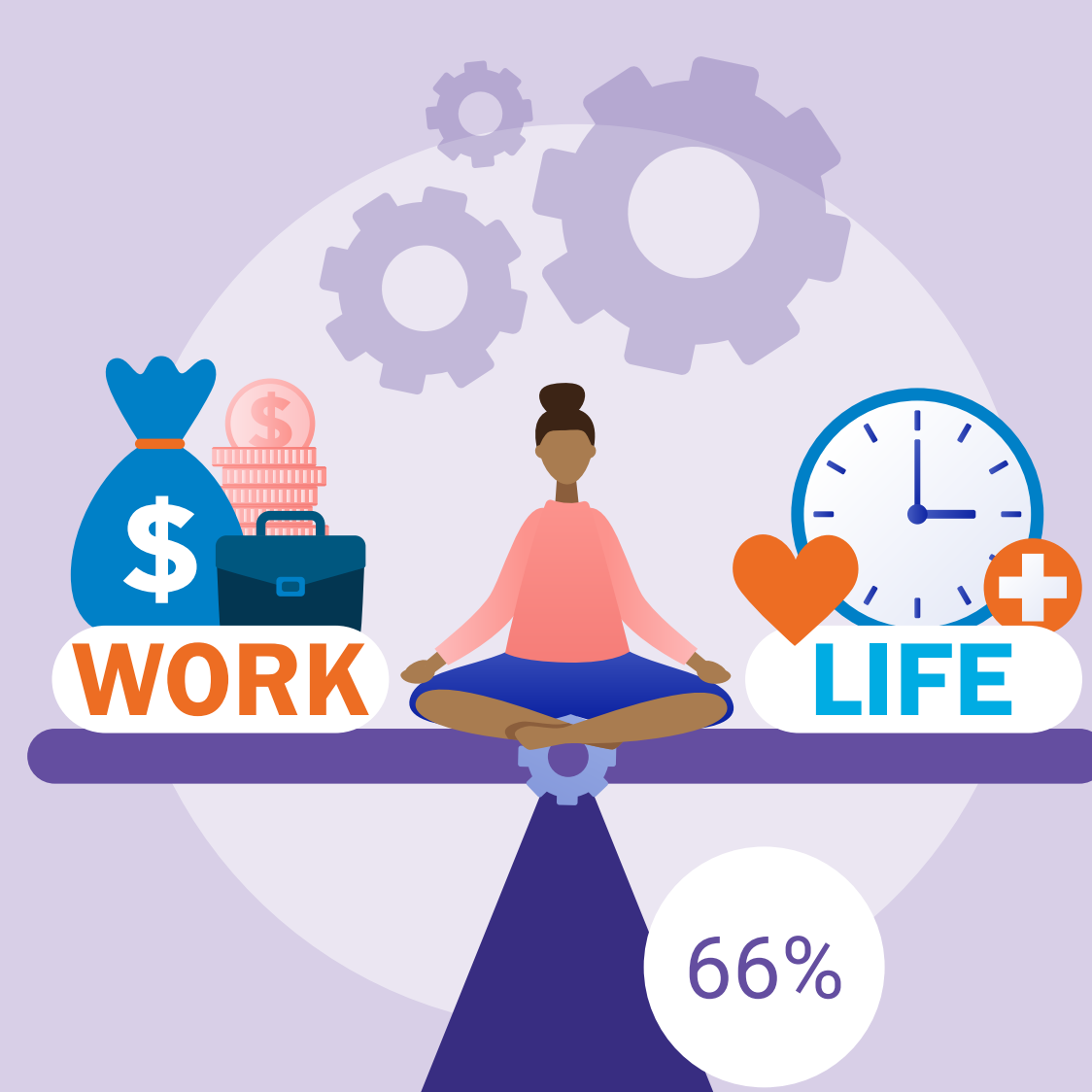
Workplace flexibility



91% of organisations intend to maintain some level of flexible working practices in the future



7 in 10 (70%) of respondents were satisfied with their current workplace flexibility



66% of respondents indicate that it is important or very important to them that their employer continues to offer flexible working arrangements