

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



Found recruiting in 2021 to be somewhat or extremely difficult

63% 63% of respondents were satisfied or extremely satisfied with their current employment **** **57% of respondents** were satisfied with belonging to a respected industry 57%

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



25%



skills



skills

interpersonal

are considered most important when considering new 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

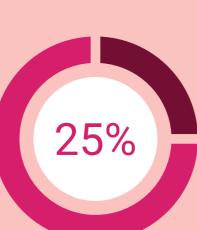
Sourcing external candidates



61% of organisations use employee referral programs



59% of organisations use traditional advertising



A quarter (25%) of organisations are relying more on using internal candidates to fill internal vacancies now than pre COVID-19

Learning and development

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

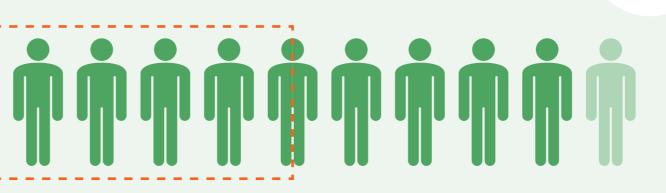
73% provide compliance training

60% provide technical insurance training

76%

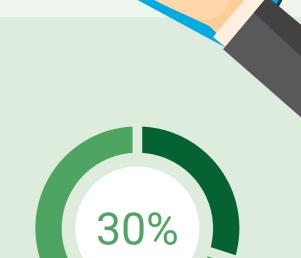
of respondents said their organisation had a learning and development plan, with 66% indicating they had a personal learning and development plan

Nearly 9 in 10 (87%) respondents value 87% professional development



but only 50% agree their manager encourages them to undertake these activities





Less than a third (30%) of respondents agree or strongly agree that it is easy to move roles and progress their career within their organisation



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

70%

Research was conducted on behalf of ANZIIF by Survey Matters in June 2021 with a total of 940 respondents.