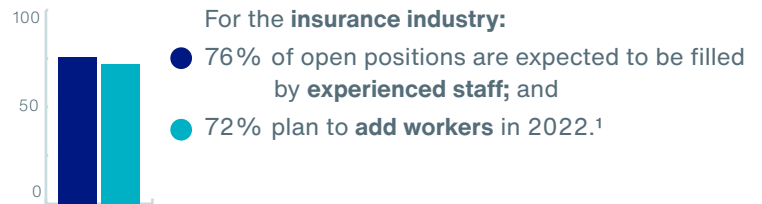


How Are Insurance Companies Addressing the Great Resignation?

Talent shortages are a top issue facing 86 percent of the HR professionals that responded to our eighth global HR pulse survey (conducted in December 2021 and January 2022 with 812 participants). What’s more, **three-quarters say they are losing key skills** to remain agile and adaptable for the future. Here’s a snapshot of how insurance companies are accelerating workforce change to address **rising turnover challenges** in today’s labor market.

Why are people on the move?



Property-casualty: As the rise in claims frequency continues and companies adjust to higher levels of catastrophe losses, there will be an increased demand for **claims staff**.



Life-health insurance: Companies are investing in additional **analytics and marketing staff** to capture growth opportunities.

All insurance sectors still have a high need for **technology roles** to replace legacy systems and build more digital capabilities.



- 71% **Total rewards** (compensation and benefits)
- 62% **Culture and diversity** initiatives
- 59% **Skills and development** (upskilling and promotions)
- 26% **Workforce agility** (gig workers, acquisitions)



- 43% approved budgets for improving **employee wellbeing**
- 41% will advance **diversity, equity and inclusion strategies**
- 27% will improve their **health insurance plans**

¹Aon’s Ward / Jacobson Group Labor Outlook Study, Feb 2022

For more insights from our survey or to speak with one of our experts about these topics, please contact us at humancapital.aon.com/contact-us.