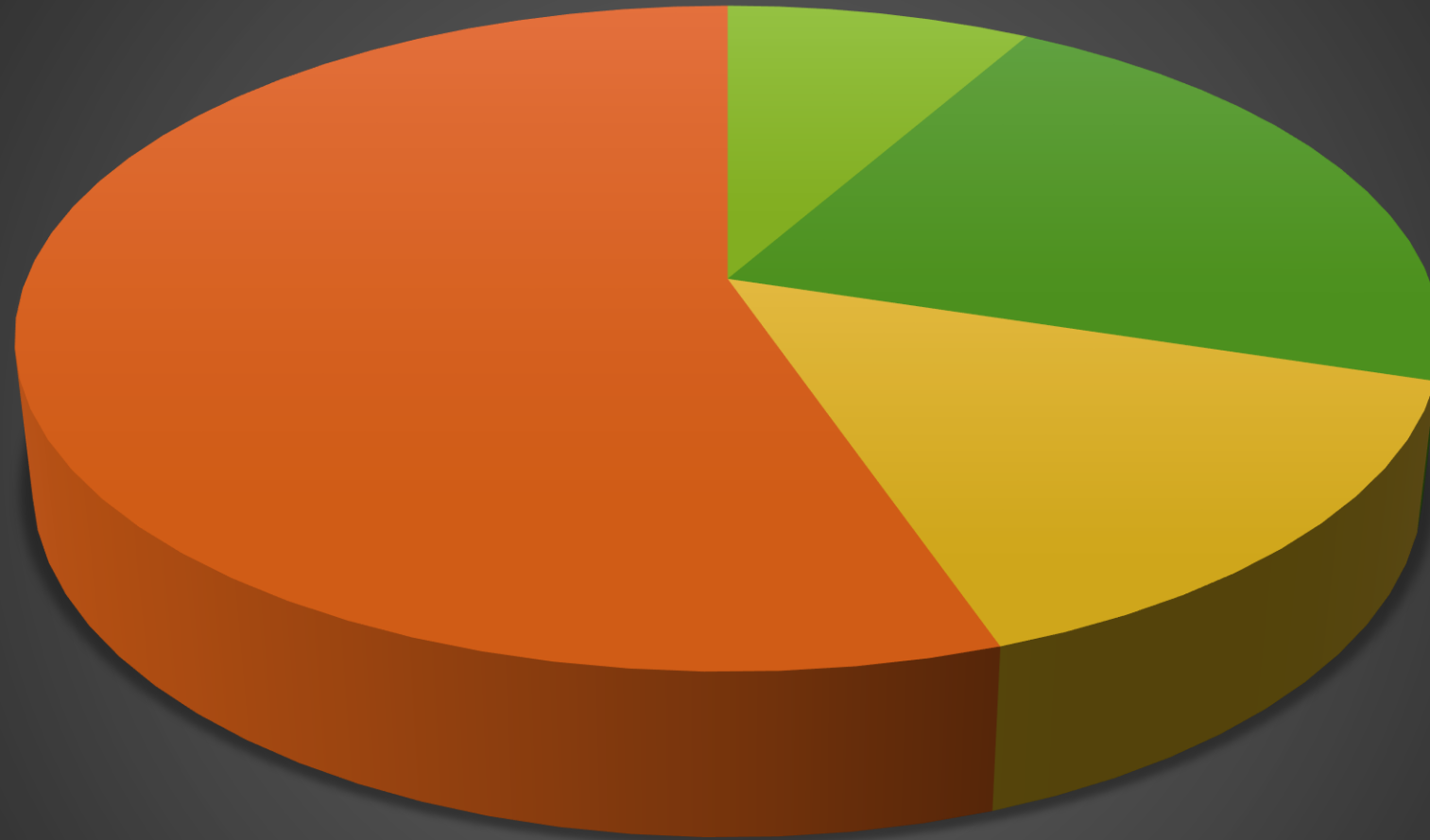


IBANS Talent Survey

December 2020

Years Employed as an Insurance Broker



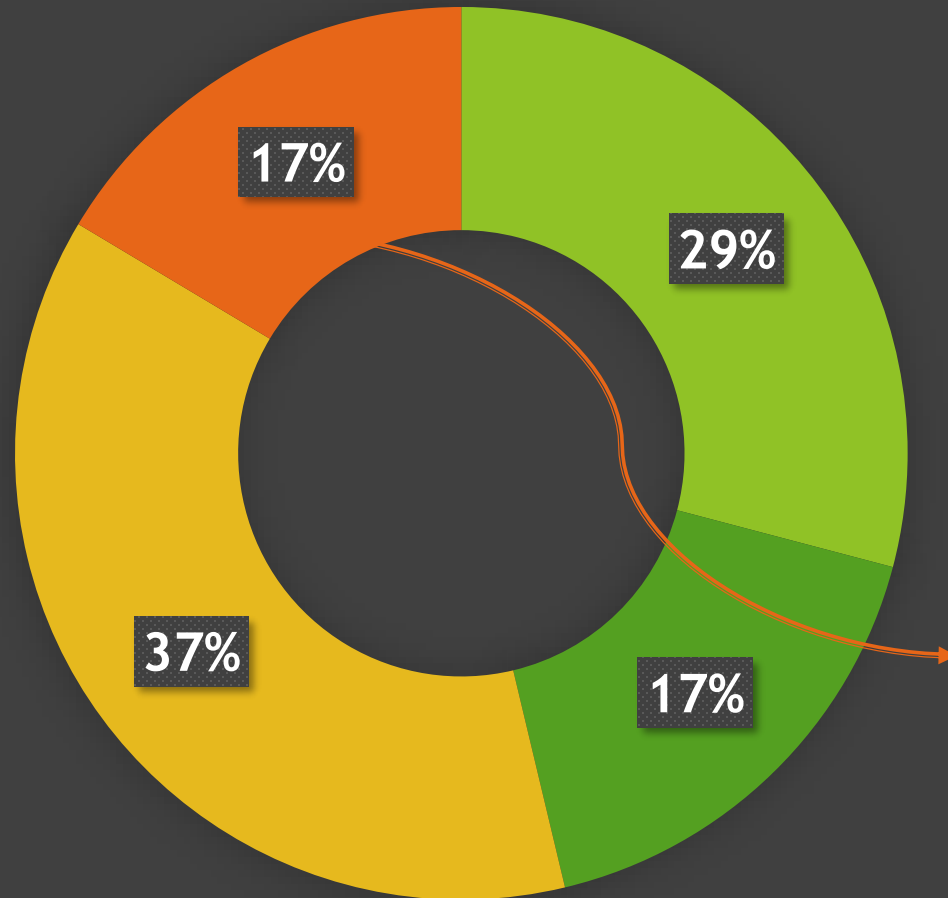
■ less than 1 year ■ 1-5 years ■ 5-10 years ■ 10 + years

Years with Current Employer



■ less than 1 year ■ 1-5 years ■ 5-10 years ■ 10 + years

How did you Start this Career Path



- job posting
- family/relative business
- career expo
- other

Other

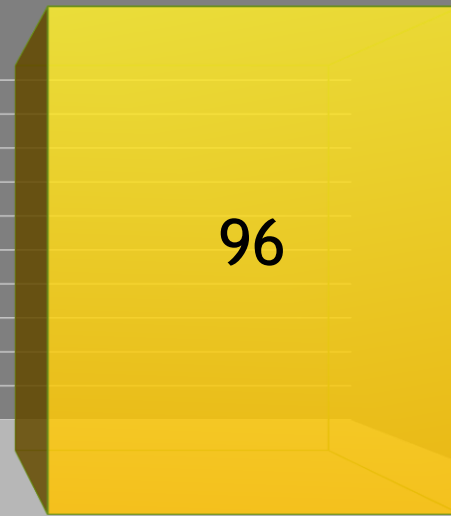
- Work/job placement
- Approached by brokerage HR/Owner
- School teacher referred
- Started in temp. position and stayed

100
90
80
70
60
50
40
30
20
10
0



38

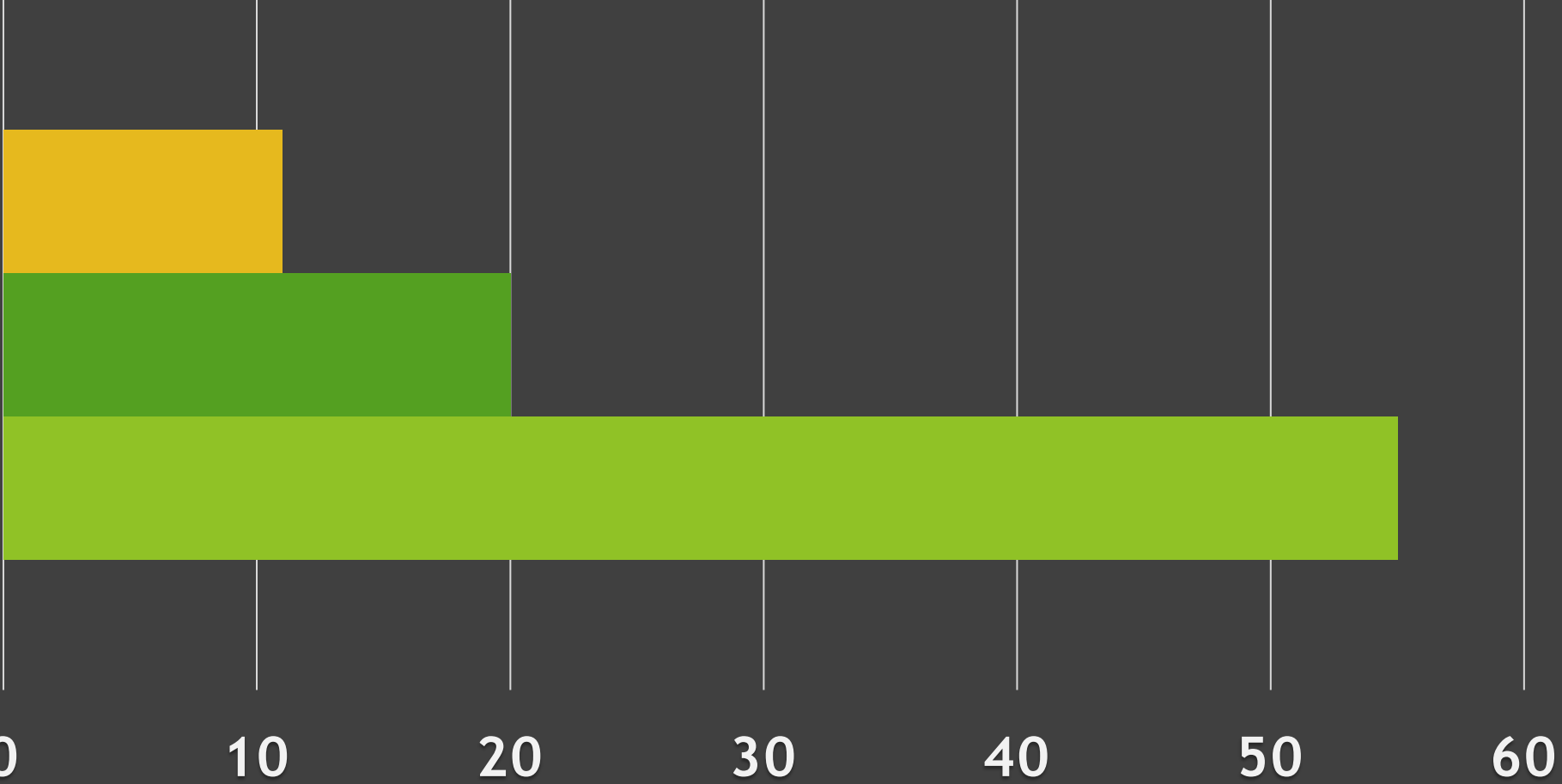
COMMERCIAL



96

PERSONAL

Designations



■ FCIP ■ CIP ■ CAIB

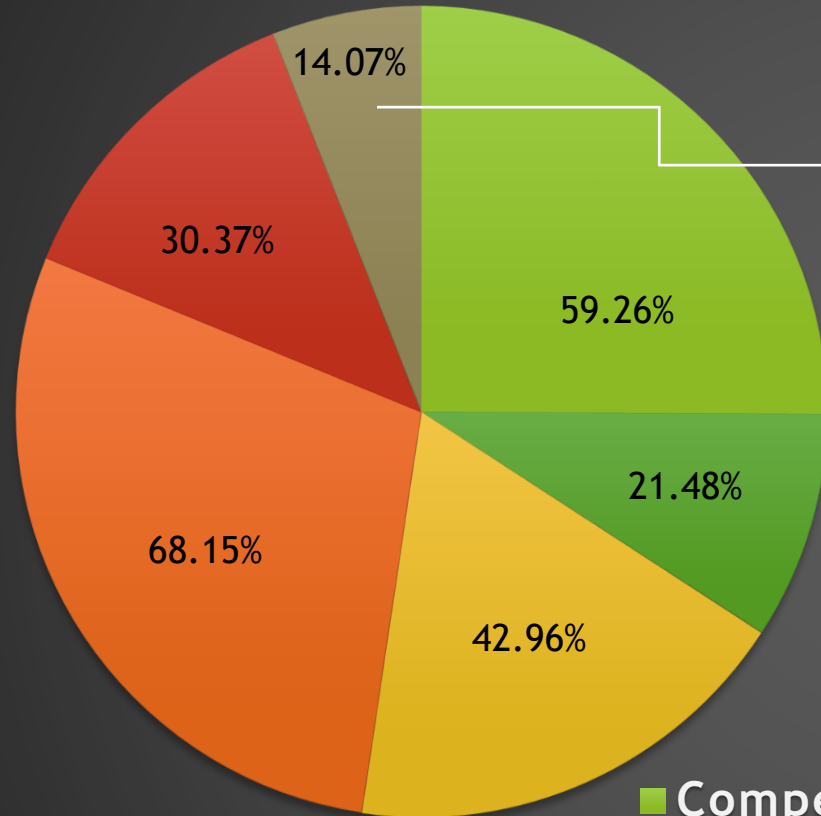
Do you have an insurance Designation?

134 respondents

Yes 59.7%

No 40.3%

Qualities you find most Important in a Career



OTHER

Rewarding
Work environment
Company Mission - integrity
Team approach
Respect
Benefits beyond salary - vacation; flexible
working arrangements
Helping people/customer engagement
Lifestyle
Happiness

■ Compensation

■ Recognition

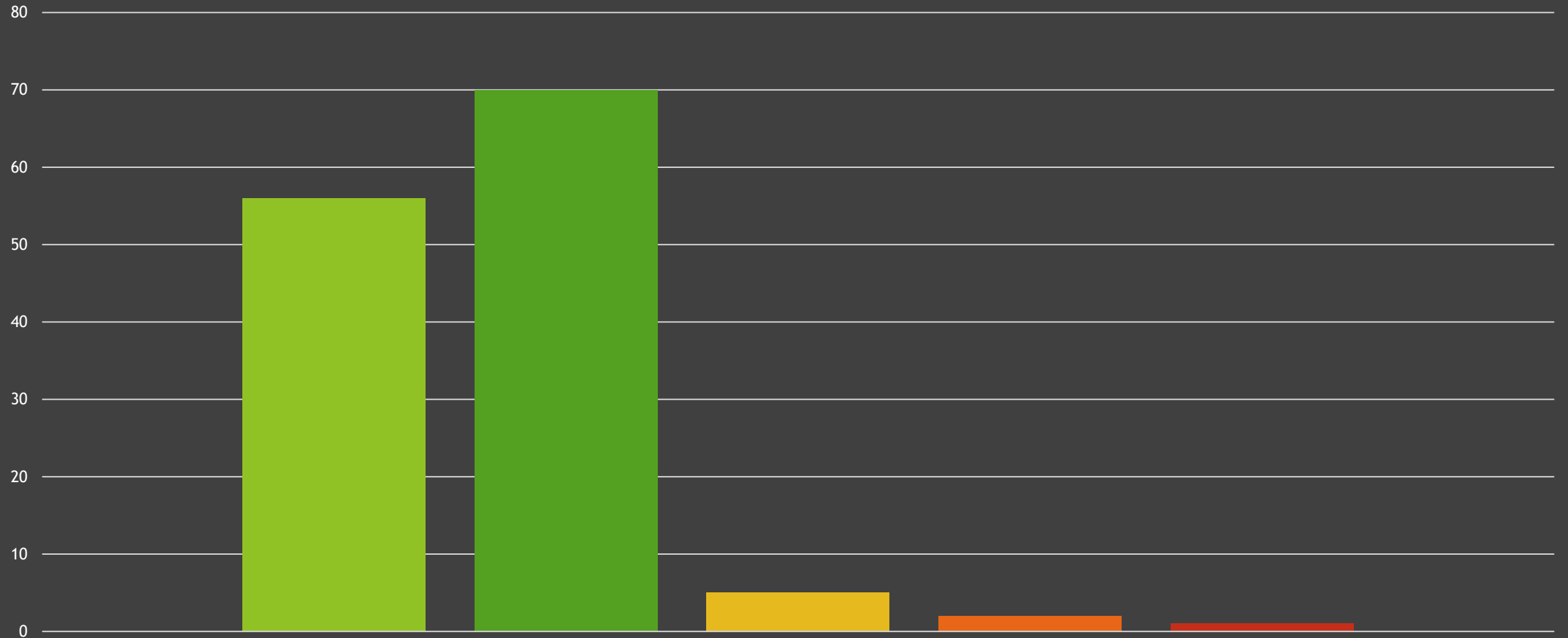
■ Working remotely

■ Cultural Fit

■ Career advancement

■ Other

Job Satisfaction



■ Very satisfied ■ Satisfied ■ Neither ■ Dissatisfied ■ Very dissatisfied

Employer

CHALLENGING

never dull – always changing

Relationships with Co-Workers

Learning new things

What do you like best about your job?

Hours of Work

HELPING PEOPLE

Career Growth