Addressing Risk Pool Challenges: Succession Planning and Recruitment

Wednesday, November 10th, 2021

Webinar will begin promptly at 3:00pm ET / 2:00pm CT / 12:00pm PT
Please put questions for panelists in the chat.

A recording of the webinar will be distributed to all registered participants after today’s panel.

Contact Erin Peterson at epeterson@nlcmutual.com with any questions.
Succession Planning in Oregon
Strategies

• Budget for overlap
• Leadership Academy
• Analyzed all positions
• Focused on knowledge and skills
Lessons Learned

• Unknown to applicants
• Competitive salary
• Years to gain expertise
• Evolving expectations
Next Steps

Cultivate Unity Between Our Mission and Internal Culture

Market Positioning

Develop and Train

Maintain Job Descriptions and Skill Sets
Recruitment and Onboarding

Janie McCollister
READY to RETIRE
Many of our subject matter experts are walking out the door
Attracting (or developing) New Experts
CHALLENGES
Handout Highlights

1. Partner with NLC-RISC
   Add NLC-RISC and AGRiP job board links to your pool’s career pages

2. Recruitment
   Search applicant databases and use list serves to attract “passive” candidates

3. Partner with Universities and Community Colleges
   Build a relationship with a university or community college, and support the creation of a certificate program, and then, help teach classes

4. Develop Staff
   Support staff attendance at pooling-related conferences and training, such as the NLC-RISC Staff Conference, the RISC/AGRiP/CAJPA Pooling Academy
Onboard for Successful Retention
Addressing Risk Pool Challenges: Succession Planning and Recruitment

David Demchak, ARM
CIRMA President and CEO
CIRMA Strategic Initiatives

- Recruitment
- Retention
- Professional development
- Promote from within

#1 TALENT MANAGEMENT

CAPITAL MANAGEMENT

BUSINESS INTELLIGENCE & INNOVATION

EXPANDING PRODUCTS & SERVICES

MEMBER ENGAGEMENT
CIRMA Recruitment Initiatives

Internships
• Offered across core operations
• Defined roles and responsibilities
• Emersion and engagement focused
• Competitive pay-rates
• Convenient, year-round cycles available

Cultivating Higher Education Relationships
• Focus on schools with insurance, risk management, and business programs
• Engage with HBCUs
• Career fair attendance
  • In-person
  • Virtual
  • Targeted marketing
CIRMA Recruitment Initiatives

**Branding the Pooling Industry**
- Raising awareness
- Optimizing pool strengths vs. commercial market
  - Size
  - Community-based
  - Entrepreneurial/start-up feel
  - Innovative

**Recruiting Experienced Professionals**
- Recruiters
- Professional networks
- Attract skilled insurance professionals seeking pool-driven values and mission

“Panning for the nugget”
Leveraging Employee Benefits

- Remote work policy
- Tuition reimbursement
- Community-based service initiatives
- Job shadowing across disciplines
Challenges and Opportunities

- Size and niche market
- Branding the pooling industry
- Sustaining and expanding relationships with higher education institutions
- Creating apprenticeship roles
Thank you
Erin Peterson

NLC-RISC
HR Roundtable