

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



**David Demchak, ARM | President and CEO
CIRMA**



**Patrick Priest | Executive Director
CIS Oregon**



**Janie McCollister | HR Manager
CIS Oregon**

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



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Lessons Learned

- Unknown to applicants
- Competitive salary
- Years to gain expertise
- Evolving expectations



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Next Steps

Cultivate Unity
Between Our
Mission and
Internal Culture



Maintain Job
Descriptions
and Skill Sets

Market Positioning



Develop and
Train

Janie
McCollister

Recruitment and Onboarding



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

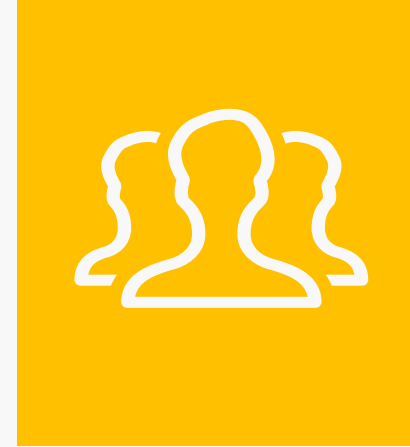
Develop Staff

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



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David Demchak, ARM
CIRMA President and CEO

CIRMA Strategic Initiatives

#1



TALENT
MANAGEMENT

- Recruitment
- Retention
- Professional development
- Promote from within



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