

# Opportunity Abounds

Hank Haldeman, president of NAPSLO spoke about career opportunities for young talent in E&S insurance. “Our focus there is in outreach to colleges. In the last year NAPSLO has reached out to more than 2,200 college students, with our message about having a rewarding and meaningful career in the E&S wholesale end of the business.” The following are excerpts of that interview.



**Hank Haldeman**

President  
NAPSLO

“NAPSLO has focused a good deal of time and energy into both career awareness and education.”

## NAPSLO

Incorporated in 1975.

**NAPSLO serves more than 700 member organizations, representing 1,500 offices and over 20,000 industry professionals.**

**Provides valuable member services including regulatory and legislative advocacy, networking and education and career development programs.**

### **NAPSLO's educational and career development:**

We have a really strong internship program. Last year we placed 14 interns with 28 NAPSLO member firms for summer positions as interns. There is also the Next Generation Group which is focused on engaging young surplus line professionals in the work of NAPSLO and our committees. The NAPSLO Educational Foundation also awards 14 to 15 scholarships annually of \$5,000 each to insurance students and sponsors two insurance symposiums and career fairs each year. Lastly, but far from least, is our actual education and career development program itself. We have a variety of schools that are designed for every phase of an E&S career, beginning with the introductory E&S School and then the NAPSLO Marcus Payne Advanced School.

### **NAPSLO's Continuing Career Development:**

In addition to the courses I've already mentioned, NAPSLO offers a Professional Selling Skills School that's focused on consultative sales skills for individuals in the E&S industry. The new Management Operations School, which we offer in partnership with Emory University, focuses on honing management skills of individuals entering that stage of their careers. We also offer a capstone course, the Executive Leadership School, in conjunction with the University of Virginia's Darden School of Business. NAPSLO also offers two online courses, Surplus Lines Fundamentals and Surplus Lines Regulatory Compliance.

### **The opportunities for new talent in the E&S space:**

The E&S space is the most exciting area of the insurance industry. Whether we're talking about the large national brokers or smaller regional brokers, all are looking for young talent that wants to learn how to work within our business in an area where they have an opportunity to be creative, inventive, innovative and yet have some structure provided around that. Sales is an important part of what we all do, but so too is the technical side of the insurance business. There's great opportunity to gain expertise in specific areas of the business, and to interact with specific, emerging industries.



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