Insurance-related organizations provide members with innovative ways to find, educate and retain new talent.

Interviewed Inside:

Davis Moore
NAPSLO
Some games shouldn’t be played without a safety net.

NAPSLO members are specialists who create innovative solutions for nonstandard insurance risk. Count on them to deliver custom, cost-effective solutions that are expertly tailored to meet your specific insurance needs. NAPSLO members...

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National Association of Professional Surplus Lines Offices

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Great Career Choice

Davis Moore, chair of the Career Development & Next Generation Committee for the National Association of Professional Surplus Lines Offices (NAPSLO), said the organization has identified several areas in which it can help the surplus lines industry and the insurance industry at large in attracting talent. Following are excerpts of a recent interview.

The greatest challenge in attracting young talent in the surplus lines industry:
The industry as a whole has not done a great job in attracting young talent compared to other industries. There are a sizable number of firms that are part of the baby-boom generation, but they have not yet realized they need to attract the next generation for perpetuation purposes. For those firms that have come to the realization that they need the next generation to perpetuate their business, they’re going to have a significant advantage going forward. Coming to the realization that there’s a need is the first challenge, and building an internal development plan for future producers, underwriters and leaders is the next challenge.

How NAPSLO is working to assess these challenges on behalf of its members:
NAPSLO has a career development initiative which includes speaker bureaus, campus visits and outreach efforts to colleges and universities. Just last year our Career Development & Next Generation Committee was able to present to over 1,900 students and educate them on the surplus lines industry. The common response is that students did not even know our segment of the industry existed, because the surplus lines industry generally handles the more complex or difficult placements.

NAPSLO also has a great internship program. Just this past summer NAPSLO brought on 17 interns through 26 member firms. In addition to creating awareness, this program results in a very high conversion rate for interns ultimately permanently working for NAPSLO member firms. Another area is the NAPSLO/Derek Hughes Educational Foundation, which supports symposiums, provides scholarships and assists in awareness on behalf of NAPSLO. The final area is through the Next Generation. We also have 56 Next Gen members participating on nine NAPSLO committees.

“The surplus lines industry provides products to solve the insurance needs of things like driverless cars, cyber liability and a number of other emerging risks, which makes it really interesting for students who might be interested in a career in the insurance industry.”

The opportunities for new talent in the E&S sector:
There’s a generational gap that will create opportunities for young professionals interested in a career on both the underwriting side and the distribution side. In addition, excess and surplus is a growth industry. Anyone looking at various industries and wanting to be in a growth industry versus a contracting industry will see the benefits of E&S. Another reason is that we sell a product that people want and need. What’s more, you’ll get exposed to thousands of businesses that are not all alike, which makes it interesting every day you walk into work. And finally, and perhaps most importantly, it can be a financially rewarding industry to work in.