

INSURANCE TALENT PIPELINE

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The National Alliance for Insurance Education and Research



THE NATIONAL ALLIANCE
for Insurance Education & Research

KEY CHALLENGES

AGING
WORKFORCE

GENERATIONAL
GAPS

COVID

DIVERSITY
EQUITY
INCLUSION

GREAT
RESIGNATION

Visibility

OUR WORK TEAM...



Have What They Need to be Successful?

- Learning and Development
- Professional Association
- Technology
- Access to Information/Communication

Feel Safe and Respected?

- Share feedback
- Receive feedback
- Celebrate and Recognize
- What do we tolerate?
- Employee Voice

Comprised of the Right Individuals?

- Does everyone look like me? Have the same background?
- Am I using the same job description for hiring needs? What do they say?
- Does my team reflect my community? My clients?

CERTIFIED INSURANCE SERVICE REPRESENTATIVE (CISR)

- Nationally recognized designation earned in high school; students employable upon high school graduation
- Post-secondary education options
- Exposure to varied career pathways in risk management and insurance.
- Engagement with industry professionals enhances classroom learning and leads to Work-Based Learning opportunities
- Consumer education in personal lines insurance



CISR HIGH SCHOOL PROGRAM COMPONENTS

Eight Modules
of Learning
Topics

Video Lectures

Study and
Learning
Guides

Reviews and
Assessments

Teacher
Lesson Plans

Industry
Certification
Exams

Work-Based
Learning
Component

Academic
Director
Access

CURRENT STATES

TEXAS

MICHIGAN

ALABAMA

GEORGIA

OKLAHOMA

Illinois

South
Carolina

QUESTIONS

