#### INSURANCE TALENT PIPELINE

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#### KEY CHALLENGES

AGING WORKFORCE

GENERATIONAL GAPS

**COVID** 

DIVERSITY
EQUITY
INCLUSION

GREAT RESIGNATION

Visibility





#### 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?

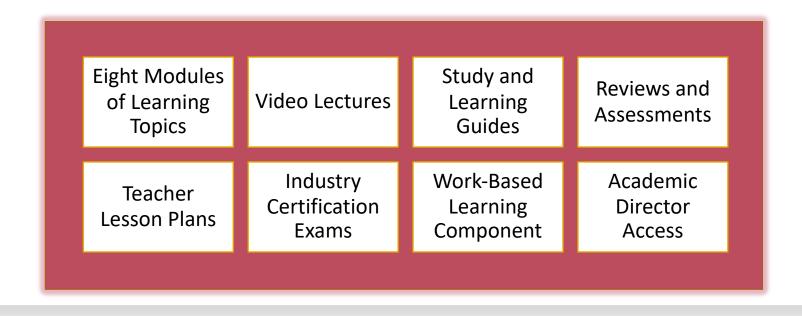
- Does everyone look like me?Have the same background?
- Am I using the same job description for hiring needs? What do they say?
- Does my team reflect my community? My clients?

## 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



#### **CURRENT STATES**

TEXAS

MICHIGAN

**A**LABAMA

**G**EORGIA

OKLAHOMA

Illinois

South Carolina



### QUESTIONS