

Talent Network

Update – October 9, 2018



INDEPENDENT INSURANCE
AGENTS OF NEBRASKA

 **Talent Network**

iiian.talentnetwork.org

Program Objectives:



Task Force Meeting - Nov 2017

- Promote positive perception of insurance industry careers and independent agency system to students and college administrators
- Place interns in member agencies; manage process
- Recruit students and job-seekers for placement in member agencies

2018 Action Priorities:



Where We Are Going – Jan 2018 Board Update

- Secure permanent placements through relationships with colleges and staffing agencies – 80% focus
- Establish “shared services” intern programs – 5% Focus
- Finalize new employee training programs – 5% Focus
- Market IIAN Talent Network to members – 10% Focus

Program is:



Working

- Met with 60 members face to face in their agencies
 - Core of 25 member agencies - actively working with to place candidates
 - 75 resumes vetted – 28 viable candidates
 - 5 of 28 hired by member agencies
 - Feedback interviews completed with 12 members
 - Agencies see this as a viable project
- 7 Colleges have working relationships
 - Southeast CC UNK
 - Metro CC Wayne State
 - Hastings Chadron State
 - Peru State 3 More Targeted

Program is:



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Working

- Filling the Pipeline - Student Activities /Events
- Opportunity for Member Involvement
 - Example - UNK Career Fair October 4 – 4 agencies
 - Ellerbrock-Norris
 - Gary Thompson Agency
 - Krull Agency
 - Western Insurors
- Events planned throughout the fall – Aug-Nov

Fundraising



- New Silent Auction developed - held at 2018 Winter Conference - **\$5,675 total raised**
- October, 2018 golf tournament promotion planned – **On Track to Hit Goal of \$25,000.00**
- Talent Network Director expanded knowledge base – attended American Fundraising Professionals national conference; Non-Profit Learning Lab seminar
- Foundation Fundraising Strategic Planning Day developed/implemented April 27
 - Formal Fundraising plan being finalized
- Met with Kid's Chance Board Members on Tuesday, September 25.
- 2018 Board Challenge - **\$8,825.00 Raised**

Budget- 50/50 Cost Share – Oct '17

[illegible]

Program has:



Development Challenges

- Candidates without insurance experience are too risky – agency manager's belief/mentality
 - Recent graduates
 - Second career seekers
- Developing Training solution for inexperienced candidates – members say this would make them viable
 - We have the pieces to the puzzle (ie, New Hire Training online course launched earlier 2018)
- Owner mindset change
- Member practices on salary

2018-19 Strategies



Future Strategies – 2018-2019

- CRM Software
 - Interactive program that allows Talent Network Director to communicate electronically and efficiently with colleges.
 - New IIAN AMS (Growth Zone) may have this capability – transitioning to new platform November, 2018
- Need to recruit more Sophomores & Juniors
 - Communication Plan
 - Internships
 - Training Plan
- Educating members
 - Salary
 - Internships

Discussion:



Program Objectives – still our path?

- Promote positive perception of insurance industry careers and independent agency system to students and college administrators
- Place interns in member agencies; manage process
- Recruit students and job-seekers for placement in member agencies

Discussion



Member Education

- Salary expectations
- Training for New Hires
 - How do we help the medium - smaller agencies all over Nebraska?
 - Is it important for the Talent Network to develop a formal new hire training program and provide new hire coaching, etc.?
 - How do we help member agencies understand reasonable salary ranges for second career seekers with life & transferable skills/education – but not in insurance.
 - If member can't offer competitive salaries to them, should we focus all our efforts on college students and graduates?

Discussion



Internships

- How do we allocate students to competing agencies?
- How do we help small-medium agencies with recruiting and retention?
- Statistics are showing that 50% of seniors have a job before they leave college. Recruiting needs to start at the sophomore level. One way to help sophomores with their decision-making process is to offer internships. The number one reason I have heard from small-medium agencies that an internship is not possible is limited agency resources.

What should the Talent Network's role be in working with smaller-medium agencies to provide internships to lower-level college students and assure a good experience?