



# *Interviewing, Hiring and Onboarding Virtually*

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# Recruiting in the Remote Reality

Overview of the Current Labor Market



Virtual Recruitment



Interviewing in the Remote Reality



Embracing Virtual Hiring



Developing a Successful Onboarding Program



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# Insurance Labor Market Overview



# Current State of Industry Employment



**High unemployment** for overall U.S. economy

**Insurance unemployment** remains relatively **low**

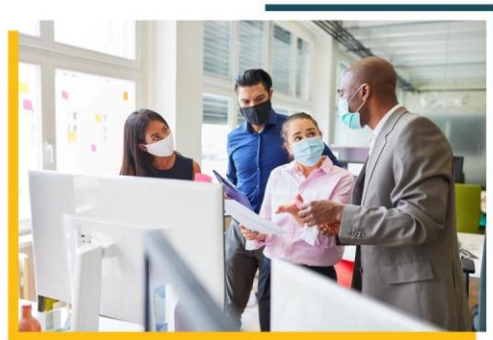
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# Evolving Hiring Plans

**83%** of insurers plan to **increase or maintain their staff** sizes in the next 12 months.

**Recruiting difficulty** continues in most functional areas.



Source: Jacobson and Aon 2020 Q3 Semi-Annual Insurance Labor Market Study

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## Remote Work

**77%** of carriers plan to offer the option to **occasionally work-from-home**.

**53%** plan to provide **flexible hours** to staff.

**48%** plan to offer **full-time remote** work.

Source: Jacobson and Aon 2020 Q3 Semi-Annual Insurance Labor Market Study

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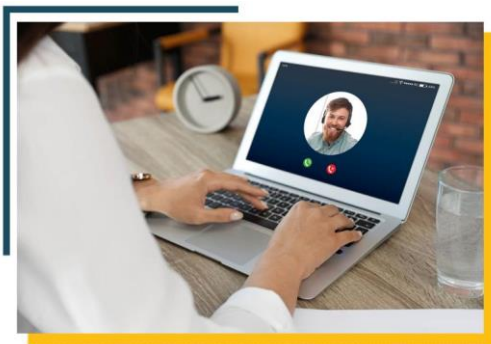
# Recruiting Virtually



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# Virtual Interviewing



Focus on making a connection.

Develop interview guidelines.

Convey a consistent employer brand.

Prioritize the candidate experience.



## Creating a Positive Candidate Experience

Offer virtual office tours.

Consider shorter, back-to-back interviews.

Keep lines of communication open.

Set clear expectations about the process.

Provide instructions for your video conferencing platform.

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## Virtual Hiring

Accept that business as usual has changed.

Translate in-person meetings and touchpoints to a virtual world.

Be open and active in your communication.

Move forward with confidence.



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# Virtual Onboarding

Start with a clear strategy.  
Proactively make introductions.  
Ensure adequate technology.  
Highlight company culture.  
Set frequent formal and informal touchpoints.



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## Key Takeaways



All areas of business are changing, not just recruiting.

It's still possible to recruit remotely; and if you don't, your competitors will.

Be intentional about translating and redefining your recruiting efforts to fit a virtual world.

Confidently move forward.

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## Q&A



# Thank You!



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