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AGRiP Pipeline to Pooling Resources

Up to 40 percent of the current public entity pooling workforce is expected to retire by 2022. At the executive level, there's a predicted 75 percent rate of turnover by 2028. Now is the time to begin building the pipeline to pooling and preparing your pool to navigate the shift.

[Webinar: The Age of the Multigenerational Workforce](#)

Generational Resident Kim Lear teaches pools how to prepare for a workplace and membership environment with multiple generations.

[Intelligence: Retirement Realities and Succession Planning](#)

With an estimated 400 staff across AGRiP member pools poised for retirement in the near-term, succession planning is a real consideration for pool boards and staff. In this issue of *Intelligence*, AGRiP Generational Resident Kim Lear offers perspective on what generational and employment shifts may mean for pools, and how pools can successfully handle leadership transitions.

[Intelligence: Your Next Pool Executive](#)

This first issue of *Intelligence* discusses common challenges faced by pools trying to find executive leadership and offers practical advice based upon experience across AGRiP's membership. Whether your pool is currently searching for a new pool executive, is engaged in long-term succession planning, or is cultivating leadership talent from within, you'll find useful perspective.

[Recruit, Retain, Lead – Pools as Workplaces for Multiple Generations](#)

Review presentation slides from the keynote presentation at the 2018 Governance & Leadership Conference.

[The Insurance Careers Movement](#)

A grassroots organization that seeks to inspire the next generation to choose insurance. Review resources you can use as a baseline to help connect with future pool employees.

[Engaging the Next Generation Workforce](#)

A collection of resources for engaging with the next generation workforce.

[Social Media Guide](#)

Use this guide to tell your pool's story on social media.

[Reaching the Next Generation of Talent: From Campus and Beyond](#)

When is the best time to introduce insurance as a career option to the Millennial population? More resources for reaching young talent can be found at [MyPath](#) and [InVEST](#), two leading recruitment resources.

[InVEST: Conduct an Internship](#)

Staffing continues to be a major challenge for independent insurance agencies and companies. Managers regularly point to the difficulty in finding qualified, motivated employees – and to their struggle in drawing those talents to an industry not necessarily known as sexy or exciting. When they do find the "right" person, they spend significant time and money training those new employees, only to have to repeat the process when things do not work out.

You can break this disappointing cycle through the strategic use of interns. A quality internship program will enable you to attract bright and ambitious young people – and identify those you want to keep for the long-term without making a large financial investment.

[MyPath: Internship Best Practices](#)

Guide to getting the most out of your internships.

Additional Pipeline to Pooling Resources

[Gamma Iota Sigma](#)

A national collegiate fraternity for students in risk management, insurance, and actuarial science. Sign up for [newsletters](#) and follow the fraternity on social media for more ideas and tips to engage the next generation of pool employees.