

A New Hiring Approach for the Insurance Industry



Find Experienced Staff Today

Filling open positions in the insurance industry is becoming increasingly challenging. With 400,000 positions expected to open due to retirements alone, and rising turnover rates, it's more critical than ever to adopt a smarter hiring strategy.

Why Do We Need a New Approach?

- **74% of Employers** report hiring the wrong person for a job.
- **50% or More of an Employee's Salary** is often spent replacing a bad hire.
- **85% of Applicants** exaggerate on their resumes.
- **Unconscious Bias:** Even with good intentions, unconscious bias can lead to biased decision-making during the recruitment process.

"The process of working with WAHVE has been phenomenal. Everyone we have worked with has been efficient and very knowledgeable, and their innovative platform and processes have resulted in the best and most qualified staff additions we have ever made!"

Alexander Giraldo, VP
RMS Insurance Brokerage

Say Goodbye to Inefficient Talent Acquisition

WAHVE's TAO simplifies the hiring process by eliminating the need to sift through countless resumes. Our direct hire talent solution attracts and screens candidates for the best fit with your needs and company culture, using a unique seven-step process that minimizes bias.

- **Job Request:** The system guides you through the selection of hard and soft skills necessary to define the position.
- **Job Ad:** An automated job post creation includes a unique URL, bringing applicants directly to our platform.
- **Applications:** Candidates complete an intuitive application, detailing their skills, experience, and credentials.
- **Matching:** A proprietary machine learning algorithm matches applicants' skills and experience to your job requirements.
- **References:** An automated system customizes reference checks based on the professional relationship with the reference.
- **Interviews:** Industry experts conduct blind interviews to further assess the applicants' fit.
- **Hire:** A bias-free short list of top scored candidates is provided for your selection.



Why Choose Talent Acquisition Outsourcing?

WAHVE's TAO ensures a seamless and efficient hiring process tailored to your company's specific needs. Our approach helps you minimize hiring risks, reduce costs, and secure talent that aligns perfectly with your organizational culture.

Embrace a smarter hiring strategy with WAHVE and secure the experienced talent your business needs to thrive in a competitive landscape.

How Can Your Company Benefit From WAHVE's Talent Acquisition Outsourcing Solution?

Just Ask Our Clients

"WAHVE made the hiring process a lot easier. The fact that they qualify all the applicants is a huge relief from the drudgery of sorting through resumes. It's as close to plug and play as you'll get."

Andrew Allen, Executive Vice President | Steck-Cooper & Co

"It's hard to find good people in this job market ... The candidate we hired through WAHVE has great phone presence. She's bubbly, a breath of fresh air. She knows her stuff and fits our culture. If we have a hiring need in the future, we would definitely work with WAHVE again."

Jeff Nosenzo, Vice President | Brown Insurance

New Hires That Make a Difference

For over a decade, using our proprietary software and qualifying process, we've screened over 100,000 applicants for thousands of jobs across all sectors of the industry in the U.S. and Canada. Tap into our extensive experience and insights to help you reduce the cost and time to find, hire and retain the most qualified talent to fill your needs.

Let us help you qualify and hire the right talent.

