

# A different hiring approach for the insurance industry

It's getting harder to fill open positions in insurance. And there will be a lot more soon: 400,000 open positions by 2036 due to retirement alone. Meanwhile, turnover in the insurance industry is on the rise making it more critical than ever to be smart in your hiring.

## Why do we need a new approach?

- 74% of employers say they hired the wrong person for the job
- 50% or more of an employee's annual salary is spent to replace a bad hire
- 85% of applicants exaggerate on their resumes (and job board screening is resume-based)
- 10 million qualified workers are never considered (because of poorly written job postings)

## No more inefficient talent acquisition

Wahve removes the burden of sifting through dozens of resumes to find the right candidate. Our direct hire talent solution helps you attract the strongest pool of candidates and screens for best fit with your needs and company culture through a unique seven-step process:

1. **Job Request:** Our system guides you through the selection of hard and soft skills necessary to define the position.
2. **Job Ads:** We create job ads that attract the best applicants and are strategically posted for maximum visibility.
3. **Applications:** An intuitive application prompts applicants to enter their hard and soft skills, work experience, and other credentials necessary for the job.
4. **Matching:** Our system uses proprietary data science to determine the intersections between the skills and experience of the applicant and the job.
5. **Skills Testing:** Our system evaluates an applicant's relevant skills using validated assessments.
6. **References:** Our automated reference checking system customizes questions based on the applicant's professional relationship with the reference.
7. **Interviews:** Industry experts conduct blind interviews to further qualify the candidate, providing you with a bias-free short list of quality candidates.

## New hires that make a difference

Wahve is singularly focused on talent for the insurance industry. For over a decade, using our proprietary software and qualifying process, we've screened over 100,000 applicants for thousands of jobs across all segments 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.



"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**  
Vice President,  
Technology & Business Development  
RMS Insurance Brokerage