

London (re)insurance market: Talent Overview









Lloyd's

Insurance and reinsurance marketplace, bringing together managing agents, registered brokers and cover holders.

Key activities:

[Lloyd's Corporation](#)

- Mentoring Programme
- Reverse mentoring
- LGTBQ+ mentoring
- Work experience '[Insights Week](#)' for Year 12/13 students.

[Lloyd's Academy](#)

- Builds Lloyd's market understanding, relationships and placement capability for risk professionals via in-person and eLearning resources.

[Lloyd's Europe](#)

- FSMA accredited training provider for the provision of CPD training as per Belgian law requirements.

[Lloyd's Lab](#)

- Builds innovation skills in risk professionals to develop the Lloyd's market innovation capability

Lloyd's Market Association (LMA)

Trade association for Lloyd's managing agents and members' agents.

Key activities:

- Technical insurance training via [LMA Academy](#). Courses at early talent to Board level.
- Dedicated academies for Early Talent, Underwriting, Claims, Operations and Finance, Risk and Actuarial.
- Kickstarter Early Talent induction programme.
- eLearning via [LMA Virtual Academy](#)
- Online gamified Claims Ecosystem module.

London & International Insurance Brokers Association (LIIBA)

Trade association for accredited Lloyd's brokers.

Key activities:

- Social mobility focussed early talent attraction and promotion of the London insurance market via the [Belonging@LIIBA](#) initiative.
- [Belonging@LIIBA](#) aims to increase diversity, equity, and inclusion within the London insurance market.
- Includes programmes and activities to support school leavers and university students from diverse backgrounds and disadvantaged areas.
- Specific programmes include:
 - [Future First](#) series of careers and workplace skills sessions for Year 12/13 students.
 - [upReach](#) 3-year programme of personalised careers support, to help university students looking to apply for roles in the insurance sector.
 - [Inspiration for All](#) supports leadership development for headteachers.

International Underwriting Association (IUA)

Trade association for London (re)insurance companies.

Key activities:

- Technical insurance and non-technical training, conferences and events.
- Initiatives include a 3-part series NextGen [Claims Bootcamp](#) for those new to Claims.
- [IUA Futures](#) provides networking and training for IUA member employees within the first 5 years of their career. Includes Underwriting Essential and Claims Essentials programmes.
- Host the annual International Cargo Insurance Conference (ICIC) and co-host Global Salvage & Wreck Forum and GMICC – Global Marine Insurance Claims

London Market Group (LMG)

Market-wide body bringing together the specialist commercial (re)insurance broking and underwriting communities in London.

Key activities:

- Outreach to schools and universities to attract students into specialty insurance.
- [London Insurance Life](#) website - free jobs board for entry level roles, student careers guides, teaching resources to use in schools and the 'World of Risk' podcast.
- [Spring into Insurance](#): 2-day introduction to Specialty insurance taster sessions for university students.
- [Futures Academy](#) 2-week work experience for Year 12/13 students including a market wide careers festival.
- [Apprenticeship Discovery](#) 3-day programme mock assessment centre for Year 12/13 students.
- [Talent Hub](#) assessed talent pool of Year 12/13 students for London market firms to hire from.
- [Pathfinder Programme](#) - interview skills training for Year 12/13 students applying for roles such as HR, legal or IT.
- [Forage](#) online Claims job simulation platform.

LIMOSS

Not-for-profit company owned equally by the IUA, Lloyd's and LMA.

Key activities:

[LIMOSS Academy](#)

eLearning modules for LIMOSS Market Services:

- Delegated Data Manager (DDM)
- Devolved Admin Portal (DAP)
- Faster Claims Payment (FCP)

eLearning modules for Lloyd's Market Services:

- Delegated Contract and Oversight Manager (DCOM)

Chartered Insurance Institute (CII)

Professional body responsible for building trust in the insurance profession.

Key activities:

- Professional qualifications, training and a competency framework ('[Professional Map](#)') for insurance.
- Training courses include technical insurance, revision support, leadership and professional development. Full list of courses via [CII Training Catalogue](#).
- [New Generation Programme](#) provides training, networking, visits, discussions and talks for experienced hires. Application required.
- [Virtual work experience](#) programme for Year 12 students.
- [FutureMe](#) free online career coaching platform.
- [Aspire Apprenticeships](#) provides an overview of the Level 2 - Level 5 apprentice training frameworks.
- Professional Membership designations and CPD programme including [Insurance Institute of London](#) lectures, webinars, events, visits and social and networking activities.

London (re)insurance market: Talent Matrix

Pre-employment

Early Talent Attraction

London Market Group (LMG)



- [London Insurance Life](#) website: free jobs board for entry level roles, student careers guides, teaching resources, 'World of Risk' podcast.
- [Spring into Insurance](#): 2-day introduction to Specialty insurance taster sessions for university students.
- [Futures Academy](#): 2-week work experience for Year 12/13 students including the 'Lime Street Festival'.
- [Apprenticeship Discovery](#) 3-day mock assessment centre for Year 12/13 students.
- [Talent Hub](#): assessed talent pool of Year 12/13 students for London market firms to hire from.
- [Pathfinder Programme](#) - interview skills training for Year 12/13 students applying for roles such as HR, Legal or IT.
- [Forage](#) online Claims job simulation platform.

LIIBA

London & International Insurance Brokers Association (LIIBA)

- [Belonging@LIIBA](#) aims to increase diversity, equity, and inclusion within the London insurance market.
- [Future First](#) series of careers and workplace skills sessions for Year 12/13 students.
- [upReach](#) 3-year programme of personalised careers support, for university students.

LLOYDS

Lloyd's

Work experience 'Insights Week' for Year 12/13 students.

Chartered Insurance Institute (CII)

[Virtual work experience](#) for Year 12 students.

Inside the market*

	Lloyd's Market Association (LMA)	International Underwriting Association (IUA)	Lloyd's	LIMOSS
Early Talent Training	<ul style="list-style-type: none"> • Early Talent technical insurance training via LMA Academy. • Kickstarter Early Talent induction programme. • eLearning via LMA Virtual Academy. • Online gamified Claims Ecosystem module. 	<ul style="list-style-type: none"> • 3-part series NextGen Claims Bootcamp for those new to Claims. • IUA Futures provides networking and training for IUA member employees within the first 5 years of their career. 		
Technical Training	<ul style="list-style-type: none"> • Technical insurance training via LMA Academy. • Dedicated academies for Underwriting, Claims, Operations and Finance, Risk and Actuarial. • eLearning via LMA Virtual Academy. 	<ul style="list-style-type: none"> • Technical insurance training, conferences and events for IUA members. 	<p>Lloyd's Academy</p> <ul style="list-style-type: none"> • eLearning modules supporting foundational Lloyd's market understanding • Tailored, in-person programmes to deepen market understanding <p>Lloyd's Europe</p> <ul style="list-style-type: none"> • FSMA accredited training provider for the provision of CPD training as per Belgian law requirements. 	<p>LIMOSS Academy</p> <p>eLearning modules for LIMOSS and Lloyd's Market Services:</p> <ul style="list-style-type: none"> • Delegated Data Manager (DDM) • Devolved Admin Portal (DAP) • Faster Claims Payment (FCP) • Delegated Contract and Oversight Manager (DCOM)
Non-Technical Training		<ul style="list-style-type: none"> • Non-technical training, conferences and events for IUA members. 	<ul style="list-style-type: none"> • Mentoring Programme. • Reverse mentoring. • LGBTQ+ mentoring. 	

*Initiatives restricted to employees of Lloyd's managing agents and London market (re)insurers only.

Outside the market

	Lloyd's	Chartered Insurance Institute (CII)
Early Talent Training	<p>Lloyd's Academy</p> <ul style="list-style-type: none"> • In-person programmes delivered globally enabling early-career risk professionals to understand how Lloyd's works. 	<ul style="list-style-type: none"> • Aspire Apprenticeships provides an overview of the Level 2 - Level 5 apprentice training frameworks.
Technical Training	<p>Lloyd's Academy</p> <ul style="list-style-type: none"> • eLearning modules supporting foundational Lloyd's market understanding. • In-person, multi-day programmes, networking for advanced professionals. 	<ul style="list-style-type: none"> • Technical insurance training - full list of courses via CII Training Catalogue. • Competency framework ('Professional Map') for insurance. • New Generation Programme provides training, networking, visits, discussions and talks for experienced hires. Application required.
Non-Technical Training	<p>Lloyd's Lab</p> <ul style="list-style-type: none"> • Mentoring for the Lloyd's Lab Accelerator programme. 	<ul style="list-style-type: none"> • Leadership and professional training - full list of courses via CII Training Catalogue. • FutureMe free online career coaching platform. • Professional Membership designations and CPD programme including Insurance Institute of London lectures, webinars, events, visits and social and networking activities.