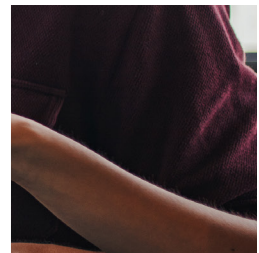
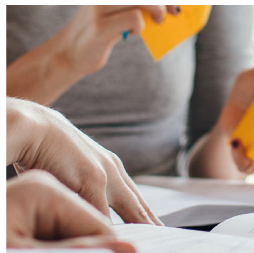
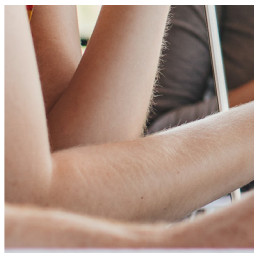
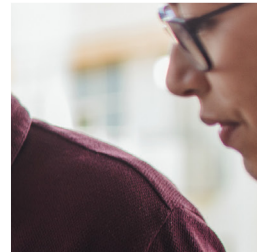
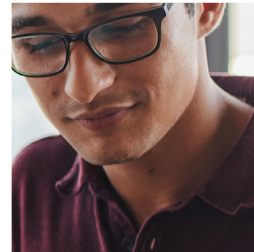
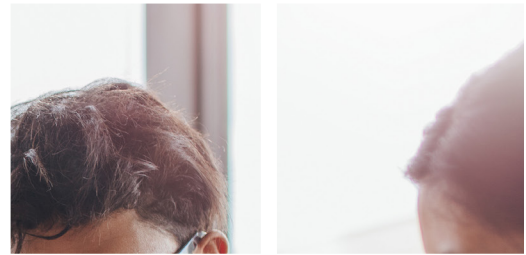




Women in Insurance Initiative

Insuring the Future:

ATTRACTING THE NEXT GENERATION TO INSURANCE



Insurance 101 -
STUDENT RESOURCES



About The Women in Insurance Initiative

The Women in Insurance Initiative highlights insurance as a purpose-driven, innovative industry—a place where women and rising talent, including those with STEM backgrounds, can thrive. Through mentorship, visibility, and inclusive leadership, WII is helping shape a more dynamic and future-ready workforce.

Preface

This student-facing guide is an extension of the Women in Insurance Initiative’s “Insuring the Future” handbook and outreach guide. This resource outlines potential career paths in insurance, available scholarship opportunities, and professional organizations to get involved with.

Whether you're a high school student, undergraduate, graduate student, or early-career insurance professional, this resource provides the tools you need to confidently begin and navigate your journey in the insurance industry.



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WHAT ARE THE DIFFERENT CAREER OPPORTUNITIES IN INSURANCE?



Insuring the Future: Attracting the Next Generation to Insurance

As you begin learning about the different career paths in insurance, it's important to know that the industry offers a wide variety of exciting roles. From underwriting and claims to data analytics and risk management, there's something for nearly every skill set and background.

Some careers you might be interested in:

Actuary

Analyzes risks and uncertainties using mathematical models to predict events and recommend adjustments to insurance policies.

Business Analyst

Helps to identify the needs and problems of the customers and the business and proposes solutions to improve the products and services offered.

Claims Adjuster

Investigates insurance claims to see how much the insurance company is liable for. They'll often speak with the policyholder, interview witnesses, research records, and inspect the damage.

Communications Specialist

Creates and disseminates strategic messaging across various channels to promote an insurance organization's brand, messaging, products, or services.

Corporate Accountant

Involves tracking, analyzing, and reporting a company's financial activities to ensure accuracy, compliance, and informed decision-making.

Data Engineer

Builds and maintains data pipelines and systems that enable data analysis and machine learning for insurance companies.

Data Governance Manager

Oversees the quality, security and usage of the data collected and stored by the business and ensures compliance with the regulations and standards of the industry.

Data Scientist

Utilizes advanced analytical techniques to extract insights from large datasets, helping insurance companies improve underwriting accuracy, risk assessment, and customer segmentation.

Facilities Professional

Ensures the workplace is safe, functional, and well-maintained, handling everything from building operations to space planning.

Finance and Treasury Manager

Focuses on managing the company's cash flow, liquidity, investments, and financial risks.

Financial Planner

Involves budgeting, forecasting, and analyzing financial performance to support strategic decisions.

Human Resources Manager

Manages the full employee lifecycle, including hiring, onboarding, and talent development to ensure the right people are in the right roles. These professionals also oversee payroll, benefits, and compensation to support employee well-being and maintain compliance with labor regulations.

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Insurance Sales Agent

Sells and negotiates insurance policies. They answer any questions policyholders have and ensure coverage is up-to-date and matches policyholders' needs.



Insurance Underwriter

Determines if an insurer can provide coverage to policyholders by evaluating the risks associated with insuring the policyholder. Their goal is to balance competitive rates and maintain profitability.



Legal Professional

Ensures compliance with regulations, manages contracts and claims, advises on risk and liability, and supports mergers, acquisitions, and policy development to protect the company and its clients.



Marketing Specialist

Assists with researching target audiences and promoting insurance products and services to them. They often help develop the insurance commercials you see in the media.



Mergers and Acquisitions Professional

Identifies potential deals (originating), assessing the value of the target company (valuation), negotiates and structures the terms of the sale, and integrates the acquired business into existing operations to ensure strategic and financial alignment.



Process Optimization Professional

Focuses on improving workflows, reduces inefficiencies, and enhances customer and employee experiences by streamlining operations and leveraging data-driven strategies.



Supply Chain Management Professional

Manages the sourcing, storing, and managing the materials and services an organization needs to operate efficiently and cost-effectively.



Sustainability & ESG Professional

Evaluates environmental, social, and governance risks and aligns insurance practices with climate and social goals.

If you're interested in seeing where you might flourish within the insurance industry, take these career quizzes to start exploring:

1. MyPath

<https://insuremypath.org/>

2. Match Your Skills to an Insurance Career – Argo Group:

<https://www.argogroup.com/news/trends-and-insights/looking-for-a-career-change-ideas/>



SCHOLARSHIP INFORMATION



National and Insurance Industry-Specific Scholarships

Spencer Educational Foundation Scholarships

Spencer awards Undergraduate, Graduate, Ph.D., and Pre-Instructor of Practice scholarships to students enrolled at an accredited college or university in the United States and Canada and physically studying in either location (no remote coursework eligibility from other locations), including part-time Graduate scholarships to Risk Management & Insurance professionals continuing their education.

For more information, visit: <https://www.spencerred.org/scholarships>

The Institutes Griffith Education Foundation Scholarship

The Griffith Insurance Education Foundation Scholarship is a biannual award that supports students pursuing careers in risk management and insurance. Fourteen scholarships of \$2,000 each are granted in both March and November to full-time U.S. college students majoring or minoring in insurance or risk management, with a minimum GPA of 3.2. The program aims to inspire academic excellence and professional growth in the insurance industry.

For more information about The Institutes Griffith Education Foundation, visit: <https://www.griffithfoundation.org/programming>

For application information: <https://studentscholarships.org/scholarship/15517/griffith-insurance-education-foundation-scholarship>

The Institutes CPCU Society

In2Risk Student Program Scholarship

The In2Risk Student Program Scholarship offers undergraduate students a fully funded opportunity to attend the CPCU Society's annual In2Risk conference, including complimentary registration, hotel accommodations, and a travel stipend. Participants gain access to educational sessions, networking with industry professionals, and exposure to career pathways in risk management and insurance. The program is designed to inspire future leaders and support students pursuing the CPCU designation or a career in the insurance industry.

For more information: https://www.cpcusociety.org/Public/Education/In2Risk_Student_Program_Scholarship.aspx?WebsiteKey=3e43cae3-62ea-4f60-b364-6e4dbe187584

NextGen Scholarship

The CPCU Society NextGen Scholarship promotes higher education opportunities for students interested in careers within the risk management and insurance industry. Twenty-five scholarships, at the amount of \$5,000 each, will be awarded to selected students.

For more information: <https://www.cpcusociety.org/Public/Education/NextGen.aspx>

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Loman Financial Aid Program

The Loman Financial Aid Program provides financial aid for upcoming insurance professionals currently enrolled in an undergraduate program. This scholarship is aimed to help offset the costs of professional clothing, travel, and other related expenses

For more information: https://www.cpcusociety.org/Public/Education/Loman_Financial_Aid.aspx

Local chapter scholarships

CPCU Society has over 120 local chapters that also offer scholarships to undergraduate students. To find your local chapter and the scholarships offered, please visit [here](#).

NAMIC Mutual Insurance Foundation Scholarship

The mutual property/casualty insurance industry offers a wide variety of career opportunities for students from diverse backgrounds. Property/casualty insurance is not just for students on the traditional academic path toward degrees in insurance or risk management. There are also many opportunities for students pursuing general business, finance, computer technology, predictive analytics/modeling, and much more.

For more information: <https://www.namic.org/foundation/>

RISE Professionals

The RISE Professionals Scholarships are designed to empower early-career insurance professionals by providing access to top industry events, educational courses, and certification opportunities. Through partnerships with leading organizations, RISE offers its members free or discounted registration to conferences, continuing education, and professional development programs. These scholarships aim to help young professionals connect, grow, and advance their careers in the insurance industry.

For more information: <https://riseprofessionals.com/scholarships-2/>

Students can also join RISE's [Student Center](#) by creating a **free** account. If you're a student curious about the insurance industry, looking to grow your network, or just want insider tips on how to get ahead, this space is for you. Whether you're studying risk management, business, or something completely different but are insurance-curious, we've got you covered.

Derek Hughes Scholarship Program

Established in 1998, the Derek Hughes Scholarship Program, sponsored by the WSIA Education Foundation, supports undergraduate students pursuing an insurance or business-related program of study. The purpose of the scholarship program is to further the study of insurance and encourage, support, and reward those exceptional students who have an interest in an insurance career and specifically in the surplus lines industry. The program is named for Derek Hughes, to honor his contributions to the surplus line industry and the Foundation.

For more information: https://www.wsia.org/wcm/Foundation/Scholarships/wcm/Foundation/Scholarships_Grants.aspx

Actuarial Foundation Scholarships

The Actuarial Foundation supports the next generation of actuaries through several scholarship programs. Recipients of Foundation scholarships are selected by representatives of the actuarial profession, who may one day be their peers. So, not only are these scholarships a means to offset the cost of education, they also serve as a prestigious recognition by a highly rated profession.

For more information:

<https://actuarialfoundation.org/scholarships/#browse-scholarships>

Diversity and Inclusion-Focused Scholarships

The Actuarial Foundation

The Actuarial Foundation, The International Association of Black Actuaries (IABA), the Organization of Latinx Actuaries (OLA), the Sexuality and Gender Alliance of Actuaries (SAGAA) and the South Asian Network of Actuaries (SANA) ensures the future of the actuarial profession through its scholarships and reimbursement programs. Recipients of Foundation scholarships are selected by representatives of the actuarial profession, who may one day be their peers. So, not only are these scholarships a means to offset the cost of education, but they also serve as a prestigious recognition by a highly rated profession.

For more information about IABA, SANA, OLA, and SAGAA scholarships:

[International Association of Black Actuaries](#)

[South Asian Network of Actuaries](#)

[Organization of Latino Actuaries](#)

[Sexuality and Gender Alliance of Actuaries](#)

Association of Professional Insurance Women (APIW) Scholarships

The Association of Professional Insurance Women (APIW) Scholarships support the advancement of women pursuing careers in insurance and risk management. These scholarships are awarded to students who demonstrate academic excellence, leadership potential, and a commitment to the industry. APIW's goal is to foster the next generation of female leaders by providing financial support and professional development opportunities.

For more information: <https://www.apiw.org/cpages/apiw-scholarships>

National African American Insurance Association J. L. Tillman Scholarship

The NAAIA awards the J. L. Tillman Scholarship to African-American students interested in careers in insurance. Applicants must be high school seniors set to attend college the following summer or fall.

For more information: <https://naaia.org/scholarship-application/>

The NAAIA has 24 local chapters. To find your local chapter and the scholarships offered, please visit [here](#).

Asian American Insurance Network Scholarship

The AAIN provides scholarships for current college students interested in careers in the risk management and insurance industry.

For more information: <https://www.aainsurance.org/education-students>

National Invest Program Scholarships

The National Invest program offers scholarships for college students and high school seniors, regardless of whether they plan to attend college. Applicants must be current or former participants in the Invest program.

For more information: <https://www.investprogram.org/students/scholarships/default.aspx>

INTERNSHIP AND TRAINING PROGRAMS



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HBCU Insurance Mentoring Program Advance Career Track (IMPACT)

HBCU IMPACT is a mentorship program designed to nurture emerging talent in insurance, financial services, and legal industries. The IMPACT Incubator provides training and mentorship opportunities to select students at Historically Black Colleges and Universities (HBCUs) who are ready to launch their insurance careers.

For more information: <https://hbcuimpact.org/>

WSIA Talent Advocacy & Engagement Foundation

The Foundation was founded in 2020 to stimulate and attract a broad pipeline of talent for the wholesale, specialty and surplus lines insurance industry. The Foundation strives to provide education resources and programs designed to cultivate a culture for WSIA and its membership where all people feel supported and have what they need to succeed in the industry; remove any barriers to enable all people to compete on a level playing field; and foster synergy with similar initiatives among all industry participants

For more information: https://wsia.org/wcm/Foundation/WSIA_TAE_Foundation/WSIA_Talent_Advocacy_and_Engagement_Foundation_Homepage.aspx



COLLEGIATE INSURANCE COMPETITIONS



Spencer-RIMS Risk Management Challenge

This annual global competition involves university teams analyzing a business case study and developing a risk management program. Teams compete for awards and cash prizes.

For more information: <https://www.spencered.org/risk-management-challenge>

The ACORD Student Challenge

This challenge offers a chance to apply cutting-edge AI and data science skills to real-world insurance problems. Teams compete for a cash prize and special recognition.

For more information: <https://www.acord.org/careers-events/acord-student-challenge>

CICA Student Essay Contest

The annual CICA Student Essay Contest invites two-person teams of college students from a variety of disciplines including insurance, risk management, actuarial science, finance and business management.

For more information: <https://www.cicaworld.com/student-essay-contest/>

Global Insurance Symposium's Annual Student Case Study Competition

Sponsored by Deloitte, this competition allows students to showcase their talents and network. University teams create a case study addressing a key question in the insurance industry.

For more information: <https://globalinsurancesymposium.com/student-case-study-competition/>

CAS Virtual Case Competition

This competition for university students offers practical actuarial experience, skill development, and cash prizes.

For more information: <https://www.casstudentcentral.org/cas-virtual-case-competition/>

SOA Student Research Case Study Challenge

This challenge provides an opportunity for teams of students to apply their actuarial skills on a real-world problem in a business setting.

For more information: <https://www.soa.org/research/opportunities/2025-student-research-case-study-challenge/>

The Young Actuaries World Cup

This is where the world's sharpest mathematical minds will clash in an epic battle of statistical prowess and probabilistic genius!

For more information: <https://actuaries.org/diversity-and-inclusion/young-actuaries-world-cup/>

The Actuarial Case Competition hosted by the Bruin Actuarial Society at UCLA Mathematics

Teams of students work together on a case provided by a sponsor of the Society and present their findings and recommendations. The cases are representative of professional actuaries' real-life work and provide a valuable experience for students to use their mathematical knowledge and technical skills beyond the classroom.

For more information: <https://www.math.ucla.edu/~actuary/caseCompetition.html>

Invest Student Challenge

The 2026 Invest Student Challenge invites high school students across the U.S. to form teams of 2–4 and create a compelling 3–5 minute video campaign that educates Gen Z (ages 18–22) about the importance of insurance as they enter adulthood. Participants must break down insurance basics, debunk myths, and present the topic in a relatable and engaging way. The challenge emphasizes creativity, marketing strategy, and real-world relevance, with bonus points for including an insurance professional.

For more information: <https://www.investprogram.org/students/Student%20Challenge/Invest-Student-Challenge-2026.pdf>

The Crowe National Case Competition

The 2025 Crowe National Case Competition program is a great opportunity for high-achieving students to gain firsthand experience with Crowe through interactive problem-solving, career exploration, and professional networking. After competing in the case competition, students should have a better idea of which areas in our firm – audit, tax, or consulting – might be the best fit for potential future internships or full-time roles.

For more information: <https://www.crowe.com/careers/students/case-competition>

WSIA White Paper Contest

WSIA sponsors a White Paper Contest to expand surplus lines awareness and knowledge for undergraduate college students studying risk management and insurance, finance and business. A new emerging or timely topic is chosen for each contest by the WSIA Talent Outreach Committee.

For more information: <https://www.wsia.org/wcm/Foundation/Contests.aspx>

NAAIA National Talent Development Competition

This event is a showcase of talent, a significant learning opportunity, and a definite source for diverse pipeline building. Each 3-student team, the featured university, and the aligned NAAIA Partner work together to develop stellar presentations outlining the best business solutions and recommendations for the defined Case Competition.

For more information: <https://naaia.squarespace.com/talentcomp>