



Neurodiversity and the Insurance Industry: Key Facts and Sources

Aging Workforce and Talent Shortage in Insurance:

50% of the current insurance workforce is expected to retire within the next 15 years, potentially leaving over 400,000 positions unfilled.

[U.S. Chamber of Commerce - America Works Report](#)

Less than 25% of the insurance industry workforce is under the age of 35.

[Insurance Thought Leadership - 3 Steps to Weather the Coming Labor Crunch](#)

Prevalence of Neurodiversity Among Younger Adults:

Approximately 30% of adults under 30 identify as neurodivergent, compared to only 6% of those aged 65 and older.

[YouGov - Neurodiversity in the U.S.](#)

General Population Neurodiversity Statistics:

It is estimated that 15-20% of the global population is neurodivergent.

[Gallup - The Neurodiverse Survey Experience](#)

Sources also include auticon and Mantra Health.

Challenges Faced by Neurodivergent Individuals in the Workplace:

85% of neurodivergent adults often or always feel overwhelmed and misunderstood, and over 60% often or always feel disrespected and unsafe.

[NeuroClastic](#)

[LinkedIn](#)

Benefits of Neurodiverse Workforces:

Organizations that embrace neurodiversity can access a wider talent pool, fostering innovation and gaining competitive advantages.

[Forbes - The Business Case For Neurodivergent Leadership](#)

""We are in the early stages of a long-overdue shift in how businesses think about brain differences-and what kind of workplace works best for everyone.""

[Jessica Lee & Matthew Leger - AEI: Embracing Neurodiversity at Work](#)

Note:

Neurodivergent individuals include those with neurological differences such as autism, ADHD, dyslexia, and other cognitive variations.