

2025 RECRUITING SURVEY SNAPSHOT

GAMMA IOTA SIGMA



PROFILE OF RESPONDENTS

- 79 Colleges and Universities
- 655 Students and Recent Graduates
- 10% International Students

Field of Study

- 36% Studying Actuarial Science, Mathematics, or Statistics
- 54% Studying Risk Management and Insurance
- 10% Studying Other Majors

Gender

- 50% Men
- 47% Women
- 1% Genderqueer/Non-binary
- 2% Prefer Not to Answer

Ethnicity

- 61% White
- 9% Hispanic/Latinx
- 8% Black or African-American
- 11% Asian
- 5% Two or More Races
- 2% Indian
- 4% Other/Prefer Not to Answer

INTEREST IN INSURANCE

INSURANCE AS THE ORIGINALLY INTENDED CAREER PATH

63% Yes

37% No

TOP SOURCES OF INDUSTRY EXPOSURE FOR STUDENTS



32.84%
GIS NETWORK

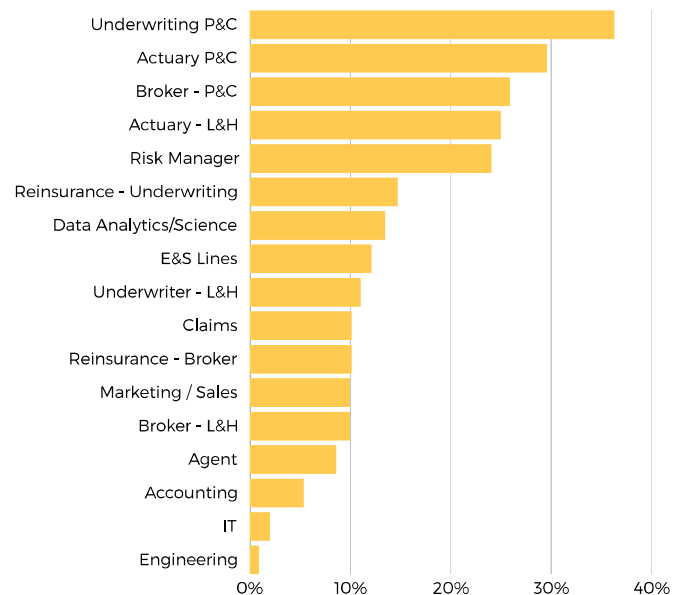


47.65%
FACULTY INFLUENCE



34.81%
GUEST SPEAKERS

INDUSTRY SEGMENTS



INTERNSHIP CONSIDERATIONS

INTERNSHIP CONSIDERATIONS

29%

HAVE RELOCATED FOR
AN INTERNSHIP

47%

WILLING TO RELOCATE
FOR A FUTURE
INTERNSHIP

29%

RETURNING TO SAME
INTERN EMPLOYER

WHEN WILL STUDENTS FIRST APPLY FOR INTERNSHIPS

- Second year (43%)
- First Year (30%)
- Third Year (23%)
- Fourth Year (3%)

TOP INTERNSHIP INFLUENCERS FOR STUDENTS

77.34%

Opportunities for
full-time
Employment/
future growth

69.37%

Compensation

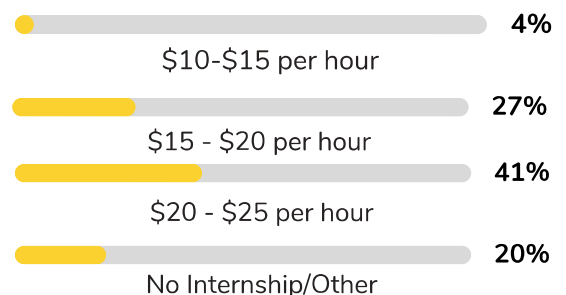
68.30%

Mentoring

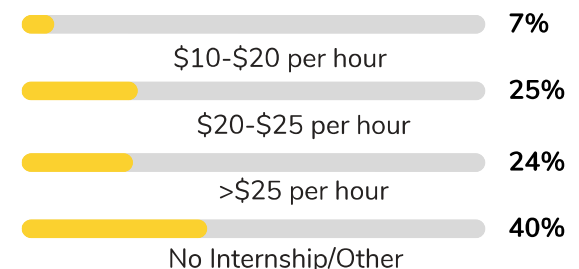
64.62%

Networking
Opportunities

RISK MANAGEMENT STUDENTS: INTERNSHIP PAY RATES



ACTUARIAL SCIENCE STUDENTS: INTERNSHIP PAY RATES



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FULL TIME EMPLOYMENT

COMPENSATION CONSIDERATIONS

- 1-Health Care
- 2-Base Salary
- 3-401K Package
- 4-PTO



- 5-Professional Designation/Continuing Education Reimbursement

WHEN DO YOU EXPECT FULL TIME EMPLOYMENT OFFERS?

- November-January (40%)
- August-October (27%)
- February-April (24%)
- May-July (9%)

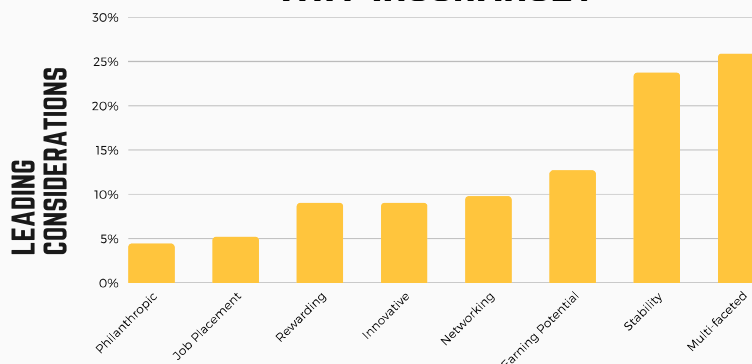
STARTING SALARIES FOR RISK MANAGEMENT STUDENTS (FULL TIME OFFERS)

- <\$35,000 (1%)
- \$35,000 - \$45,000 (4%)
- \$45,001 - \$55,000 (14%)
- \$55,001 - \$65,000 (25%)
- \$65,001 - \$75,000 (39%)
- \$75,000 - \$85,000 (16%)
- >\$85,000 (1%)
- *Data represents students who had already accepted full time offers

STARTING SALARIES FOR ACTUARIAL SCIENCE STUDENTS (FULL TIME OFFERS)

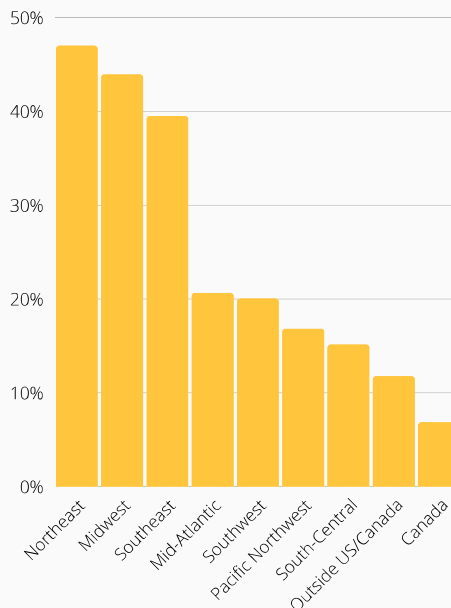
- <\$35,000 (2%)
- \$35,000 - \$45,000 (0%)
- \$45,001 - \$55,000 (9%)
- \$55,001 - \$65,000 (7%)
- \$65,001 - \$75,000 (24%)
- \$75,000 - \$85,000 (28%)
- >\$85,000 (30%)

WHY INSURANCE?



GEOGRAPHIC CONSIDERATIONS

60% WOULD BE WILLING TO RELOCATE FOR A FULL TIME POSITION



RELOCATION DATA

- 83% are willing to relocate out of their home state,
- 55% are willing to relocate out of their home region,
- 47% are willing to move anywhere in the country (a 10% increase from 2024),
- 34% would consider moving to another country (a 10% increase from 2024).

DEI

53% FEEL THERE HAS BEEN SUFFICIENT DIVERSITY IN THEIR INTERNSHIP OR FULL-TIME EMPLOYMENT

TOP FACTORS FOR EMPLOYER DEI COMMITMENT:

- Demonstrated fairness in recruiting practices (this rose to the top in 2025).
- Diversity in leadership
- Commitment to and demonstration of diversity at all levels of the company
- Gender pay equality
- Commitment to creating a more inclusive culture
- Organizational accountability and measurement of diversity

DOES THE INDUSTRY'S PRACTICE RELATED TO DEI MATCH THEIR MESSAGING?

? UNSURE 38%

✓ YES 51%

✗ NO 10%