

# 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 speciality 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\*

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

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

## Outside the market

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