

A New Staffing Service for Ohio Insurance Agents Association, Inc. Members



You now have a new service to help fill your company's talent gap. OIA has added WAHVE's Talent Acquisition Outsourcing service for direct hires.



You may know WAHVE from their Work At Home Vintage Expert service for contract staffing. OIA has offered this service to our members for many years. Now, we're expanding our longstanding partnership to include WAHVE's Talent Acquisition Outsourcing (TAO) service to assist members in sourcing and qualifying direct hires for open positions.

Why are we adding this service now?

We think this is exactly what our members have been waiting for. We know that staffing continues to be a challenge. The insurance labor market remains tight, and it's not projected to improve. The Bureau of Labor Statistics (BLS) estimates that by 2036, 50% of the current insurance workforce will retire, leaving more than 400,000 open positions unfilled.

How does Talent Acquisition Outsourcing work?

WAHVE's Talent Acquisition Outsourcing removes the burden of sorting through hundreds of resumes to find the ideal candidate for your open position. The process involves four simple steps:

- 1. Job Request:** WAHVE's system guides you through the selection of skills that define your open position. WAHVE then creates a focused job ad that will attract the broadest pool of qualified

candidates. You can place the ad and direct applicants to WAHVE for qualifying or, for a pass-through fee, WAHVE will post the ads on selected job boards for maximum visibility.

- 2. Application:** An intuitive online application prompts candidates to enter their hard and soft skills, work experience, and other credentials relevant to the job requirements.
- 3. Matching:** A machine learning model finds the intersections between the job requirements and the skills and experience of the applicants, creating a ranked list.
- 4. Qualifying:** Insurance experts evaluate applicants' qualifications using validated skills assessments, reference checks, and blind interviews, providing you with a bias-free short list of best-fit candidates.

What are the advantages of working with WAHVE?

- **Expertise:** Insurance is all that WAHVE does. WAHVE's staff have an average of 25 years in the industry. And they apply a proven process that's screened over 130,000 applicants and placed over 4,000 perfectly matched professionals with agencies, brokers, and others.
- **Quality:** WAHVE's expert qualifying team knows the right questions to ask and how to listen for the right answers. They screen every candidate for knowledge, skills, and fit and send you a short list of only the most qualified candidates.
- **Speed:** WAHVE's blend of machine learning and live conversations quickly zeros in on your ideal candidate. And by lifting the burden of screening every applicant yourself, you spend minimal time upfront, so you can get back to the business of running your firm.
- **Success Rate:** Did you know that replacing an employee can cost as much as 50-200% of annual salary? WAHVE's success rate is over 90%. Contrast that with a 46% failure rate for new hires within the first 18 months.
- **Special Member Pricing:** There is no up-front fee for TAO. Members are charged only when a candidate is placed. While typical placement fees are 20-30% of the first year's salary, WAHVE's standard fee is 15%. And association members pay a special rate of only 12.5%.

How do I get started?

Click the "Hire talent" button on the WAHVE website and complete the contact form. A WAHVE representative will contact you to begin the process.



www.wahve.com/contact-us