

PRESS RELEASE

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France Assureurs and Apec strengthen their partnership to support executive employment in the insurance sector

- On Wednesday 26 November, France Assureurs and the Association pour l'emploi des cadres (Apec) signed a new three-year partnership agreement on executive employment in the insurance sector.
- The partnership is designed to make the sector more attractive, support companies in their recruitment, and promote the professional development of executives and recent graduates.

Florence Lustman, President of France Assureurs, and Gilles Gateau, Managing Director of the Association pour l'emploi des cadres (Apec), signed a new three-year partnership agreement on Wednesday 26 November. This agreement marks the continued collaboration launched in 2015 between the insurance sector and Apec aimed at enhancing the sector's attractiveness, supporting company recruitment, and promoting the professional development of executives and recent graduates.

The renewal of this partnership comes amid a strong employment momentum in the insurance sector. According to the Observatoire de l'Évolution des Métiers de l'Assurance (OEMA), the sector's workforce has increased by nearly 2% per year on average since 2019, and the share of executives among employees continues to rise, now standing at over 53%. More than 20,000 people were recruited by insurance companies in 2024, with a quarter joining through work-study programs, reflecting the sector's commitment to integrating recent graduates.

The 2025–2028 agreement aims to expand joint actions around six key areas:

1. Raising awareness of Apec, its services, and resources among France Assureurs members,
2. Supporting employers in their recruitment processes and helping adapt employees' skills to sector needs,
3. Promoting insurance careers and opportunities to executives and recent graduates,
4. Facilitating access to and retention of executives within the sector,
5. Implementing coordinated initiatives, particularly to promote equal opportunities and inclusion,
6. Linking France Assureurs' Insurance Career Correspondents with Apec's regional delegations to act in close alignment with local needs.

In order to meet the sector's changing skills requirements faced with new risks, the reinforced partnership with Apec serves as a major lever to support the sector's transformation and strengthen its attractiveness.

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Mrs Florence Lustman, President of France Assureurs: *"Since 2015, our partnership with Apec reflects the insurance sector's will to work together to anticipate sector transformations and strengthen the attractiveness of its careers. I am very pleased with this new agreement, which reinforces our joint action in support of executive and young graduate employment, and will give our members the resources they need to address the recruitment challenges facing our sector. "*

Mr. Gilles Gateau, Managing Director of Apec: *"In the insurance sector, more than one in two positions is now held by an executive, which makes it essential for Apec to establish strong partnerships. Through this new agreement with France Assureurs, we will be able to provide long-term support to companies in their recruitment and support both executives and recent graduates in their career paths, giving them genuine development prospects, up to the challenges posed by the sector's transformation. Our shared commitment to attractiveness, inclusion, and skills development will benefit the entire sector and help address the new challenges it faces. "*

About France Assureurs

France Assureurs is the used name of the Fédération Française de l'Assurance, that gathers 253 insurance and reinsurance companies representing 99% of the market for companies regulated under the French Insurance Code.

Insurance is central to many societal challenges. For this reason, France Assureurs is committed to playing an active role in public debates. It is the preferred interlocutor of public authorities, administrations and media on insurance-related matters both in France and abroad, encompassing prevention, protection, investment or employment issues. The statistical data it centralises and its expertise enable France Assureurs to assist its members in navigating changes within the sector. France Assureurs relies on a network of correspondents throughout the entire French territory to assist local leaders during major events, to promote careers in insurance or to relay the sector's positions.

"Mobilising all the resources of insurance to move society forward confidently" is the purpose of France Assureurs.

France Assureurs—Move society forward confidently—is a brand of the Fédération Française de l'Assurance.

About Apec

Apec, the Association pour l'emploi des cadres, is a joint organisation dedicated to assisting executives and recent graduates with at least a bachelor's degree, focusing in particular on those most at risk in the job market. Operating as the CEP (Professional Development Advisory Service) for executives, Apec supports its clients, regardless of their situation, by helping them gather information, reflect, plan, and act on their professional development. In 2024, of the 197,587 executives and recent graduates assisted by Apec, 107,664 benefited from the CEP. In a context of recruitment challenges, Apec helps companies, particularly small and medium-sized enterprises (SMEs), find the executive-level skills they need. Its observatory analyses and anticipates the main trends and evolutions in the executive job market. The Association combines a local presence with its job board, apec.fr, which published over 2.5 million executive job offers in 2024 and features 700,000 executives looking for opportunities. With more than 1,300 employees, Apec operates across more than 80 centres in metropolitan France and overseas territories.

More information: corporate.apec.fr



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