



IGAG's Intermediated Insurance Australia division launches innovative paid work initiative for High School graduates

IGAG's Intermediated Insurance Australia (IIA) division, home to leading brands CGU and WFI Insurance, has today launched the second iteration of its NextGen Ambition Program, an initiative that gives high school graduates the opportunity to fast track a career in the insurance industry, without the need for a university degree.

The year long program provides selected participants with the unique opportunity to gain full-time, paid work experience within IIA's business, working across various facets of the organisation under the guidance of a dedicated mentor.

Program curator, IAG Executive Manager People, Capability & Communication, Natalie May said:

"We've got to change the way we do things because the world is changing. We need to be more innovative, open-minded and thoughtful as to how we attract and retain talent. It can't just be one way is the right way, there should be multiple channels and approaches as to how we bring talent into the business.

"We recognise that university is not for everyone, whether that be by choice or specific barriers that young people face. Not having a degree should not preclude people from pursuing a career in insurance. This program provides that opportunity, giving bright and ambitious young people the chance to learn and develop new capabilities in a fast-paced environment."

This follows on from a successful pilot initiative which engaged six high school graduates in a 12-month program, with participants spending time in different areas of the business to learn the complexities of insurance while developing new skills. Experience extended across underwriting, risk, finance, communications and product areas.

Most participants have since secured full-time, ongoing roles within IIA or the broader industry, a testament to the success of the program.

Insurance isn't a sector that's readily considered by school leavers or university graduates, which the Insurance Council of Australia (ICA) is seeking to rectify through the recent launch of the industry's first 'Talent Roadmap', which aims to address the talent shortage.

While IAG's NextGen Ambition Program caters to recent school leavers, its Graduate Program which opens for applications in the new year, provides career pathways for university graduates. Both initiatives are proving highly successful amid a competitive talent landscape.

Ms May said: "We're excited to be able to provide these opportunities and are impressed with the calibre of talent that has come through both programs to date. The confidence, ideas and assertiveness of participants, and their eagerness to learn on the job has been fantastic. For many, this will be the start of a new and fulfilling career, and we're delighted to be a part of that journey."

Applications for the NextGen Ambition Program open on December 2nd 2024 and close on January 10th 2025, with roles available in Sydney, Melbourne, and Perth. To apply, please see: [NextGen Ambition Consultant](#)

To find out more about IAG's Graduate Program, please visit: [Graduate program | IAG Limited](#)

About IAG

IAG is the parent company of a general insurance group with operations in Australia and New Zealand. IAG's main businesses underwrite over \$16 billion of insurance premium per annum under many leading brands, including: NRMA Insurance, RACV (under a distribution agreement with RACV), CGU and WFI (Australia); and NZI, State, AMI and Lumley (New Zealand). For further information, please visit www.iag.com.au.

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