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WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

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OVERVIEW

Job postings is considered one of the leading indicators of labour demand in the short term, as employers advertise as a signal to hire persons. It is a procyclical measure as the number of job postings increase during an economic expansion and decrease during an economic contraction. Given that the Cayman Islands economy is currently navigating its way out of the pandemic, it is expected that job postings should increase as the economy returns to and exceeds its pre-pandemic level.

The purpose of this report is to provide a description of job postings by different classifications, such as occupation, each month. Additionally, a one-year analysis is conducted to determine the trend of each variable. This information will be useful to attain a deeper understanding of the labour market as job postings is one of the key indicators in predicting labour demand.

In particular, this report will provide the government and other key stakeholders a synopsis of the knowledge and skills needed for the near future. This will then inform the training and development needs of the current and future workforce to meet labour demand. This information will also assist individuals and businesses to adjust to change as well as build and sustain competencies for future labour market needs. It should be noted that the data in this report represents jobs posted only through the Jobs Cayman portal of the Workforce Opportunities and Residency Cayman Department.

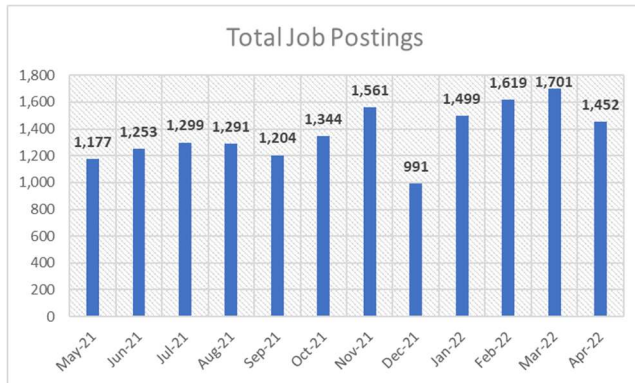
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Total Job Postings

A total of 1,452 jobs were posted during April 2022 relative to 1,701 postings in the previous month (see Figure 1) and 823 postings in April 2021. For January to April 2022, there were 6,316 job advertisements in total.

Figure 1.



Industry

The Accommodation and Food Services Activities industry accounted for 372 job postings, representing 25.6% of the total number of job openings in April 2022. The Construction industry ensued with 317 job advertisements (21.8%) while the Administrative and Support Service industry recording 196 job openings (13.5%) {Figure 2}.

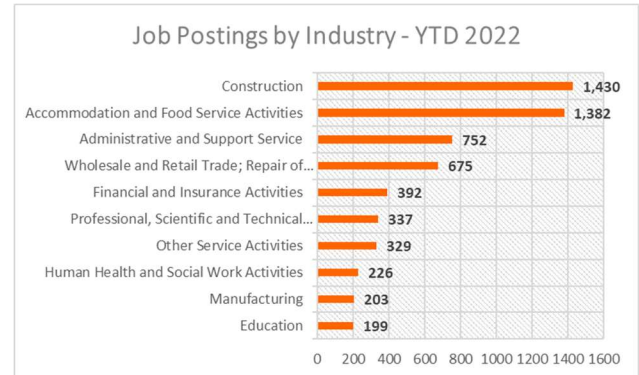
Figure 2.



During January to April 2022, the Construction industry accounted for most job postings, recording 1,430 or 22.6 percent of the total. The

Accommodation and Food Services Activities industry followed with 1,382 job advertisements (21.9%) while the Administrative and Support Service industry registered 752 job openings (11.9%) {Figure 3}.

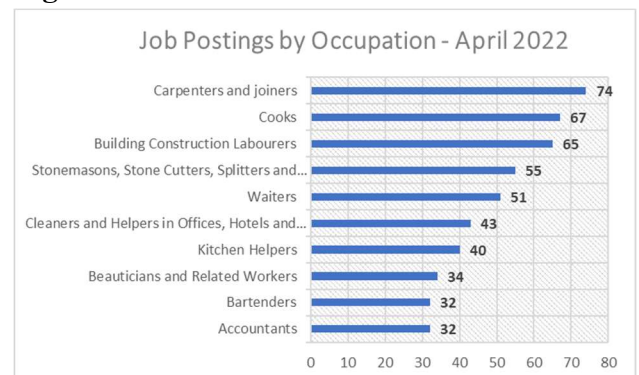
Figure 3.



Occupation

For April 2022, carpenters and joiners accounted for 74 job postings which represented 5.1 percent of all job openings (Figure 4). The next largest occupation was cooks with 67 job postings (4.6%) followed by building construction labourers with 65 job advertisements (4.5%) of the total.

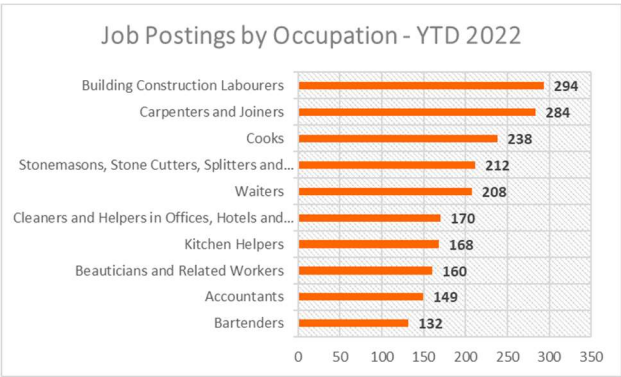
Figure 4.



For January to April 2022, building construction labourers accounted for 294 job postings which represented 4.7 percent of all job advertisements (Figure 5). The next largest occupation was carpenters and joiners with 284 job postings

(4.5%) proceeded by cooks with 238 job advertisements (3.8%) of the total.

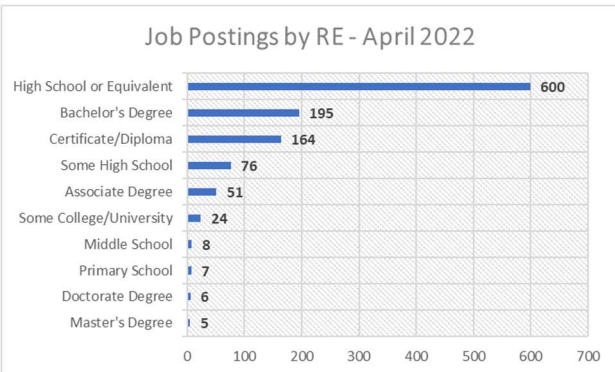
Figure 5.



Required Education (RE)

There were 1,136 job postings that specified the required level of education in April 2022. Of this amount, 600 (52.8%) required persons with a high school or equivalent qualification, 195 (17.2%) required persons with a bachelor's degree and 164 (14.4%) required persons with a certificate or diploma (Figure 6).

Figure 6.



A total of 5,001 job postings specified the required level of education in the first four months of the year. During this period, 2,504 (50.1%) required persons with a high school or equivalent qualification, 982 (19.6%) required persons with a bachelor's degree and 687 (13.7%) required persons with a certificate or diploma (Figure 7).

Figure 7.

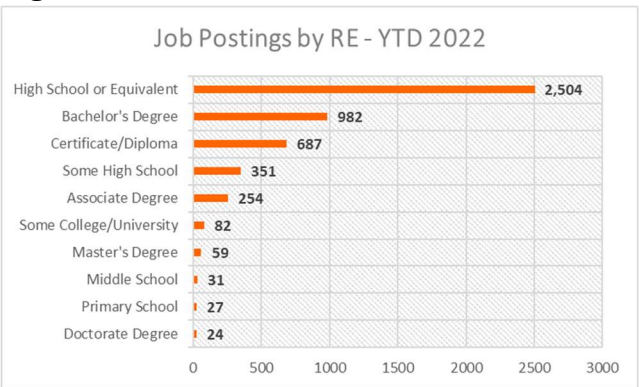
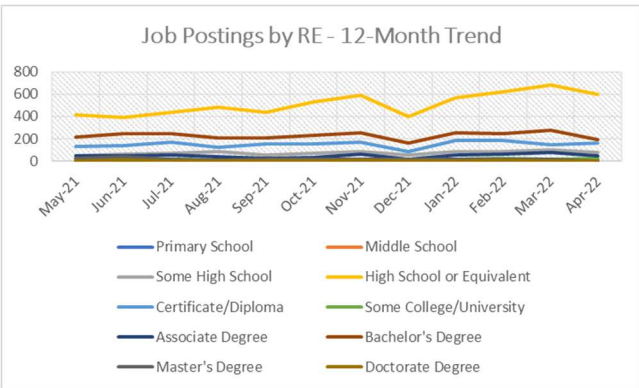


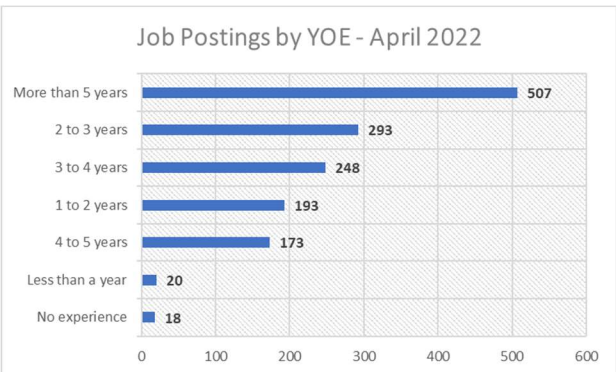
Figure 8.



Years of Experience (YOE)

In April 2022, 507 job advertisements (34.9%) required persons with more than five years' experience, 293 (20.2%) required persons with two to three years' experience and 248 (17.1%) required persons with three to four years' experience (Figure 9).

Figure 9.



Of the 6,316 job postings recorded in the year-to-date (YTD) this year, 2,420 (38.3%) required

persons with more than five years' experience, 1,141 (18.1%) required persons with two to three years' experience and 1,063 (16.8%) required persons with three to four years' experience (Figure 10).

Figure 10.

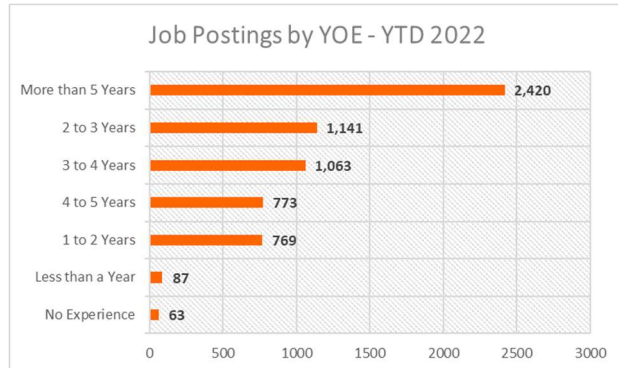
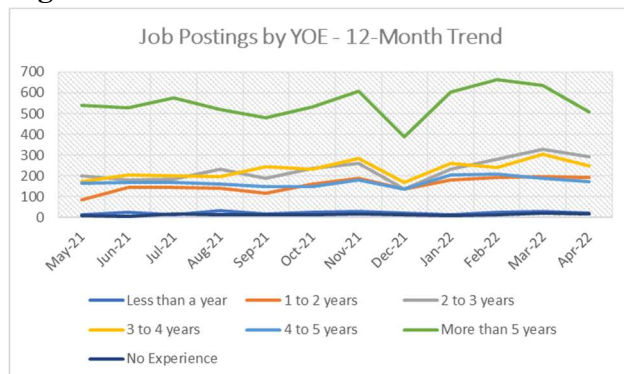


Figure 11.



Summary

- A total of 1,452 job postings in April 2022 relative to 1,701 the previous month.
- The Construction and Accommodation and Food Service Activities industries dominated the job postings for the month and YTD period.

- The most in-demand required level of education was for persons with high school or equivalent qualification for the month and YTD period.
- Persons with five years or more experience were the most desired in both review periods.

Issues and Recommendations

- There were 47 job advertisements that had a minimum salary below the minimum wage in April 2022. Of this amount, 24 job postings required a high school or equivalent qualification, 4 required a certificate or diploma, 1 required an Associate Degree and 18 had no requirement. Waiters was the dominant occupation for these job advertisements, recording 20 positions to be filled
- The required level of education needs to be specified for every job posting to more accurately determine labour needs.
- The frequency of payment and currency need to be recorded for each salary range to facilitate more meaningful analysis.

Appendix

Table 1. Job Postings by Industry

Industry	Apr-21	Apr-22	% Change	Jan-Apr 21	Jan-Apr 22	% Change
Accommodation and Food Service Activities	171	372	117.5	777	1,382	77.9
Activities of Households as Employers	3	3	0.0	27	14	-48.1
Administrative and Support Service	88	196	122.7	530	752	41.9
Agriculture, Forestry and Fishing	0	10	-	14	38	171.4
Arts, Entertainment and Recreation	7	20	185.7	65	55	-15.4
Construction	184	317	72.3	1,091	1,430	31.1
Education	35	25	-28.6	162	199	22.8
Electricity, Gas, Steam and Air Conditioning Supply	0	1	-	15	18	20.0
Financial and Insurance Activities	47	74	57.4	317	392	23.7
Human Health and Social Work Activities	33	55	66.7	244	226	-7.4
Information and Communication	14	18	28.6	76	104	36.8
Manufacturing	20	44	120.0	134	203	51.5
Mining and Quarrying	4	3	-25.0	17	18	5.9
Other Service Activities	35	70	100.0	269	329	22.3
Professional, Scientific and Technical Activities	68	65	-4.4	302	337	11.6
Public Administration and Defence; Compulsory Social Security	1	11	1,000.0	12	26	116.7
Real Estate Activities	1	1	0.0	11	16	45.5
Transportation and Storage	10	27	170.0	53	81	52.8
Water Supply; Sewerage, Waste Management and Remediation Activities	8	3	-62.5	24	24	0.0
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	94	140	48.9	537	675	25.7
TOTAL	823	1,455	76.8	4,677	6,319	35.1

Table 2. Job Postings by Select Occupations in Accommodation and Food Service Activities

Occupations	Apr-21	Apr-22	% Change	Jan-Apr 21	Jan-Apr 22	% Change
Bartenders	8	28	250.0	47	111	136.2
Beauticians and Related Workers	3	7	133.3	6	19	216.7
Chefs	17	25	47.1	53	88	66.0
Cooks	24	61	154.2	128	216	68.8
Food Service Counter Attendants	9	18	100.0	47	77	63.8
Hotel Managers	4	4	0.0	13	26	100.0
Hotel Receptionists	4	8	100.0	12	46	283.3
Kitchen Helpers	11	40	263.6	103	156	51.5
Restaurant Managers	7	10	42.9	28	41	46.4
Sales and Marketing Managers	2	1	-50.0	6	9	50.0
Waiters	31	46	48.4	125	194	55.2
TOTAL	120	248	106.7	568	983	73.1

Table 3. Job Postings by Select Occupations in Construction

Occupations	Apr-21	Apr-22	% Change	Jan-Apr 21	Jan-Apr 22	% Change
Air Conditioning and Refrigeration Mechanics	3	20	566.7	38	52	36.8
Building Construction Labourers	29	58	100.0	171	259	51.5
Building and Related Electricians	3	7	133.3	27	27	0.0
Carpenters and Joiners	29	57	96.6	211	244	15.6
Construction Managers	2	6	200.0	17	25	47.1
Construction Supervisors	4	8	100.0	27	30	11.1
Floor Layers and Tile Setters	4	6	50.0	42	47	11.9
Painters and Related Workers	4	9	125.0	31	32	3.2
Plumbers and Pipe Fitters	8	5	-37.5	35	43	22.9
Roofers	10	2	-80.0	24	25	4.2
Stonemasons, Stone Cutters, Splitters and Carvers	27	52	92.6	150	197	31.3
TOTAL	123	230	87.0	773	981	26.9

Table 4. Job Postings by Required Education

Required Education	Apr-21	Apr-22	% Change	Jan-Apr 21	Jan-Apr 22	% Change
Primary School	2	7	250.0	15	27	80.0
Middle School	2	8	300.0	25	31	24.0
Some High School	26	76	192.3	198	351	77.3
High School or Equivalent	296	600	102.7	1,753	2,504	42.8
Certificate/Diploma	100	164	64.0	566	687	21.4
Some College/University	8	24	200.0	53	82	54.7
Associate Degree	23	51	121.7	143	254	77.6
Bachelor's Degree	163	195	19.6	863	982	13.8
Master's Degree	7	5	-28.6	70	59	-15.7
Doctorate Degree	3	6	100.0	24	24	0.0
TOTAL	630	1,136	80.3	3,710	5,001	34.8

Table 5. Job Postings by Years of Experience

Years of Experience	Apr-21	Apr-22	% Change	Jan-Apr 21	Jan-Apr 22	% Change
Less than a year	7	20	185.7	64	87	35.9
1 to 2 years	79	193	144.3	414	769	85.7
2 to 3 years	151	293	94.0	712	1,141	60.3
3 to 4 years	126	248	96.8	743	1,063	43.1
4 to 5 years	124	173	39.5	646	773	19.7
More than 5 years	332	507	52.7	2,064	2,420	17.2
No Experience	4	18	350.0	34	63	85.3
TOTAL	823	1,452	76.4	4,677	6,316	35.0