



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

April 2025

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Manager – Labour Market Demand



OVERVIEW

The vision of Workforce Opportunities and Residency Cayman (WORC) is to drive sustainable prosperity for the Cayman Islands. This will create the environment to support the full and productive employment of Caymanians and achieve prosperity for all residents. In order to attain these objectives, Caymanians need to be educated and trained at international standards to guarantee global competitiveness. An important task in accomplishing this mission, is to determine the labour needs of the country through job postings.

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 has navigated its way out of the pandemic, it is expected that job postings should increase as the economy continues to grow.

The purpose of this report is to provide a description of job postings by different classifications each month. Additionally, a year-to-date 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 WORC.**

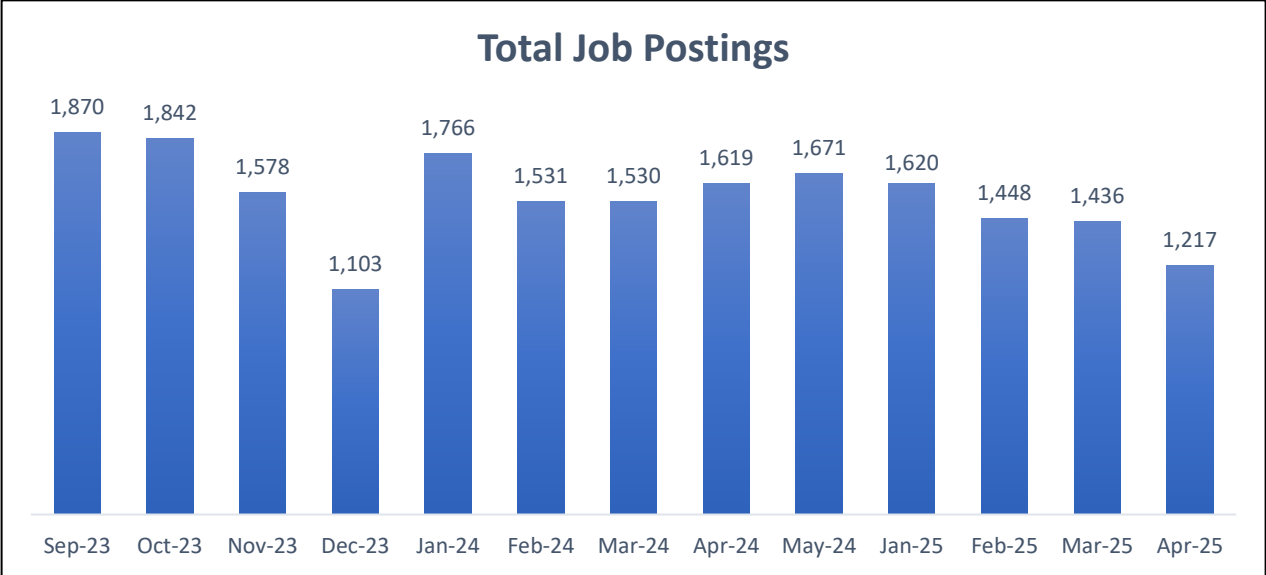
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Total Job Postings

A total of 1,217 jobs were advertised during April 2025 relative to 1,436 postings in the previous month and 1,619 postings in April 2024 (see Figure 1). For January to April of 2025, there were 5,721 job advertisements compared with 6,446 advertisements in the comparable period of 2024.

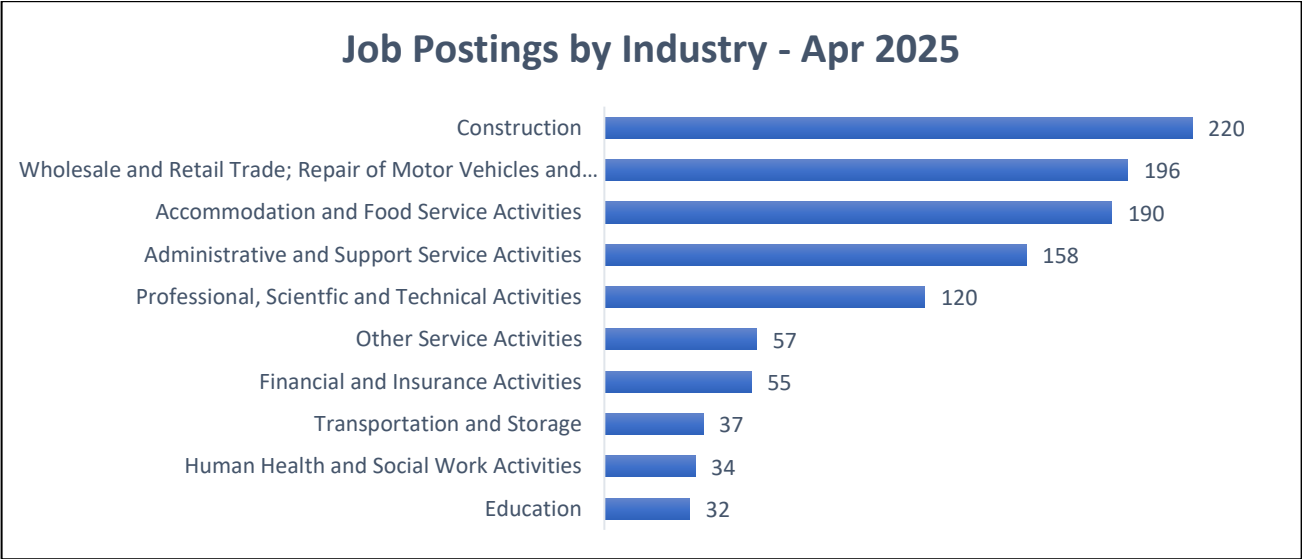
Figure 1.



Industry

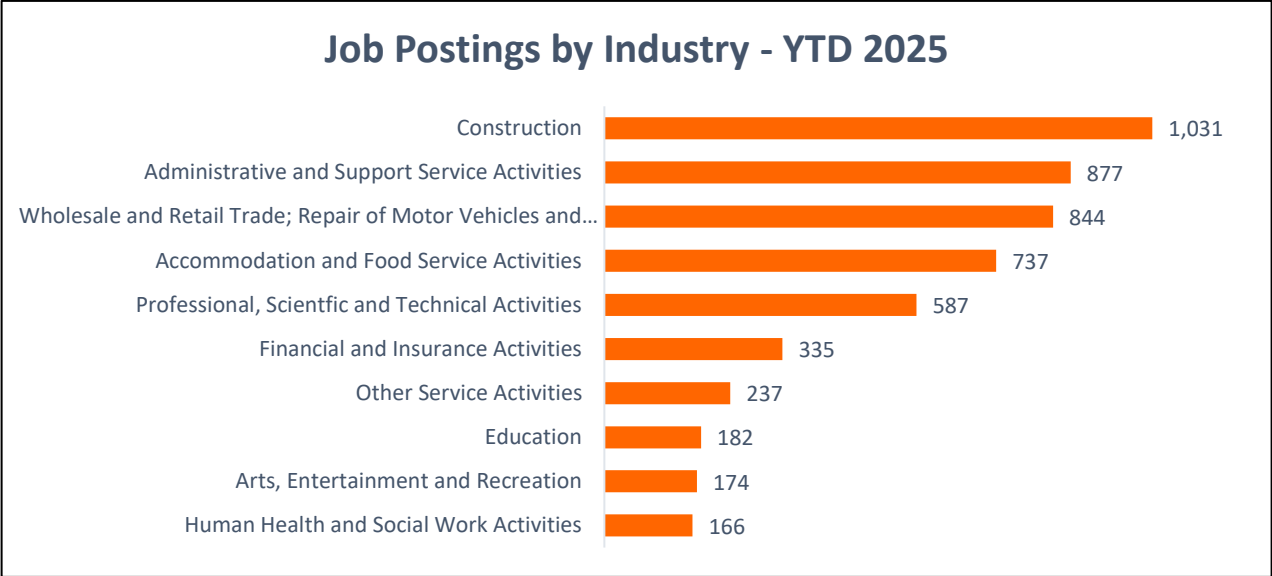
The Construction industry accounted for 220 job postings, representing 18.1 percent of the total number of job openings in April 2025 (see Figure 2). The Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry followed with 196 job advertisements (16.1%) while the Accommodation and Food Service Activities industry recorded 190 job openings (15.6%).

Figure 2.



For January to April of 2025, the Construction industry accounted for most job postings, recording 1,031 or 18.0 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 877 job advertisements (15.3%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 844 job openings (14.8%).

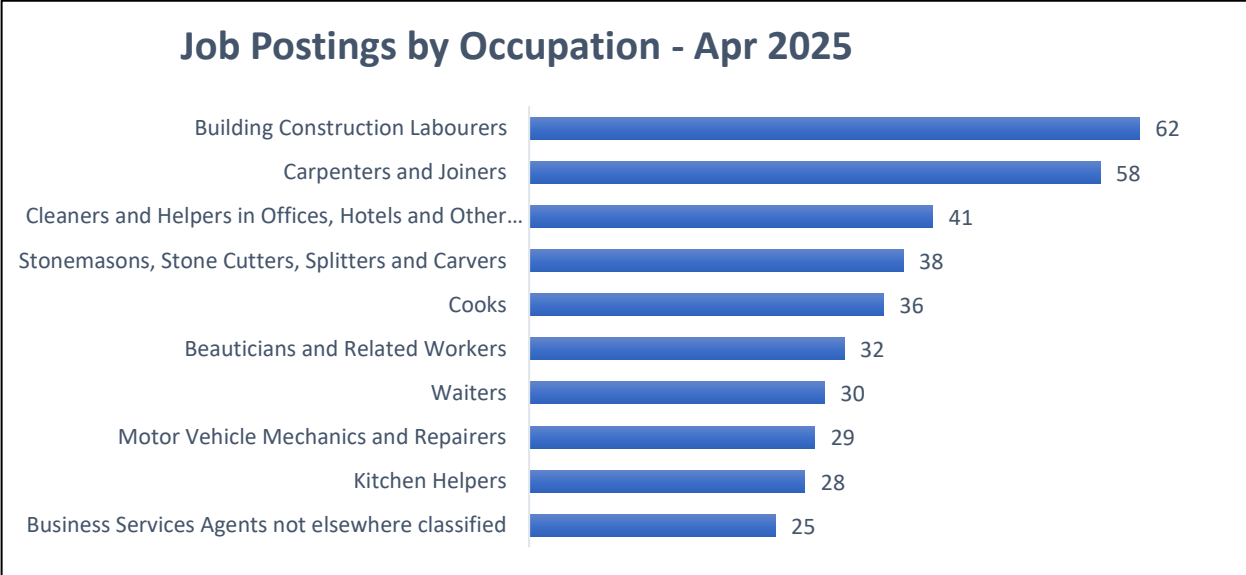
Figure 3.



Occupation

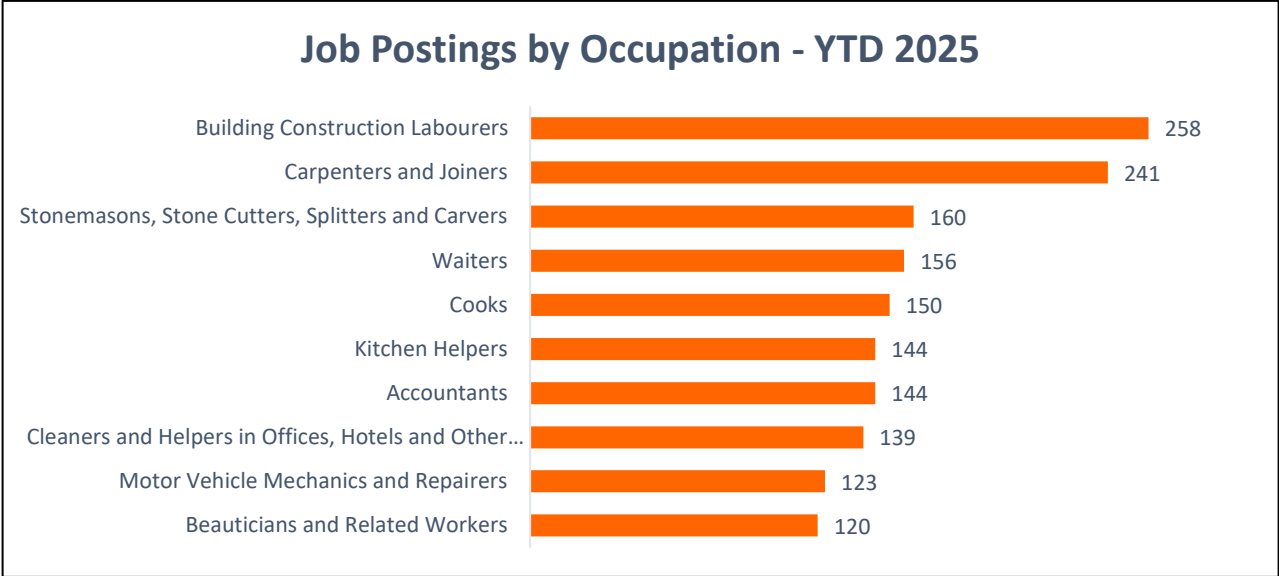
For the review month, Building Construction Labourers accounted for 62 job postings which represented 5.1 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 58 job postings (4.8% of the total) while Cleaners and Helpers in Offices, Hotels and Other Establishments recorded 41 job postings or 3.4 percent of the total.

Figure 4.



For YTD 2025, Building Construction Labourers accounted for 258 job postings which represented 4.5 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 241 job postings (4.2%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 160 job openings or 2.8 percent of the total.

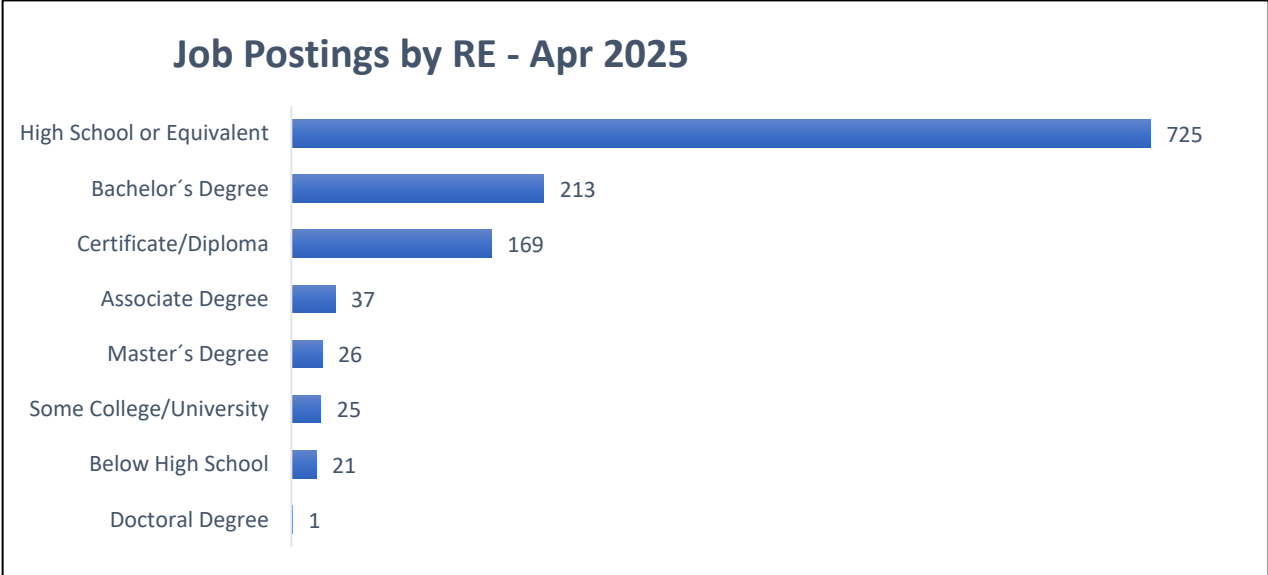
Figure 5.



Required Education (RE)

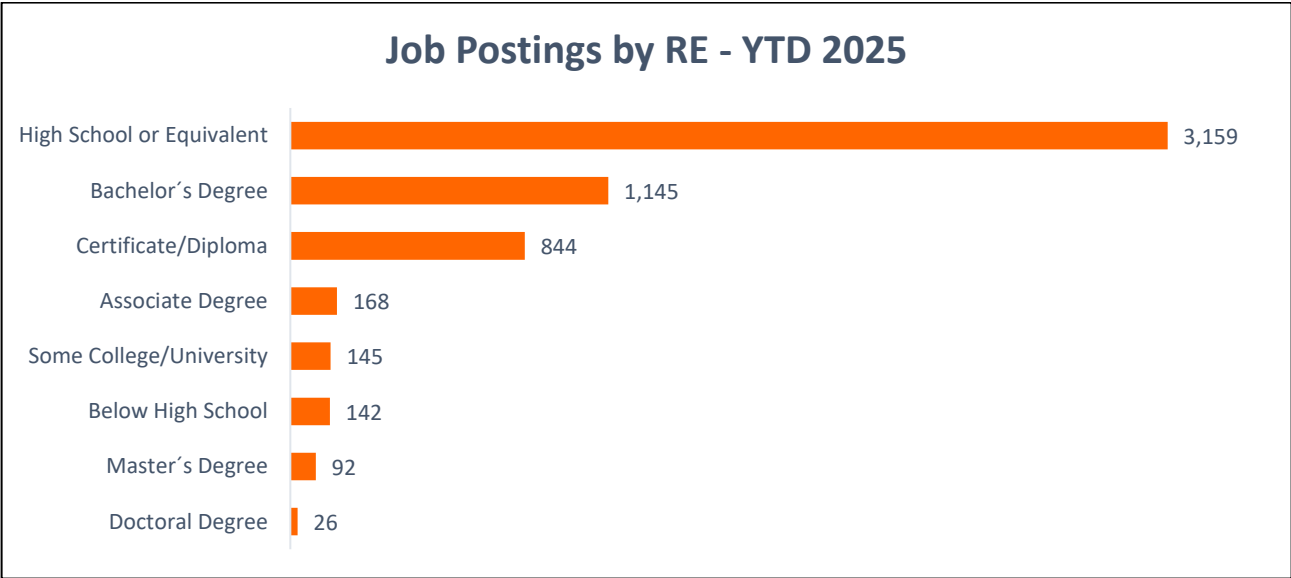
For April 2025, 725 postings (59.6%) required persons with a High School or Equivalent qualification, 213 (17.5%) required persons with a Bachelor’s Degree and 169 (13.9%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



During the first four months of the year, 3,159 postings (55.2%) required persons with a High School or Equivalent qualification, 1,145 (20.0%) required persons with a Bachelor’s Degree and 844 (14.8%) required persons with a Certificate or Diploma (see Figure 7).

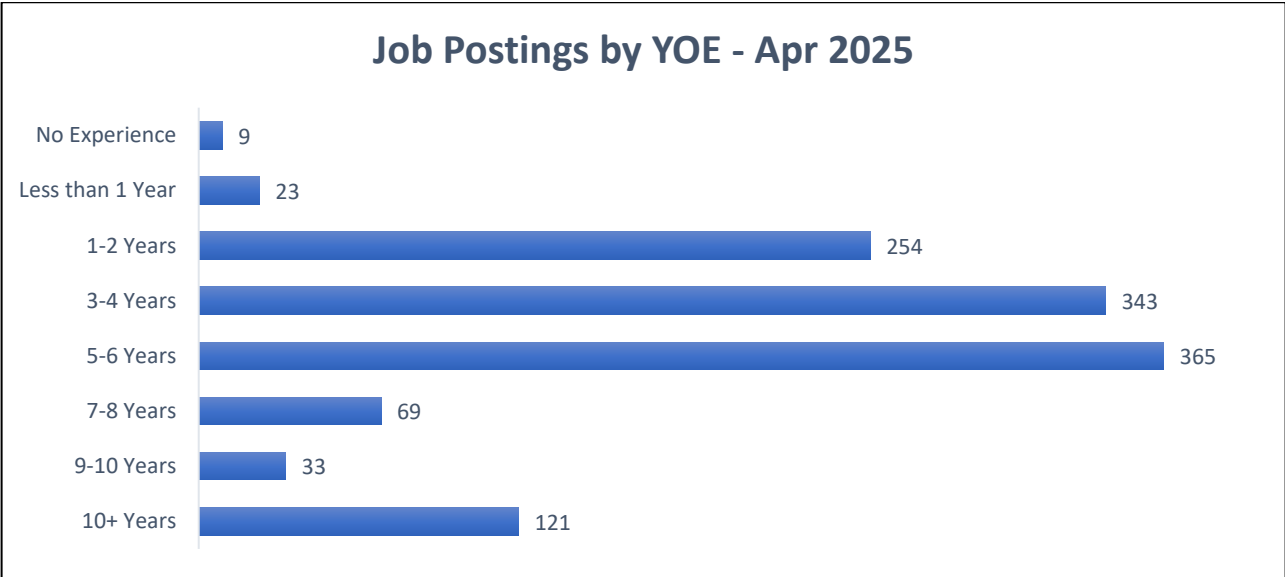
Figure 7.



Years of Experience (YOE)

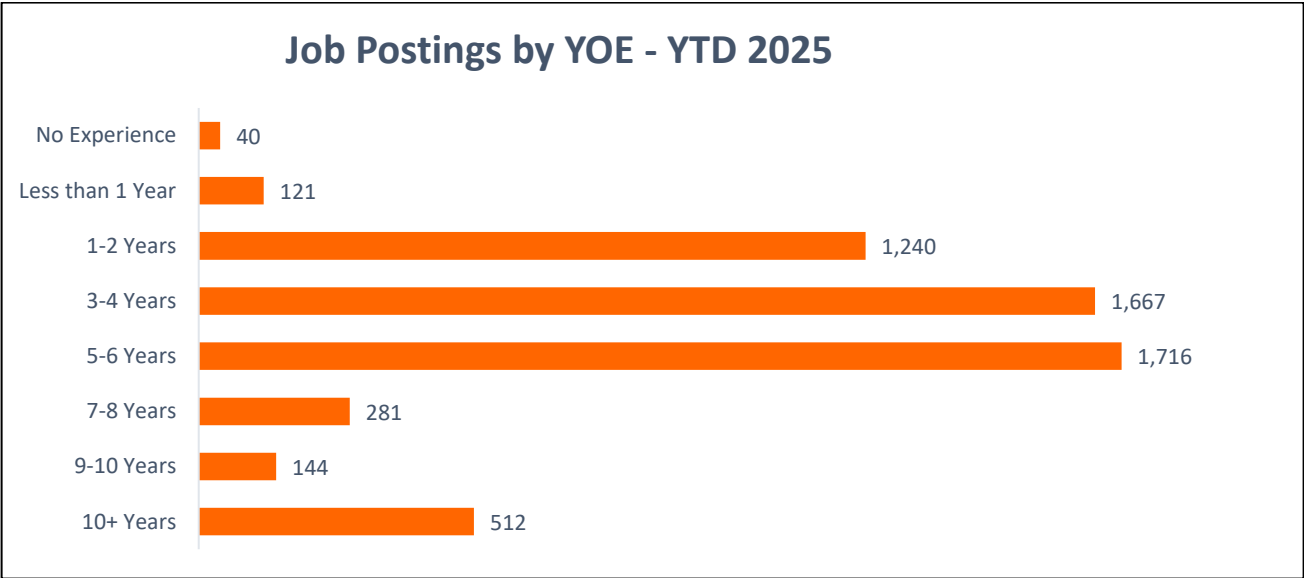
For the review month, 365 job advertisements (30.0%) required persons with five to six years’ experience, 343 job postings (28.2%) required persons with three to four years’ experience while 254 job openings (20.9%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 5,721 job postings recorded in January to April of 2025, 1,716 (30.0%) required persons with five to six years’ experience, 1,667 (29.1%) required persons with three to four years’ experience while 1,240 (21.7%) required persons with one to two years’ experience (see Figure 9).

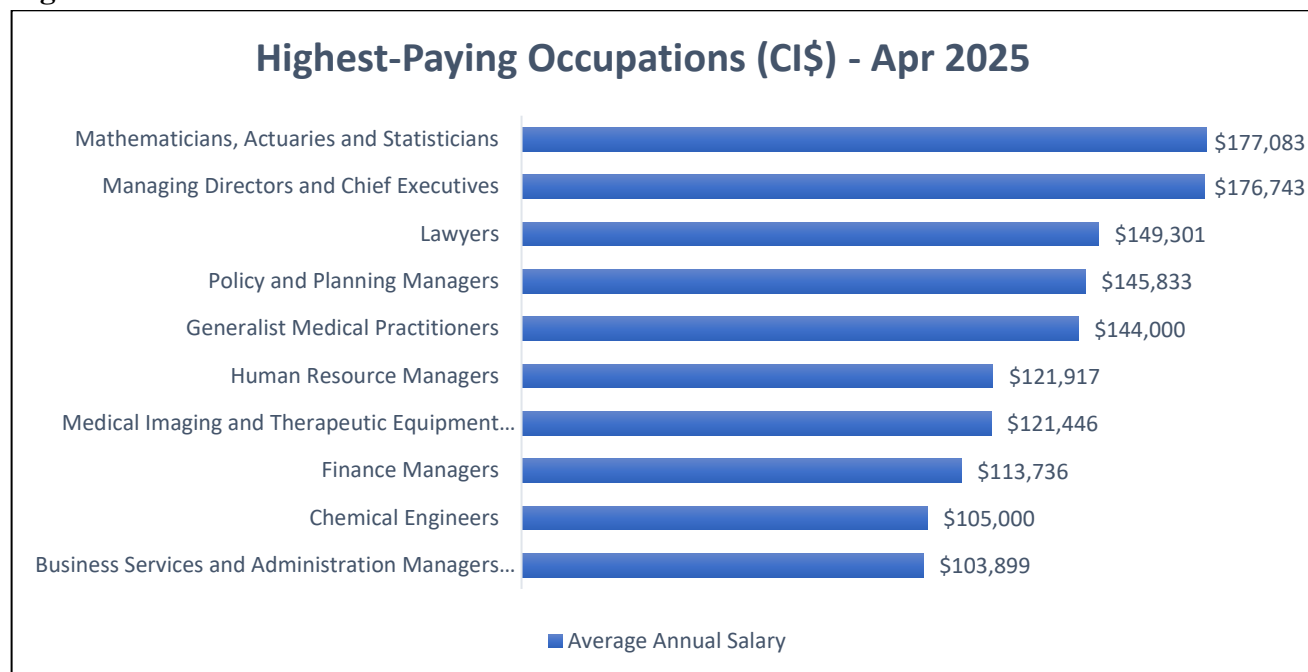
Figure 9.



Salary

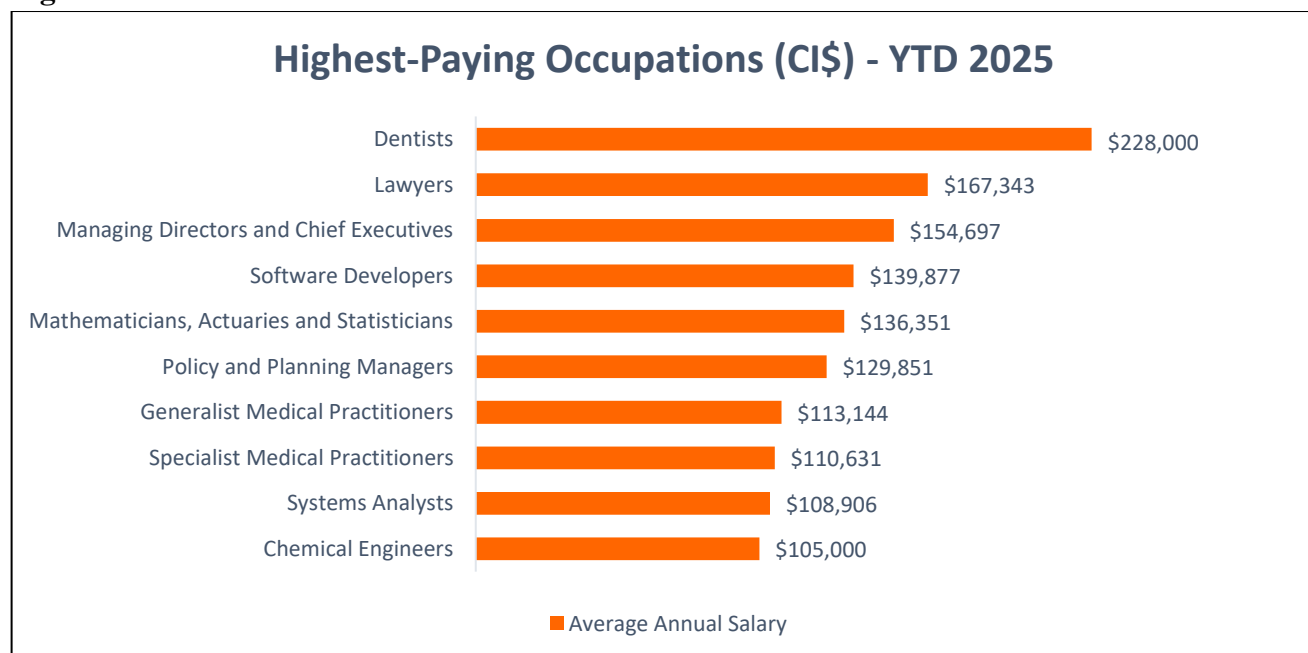
The highest-paying job postings in the review month were recorded by Mathematicians, Actuaries and Statisticians with an average annual salary of \$177,083 (see Figure 10). Managing Directors and Chief Executives followed with an average annual salary of \$176,743, after which Lawyers proceeded with an average annual salary of \$149,301.

Figure 10.



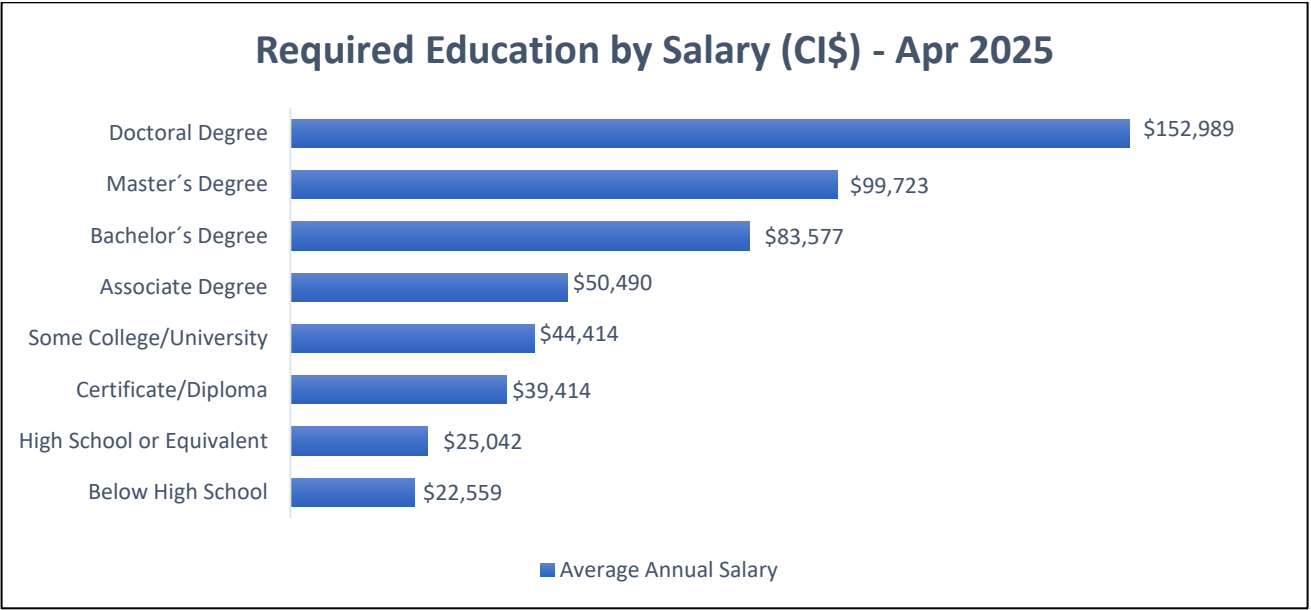
For the YTD, Dentists was the highest-paying occupation with an average annual salary of \$228,000 (see Figure 11). Lawyers followed with an average annual salary of \$167,343 while Managing Directors and Chief Executives was next with an average annual salary of \$154,697.

Figure 11.



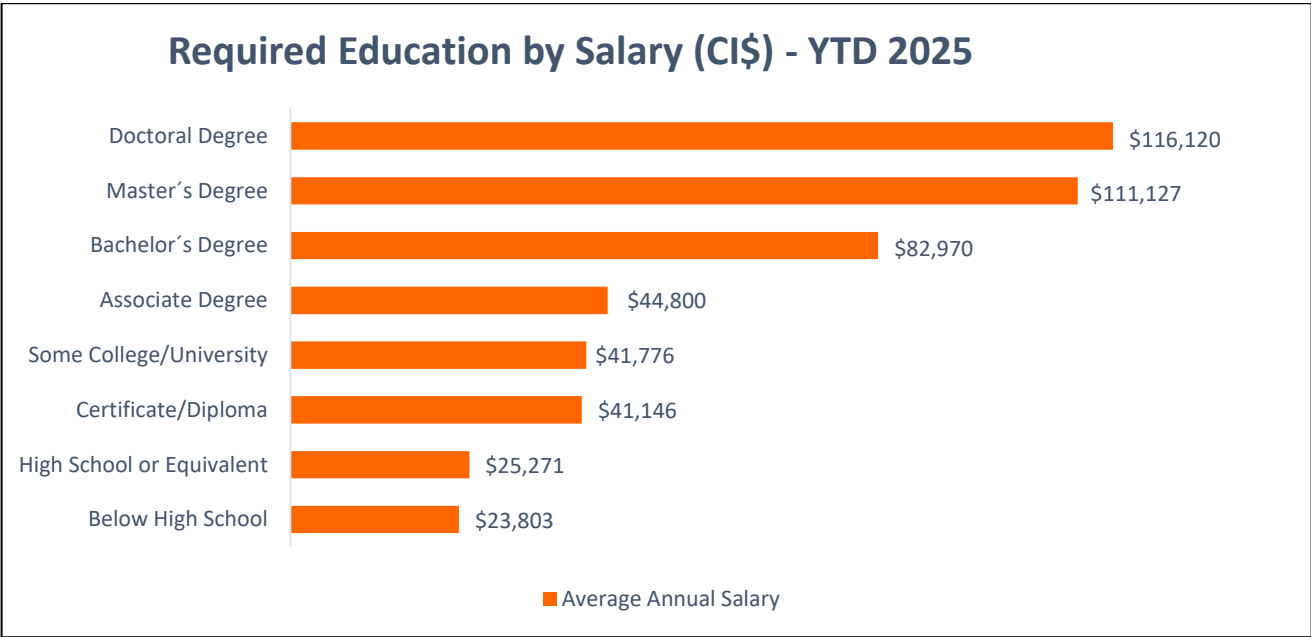
For April 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$152,989. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$99,723 and \$83,577, respectively (see Figure 12).

Figure 12.



For January to April of 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$116,120. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$111,127 and \$82,970, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – April 2025

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CI\$)
Lawyers	\$168,990
Managing Directors and Chief Executives	\$156,736
Finance Managers	\$131,771
Business Services and Administration Managers	\$116,157
Accountants	\$95,208

Figure 14.

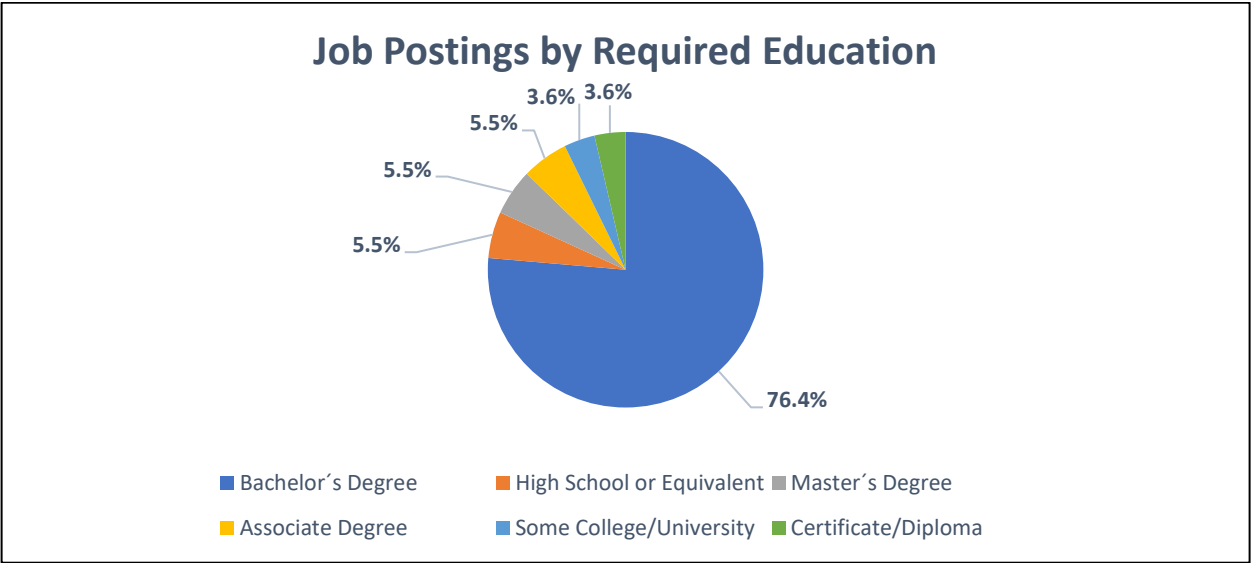
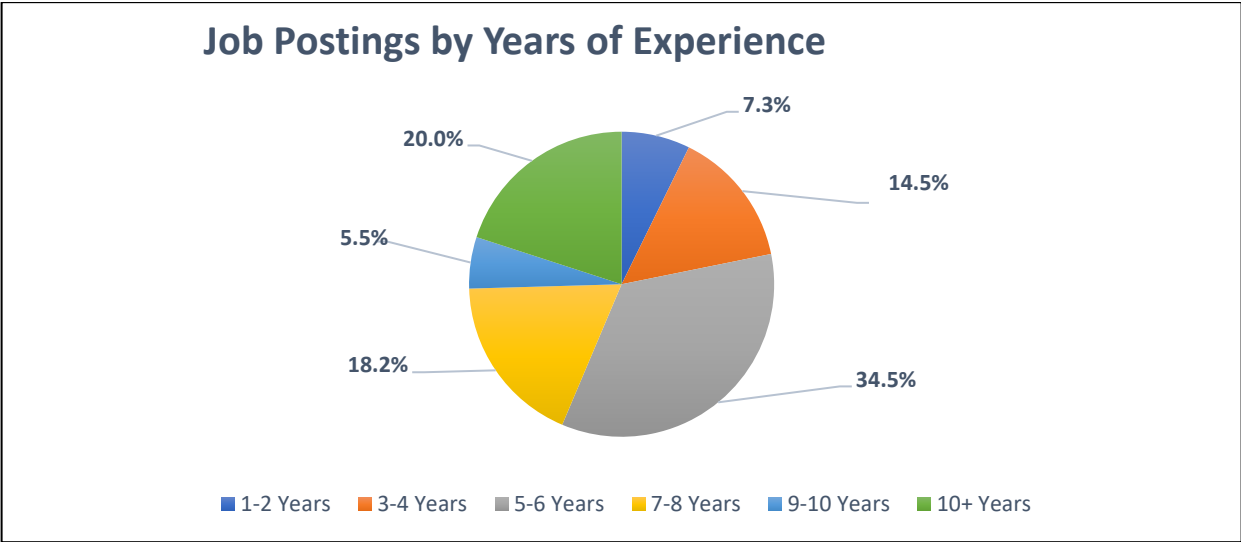


Figure 15.



Professional, Scientific and Technical Activities (includes legal, accounting, advertising, architectural, engineering and management consultancy firms)

Table 2.

Highest-Paying Occupations	Average Annual Salary (CI\$)
Managing Directors and Chief Executives	\$198,611
Mathematicians, Actuaries and Statisticians	\$177,083
Human Resource Managers	\$157,708
Lawyers	\$148,143
Policy and Planning Managers	\$145,833

Figure 16.

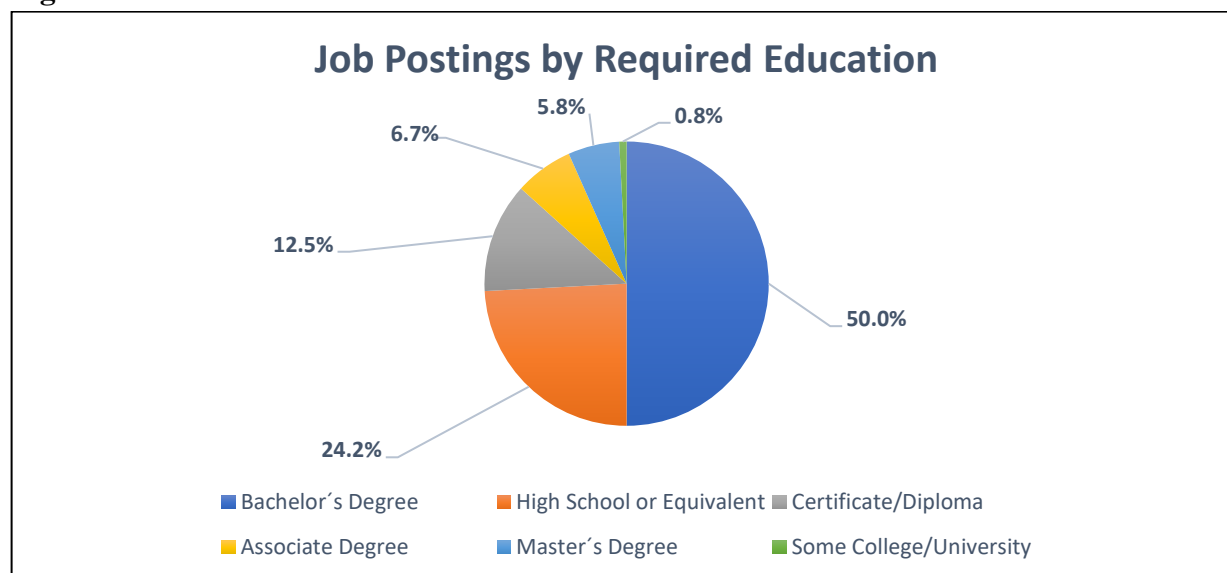
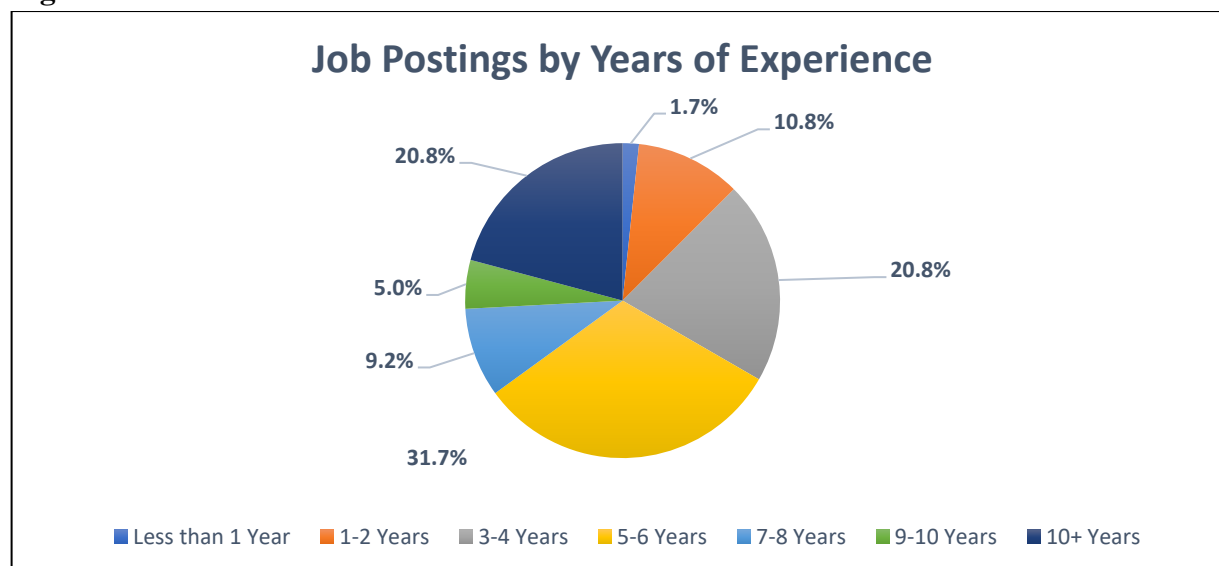


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CI\$)
Industrial and Production Engineers	\$81,000
Pharmacists	\$68,000
ICT User Support Technicians	\$67,500
Nursing Professionals	\$60,068
Office Supervisors	\$57,002

Figure 18.

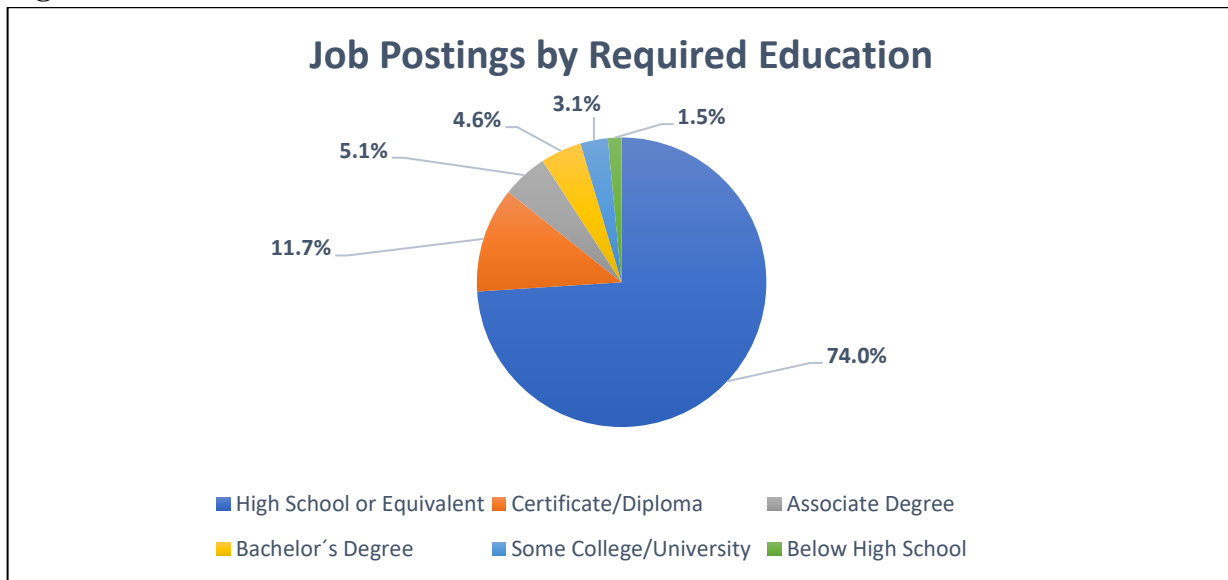
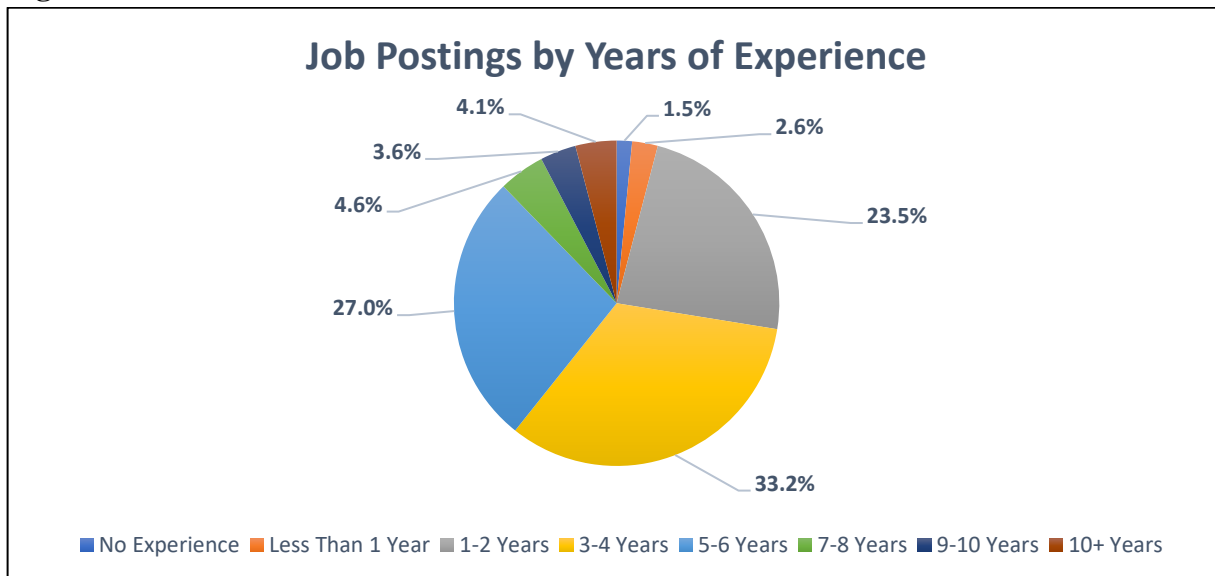


Figure 19.



Summary

- A total of 1,217 job postings in April 2025 relative to 1,619 postings in March 2024.
- The Construction, Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, and Accommodation and Food Service Activities industries dominated the job postings for the review month. The Administrative and Support Service Activities industry was the second most dominant industry in the YTD period.
- The most required level of educational attainment was for persons with a High School or Equivalent qualification followed by a Bachelor's Degree and a Certificate/Diploma for the month and YTD period.
- Persons with five to six years' experience were the most desired in both review periods proceeded by persons with three to four years' experience.
- Job postings in the actuarial, financial services, legal, compliance, healthcare, human resources, technology, and engineering career fields dominated the highest salaries offered in both review periods.
- Higher levels of educational attainment correspond with increased levels of income.

Recommendations

One of the key ways to improve a person's prospect and quality of employment, and ultimately to enhance an individual's standard of living, is to raise his or her level of educational attainment. As Figures 12 and 13 show, there is a direct positive correlation between required education and salary earned. Therefore, strategies geared towards supporting education and training should be advocated to increase productivity, raise earnings, enhance job stability and improve quality of life. **Programs should adopt a skills-first approach, in tandem with global trends; and adhere to international standards to ensure the most efficient use of resources and guarantee the highest return on investment.** Notably:

- There should be increased public-private partnerships to address key bottlenecks such as the skills gap in the local labour market (*see recommendations from the May 2023 report and previous editions*). Key partners include WORC, UCCI, ICCI, private sector and entities such as the Cayman Islands Chamber of Commerce.
- There needs to be a Memorandum of Understanding between WORC and the Ministry of Education to bridge the gap between labour needs and supply. This partnership will provide critical insight into the jobs and skills needed for the future world of work and allow the Ministry of Education to implement policy to intervene at an early stage to adequately prepare students for this new paradigm.
- Central Government, through the Civil Service College, should continue to invest in lifelong learning on the job to prepare staff for the future of work and better assist employees in transitioning from declining roles to emerging ones. The future of work will be one with greater technological advancement, particularly with the increased adoption of artificial intelligence in business processes. Therefore, the Central Government's workforce will need to be more 'agile' to adapt and respond to the constantly-changing needs of its customers.
- Private sector employers should offer more opportunities, such as apprenticeships, to address the need for more entry level jobs into the workforce for students completing their university degrees. As Figures 8 and 9 show, jobs requiring no experience are the lowest compared with the other jobs that require some level of experience.

Appendix

Table A1. Job Postings by Industry

Industry	YTD 2024	YTD 2025	% Change
Accommodation and Food Service Activities	919	737	-19.8
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	27	41	51.9
Administrative and Support Service Activities	905	877	-3.1
Agriculture, Forestry and Fishing	34	35	2.9
Arts, Entertainment and Recreation	124	174	40.3
Construction	1,334	1,031	-22.7
Education	205	182	-11.2
Electricity, Gas, Steam and Air Conditioning Supply	24	31	29.2
Financial and Insurance Activities	401	335	-16.5
Human Health and Social Work Activities	219	166	-24.2
Information and Communication	66	59	-10.6
Manufacturing	115	102	-11.3
Mining and Quarrying	19	12	-36.8
Other Service Activities	351	237	-32.5
Professional, Scientific and Technical Activities	447	587	31.3
Public Administration and Defence; Compulsory Social Security	-	2	-
Real Estate Activities	128	74	-42.2
Transportation and Storage	226	157	-30.5
Water Supply; Sewerage, Waste Management and Remediation Activities	34	38	11.8
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	868	844	-2.8
Total	6,446	5,721	-11.2

Table A2. Job Postings by Most Advertised Occupation

Occupation	YTD 2025
Building Construction Labourers	258
Carpenters and Joiners	241
Stonemasons, Stone Cutters, Splitters and Carvers	160
Waiters	156
Cooks	150
Kitchen Helpers	144
Accountants	144
Cleaners and Helpers in Offices, Hotels and Other Establishments	139
Motor Vehicle Mechanics and Repairers	123
Beauticians and Related Workers	120
Business Services and Administration Managers not elsewhere classified	112
Lawyers	98
Finance Managers	83
Food Service Counter Attendants	76
Bartenders	75
Sales Workers not elsewhere classified	73
Business Services Agents not elsewhere classified	73
Chefs	70
Hairdressers	70
Managing Directors and Chief Executives	65

Table A3. Job Postings by Required Education

Required Education	YTD 2024	YTD 2025	% Change
No Education*	436	-	-
Below High School**	-	142	-
High School or Equivalent***	3,623	3,159	-12.8
Some College/University	116	145	25.0
Certificate/Diploma	850	844	-0.7
Associate Degree	190	168	-11.6
Bachelor's Degree	1,118	1,145	2.4
Master's Degree	78	92	17.9
Doctoral Degree	27	26	-3.7
Total	6,446	5,721	-11.2

*All job postings are now classified to a required educational level of attainment.

**Consists of job postings that require primary and middle school educational levels of attainment.

***Includes job postings that require some high school educational level of attainment.

Table A4. Job Postings by Years of Experience

Years of Experience	YTD 2025
No Experience	40
Less Than a Year	121
1 to 2 Years	1,240
3 to 4 Years	1,667
5 to 6 Years	1,716
7 to 8 Years	281
9 to 10 Years	144
10+ Years	512
Total	5,721

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2025 (CI\$)
Financial and Insurance Activities	91,781
Professional, Scientific and Technical Activities	85,394
Public Administration and Defence; Compulsory Social Security (Central Government)	81,543
Electricity, Gas, Steam and Air Conditioning Supply	73,782
Information and Communication	65,544
Human Health and Social Work Activities	58,333
Education	53,637
Real Estate Activities	40,588
Water Supply; Sewerage, Waste Management and Remediation Activities	38,642
Construction	34,066
Mining and Quarrying	32,625
Administrative and Support Service Activities	32,041
Arts, Entertainment and Recreation	30,698
Manufacturing	30,325
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,027
Transportation and Storage	28,361
Other Service Activities	26,925
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	26,652
Accommodation and Food Service Activities	25,079
Agriculture, Forestry and Fishing	24,484

Table A6. Job Postings by Highest-Paying Occupation

Occupation	Average Annual Salary for YTD 2025 (CI\$)
Dentists	228,000
Lawyers	167,343
Managing Directors and Chief Executives	154,697
Software Developers	139,877
Mathematicians, Actuaries and Statisticians	136,351
Policy and Planning Managers	129,851
Generalist Medical Practitioners	113,144
Specialist Medical Practitioners	110,631
Systems Analysts	108,906
Chemical Engineers	105,000
Environmental and Occupational Health and Hygiene Professionals	104,808
Education Managers	101,654
ICT Service Managers	99,983
Finance Managers	98,851
Construction Managers	97,751
Human Resource Managers	97,749
Insurance Representatives	94,167
Trade Brokers	91,667
Legal Professionals not elsewhere classified	91,667
University and Higher Education Teachers	91,627