



**WORC**

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN  
CAYMAN ISLANDS GOVERNMENT

# JOB POSTINGS REPORT

August 2025

---

**Prepared By:**

**Reinaldo Fletcher**

**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 and payment portal of WORC.**

# CONTENTS

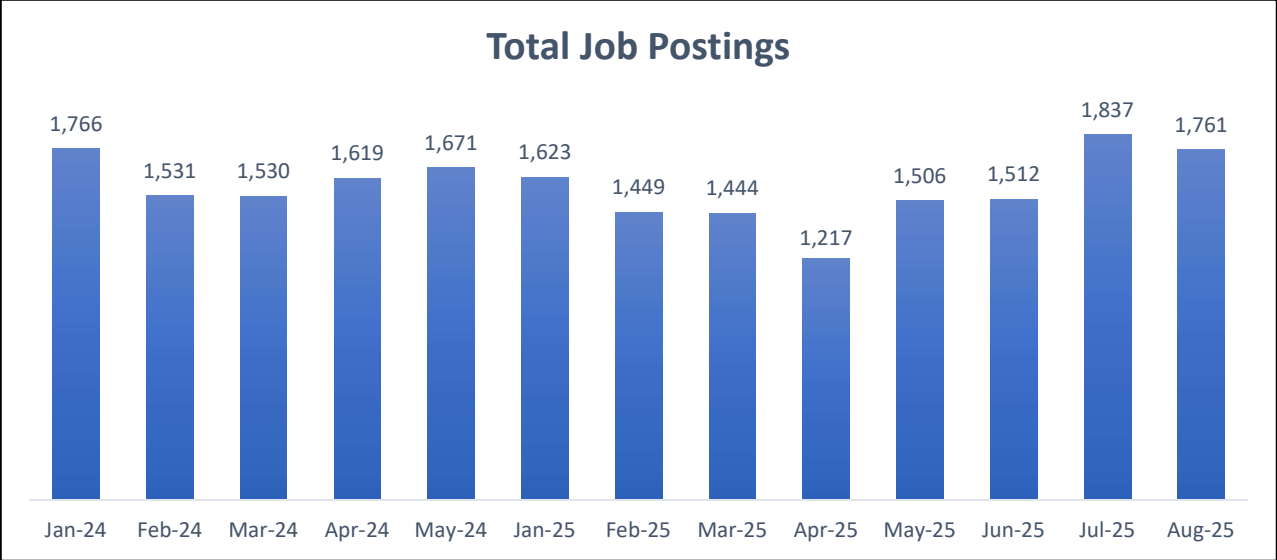
---

<b>Total Job Postings</b>	<b>1</b>
<b>Industry</b>	<b>1</b>
<b>Occupation</b>	<b>2</b>
<b>Required Education</b>	<b>3</b>
<b>Years of Experience</b>	<b>4</b>
<b>Salary</b>	<b>5</b>
<b>Key Industries to the Economy</b>	<b>8</b>
<b>Summary</b>	<b>11</b>
<b>Recommendations</b>	<b>12</b>
<b>Appendix</b>	<b>13</b>

# Total Number of Job Postings

A total of 1,761 jobs were advertised during August 2025 relative to 1,837 postings in the previous month (see Figure 1). For the first eight months of 2025, there were 12,349 job advertisements.

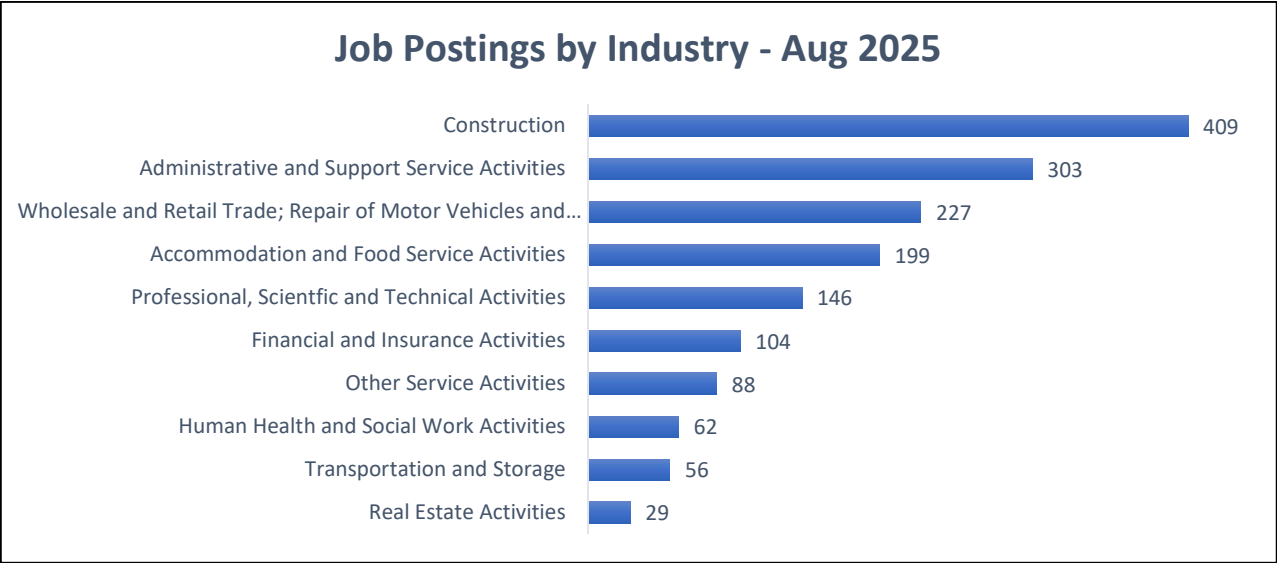
Figure 1.



# Industry

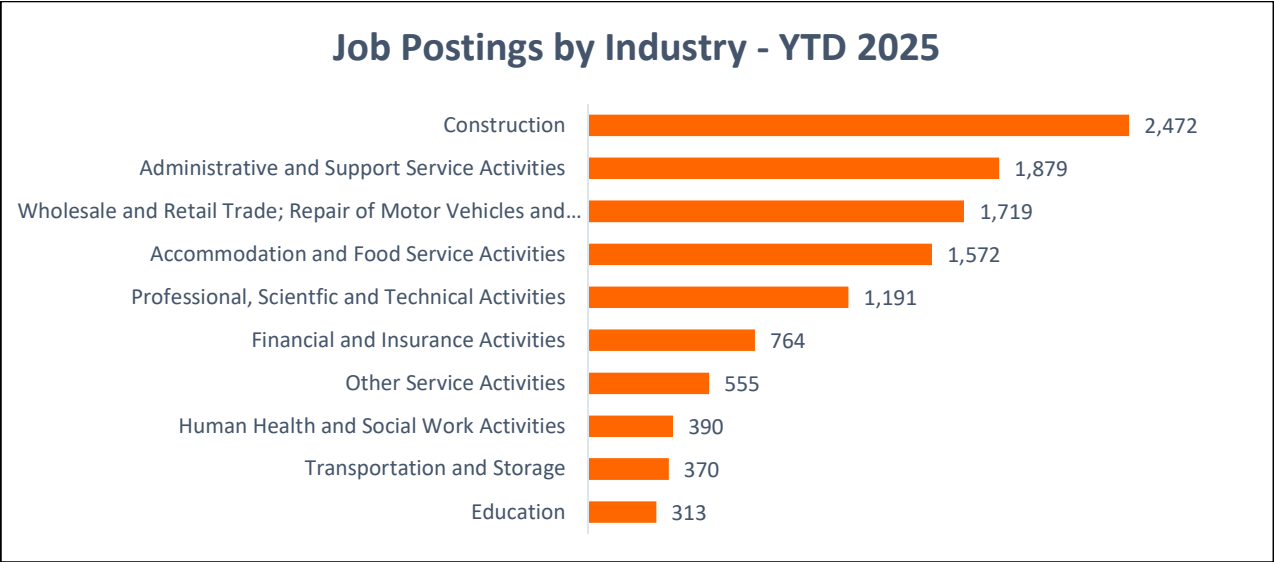
The Construction industry accounted for 409 job postings, representing 23.2 percent of the total number of job openings in August 2025 (see Figure 2). The Administrative and Support Service Activities industry followed with 303 job advertisements (17.2%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry recorded 227 job openings (12.9%).

Figure 2.



For the first eight months of 2025, the Construction industry accounted for most job postings, recording 2,472 or 20.0 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 1,879 job advertisements (15.2%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 1,719 job openings (13.9%).

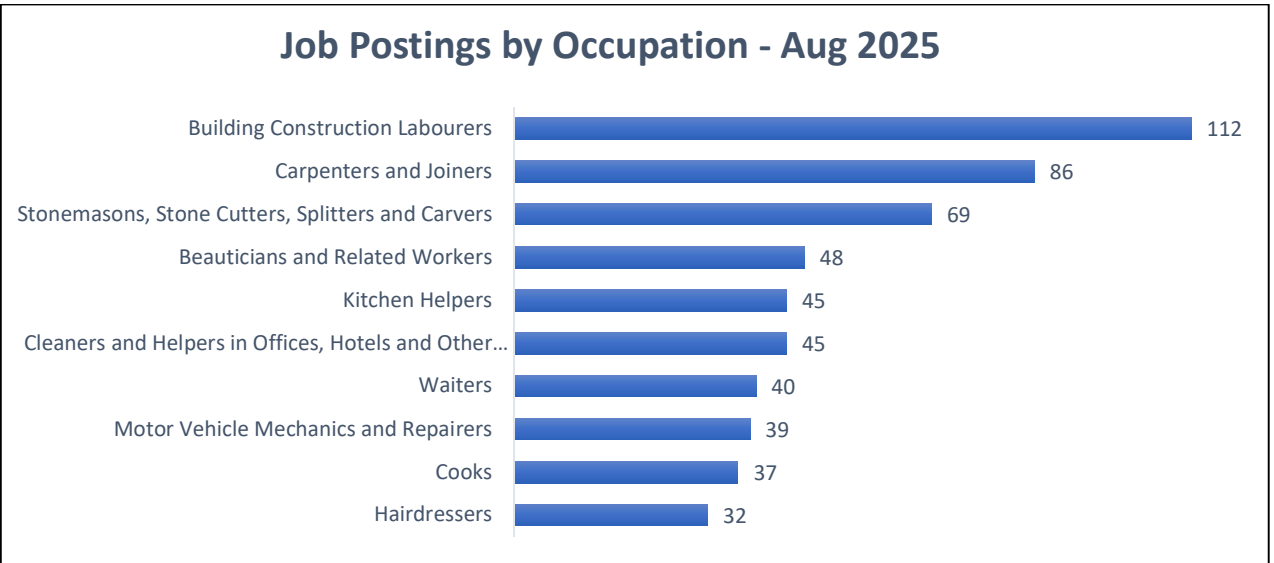
**Figure 3.**



## Occupation

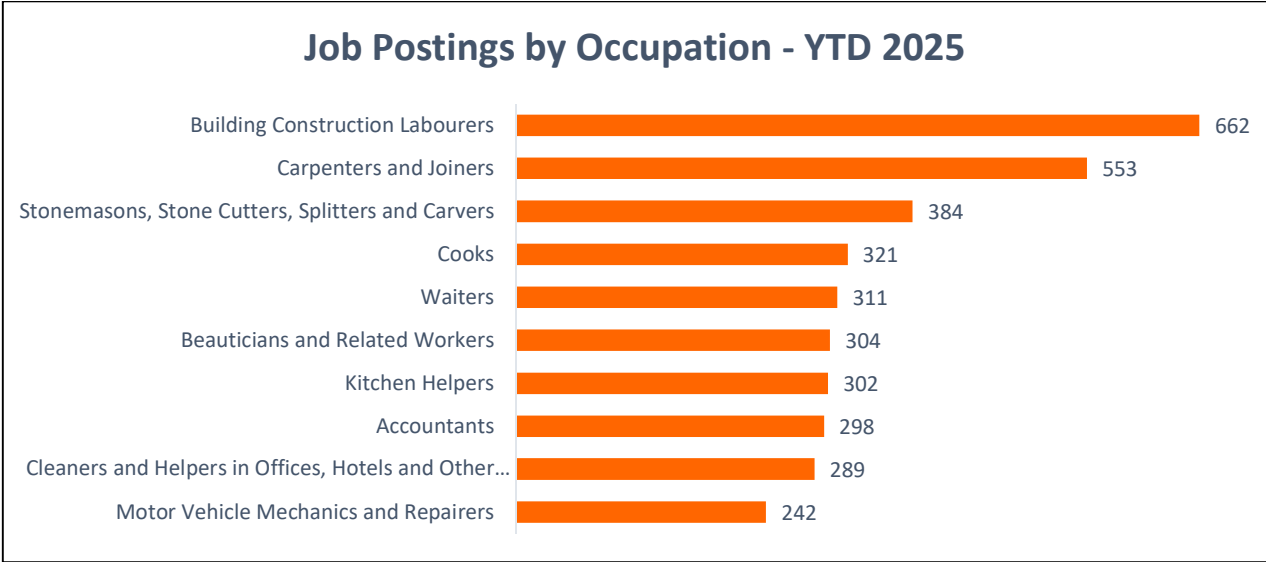
For the review month, Building Construction Labourers accounted for 112 job postings which represented 6.4 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 86 job postings (4.9% of the total) while Stonemasons, Stone Cutters, Splitters and Carvers recorded 69 job postings or 3.9 percent of the total.

**Figure 4.**



For the YTD, Building Construction Labourers accounted for 662 job postings which represented 5.4 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 553 job postings (4.5%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 384 job openings or 3.1 percent of the total.

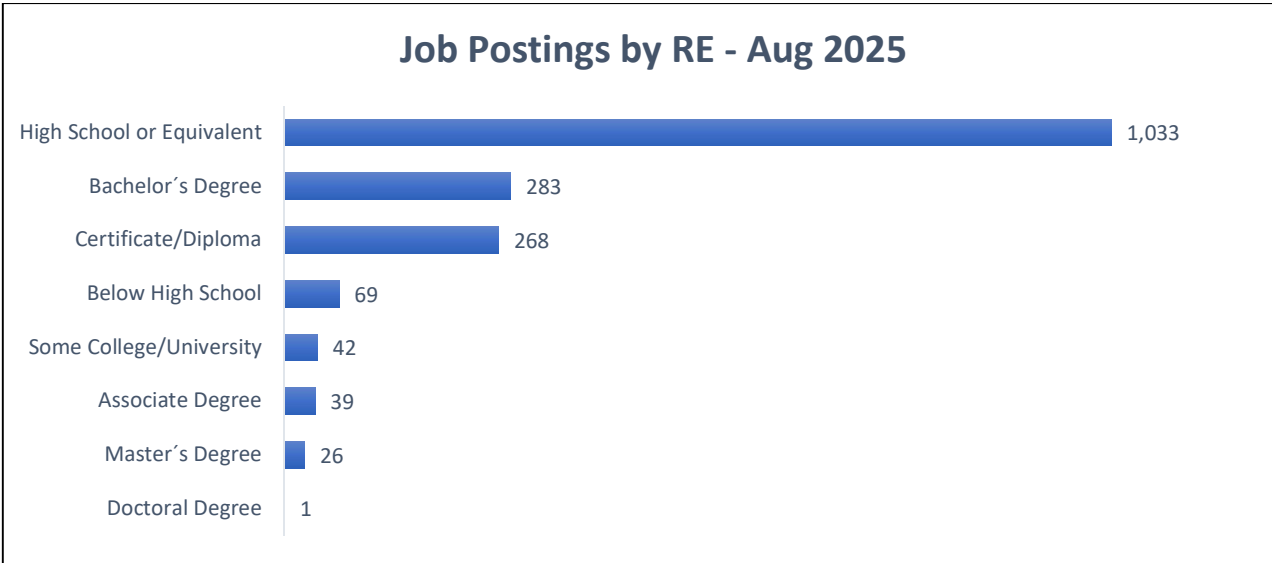
**Figure 5.**



## Required Education (RE)

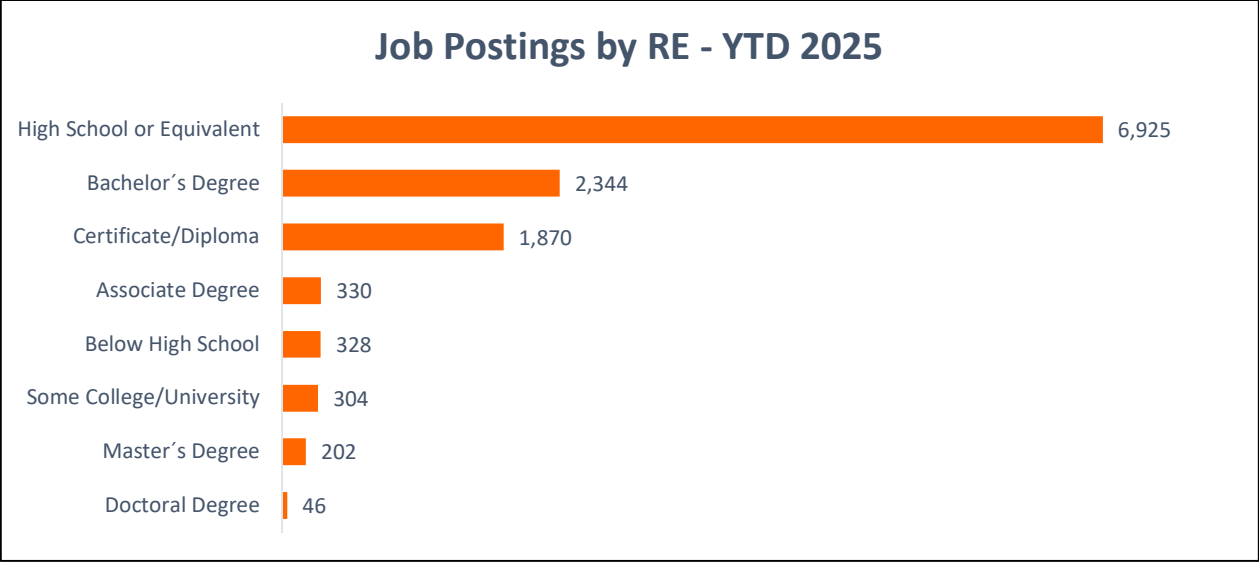
For August 2025, 1,033 postings (58.7%) required persons with a High School or Equivalent qualification, 283 (16.1%) required persons with a Bachelor’s Degree and 268 (15.2%) required persons with a Certificate or Diploma (see Figure 6).

**Figure 6.**



For the YTD, 6,925 postings (56.1%) required persons with a High School or Equivalent qualification, 2,344 (19.0%) required persons with a Bachelor’s Degree and 1,870 (15.1%) required persons with a Certificate or Diploma (see Figure 7).

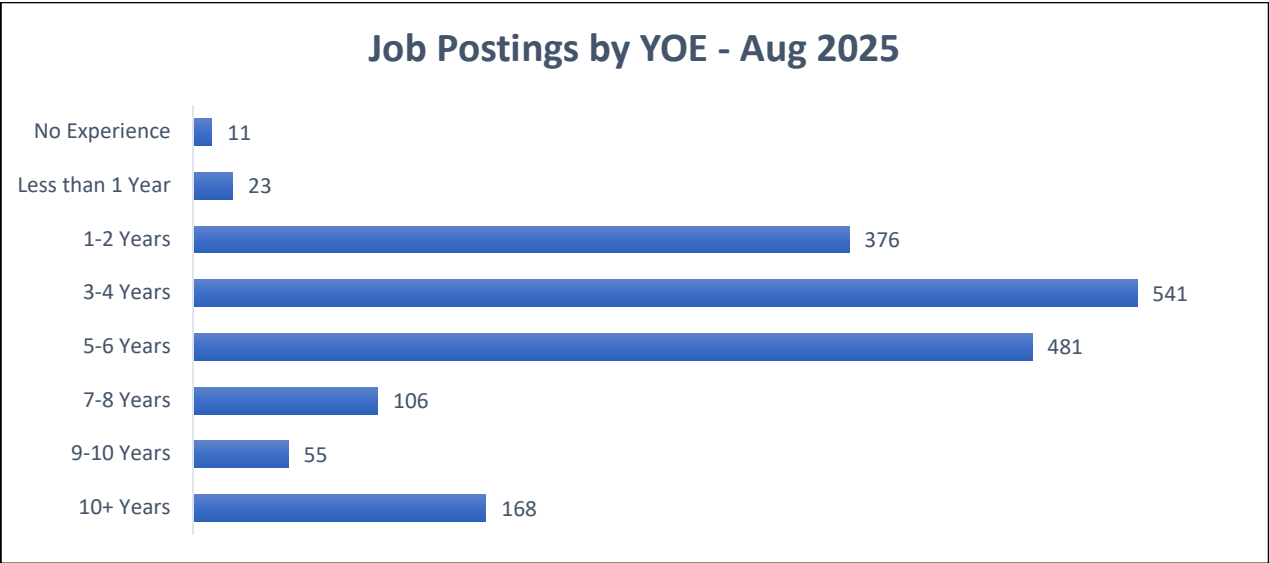
**Figure 7.**



## Years of Experience (YOE)

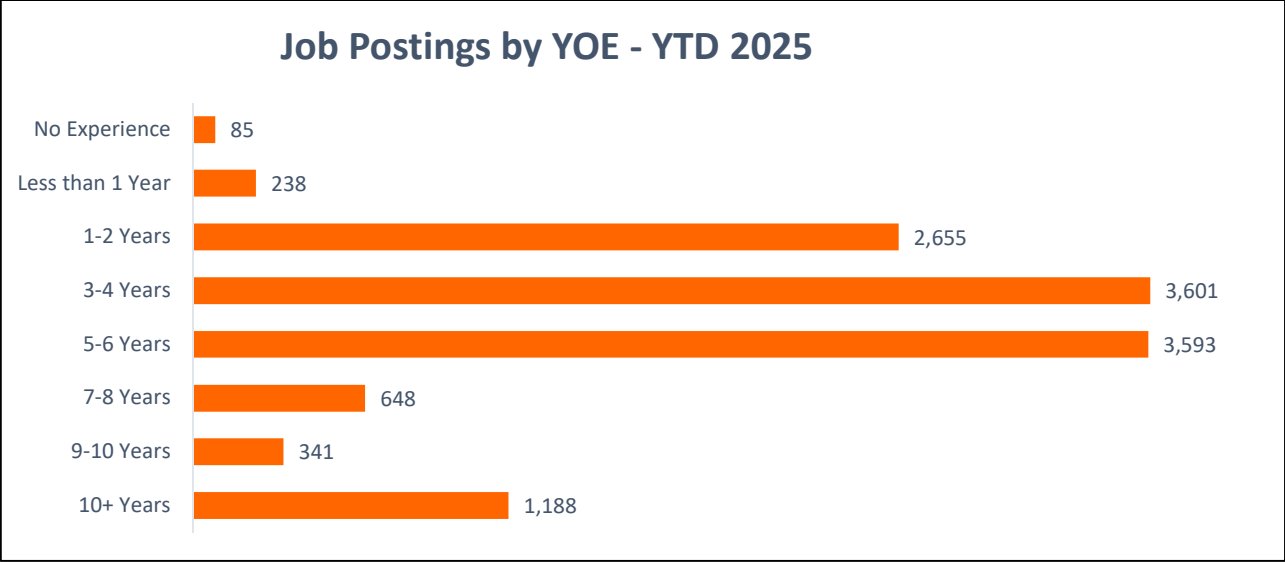
For the review month, 541 job advertisements (30.7%) required persons with three to four years’ experience, 481 job postings (27.3%) required persons with five to six years’ experience while 376 job openings (21.4%) required persons with one to two years’ experience (see Figure 8).

**Figure 8.**



Of the 12,349 job postings recorded in January to August of 2025, 3,601 (29.2%) required persons with three to four years’ experience, 3,593 (29.1%) required persons with five to six years’ experience while 2,655 (21.5%) required persons with one to two years’ experience (see Figure 9).

**Figure 9.**

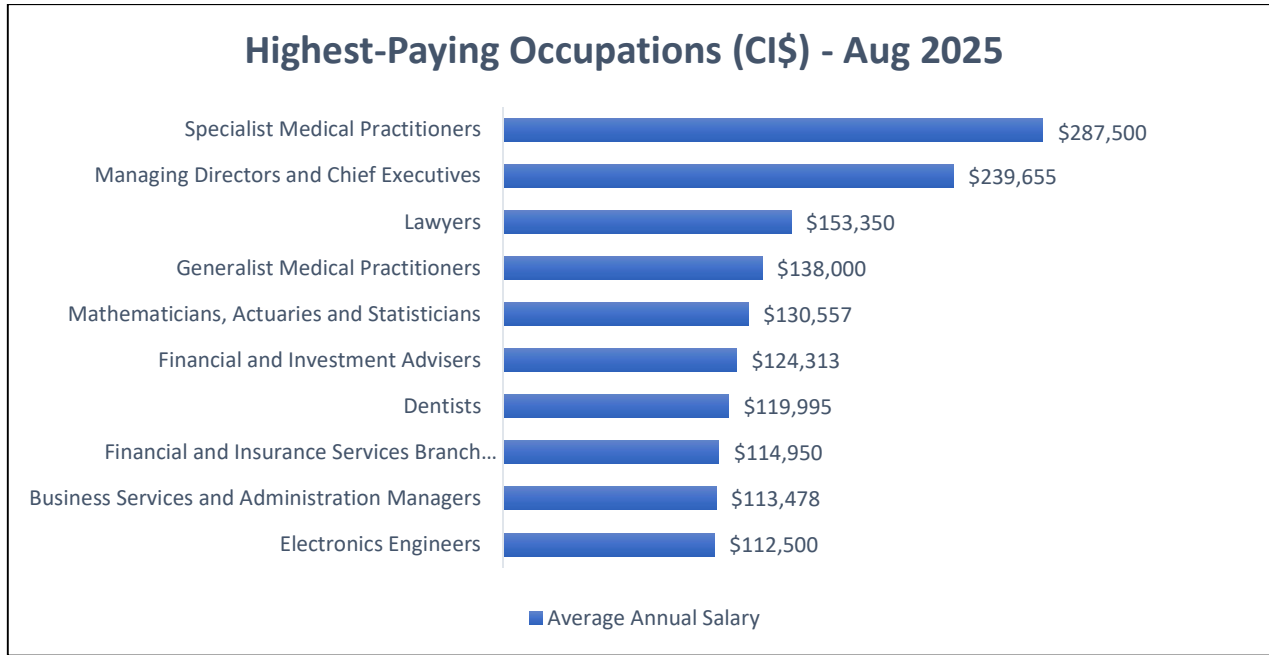


## Salary

The highest-paying job postings in the review month were recorded by Specialist Medical Practitioners with an average annual salary of \$287,500 (see Figure 10). Managing Directors and Chief Executives followed with an average annual salary of \$239,655, after which Lawyers proceeded with an average annual salary of \$153,350.

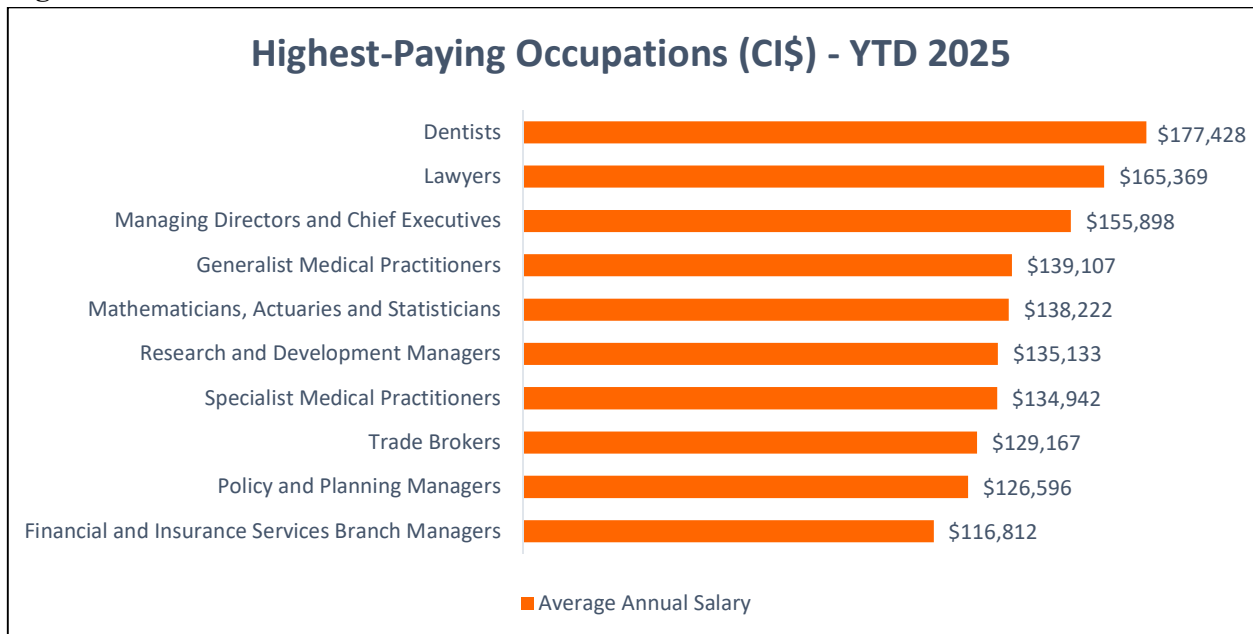


**Figure 10.**



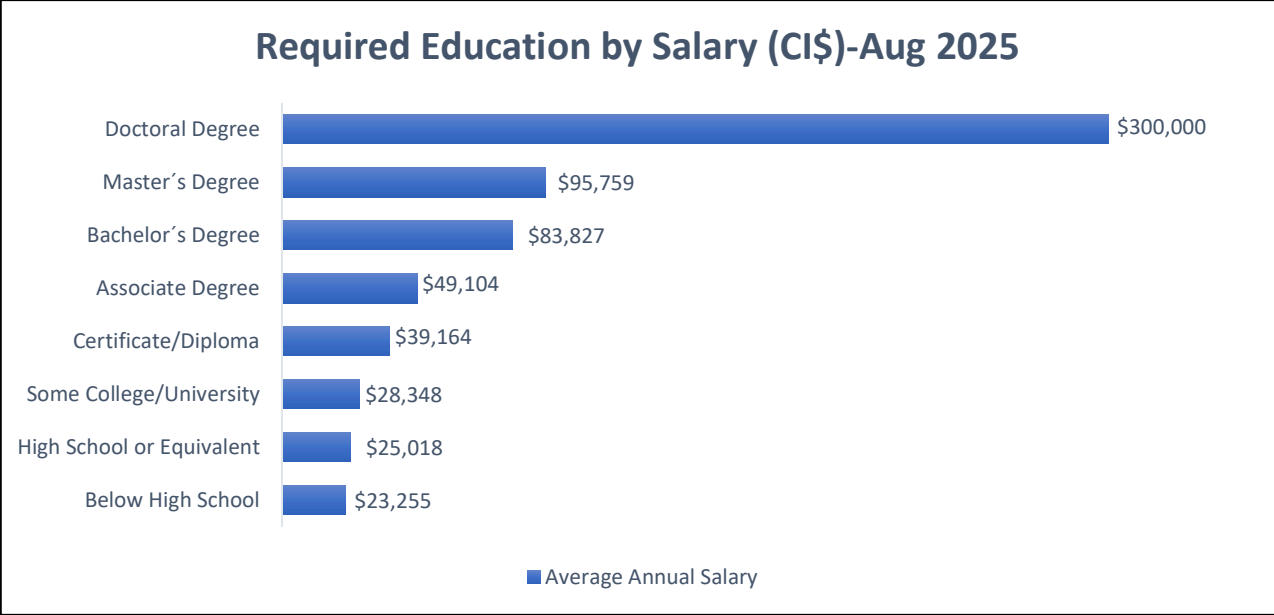
For the YTD, Dentists was the highest-paying occupation with an average annual salary of \$177,428 (see Figure 11). Lawyers followed with an average annual salary of \$165,369 while Managing Directors and Chief Executives was next with an average annual salary of \$155,898.

**Figure 11.**



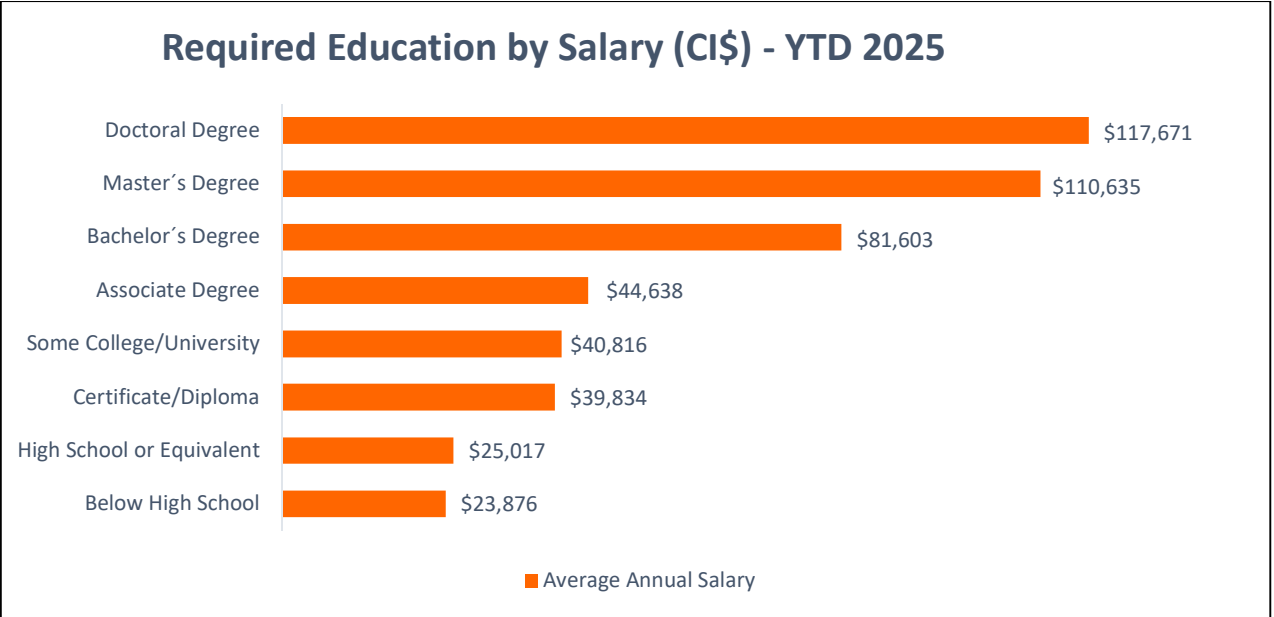
For August 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$300,000. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$95,759 and \$83,827, respectively (see Figure 12).

**Figure 12.**



For the YTD, jobs requiring a Doctoral Degree paid the highest average annual salary of \$117,671. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$110,635 and \$81,603, respectively (see Figure 13).

**Figure 13.**



# Key Industries to the Economy – August 2025

## Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$260,917
Mathematicians, Actuaries and Statisticians	\$138,751
Business Services and Administration Managers n.e.c.	\$132,969
Policy and Planning Managers	\$126,886
Financial and Investment Advisers	\$124,313

n.e.c. – not elsewhere classified

Figure 14.

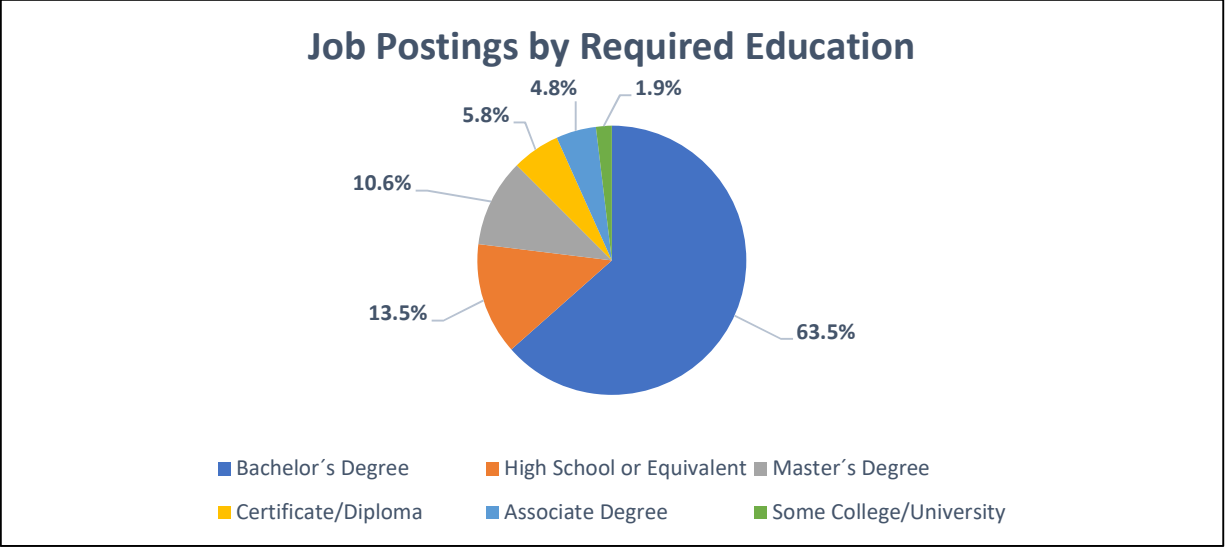
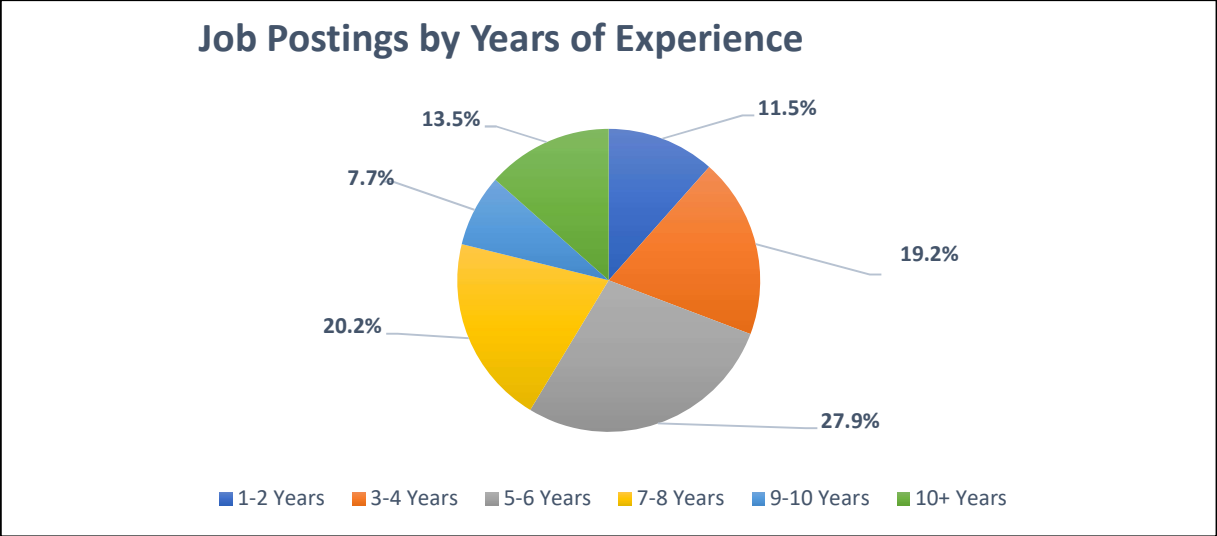


Figure 15.

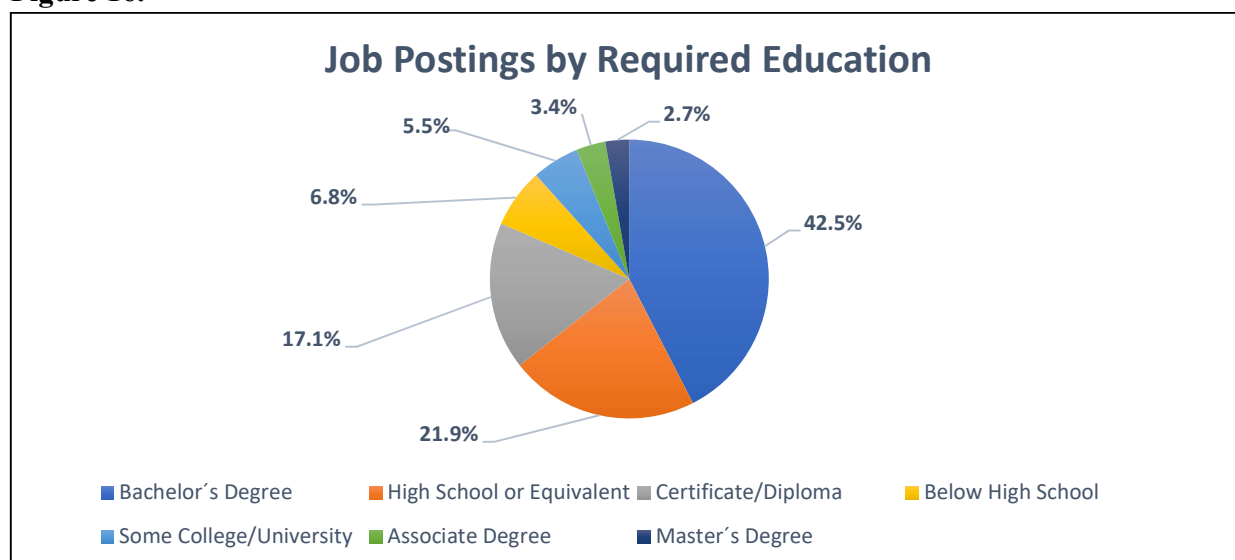


## Professional, Scientific and Technical Activities (includes legal, accounting, advertising, architectural, engineering and management consultancy firms)

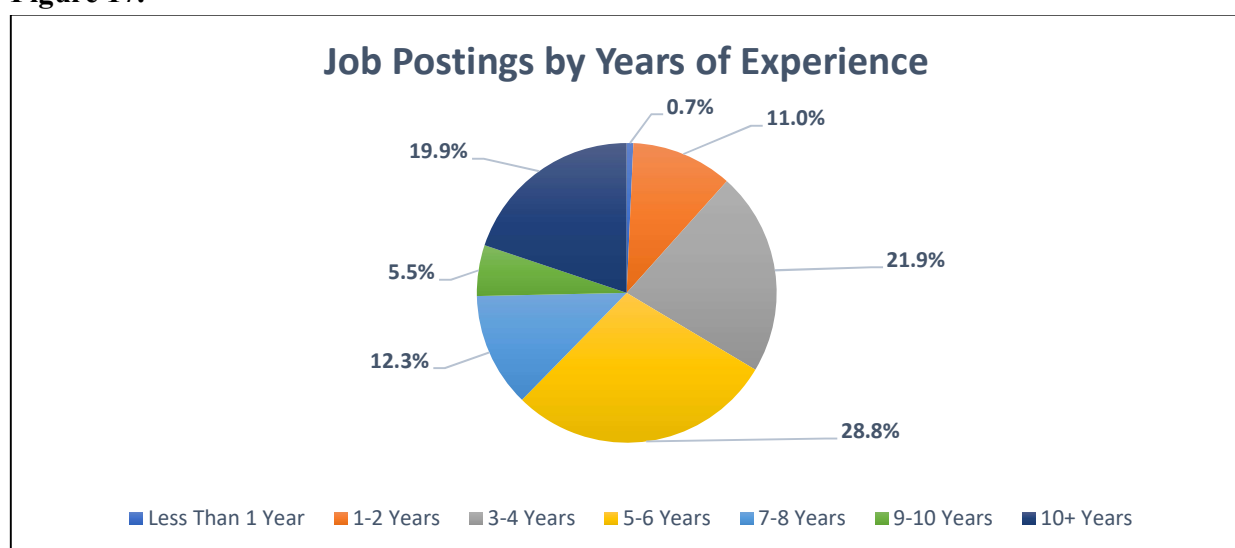
**Table 2.**

Highest-Paying Occupations	Average Annual Salary (CIS)
Lawyers	\$153,350
ICT Service Managers	\$150,000
Finance Managers	\$123,889
Policy and Planning Managers	\$114,167
Electronics Engineers	\$112,500

**Figure 16.**



**Figure 17.**

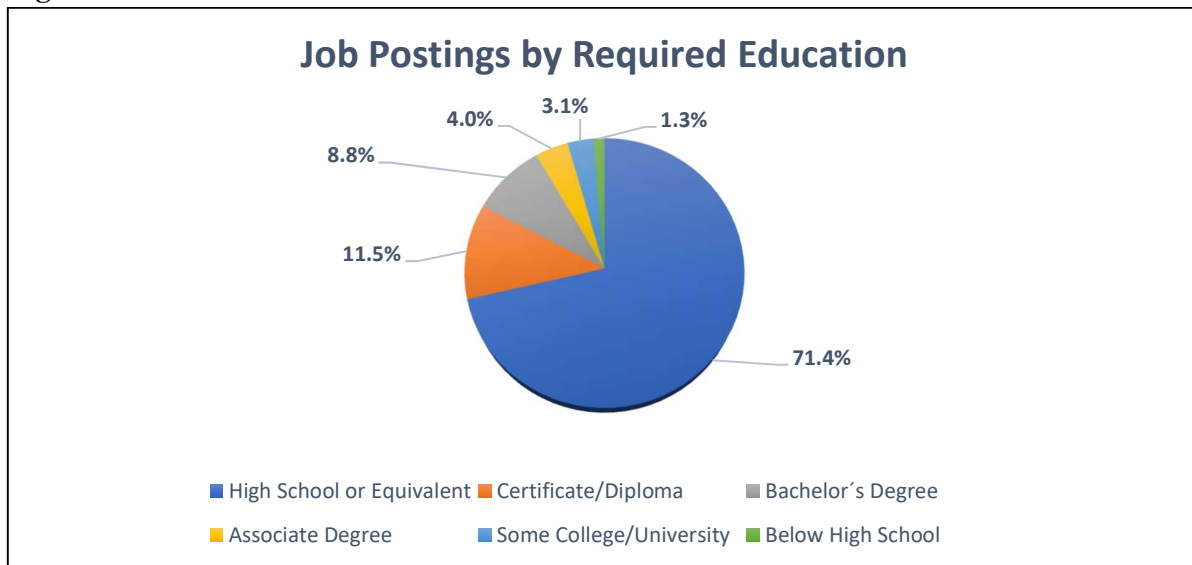


## Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

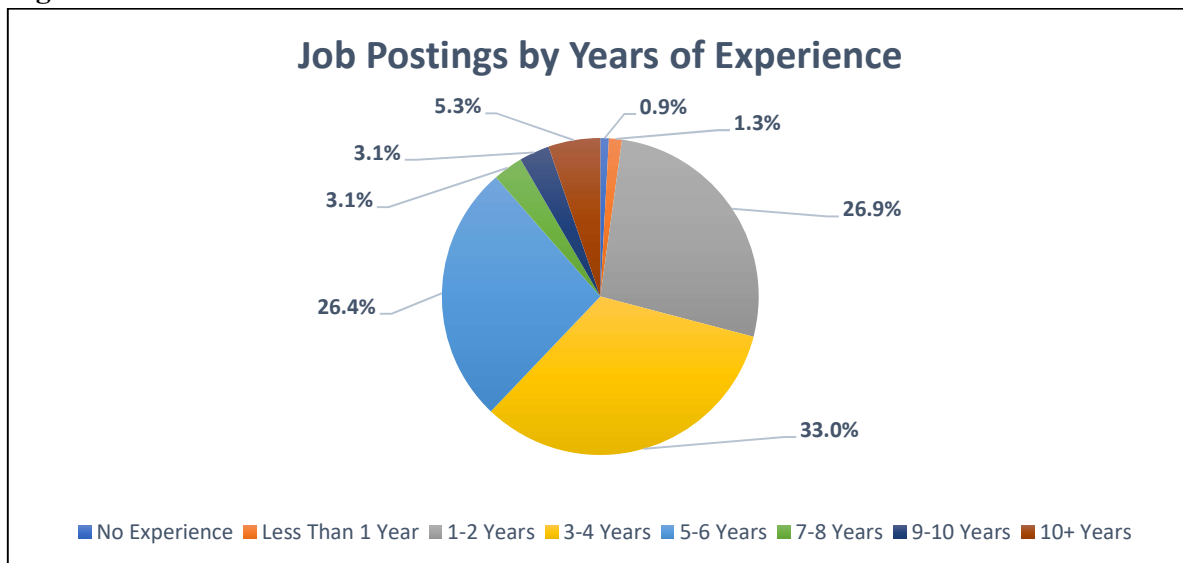
**Table 3.**

Highest-Paying Occupations	Average Annual Salary (CIS)
Construction Managers	\$87,000
Sales and Marketing Managers	\$75,900
Financial Analysts	\$70,833
Business Services and Administration Managers n.e.c.	\$69,000
Veterinarians	\$69,000

**Figure 18.**



**Figure 19.**



## Summary

---

- A total of 1,761 job postings in August 2025 relative to 1,837 postings in the previous month.
- The Construction, Administrative and Support Service Activities, and the Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles industries dominated the job postings for the review month and 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 review month and YTD period.
- Persons with three to four years' experience were the most desired in the review month and YTD periods followed by persons with five to six years' and one to two years' experience, respectively.
- Job postings in healthcare, financial services, legal, actuarial, compliance and engineering dominated the highest salaries offered in both review periods.
- **Higher levels of educational attainment are directly correlated 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, the Ministry of Education and Training, UCCI, ICCI and the Cayman Islands Chamber of Commerce.
- There needs to be a Memorandum of Understanding between the Ministry of Caymanian Employment and Immigration and the Ministry of Education and Training 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 to address the need for more entry level jobs into the workforce for students completing their university degrees. Employers should also offer internships and apprenticeships as additional opportunities for students to gain exposure in the work environment. 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 2025
Accommodation and Food Service Activities	1,572
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	75
Administrative and Support Service Activities	1,879
Agriculture, Forestry and Fishing	72
Arts, Entertainment and Recreation	289
Construction	2,472
Education	313
Electricity, Gas, Steam and Air Conditioning Supply	67
Financial and Insurance Activities	764
Human Health and Social Work Activities	390
Information and Communication	125
Manufacturing	202
Mining and Quarrying	19
Other Service Activities	555
Professional, Scientific and Technical Activities	1,191
Public Administration and Defence; Compulsory Social Security	3
Real Estate Activities	185
Transportation and Storage	370
Water Supply; Sewerage, Waste Management and Remediation Activities	87
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,719
<b>Total</b>	<b>12,349</b>



**Table A2. Job Postings by Top-20 Most Advertised Occupations**

<b>Occupation</b>	<b>YTD 2025</b>
Building Construction Labourers	662
Carpenters and Joiners	553
Stonemasons, Stone Cutters, Splitters and Carvers	384
Cooks	321
Waiters	311
Beauticians and Related Workers	304
Kitchen Helpers	302
Accountants	298
Cleaners and Helpers in Offices, Hotels and Other Establishments	289
Motor Vehicle Mechanics and Repairers	242
Business Services and Administration Managers not elsewhere classified	230
Lawyers	184
Finance Managers	168
Hairdressers	157
Air Conditioning and Refrigeration Mechanics	155
Food Service Counter Attendants	150
Sales Workers not elsewhere classified	148
Bartenders	141
Chefs	140
Business Services Agents not elsewhere classified	139

**Table A3. Job Postings by Required Education**

Required Education	YTD 2025
Below High School*	328
High School or Equivalent**	6,925
Some College/University	304
Certificate/Diploma	1,870
Associate Degree	330
Bachelor's Degree	2,344
Master's Degree	202
Doctoral Degree	46
<b>Total</b>	<b>12,349</b>

\*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	85
Less Than a Year	238
1 to 2 Years	2,655
3 to 4 Years	3,601
5 to 6 Years	3,593
7 to 8 Years	648
9 to 10 Years	341
10+ Years	1,188
<b>Total</b>	<b>12,349</b>

**Table A5. Job Postings by Highest-Paying Industry**

<b>Industry</b>	<b>Average Annual Salary for YTD 2025 (CIS)</b>
Financial and Insurance Activities	92,327
Professional, Scientific and Technical Activities	80,672
Public Administration and Defence; Compulsory Social Security (Central Government)	80,010
Electricity, Gas, Steam and Air Conditioning Supply	69,355
Information and Communication	61,687
Human Health and Social Work Activities	57,170
Education	49,967
Real Estate Activities	39,629
Water Supply; Sewerage, Waste Management and Remediation Activities	37,464
Mining and Quarrying	33,755
Construction	32,980
Arts, Entertainment and Recreation	31,196
Administrative and Support Service Activities	30,886
Manufacturing	29,726
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	29,585
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	29,364
Transportation and Storage	28,697
Other Service Activities	25,355
Accommodation and Food Service Activities	25,063
Agriculture, Forestry and Fishing	22,588

**Table A6. Job Postings by Top-20 Highest-Paying Occupations**

<b>Occupation</b>	<b>Average Annual Salary for YTD 2025 (CIS)</b>
Dentists	177,428
Lawyers	165,369
Managing Directors and Chief Executives	155,898
Generalist Medical Practitioners	139,107
Mathematicians, Actuaries and Statisticians	138,222
Research and Development Managers	135,133
Specialist Medical Practitioners	134,942
Trade Brokers	129,167
Policy and Planning Managers	126,596
Financial and Insurance Services Branch Managers	116,812
Software Developers	114,111
Finance Managers	108,679
Chemical Engineers	105,000
ICT Service Managers	104,889
Insurance Representatives	97,896
Business Services and Administration Managers n.e.c.*	94,630
Construction Managers	92,658
Financial Analysts	90,880
Financial and Investment Advisers	90,694
Applications programmers	90,418

\*Not elsewhere classified