



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

December 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 online portal of WORC.**

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Total Number of Job Postings

A total of 1,576 jobs were advertised during December 2025 relative to 1,554 postings in the previous month and 1,073 postings in the comparable month of 2024 (see Figure 1). For 2025, there were 19,059 job advertisements.

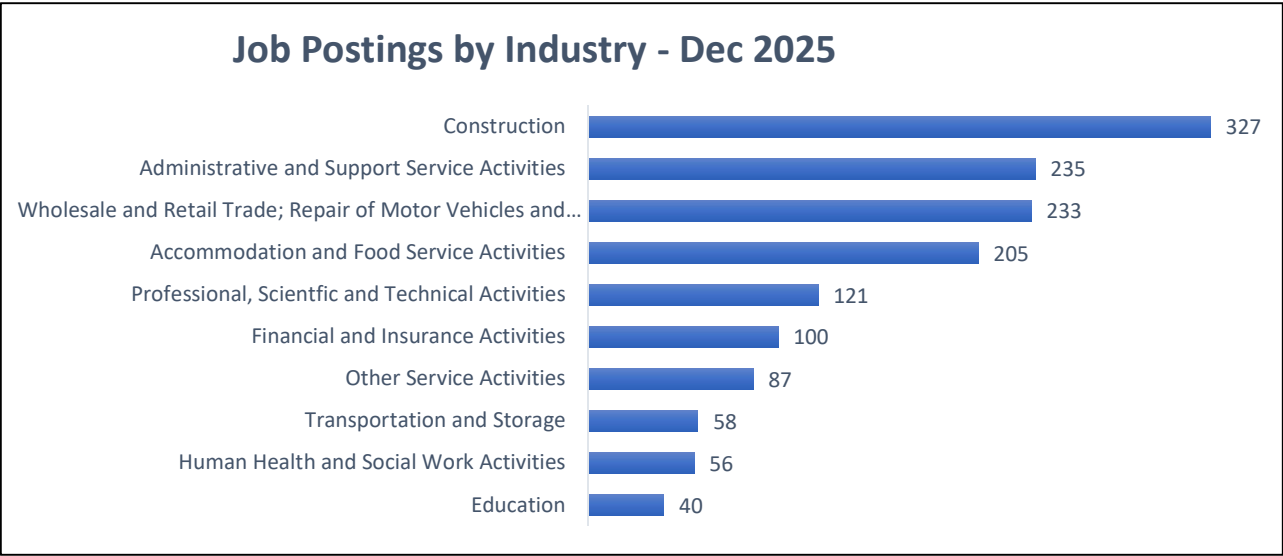
Figure 1.



Industry

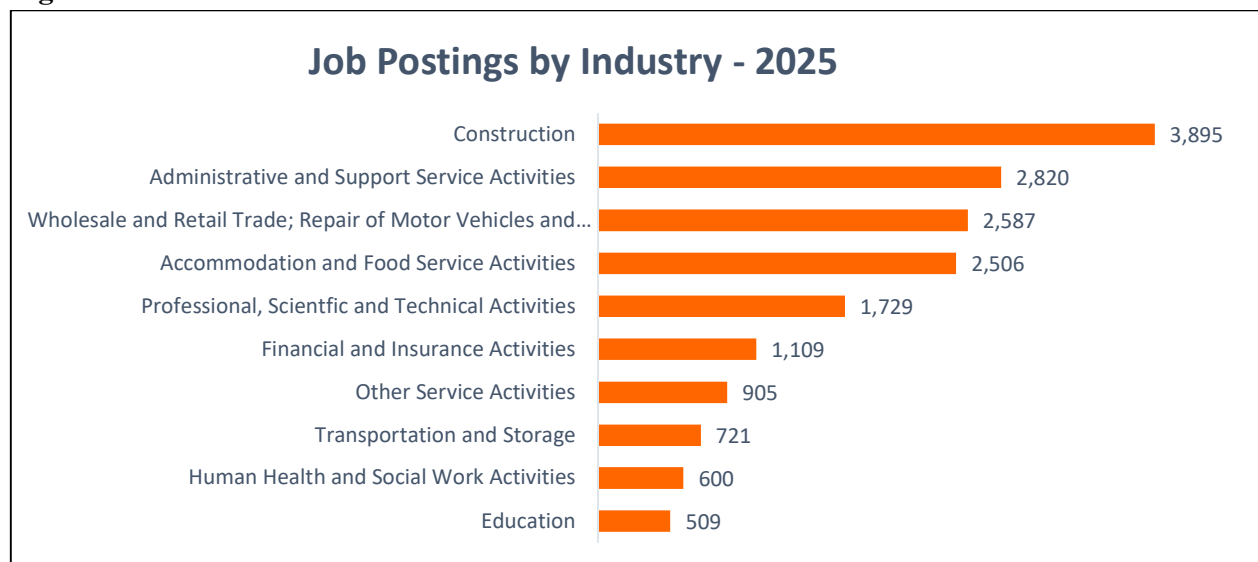
The Construction industry accounted for 327 job postings, representing 20.7 percent of the total number of job openings in December 2025 (see Figure 2). The Administrative and Support Service Activities industry followed with 235 job advertisements (14.9%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry recorded 233 job openings (14.8%).

Figure 2.



For 2025, the Construction industry accounted for most job postings, recording 3,895 or 20.4 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 2,820 job advertisements (14.8%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 2,587 job openings (13.6%).

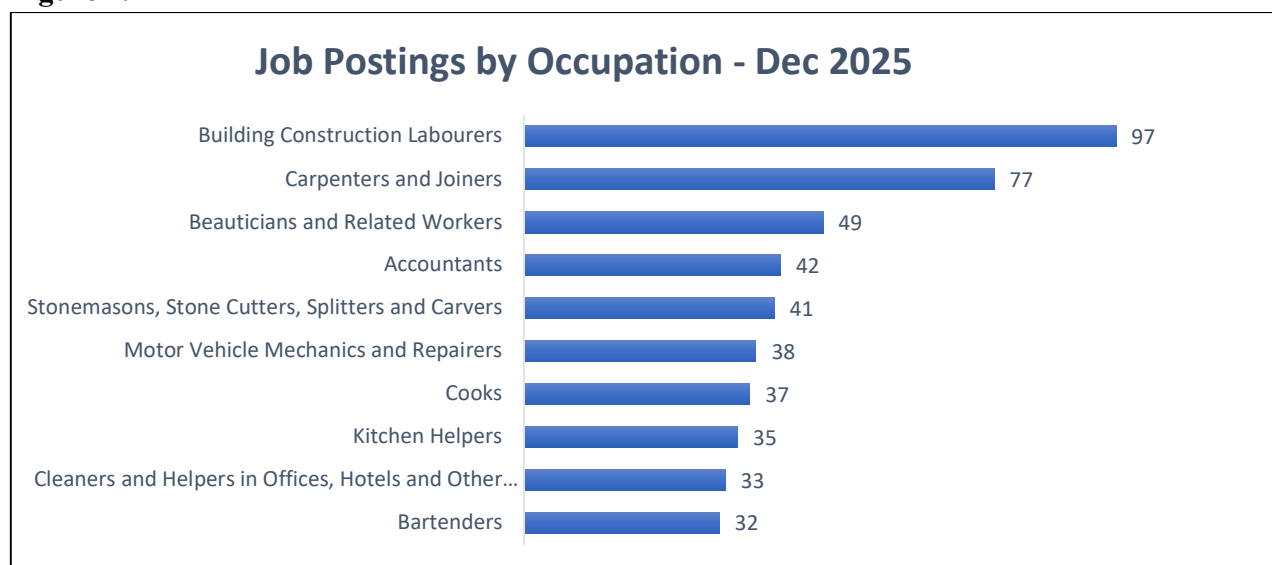
Figure 3.



Occupation

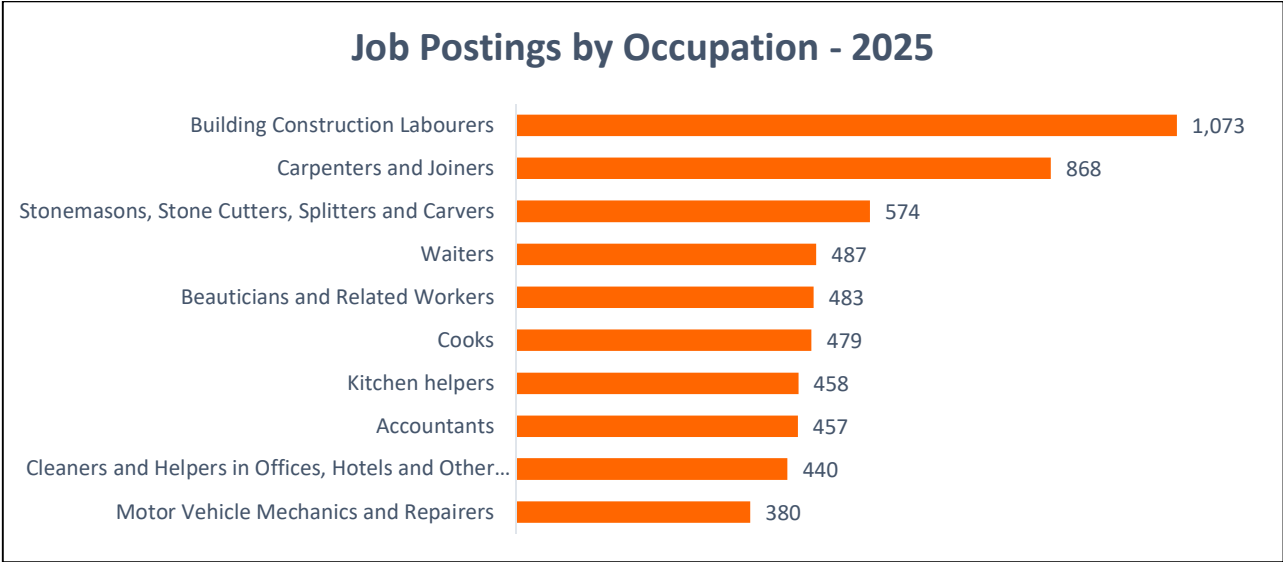
For the review month, Building Construction Labourers accounted for 97 job postings which represented 6.2 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 77 job postings (4.9%) while Beauticians and Related Workers recorded 49 job postings or 3.1 percent of the total.

Figure 4.



For 2025, Building Construction Labourers accounted for 1,073 job postings which represented 5.6 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 868 job postings (4.6%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 574 job openings or 3.0 percent of the total.

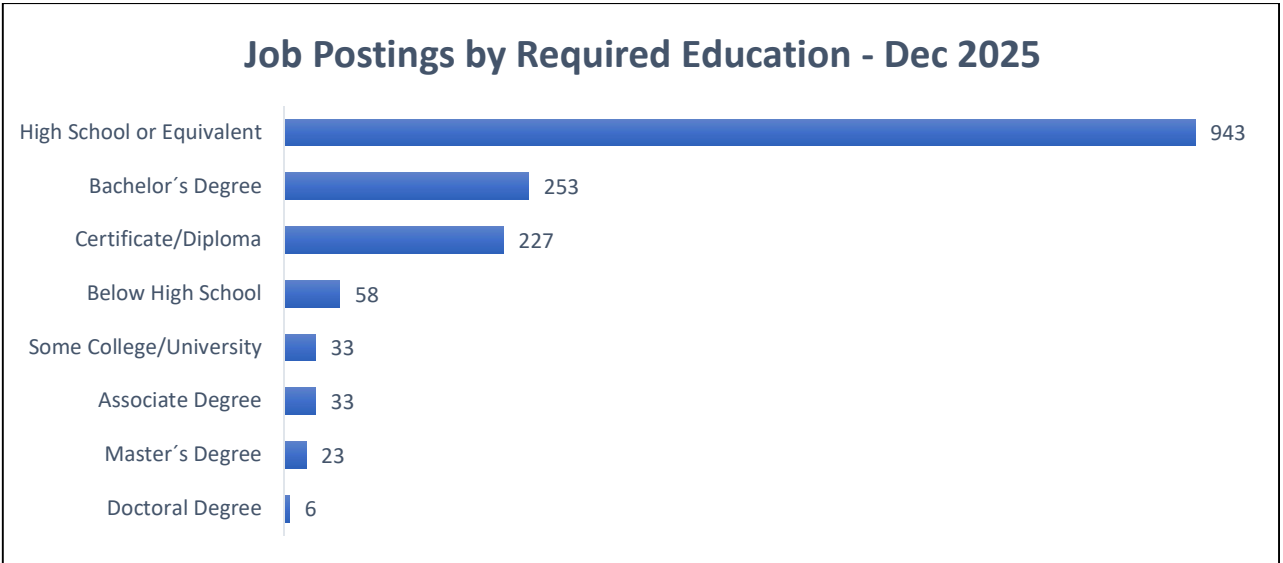
Figure 5.



Required Education

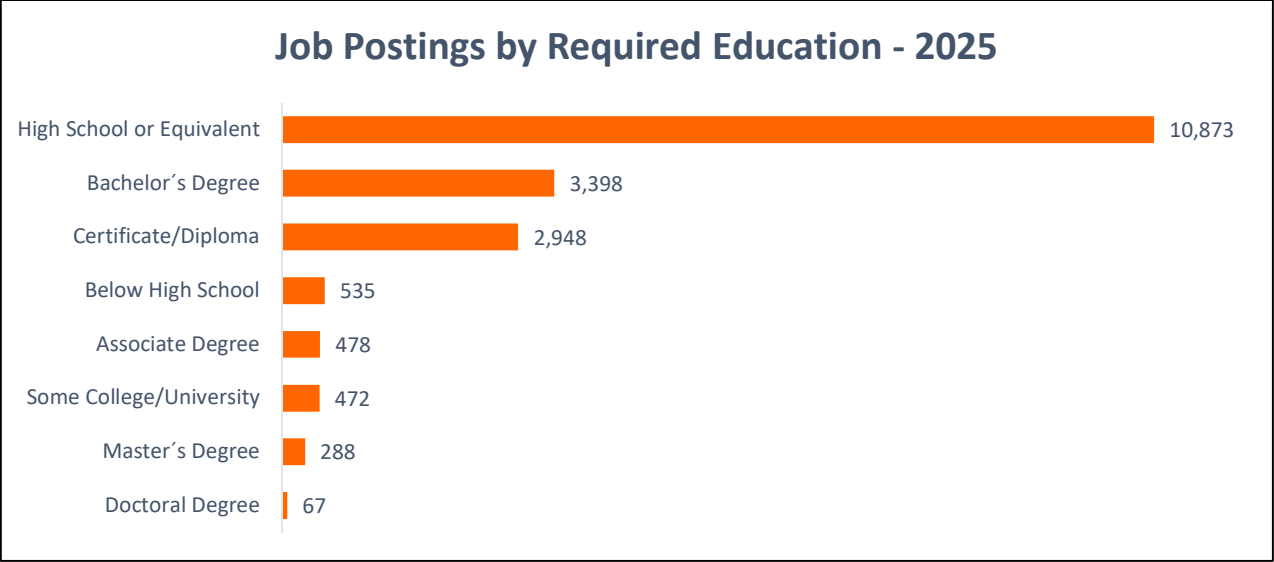
For December 2025, 943 job postings (59.8%) required persons with a High School or Equivalent qualification, 253 (16.1%) required persons with a Bachelor’s Degree and 227 (14.4%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



For 2025, there were 10,873 postings (57.0%) which required persons with a High School or Equivalent qualification, 3,398 (17.8%) required persons with a Bachelor’s Degree and 2,948 (15.5%) required persons with a Certificate or Diploma (see Figure 7).

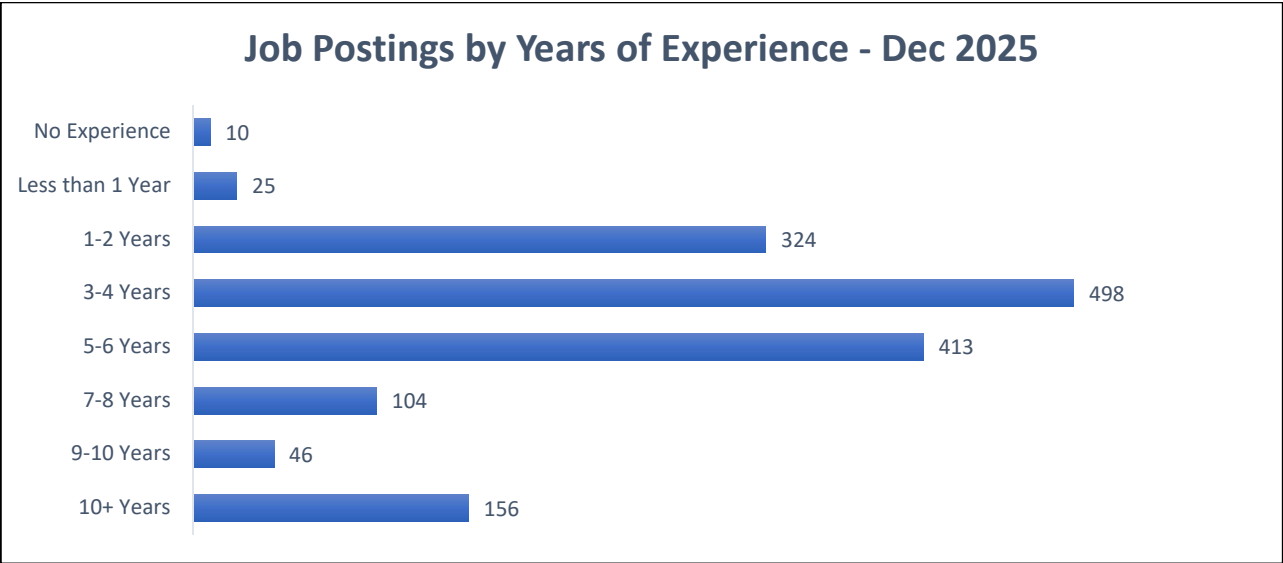
Figure 7.



Years of Experience

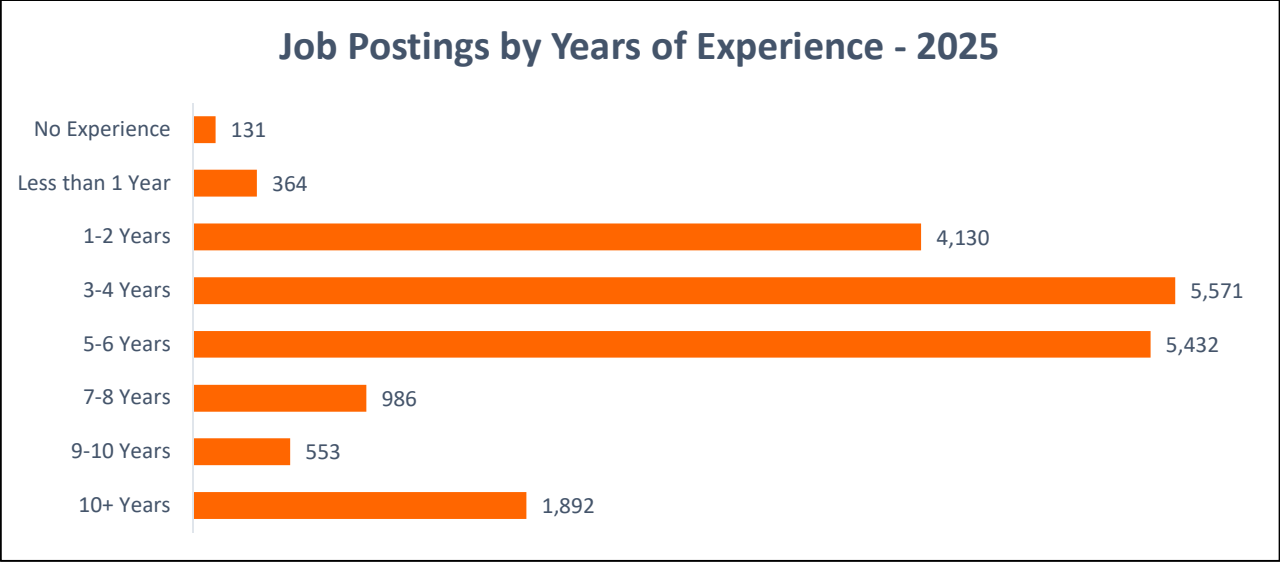
For the review month, 498 job advertisements (31.6%) required persons with three to four years’ experience, 413 job postings (26.2%) required persons with five to six years’ experience while 324 job openings (20.6%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 19,059 job postings recorded in 2025, 5,571 (29.2%) required persons with three to four years’ experience, 5,432 (28.5%) required persons with five to six years’ experience while 4,130 (21.7%) required persons with one to two years’ experience (see Figure 9).

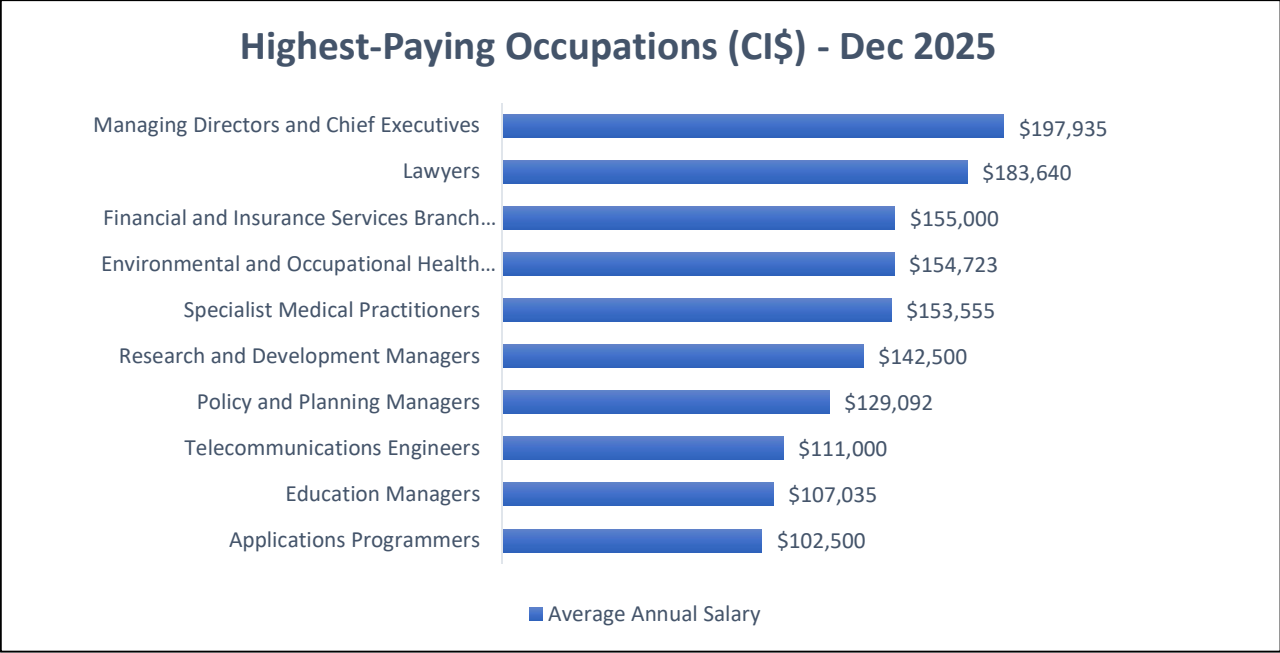
Figure 9.



Salary

The highest-paying job postings in the review month were recorded by Managing Directors and Chief Executives with an average annual salary of \$197,935 (see Figure 10). Lawyers followed with an average annual salary of \$183,640 after which Financial and Insurance Services Branch Managers proceeded with an average annual salary of \$155,000.

Figure 10.



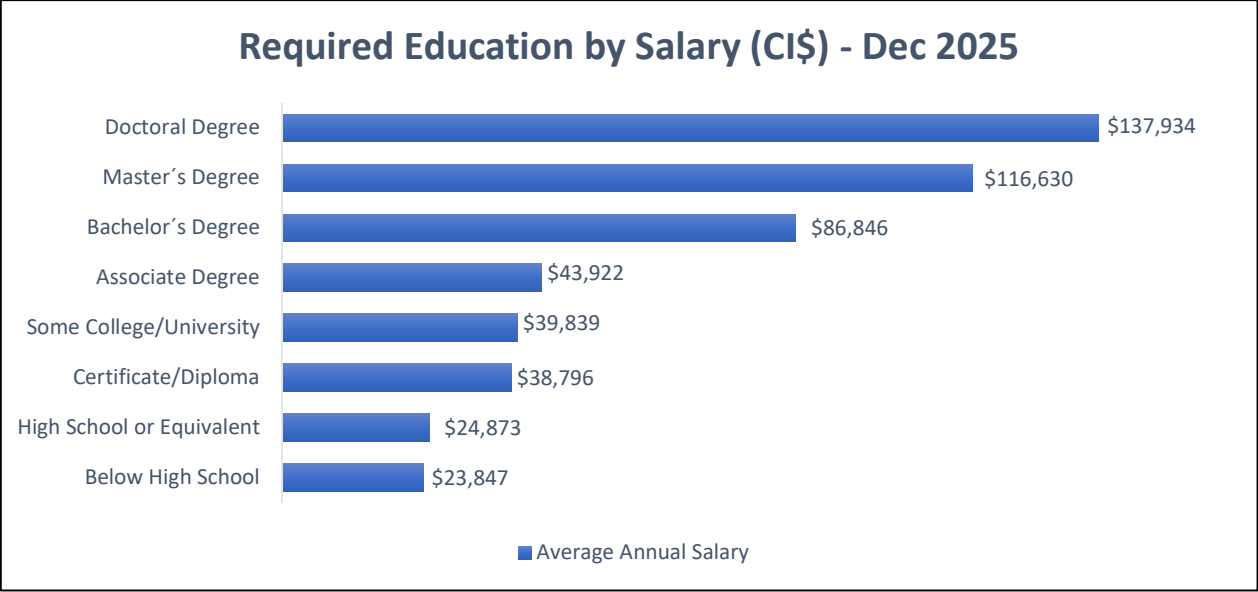
For 2025, Dentists was the highest-paying occupation with an average annual salary of \$181,369 (see Figure 11). Managing Directors and Chief Executives followed with an average annual salary of \$171,928 while Lawyers proceeded with an average annual salary of \$167,708.

Figure 11.



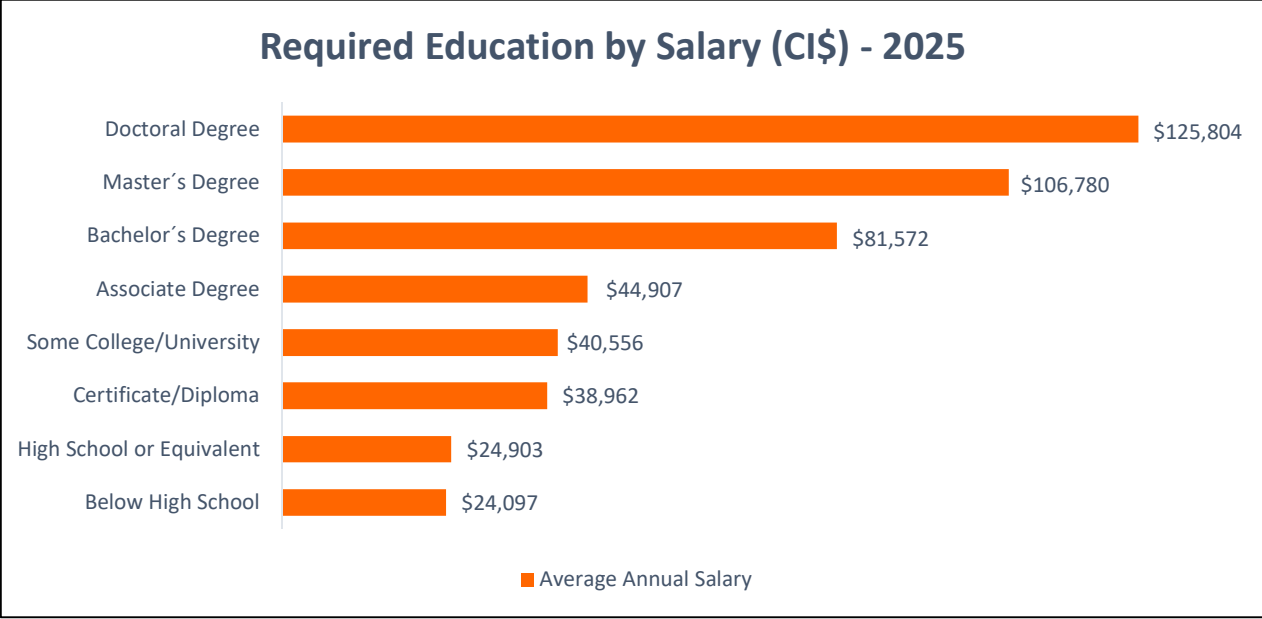
For December 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$137,934. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$116,630 and \$86,846, respectively (see Figure 12).

Figure 12.



For 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$125,804. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$106,780 and \$81,572, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – December 2025

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$295,833
Lawyers	\$162,500
Research and Development Managers	\$156,250
Financial and Insurance Services Branch Managers	\$155,000
Policy and Planning Managers	\$129,092

Figure 14.

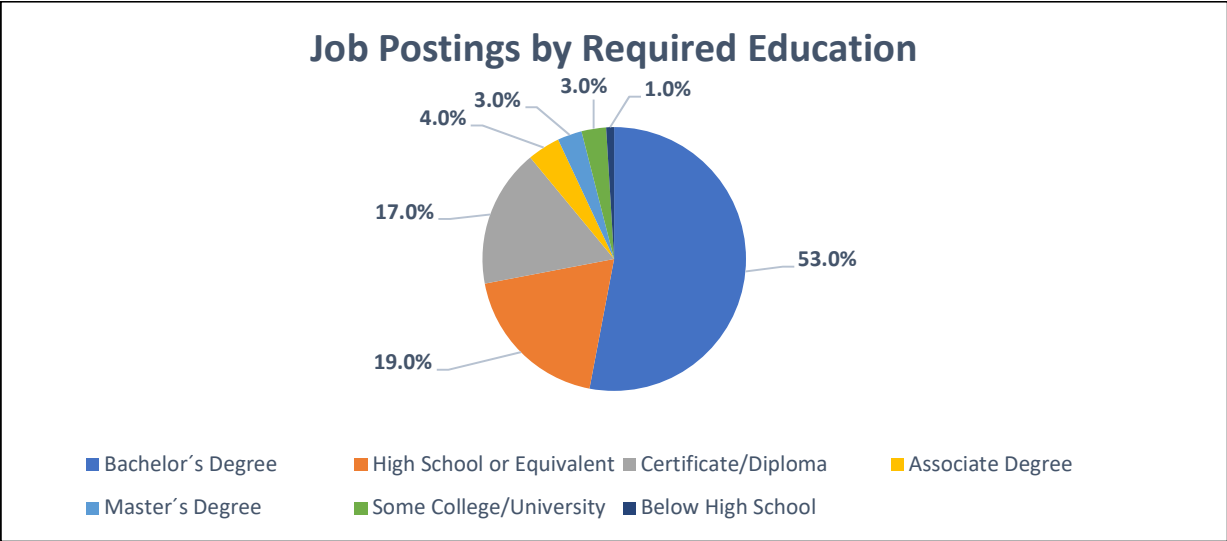
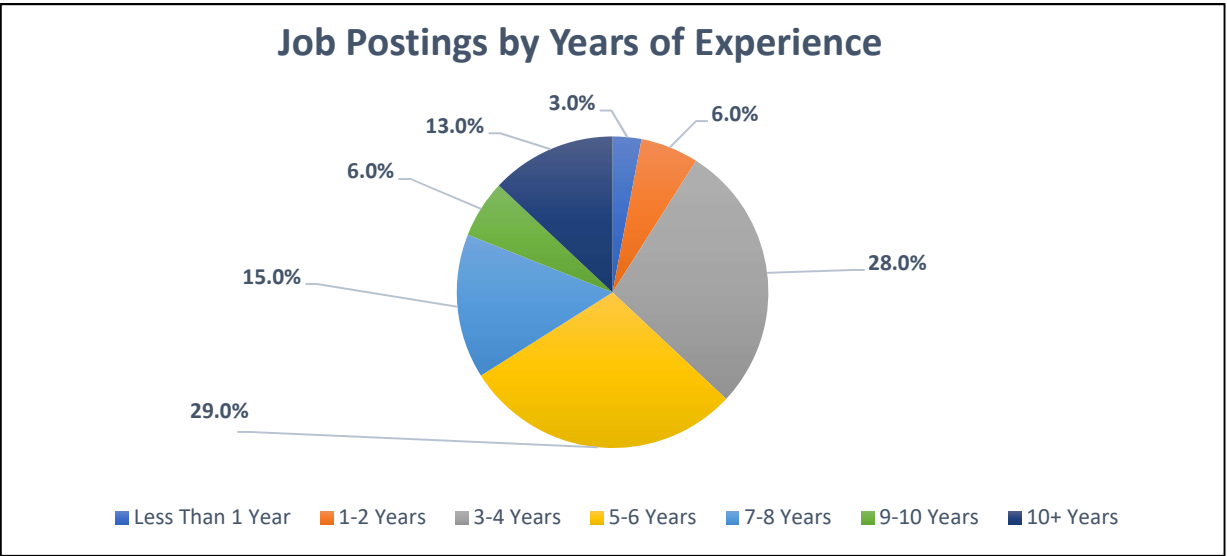


Figure 15.



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

Table 2.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$273,333
Lawyers	\$185,494
Engineering Professionals not elsewhere classified	\$132,500
Financial Analysts	\$117,500
Accountants	\$109,105

Figure 16.

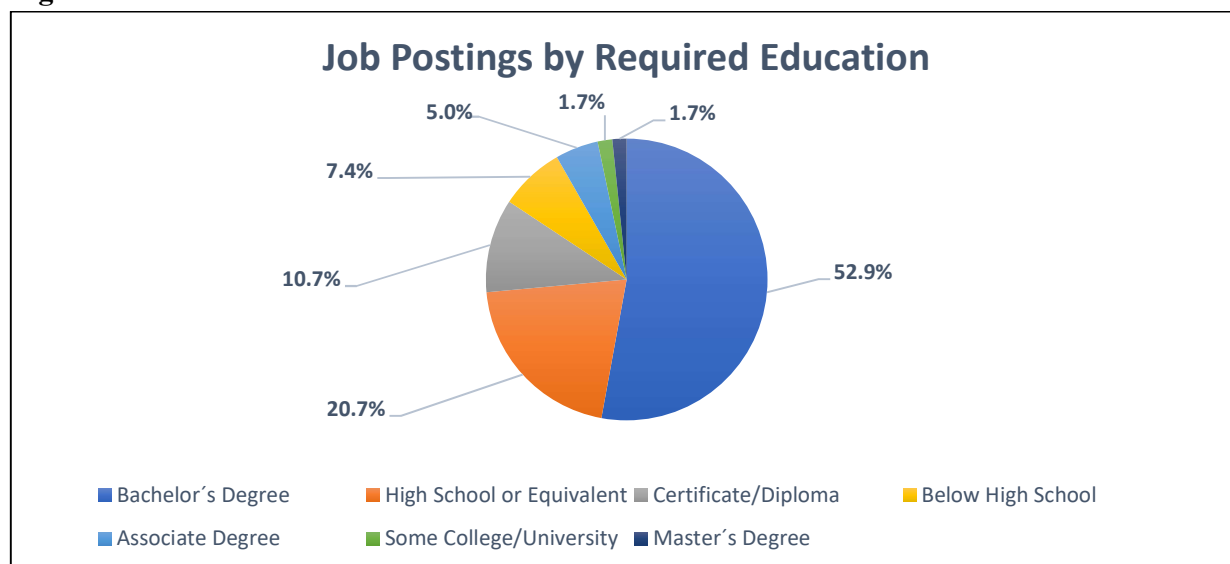
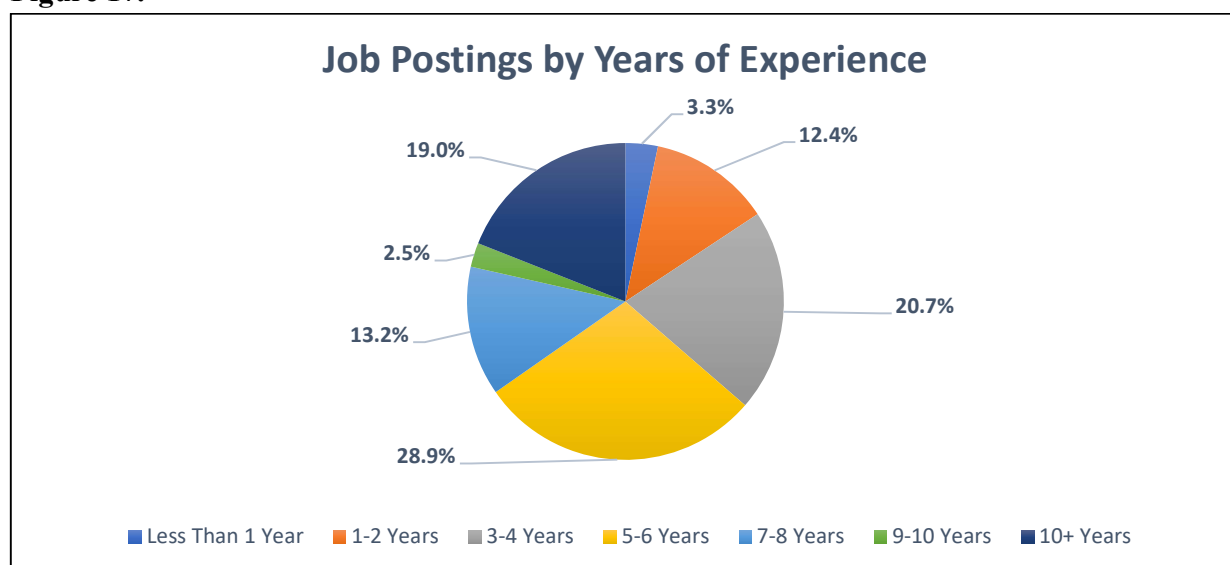


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Optometrists and Ophthalmic Opticians	\$87,500
Systems Analysts	\$74,997
ICT User Support Technicians	\$71,500
Sales and Marketing Managers	\$65,000
Management and Organization Analysts	\$61,079

Figure 18.

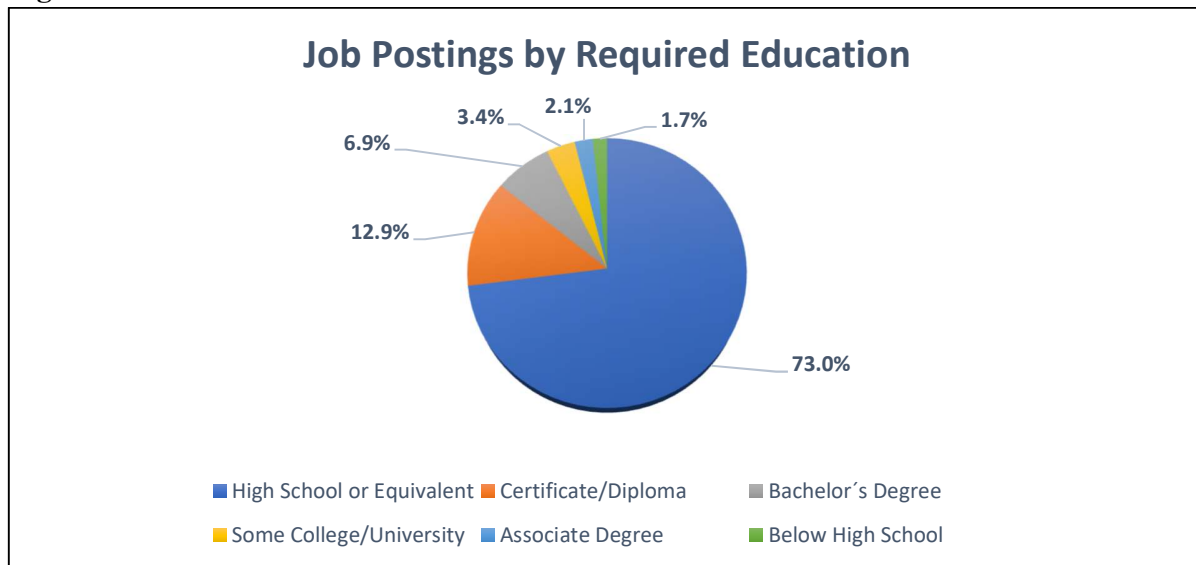
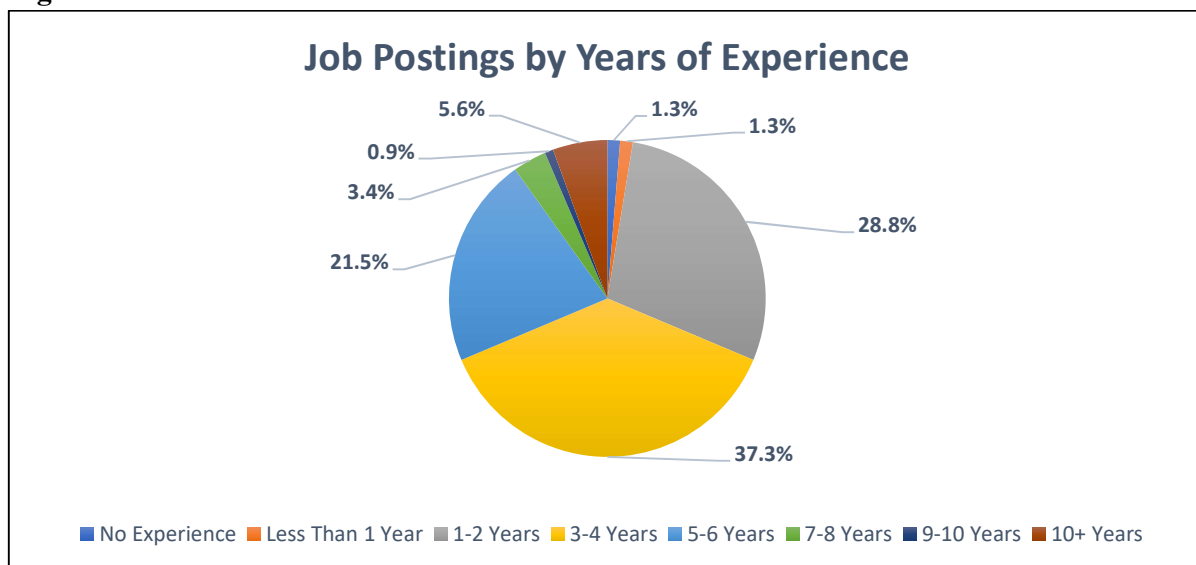


Figure 19.



Summary

- A total of 1,576 job postings in December 2025 relative to 1,073 postings in December 2024.
- 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 calendar year.
- 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 calendar year.
- Persons with three to four years' experience were the most desired in the review month and calendar year followed by persons with five to six years' and one to two years' experience, respectively.
- Job postings in financial services, legal, healthcare, actuarial, compliance, education and technology-enabled fields 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	2025
Accommodation and Food Service Activities	2,506
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	115
Administrative and Support Service Activities	2,820
Agriculture, Forestry and Fishing	112
Arts, Entertainment and Recreation	404
Construction	3,895
Education	509
Electricity, Gas, Steam and Air Conditioning Supply	87
Financial and Insurance Activities	1,109
Human Health and Social Work Activities	600
Information and Communication	179
Manufacturing	331
Mining and Quarrying	25
Other Service Activities	905
Professional, Scientific and Technical Activities	1,729
Public Administration and Defence; Compulsory Social Security	5
Real Estate Activities	306
Transportation and Storage	721
Water Supply; Sewerage, Waste Management and Remediation Activities	114
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	2,587
Total	19,059

Table A2. Job Postings for Top-20 Most Advertised Occupations

Occupation	2025
Building Construction Labourers	1,073
Carpenters and Joiners	868
Stonemasons, Stone Cutters, Splitters and Carvers	574
Waiters	487
Beauticians and Related Workers	483
Cooks	479
Kitchen Helpers	458
Accountants	457
Cleaners and Helpers in Offices, Hotels and Other Establishments	440
Motor Vehicle Mechanics and Repairers	380
Business Services and Administration Managers not elsewhere classified	314
Lawyers	275
Hairdressers	259
Food Service Counter Attendants	236
Bartenders	235
Air Conditioning and Refrigeration Mechanics	229
Finance Managers	221
Other Cleaning Workers	217
Chefs	215
Sales Workers not elsewhere classified	213

Table A3. Job Postings by Required Education

Required Education	2025
Below High School*	535
High School or Equivalent**	10,873
Some College/University	472
Certificate/Diploma	2,948
Associate Degree	478
Bachelor's Degree	3,398
Master's Degree	288
Doctoral Degree	67
Total	19,059

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

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

Table A4. Job Postings by Years of Experience

Years of Experience	2025
No Experience	131
Less Than a Year	364
1 to 2 Years	4,130
3 to 4 Years	5,571
5 to 6 Years	5,432
7 to 8 Years	986
9 to 10 Years	553
10+ Years	1,892
Total	19,059

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for 2025 (CIS)
Financial and Insurance Activities	92,268
Professional, Scientific and Technical Activities	80,307
Public Administration and Defence; Compulsory Social Security (Central Government)	78,784
Electricity, Gas, Steam and Air Conditioning Supply	67,347
Information and Communication	63,013
Human Health and Social Work Activities	54,838
Education	49,178
Water Supply; Sewerage, Waste Management and Remediation Activities	39,556
Real Estate Activities	37,408
Construction	32,607
Mining and Quarrying	32,253
Arts, Entertainment and Recreation	31,483
Manufacturing	30,661
Administrative and Support Service Activities	29,989
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	29,367
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	29,107
Transportation and Storage	27,953
Other Service Activities	25,258
Accommodation and Food Service Activities	25,018
Agriculture, Forestry and Fishing	23,316

Table A6. Job Postings for Top-20 Highest-Paying Occupations

Occupation	Average Annual Salary for 2025 (CIS)
Dentists	181,369
Managing Directors and Chief Executives	171,928
Lawyers	167,708
Government Social Benefits Officials	164,219
Mathematicians, Actuaries and Statisticians	149,268
Generalist Medical Practitioners	135,242
Specialist Medical Practitioners	135,188
Trade Brokers	129,167
Policy and Planning Managers	124,232
Research and Development Managers	120,192
Financial and Insurance Services Branch Managers	119,579
Optometrists and Ophthalmic Opticians	113,624
Finance Managers	107,600
ICT Service Managers	106,384
Chemical Engineers	105,000
Software Developers	101,302
Environmental and Occupational Health Inspectors and Associates	98,625
Insurance Representatives	92,855
Business Services and Administration Managers n.e.c.*	92,725
Applications Programmers	92,144

*Not elsewhere classified