



**WORC**

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN  
CAYMAN ISLANDS GOVERNMENT

# JOB POSTINGS REPORT

February 2025

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# OVERVIEW

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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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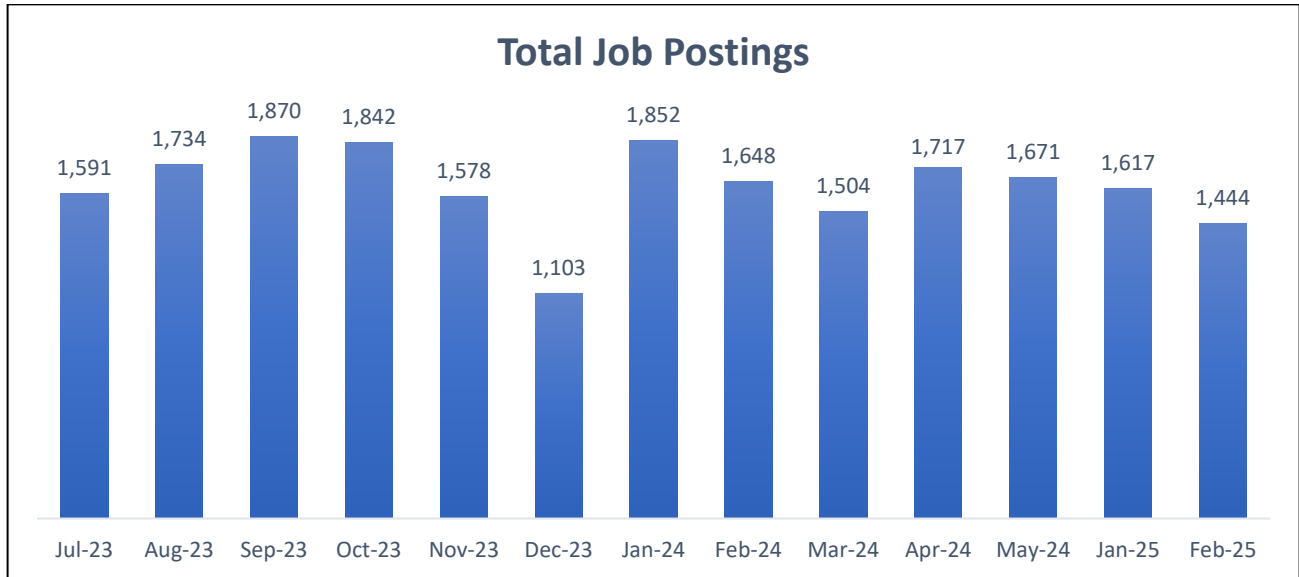
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<b>Total Job Postings</b>	<b>1</b>
<b>Industry</b>	<b>1</b>
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# Total Job Postings

A total of 1,444 jobs were posted during February 2025 relative to 1,617 postings in the previous month and 1,648 postings in February 2024 (see Figure 1). For January to February of 2025, there were 3,061 job advertisements compared with 3,500 advertisements in the comparable period of 2024.

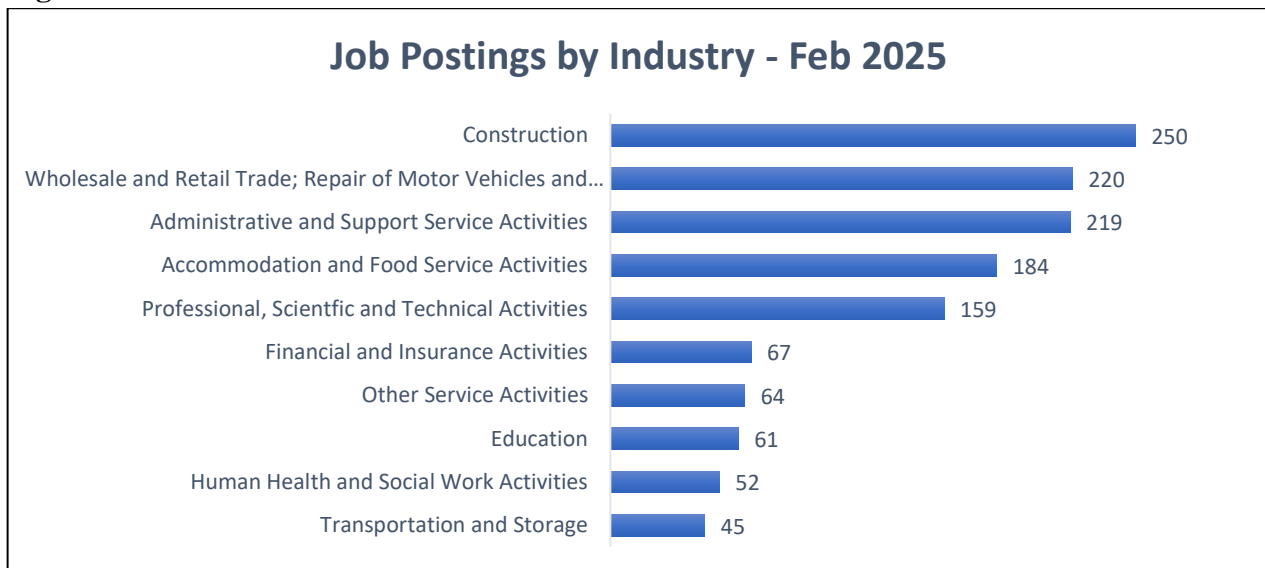
**Figure 1.**



# Industry

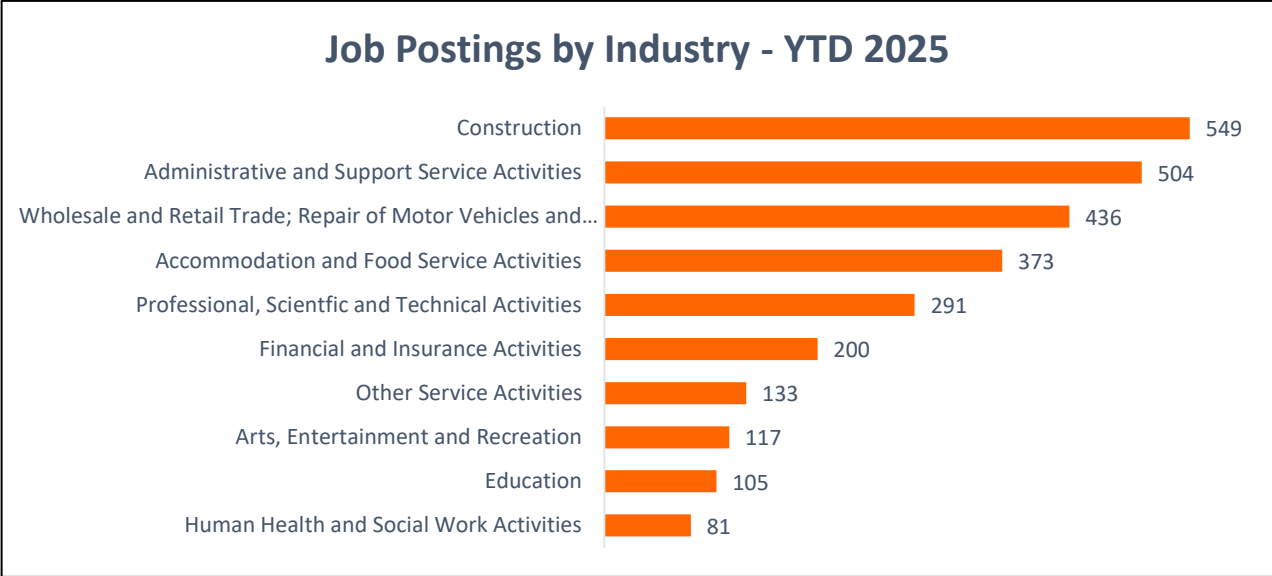
The Construction industry accounted for 250 job postings, representing 17.3 percent of the total number of job openings in February 2025 (see Figure 2). The Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry followed with 220 job advertisements (15.2%) while the Administrative and Support Service Activities industry recorded 219 job openings (15.2%).

**Figure 2.**



For January to February of 2025, the Construction industry accounted for most job postings, recording 549 or 17.9 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 504 job advertisements (16.5%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 436 job openings (14.2%).

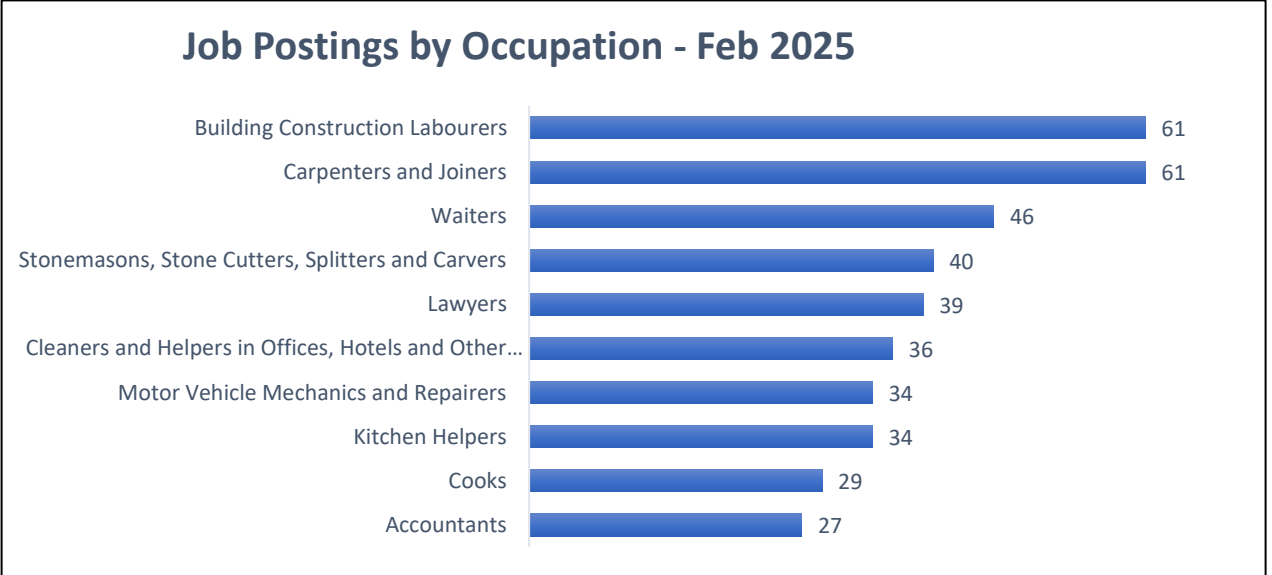
**Figure 3.**



## Occupation

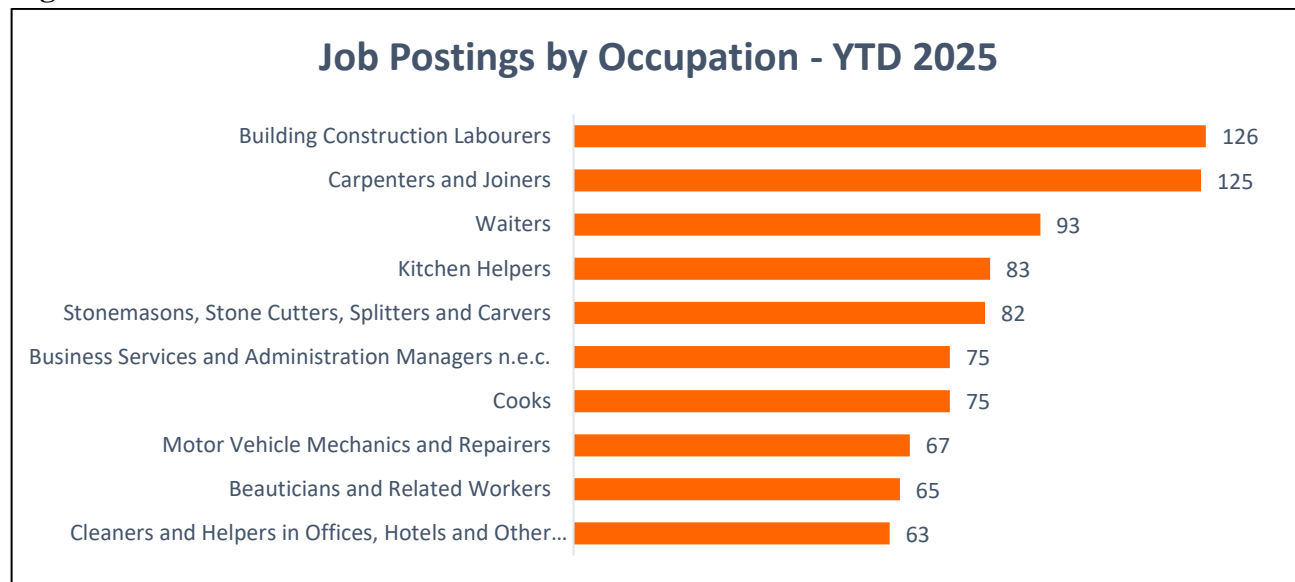
In the review month, building construction labourers and carpenters and joiners both accounted for 61 job postings which represented 4.2 percent of all job openings (see Figure 4). Waiters followed with 46 job postings (3.2% of the total).

**Figure 4.**



For the YTD 2025, building construction labourers accounted for 126 job postings which represented 4.1 percent of all job advertisements (see Figure 5). The next largest occupation was carpenters and joiners with 125 job postings (4.1%) preceded by waiters with 93 job openings or 3.0 percent of the total.

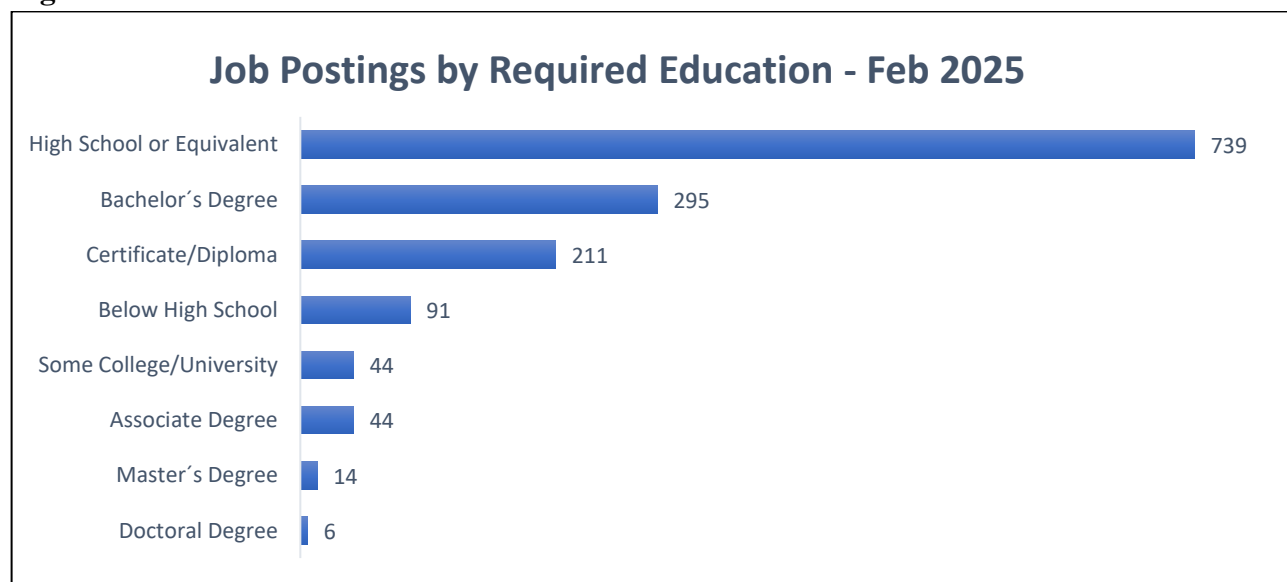
**Figure 5.**



## Required Education (RE)

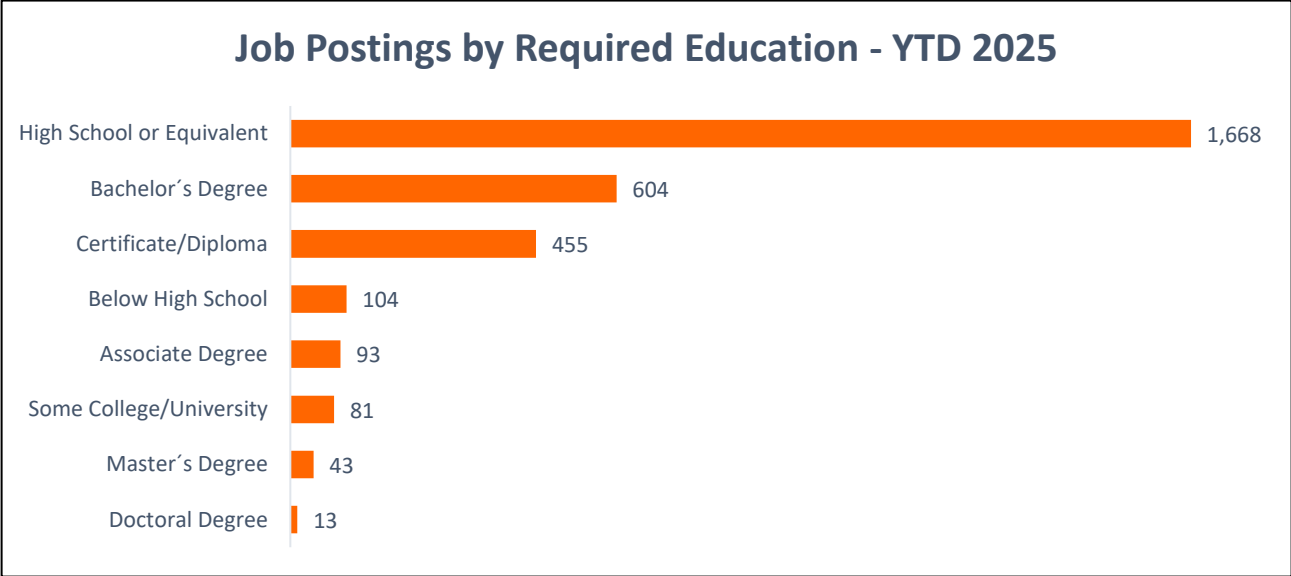
For February 2025, 739 postings (51.2%) required persons with a high school or equivalent qualification, 295 (20.4%) required persons with a Bachelor’s Degree and 211 (14.6%) required persons with a Certificate or Diploma (see Figure 6).

**Figure 6.**



During the first two months of the year, 1,668 postings (54.5%) required persons with a high school or equivalent qualification, 604 (19.7%) required persons with a Bachelor’s Degree and 455 (14.9%) required persons with a Certificate or Diploma (see Figure 7).

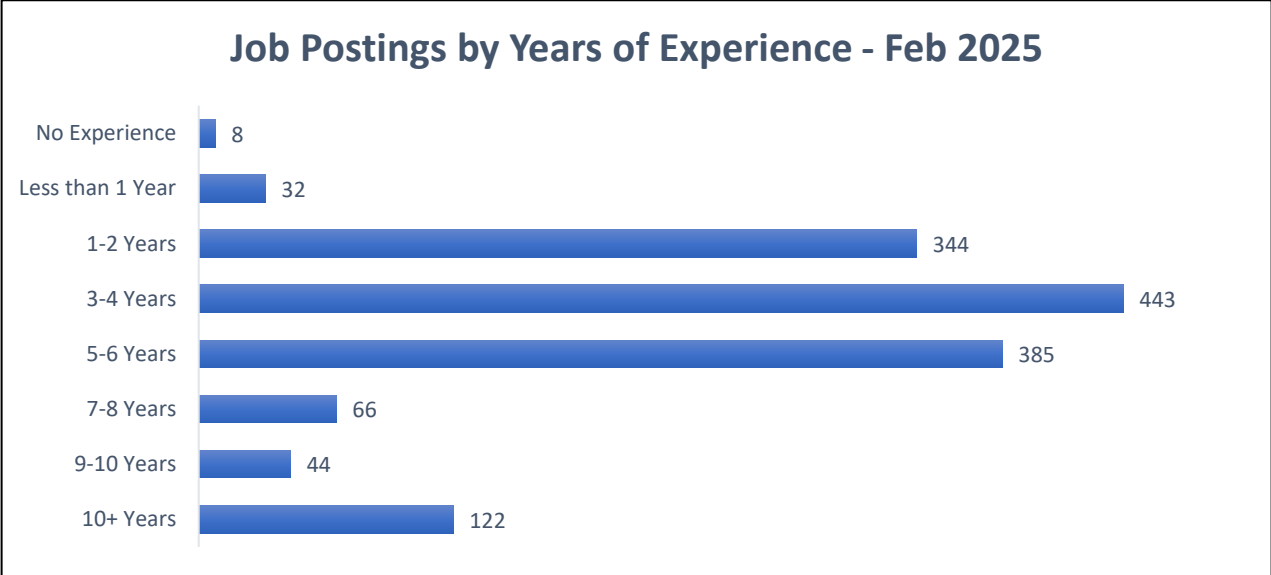
**Figure 7.**



## Years of Experience (YOE)

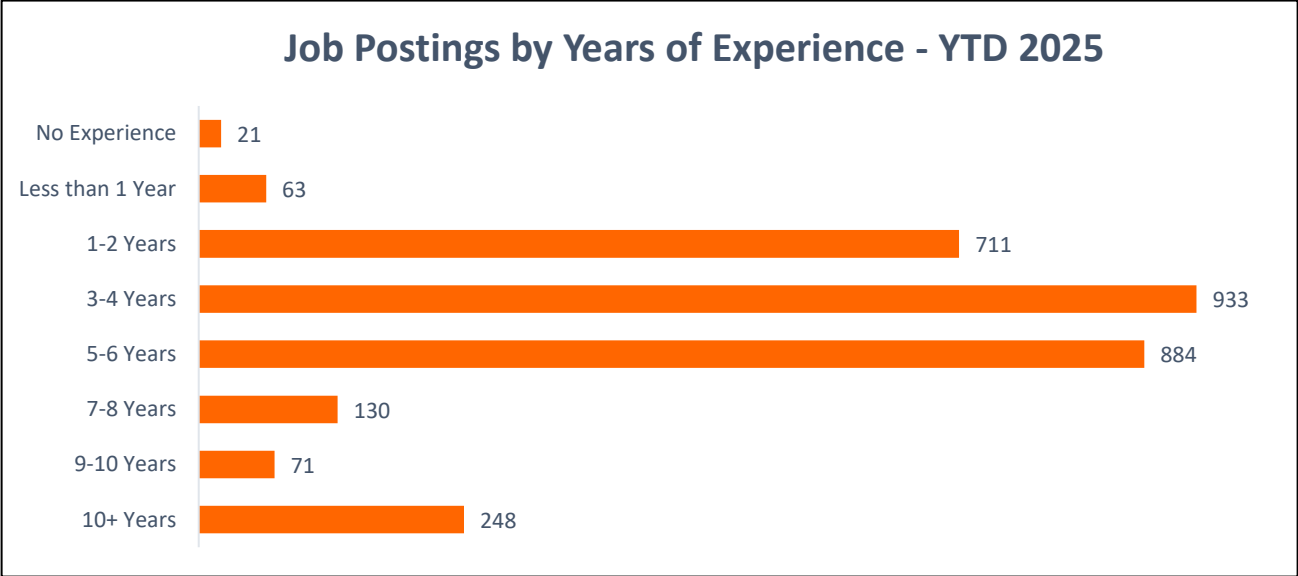
In February 2025, 443 job advertisements (30.7%) required persons with three to four years’ experience, 385 job postings (26.7%) required persons with five to six years’ experience while 344 job openings (23.8%) required persons with one to two years’ experience (see Figure 8).

**Figure 8.**



Of the 3,061 job postings recorded in January to February of 2025, 933 (30.5%) required persons with three to four years' experience, 884 (28.9%) required persons with five to six years' experience while 711 (23.2%) required persons with one to two years' experience (see Figure 9).

**Figure 9.**

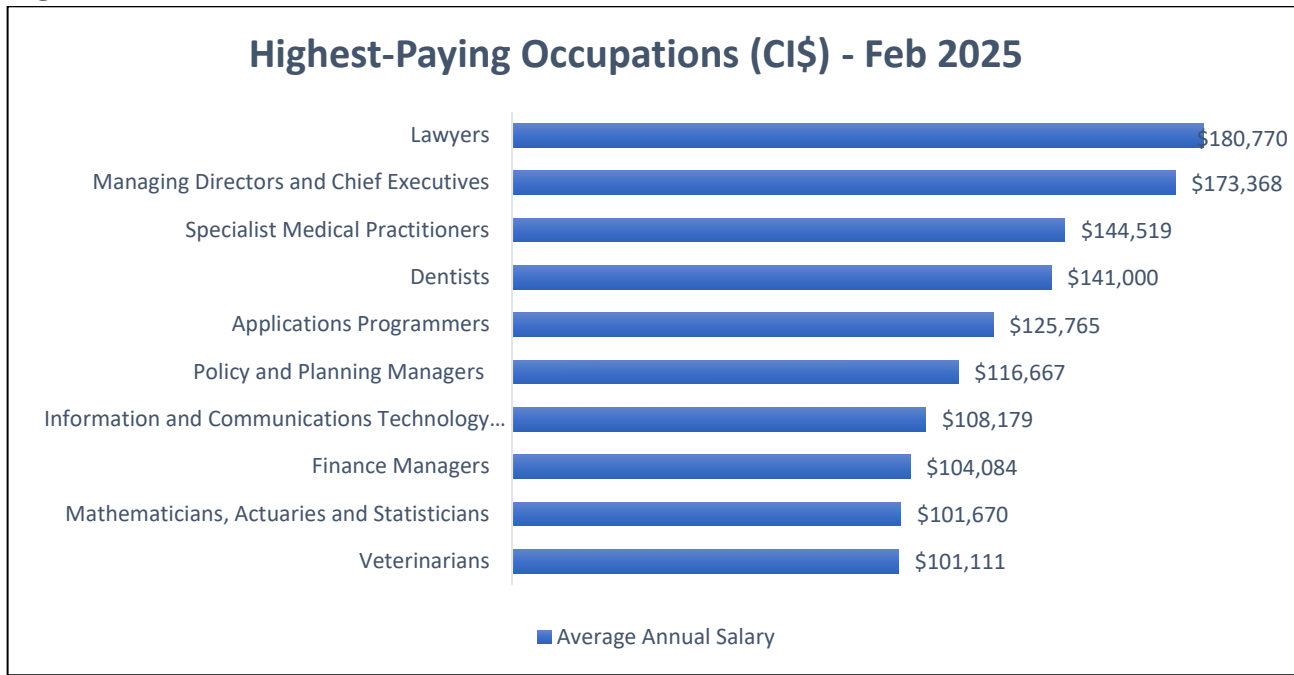


## Salary

The highest-paying job postings in the review month were recorded by Lawyers with an average annual salary of \$180,770 (see Figure 10). Managing Directors and Chief Executives followed with an average annual salary of \$173,368, after which Specialist Medical Practitioners proceeded with an average annual salary of \$144,519.

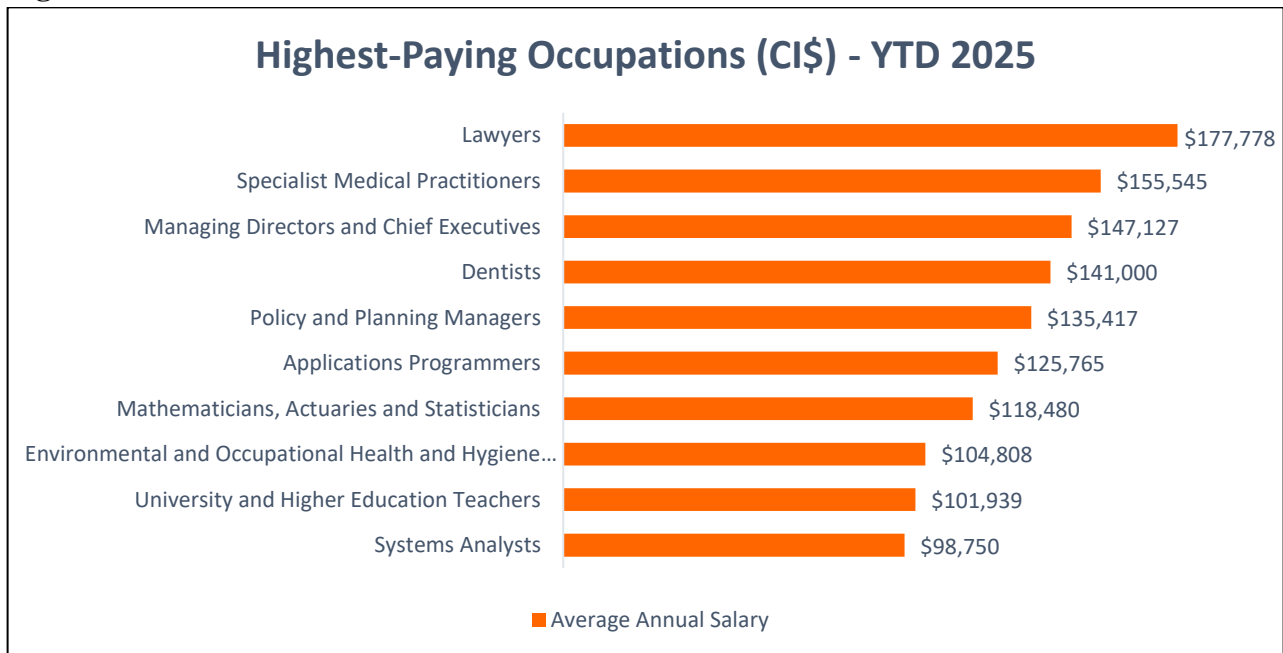


**Figure 10.**



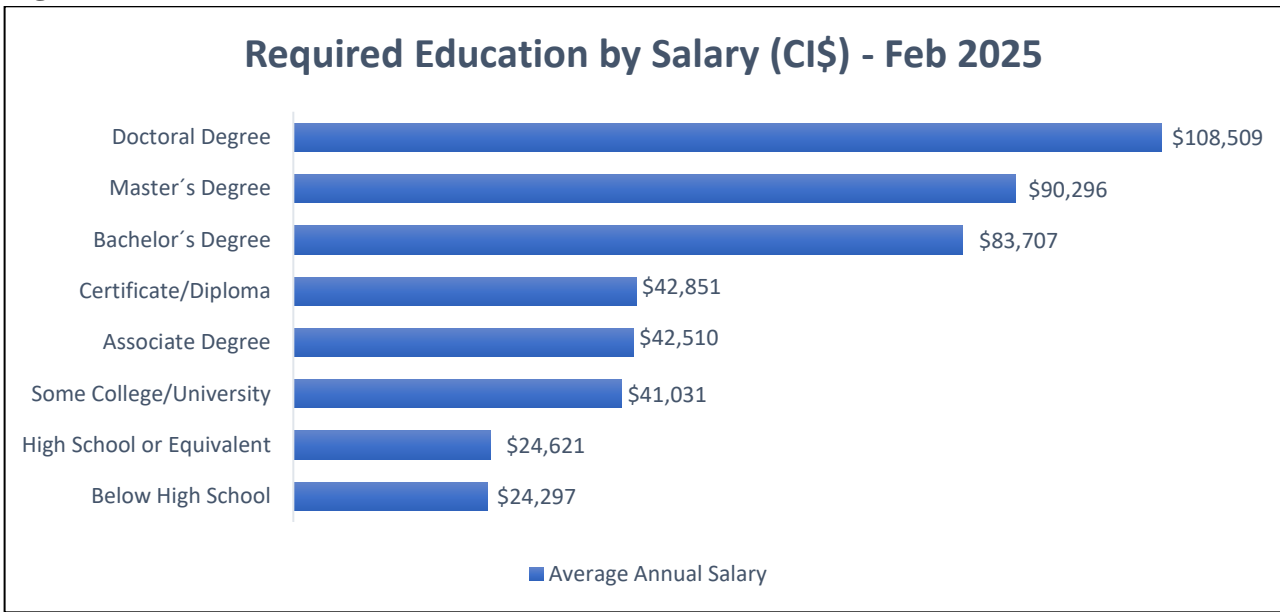
For the YTD 2025, Lawyers was the highest-paying occupation with an average annual salary of \$177,778 (see Figure 11). Specialist Medical Practitioners followed with an average annual salary of \$155,545 while Managing Directors and Chief Executives was next with an average annual salary of \$147,127.

**Figure 11.**



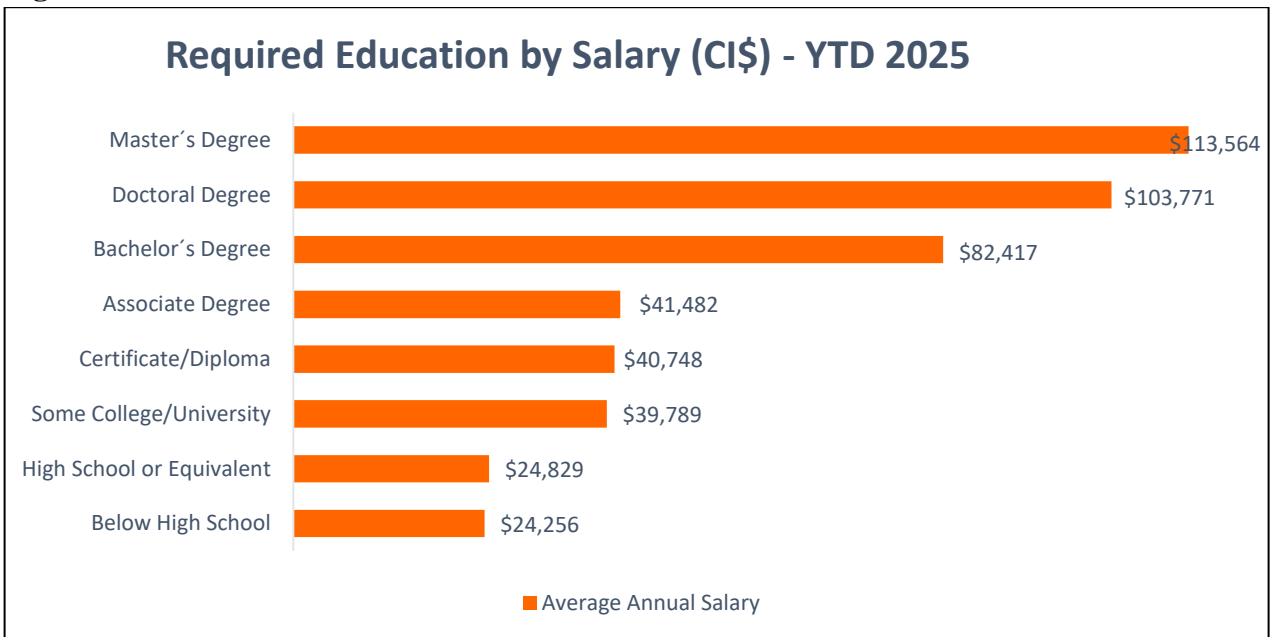
In February 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$108,509. Jobs requiring Master’s and Bachelor’s degrees paid average annual salaries of \$90,296 and \$83,707, respectively (see Figure 12).

**Figure 12.**



For January to February 2025, jobs requiring a Master's Degree paid the highest average annual salary of \$113,564. Jobs requiring Doctoral and Bachelor's degrees paid average annual salaries of \$103,771 and \$82,417, respectively (see Figure 13).

**Figure 13.**



# Key Industries to the Economy – February 2025

## Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CI\$)
Managing Directors and Chief Executives	\$173,368
Software Developers	\$150,000
Mathematicians, Actuaries and Statisticians	\$137,500
Applications Programmers	\$125,765
Finance Managers	\$111,683

Figure 14.

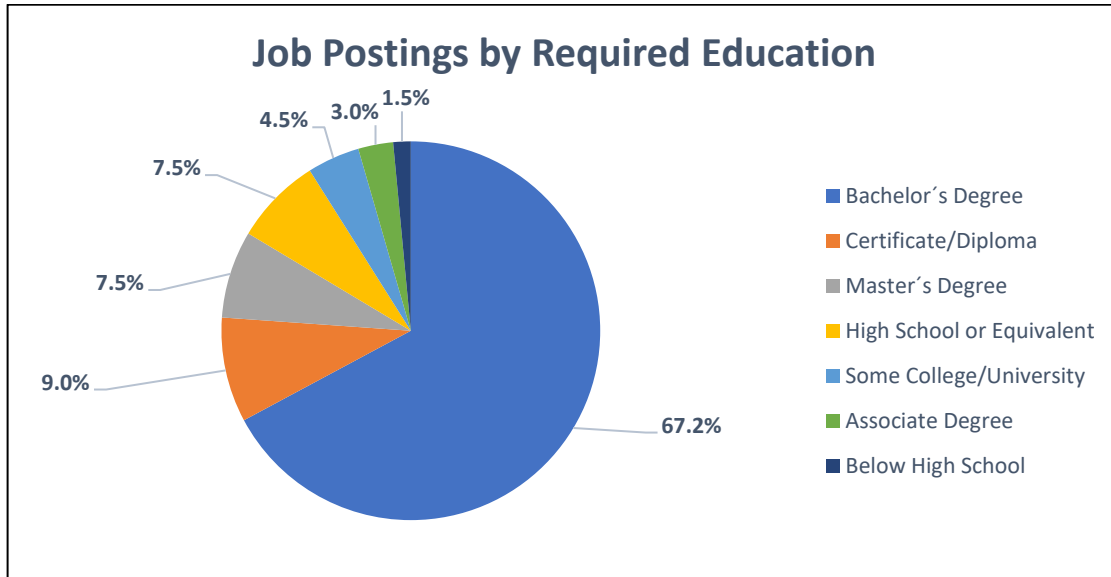
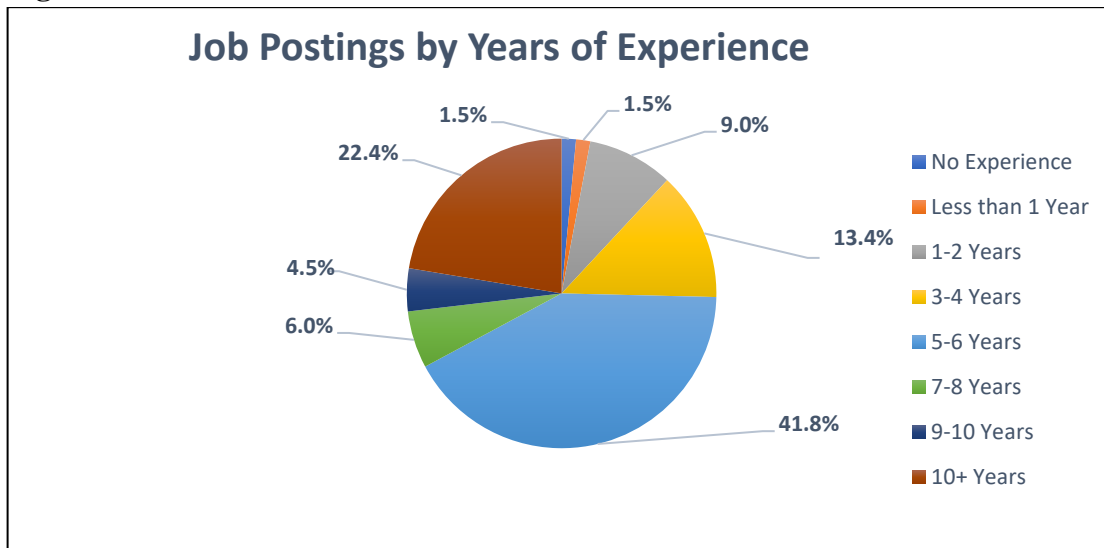


Figure 15.

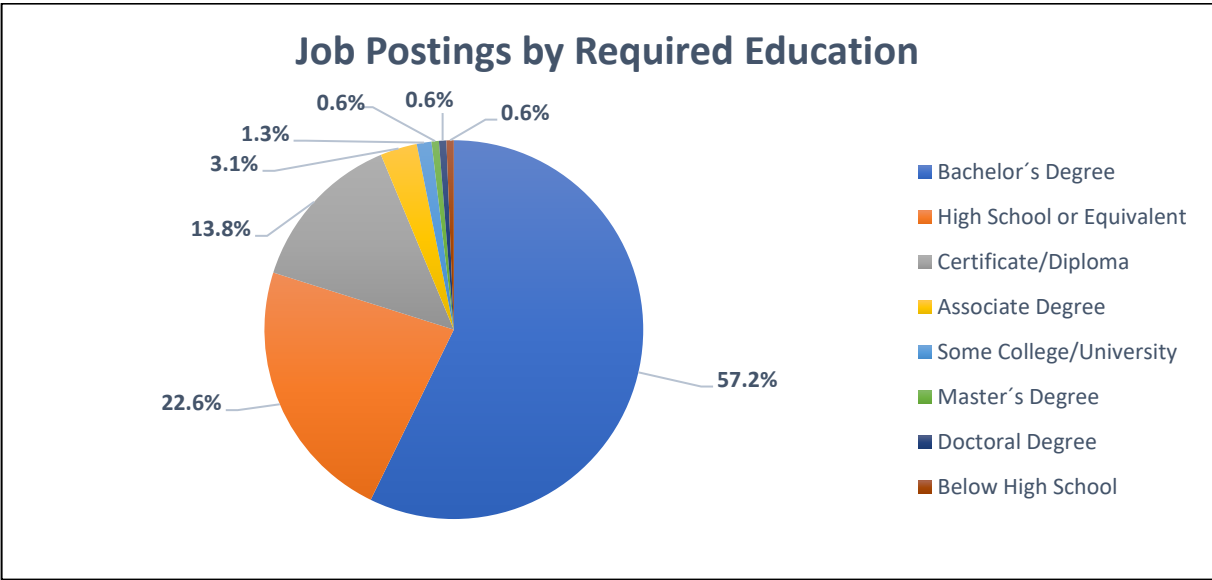


**Professional, Scientific and Technical Activities (includes legal, accounting, advertising, architectural, engineering and management consultancy firms)**

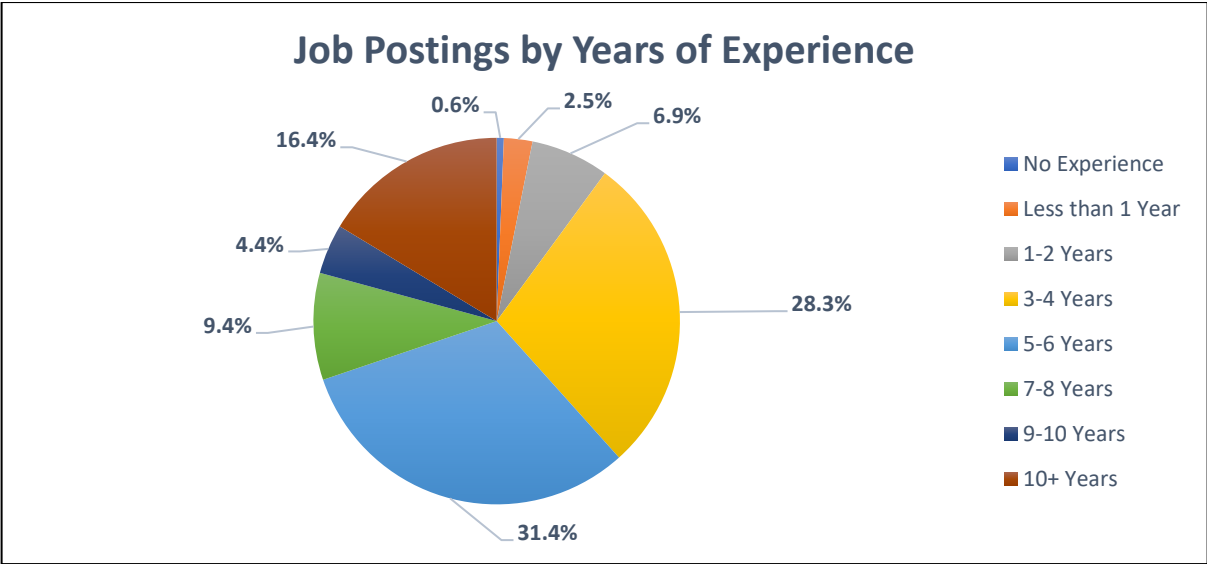
**Table 2.**

Highest-Paying Occupations	Average Annual Salary (CI\$)
Lawyers	\$180,770
ICT Service Managers	\$150,000
Policy and Planning Managers	\$116,667
Human Resource Managers	\$107,778
Finance Managers	\$105,516

**Figure 16.**



**Figure 17.**

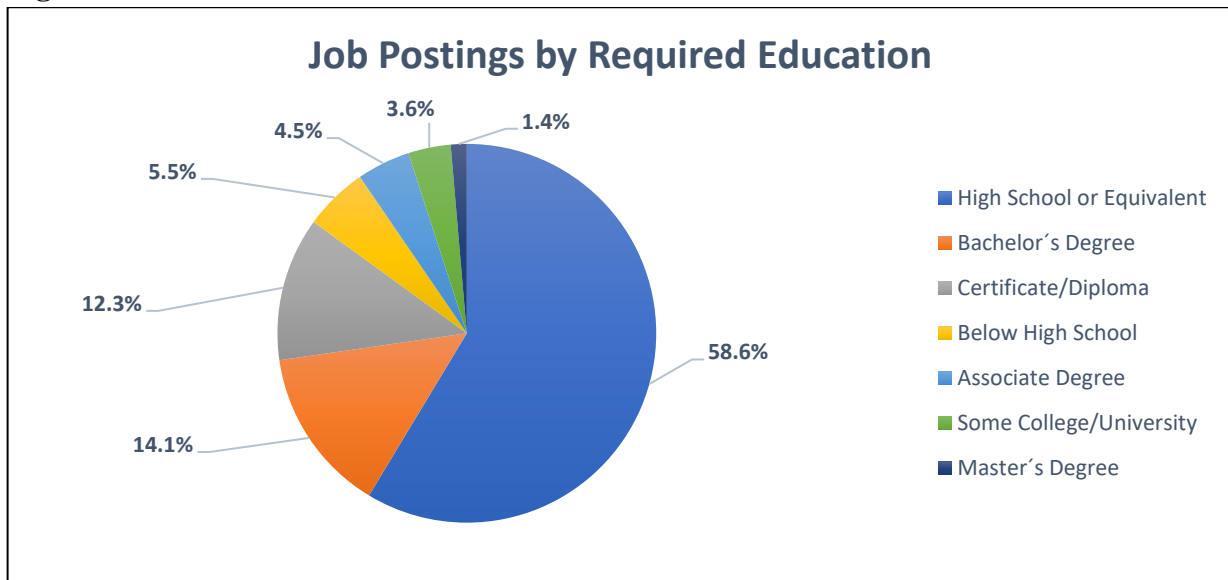


## Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

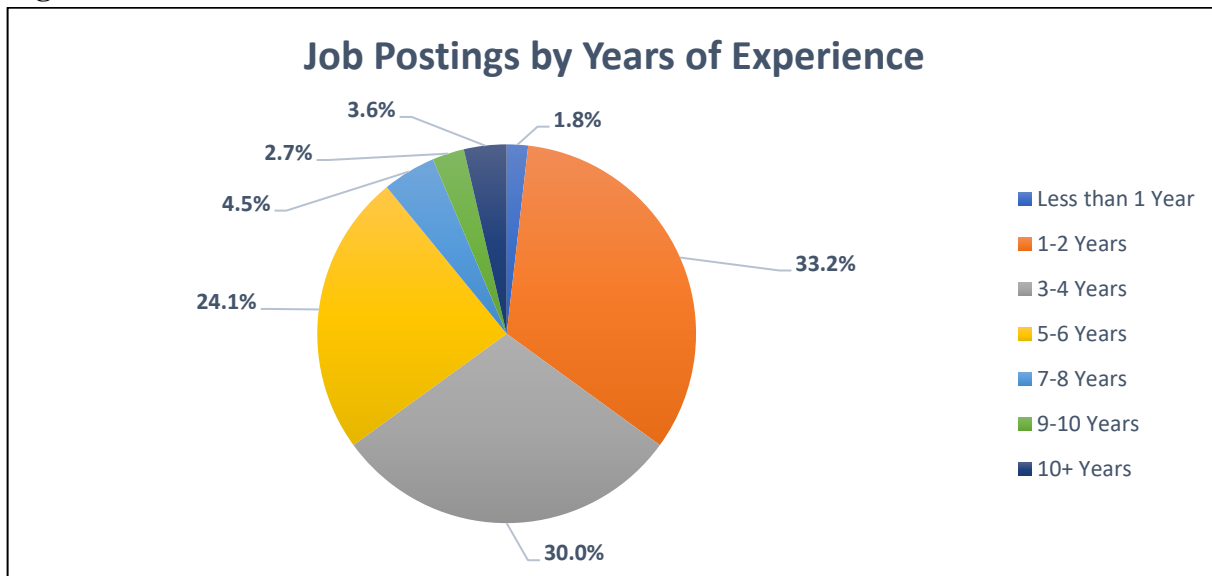
**Table 3.**

Highest-Paying Occupations	Average Annual Salary (CI\$)
Interior Designers and Decorators	\$82,500
Business Services and Administration Managers	\$81,000
Retail and Wholesale Trade Managers	\$59,014
Office Supervisors	\$58,500
Pharmacists	\$57,500

**Figure 18.**



**Figure 19.**



## Summary

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- A total of 1,444 job postings in February 2025 relative to 1,648 postings in February 2024.
- The Construction, Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, and Administrative and Support Service Activities industries dominated the job postings for the month and YTD period.
- The most required level of educational attainment was for persons with high school or equivalent qualification followed by a Bachelor's Degree for the month and YTD period.
- Persons with three to four years' experience were the most desired in both review periods.
- Job postings in the legal, financial services, healthcare, information technology, regulatory, actuarial, environmental and tertiary-level education career fields dominated the highest salaries offered in both review periods.
- Higher levels of educational attainment correspond with increased levels of income.

## Recommendations

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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 Figure 7 shows, 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 training providers and employer associations such as the Cayman Islands Chamber of Commerce.
- There needs to be a solidified partnership between the Labour Market Demand Unit at 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 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.

## Appendix

**Table A1. Job Postings by Industry**

Industry	YTD 2024	YTD 2025	% Change
Accommodation and Food Service Activities	536	373	-30.4
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	12	22	83.3
Administrative and Support Service Activities	493	504	2.2
Agriculture, Forestry and Fishing	23	16	-30.4
Arts, Entertainment and Recreation	64	117	82.8
Construction	690	549	-20.4
Education	100	105	5.0
Electricity, Gas, Steam and Air Conditioning Supply	15	11	-26.7
Financial and Insurance Activities	332	200	-39.8
Human Health and Social Work Activities	107	81	-24.3
Information and Communication	31	28	-9.7
Manufacturing	59	50	-15.3
Mining and Quarrying	13	6	-53.8
Other Service Activities	187	133	-28.9
Professional, Scientific and Technical Activities	225	291	29.3
Public Administration and Defence; Compulsory Social Security	62	41	-33.9
Real Estate Activities	62	41	-33.9
Transportation and Storage	123	69	-43.9
Water Supply; Sewerage, Waste Management and Remediation Activities	8	29	262.5
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	420	436	3.8
<b>Total</b>	<b>3,500</b>	<b>3,061</b>	<b>-12.5</b>

**Table A2. Job Postings by Most Advertised Occupation**

<b>Occupation</b>	<b>YTD 2025</b>
Building Construction Labourers	126
Carpenters and Joiners	125
Waiters	93
Kitchen Helpers	83
Stonemasons, Stone Cutters, Splitters and Carvers	82
Business Services and Administration Managers not elsewhere classified	75
Cooks	75
Motor Vehicle Mechanics and Repairers	67
Beauticians and Related Workers	65
Cleaners and Helpers in Offices, Hotels and Other Establishments	63
Accountants	61
Lawyers	57
Finance Managers	43
Food Service Counter Attendants	43
Managing Directors and Chief Executives	41
Bartenders	40
Secondary Education Teachers	40
Other Cleaning Workers	39
Hairdressers	39
Business Services Agents n.e.c.	38



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

Required Education	YTD 2024	YTD 2025	% Change
No Education*	213	-	-
Below High School**	-	104	-
High School or Equivalent	1,947	1,668	-14.3
Some College/University	48	81	68.8
Certificate/Diploma	465	455	-2.2
Associate Degree	107	93	-13.1
Bachelor's Degree	609	604	-0.8
Master's Degree	40	43	7.5
Doctoral Degree	10	13	30.0
<b>Total</b>	<b>3,439</b>	<b>3,061</b>	<b>-11.0</b>

\*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 as well as those who did not complete high school.

**Table A4. Job Postings by Years of Experience**

Years of Experience	YTD 2025
No Experience	21
Less Than a Year	63
1 to 2 Years	711
3 to 4 Years	933
5 to 6 Years	884
7 to 8 Years	130
9 to 10 Years	71
10+ Years	248
<b>Total</b>	<b>3,061</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	89,100
Professional, Scientific and Technical Activities	86,499
Electricity, Gas, Steam and Air Conditioning Supply	67,760
Human Health and Social Work Activities	58,576
Education	49,928
Real Estate Activities	46,152
Information and Communication	44,721
Water Supply; Sewerage, Waste Management and Remediation Activities	35,133
Construction	34,783
Mining and Quarrying	33,930
Arts, Entertainment and Recreation	31,611
Manufacturing	31,445
Administrative and Support Service Activities	30,373
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	29,158
Transportation and Storage	26,965
Other Service Activities	26,322
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	25,876
Accommodation and Food Service Activities	23,629
Agriculture, Forestry and Fishing	21,763

**Table A6. Job Postings by Highest-Paying Occupation**

<b>Occupation</b>	<b>Average Annual Salary for YTD 2025 (CI\$)</b>
Lawyers	177,778
Managing Directors and Chief Executives	147,127
Dentists	141,000
Policy and Planning Managers	135,417
Applications Programmers	125,765
Specialist Medical Practitioners	120,091
Mathematicians, Actuaries and Statisticians	118,480
Environmental and Occupational Health and Hygiene Professionals	104,808
University and Higher Education Teachers	101,939
Systems Analysts	98,750
Finance Managers	94,312
Generalist Medical Practitioners	94,275
ICT Service Managers	93,552
Construction Managers	93,176
Accountants	93,154
Industrial and Production Engineers	87,619
Financial and Investment Advisers	86,424
Software Developers	85,988
Civil Engineers	85,683
Human Resource Managers	80,391