



**WORC**

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN  
CAYMAN ISLANDS GOVERNMENT

# JOB POSTINGS REPORT

January 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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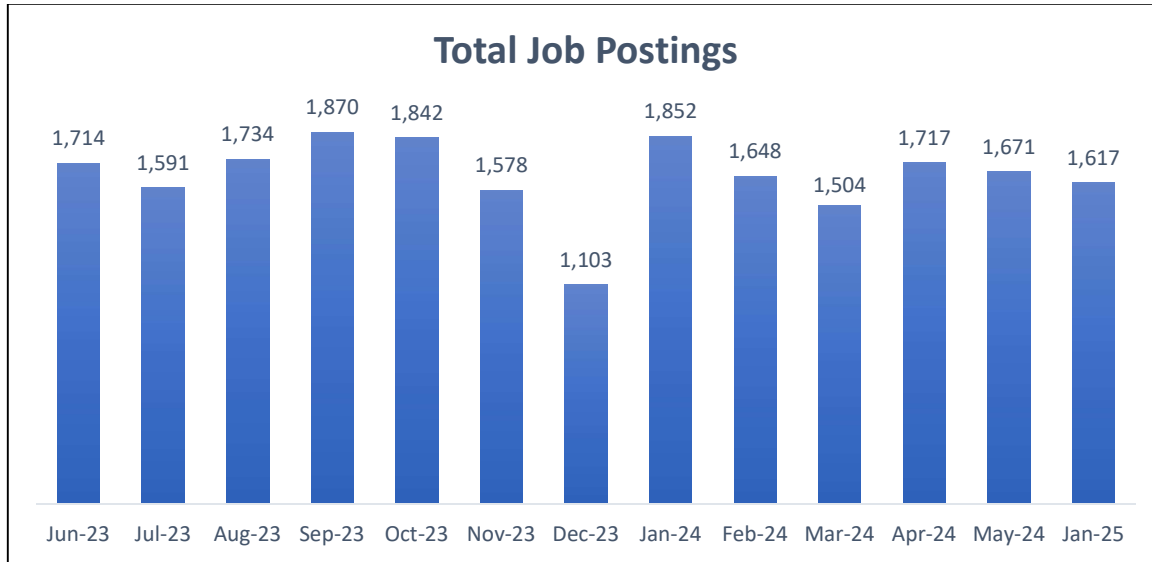
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<b>Total Job Postings</b>	<b>1</b>
<b>Industry</b>	<b>1</b>
<b>Occupation</b>	<b>2</b>
<b>Required Education</b>	<b>2</b>
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## Total Job Postings\*

A total of 1,617 jobs were posted during January 2025 relative to 1,852 postings in January 2024 (see Figure 1).

**Figure 1.**

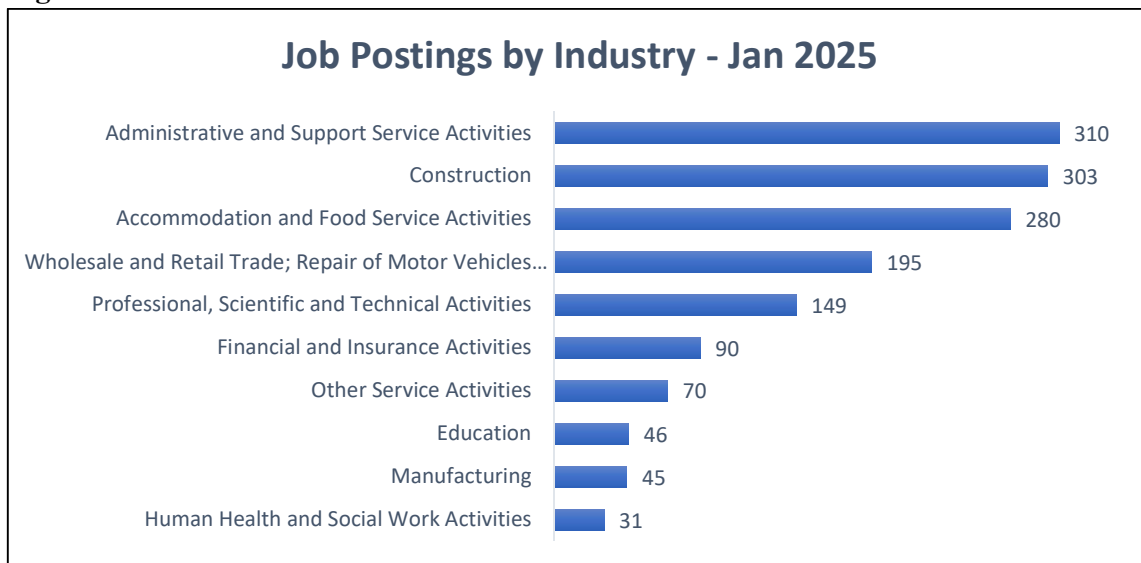


\*No access to data in the transition period from Bizagi to Liferay, which impacted reports for June and July in 2024.

## Industry

The Administrative and Support Service Activities industry accounted for 310 job postings, representing 19.2 percent of the total number of job openings in January 2025 (see Figure 2). The Construction industry followed with 303 job advertisements (18.7%) while the Accommodation and Food Services Activities industry recorded 280 job openings (17.3%).

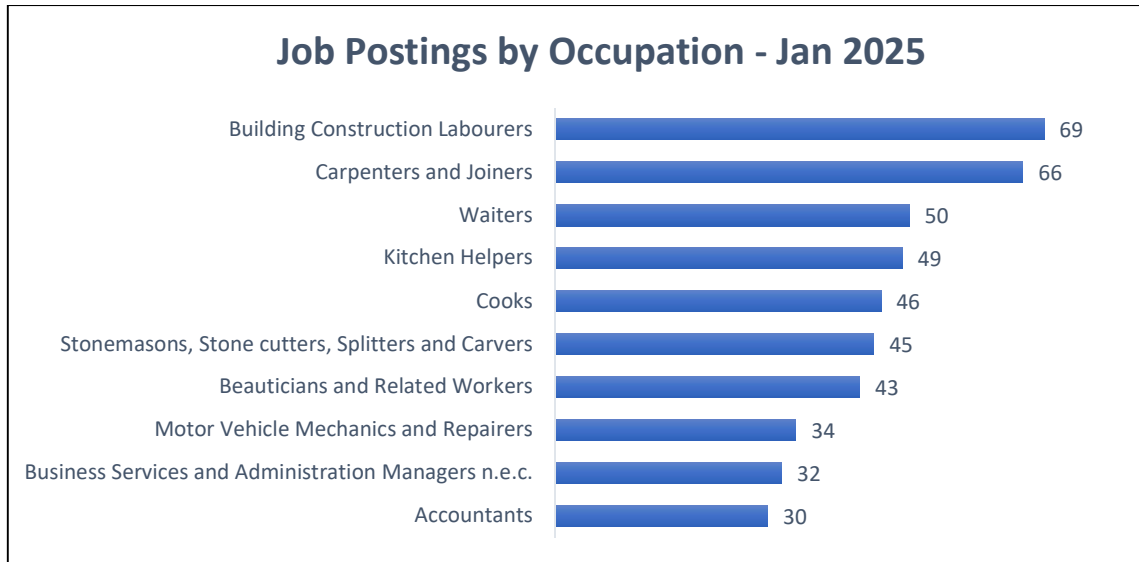
**Figure 2.**



## Occupation

Building construction labourers accounted for 69 job postings which represented 4.3 percent of all job openings (see Figure 3). Carpenters and joiners followed with 66 job postings (4.1%) while waiters recorded 50 job postings or 3.1 percent of the total.

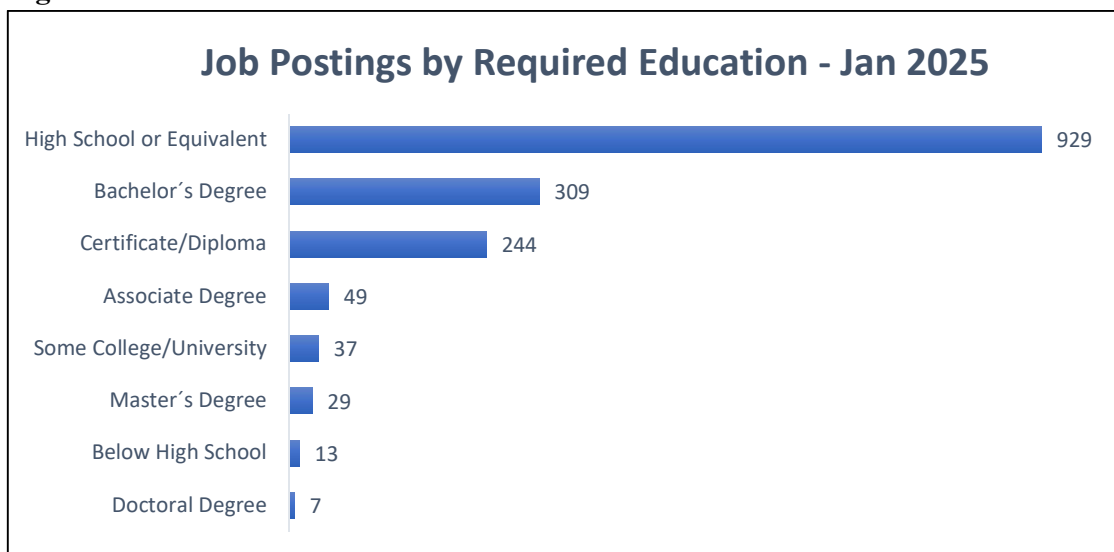
**Figure 3.**



## Required Education

There were 929 job postings (57.5%) that required persons with a High School or Equivalent qualification, 309 (19.1%) required persons with a Bachelor's Degree and 244 (15.1%) required persons with a Certificate or Diploma (see Figure 4).

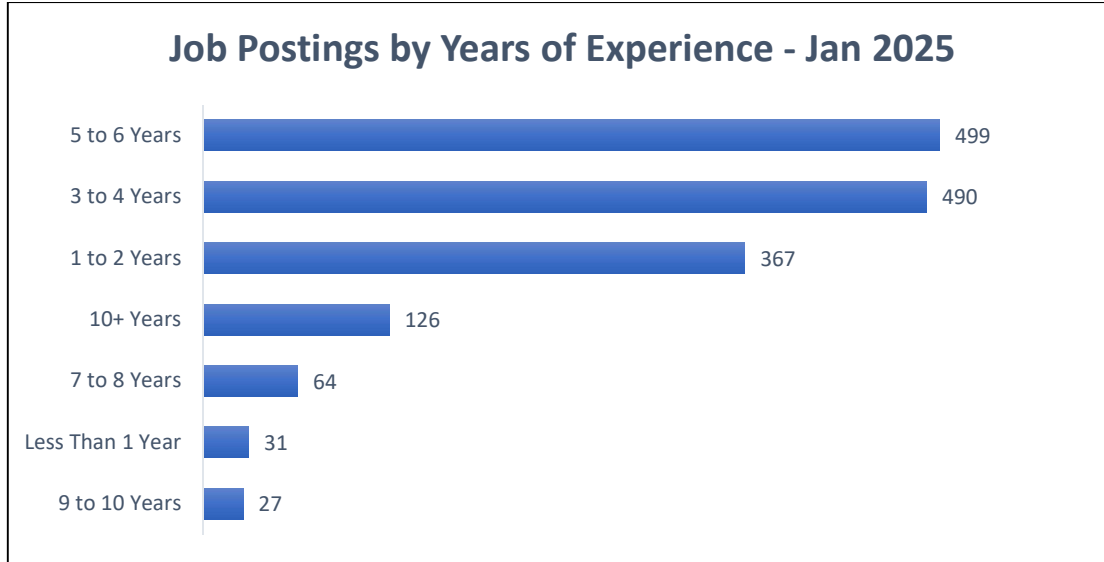
**Figure 4.**



## Years of Experience (YOE)

For the review month, 499 job advertisements (34.8%) required persons with five to six years' experience, 490 job postings (17.8%) required persons with three to four years' experience while 367 job openings (17.5%) required persons with one to two years' experience (see Figure 5).

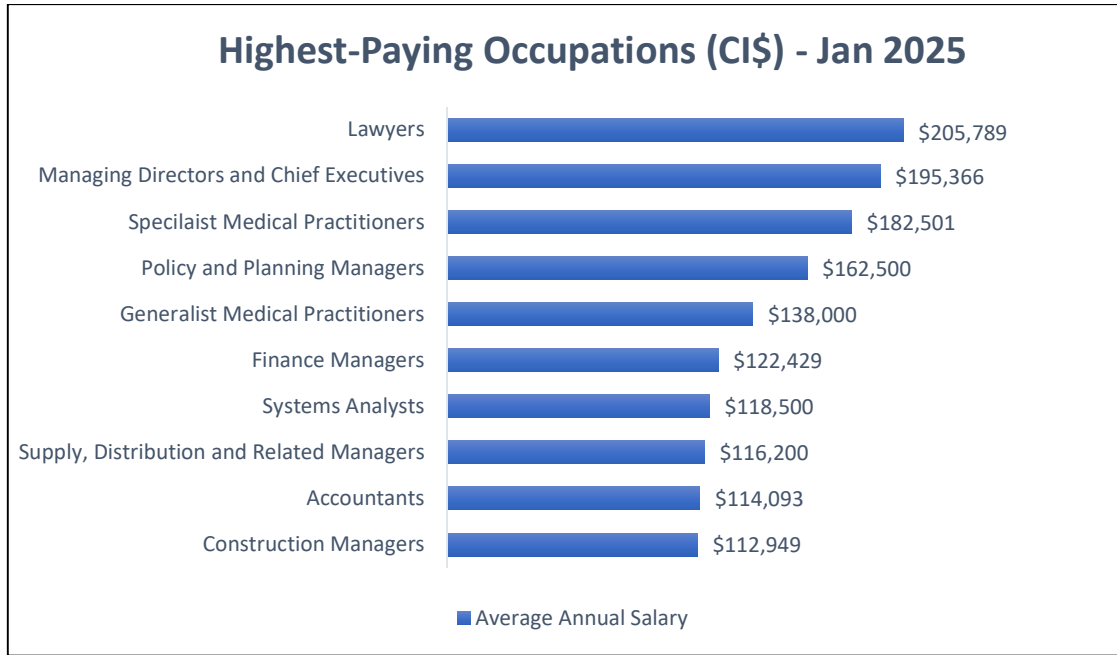
**Figure 5.**



## Salary

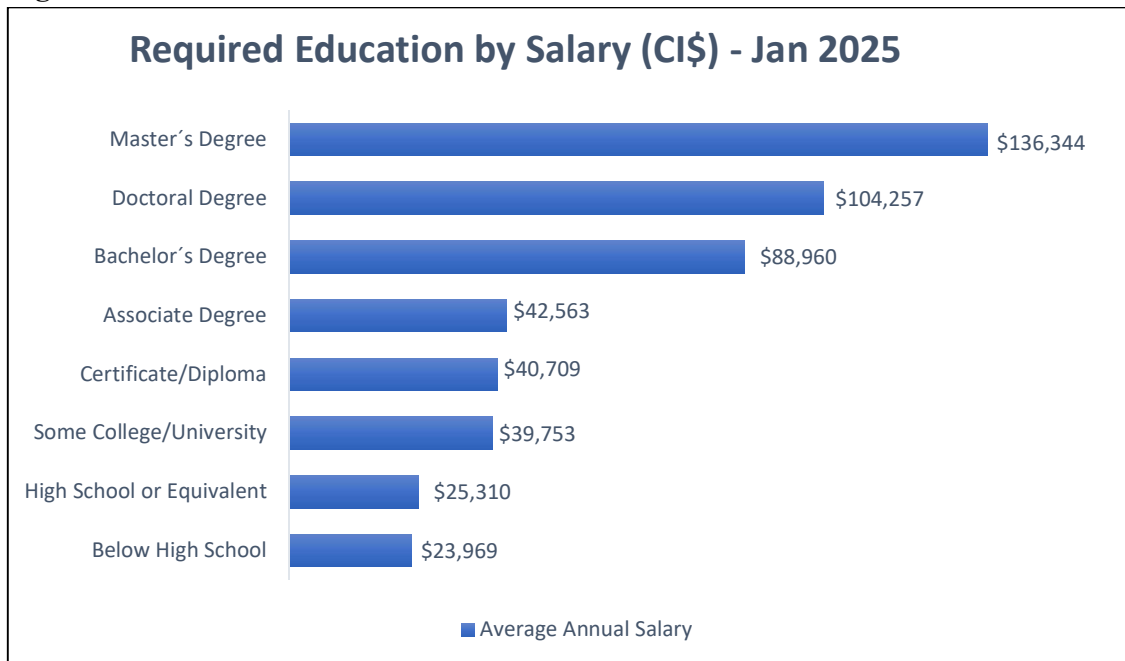
The highest-paying job postings in the review period were recorded by Lawyers with an average annual salary of \$205,789 (see Figure 6). Managing Directors and Chief Executives followed with an average annual salary of \$195,366, after which Specialist Medical Practitioners proceeded with an average annual salary of \$182,501.

**Figure 6.**



Advertised jobs requiring a Master's Degree paid the highest salaries in the review month. These jobs paid an average annual salary of \$136,344. Job postings requiring Doctoral and Bachelor's degrees followed with average annual salaries of \$104,257 and \$88,960, respectively (see Figure 7).

**Figure 7.**



# Key Industries to the Economy

## Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$193,666
Finance Managers	\$136,333
Business Services and Administration Managers n.e.c.	\$116,580
Sales and Marketing Managers	\$110,000
Business Services Agents n.e.c.	\$108,654

Figure 8.

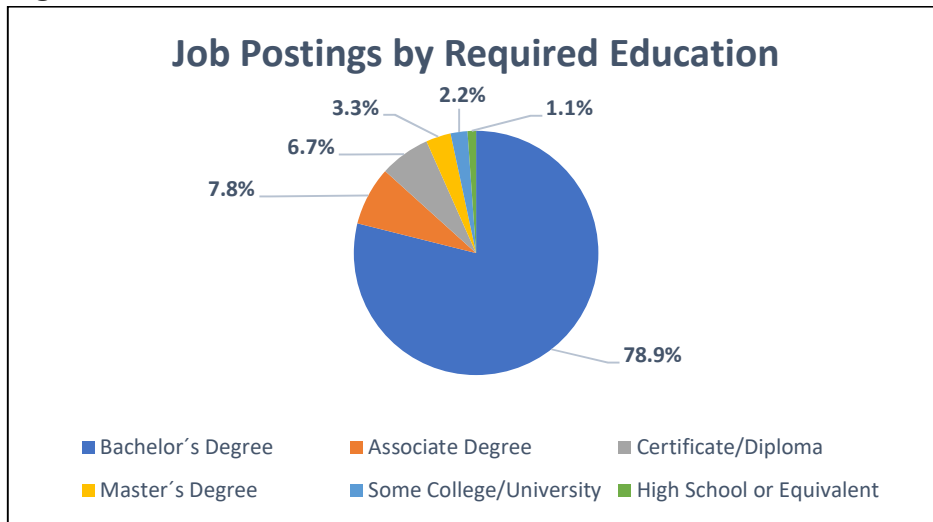
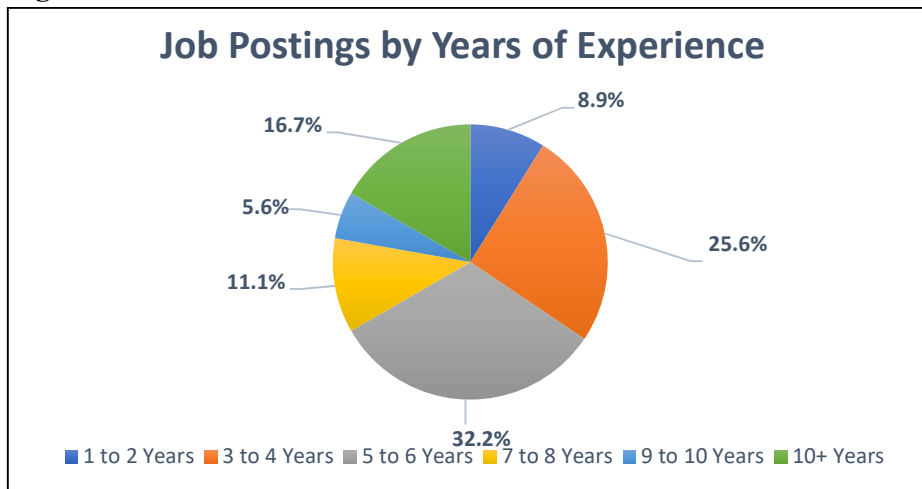


Figure 9.



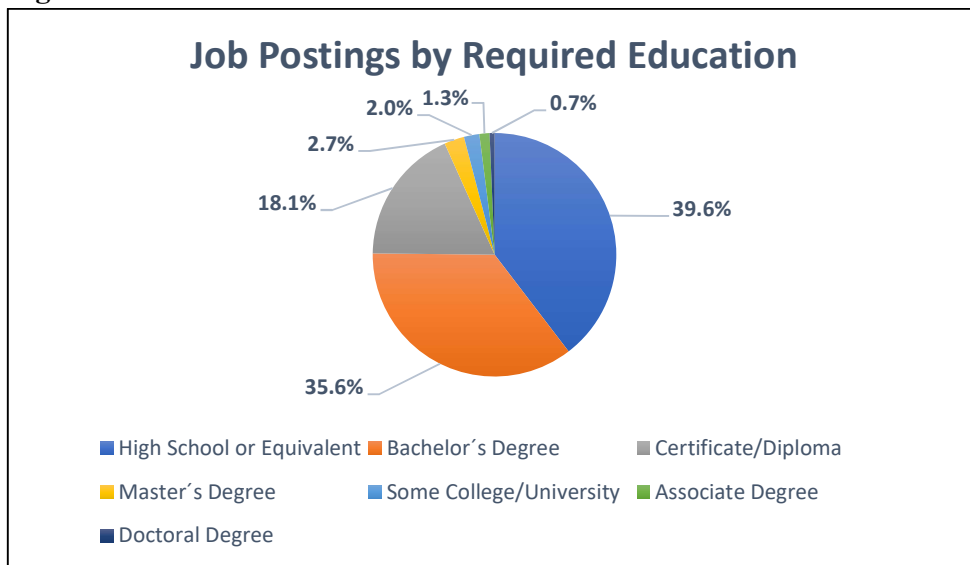


**Professional, Scientific and Technical Activities (includes legal, accounting, advertising, architectural, engineering and management consultancy firms)**

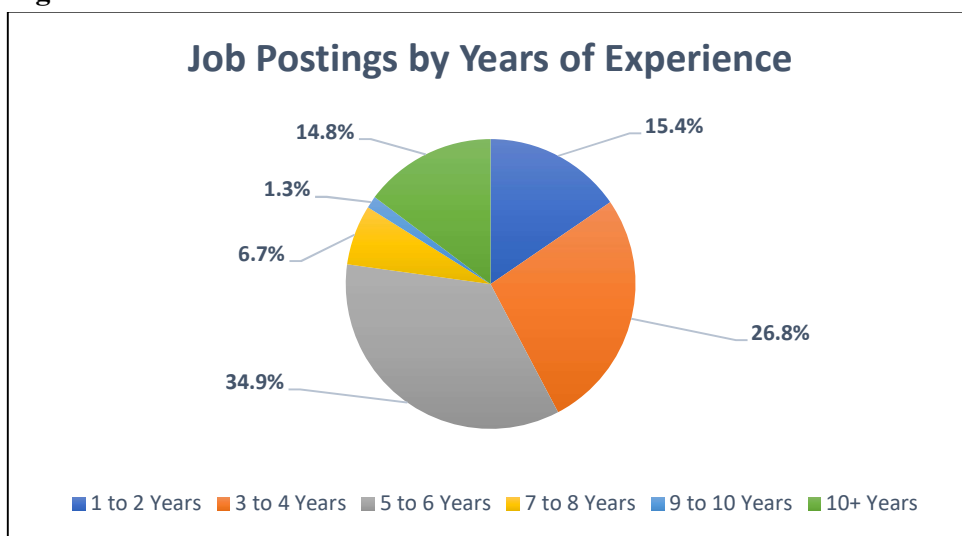
**Table 2.**

Highest-Paying Occupations	Average Annual Salary (CIS)
Lawyers	\$208,824
Managing Directors and Chief Executives	\$165,000
Systems Analysts	\$145,000
Human Resource Managers	\$142,500
Professional Services Managers n.e.c.	\$126,875

**Figure 10.**



**Figure 11.**

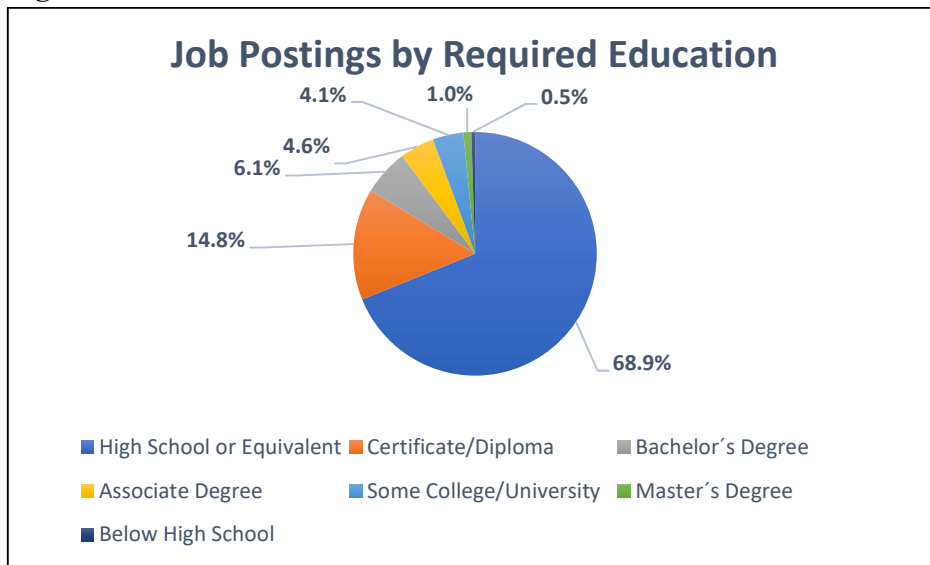


## Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

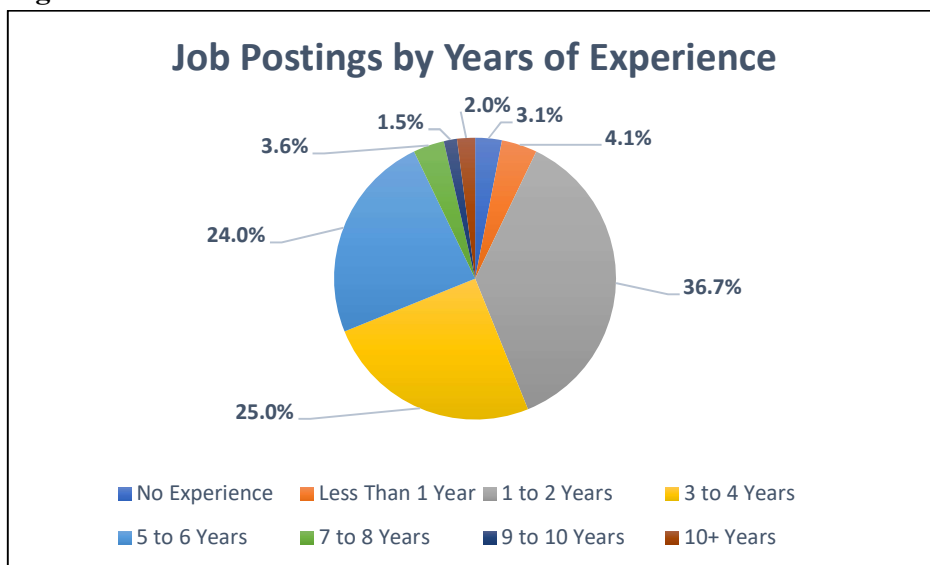
**Table 3.**

Highest-Paying Occupations	Average Annual Salary (CIS)
Supply, Distribution and Related Managers	\$200,000
Software Developers	\$105,000
Accountants	\$91,000
Services Managers n.e.c.	\$79,300
Pharmacists	\$69,000

**Figure 12.**



**Figure 13.**



## Summary

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- A total of 1,617 job postings in January 2025 relative to 1,852 in January 2024.
- The Administrative and Support Service Activities, Construction, and Accommodation and Food Service Activities industries dominated the job postings for the review month.
- The most in-demand required level of education was for persons with high school or equivalent qualification followed by a Bachelor's Degree.
- Persons with one to six years of experience were the most desired.
- Job postings in the legal, financial services, healthcare, regulatory, information technology, logistics and accounting career fields accounted for the highest salaries offered in the review month.
- 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	January 2024	January 2025	% Change
Accommodation and Food Service Activities	319	280	-12.2
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	8	19	137.5
Administrative and Support Service	244	302	23.8
Agriculture, Forestry and Fishing	3	8	166.7
Arts, Entertainment and Recreation	35	8	-77.1
Construction	397	303	-23.7
Education	70	46	-34.3
Electricity, Gas, Steam and Air Conditioning Supply	13	6	-53.8
Financial and Insurance Activities	234	90	-61.5
Human Health and Social Work Activities	67	31	-53.7
Information and Communication	24	16	-33.3
Manufacturing	59	45	-23.7
Mining and Quarrying	3	0	-100.0
Other Service Activities	83	70	-15.7
Professional, Scientific and Technical Activities	48	149	210.4
Public Administration and Defence; Compulsory Social Security	1	7	600.0
Real Estate Activities	12	10	-16.7
Transportation and Storage	38	18	-52.6
Water Supply; Sewerage, Waste Management and Remediation Activities	6	13	116.7
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	188	196	4.3
<b>Total</b>	<b>1,852</b>	<b>1,617</b>	<b>-12.7</b>

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

<b>Occupation</b>	<b>January 2025</b>
Building Construction Labourers	69
Carpenters and Joiners	66
Waiters	50
Kitchen Helpers	49
Cooks	46
Stonemasons, Stone Cutters, Splitters and Carvers	45
Beauticians and Related Workers	43
Motor Vehicle Mechanics and Repairers	34
Business Services and Administration Managers not elsewhere classified	32
Accountants	30
Cleaners and Helpers in Offices, Hotels and Other Establishments	27
Food Service Counter Attendants	26
Administrative and Executive Secretaries	26
Secondary Education Teachers	26
Bartenders	25
Shop Sales Assistants	20
Lawyers	19
Cashiers and Ticket Clerks	19
Hairdressers	18
Chefs	18

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

Required Education	January 2024	January 2025	% Change
No Education*	124	-	-
Below High School**	-	13	-
High School or Equivalent	1,010	929	-8.0
Some College/University	20	37	85.0
Certificate/Diploma	243	244	0.4
Associate Degree	60	49	-18.3
Bachelor's Degree	326	309	-5.2
Master's Degree	29	29	0.0
Doctoral Degree	5	7	40.0
<b>Total</b>	<b>1,817</b>	<b>1,617</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.

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

Years of Experience	January 2024	January 2025	% Change
No Experience	15	13	-13.3
Less Than a Year	43	31	-27.9
1 to 2 Years	277	367	32.5
3 to 4 Years	325	490	50.8
5 to 6 Years	n/a	499	-
7 to 8 Years	n/a	64	-
9 to 10 Years	n/a	27	-
10+ Years	n/a	126	-
<b>Total</b>	<b>1,852</b>	<b>1,617</b>	<b>-12.7</b>

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

<b>Industry</b>	<b>Average Annual Salary (CIS) January 2025</b>
Financial and Insurance Activities	110,700
Real Estate Activities	77,304
Electricity, Gas, Steam and Air Conditioning Supply	74,954
Professional, Scientific and Technical Activities	72,396
Human Health and Social Work Activities	68,299
Education	56,731
Administrative and Support Service Activities	40,144
Transportation and Storage	39,999
Information and Communication	39,428
Water Supply; Sewerage, Waste Management and Remediation Activities	37,840
Construction	36,624
Manufacturing	30,356
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,112
Accommodation and Food Service Activities	27,159
Other Service Activities	25,347
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	24,338
Arts, Entertainment and Recreation	21,140
Agriculture, Forestry and Fishing	19,232

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

<b>Occupation</b>	<b>Average Annual Salary (CIS) January 2025</b>
Lawyers	205,789
Managing Directors and Chief Executives	195,366
Specialist Medical Practitioners	182,501
Policy and Planning Managers	162,500
Generalist Medical Practitioners	138,000
Finance Managers	122,429
Systems Analysts	118,500
Supply, Distribution and Related Managers	116,200
Accountants	114,093
Construction Managers	112,949
University and Higher Education Teachers	106,213
Financial and Insurance Services Branch Managers	106,200
Medical Imaging and Therapeutic Equipment Technicians	105,986
Environmental and Occupational Health and Hygiene Professionals	104,808
Business Services and Administration Managers n.e.c.	102,809
Legal and Related Associate Professionals	100,000
Survey and Market Research Interviewers	100,000
Business Services Agents not elsewhere classified	95,669
Professional Services Managers not elsewhere classified	95,154
Human Resource Managers	94,925