



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

July 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.**

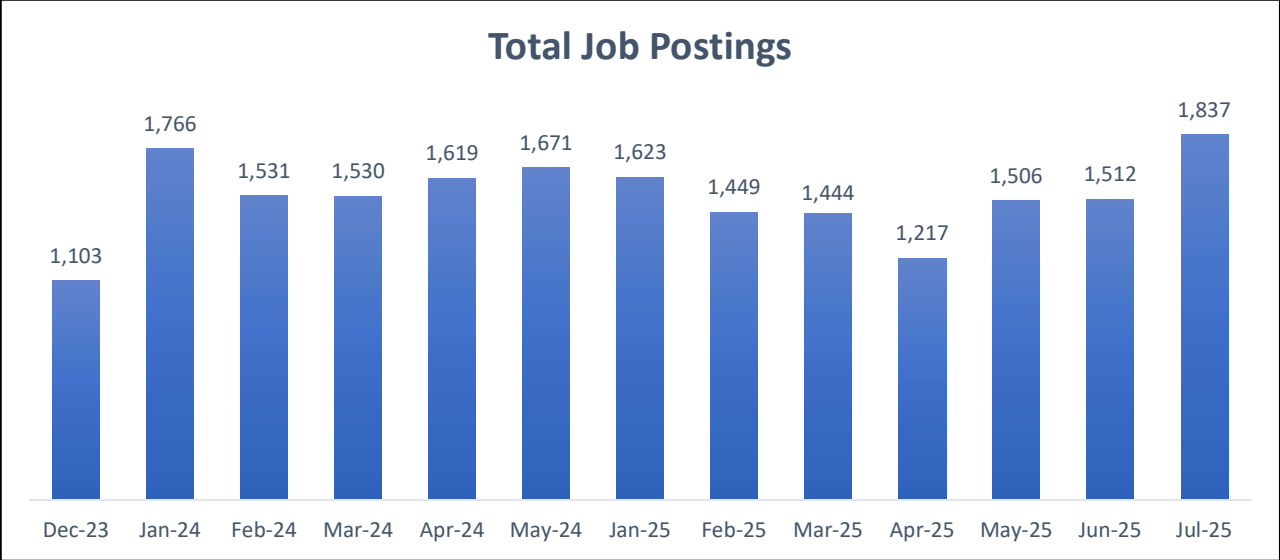
CONTENTS

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

Total Number of Job Postings

A total of 1,837 jobs were advertised during July 2025 relative to 1,512 postings in the previous month (see Figure 1). For the first seven months of 2025, there were 10,588 job advertisements.

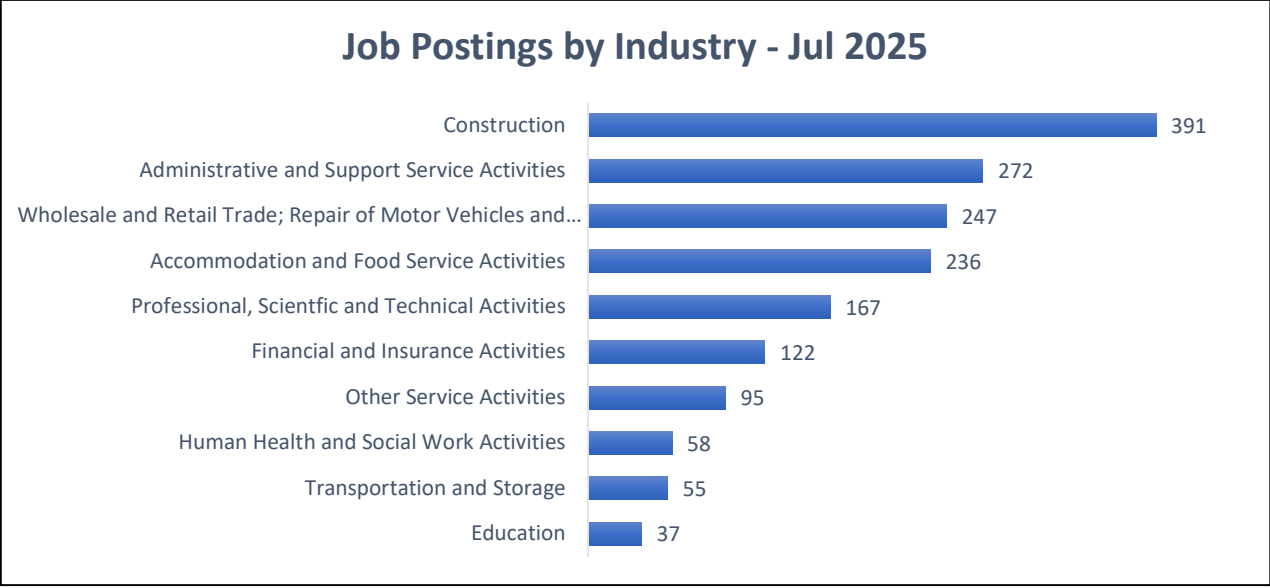
Figure 1.



Industry

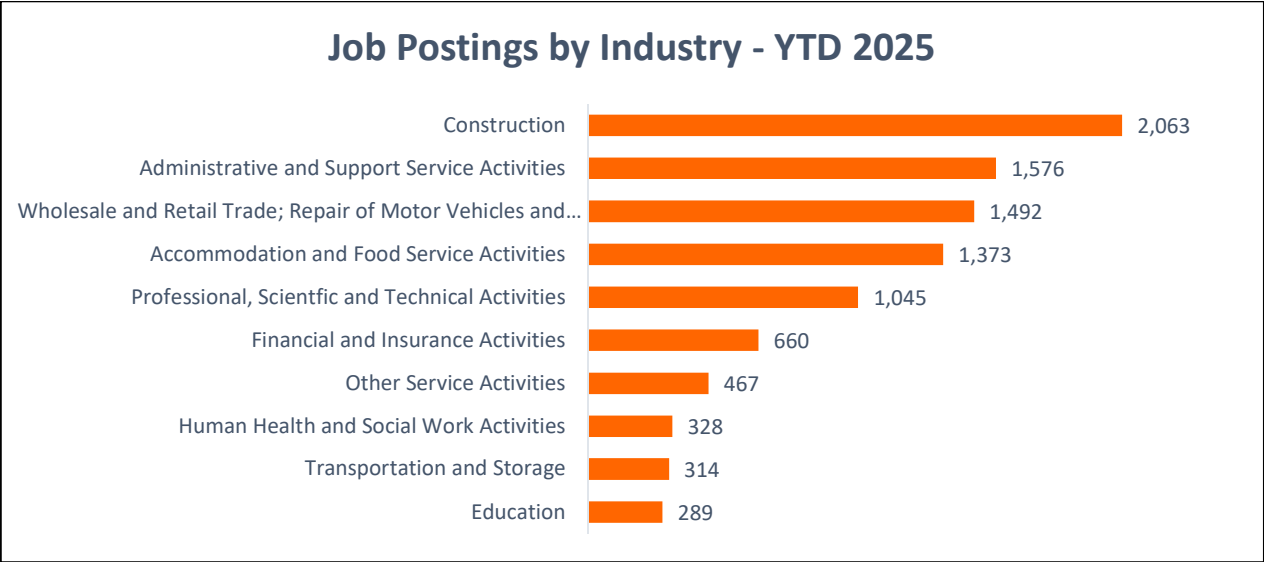
The Construction industry accounted for 391 job postings, representing 21.3 percent of the total number of job openings in July 2025 (see Figure 2). The Administrative and Support Service Activities industry followed with 272 job advertisements (14.8%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry recorded 247 job openings (13.4%).

Figure 2.



For the first seven months of 2025, the Construction industry accounted for most job postings, recording 2,063 or 19.5 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 1,576 job advertisements (14.9%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 1,492 job openings (14.1%).

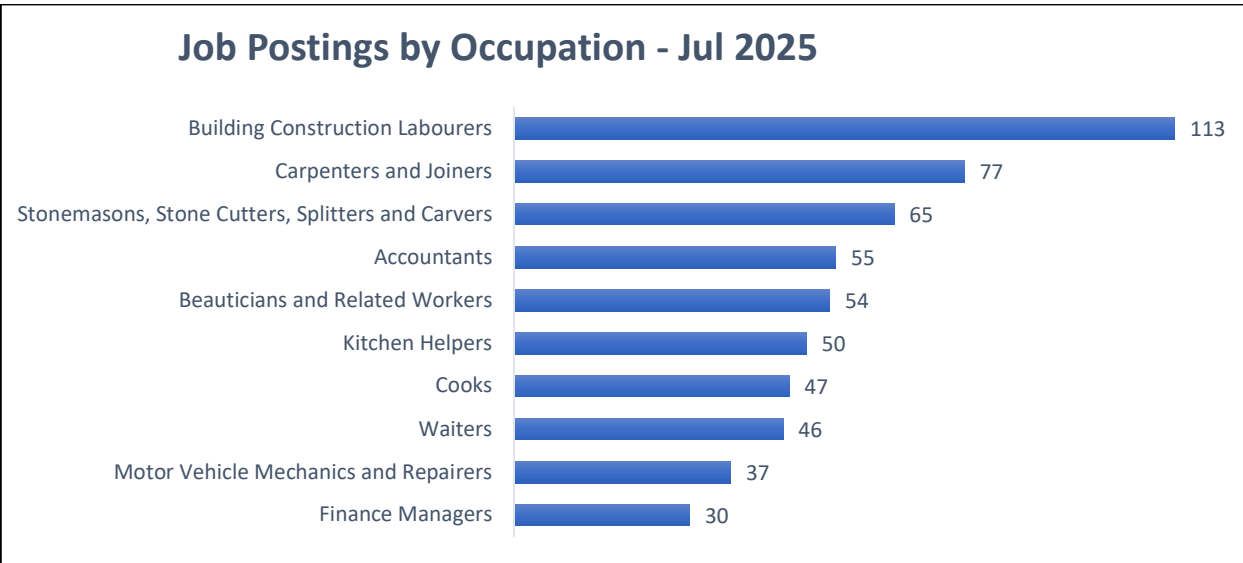
Figure 3.



Occupation

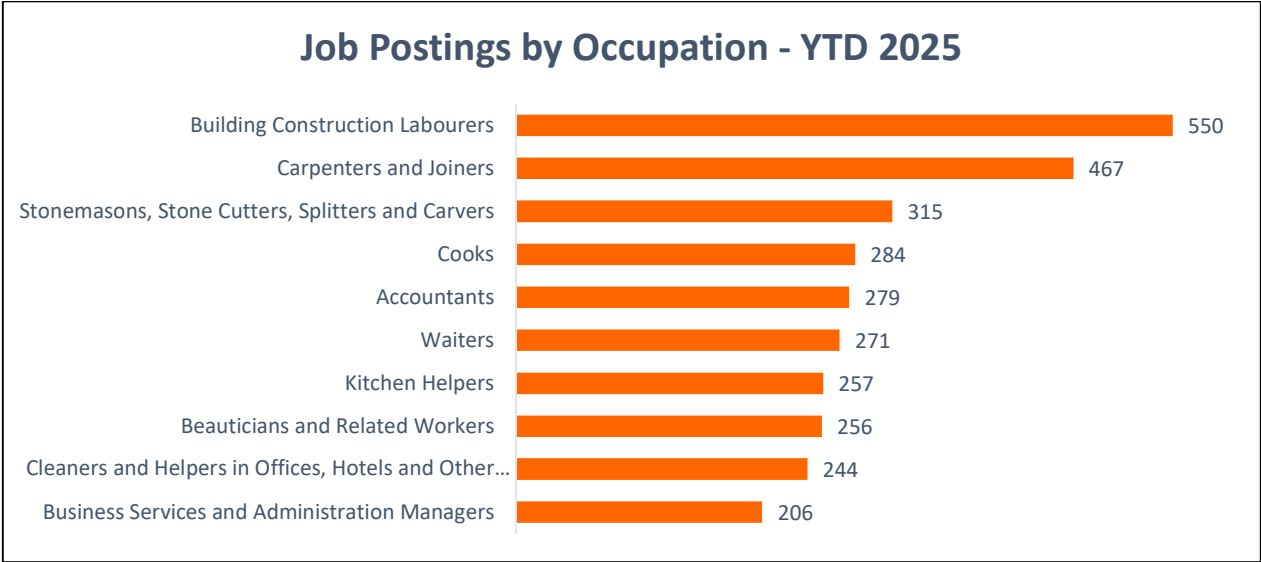
For the review month, Building Construction Labourers accounted for 113 job postings which represented 6.2 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 77 job postings (4.2% of the total) while Stonemasons, Stone Cutters, Splitters and Carvers recorded 65 job postings or 3.5 percent of the total.

Figure 4.



For the YTD, Building Construction Labourers accounted for 550 job postings which represented 5.2 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 467 job postings (4.4%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 315 job openings or 3.0 percent of the total.

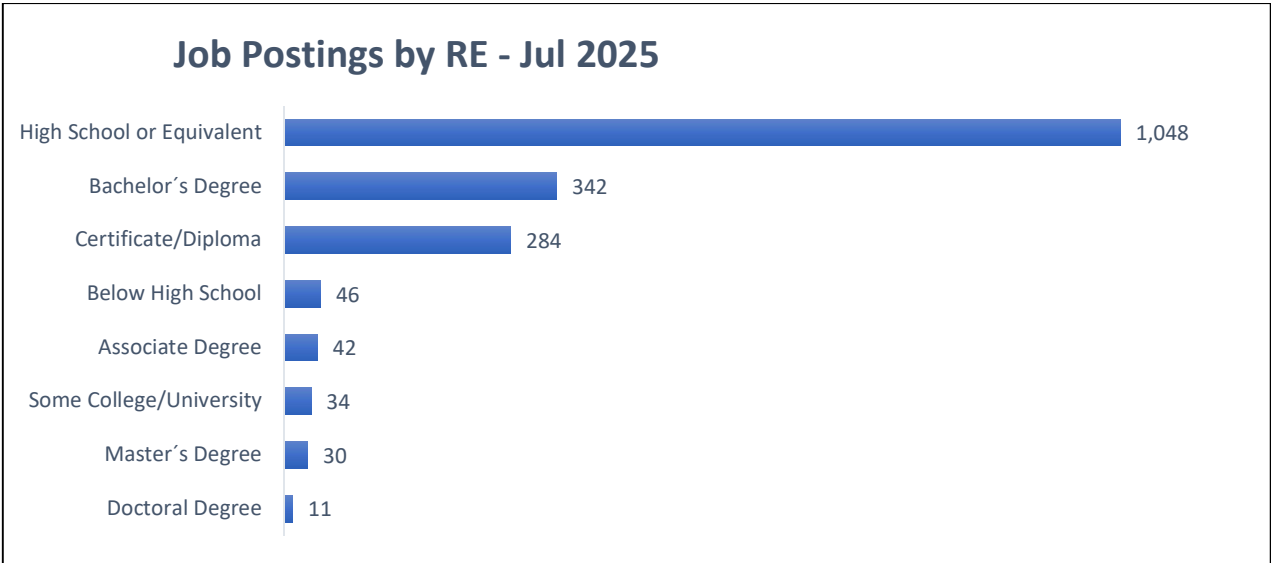
Figure 5.



Required Education (RE)

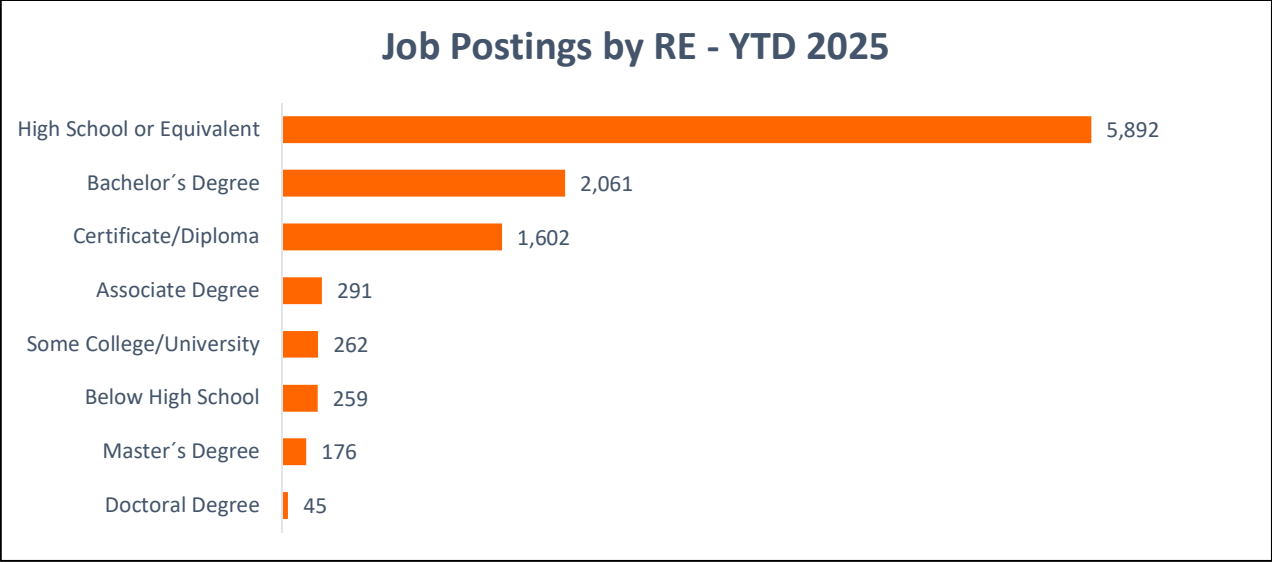
For July 2025, 1,048 postings (57.0%) required persons with a High School or Equivalent qualification, 342 (18.6%) required persons with a Bachelor’s Degree and 284 (15.5%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



For the YTD, 5,892 postings (55.6%) required persons with a High School or Equivalent qualification, 2,061 (19.5%) required persons with a Bachelor’s Degree and 1,602 (15.1%) required persons with a Certificate or Diploma (see Figure 7).

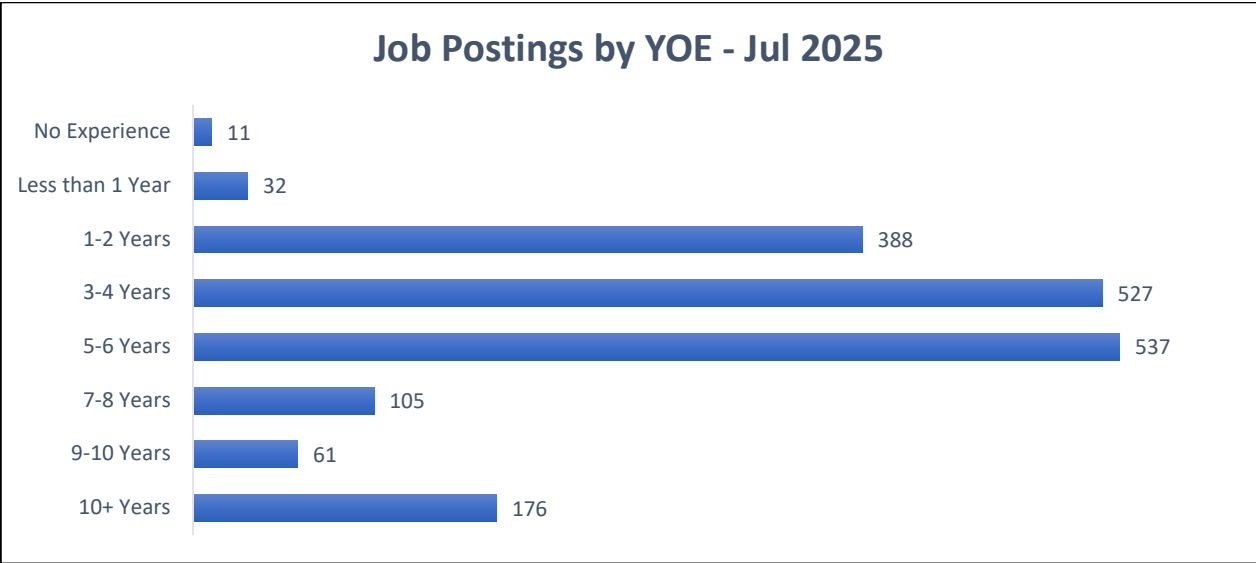
Figure 7.



Years of Experience (YOE)

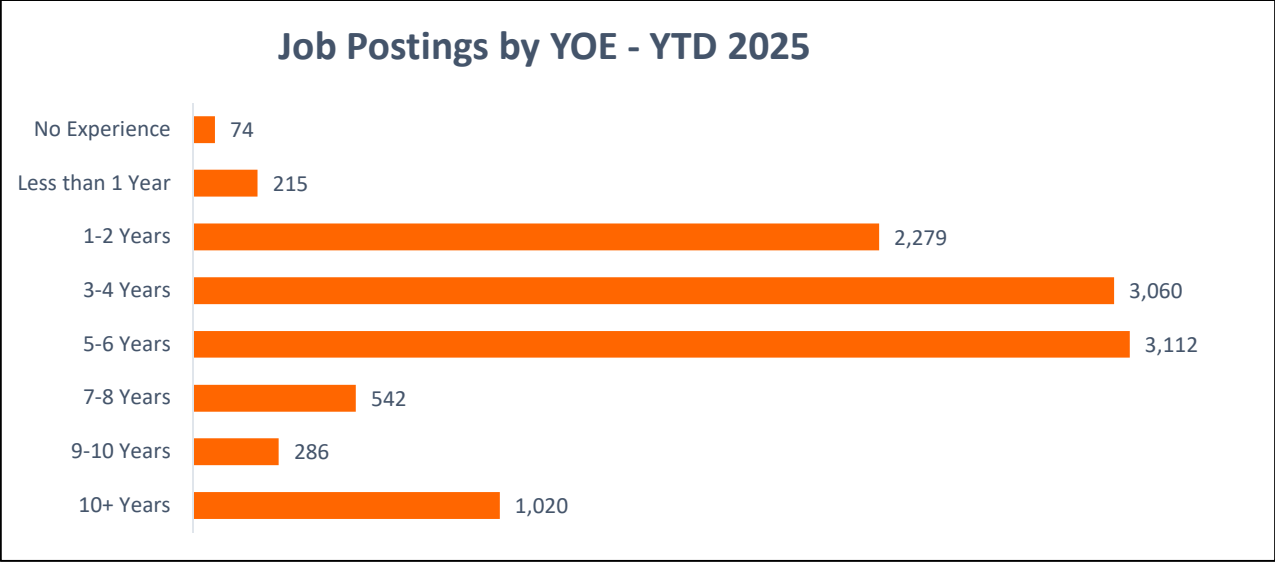
For the review month, 537 job advertisements (29.2%) required persons with five to six years’ experience, 527 job postings (28.7%) required persons with three to four years’ experience while 388 job openings (21.1%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 10,588 job postings recorded in January to July of 2025, 3,112 (29.4%) required persons with five to six years’ experience, 3,060 (28.9%) required persons with three to four years’ experience while 2,279 (21.5%) required persons with one to two years’ experience (see Figure 9).

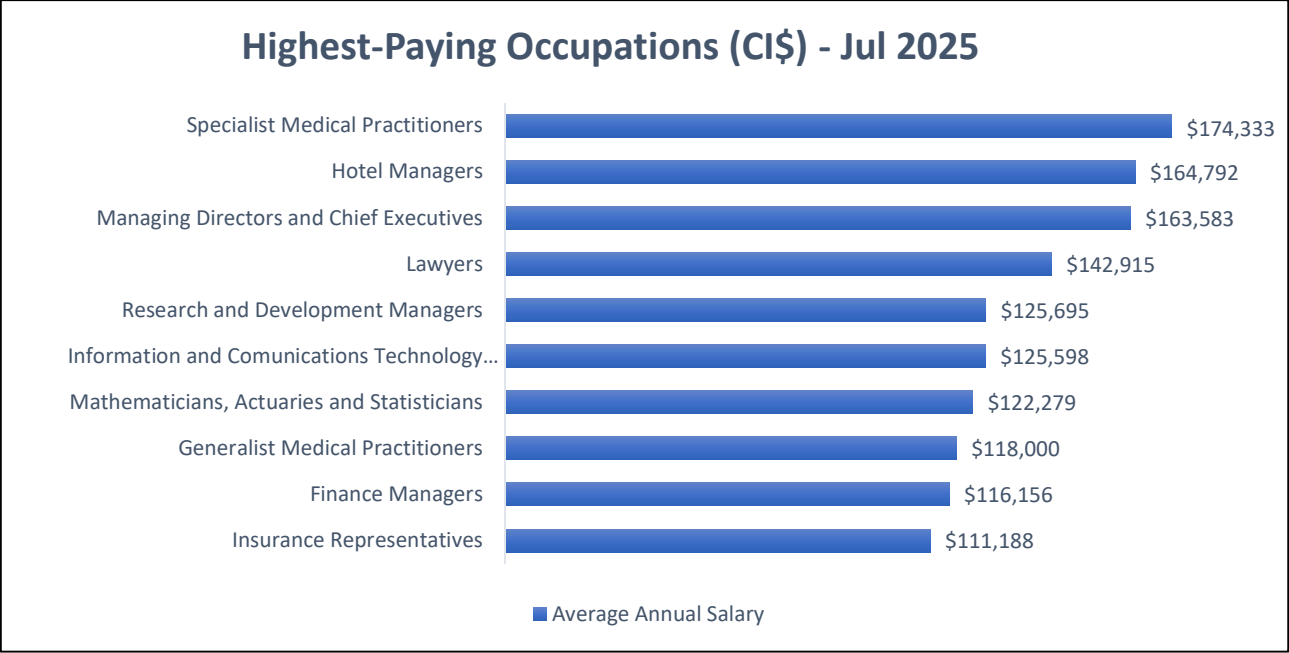
Figure 9.



Salary

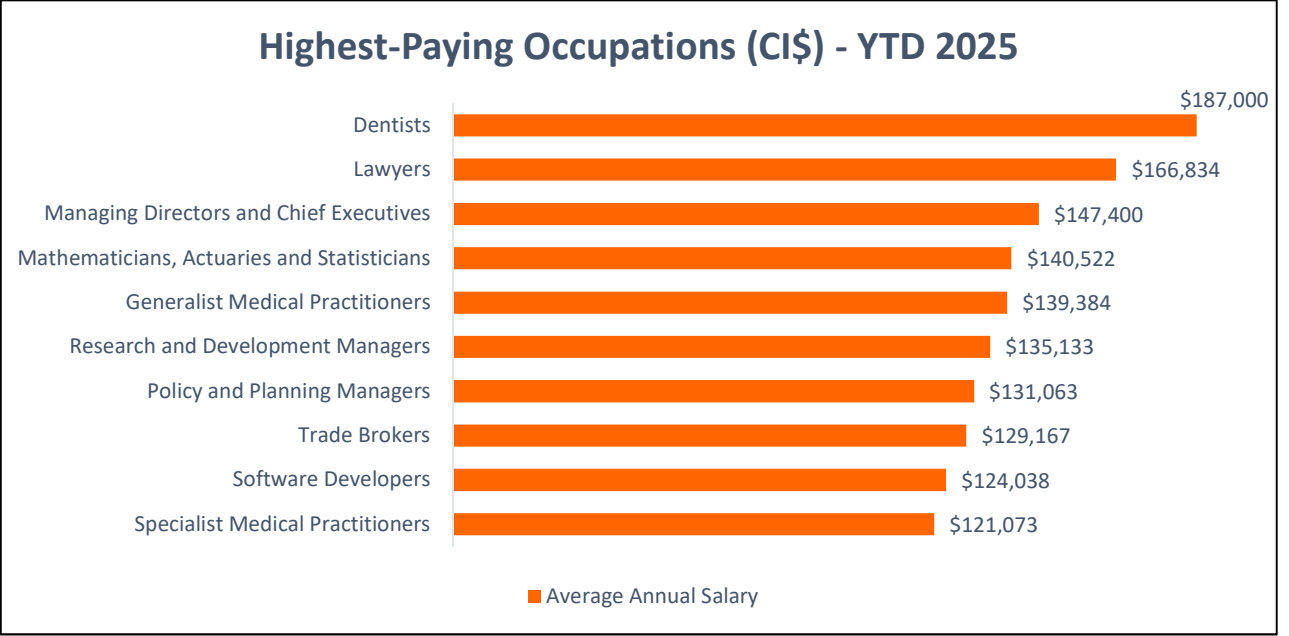
The highest-paying job postings in the review month were recorded by Specialist Medical Practitioners with an average annual salary of \$174,333 (see Figure 10). Hotel Managers followed with an average annual salary of \$164,792, after which Managing Directors and Chief Executives proceeded with an average annual salary of \$163,583.

Figure 10.



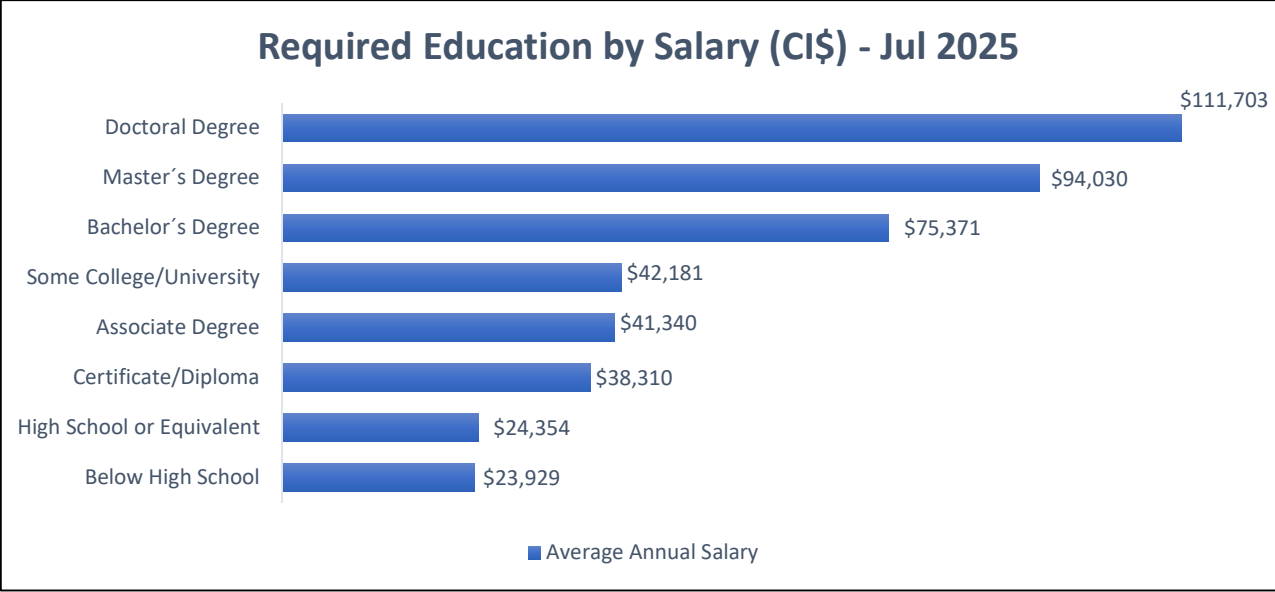
For the YTD, Dentists was the highest-paying occupation with an average annual salary of \$187,000 (see Figure 11). Lawyers followed with an average annual salary of \$166,834 while Managing Directors and Chief Executives was next with an average annual salary of \$147,000.

Figure 11.



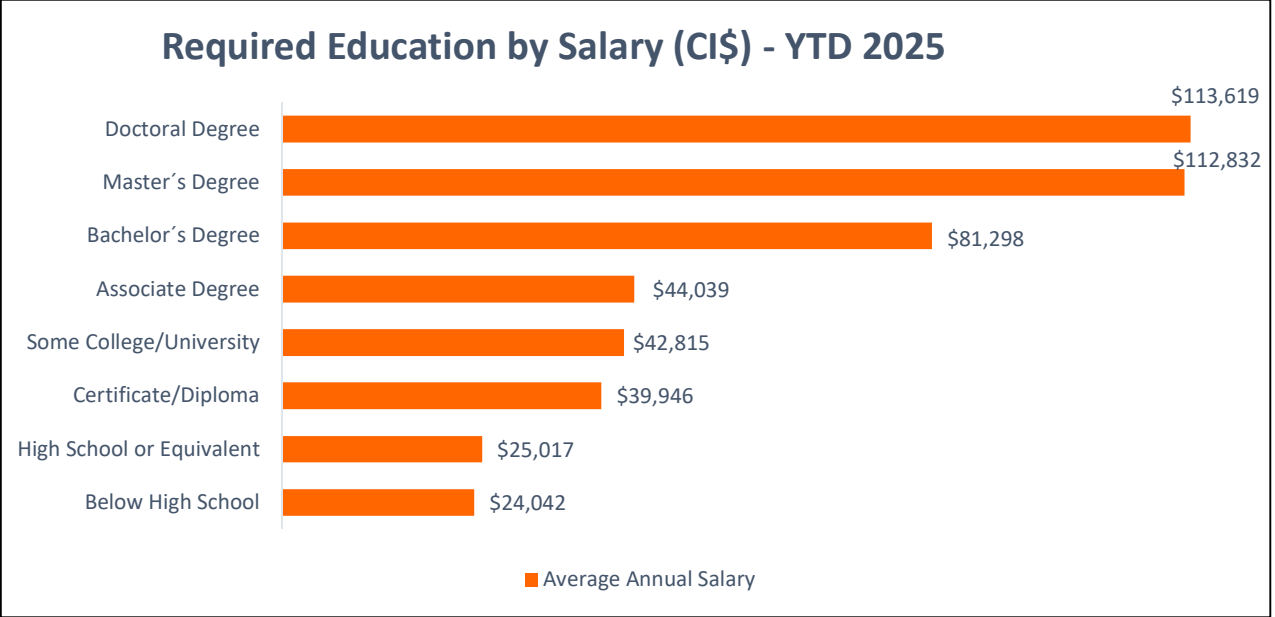
For July 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$111,703. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$94,030 and \$75,371, respectively (see Figure 12).

Figure 12.



For the YTD, jobs requiring a Doctoral Degree paid the highest average annual salary of \$113,619. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$112,832 and \$81,298, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – July 2025

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$159,028
ICT Service Managers	\$125,598
Mathematicians, Actuaries and Statisticians	\$122,279
Software Developers	\$122,083
Business Services and Administration Managers	\$115,826

Figure 14.

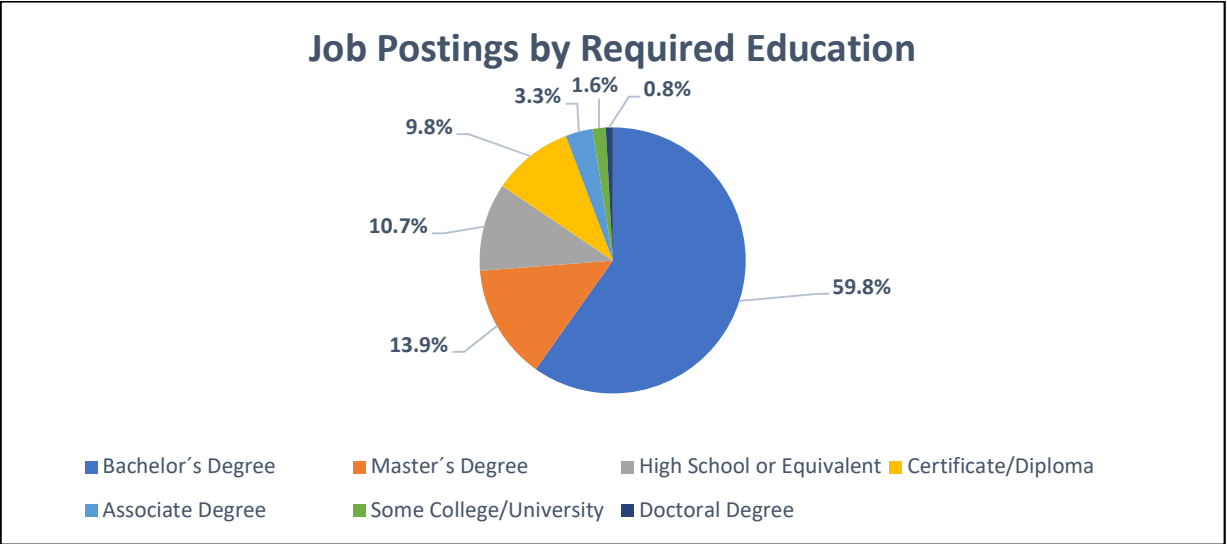
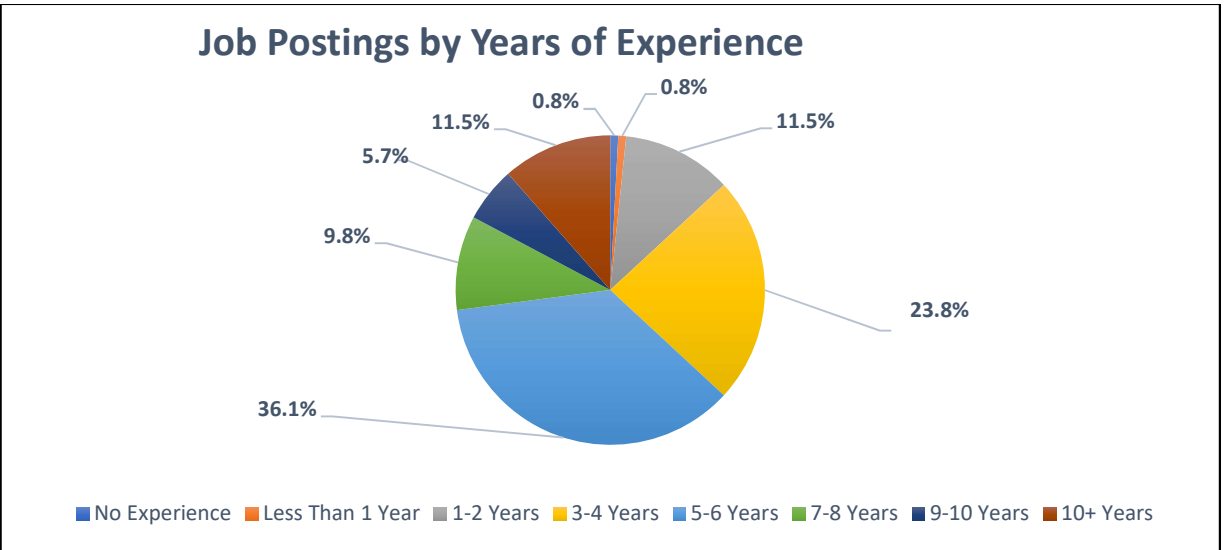


Figure 15.



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

Table 2.

Highest-Paying Occupations	Average Annual Salary (C\$)
Managing Directors and Chief Executives	\$182,500
Lawyers	\$146,964
Business Services and Administration Managers	\$118,889
Finance Managers	\$109,651
Engineering Professionals (excluding Electrotechnology)	\$105,000

Figure 16.

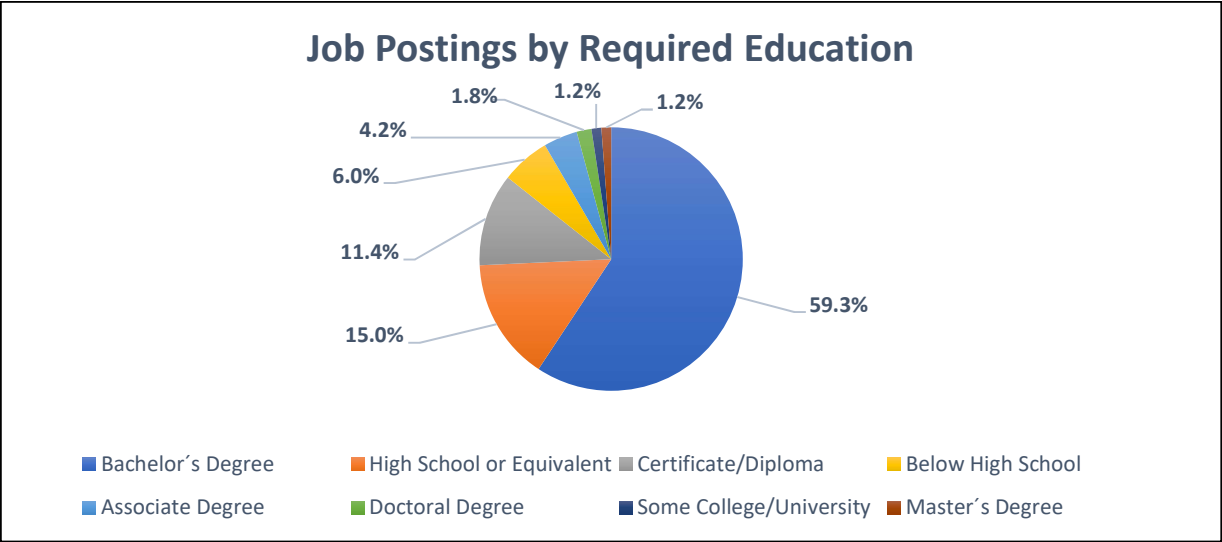
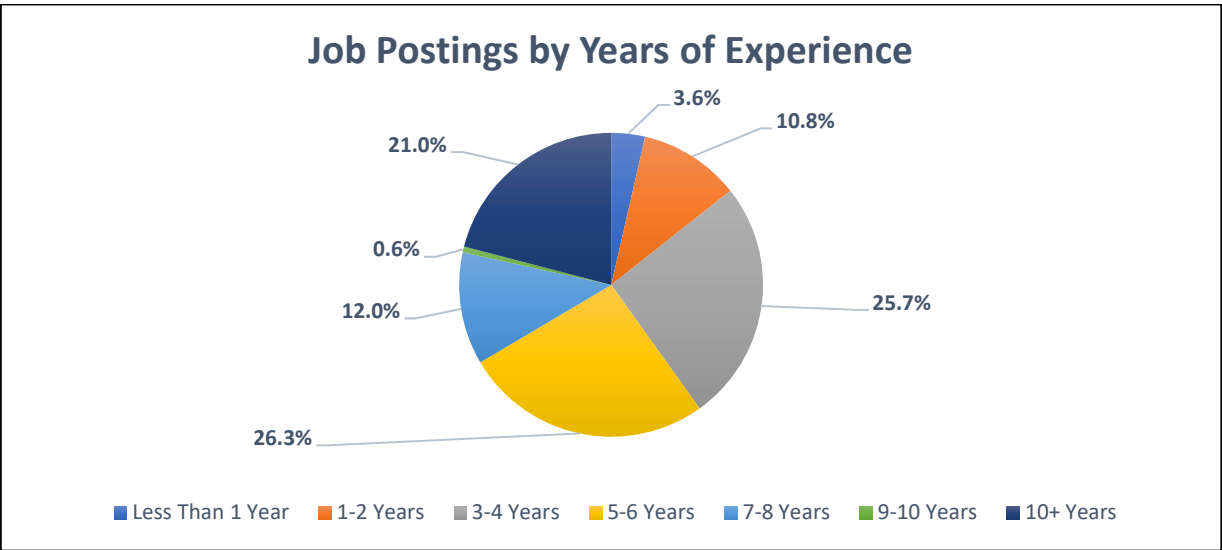


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Accountants	\$72,235
Interior Designers and Decorators	\$70,800
Business Services and Administration Managers	\$65,000
Applications Programmers	\$64,500
Systems Analysts	\$62,500

Figure 18.

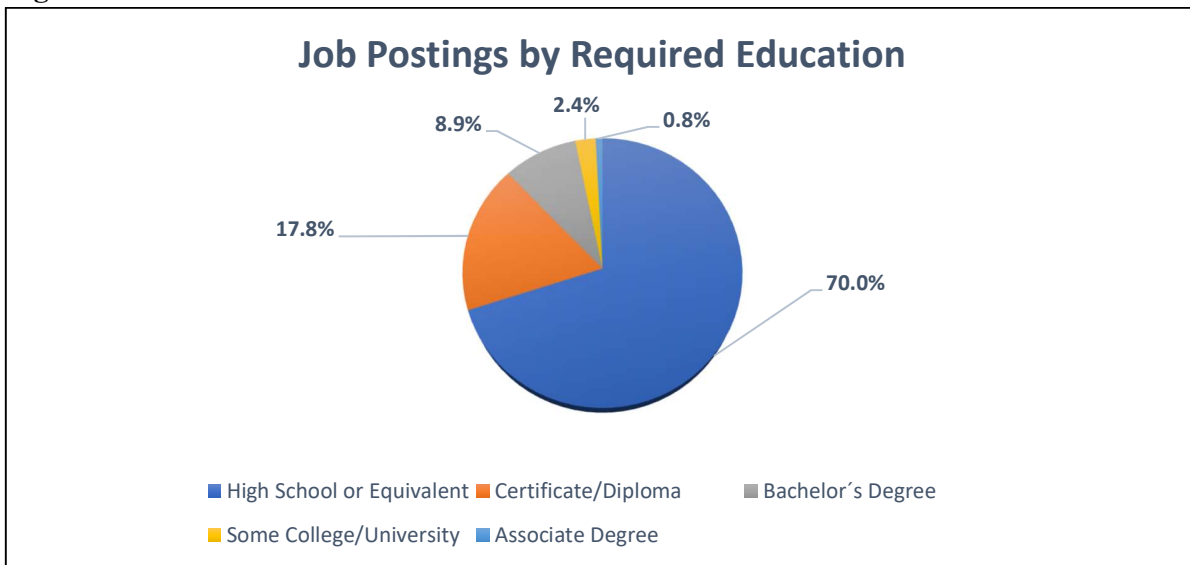
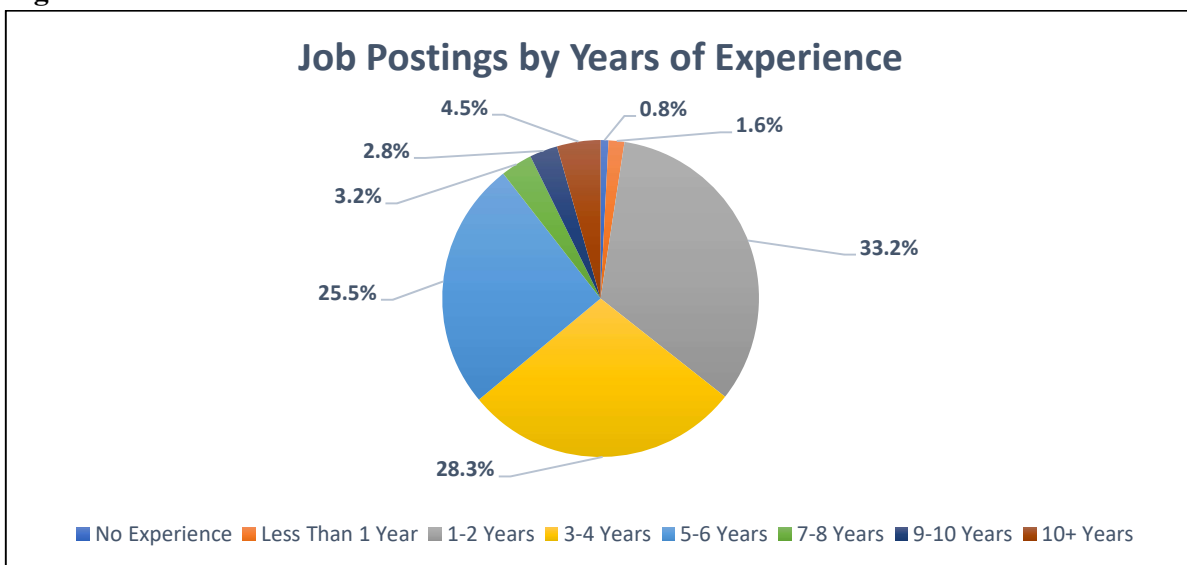


Figure 19.



Summary

- A total of 1,837 job postings in July 2025 relative to 1,512 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 five to six years' experience were the most desired in the review month and YTD periods followed by persons with three to four years' and one to two years' experience, respectively.
- Job postings in healthcare, accommodation, financial services, legal, research and development, compliance, actuarial, software engineering and network operations 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	1,373
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	62
Administrative and Support Service Activities	1,576
Agriculture, Forestry and Fishing	63
Arts, Entertainment and Recreation	266
Construction	2,063
Education	289
Electricity, Gas, Steam and Air Conditioning Supply	59
Financial and Insurance Activities	660
Human Health and Social Work Activities	328
Information and Communication	100
Manufacturing	180
Mining and Quarrying	18
Other Service Activities	467
Professional, Scientific and Technical Activities	1,045
Public Administration and Defence; Compulsory Social Security	3
Real Estate Activities	156
Transportation and Storage	314
Water Supply; Sewerage, Waste Management and Remediation Activities	74
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,492
Total	10,588

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

Occupation	YTD 2025
Building Construction Labourers	550
Carpenters and Joiners	467
Stonemasons, Stone Cutters, Splitters and Carvers	315
Cooks	284
Accountants	279
Waiters	271
Kitchen Helpers	257
Beauticians and Related Workers	256
Cleaners and Helpers in Offices, Hotels and Other Establishments	244
Business Services and Administration Managers not elsewhere classified	206
Motor Vehicle Mechanics and Repairers	203
Lawyers	164
Finance Managers	153
Food Service Counter Attendants	137
Air Conditioning and Refrigeration Mechanics	126
Hairdressers	125
Bartenders	125
Business Services Agents not elsewhere classified	124
Sales Workers not elsewhere classified	123
Heavy Truck and Lorry Drivers	111

Table A3. Job Postings by Required Education

Required Education	YTD 2025
Below High School*	259
High School or Equivalent**	5,892
Some College/University	262
Certificate/Diploma	1,602
Associate Degree	291
Bachelor's Degree	2,061
Master's Degree	176
Doctoral Degree	45
Total	10,588

*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	74
Less Than a Year	215
1 to 2 Years	2,279
3 to 4 Years	3,060
5 to 6 Years	3,112
7 to 8 Years	542
9 to 10 Years	286
10+ Years	1,020
Total	10,588

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2025 (CIS)
Financial and Insurance Activities	91,178
Professional, Scientific and Technical Activities	82,348
Public Administration and Defence; Compulsory Social Security (Central Government)	80,010
Electricity, Gas, Steam and Air Conditioning Supply	69,126
Information and Communication	63,580
Human Health and Social Work Activities	56,767
Education	50,942
Real Estate Activities	39,190
Water Supply; Sewerage, Waste Management and Remediation Activities	37,704
Mining and Quarrying	33,573
Construction	33,531
Arts, Entertainment and Recreation	31,286
Administrative and Support Service Activities	30,818
Manufacturing	29,884
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	29,763
Transportation and Storage	28,563
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	26,919
Other Service Activities	26,295
Accommodation and Food Service Activities	24,904
Agriculture, Forestry and Fishing	23,163

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

Occupation	Average Annual Salary for YTD 2025 (CIS)
Dentists	187,000
Lawyers	166,834
Managing Directors and Chief Executives	147,400
Mathematicians, Actuaries and Statisticians	140,522
Generalist Medical Practitioners	139,384
Research and Development Managers	135,133
Policy and Planning Managers	131,063
Trade Brokers	129,167
Software Developers	124,038
Specialist Medical Practitioners	121,073
Financial and Insurance Services Branch Managers	117,277
Finance Managers	109,367
Insurance Representatives	106,677
ICT Service Managers	105,003
Chemical Engineers	105,000
Business Services and Administration Managers n.e.c.*	92,434
Construction Managers	91,566
Financial Analysts	91,228
Human Resource Managers	90,892
Systems Analysts	90,880

*Not elsewhere classified