

JOB POSTINGS REPORT

June 2025

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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.**

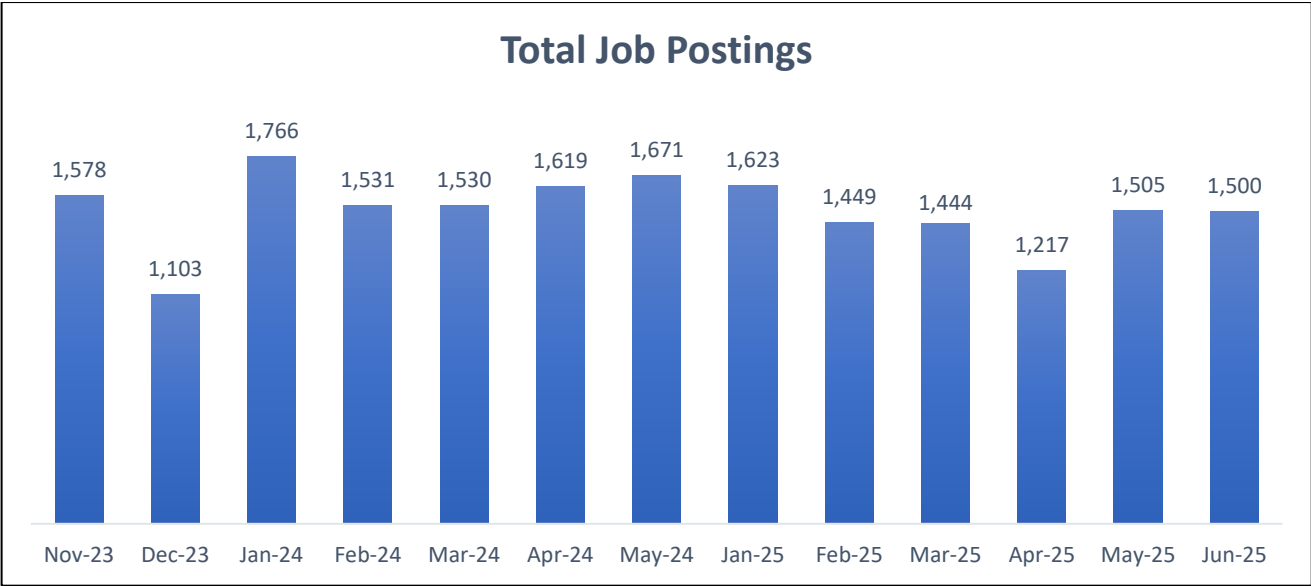
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Total Job Postings

A total of 1,500 jobs were advertised during June 2025 relative to 1,505 postings in the previous month (see Figure 1). For the first six months of 2025, there were 8,738 job advertisements.

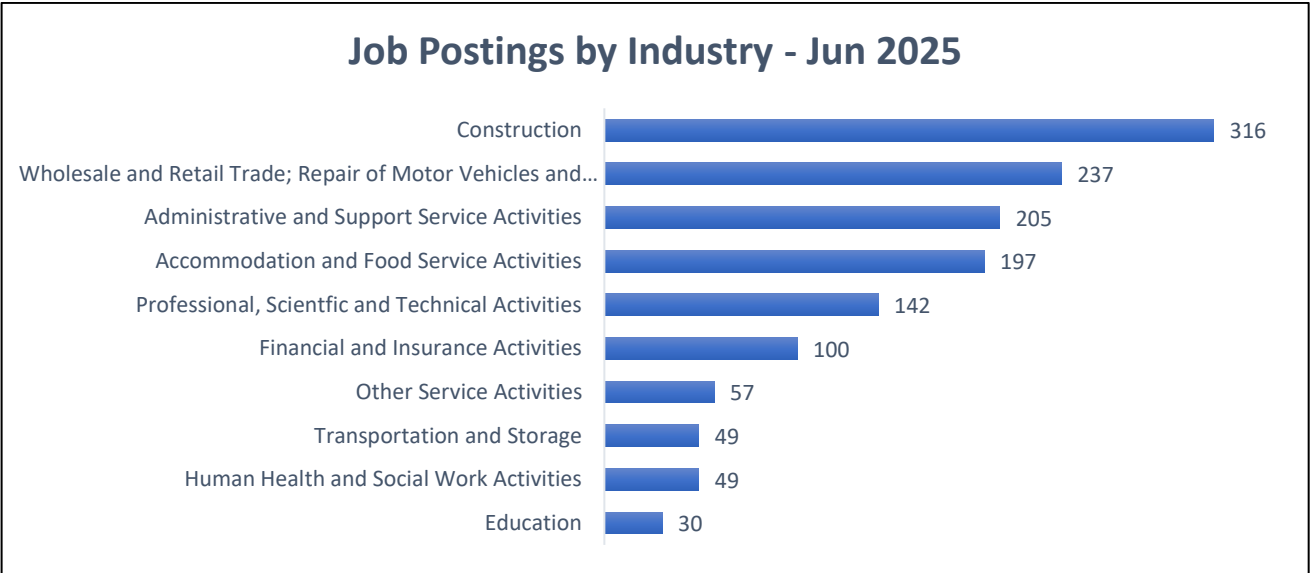
Figure 1.



Industry

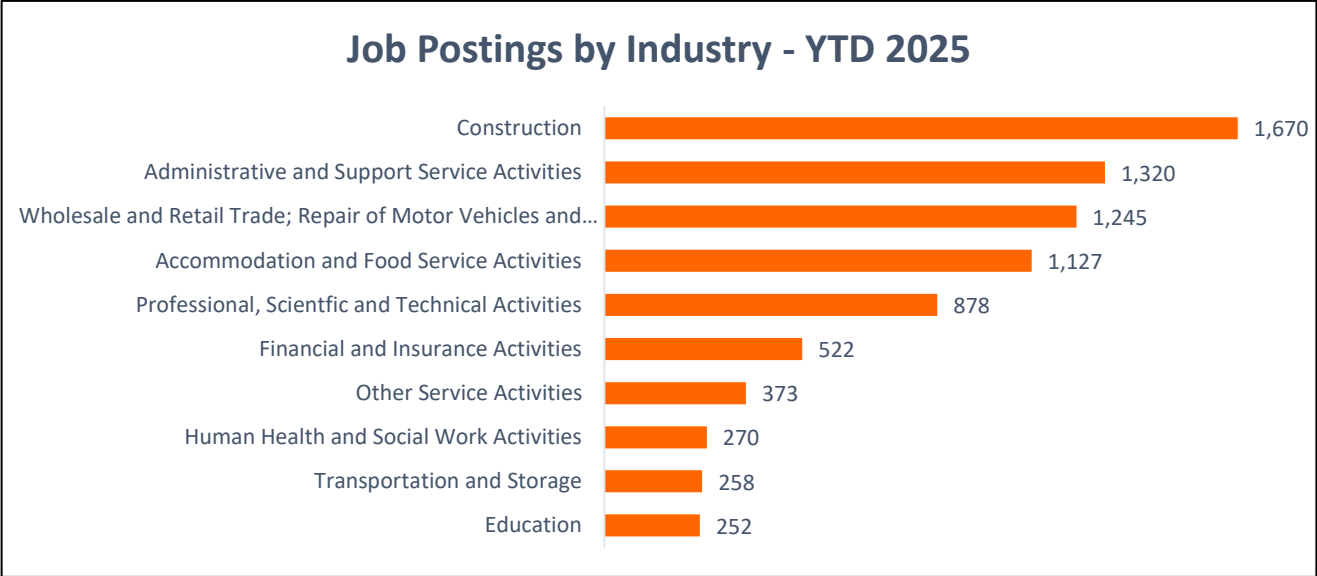
The Construction industry accounted for 316 job postings, representing 21.1 percent of the total number of job openings in June 2025 (see Figure 2). The Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry followed with 237 job advertisements (15.8%) while the Administrative and Support Service Activities industry recorded 205 job openings (13.7%).

Figure 2.



For the first six months of 2025, the Construction industry accounted for most job postings, recording 1,670 or 19.1 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 1,320 job advertisements (15.1%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 1,245 job openings (14.2%).

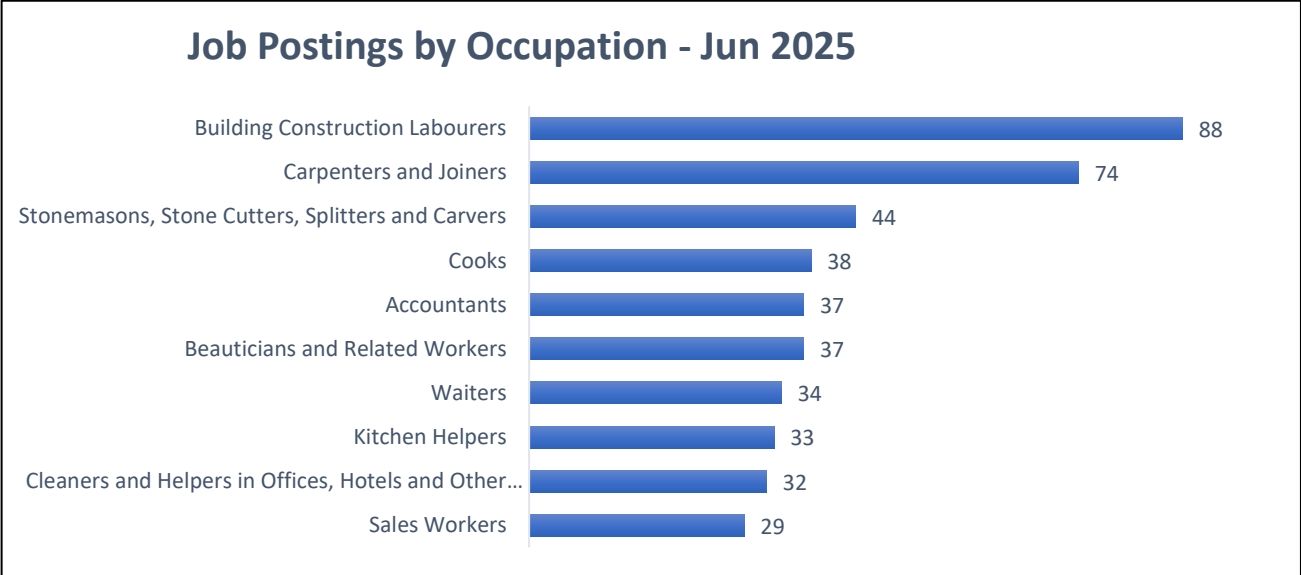
Figure 3.



Occupation

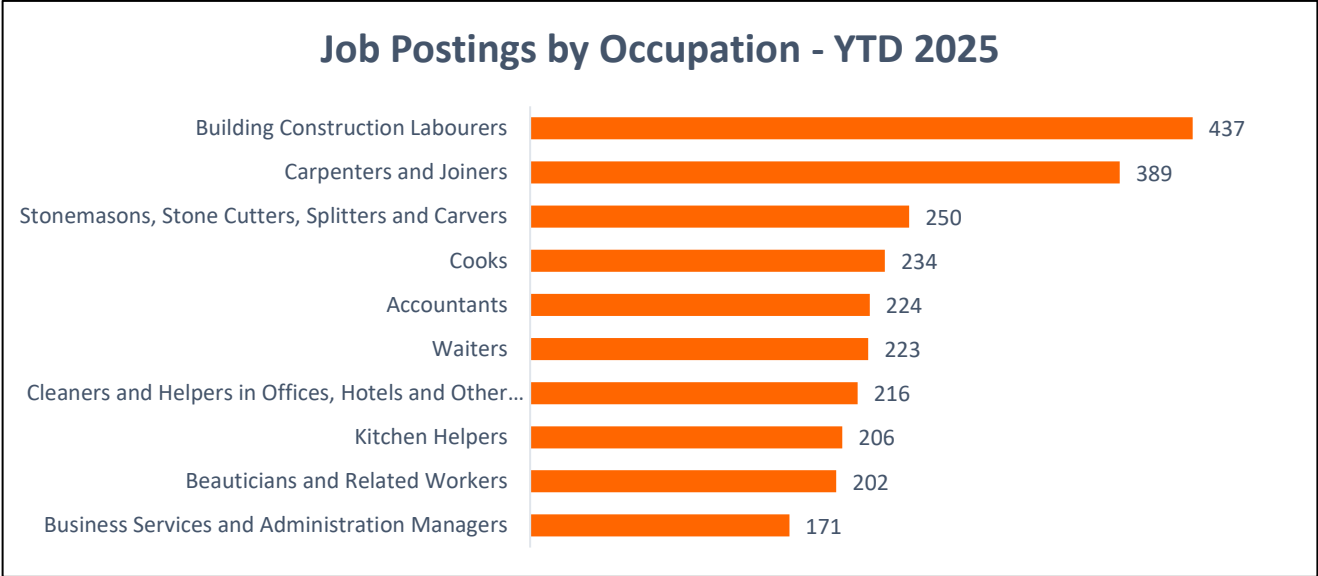
For the review month, Building Construction Labourers accounted for 88 job postings which represented 5.9 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 74 job postings (4.9% of the total) while Stonemasons, Stone Cutters, Splitters and Carvers recorded 44 job postings or 2.9 percent of the total.

Figure 4.



For YTD 2025, Building Construction Labourers accounted for 437 job postings which represented 5.0 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 389 job postings (4.5%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 250 job openings or 2.9 percent of the total.

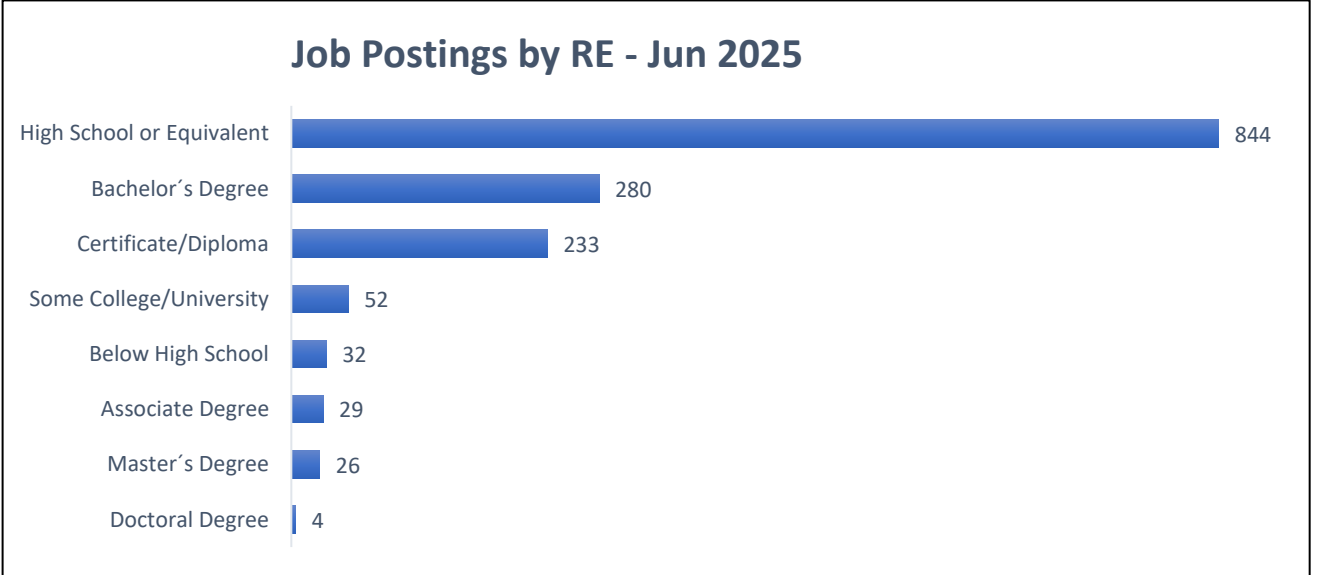
Figure 5.



Required Education (RE)

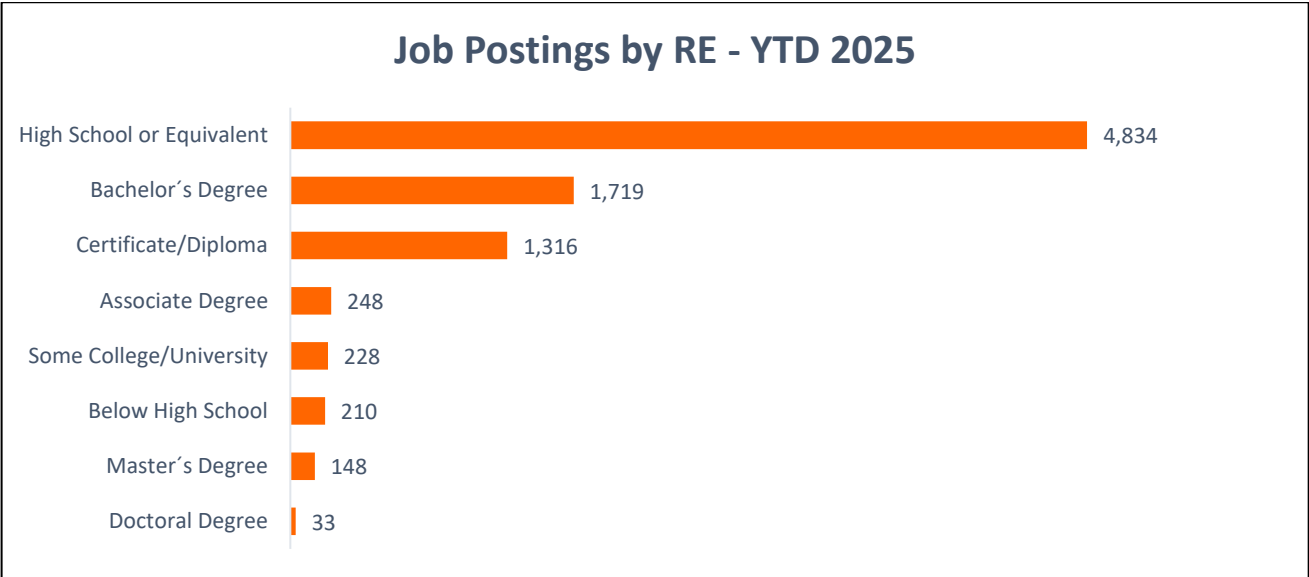
For June 2025, 844 postings (56.3%) required persons with a High School or Equivalent qualification, 280 (18.7%) required persons with a Bachelor’s Degree and 233 (15.5%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



During the first half of the year, 4,834 postings (55.3%) required persons with a High School or Equivalent qualification, 1,719 (19.7%) required persons with a Bachelor’s Degree and 1,316 (15.1%) required persons with a Certificate or Diploma (see Figure 7).

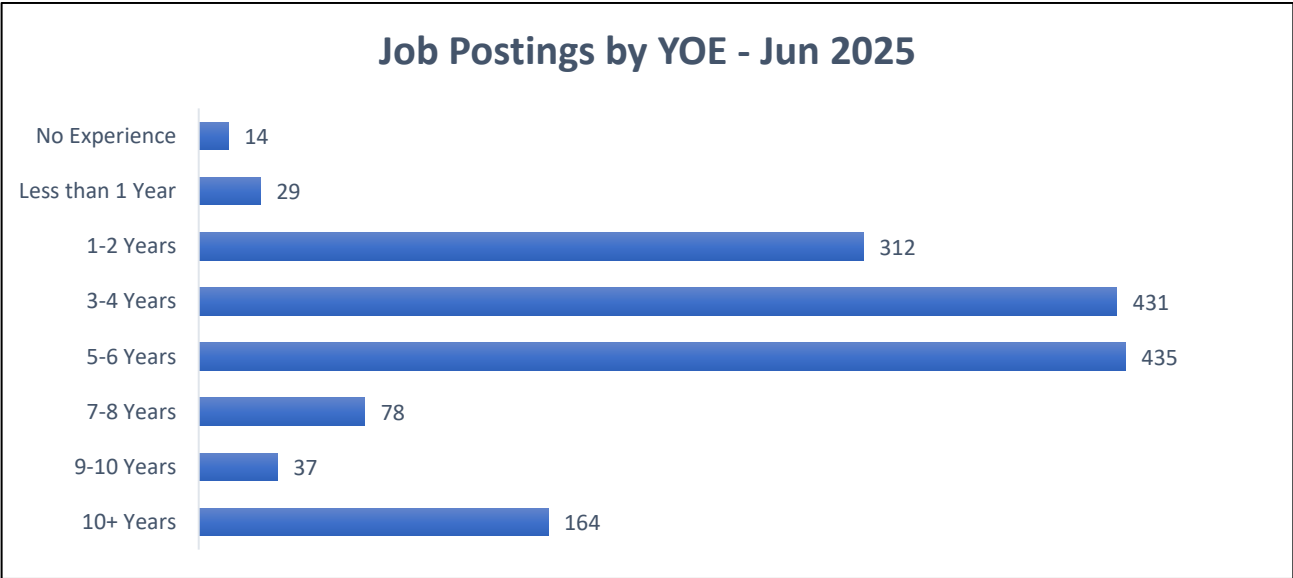
Figure 7.



Years of Experience (YOE)

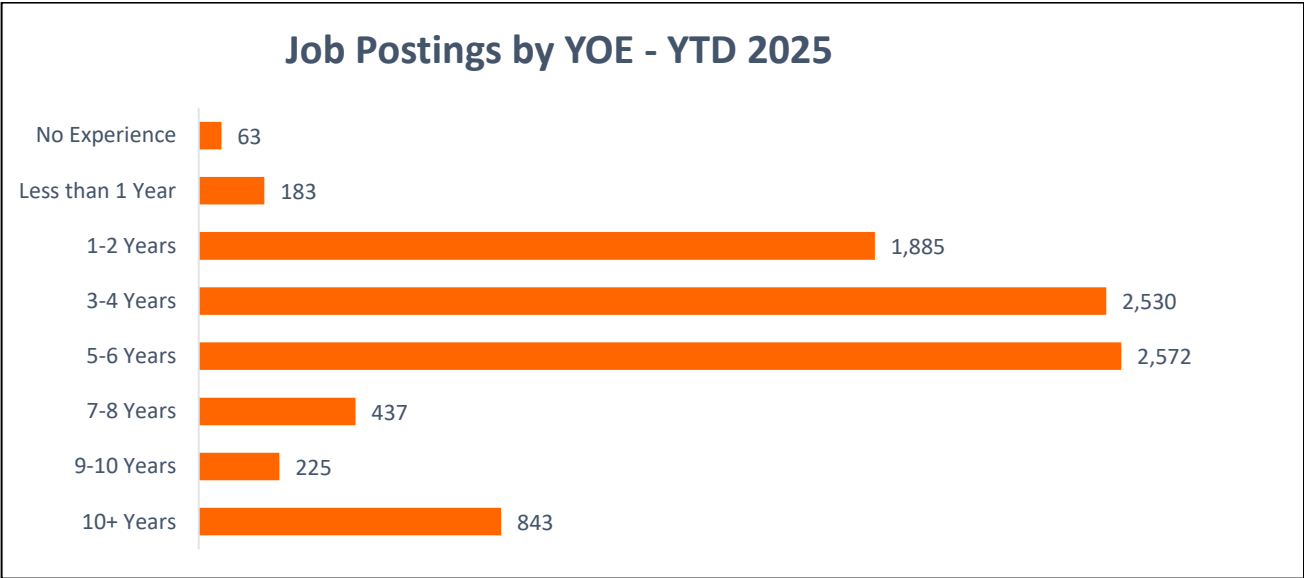
For the review month, 435 job advertisements (29.0%) required persons with five to six years’ experience, 431 job postings (28.7%) required persons with three to four years’ experience while 312 job openings (20.8%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 8,738 job postings recorded in January to June of 2025, 2,572 (29.4%) required persons with five to six years’ experience, 2,530 (29.0%) required persons with three to four years’ experience while 1,885 (21.6%) required persons with one to two years’ experience (see Figure 9).

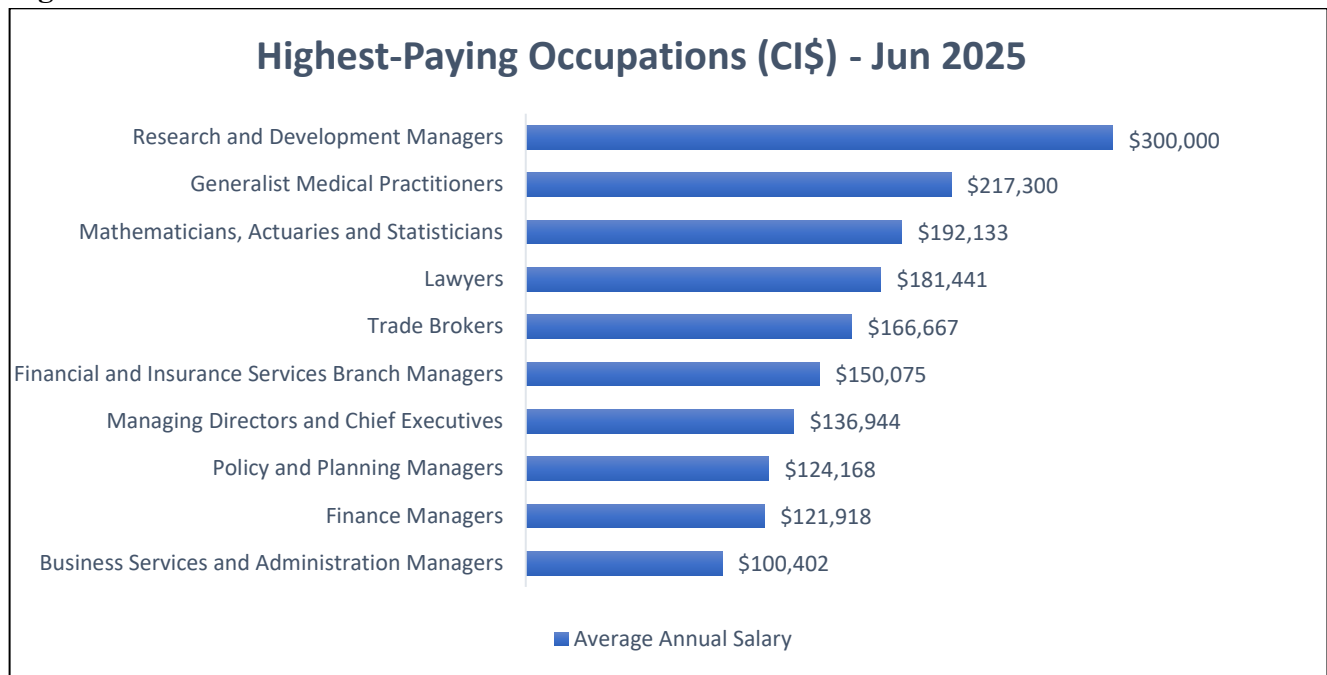
Figure 9.



Salary

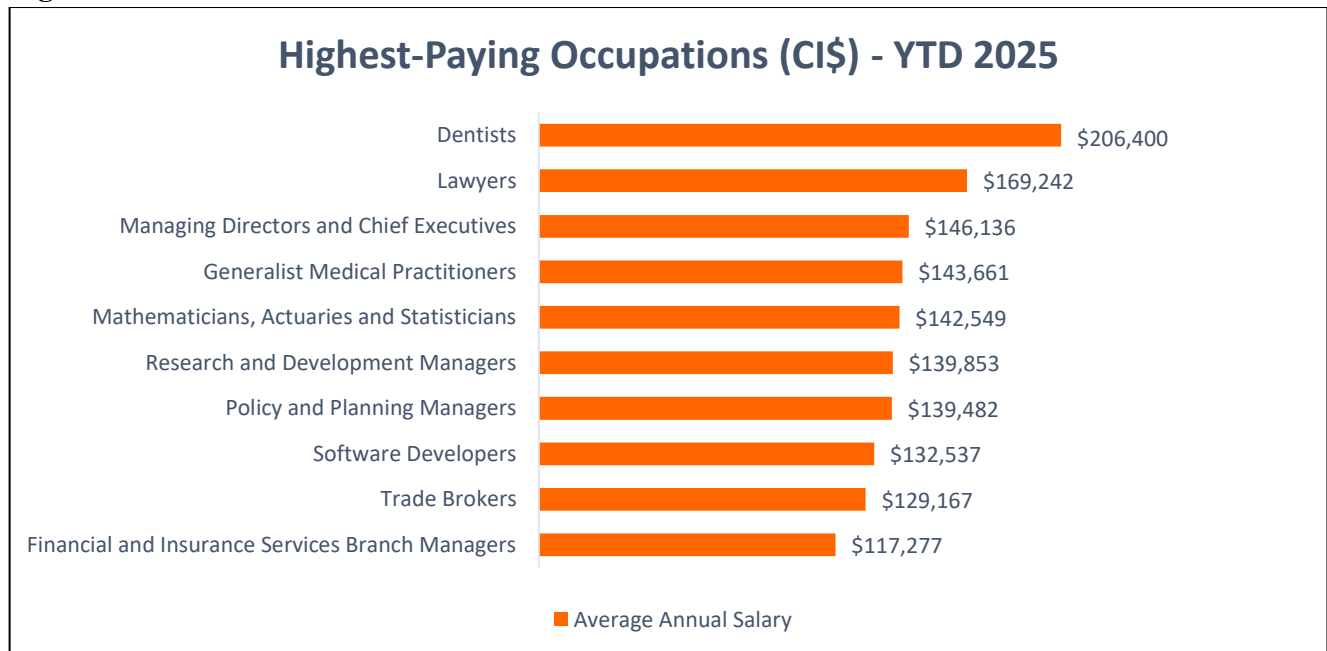
The highest-paying job postings in the review month were recorded by Research and Development Managers with an average annual salary of \$300,000 (see Figure 10). Generalist Medical Practitioners followed with an average annual salary of \$217,300, after which Mathematicians, Actuaries and Statisticians proceeded with an average annual salary of \$192,133.

Figure 10.



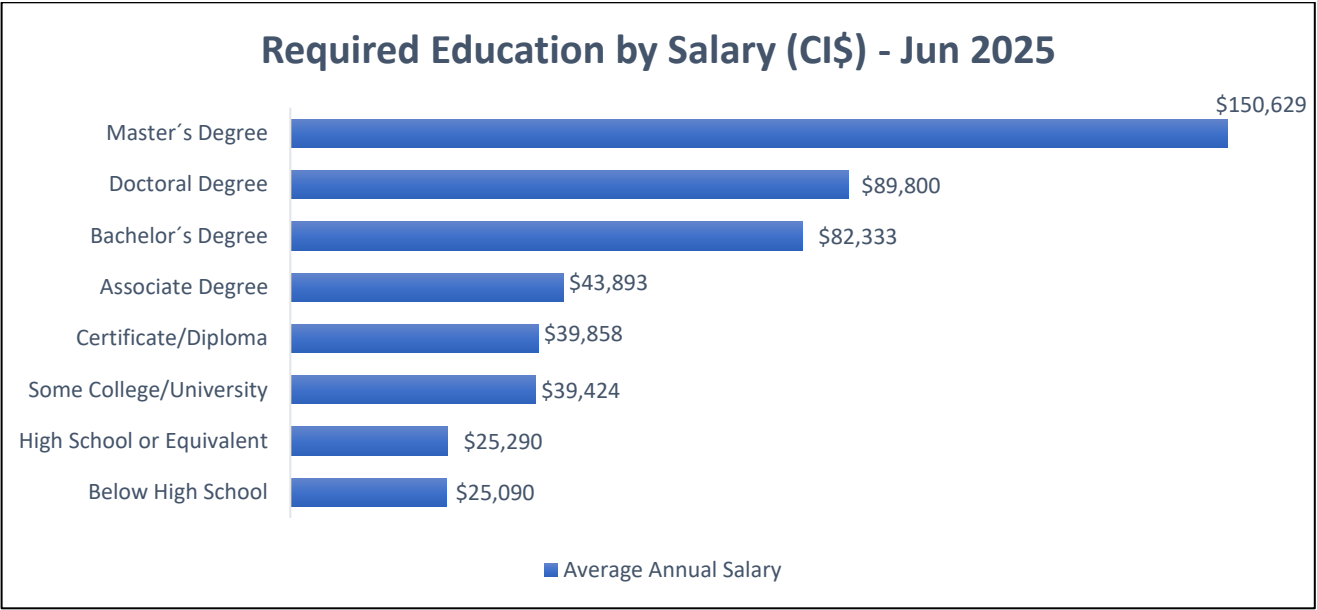
For the YTD, Dentists was the highest-paying occupation with an average annual salary of \$206,400 (see Figure 11). Lawyers followed with an average annual salary of \$169,242 while Managing Directors and Chief Executives was next with an average annual salary of \$146,136.

Figure 11.



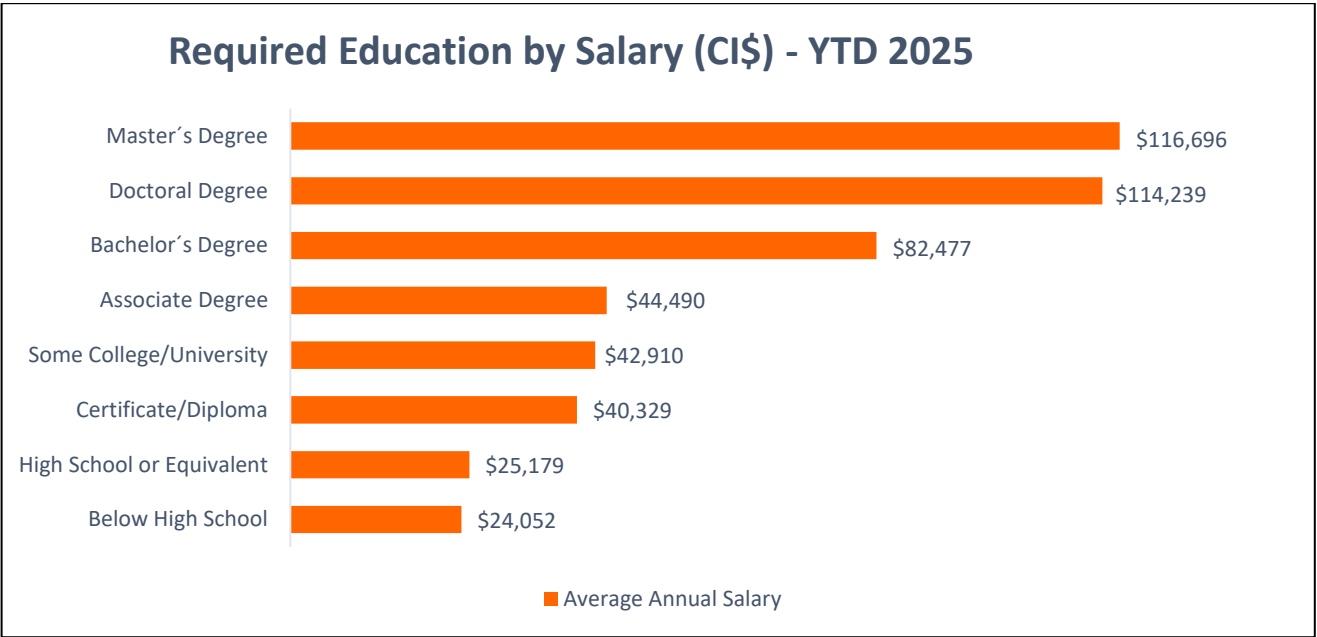
For June 2025, jobs requiring a Master's Degree paid the highest average annual salary of \$150,629. Jobs requiring Doctoral and Bachelor's degrees paid average annual salaries of \$89,800 and \$82,333, respectively (see Figure 12).

Figure 12.



For January to June of 2025, jobs requiring a Master's Degree paid the highest average annual salary of \$116,696. Jobs requiring Doctoral and Bachelor's degrees paid average annual salaries of \$114,239 and \$82,477, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – June 2025

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Research and Development Managers	\$300,000
Mathematicians, Actuaries and Statisticians	\$192,133
Trade Brokers	\$166,667
Financial and Insurance Service Branch Managers	\$150,075
Finance Managers	\$143,535

Figure 14.

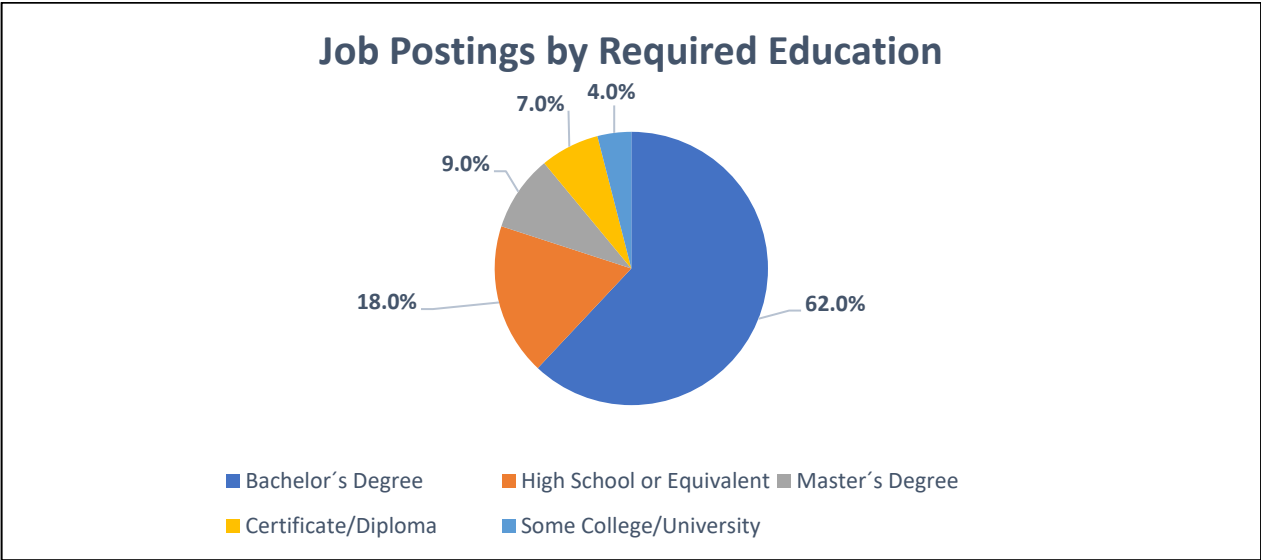
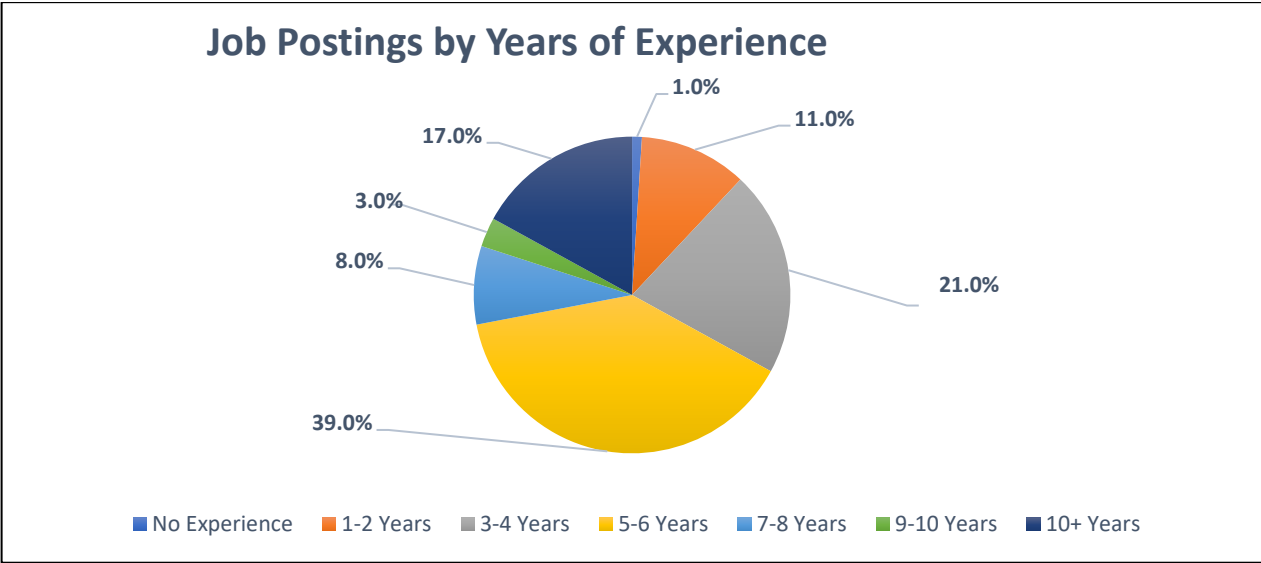


Figure 15.



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	\$181,441
Engineering Professionals (excluding Electrotechnology)	\$150,000
Policy and Planning Managers	\$141,667
Interior Designers and Decorators	\$122,500
Management and Organization Analysts	\$115,000

Figure 16.

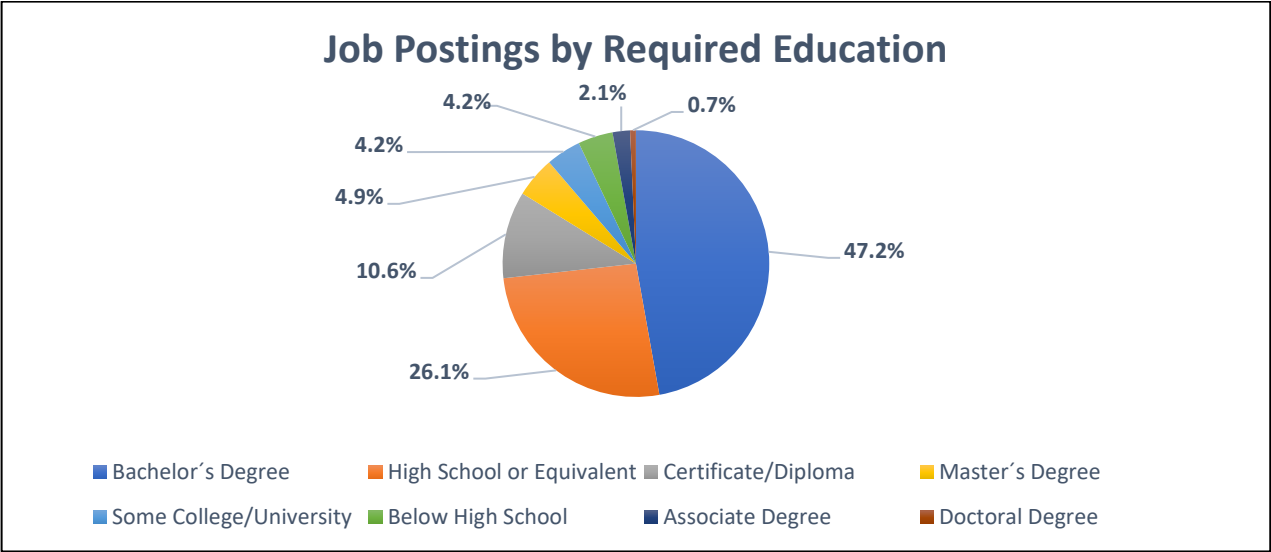
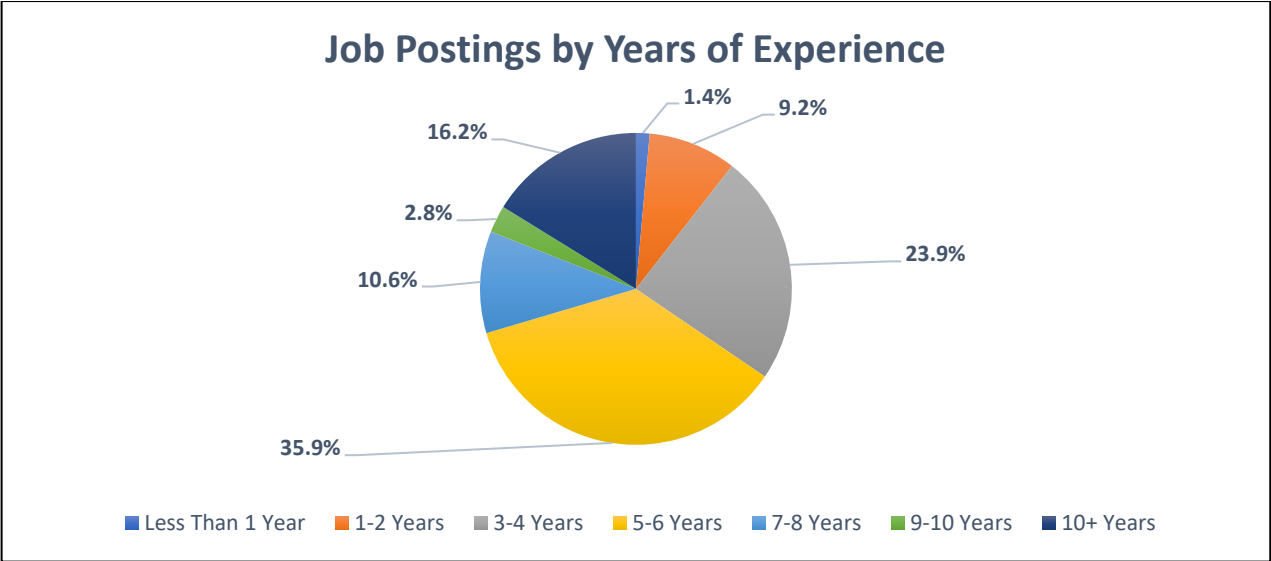


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
ICT Service Managers	\$95,000
Optometrists and Ophthalmic Opticians	\$87,498
Sales and Marketing Managers	\$78,004
Business Services and Administration Managers	\$62,501
Construction Supervisors	\$60,900

Figure 18.

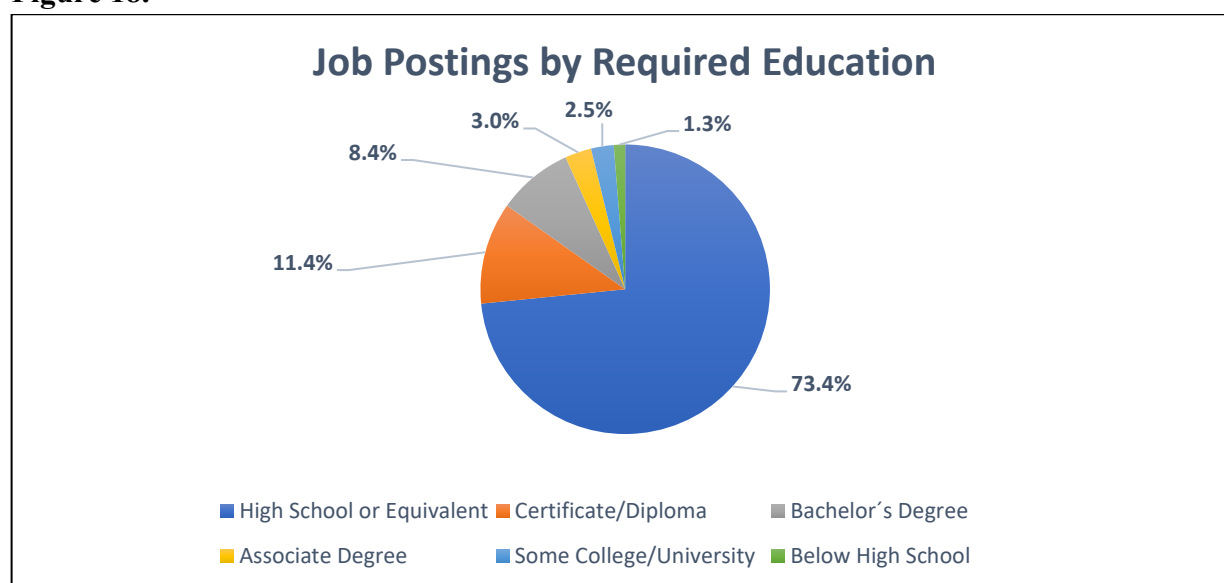
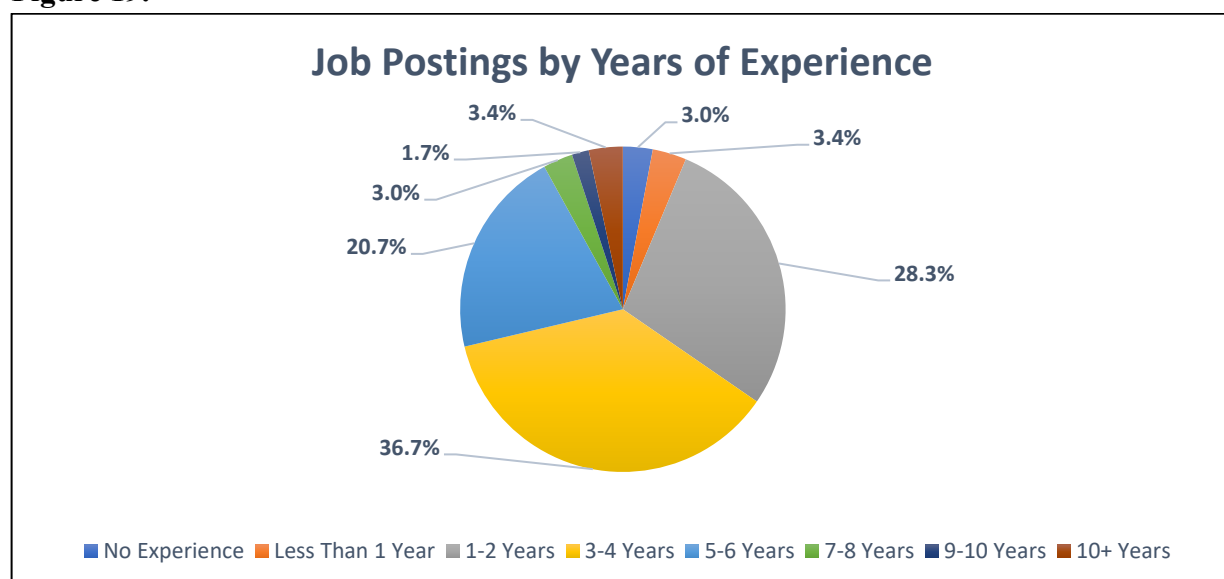


Figure 19.



Summary

- A total of 1,500 job postings in June 2025 relative to 1,505 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 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 the research and development of cloud-based financial applications, healthcare, financial services, legal, compliance, actuarial and software development 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, such as apprenticeships, to address the need for more entry level jobs into the workforce for students completing their university degrees. 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	1,127
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	53
Administrative and Support Service Activities	1,320
Agriculture, Forestry and Fishing	54
Arts, Entertainment and Recreation	237
Construction	1,670
Education	252
Electricity, Gas, Steam and Air Conditioning Supply	40
Financial and Insurance Activities	522
Human Health and Social Work Activities	270
Information and Communication	89
Manufacturing	145
Mining and Quarrying	15
Other Service Activities	373
Professional, Scientific and Technical Activities	878
Public Administration and Defence; Compulsory Social Security	3
Real Estate Activities	123
Transportation and Storage	258
Water Supply; Sewerage, Waste Management and Remediation Activities	64
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,245
Total	8,738

Table A2. Job Postings by Most Advertised Occupation

Occupation	YTD 2025
Building Construction Labourers	437
Carpenters and Joiners	389
Stonemasons, Stone Cutters, Splitters and Carvers	250
Cooks	234
Accountants	224
Waiters	223
Cleaners and Helpers in Offices, Hotels and Other Establishments	216
Kitchen Helpers	206
Beauticians and Related Workers	202
Business Services and Administration Managers not elsewhere classified	170
Motor Vehicle Mechanics and Repairers	166
Lawyers	149
Finance Managers	123
Food Service Counter Attendants	118
Sales Workers not elsewhere classified	112
Air Conditioning and Refrigeration Mechanics	104
Business Services Agents not elsewhere classified	103
Hairdressers	101
Bartenders	100
Chefs	98

Table A3. Job Postings by Required Education

Required Education	YTD 2025
Below High School*	212
High School or Equivalent**	4,835
Some College/University	228
Certificate/Diploma	1,316
Associate Degree	248
Bachelor's Degree	1,719
Master's Degree	146
Doctoral Degree	34
Total	8,738

*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	63
Less Than a Year	183
1 to 2 Years	1,885
3 to 4 Years	2,530
5 to 6 Years	2,572
7 to 8 Years	437
9 to 10 Years	225
10+ Years	843
Total	8,738

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2025 (CIS)
Financial and Insurance Activities	93,553
Professional, Scientific and Technical Activities	84,499
Public Administration and Defence; Compulsory Social Security (Central Government)	80,010
Electricity, Gas, Steam and Air Conditioning Supply	70,944
Information and Communication	64,126
Human Health and Social Work Activities	57,693
Education	52,157
Real Estate Activities	40,112
Water Supply; Sewerage, Waste Management and Remediation Activities	36,481
Construction	33,900
Mining and Quarrying	32,964
Arts, Entertainment and Recreation	31,661
Administrative and Support Service Activities	31,281
Manufacturing	30,519
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	29,732
Transportation and Storage	28,830
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	28,075
Other Service Activities	26,921
Accommodation and Food Service Activities	24,892
Agriculture, Forestry and Fishing	23,403

Table A6. Job Postings by Highest-Paying Occupation

Occupation	Average Annual Salary for YTD 2025 (CIS)
Dentists	206,400
Lawyers	169,242
Managing Directors and Chief Executives	146,136
Generalist Medical Practitioners	143,661
Mathematicians, Actuaries and Statisticians	142,549
Research and Development Managers	139,853
Policy and Planning Managers	139,482
Software Developers	132,537
Trade Brokers	129,167
Financial and Insurance Services Branch Managers	117,277
Finance Managers	107,711
Specialist Medical Practitioners	105,618
Insurance Representatives	105,174
Chemical Engineers	105,000
Systems Analysts	101,076
ICT Service Managers	100,742
Education Managers	94,263
Applications Programmers	93,591
Construction Managers	93,451
Financial Analysts	92,361