

JOB POSTINGS REPORT

March 2022

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OVERVIEW

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 is currently navigating its way out of the pandemic, it is expected that job postings should increase as the economy returns to and exceeds its pre-pandemic level.

The purpose of this report is to provide a description of job postings by different classifications, such as occupation, each month. Additionally, a one-year 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.

CONTENTS

Total Job Postings	1
Industry	1
Occupation	1
Required Education	2
Years of Experience	2
Summary	3
Issues and Recommendations	3
Appendix	4

Total Job Postings

There was a total of 1,701 job postings for March 2022 relative to 1,619 postings in February 2022 (see Figure 1) and 1,397 postings in March 2021. For April 2021 to March 2022, there were 15,762 job postings in total.

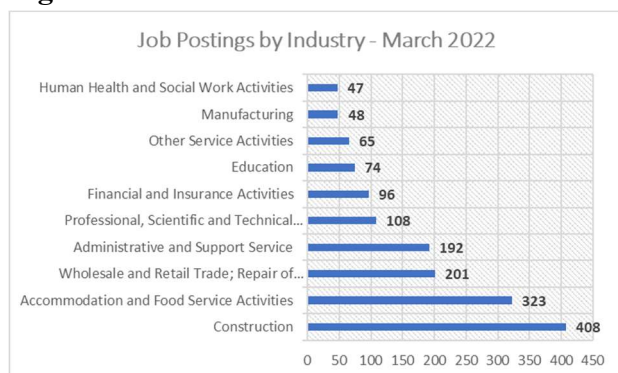
Figure 1.



Industry

The Construction industry registered the largest representation of job postings in March 2022, 408 (24.0%) to be exact. The Accommodation and Food Services Activities industry was next with 323 job advertisements (19.0%) while the Wholesale and Retail Trade industry recorded 201 job openings (11.8%) (Figure 2).

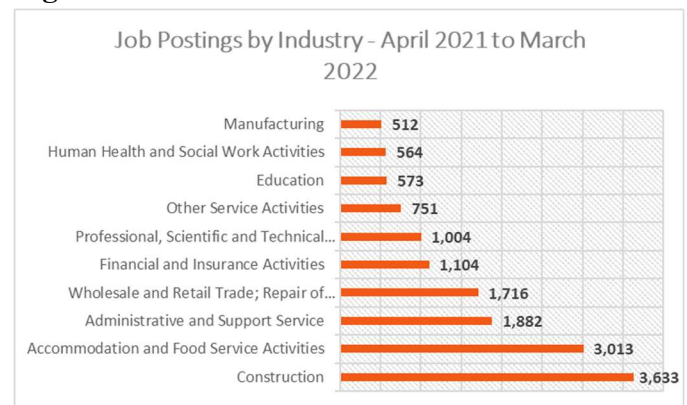
Figure 2.



During April 2021 to March 2022, the Construction industry accounted for most job postings, recording 3,633 or 23.0 percent of the total. The Accommodation and Food Services

Activities industry followed with 3,013 job advertisements (19.1%) while the Administrative and Support Service industry recorded 1,882 job openings (11.9%) (Figure 3).

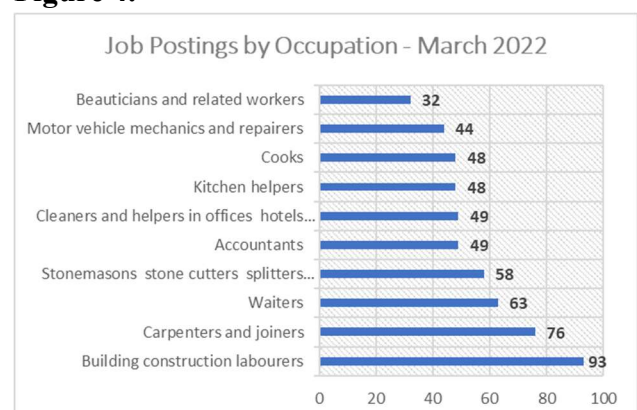
Figure 3.



Occupation

For March 2022, building construction labourers accounted for the most job postings which represented 5.5 percent (93) of all job openings (Figure 4). The next largest occupation was carpenters and joiners with 4.5 percent (76) while waiters accounted for 3.7 percent (63) of the total.

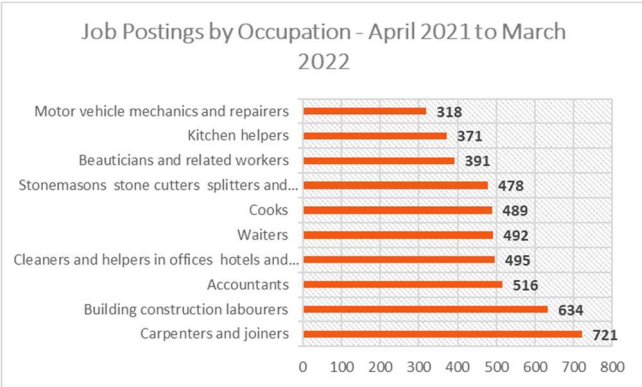
Figure 4.



During April 2021 to March 2022, carpenters and joiners accounted for the majority of job postings which represented 4.6 percent (721) of all job advertisements (Figure 5). The next largest occupation was building construction labourers with 4.0 percent (634) while

accountants accounted for 3.3 percent (516) of the total.

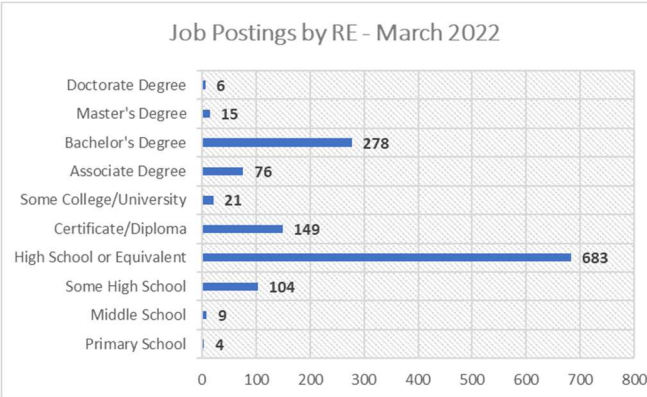
Figure 5.



Required Education (RE)

There were 1,345 job postings that specified the required level of education in March 2022. Of this amount, 683 required persons with a high school or equivalent qualification, 278 required persons with a bachelor's degree and 149 required persons with a certificate or diploma (Figure 6).

Figure 6.



There were 12,312 job postings that specified the required level of education from April 2021 to March 2022. During this period, 5,843 job advertisements required persons with a high school or equivalent qualification, 2,718 required persons with a bachelor's degree and 1,760 required persons with a certificate or diploma (Figure 7).

Figure 7.

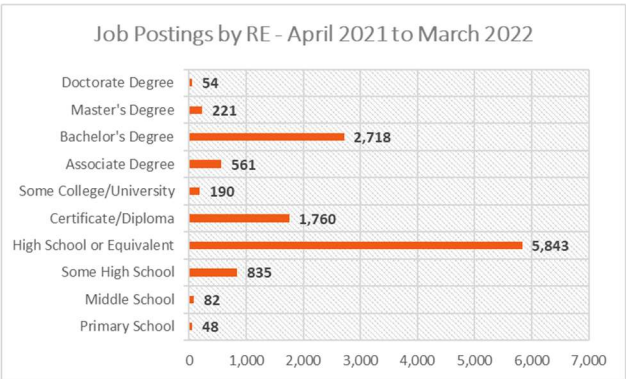
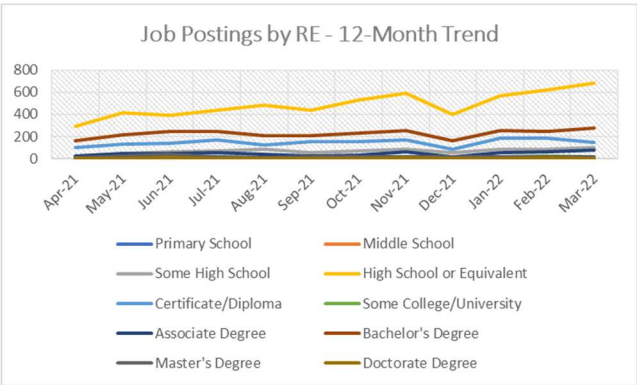


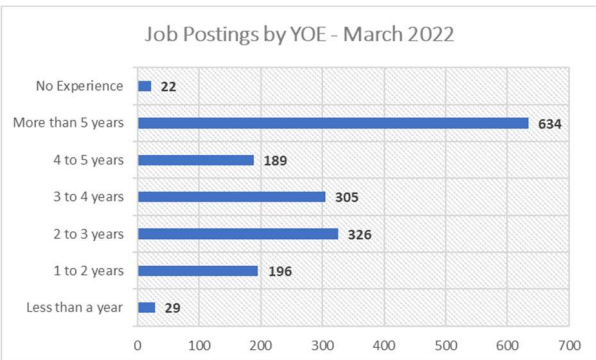
Figure 8.



Years of Experience (YOE)

In March 2022, 634 jobs required persons with more than five years' experience, 326 required persons with two to three years' experience and 305 required persons with three to four years' experience (Figure 9).

Figure 9.



Of the 15,762 job postings recorded in the twelve months to March 2022, 6,404 (40.6%) required persons with more than five years'

experience, 2,627 (16.7%) required persons with three to four years' experience and 2,601 (16.5%) required persons with two to three years' experience (Figure 10).

Figure 10.

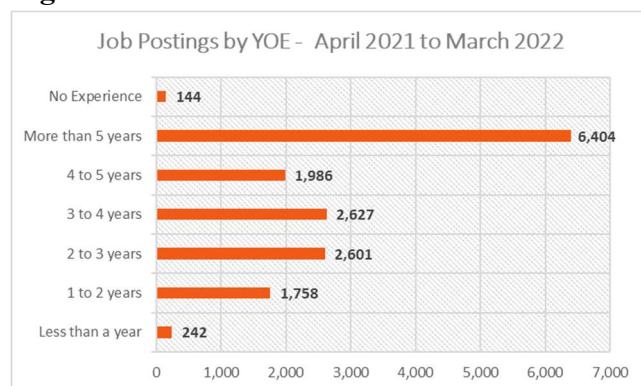
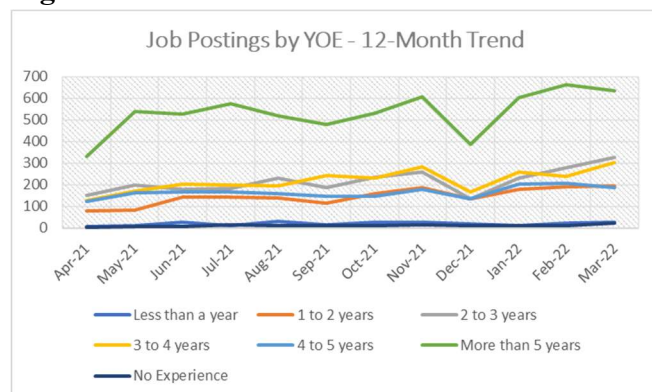


Figure 11.



Summary

- A total of 1,701 job postings in March 2022 relative to 1,619 the previous month.
- The Construction industry dominated the job postings for the month and twelve-month period.
- The most sought-after occupations were associated with the Construction industry during both review periods.
- The most in-demand required level of education was for persons with high school or equivalent qualification for the month and twelve-month period.

- Persons with five years or more experience were the most desired in both review periods.

Issues and Recommendations

- Difficult to conduct salary analysis as data is not uniform across job titles; some salaries are quoted per hour, some per annum, etc. Currency needs to be specified whether in CI\$ or US\$.
- Unable to determine industry for 29 job posts.
- There were 34 job advertisements that had a minimum salary below the minimum wage in March 2022. Nineteen of them required a high school or equivalent qualification while the other 15 had no requirement.
- There were 240 job posts that had a minimum salary of \$6.00 to \$6.65 per hour, which is indicative of persons earning the minimum wage. Of this amount, two required a Bachelor's Degree while three required an Associate Degree.
- The required level of education needs to be specified for every job posting.

Appendix

Table 1. Job Postings by Industry

Industry	Mar-20	Mar-21	Mar-22	% Change	Jan-Mar 20	Jan-Mar 21	Jan-Mar 22	% Change
Accommodation and Food Service Activities	86	202	323	59.9	265	606	994	64.0
Activities of Households as Employers	1	10	2	-80.0	3	24	11	-54.2
Administrative and Support Service	40	154	192	24.7	145	442	546	23.5
Agriculture, Forestry and Fishing	0	5	12	140.0	6	14	28	100.0
Arts, Entertainment and Recreation	4	13	14	7.7	14	58	35	-39.7
Construction	46	350	408	16.6	176	907	1,097	20.9
Education	21	65	74	13.8	59	127	174	37.0
Electricity, Gas, Steam and Air Conditioning Supply	2	7	7	0.0	5	15	17	13.3
Financial and Insurance Activities	16	96	96	0.0	42	270	313	15.9
Human Health and Social Work Activities	2	78	47	-39.7	15	211	169	-19.9
Information and Communication	0	32	31	-3.1	16	62	86	38.7
Manufacturing	7	40	48	20.0	29	114	155	36.0
Mining and Quarrying	1	4	4	0.0	5	13	15	15.4
Other Service Activities	18	82	65	-20.7	50	234	255	9.0
Professional, Scientific and Technical Activities	18	77	108	40.3	82	234	268	14.5
Public Administration and Defence; Compulsory Social Security	0	3	7	133.3	0	11	15	36.4
Real Estate Activities	0	3	4	33.3	0	10	15	50.0
Transportation and Storage	7	13	20	53.8	21	43	55	27.9
Water Supply; Sewerage, Waste Management and Remediation Activities	3	3	9	200.0	10	16	21	31.3
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	45	160	201	25.6	166	443	521	17.6
TOTAL	317	1,397	1,701	21.8	1,109	3,854	4,790	24.3

Table 2. Job Postings by Select Occupations in Accommodation and Food Service Activities

Occupations	Mar-20	Mar-21	Mar-22	% Change	Jan-Mar 20	Jan-Mar 21	Jan-Mar 22	% Change
Bartenders	3	11	20	81.8	18	39	83	112.8
Beauticians and Related Workers	1	1	8	700.0	4	3	12	300.0
Chefs	10	12	22	83.3	29	36	60	66.7
Cooks	12	28	43	53.6	38	104	151	45.2
Food Service Counter Attendants	3	12	9	-25.0	11	38	58	52.6
Hotel Managers	1	4	7	75.0	2	9	22	144.4
Hotel Receptionists	1	2	14	600.0	6	8	37	362.5
Kitchen Helpers	10	36	45	25.0	28	92	115	25.0
Restaurant Managers	6	9	10	11.1	18	21	30	42.9
Sales and Marketing Managers	2	1	5	400.0	6	4	8	100.0
Waiters	8	27	58	114.8	33	94	147	56.4
TOTAL	57	143	241	68.5	193	448	723	61.4

Table 3. Job Postings by Select Occupations in Construction

Occupations	Mar-20	Mar-21	Mar-22	% Change	Jan-Mar 20	Jan-Mar 21	Jan-Mar 22	% Change
Air Conditioning and Refrigeration Mechanics	1	13	11	-15.4	6	35	32	-8.6
Building Construction Labourers	4	55	80	45.5	19	142	200	40.8
Building and Related Electricians	0	14	10	-28.6	0	24	20	-16.7
Carpenters and Joiners	8	57	62	8.8	26	182	182	0.0
Construction Managers	2	9	6	-33.3	5	15	19	26.7
Construction Supervisors	4	14	8	-42.9	16	23	22	-4.3
Floor Layers and Tile Setters	0	13	10	-23.1	3	38	40	5.3
Painters and Related Workers	4	10	6	-40.0	7	27	23	-14.8
Plumbers and Pipe Fitters	2	10	16	60.0	7	27	38	40.7
Roofers	0	1	9	800.0	1	14	23	64.3
Stonemasons, Stone Cutters, Splitters and Carvers	5	48	53	10.4	10	123	142	15.4
TOTAL	30	244	271	11.1	100	650	741	14.0

Table 4. Job Postings by Required Education

Required Education	Mar-20	Mar-21	Mar-22	% Change	Jan-Mar 20	Jan-Mar 21	Jan-Mar 22	% Change
Primary School	0	7	4	-42.9	1	13	19	46.2
Middle School	0	11	9	-18.2	1	23	22	-4.3
Some High School	6	60	104	73.3	30	172	274	59.3
High School or Equivalent	121	502	683	36.1	438	1,457	1,877	28.8
Certificate/Diploma	30	144	149	3.5	107	466	522	12.0
Some College/University	6	11	21	90.9	21	45	58	28.9
Associate Degree	12	47	76	61.7	60	120	200	66.7
Bachelor's Degree	60	292	278	-4.8	190	700	779	11.3
Master's Degree	3	22	15	-31.8	7	63	54	-14.3
Doctorate Degree	1	15	6	-60.0	1	21	18	-14.3
TOTAL	239	1,111	1,345	21.1	856	3,080	3,823	24.1

Table 5. Job Postings by Years of Experience

Years of Experience	Mar-20	Mar-21	Mar-22	% Change	Jan-Mar 20	Jan-Mar 21	Jan-Mar 22	% Change
Less than a year	1	17	29	70.6	17	57	65	14.0
1 to 2 years	39	120	196	63.3	128	335	569	69.9
2 to 3 years	62	197	326	65.5	220	561	837	49.2
3 to 4 years	57	222	305	37.4	182	617	807	30.8
4 to 5 years	49	186	189	1.6	177	522	597	14.4
More than 5 years	108	647	634	-2.0	371	1,732	1,900	9.7
No Experience	1	8	22	175.0	13	30	44	46.7
TOTAL	317	1,397	1,701	21.8	1,108	3,854	4,819	25.0