



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

March 2025

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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 Cayman portal of WORC.

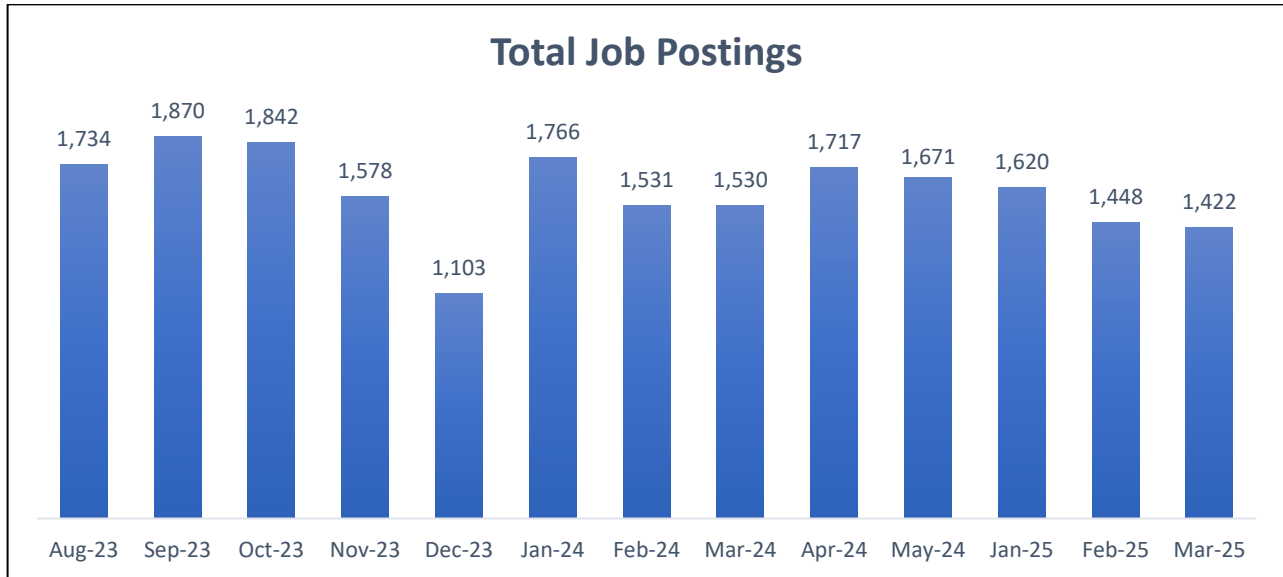
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Total Job Postings

A total of 1,422 jobs were posted during March 2025 relative to 1,448 postings in the previous month and 1,504 postings in March 2024 (see Figure 1). For January to March of 2025, there were 4,490 job advertisements compared with 4,827 advertisements in the comparable period of 2024.

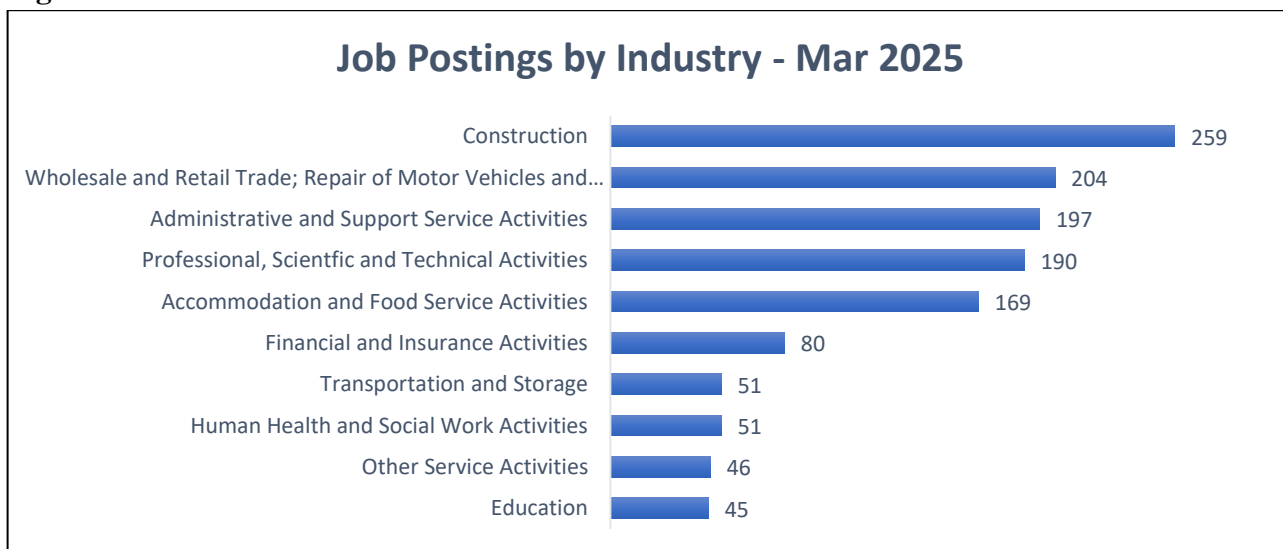
Figure 1.



Industry

The Construction industry accounted for 259 job postings, representing 18.2 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 204 job advertisements (14.3%) while the Administrative and Support Service Activities industry recorded 197 job openings (13.9%).

Figure 2.



For the first quarter of 2025, the Construction industry accounted for most job postings, recording 808 or 18.0 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 719 job advertisements (16.0%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 644 job openings (14.3%).

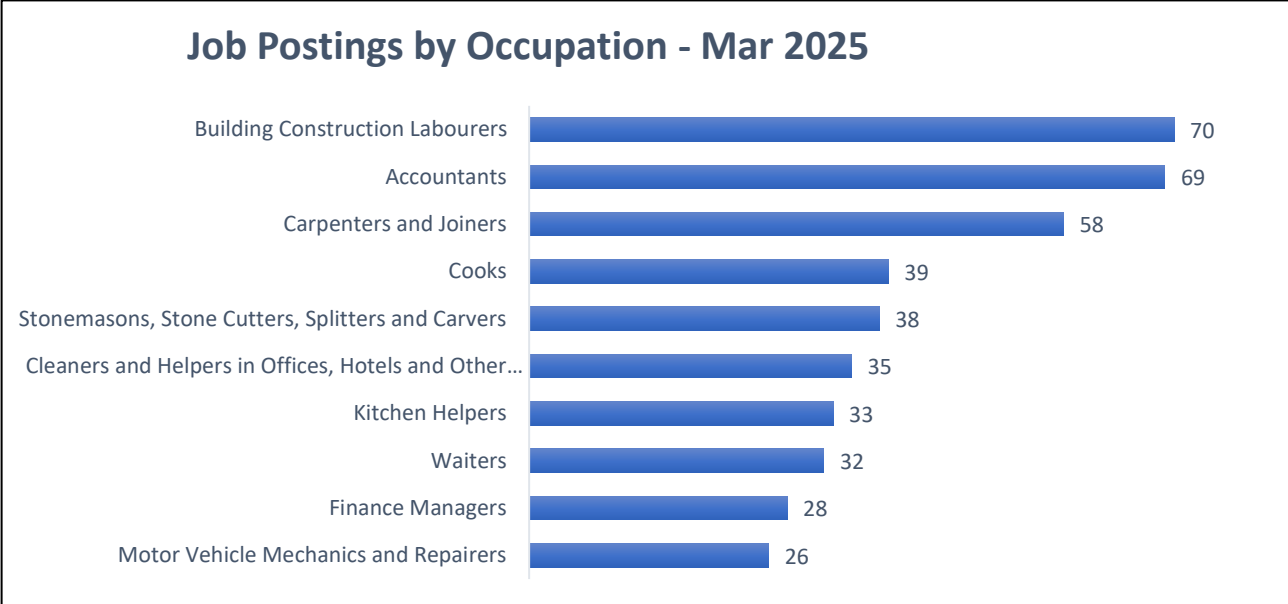
Figure 3.



Occupation

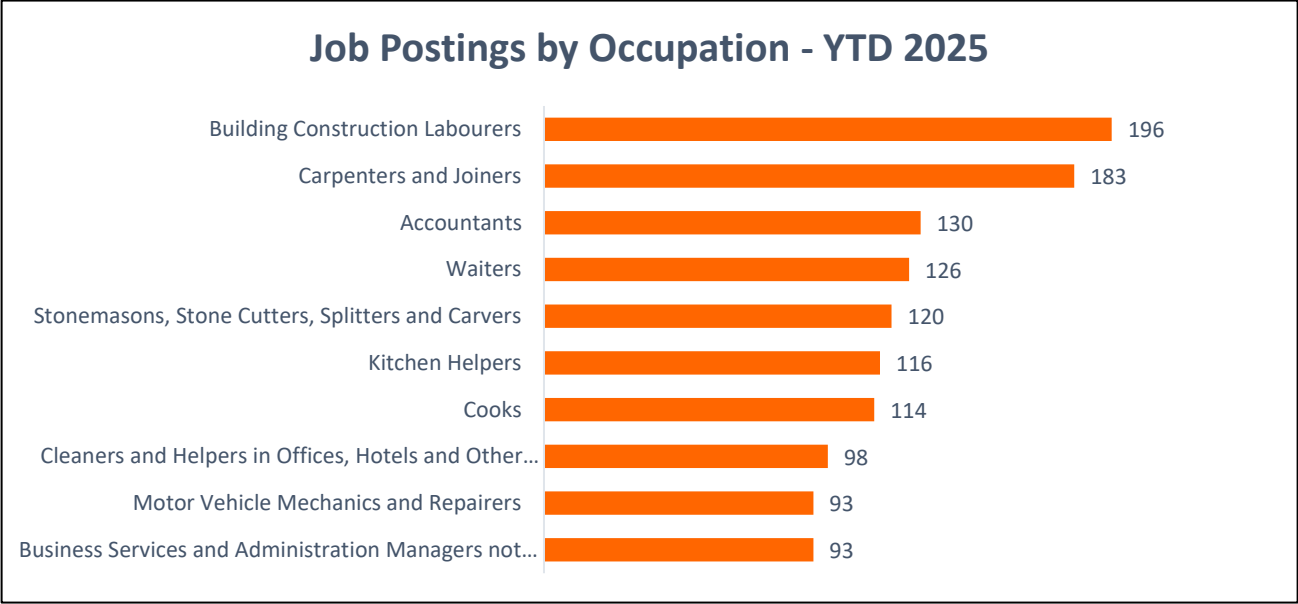
In the review month, building construction labourers accounted for 70 job postings which represented 4.9 percent of all job openings (see Figure 4). Accountants followed with 69 job postings (4.9% of the total) while carpenters and joiners recorded 58 job postings or 4.1 percent of the total.

Figure 4.



For the YTD, building construction labourers accounted for 196 job postings which represented 4.4 percent of all job advertisements (see Figure 5). The next largest occupation was carpenters and joiners with 183 job postings (4.1%) preceded by accountants with 130 job openings or 2.9 percent of the total.

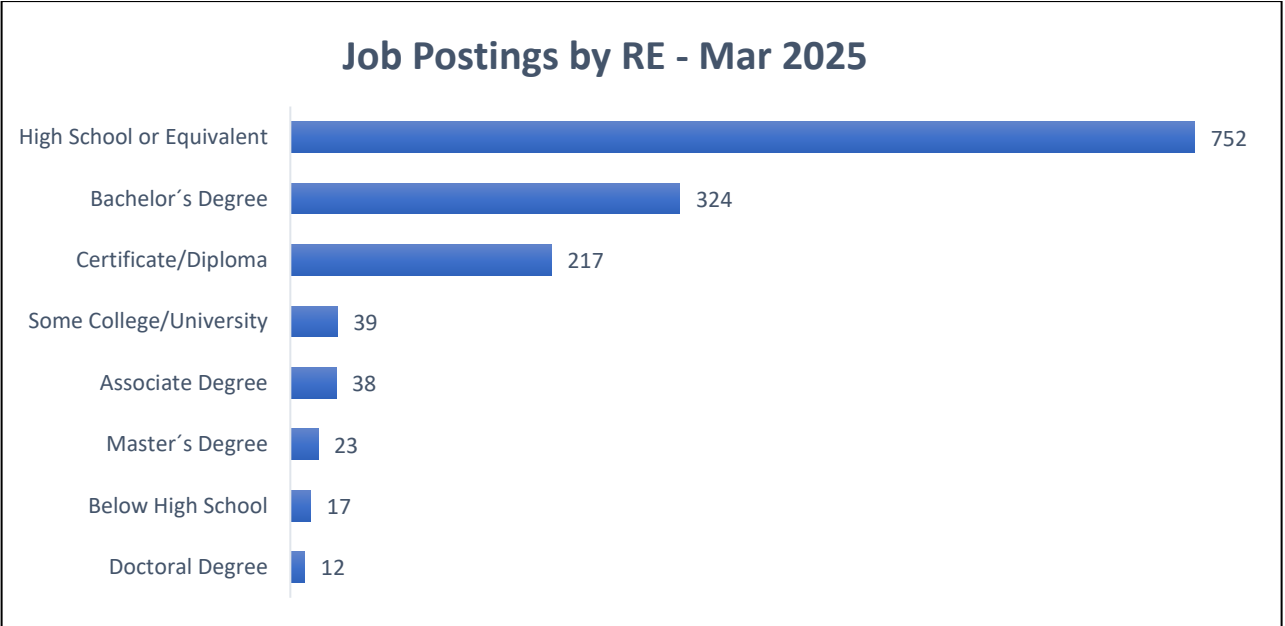
Figure 5.



Required Education (RE)

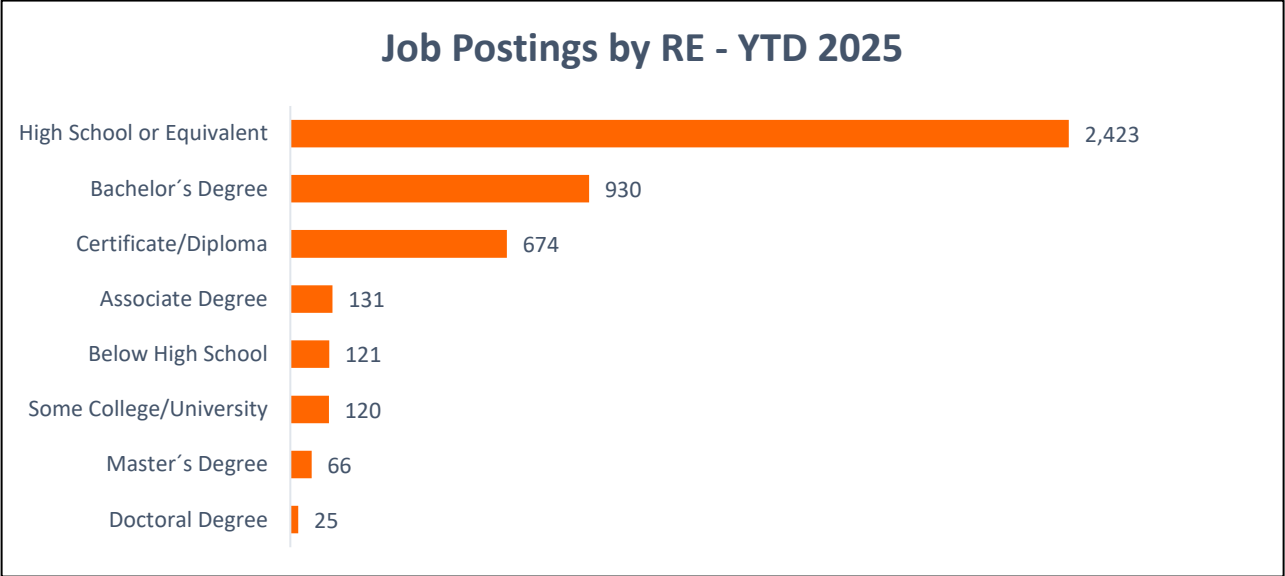
For March 2025, 752 postings (52.9%) required persons with a High School or Equivalent qualification, 324 (22.8%) required persons with a Bachelor’s Degree and 217 (15.3%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



During the first quarter of the year, 2,423 postings (54.0%) required persons with a High School or Equivalent qualification, 930 (20.7%) required persons with a Bachelor’s Degree and 674 (15.0%) required persons with a Certificate or Diploma (see Figure 7).

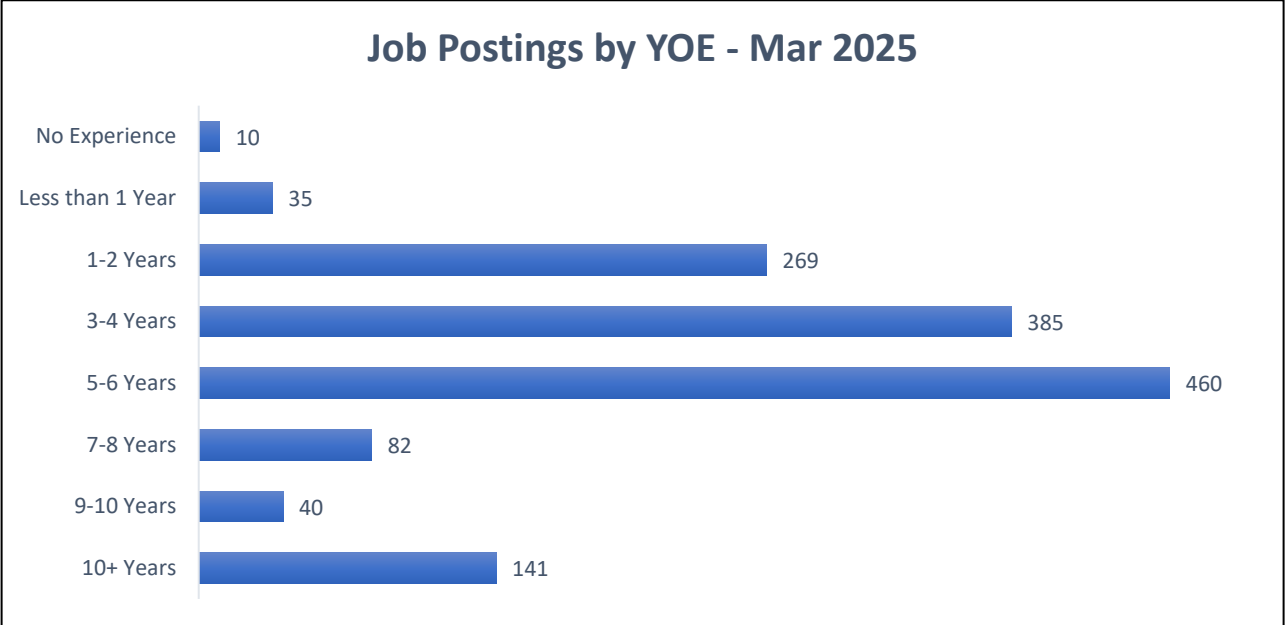
Figure 7.



Years of Experience (YOE)

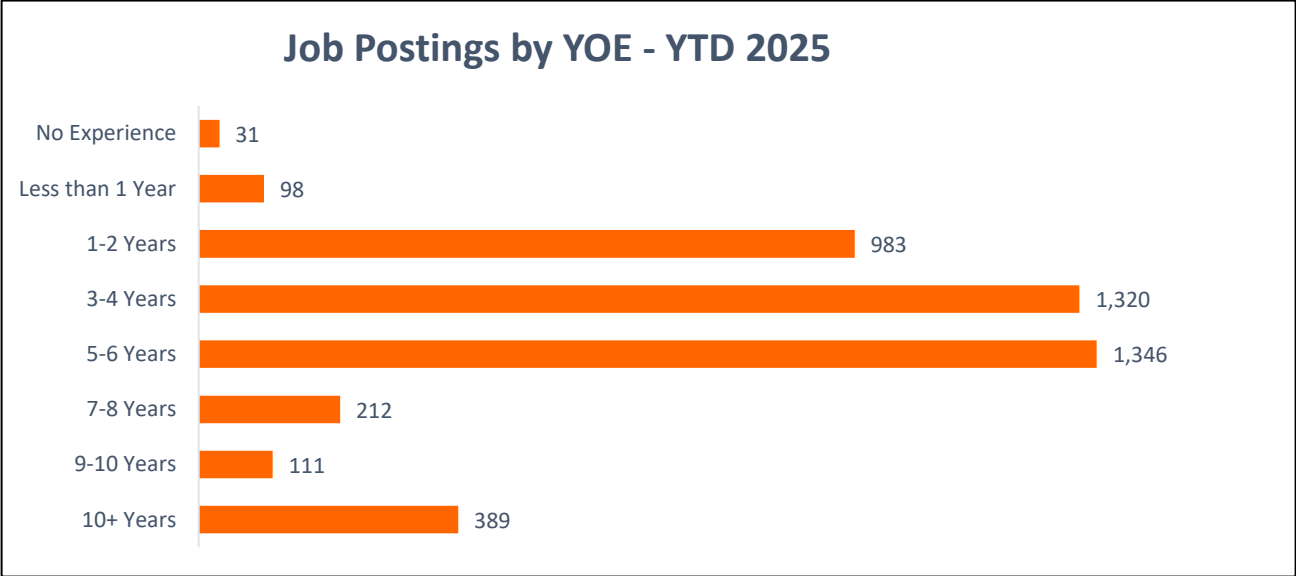
In March 2025, 460 job advertisements (32.3%) required persons with five to six years’ experience, 385 job postings (27.1%) required persons with three to four years’ experience while 269 job openings (18.9%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 4,490 job postings recorded in January to March of 2025, 1,346 (30.0%) required persons with five to six years' experience, 1,320 (29.4%) required persons with three to four years' experience while 983 (21.9%) required persons with one to two years' experience (see Figure 9).

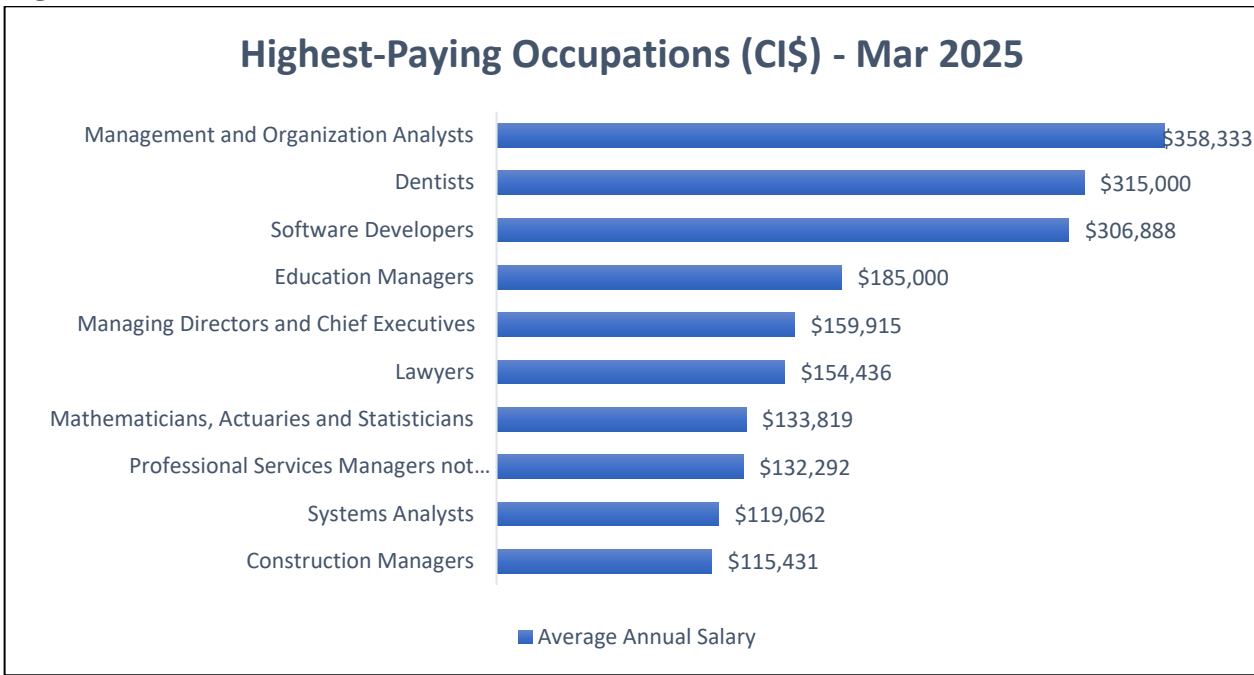
Figure 9.



Salary

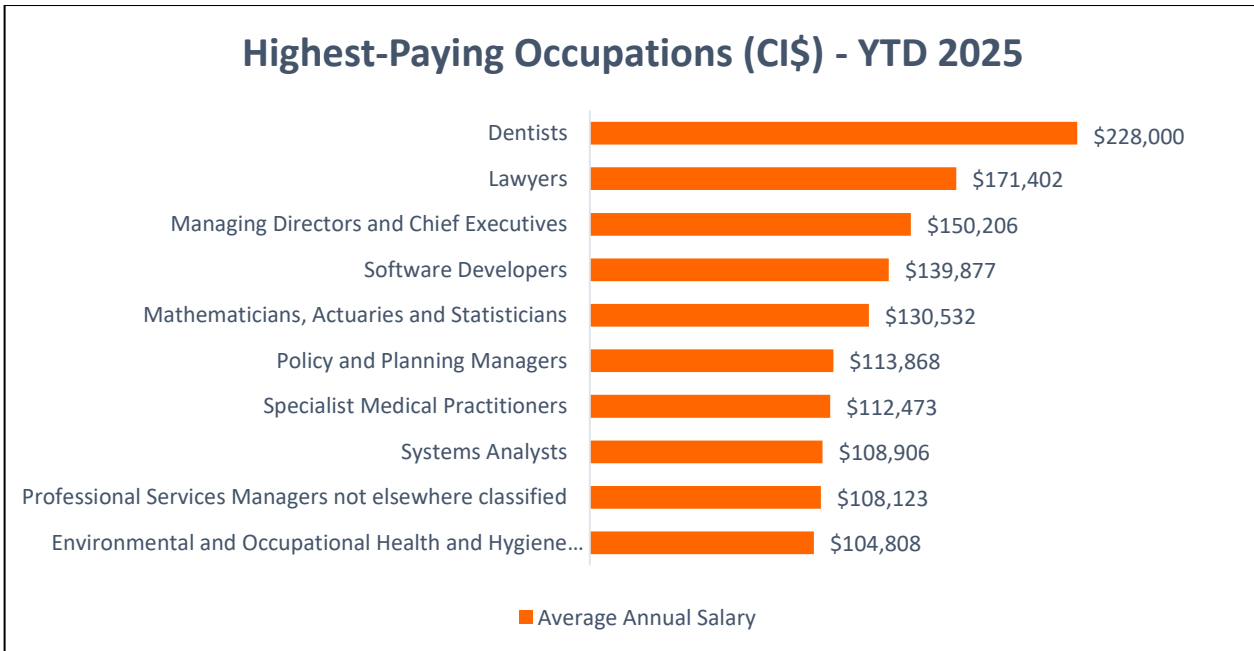
The highest-paying job postings in the review month were recorded by Management and Organization Analysts with an average annual salary of \$358,333 (see Figure 10). Dentists followed with an average annual salary of \$315,000, after which Software Developers proceeded with an average annual salary of \$306,888.

Figure 10.



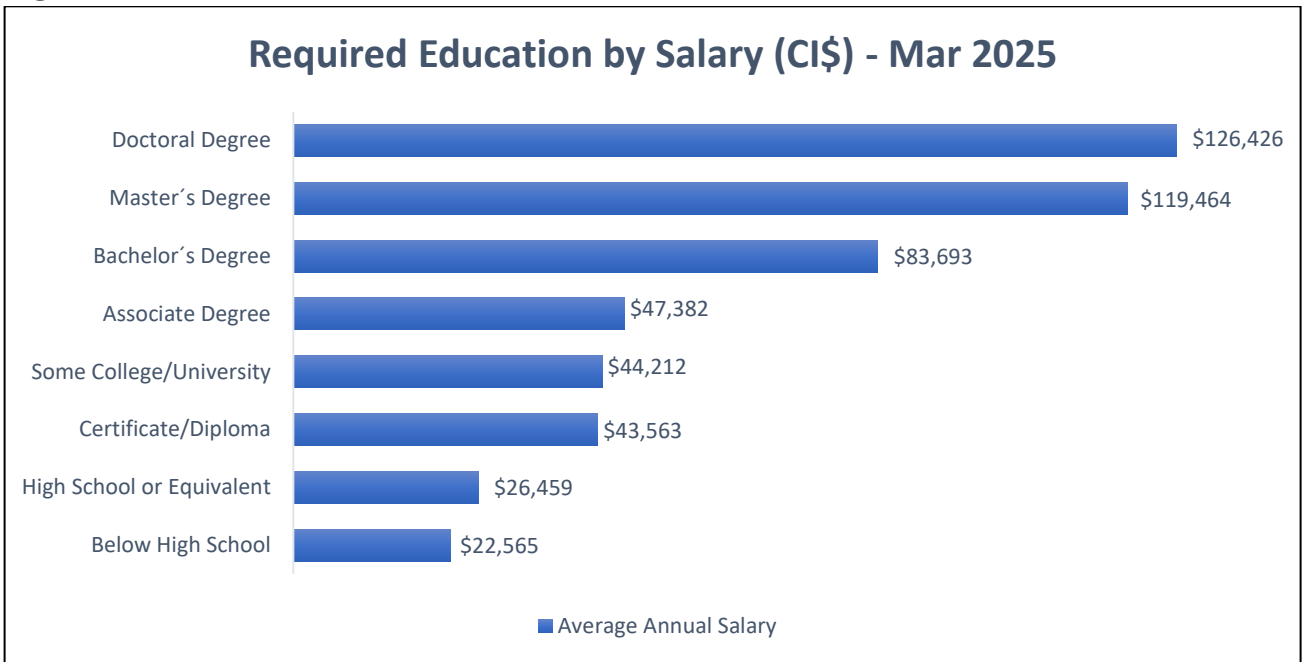
For the YTD, Dentists was the highest-paying occupation with an average annual salary of \$228,000 (see Figure 11). Lawyers followed with an average annual salary of \$171,402 while Managing Directors and Chief Executives was next with an average annual salary of \$150,206.

Figure 11.



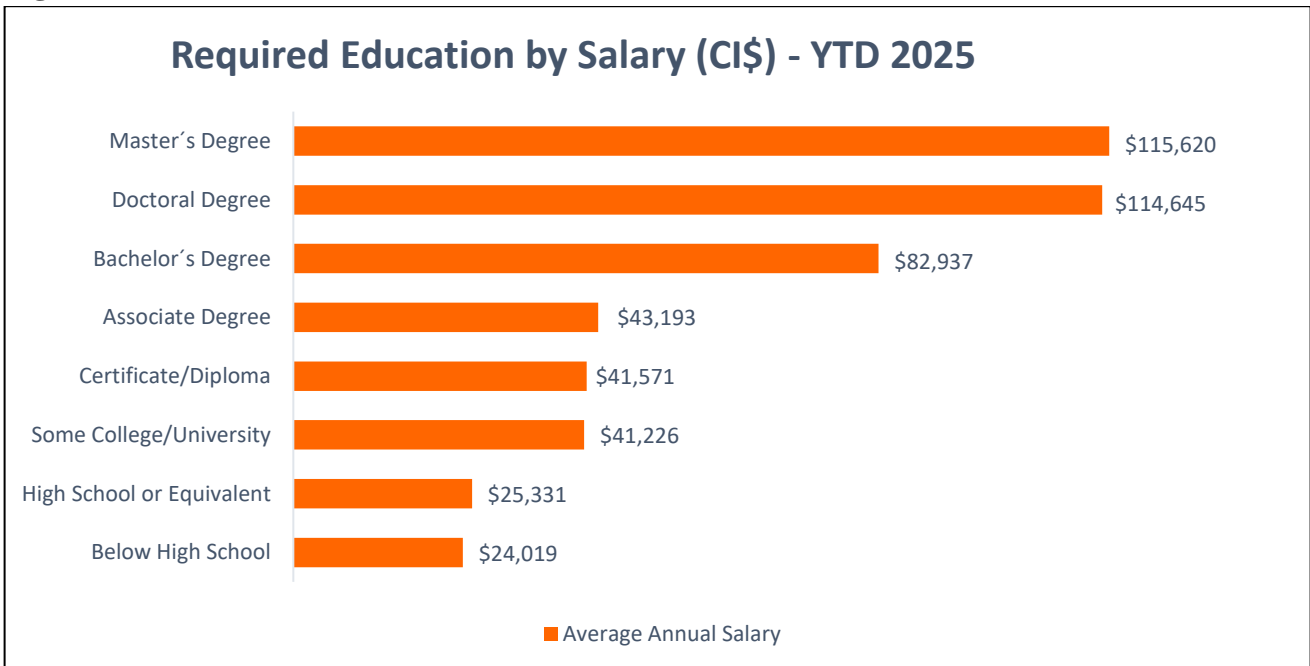
For the review month, jobs requiring a Doctoral Degree paid the highest average annual salary of \$126,426. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$119,464 and \$83,693, respectively (see Figure 12).

Figure 12.



For January to March of 2025, jobs requiring a Master's Degree paid the highest average annual salary of \$115,620. Jobs requiring Doctoral and Bachelor's degrees paid average annual salaries of \$114,645 and \$82,937, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – March 2025

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CI\$)
Professional Services Managers	\$183,333
Managing Directors and Chief Executives	\$167,708
Policy and Planning Managers	\$164,583
Lawyers	\$125,756
ICT Service Managers	\$122,500

Figure 14.

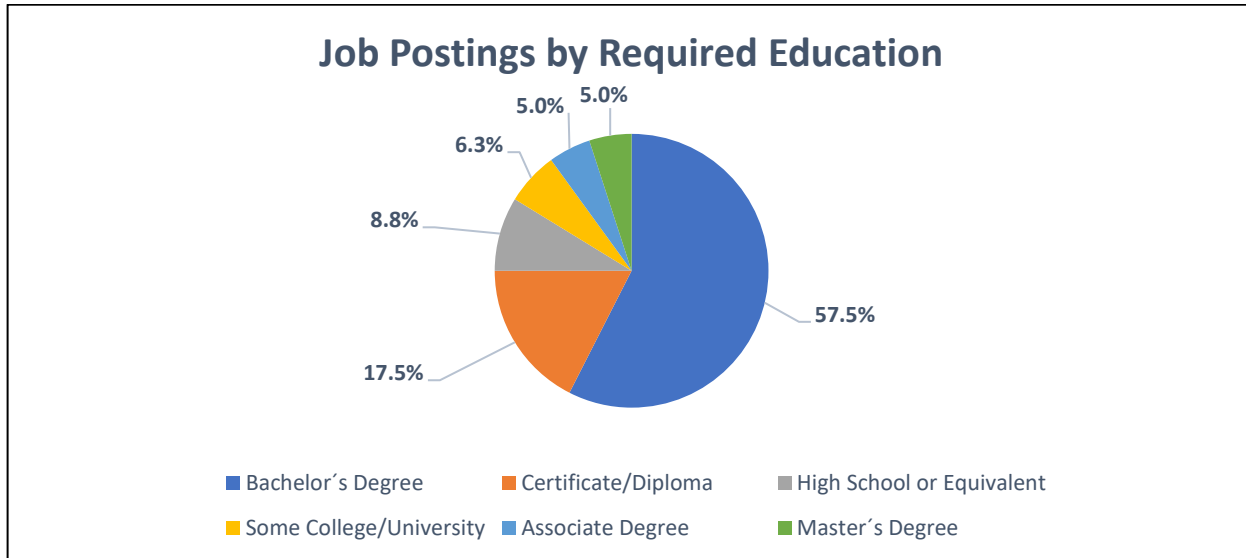
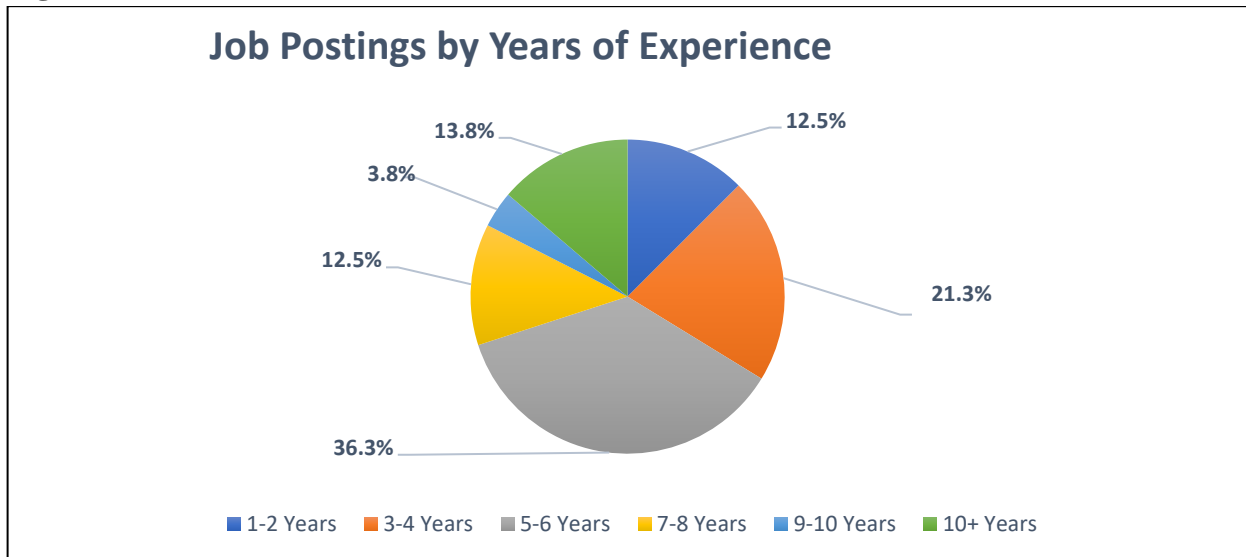


Figure 15.



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	\$168,728
Managing Directors and Chief Executives	\$164,917
Supply, Distribution and Related Managers	\$143,750
Construction Managers	\$135,000
Mathematicians, Actuaries and Statisticians	\$133,819

Figure 16.

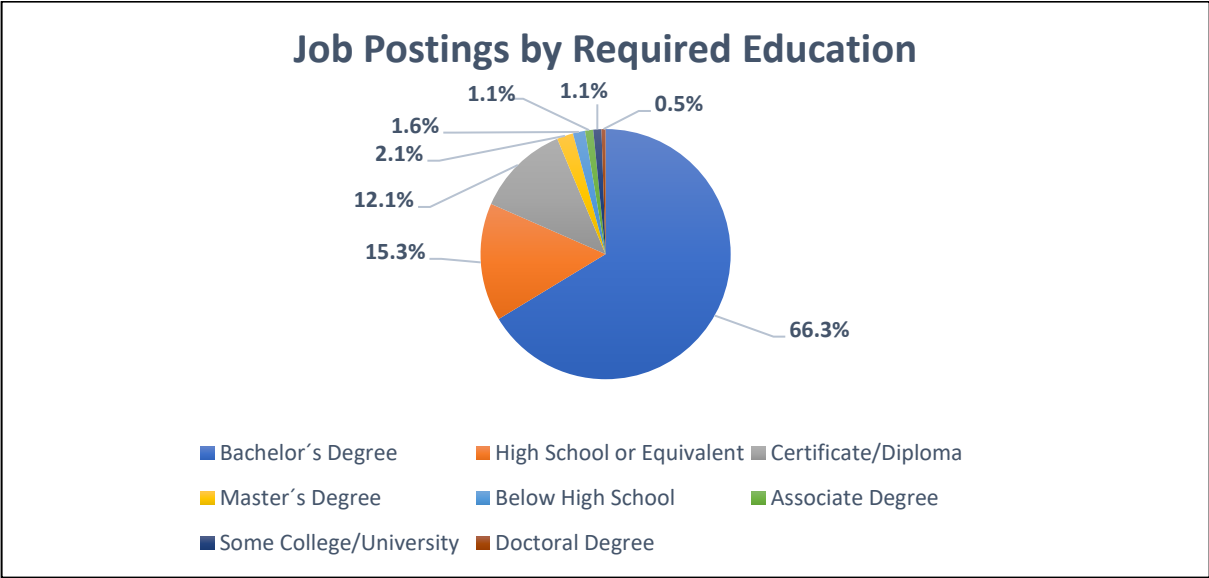
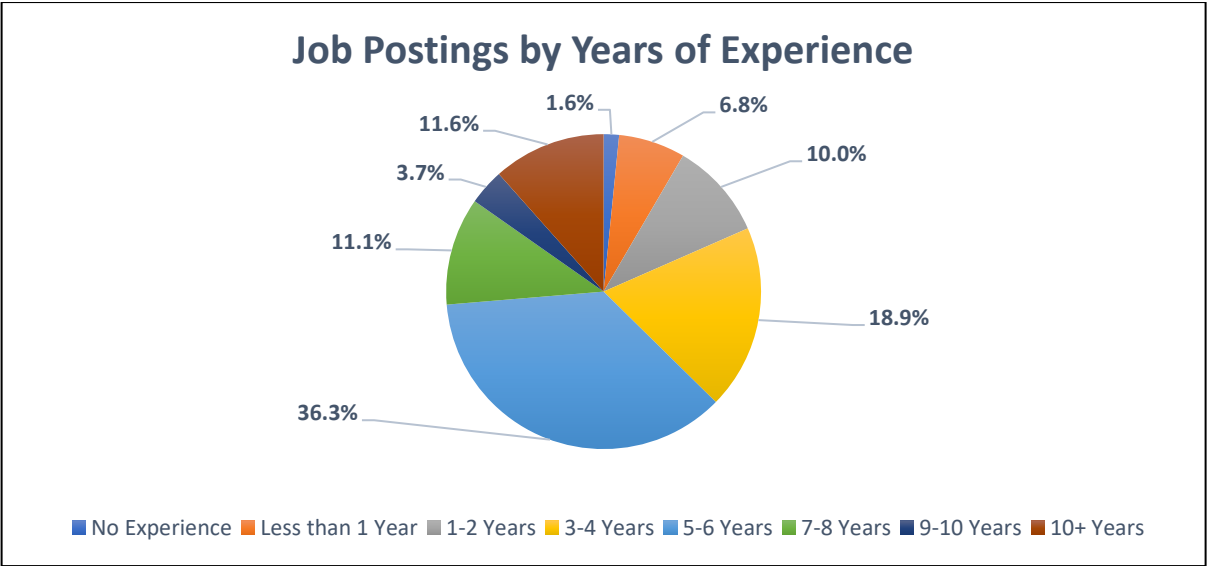


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CI\$)
Supply, Distribution and Related Managers	\$99,415
Fitness and Recreation Instructors	\$91,000
Services Managers	\$79,300
Technical and Medical Sales Professionals	\$79,197
Construction Managers	\$78,000

Figure 18.

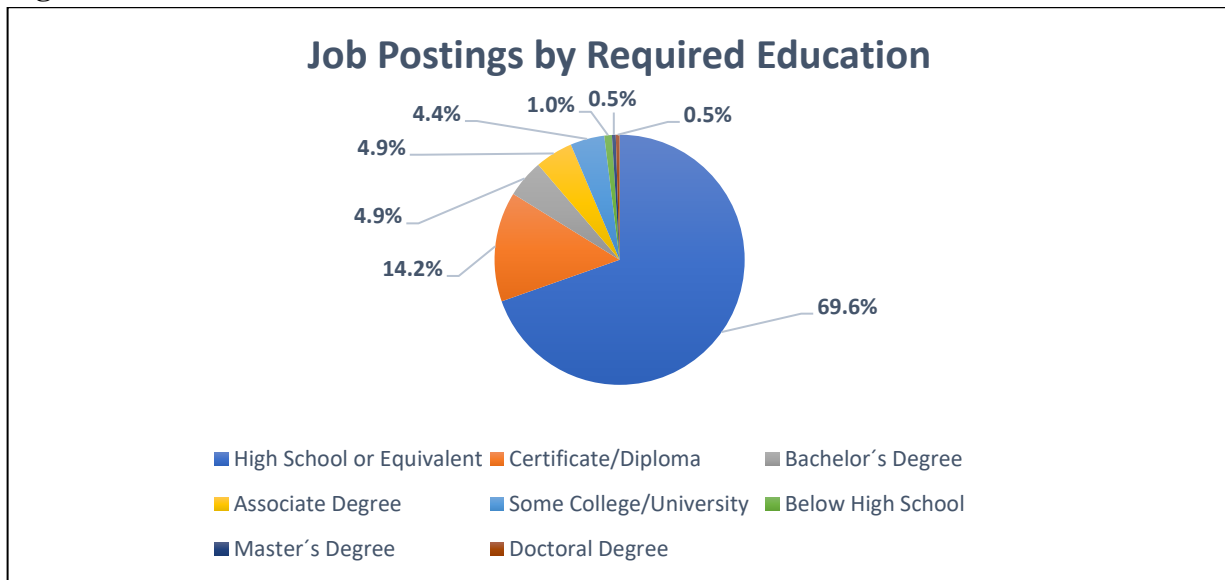
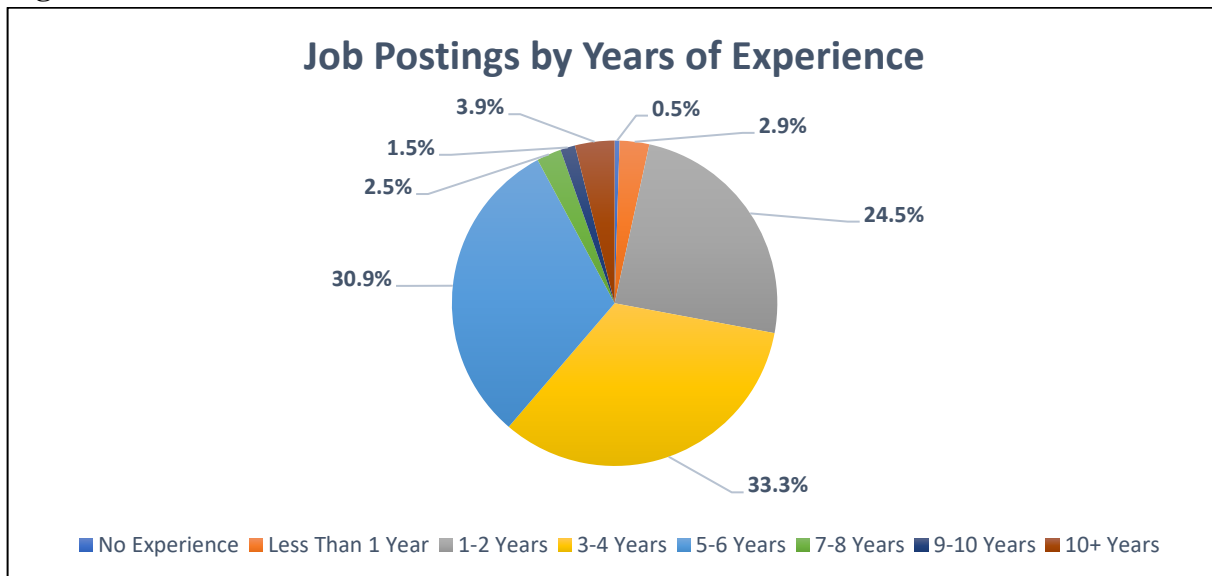


Figure 19.



Summary

- A total of 1,422 job postings in March 2025 relative to 1,504 postings in March 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 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 both review periods.
- Job postings in business consultancy, healthcare, technology, tertiary-level education, financial services, legal, actuarial, compliance and construction career fields dominated the highest salaries offered in both review periods.
- Higher levels of educational attainment correspond 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, UCCI, ICCI, private sector and entities such as the Cayman Islands Chamber of Commerce.
- There needs to be a Memorandum of Understanding between 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 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 2024	YTD 2025	% Change
Accommodation and Food Service Activities	689	546	-20.8
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	20	33	65.0
Administrative and Support Service Activities	692	719	3.9
Agriculture, Forestry and Fishing	25	22	-12.0
Arts, Entertainment and Recreation	96	150	56.3
Construction	997	808	-19.0
Education	166	150	-9.6
Electricity, Gas, Steam and Air Conditioning Supply	22	24	9.1
Financial and Insurance Activities	310	280	-9.7
Human Health and Social Work Activities	150	132	-12.0
Information and Communication	48	45	-6.3
Manufacturing	86	74	-14.0
Mining and Quarrying	14	9	-35.7
Other Service Activities	274	179	-34.7
Professional, Scientific and Technical Activities	334	462	38.3
Public Administration and Defence; Compulsory Social Security	0	2	-
Real Estate Activities	98	58	-40.8
Transportation and Storage	165	120	-27.3
Water Supply; Sewerage, Waste Management and Remediation Activities	29	33	13.8
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	612	644	5.2
Total	4,827	4,490	-7.0

Table A2. Job Postings by Most Advertised Occupation

Occupation	YTD 2025
Building Construction Labourers	196
Carpenters and Joiners	183
Accountants	130
Waiters	126
Stonemasons, Stone Cutters, Splitters and Carvers	120
Kitchen Helpers	116
Cooks	114
Cleaners and Helpers in Offices, Hotels and Other Establishments	98
Motor Vehicle Mechanics and Repairers	93
Business Services and Administration Managers not elsewhere classified	93
Beauticians and Related Workers	86
Lawyers	80
Finance Managers	71
Food Service Counter Attendants	62
Bartenders	57
Sales Workers not elsewhere classified	55
Hairdressers	54
Managing Directors and Chief Executives	54
Secondary Education Teachers	51
Chefs	51

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
Total	3,439	3,061	-11.0

*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	31
Less Than a Year	98
1 to 2 Years	983
3 to 4 Years	1,320
5 to 6 Years	1,346
7 to 8 Years	212
9 to 10 Years	111
10+ Years	389
Total	4,490

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2025 (CIS)
Financial and Insurance Activities	90,034
Professional, Scientific and Technical Activities	86,688
Public Administration and Defence; Compulsory Social Security (Central Government)	81,543
Electricity, Gas, Steam and Air Conditioning Supply	75,464
Human Health and Social Work Activities	60,536
Information and Communication	57,335
Education	51,460
Real Estate Activities	43,017
Water Supply; Sewerage, Waste Management and Remediation Activities	38,663
Construction	34,580
Mining and Quarrying	34,320
Administrative and Support Service Activities	32,632
Manufacturing	32,075
Arts, Entertainment and Recreation	31,920
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,471
Transportation and Storage	27,366
Other Service Activities	26,465
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	24,785
Accommodation and Food Service Activities	24,563
Agriculture, Forestry and Fishing	22,449

Table A6. Job Postings by Highest-Paying Occupation

Occupation	Average Annual Salary for YTD 2025 (CI\$)
Dentists	228,000
Lawyers	171,402
Managing Directors and Chief Executives	150,206
Software Developers	139,877
Mathematicians, Actuaries and Statisticians	130,532
Policy and Planning Managers	113,868
Specialist Medical Practitioners	112,473
Systems Analysts	108,906
Professional Services Managers	108,123
Environmental and Occupational Health and Hygiene Professionals	104,808
Education Managers	102,983
Insurance Representatives	101,929
Construction Managers	100,170
ICT Service Managers	99,930
Finance Managers	96,335
University and Higher Education Teachers	95,951
Applications Programmers	95,132
Management and Organization Analysts	92,149
Legal Professionals not elsewhere classified	91,667
Generalist Medical Practitioners	90,073