



**WORC**

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN  
CAYMAN ISLANDS GOVERNMENT

# JOB POSTINGS REPORT

May 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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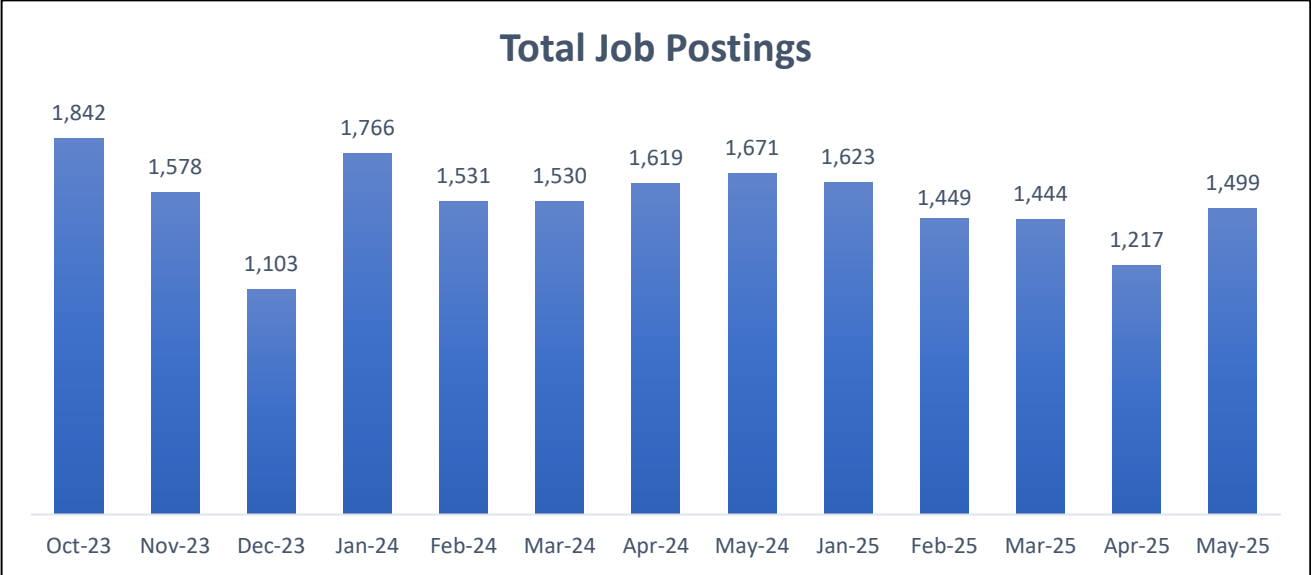
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<b>Total Job Postings</b>	<b>1</b>
<b>Industry</b>	<b>1</b>
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# Total Job Postings

A total of 1,499 jobs were advertised during May 2025 relative to 1,217 postings in the previous month and 1,671 postings in May 2024 (see Figure 1). For January to May of 2025, there were 7,232 job advertisements compared with 7,968 advertisements in the comparable period of 2024.

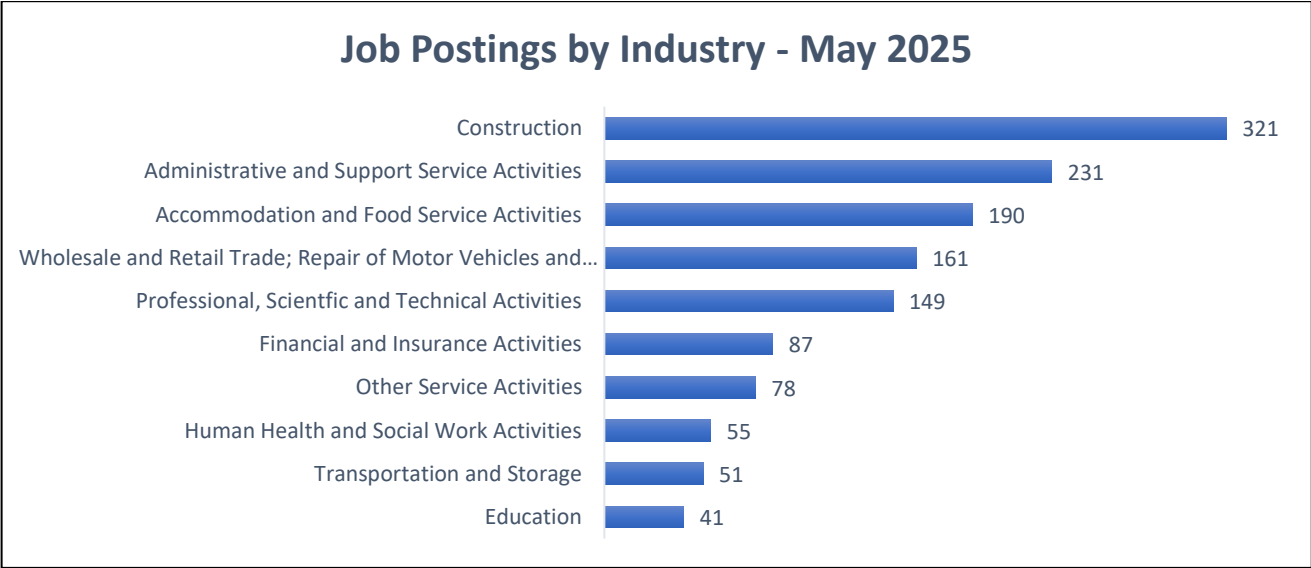
Figure 1.



# Industry

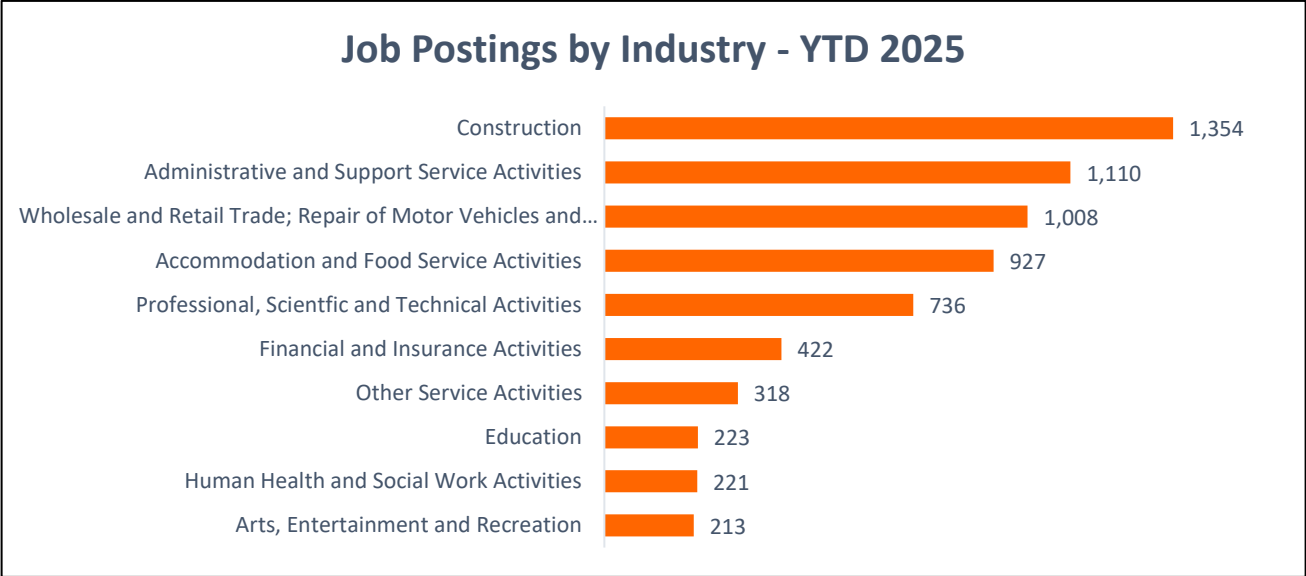
The Construction industry accounted for 321 job postings, representing 21.4 percent of the total number of job openings in May 2025 (see Figure 2). The Administrative and Support Service Activities industry followed with 231 job advertisements (15.4%) while the Accommodation and Food Service Activities industry recorded 190 job openings (12.7%).

Figure 2.



For January to May of 2025, the Construction industry accounted for most job postings, recording 1,354 or 18.7 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 1,110 job advertisements (15.3%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 1,008 job openings (13.9%).

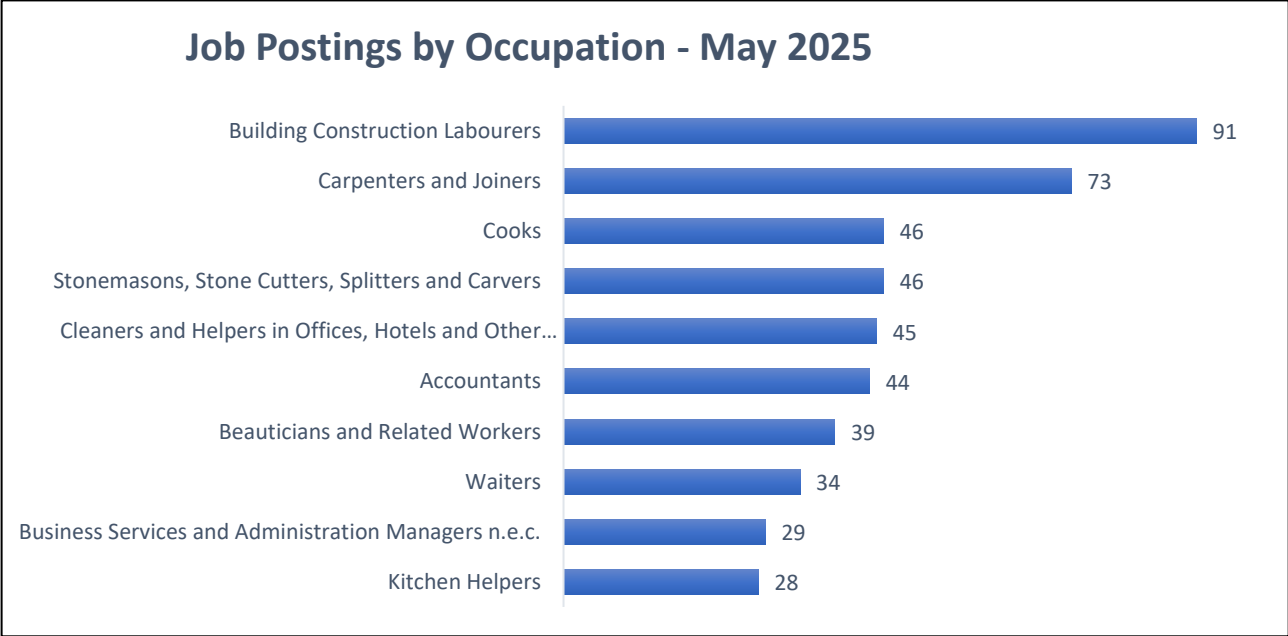
**Figure 3.**



## Occupation

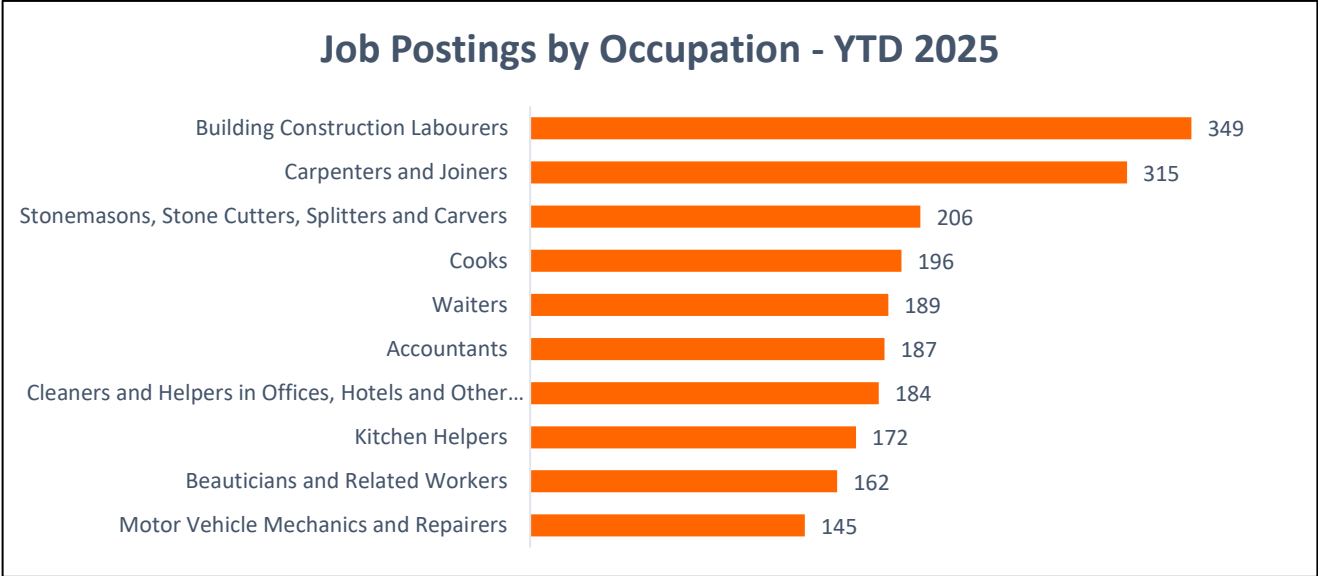
For the review month, Building Construction Labourers accounted for 91 job postings which represented 6.1 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 73 job postings (4.9% of the total) while Cooks recorded 46 job postings or 3.1 percent of the total.

**Figure 4.**



For YTD 2025, Building Construction Labourers accounted for 349 job postings which represented 4.8 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 315 job postings (4.4%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 206 job openings or 2.8 percent of the total.

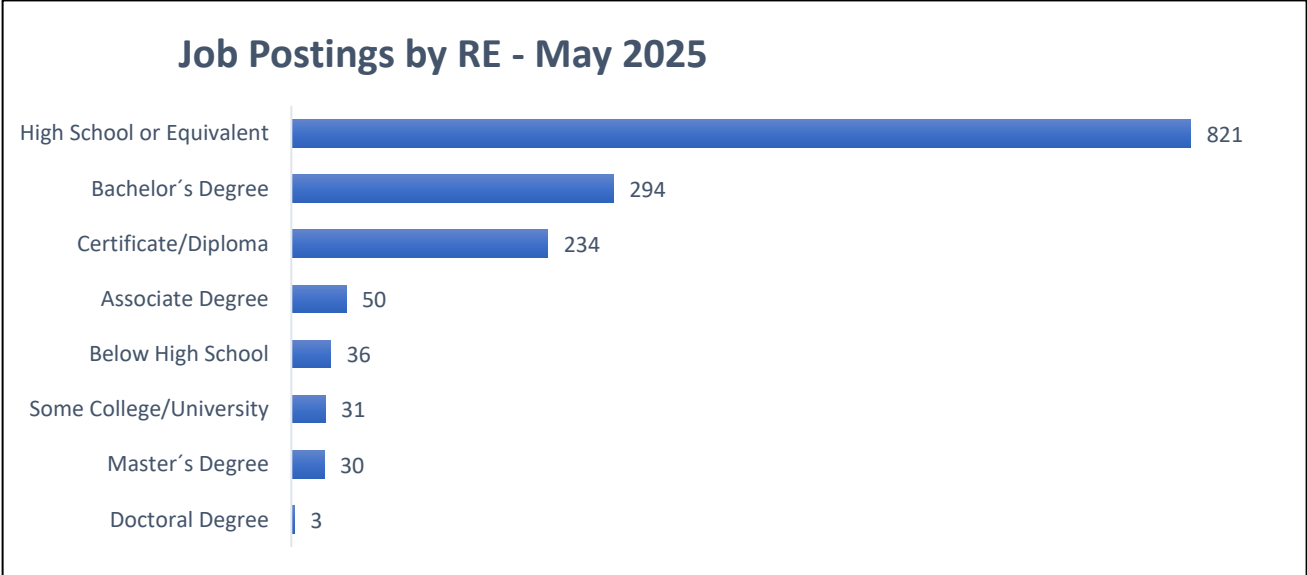
**Figure 5.**



## Required Education (RE)

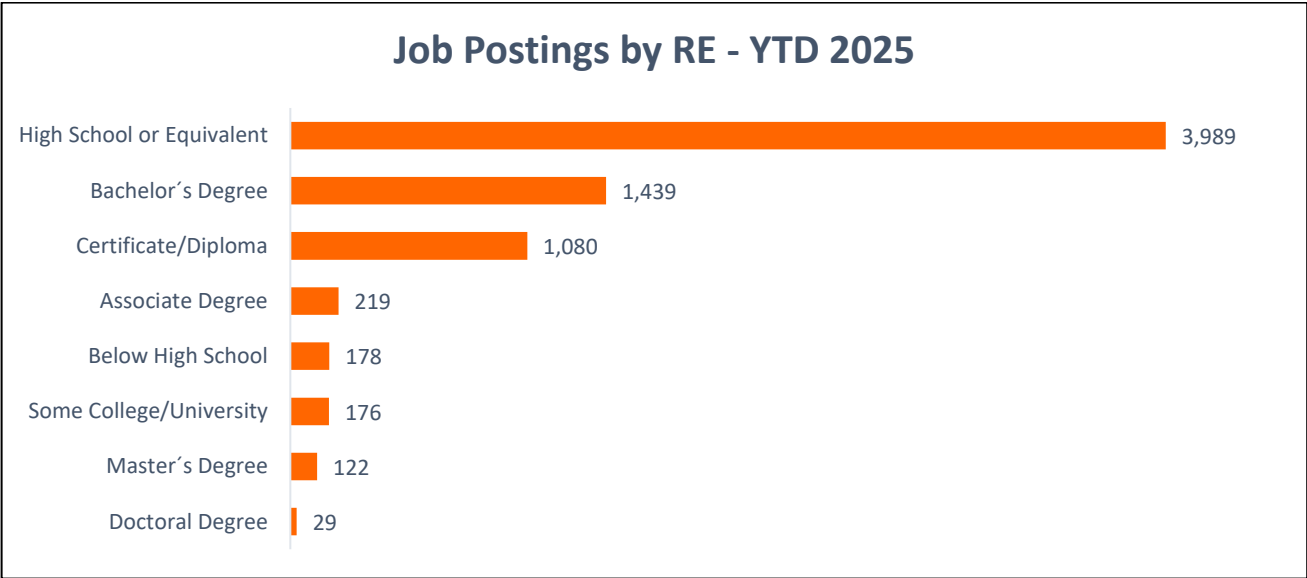
For May 2025, 821 postings (54.8%) required persons with a High School or Equivalent qualification, 294 (19.6%) required persons with a Bachelor’s Degree and 234 (15.6%) required persons with a Certificate or Diploma (see Figure 6).

**Figure 6.**



During the first five months of the year, 3,989 postings (55.2%) required persons with a High School or Equivalent qualification, 1,439 (19.9%) required persons with a Bachelor’s Degree and 1,080 (14.9%) required persons with a Certificate or Diploma (see Figure 7).

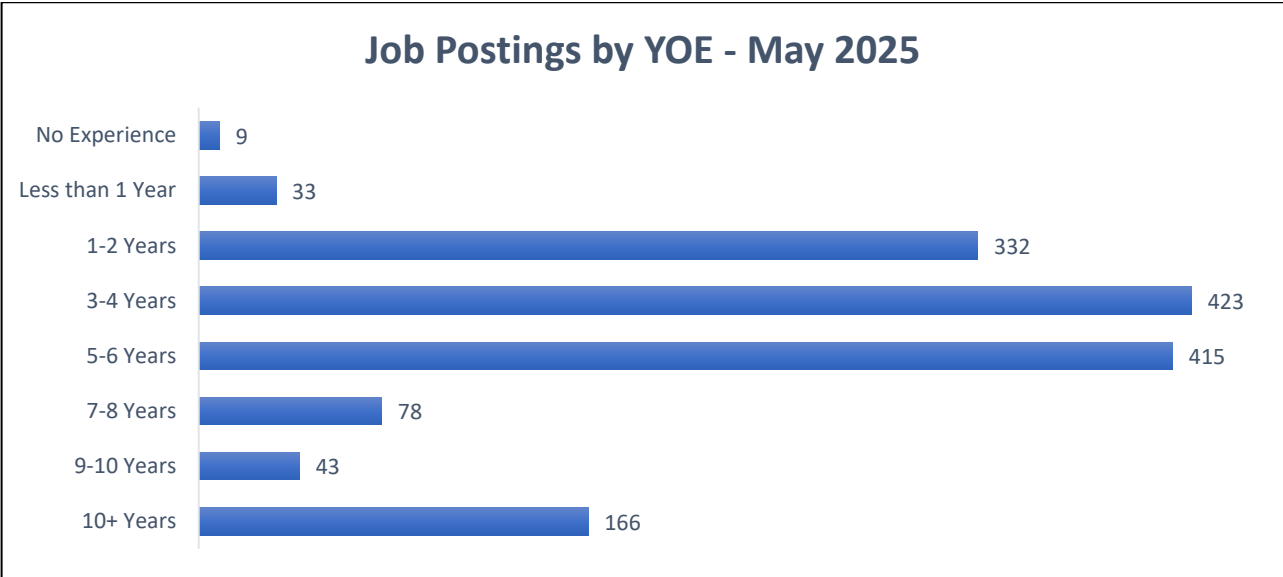
**Figure 7.**



## Years of Experience (YOE)

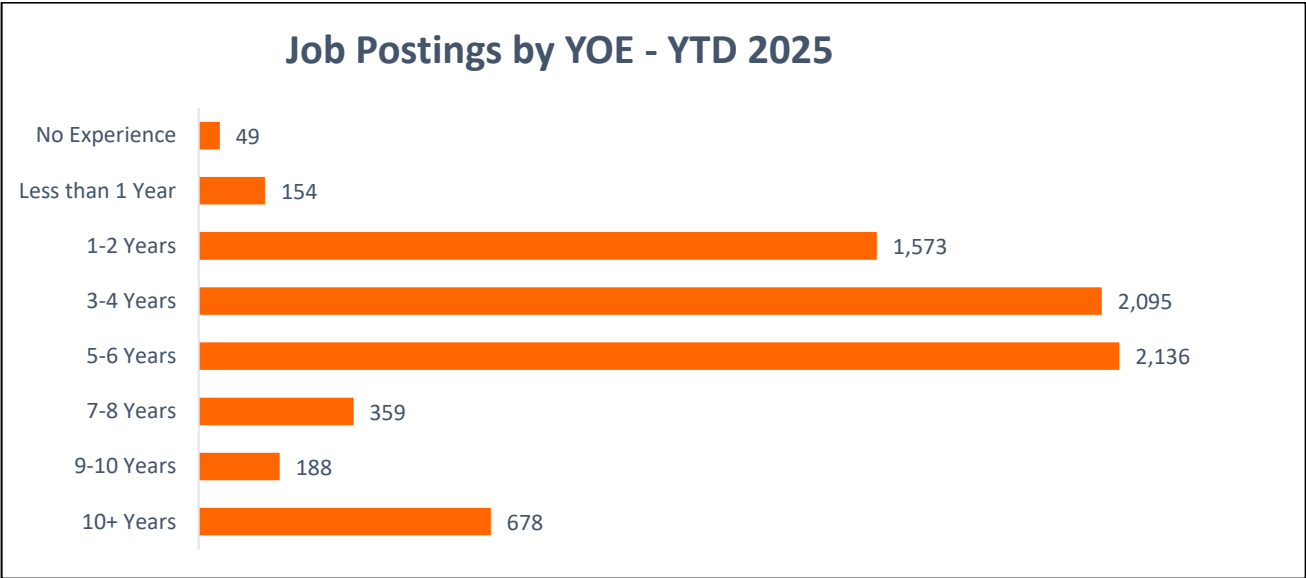
For the review month, 423 job advertisements (28.2%) required persons with three to four years’ experience, 415 job postings (27.7%) required persons with five to six years’ experience while 332 job openings (22.1%) required persons with one to two years’ experience (see Figure 8).

**Figure 8.**



Of the 7,232 job postings recorded in January to May of 2025, 2,136 (29.5%) required persons with five to six years’ experience, 2,095 (29.0%) required persons with three to four years’ experience while 1,573 (21.8%) required persons with one to two years’ experience (see Figure 9).

**Figure 9.**

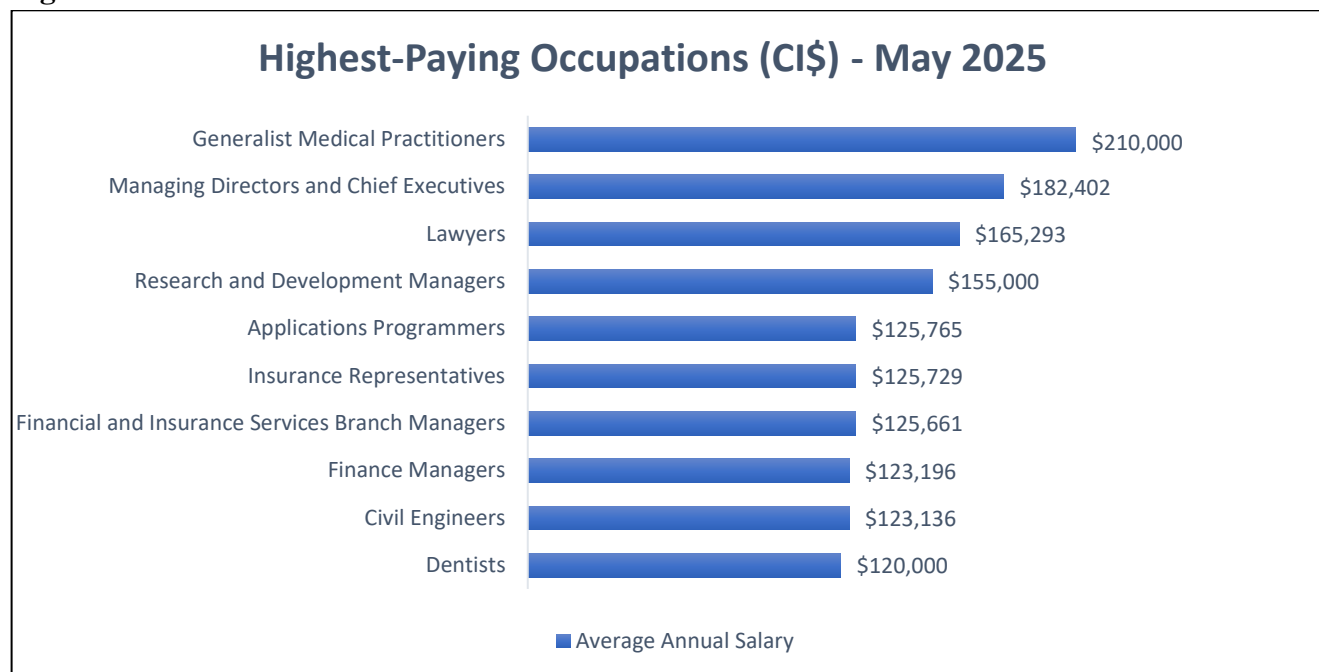


## Salary

The highest-paying job postings in the review month were recorded by Generalist Medical Practitioners with an average annual salary of \$210,000 (see Figure 10). Managing Directors and Chief Executives followed with an average annual salary of \$182,402, after which Lawyers proceeded with an average annual salary of \$165,293.

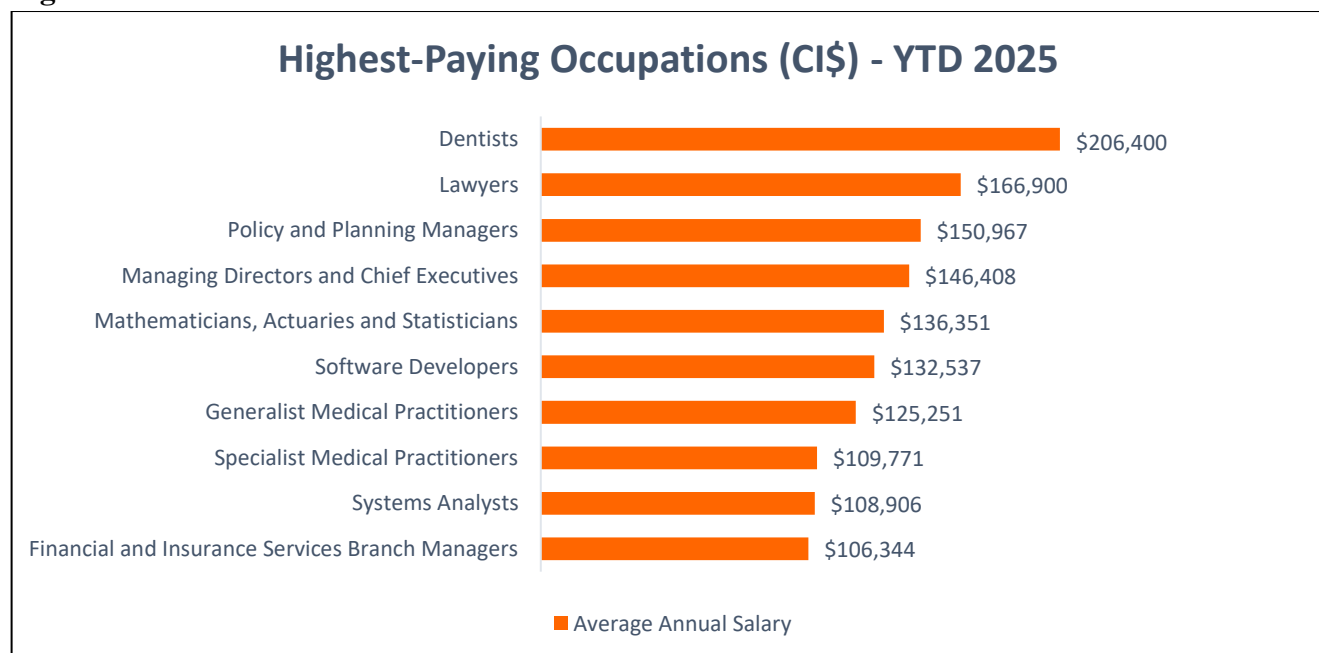


**Figure 10.**



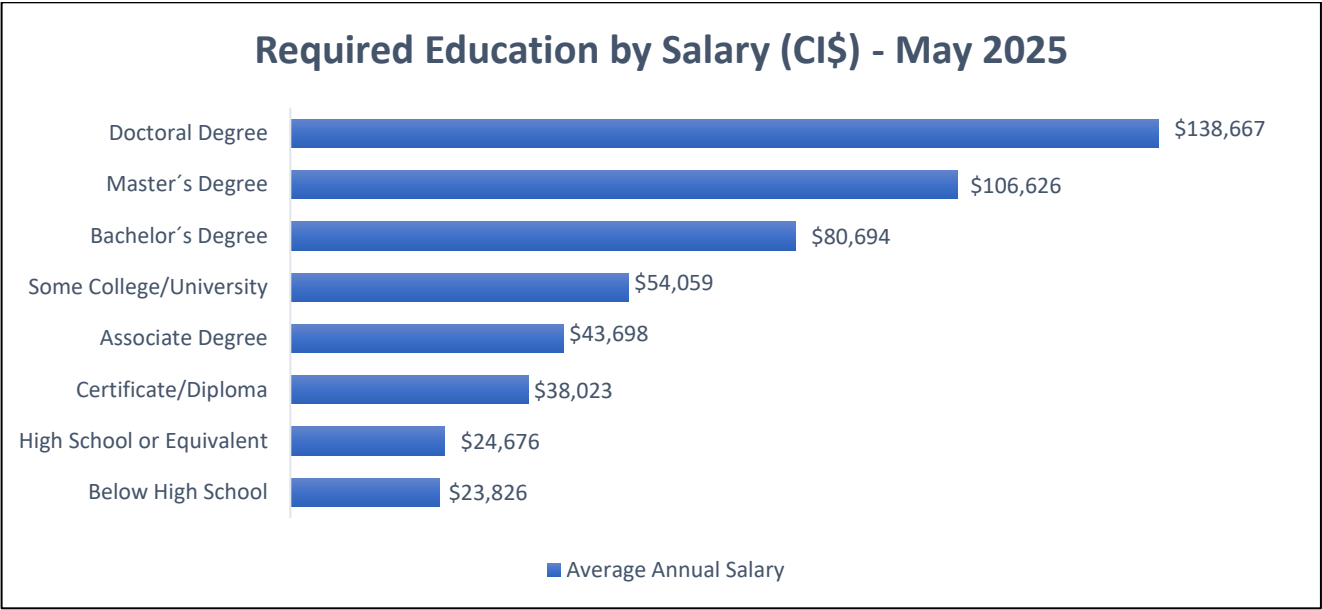
For the YTD, Dentists was the highest-paying occupation with an average annual salary of \$206,400 (see Figure 11). Lawyers followed with an average annual salary of \$166,900 while Policy and Planning Managers was next with an average annual salary of \$150,967.

**Figure 11.**



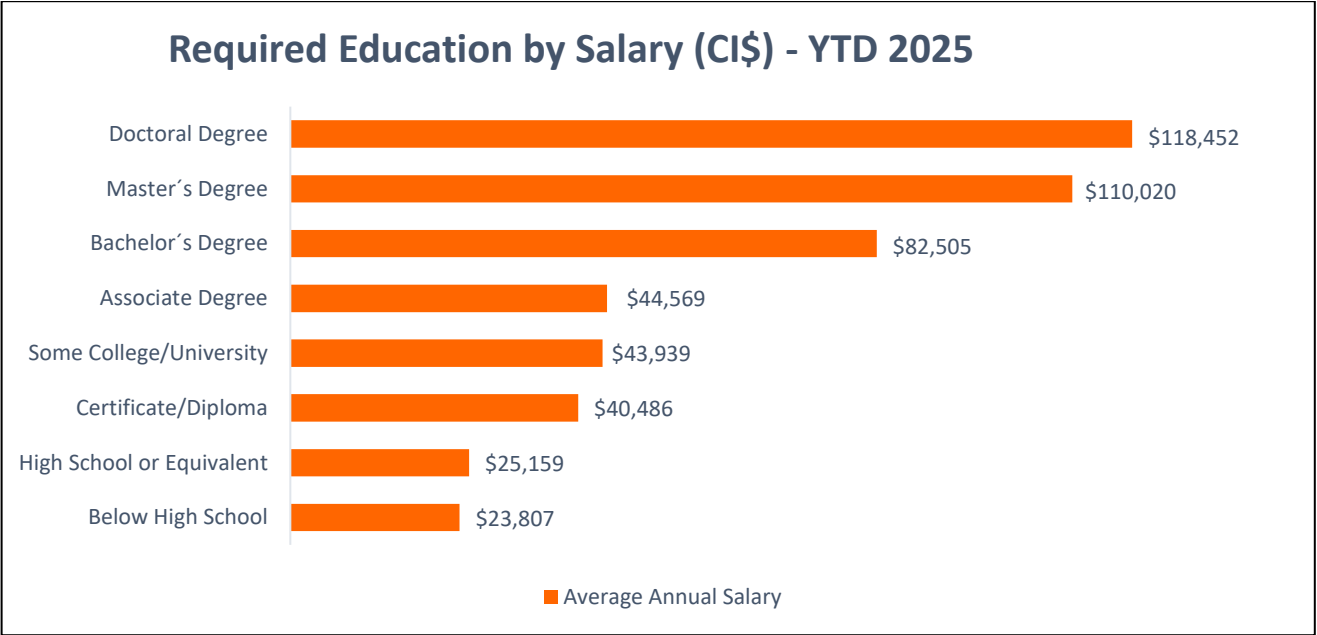
For May 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$138,667. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$106,626 and \$80,694, respectively (see Figure 12).

**Figure 12.**



For January to May of 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$118,452. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$110,020 and \$82,505, respectively (see Figure 13).

**Figure 13.**



# Key Industries to the Economy – May 2025

## Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CI\$)
Managing Directors and Chief Executives	\$180,549
Human Resource Managers	\$161,711
Research and Development Managers	\$155,000
Applications Programmers	\$125,765
Financial and Insurance Service Branch Managers	\$125,661

Figure 14.

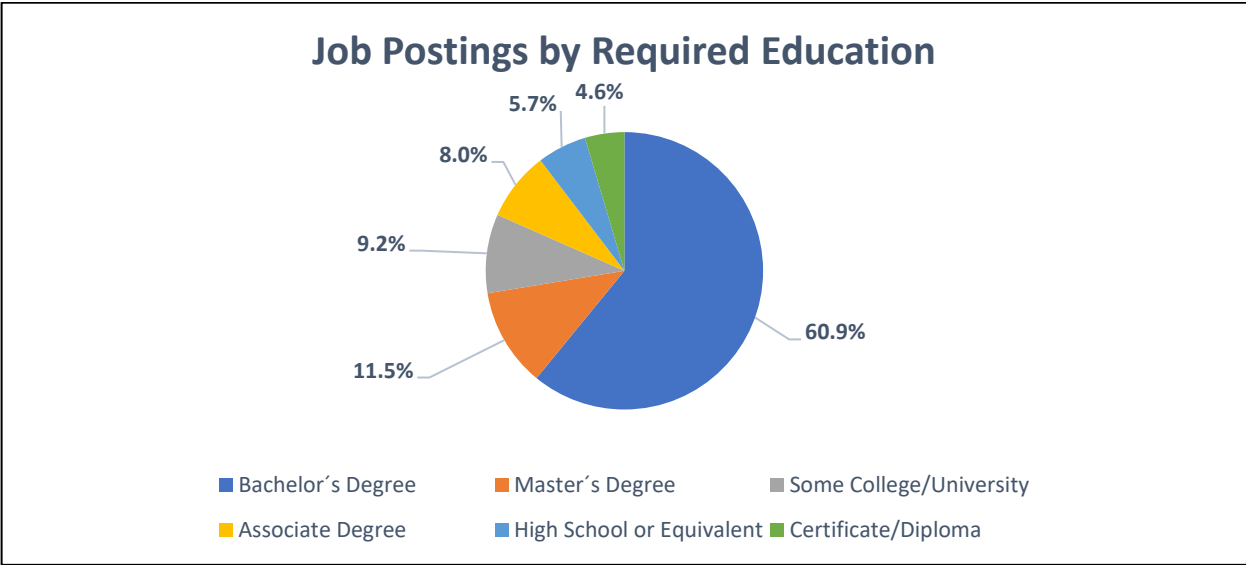
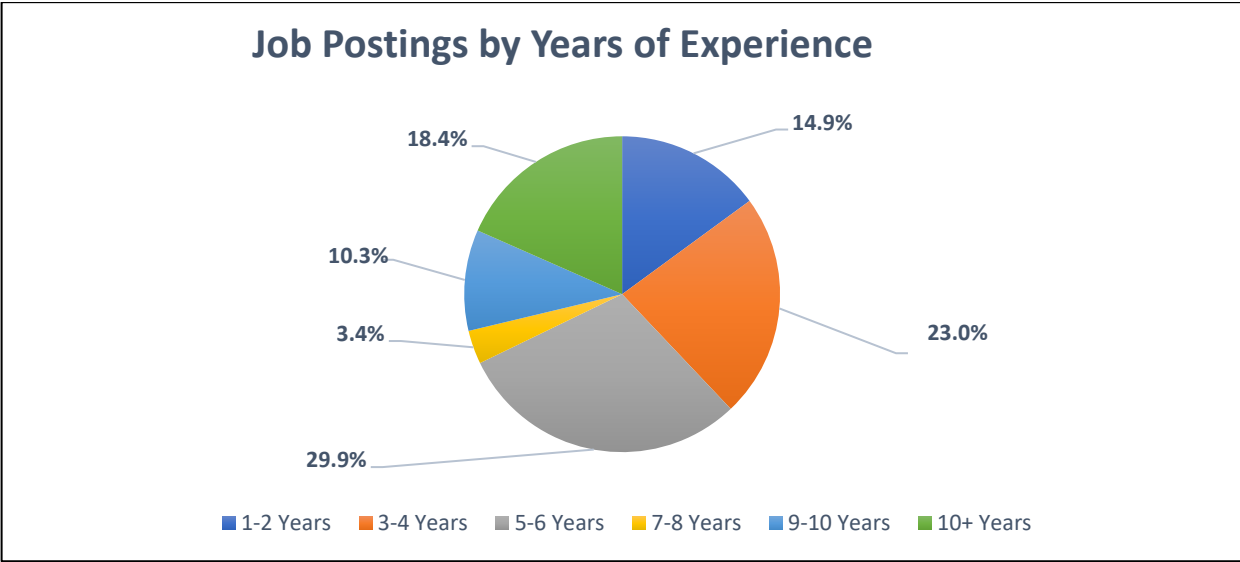


Figure 15.

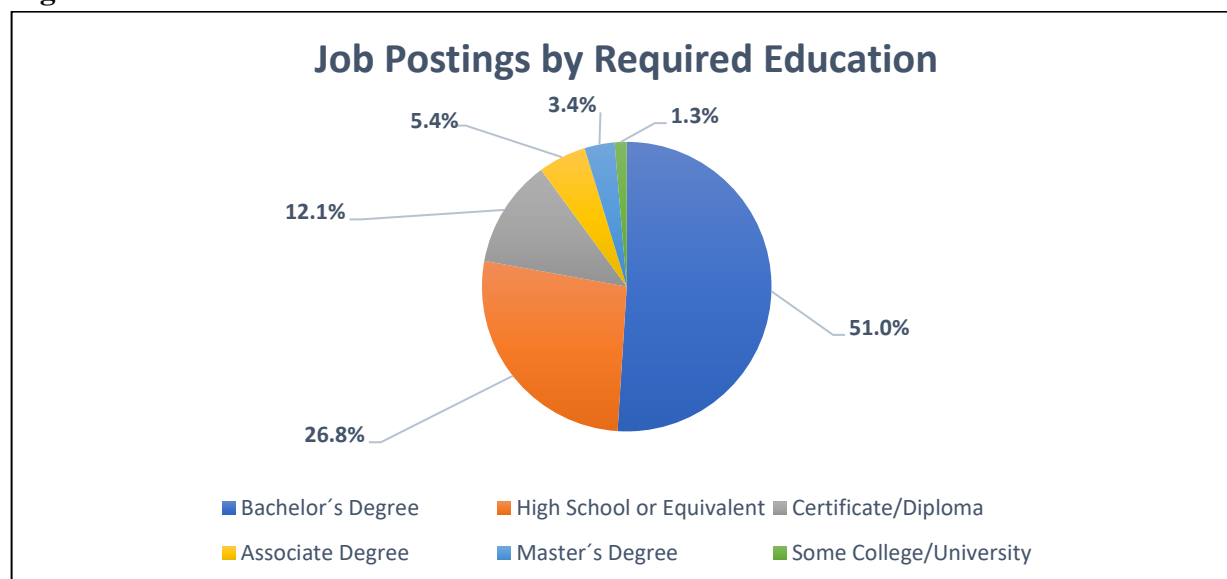


## Professional, Scientific and Technical Activities (includes legal, accounting, advertising, architectural, engineering and management consultancy firms)

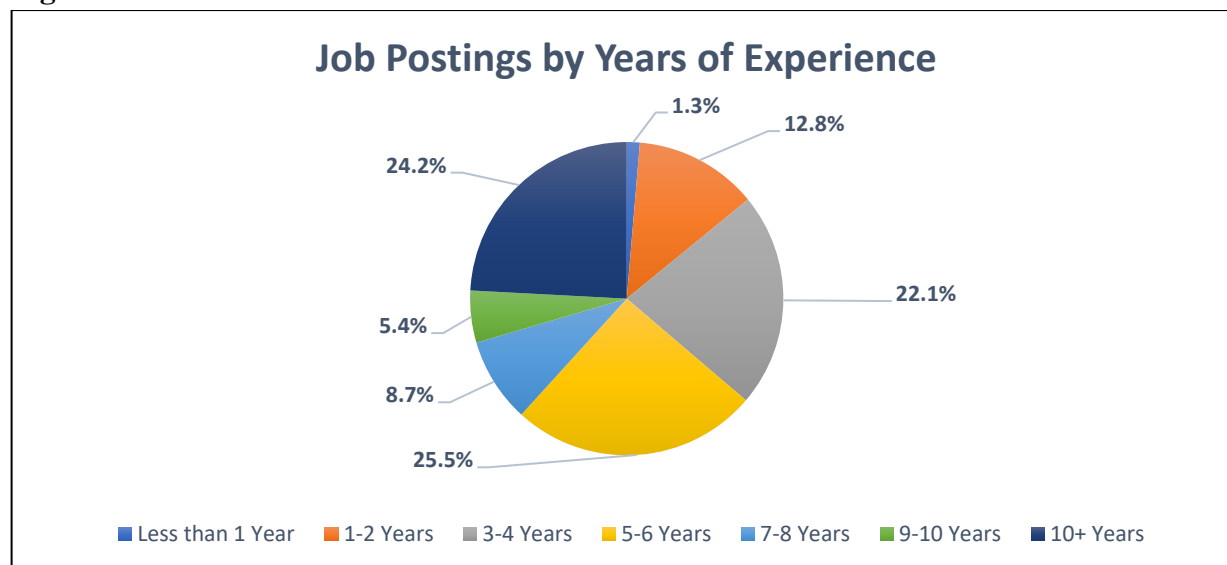
**Table 2.**

Highest-Paying Occupations	Average Annual Salary (CI\$)
Financial and Investment Advisers	\$202,500
Lawyers	\$165,293
Insurance Representatives	\$155,208
Policy and Planning Managers	\$140,625
Business Services and Administration Managers	\$129,756

**Figure 16.**



**Figure 17.**

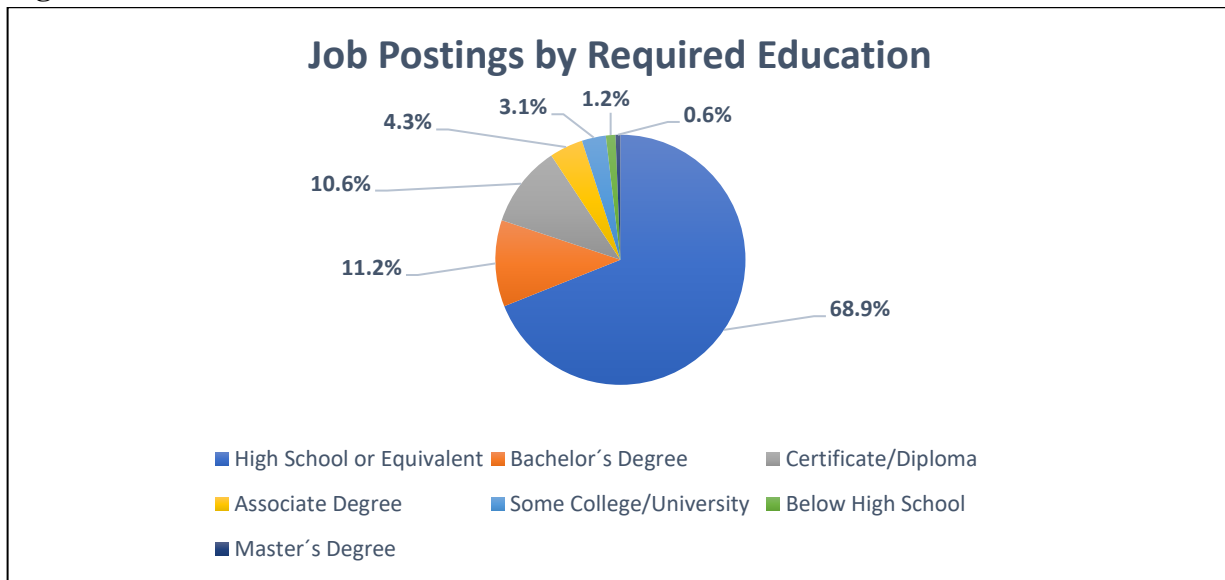


## Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

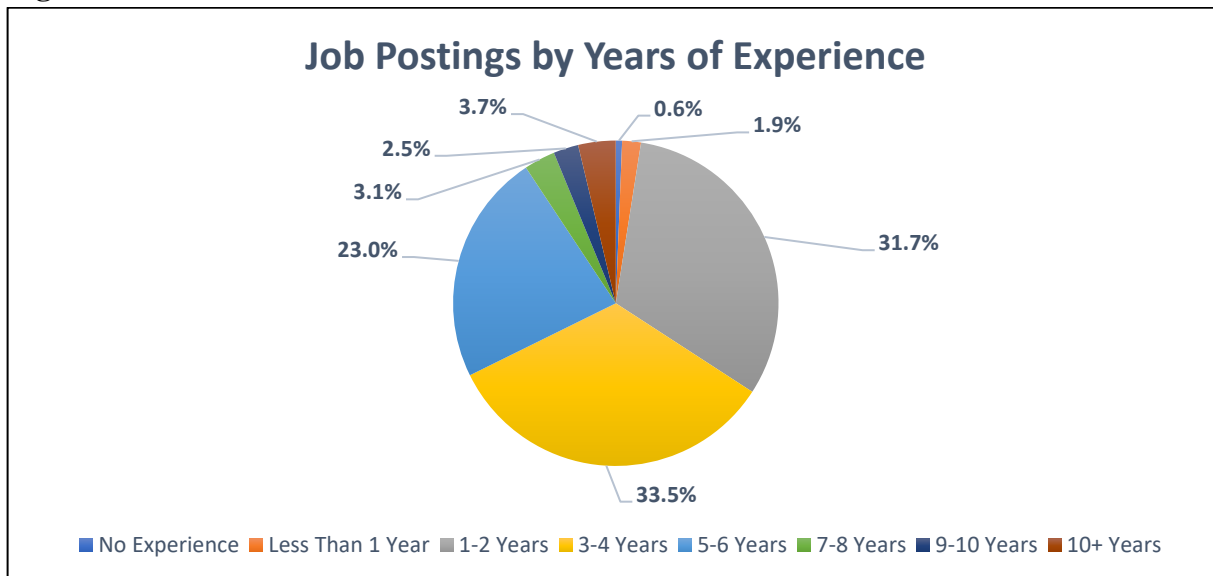
**Table 3.**

Highest-Paying Occupations	Average Annual Salary (CI\$)
Human Resource Managers	\$75,000
Office Supervisors	\$72,000
ICT User Support Technicians	\$71,500
Accountants	\$65,249
Pharmacists	\$61,832

**Figure 18.**



**Figure 19.**



## Summary

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- A total of 1,499 job postings in May 2025 relative to 1,671 postings in May 2024. When compared with April 2025, the number of job postings increased by 23.2 percent.
- The Construction; Administrative and Support Service Activities; Accommodation and Food 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 three to four years' experience were the most desired in the review month while persons with five to six years' experience were the most desired in the YTD period.
- Job postings in the healthcare, financial services, legal, compliance, actuarial, human resources, technology, and engineering career fields dominated the highest salaries offered in both review periods.
- **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 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 and 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	1,189	927	-22.0
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	33	50	51.5
Administrative and Support Service Activities	1,110	1,110	0.0
Agriculture, Forestry and Fishing	39	45	15.4
Arts, Entertainment and Recreation	145	213	46.9
Construction	1,664	1,354	-18.6
Education	245	223	-9.0
Electricity, Gas, Steam and Air Conditioning Supply	27	37	37.0
Financial and Insurance Activities	478	422	-11.7
Human Health and Social Work Activities	273	221	-19.0
Information and Communication	77	75	-2.6
Manufacturing	139	120	-13.7
Mining and Quarrying	19	13	-31.6
Other Service Activities	446	318	-28.7
Professional, Scientific and Technical Activities	562	736	31.0
Public Administration and Defence; Compulsory Social Security	1	2	100.0
Real Estate Activities	150	102	-32.0
Transportation and Storage	268	208	-22.4
Water Supply; Sewerage, Waste Management and Remediation Activities	46	48	4.3
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,057	1,008	-4.6
<b>Total</b>	<b>7,968</b>	<b>7,232</b>	<b>-9.2</b>



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

<b>Occupation</b>	<b>YTD 2025</b>
Building Construction Labourers	349
Carpenters and Joiners	315
Stonemasons, Stone Cutters, Splitters and Carvers	206
Cooks	196
Waiters	189
Accountants	187
Cleaners and Helpers in Offices, Hotels and Other Establishments	184
Kitchen Helpers	172
Beauticians and Related Workers	162
Motor Vehicle Mechanics and Repairers	145
Business Services and Administration Managers not elsewhere classified	145
Lawyers	125
Finance Managers	97
Food Service Counter Attendants	95
Hairdressers	93
Business Services Agents not elsewhere classified	90
Bartenders	90
Chefs	84
Sales Workers not elsewhere classified	83
Air Conditioning and Refrigeration Mechanics	83

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

Required Education	YTD 2024	YTD 2025	% Change
No Education Level Specified*	559	-	-
Below High School**	-	142	-
High School or Equivalent***	4,475	3,989	-10.9
Some College/University	142	176	23.9
Certificate/Diploma	1,066	1,080	1.3
Associate Degree	241	219	-9.1
Bachelor's Degree	1,354	1,439	6.3
Master's Degree	87	122	40.2
Doctoral Degree	35	29	-17.1
<b>Total</b>	<b>7,968</b>	<b>7,232</b>	<b>-9.2</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.

\*\*\*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	49
Less Than a Year	154
1 to 2 Years	1,573
3 to 4 Years	2,095
5 to 6 Years	2,136
7 to 8 Years	359
9 to 10 Years	188
10+ Years	678
<b>Total</b>	<b>7,232</b>

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

<b>Industry</b>	<b>Average Annual Salary for YTD 2025 (CI\$)</b>
Financial and Insurance Activities	92,615
Professional, Scientific and Technical Activities	85,133
Public Administration and Defence; Compulsory Social Security (Central Government)	81,543
Electricity, Gas, Steam and Air Conditioning Supply	71,468
Information and Communication	65,471
Human Health and Social Work Activities	56,439
Education	52,461
Real Estate Activities	41,991
Water Supply; Sewerage, Waste Management and Remediation Activities	36,828
Construction	33,550
Mining and Quarrying	32,815
Administrative and Support Service Activities	32,176
Arts, Entertainment and Recreation	31,243
Manufacturing	29,783
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	29,731
Transportation and Storage	28,530
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	27,570
Other Service Activities	26,746
Accommodation and Food Service Activities	24,884
Agriculture, Forestry and Fishing	23,606

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

<b>Occupation</b>	<b>Average Annual Salary for YTD 2025 (CI\$)</b>
Dentists	206,400
Lawyers	166,900
Policy and Planning Managers	150,967
Managing Directors and Chief Executives	146,408
Mathematicians, Actuaries and Statisticians	136,351
Software Developers	132,537
Generalist Medical Practitioners	125,251
Specialist Medical Practitioners	109,771
Systems Analysts	108,906
Financial and Insurance Services Branch Managers	106,344
Insurance Representatives	105,644
Chemical Engineers	105,000
Finance Managers	103,903
ICT Service Managers	102,509
Education Managers	101,600
Construction Managers	95,582
Applications Programmers	93,591
Human Resource Managers	93,199
Financial Analysts	92,640
Air Traffic Controllers	92,100