



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

November 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 online portal of WORC.**

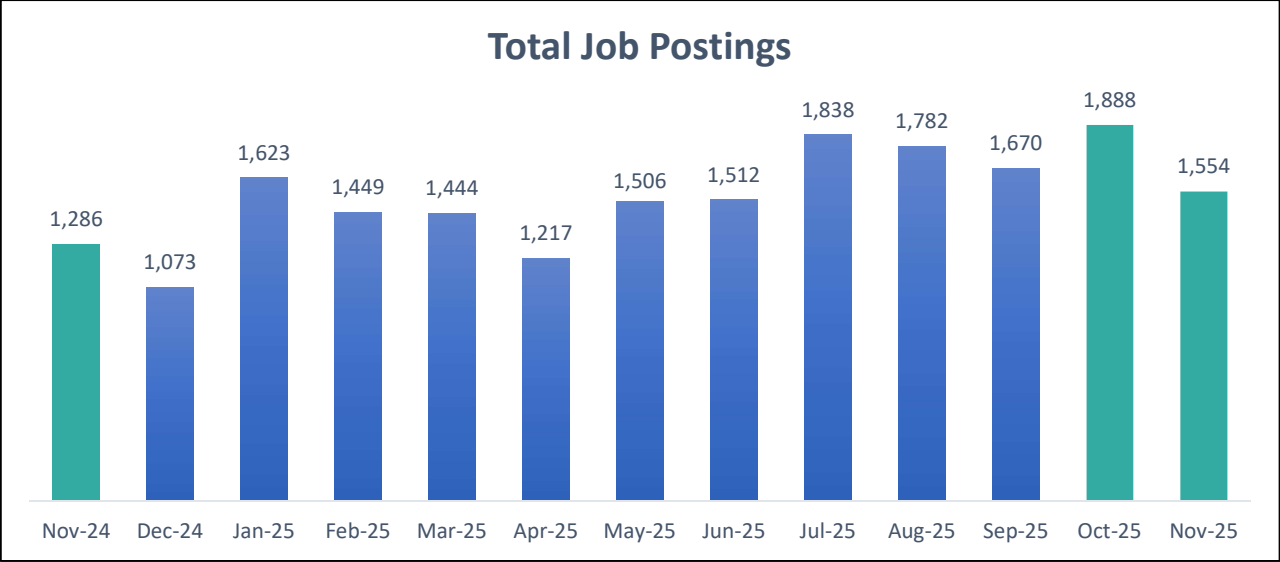
CONTENTS

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 1,554 jobs were advertised during November 2025 relative to 1,888 postings in the previous month and 1,286 postings in the comparable month of 2024 (see Figure 1). For January to November of 2025, there were 17,483 job advertisements.

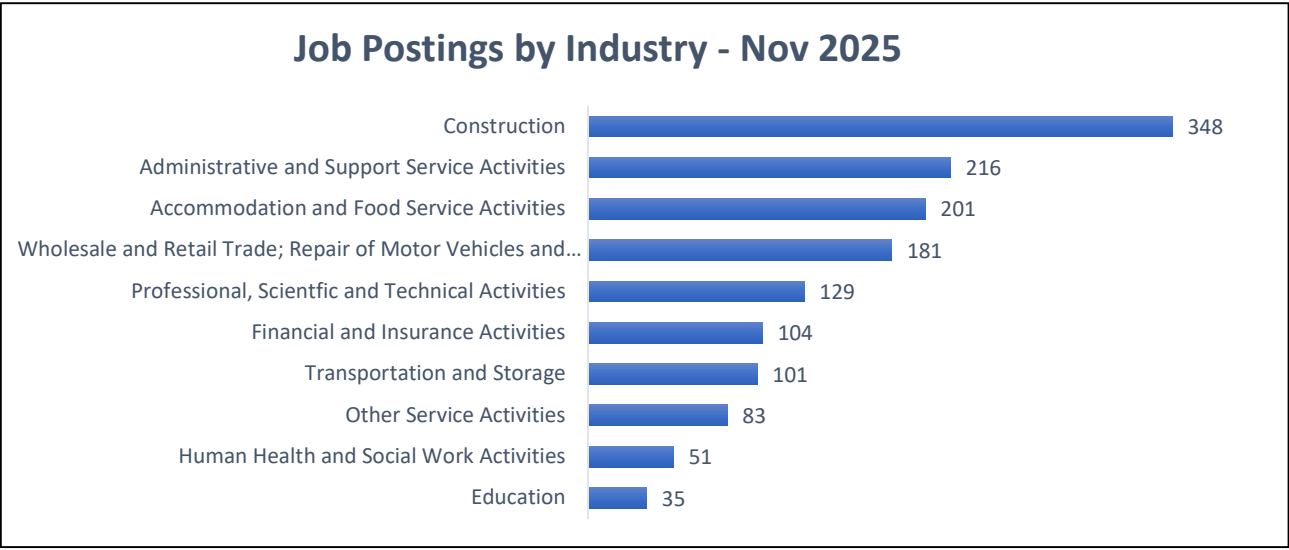
Figure 1.



Industry

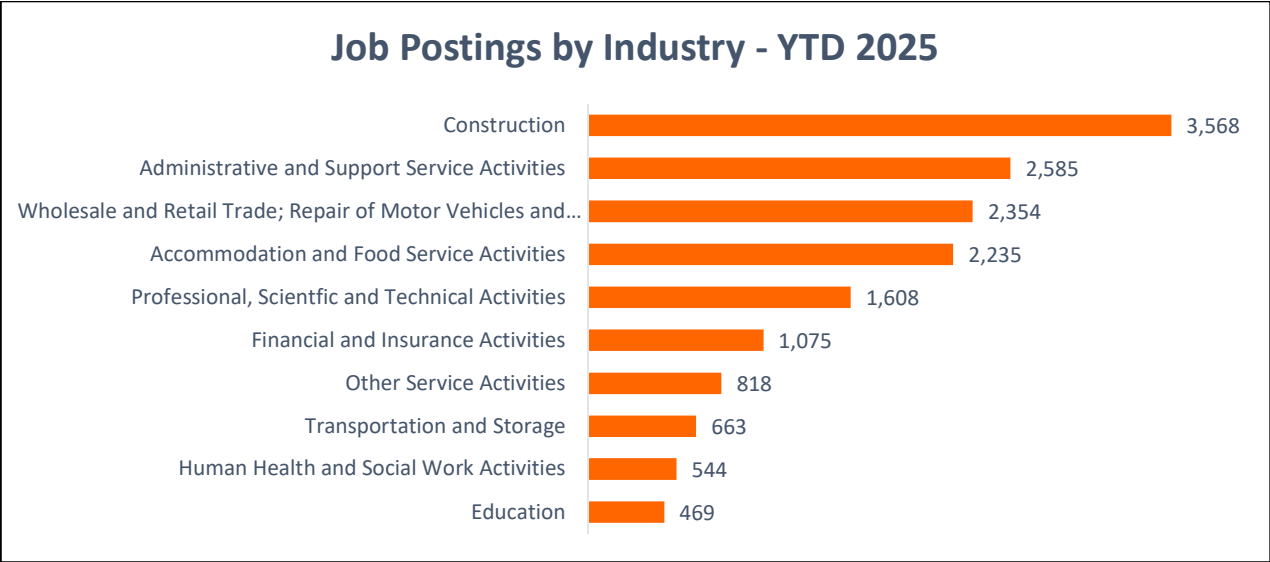
The Construction industry accounted for 348 job postings, representing 22.4 percent of the total number of job openings in November 2025 (see Figure 2). The Administrative and Support Service Activities industry followed with 216 job advertisements (13.9%) while the Accommodation and Food Services Activities industry recorded 201 job openings (12.9%).

Figure 2.



For January to November of 2025, the Construction industry accounted for most job postings, recording 3,568 or 20.4 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 2,585 job advertisements (14.8%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 2,354 job openings (13.5%).

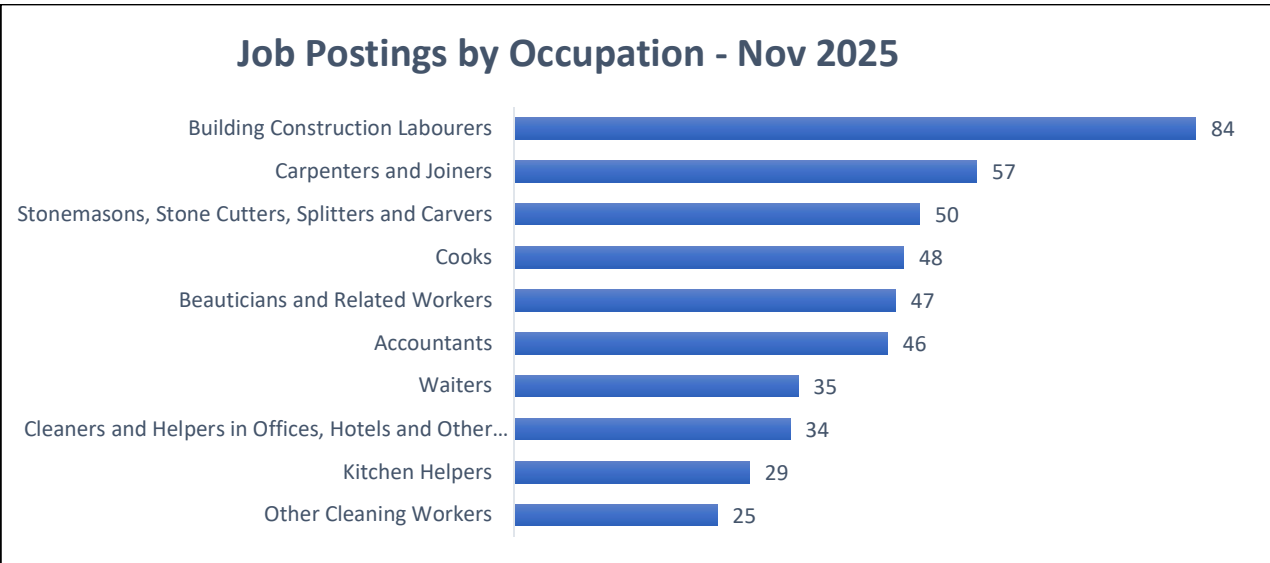
Figure 3.



Occupation

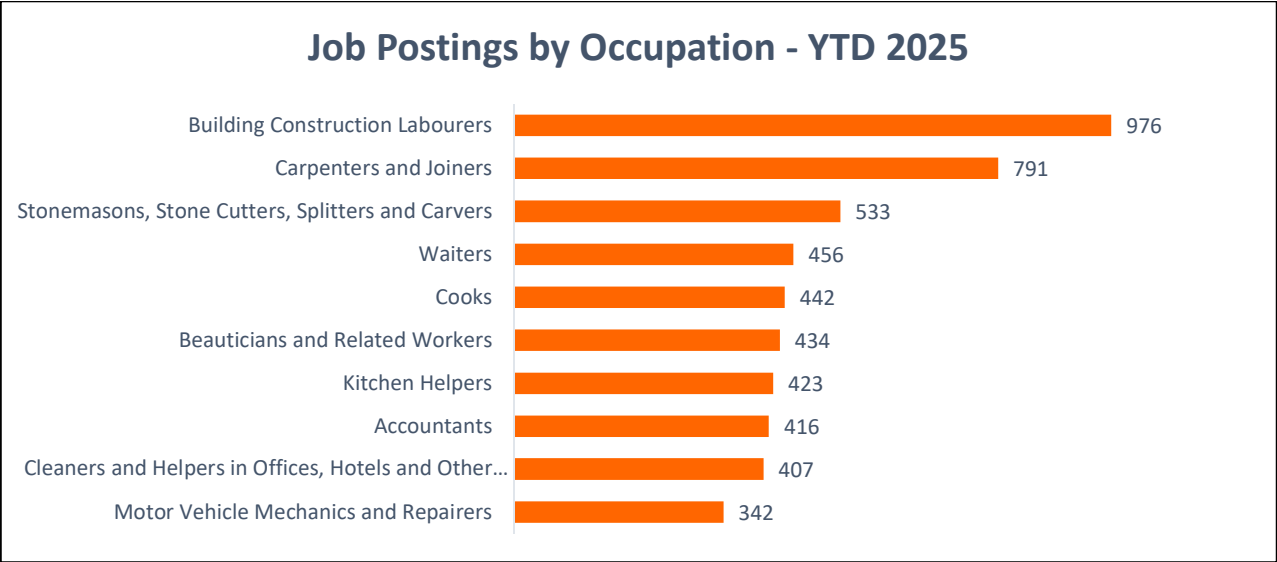
For the review month, Building Construction Labourers accounted for 84 job postings which represented 5.4 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 57 job postings (3.7%) while Stonemasons, Stone Cutters, Splitters and Carvers recorded 50 job postings or 3.2 percent of the total.

Figure 4.



For the first eleven months of 2025, Building Construction Labourers accounted for 976 job postings which represented 5.6 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 791 job postings (4.5%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 533 job openings or 3.0 percent of the total.

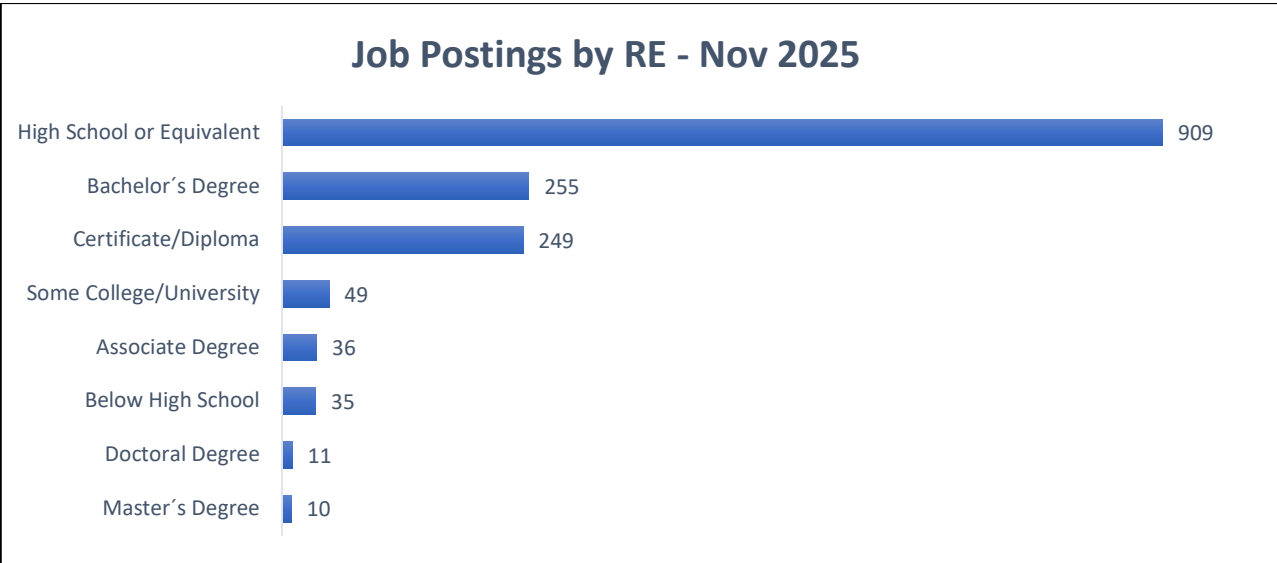
Figure 5.



Required Education

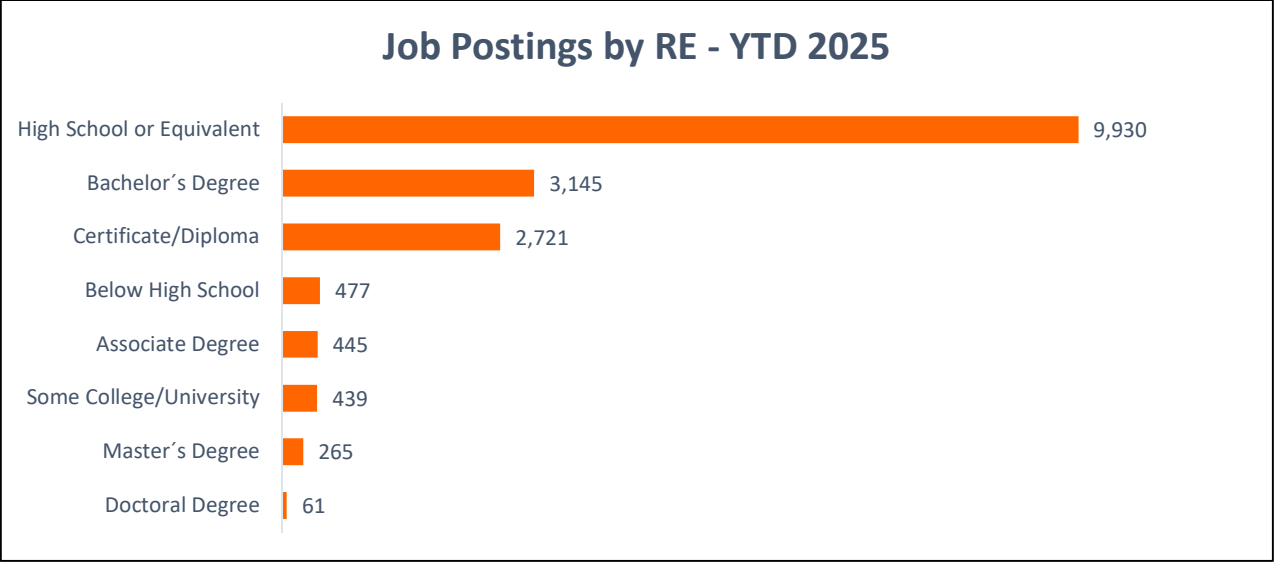
For November 2025, 909 job postings (58.5%) required persons with a High School or Equivalent qualification, 255 (16.4%) required persons with a Bachelor’s Degree and 249 (16.0%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



For the YTD 2025, 9,930 postings (56.8%) required persons with a High School or Equivalent qualification, 3,145 (18.0%) required persons with a Bachelor’s Degree and 2,721 (15.6%) required persons with a Certificate or Diploma (see Figure 7).

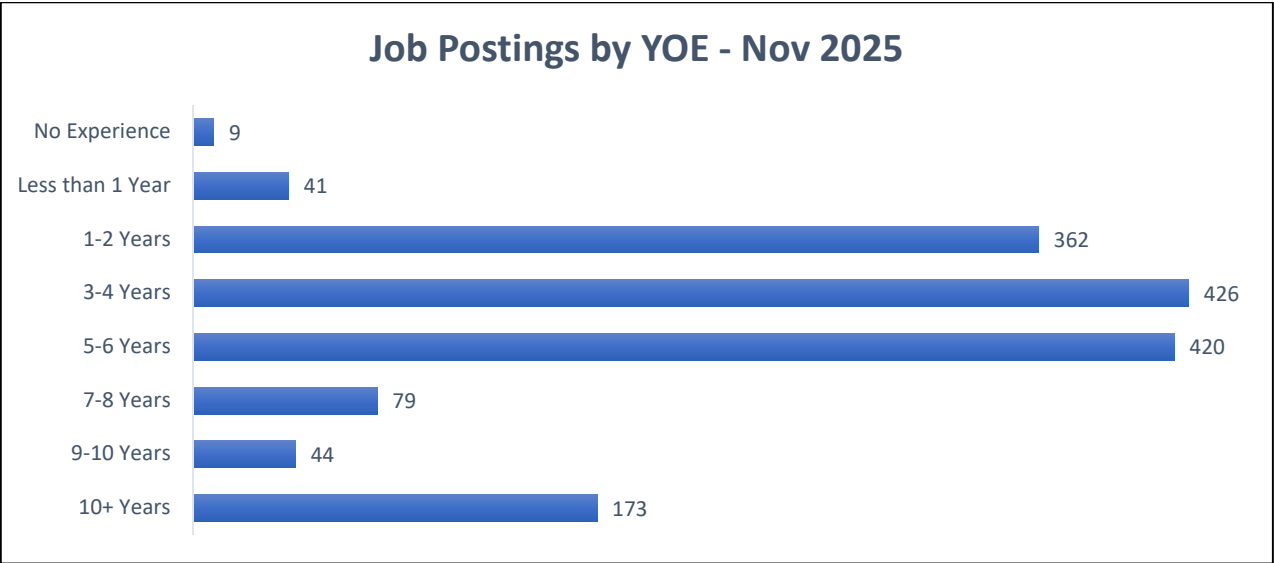
Figure 7.



Years of Experience

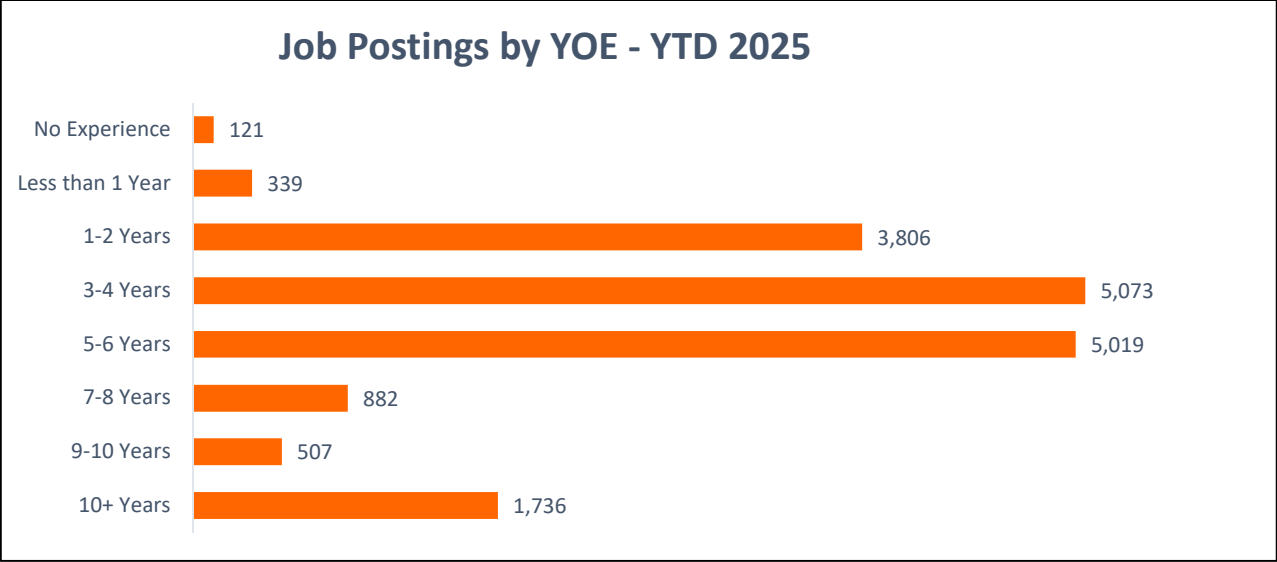
For the review month, 426 job advertisements (27.4%) required persons with three to four years’ experience, 420 job postings (27.0%) required persons with five to six years’ experience while 362 job openings (23.3%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 17,483 job postings recorded in January to November of 2025, 5,073 (29.0%) required persons with three to four years’ experience, 5,019 (28.7%) required persons with five to six years’ experience while 3,806 (21.8%) required persons with one to two years’ experience (see Figure 9).

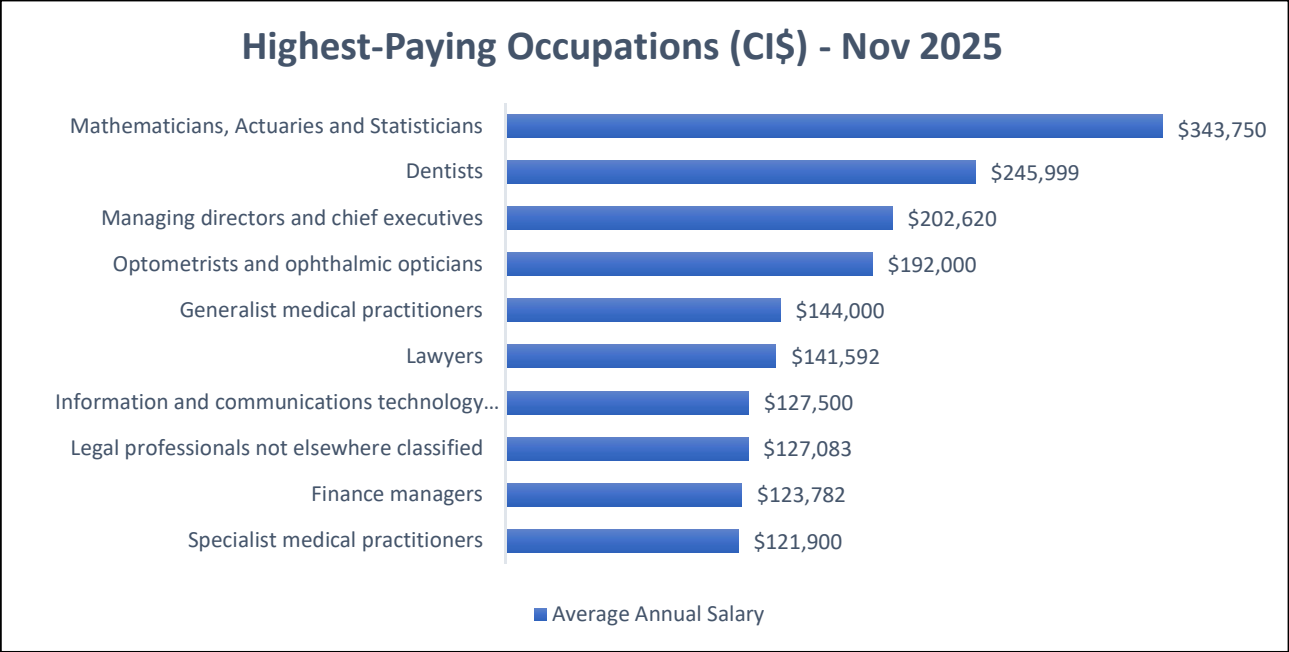
Figure 9.



Salary

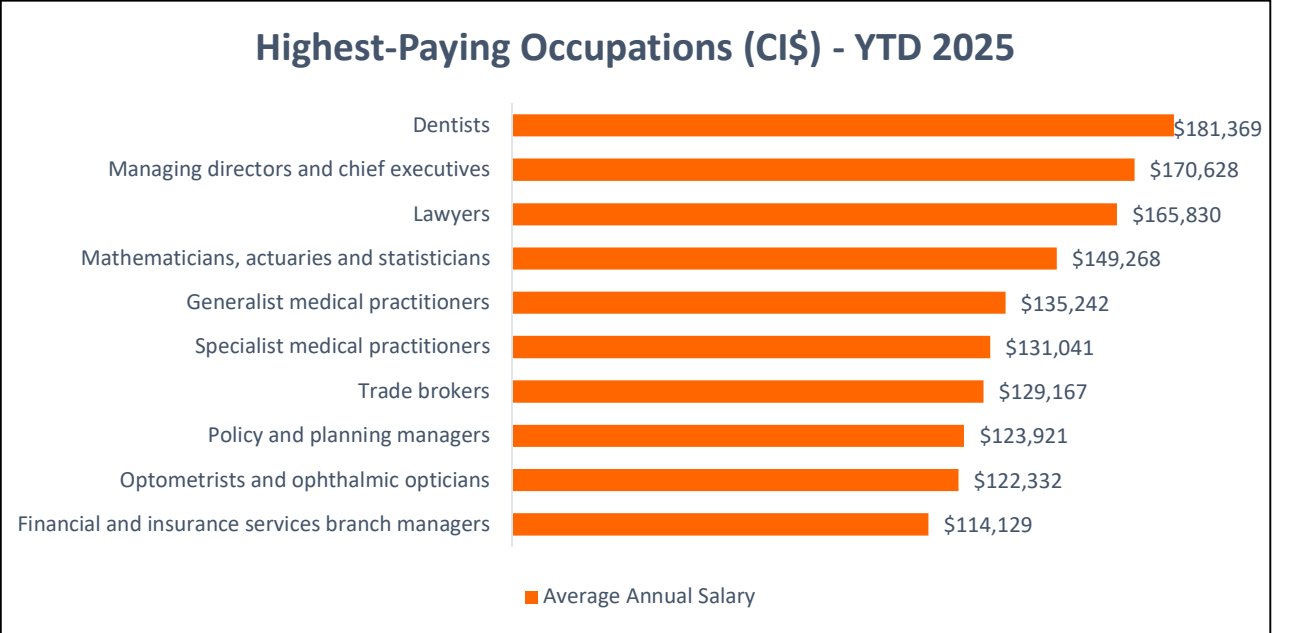
The highest-paying job postings in the review month were recorded by Mathematicians, Actuaries and Statisticians with an average annual salary of \$343,750 (see Figure 10). Dentists followed with an average annual salary of \$245,999 after which Managing Directors and Chief Executives proceeded with an average annual salary of \$202,620.

Figure 10.



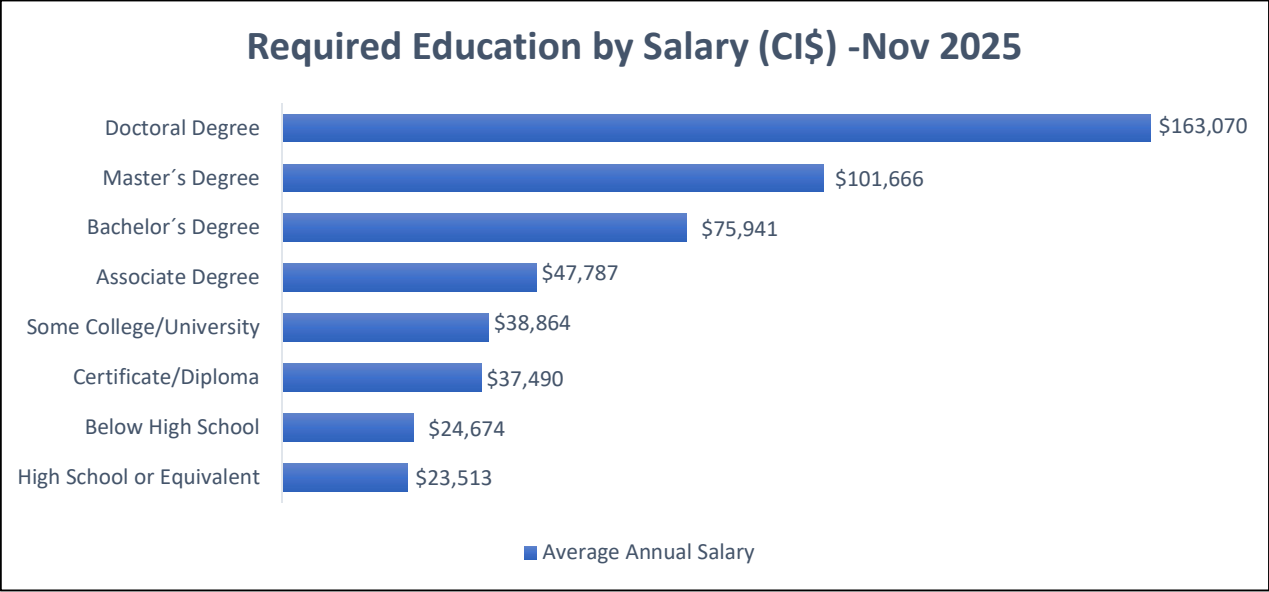
For the YTD 2025, Dentists was the highest-paying occupation with an average annual salary of \$181,369 (see Figure 11). Managing Directors and Chief Executives followed with an average annual salary of \$170,628 while Lawyers proceeded with an average annual salary of \$165,830.

Figure 11.



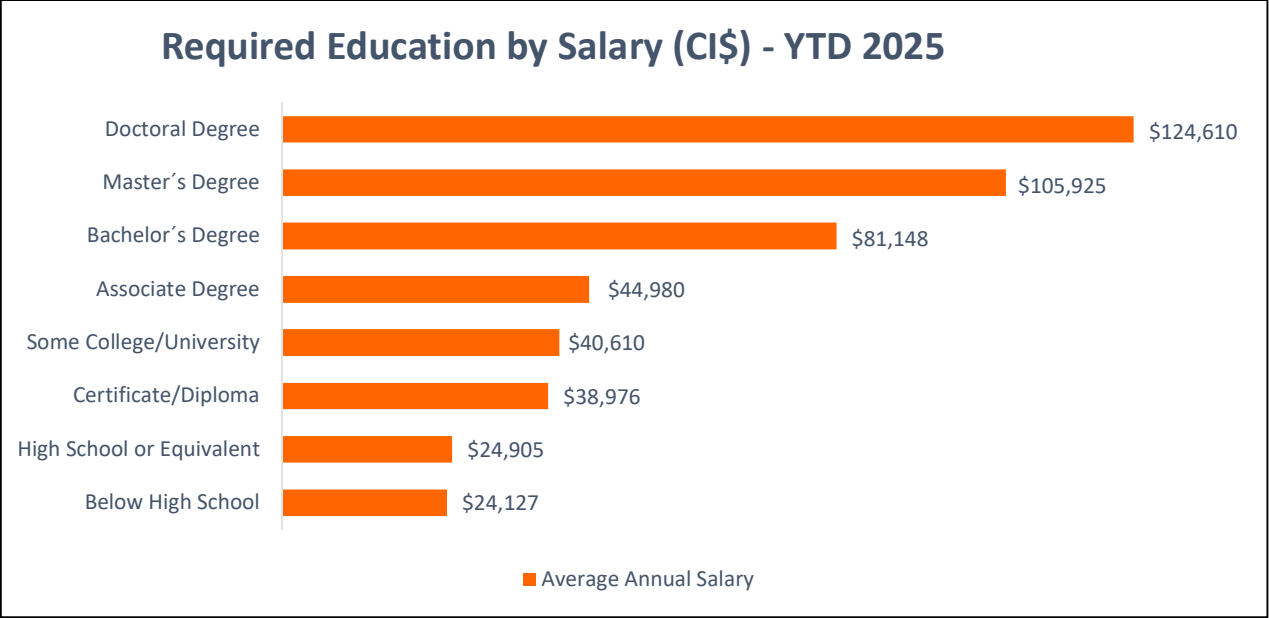
For November 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$163,070. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$101,666 and \$75,941, respectively (see Figure 12).

Figure 12.



For the YTD 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$124,610. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$105,925 and \$81,148, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – November 2025

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Mathematicians, Actuaries and Statisticians	\$343,750
Managing Directors and Chief Executives	\$230,557
Human Resource Managers	\$155,000
Finance Managers	\$130,319
Financial and Investment Advisers	\$110,883

Figure 14.

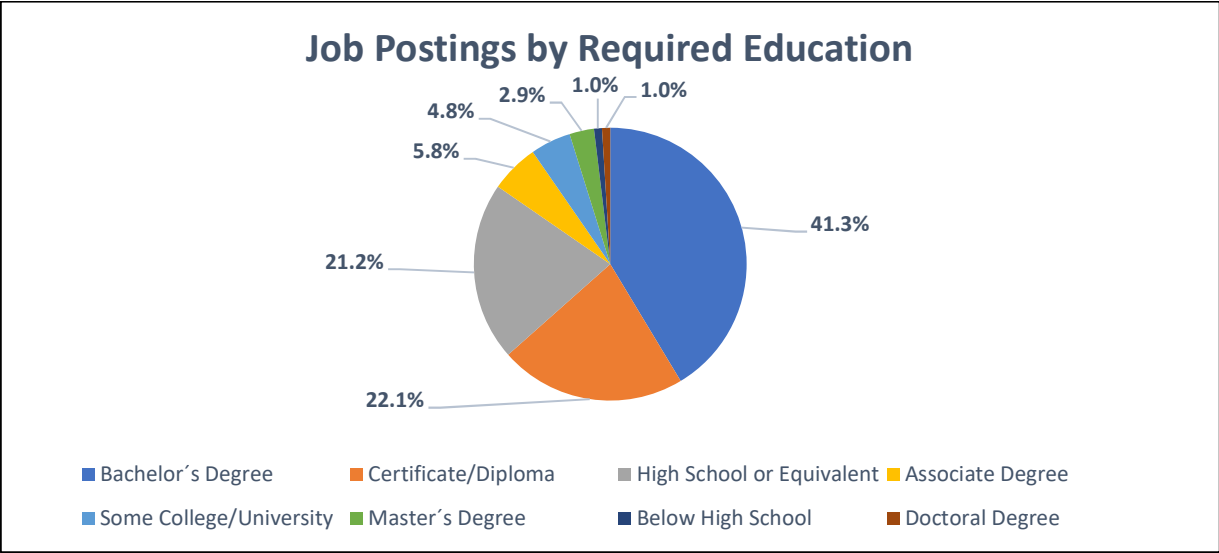
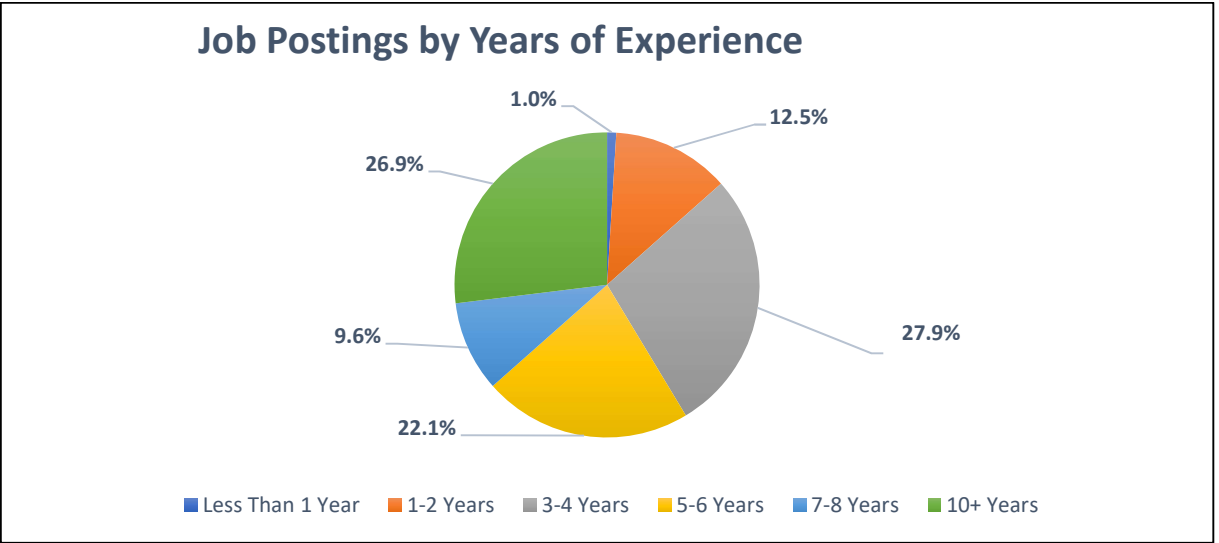


Figure 15.



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	\$141,592
Finance Managers	\$134,583
Legal Professionals n.e.c.	\$127,083
Supply, Distribution and Related Managers	\$115,000
Business Services and Administration Managers n.e.c.	\$110,910

n.e.c. – not elsewhere classified

Figure 16.

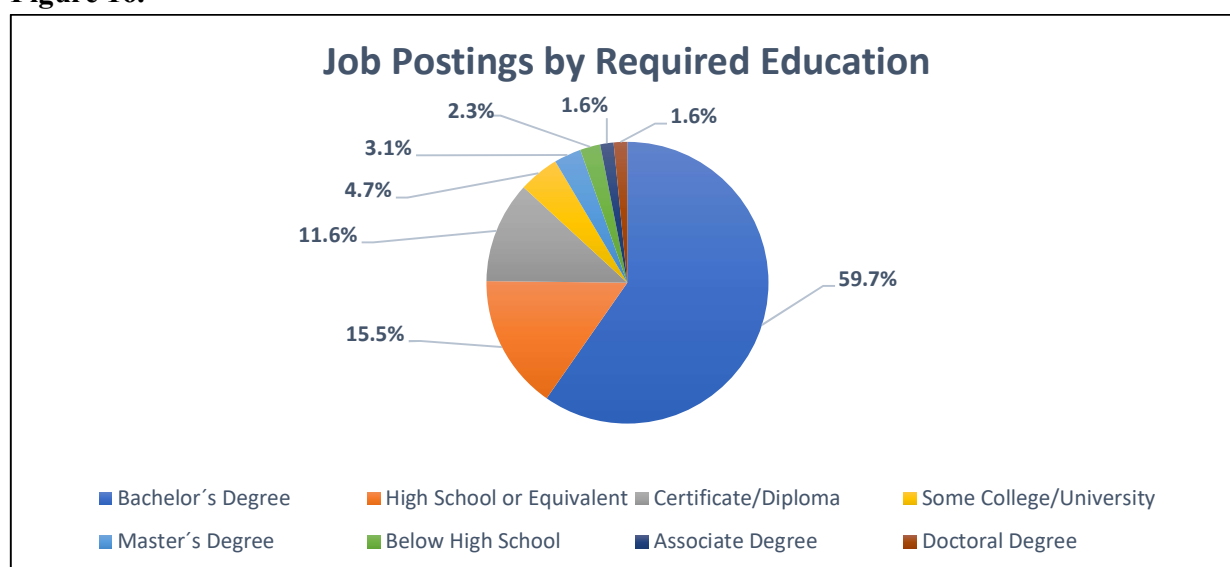
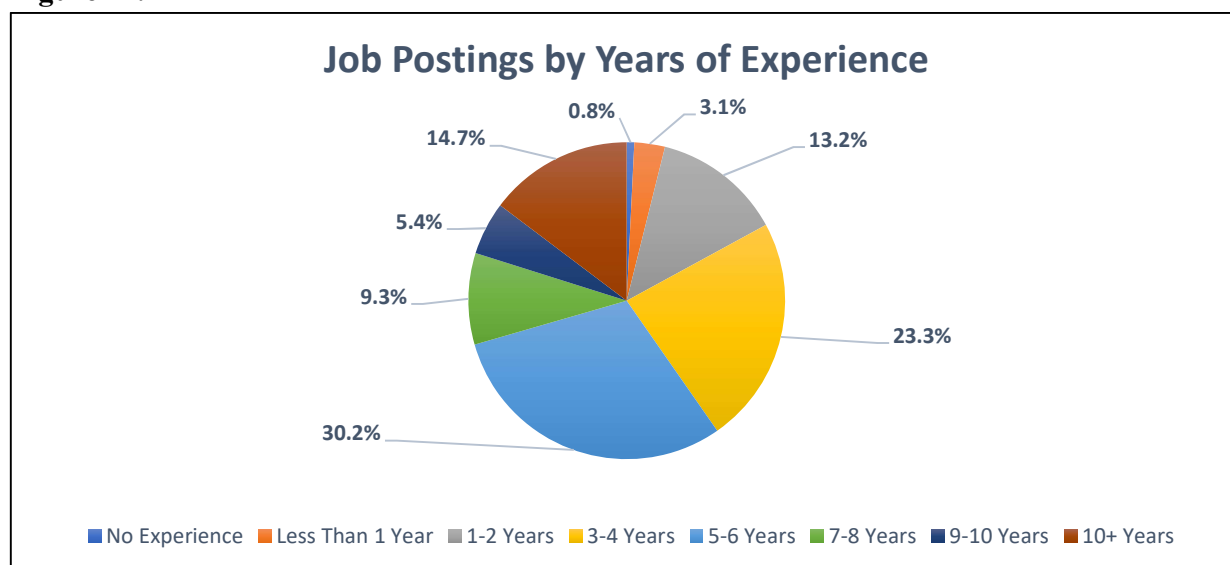


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Specialist Medical Practitioners	\$180,000
Management and Organization Analysts	\$75,000
Accountants	\$64,792
Engineering Professionals n.e.c.	\$63,000
Manufacturing Supervisors	\$54,600

Figure 18.

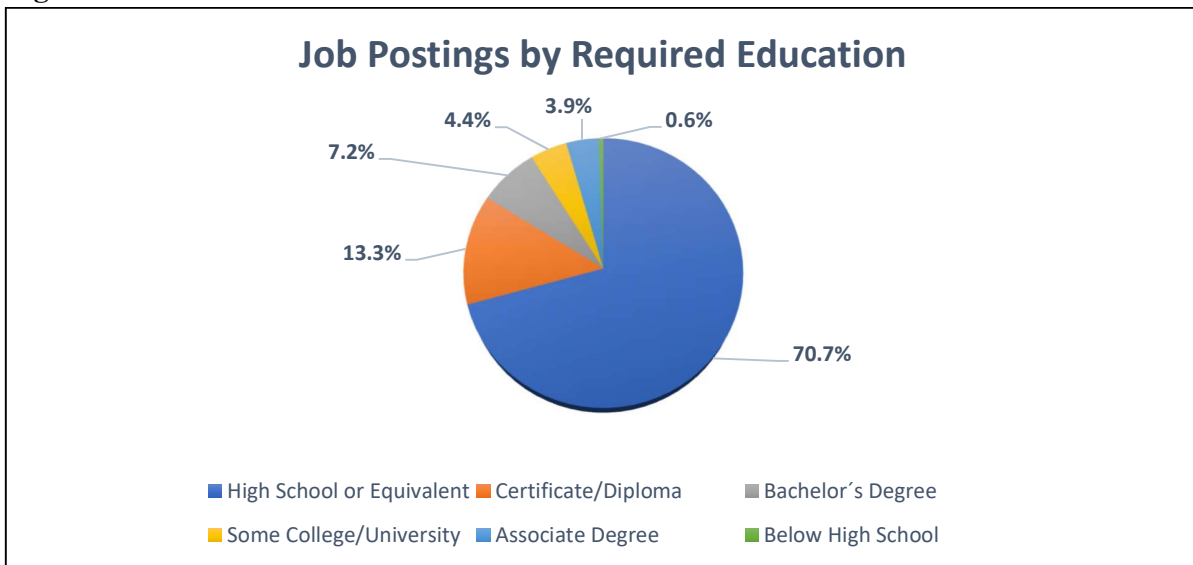
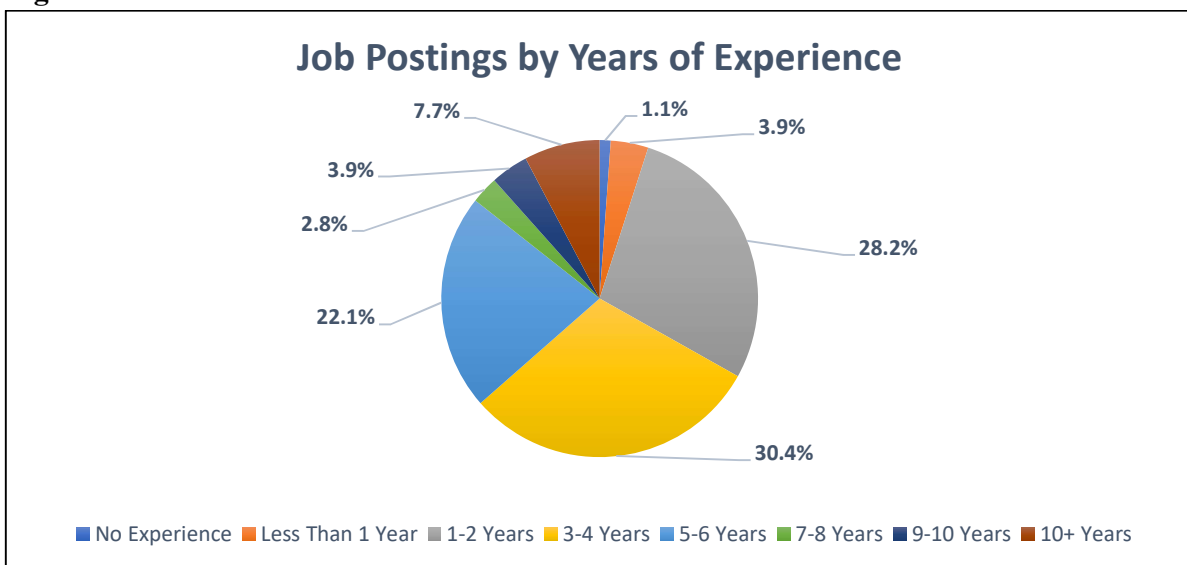


Figure 19.



Summary

- A total of 1,554 job postings in November 2025 relative to 1,286 postings in November 2024.
- 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 review month and YTD.
- Persons with three to four years' experience were the most desired in the review month and YTD periods followed by persons with five to six years' and one to two years' experience, respectively.
- Job postings in the actuarial, healthcare, financial services, legal, compliance and information technology fields 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	2,235
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	103
Administrative and Support Service Activities	2,585
Agriculture, Forestry and Fishing	107
Arts, Entertainment and Recreation	378
Construction	3,568
Education	469
Electricity, Gas, Steam and Air Conditioning Supply	83
Financial and Insurance Activities	1,075
Human Health and Social Work Activities	544
Information and Communication	167
Manufacturing	308
Mining and Quarrying	25
Other Service Activities	818
Professional, Scientific and Technical Activities	1,608
Public Administration and Defence; Compulsory Social Security	5
Real Estate Activities	280
Transportation and Storage	663
Water Supply; Sewerage, Waste Management and Remediation Activities	108
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	2,354
Total	17,483

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

Occupation	YTD 2025
Building Construction Labourers	976
Carpenters and Joiners	791
Stonemasons, Stone Cutters, Splitters and Carvers	533
Waiters	456
Cooks	442
Beauticians and Related Workers	434
Kitchen Helpers	423
Accountants	416
Cleaners and Helpers in Offices, Hotels and Other Establishments	407
Motor Vehicle Mechanics and Repairers	342
Business Services and Administration Managers not elsewhere classified	301
Lawyers	246
Hairdressers	240
Food Service Counter Attendants	216
Air Conditioning and Refrigeration Mechanics	215
Bartenders	203
Sales Workers not elsewhere classified	202
Finance Managers	200
Other Cleaning Workers	195
Chefs	188

Table A3. Job Postings by Required Education

Required Education	YTD 2025
Below High School*	477
High School or Equivalent**	9,930
Some College/University	439
Certificate/Diploma	2,721
Associate Degree	445
Bachelor's Degree	3,145
Master's Degree	265
Doctoral Degree	61
Total	17,483

*Consists of job postings that require primary and middle school levels of educational attainment.

**Includes job postings that require some high school level of educational attainment.

Table A4. Job Postings by Years of Experience

Years of Experience	YTD 2025
No Experience	121
Less Than a Year	339
1 to 2 Years	3,806
3 to 4 Years	5,073
5 to 6 Years	5,019
7 to 8 Years	882
9 to 10 Years	507
10+ Years	1,736
Total	17,483

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2025 (CIS)
Financial and Insurance Activities	90,095
Professional, Scientific and Technical Activities	79,321
Public Administration and Defence; Compulsory Social Security (Central Government)	78,784
Electricity, Gas, Steam and Air Conditioning Supply	68,408
Information and Communication	62,661
Human Health and Social Work Activities	54,520
Education	49,394
Water Supply; Sewerage, Waste Management and Remediation Activities	39,376
Real Estate Activities	37,247
Construction	32,835
Mining and Quarrying	32,253
Arts, Entertainment and Recreation	31,368
Manufacturing	30,056
Administrative and Support Service Activities	29,859
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	29,462
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	28,834
Transportation and Storage	27,617
Other Service Activities	24,854
Accommodation and Food Service Activities	24,822
Agriculture, Forestry and Fishing	22,930

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

Occupation	Average Annual Salary for YTD 2025 (CIS)
Dentists	181,369
Managing Directors and Chief Executives	170,628
Lawyers	165,830
Mathematicians, Actuaries and Statisticians	149,268
Generalist Medical Practitioners	135,242
Specialist Medical Practitioners	131,041
Trade Brokers	129,167
Policy and Planning Managers	123,921
Optometrists and Ophthalmic Opticians	122,332
Financial and Insurance Services Branch Managers	114,129
Research and Development Managers	112,756
Finance Managers	109,554
ICT Service Managers	107,774
Chemical Engineers	105,000
Software Developers	104,966
Senior Officials of Special-Interest Organizations	101,377
Insurance Representatives	94,232
Financial and Investment Advisers	93,209
Business Services and Administration Managers n.e.c.*	92,304
Credit and Loans Officers	91,057

*Not elsewhere classified