



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

October 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 online portal of WORC.**

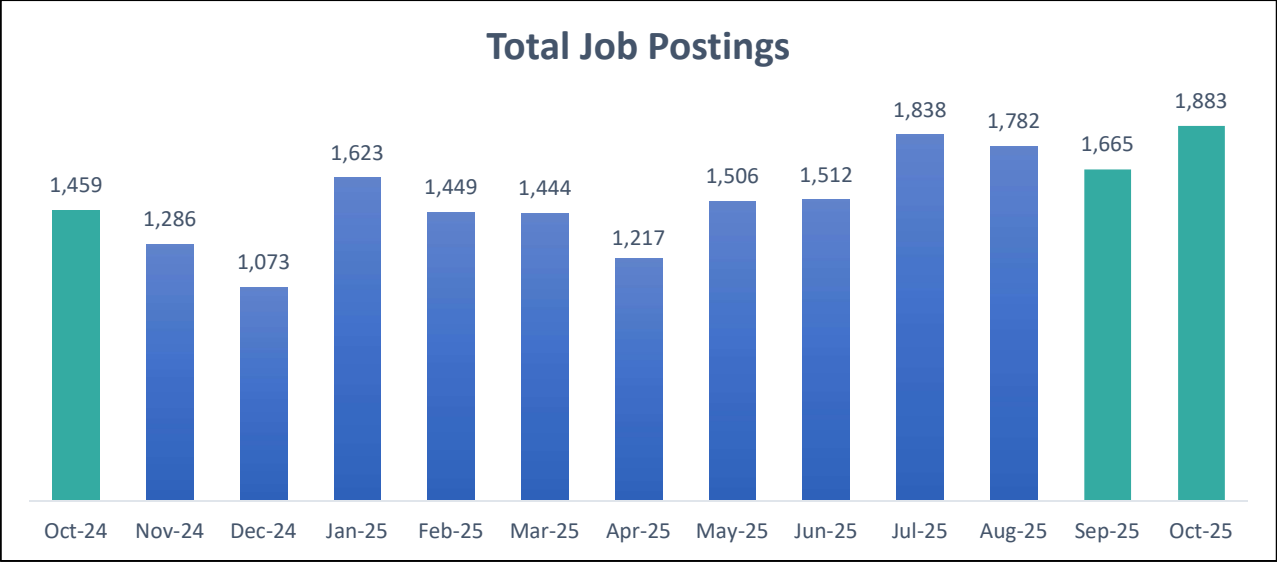
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Total Number of Job Postings

A total of 1,883 jobs were advertised during October 2025 relative to 1,665 postings in the previous month and 1,459 postings in the corresponding month of 2024 (see Figure 1). For the first ten months of 2025, there were 15,919 job advertisements.

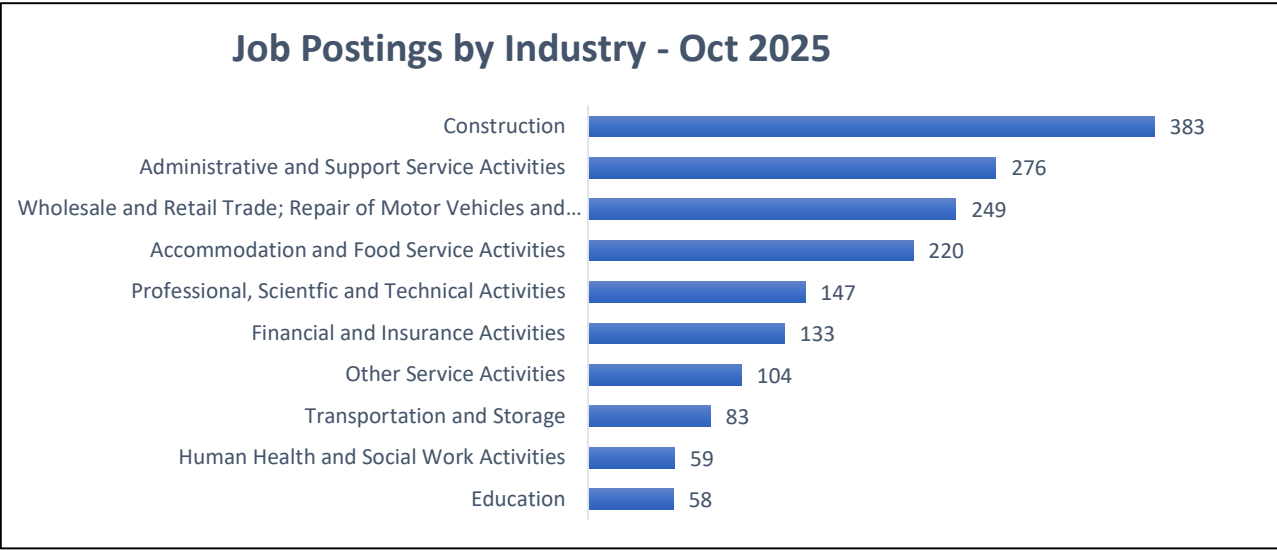
Figure 1.



Industry

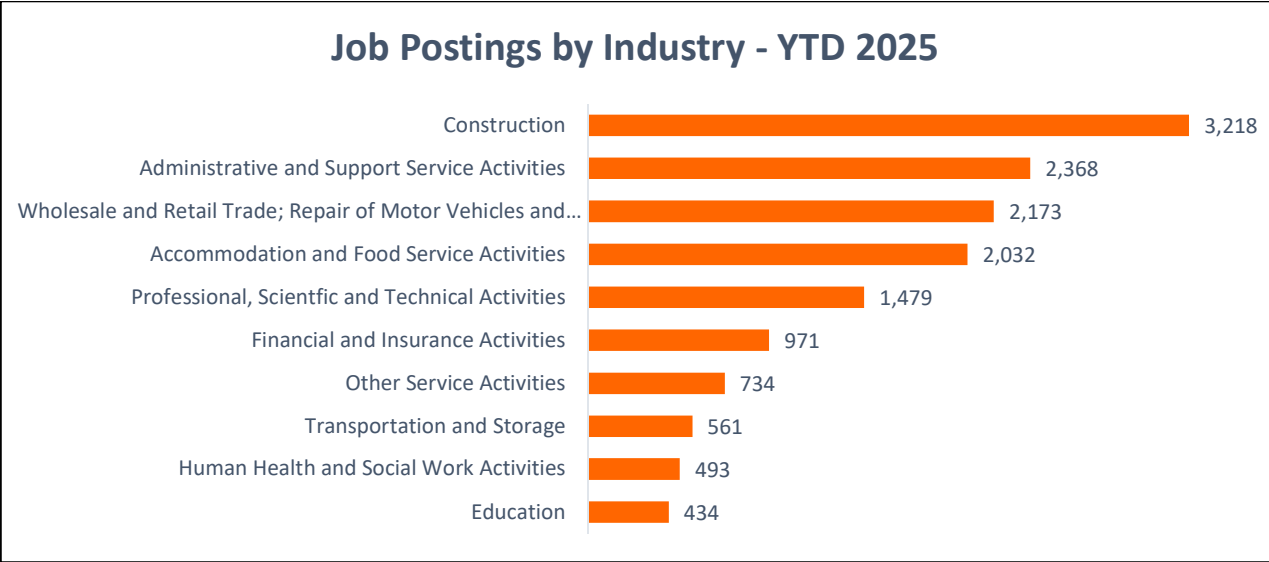
The Construction industry accounted for 383 job postings, representing 20.3 percent of the total number of job openings in October 2025 (see Figure 2). The Administrative and Support Service Activities industry followed with 276 job advertisements (14.7%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry recorded 249 job openings (13.2%).

Figure 2.



For January to October of 2025, the Construction industry accounted for most job postings, recording 3,218 or 20.2 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 2,368 job advertisements (14.9%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 2,173 job openings (13.7%).

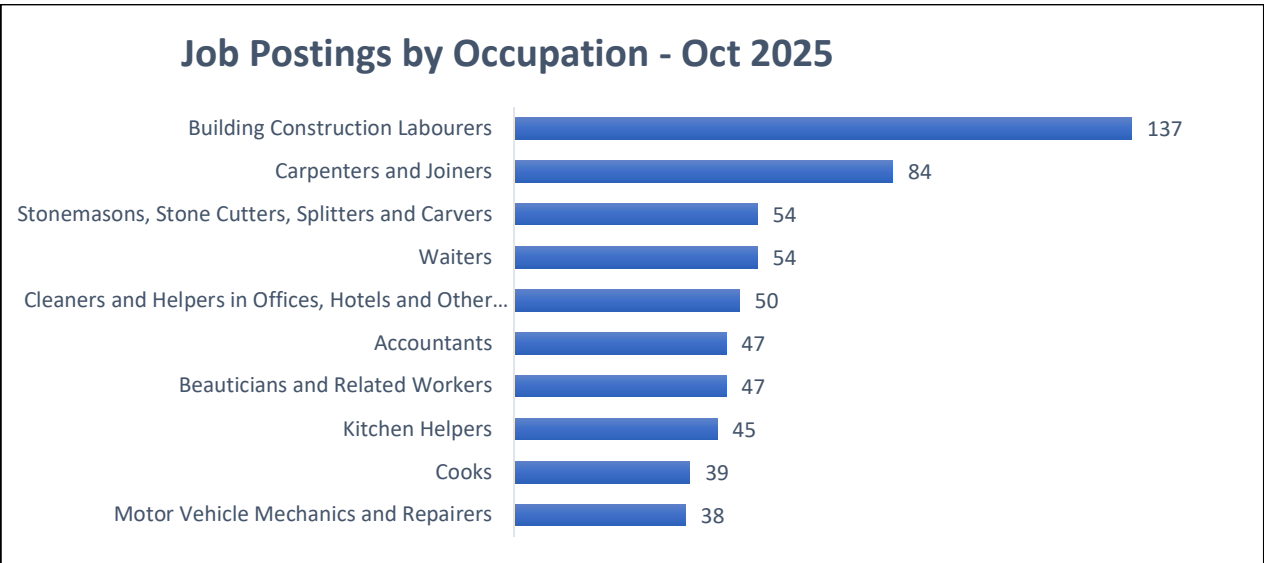
Figure 3.



Occupation

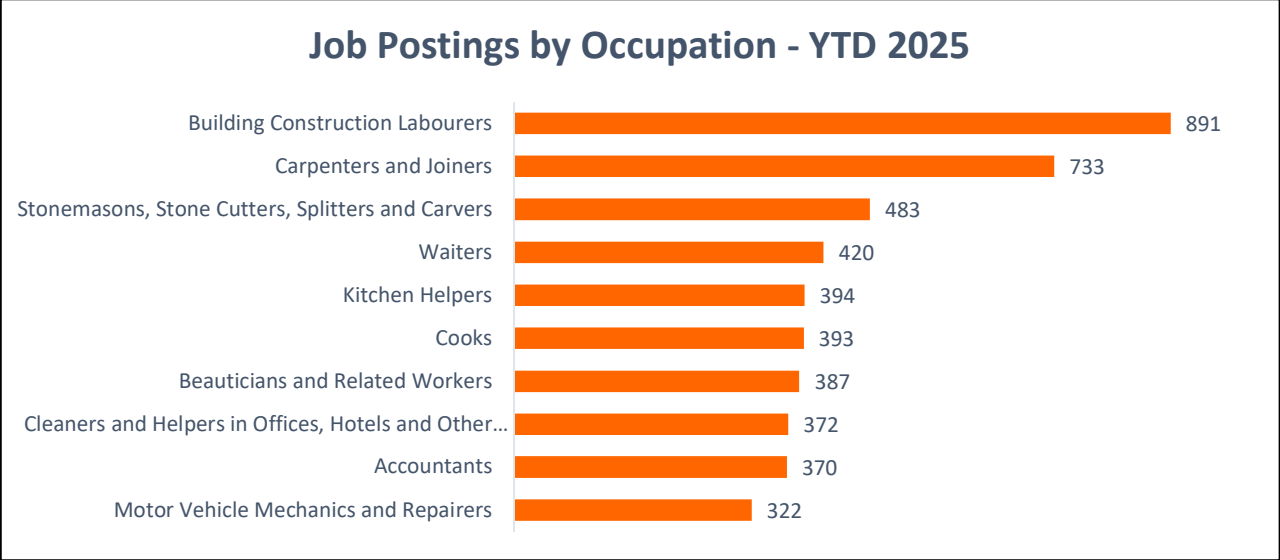
For the review month, Building Construction Labourers accounted for 137 job postings which represented 7.3 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 84 job postings (4.5% of the total) while Stonemasons, Stone Cutters, Splitters and Carvers recorded 54 job postings or 2.9 percent of the total.

Figure 4.



For the first ten months of 2025, Building Construction Labourers accounted for 891 job postings which represented 5.6 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 733 job postings (4.6%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 483 job openings or 3.0 percent of the total.

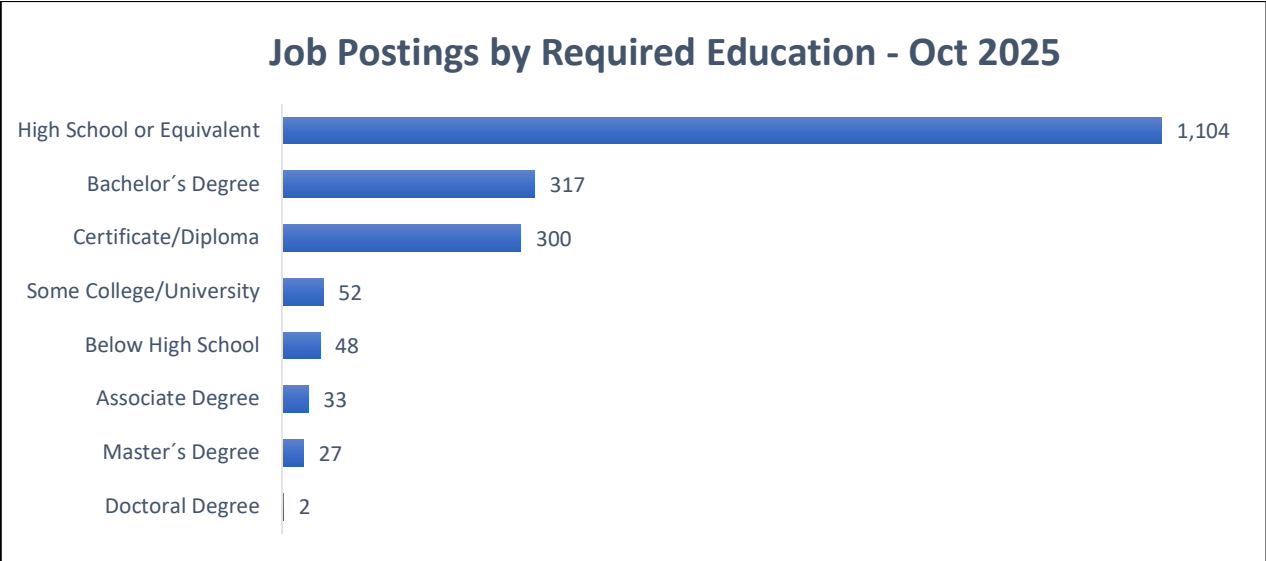
Figure 5.



Required Education

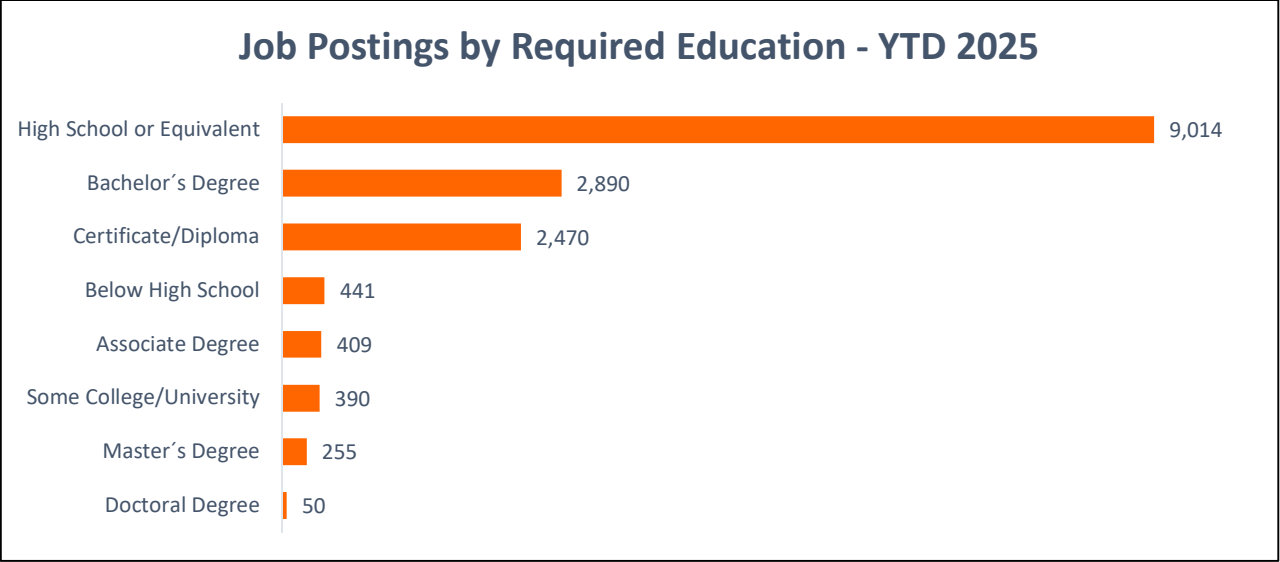
For October 2025, 1,104 postings (58.6%) required persons with a High School or Equivalent qualification, 317 (16.8%) required persons with a Bachelor’s Degree and 300 (15.9%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



For the YTD 2025, 9,014 postings (56.6%) required persons with a High School or Equivalent qualification, 2,890 (18.2%) required persons with a Bachelor’s Degree and 2,470 (15.5%) required persons with a Certificate or Diploma (see Figure 7).

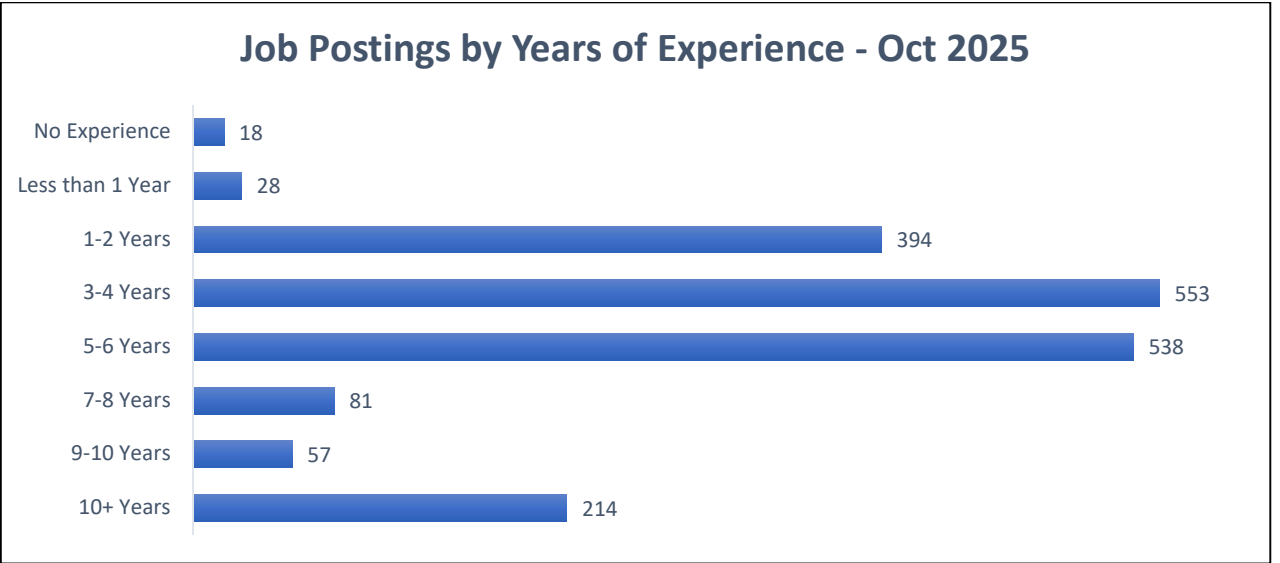
Figure 7.



Years of Experience

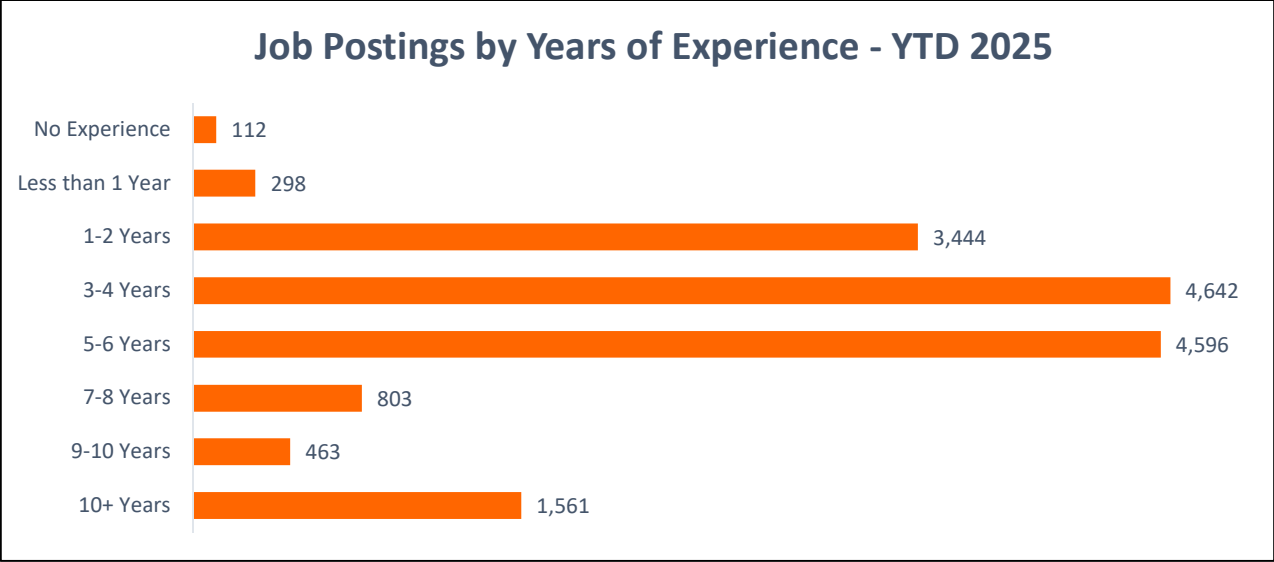
For the review month, 553 job advertisements (29.4%) required persons with three to four years’ experience, 538 job postings (28.6%) required persons with five to six years’ experience while 394 job openings (20.9%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 15,919 job postings recorded in January to October of 2025, 4,642 (29.2%) required persons with three to four years’ experience, 4,596 (28.9%) required persons with five to six years’ experience while 3,444 (21.6%) required persons with one to two years’ experience (see Figure 9).

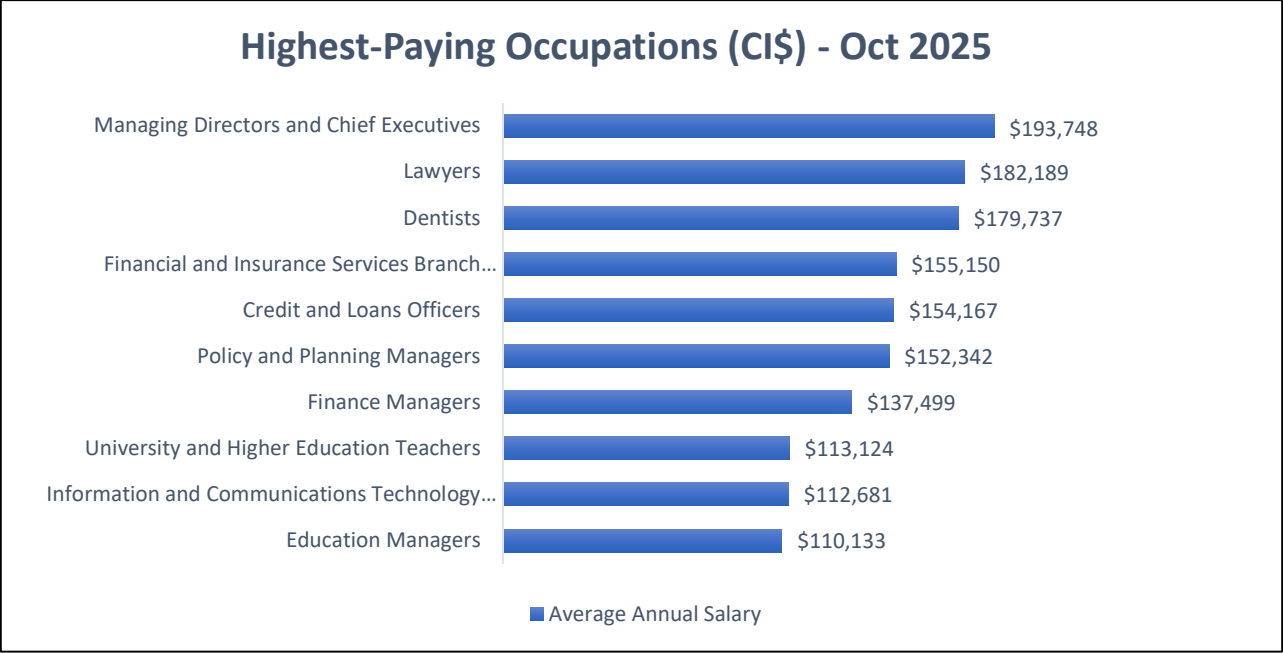
Figure 9.



Salary

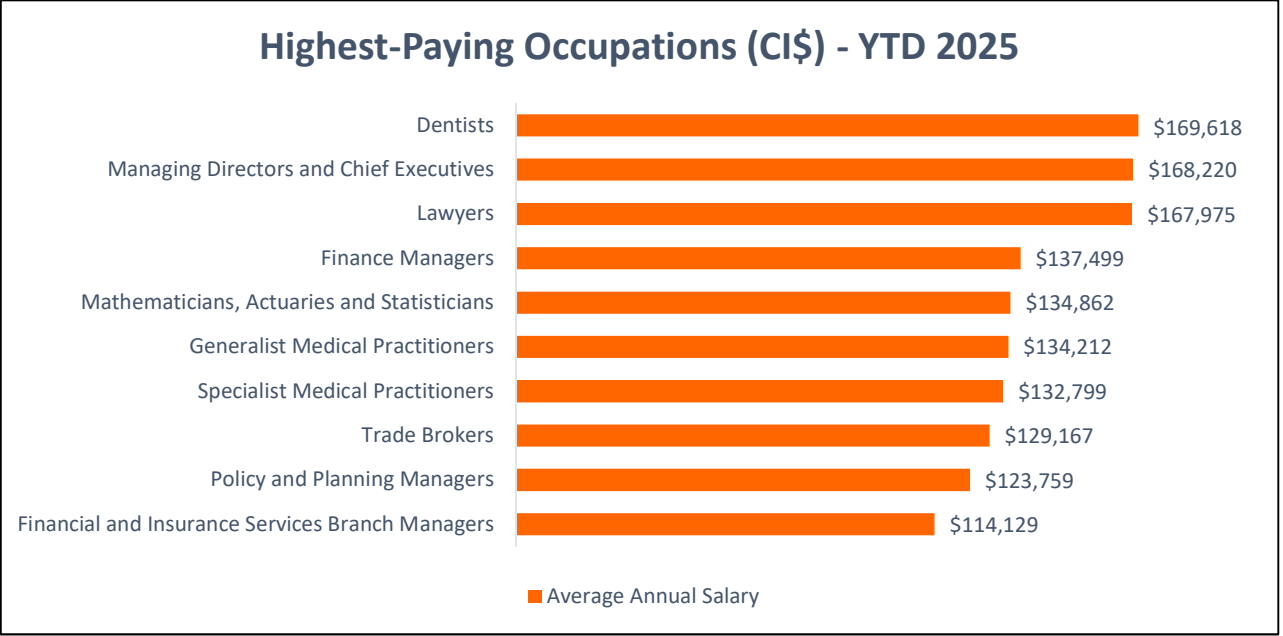
The highest-paying job postings in the review month were recorded by Managing Directors and Chief Executives with an average annual salary of \$193,748 (see Figure 10). Lawyers followed with an average annual salary of \$182,189 after which Dentists proceeded with an average annual salary of \$179,737.

Figure 10.



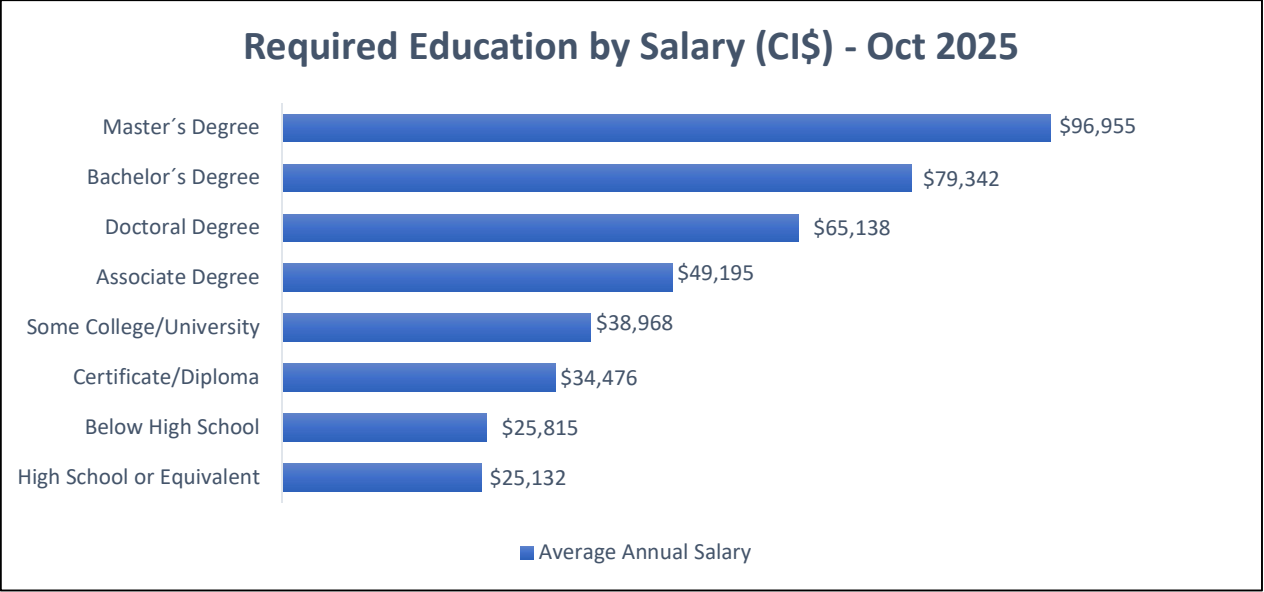
For the YTD 2025, Dentists was the highest-paying occupation with an average annual salary of \$169,618 (see Figure 11). Managing Directors and Chief Executives followed with an average annual salary of \$168,220 while Lawyers ensued with an average annual salary of \$167,975.

Figure 11.



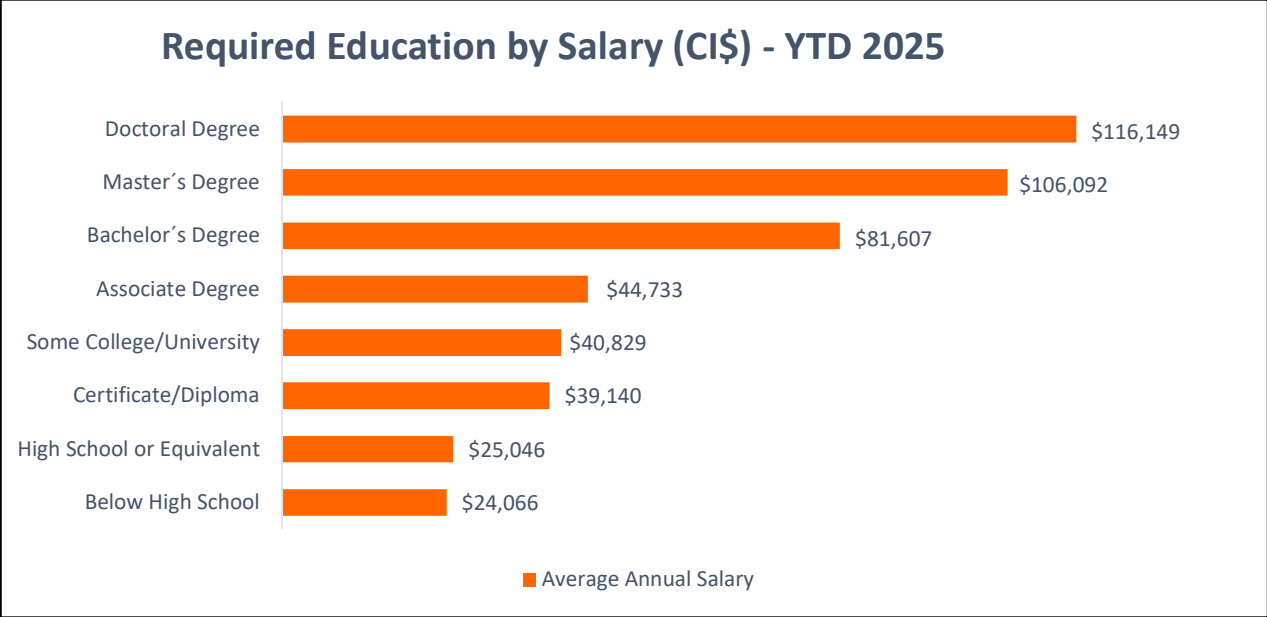
For October 2025, jobs requiring a Master's Degree paid the highest average annual salary of \$96,955. Jobs requiring Bachelor's and Doctoral degrees paid average annual salaries of \$79,342 and \$65,138, respectively (see Figure 12).

Figure 12.



For the YTD 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$116,149. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$106,092 and \$81,607, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – October 2025

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$168,332
Financial and Insurance Services Branch Managers	\$155,150
Credit and Loans Officers	\$154,167
Policy and Planning Managers	\$152,342
Lawyers	\$136,003

Figure 14.

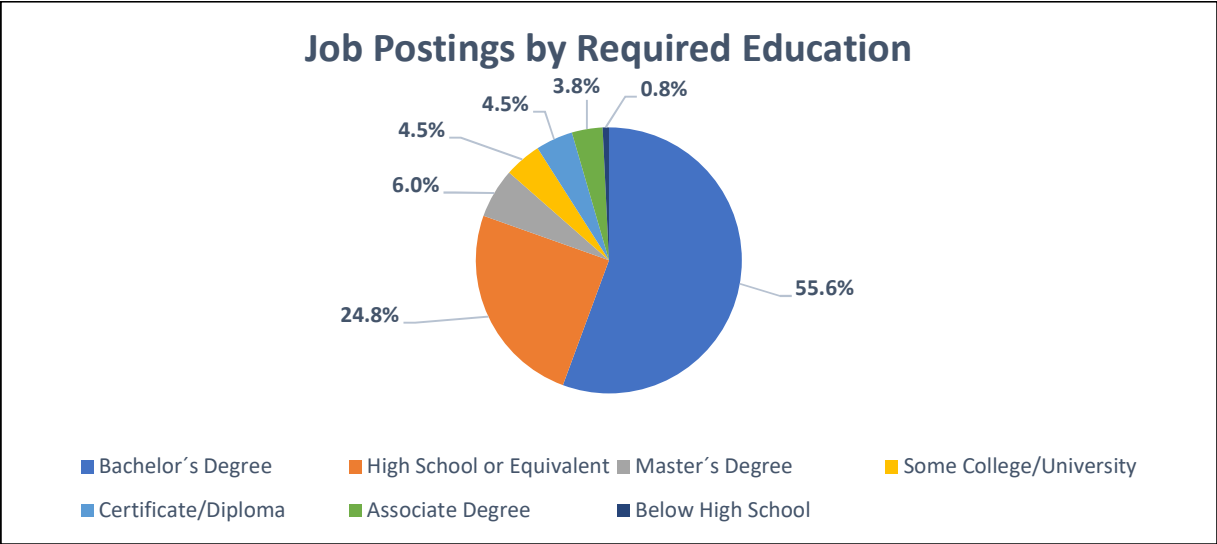
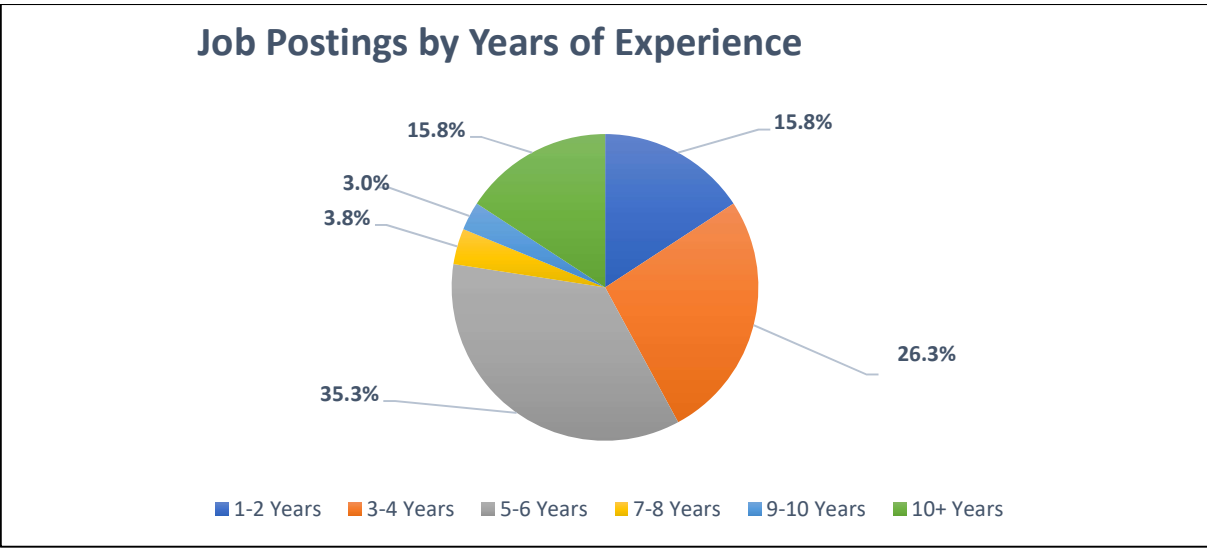


Figure 15.



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	\$187,623
Finance Managers	\$137,499
Business Services and Administration Managers n.e.c.	\$100,694
Construction Managers	\$100,000
Accountants	\$96,700

n.e.c. – not elsewhere classified

Figure 16.

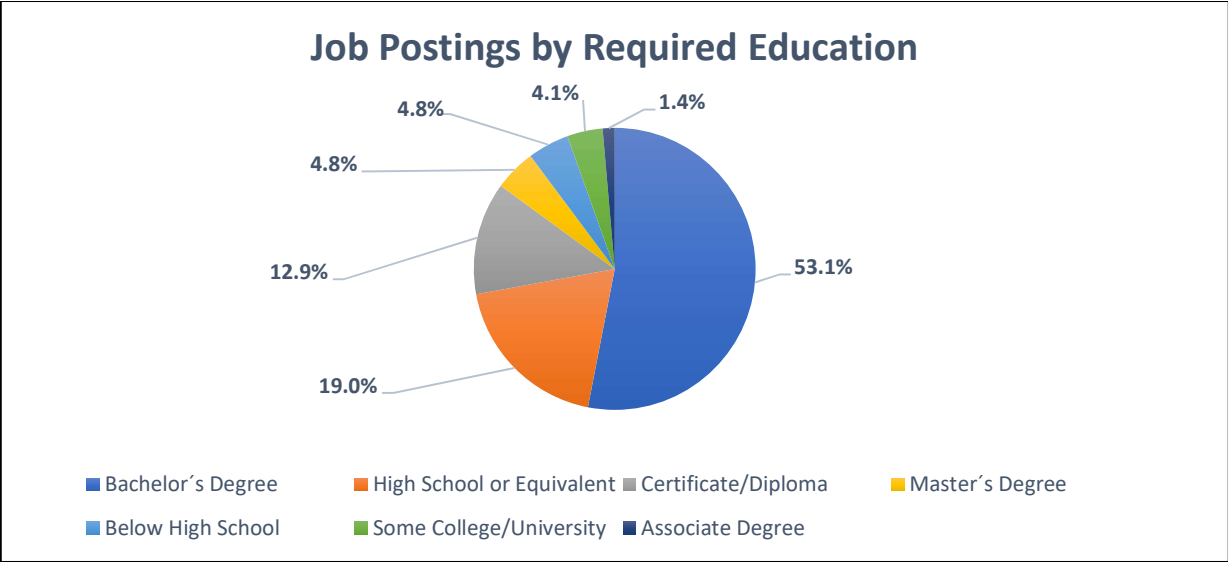
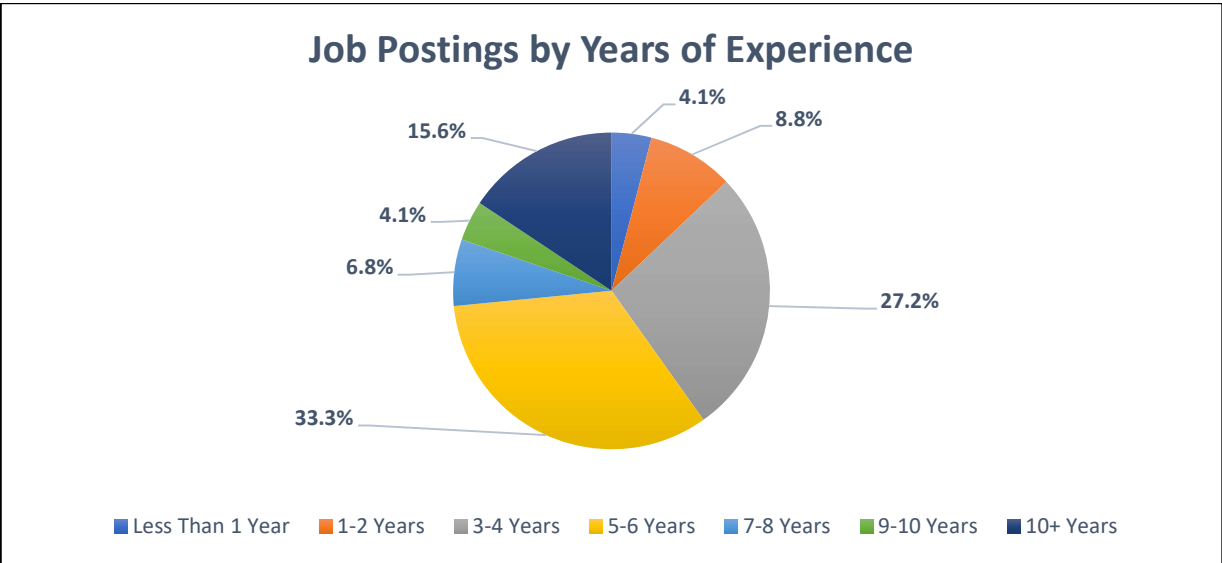


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$269,997
Accountants	\$71,297
Construction Managers	\$69,000
Pharmacists	\$68,000
Telecommunications and Engineering Technicians	\$67,500

Figure 18.

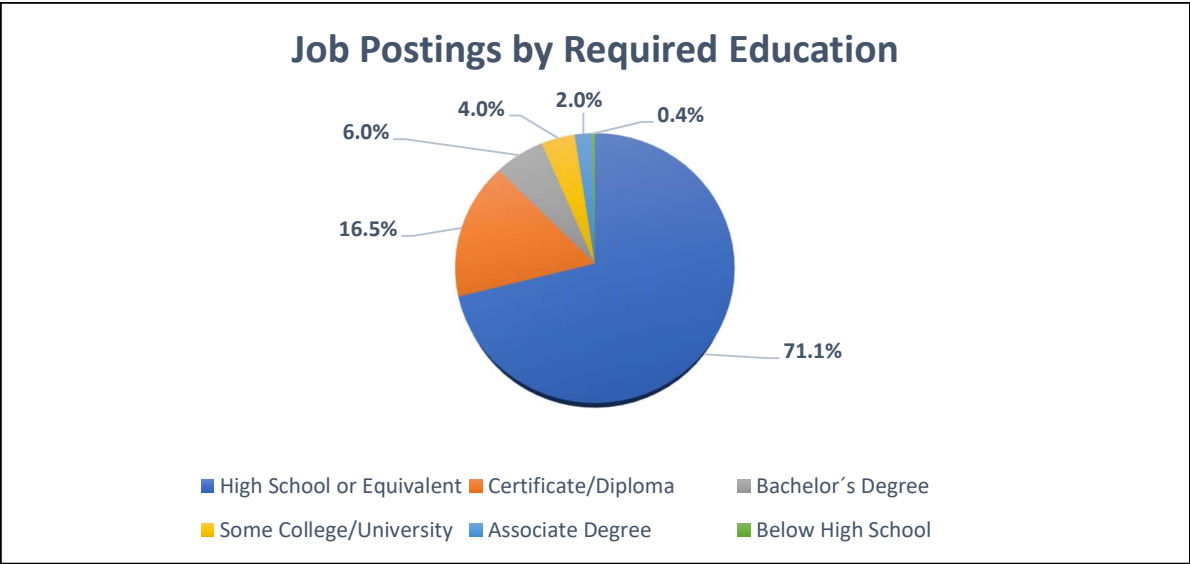
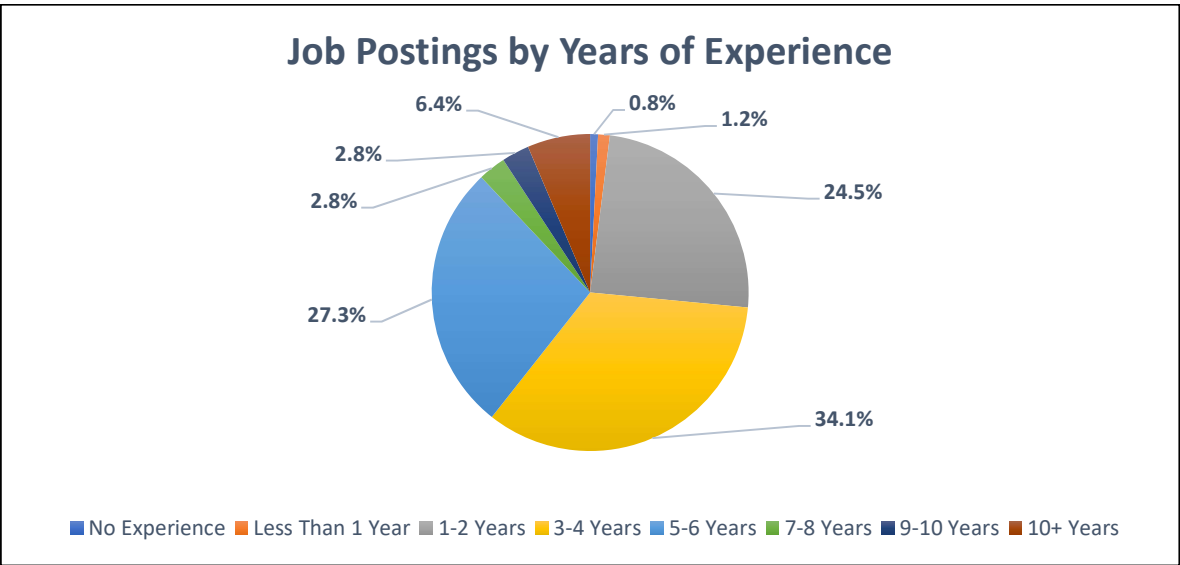


Figure 19.



Summary

- A total of 1,883 job postings in October 2025 relative to 1,459 postings in October 2024.
- 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 review month and YTD, respectively.
- 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 financial services, legal, healthcare, actuarial, compliance, education and information technology 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	2,032
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	92
Administrative and Support Service Activities	2,368
Agriculture, Forestry and Fishing	95
Arts, Entertainment and Recreation	357
Construction	3,218
Education	434
Electricity, Gas, Steam and Air Conditioning Supply	77
Financial and Insurance Activities	971
Human Health and Social Work Activities	493
Information and Communication	157
Manufacturing	288
Mining and Quarrying	25
Other Service Activities	734
Professional, Scientific and Technical Activities	1,479
Public Administration and Defence; Compulsory Social Security	3
Real Estate Activities	259
Transportation and Storage	561
Water Supply; Sewerage, Waste Management and Remediation Activities	103
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	2,173
Total	15,919

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

Occupation	YTD 2025
Building Construction Labourers	891
Carpenters and Joiners	733
Stonemasons, Stone Cutters, Splitters and Carvers	483
Waiters	420
Kitchen Helpers	394
Cooks	393
Beauticians and Related Workers	387
Cleaners and Helpers in Offices, Hotels and Other Establishments	372
Accountants	370
Motor Vehicle Mechanics and Repairers	322
Business Services and Administration Managers not elsewhere classified	281
Lawyers	226
Hairdressers	215
Food Service Counter Attendants	193
Air Conditioning and Refrigeration Mechanics	192
Finance Managers	188
Bartenders	187
Sales Workers not elsewhere classified	182
Chefs	173
Other Cleaning Workers	170

Table A3. Job Postings by Required Education

Required Education	YTD 2025
Below High School*	441
High School or Equivalent**	9,014
Some College/University	390
Certificate/Diploma	2,470
Associate Degree	409
Bachelor's Degree	2,890
Master's Degree	255
Doctoral Degree	50
Total	15,919

*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	112
Less Than a Year	298
1 to 2 Years	3,444
3 to 4 Years	4,642
5 to 6 Years	4,596
7 to 8 Years	803
9 to 10 Years	463
10+ Years	1,561
Total	15,919

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2025 (CIS)
Financial and Insurance Activities	90,254
Public Administration and Defence; Compulsory Social Security (Central Government)	80,010
Professional, Scientific and Technical Activities	79,881
Electricity, Gas, Steam and Air Conditioning Supply	68,490
Information and Communication	62,688
Human Health and Social Work Activities	54,476
Education	49,915
Water Supply; Sewerage, Waste Management and Remediation Activities	39,864
Real Estate Activities	37,095
Construction	32,931
Mining and Quarrying	32,253
Arts, Entertainment and Recreation	31,300
Administrative and Support Service Activities	30,205
Manufacturing	30,194
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	29,720
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	29,702
Transportation and Storage	27,900
Other Service Activities	25,236
Accommodation and Food Service Activities	24,960
Agriculture, Forestry and Fishing	23,453

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

Occupation	Average Annual Salary for YTD 2025 (CIS)
Dentists	169,618
Managing Directors and Chief Executives	168,220
Lawyers	167,975
Mathematicians, Actuaries and Statisticians	134,862
Generalist Medical Practitioners	134,212
Specialist Medical Practitioners	132,799
Trade Brokers	129,167
Policy and Planning Managers	124,295
Financial and Insurance Services Branch Managers	114,129
Software Developers	114,111
Research and Development Managers	112,756
Finance Managers	108,646
ICT Service Managers	107,387
Chemical Engineers	105,000
Insurance Representatives	98,693
Business Services and Administration Managers n.e.c.*	92,487
Financial and Investment Advisers	91,650
Credit and Loans Officers	91,057
Financial Analysts	90,426
Applications programmers	90,418

*Not elsewhere classified