



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

September 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 and payment portal of WORC.**

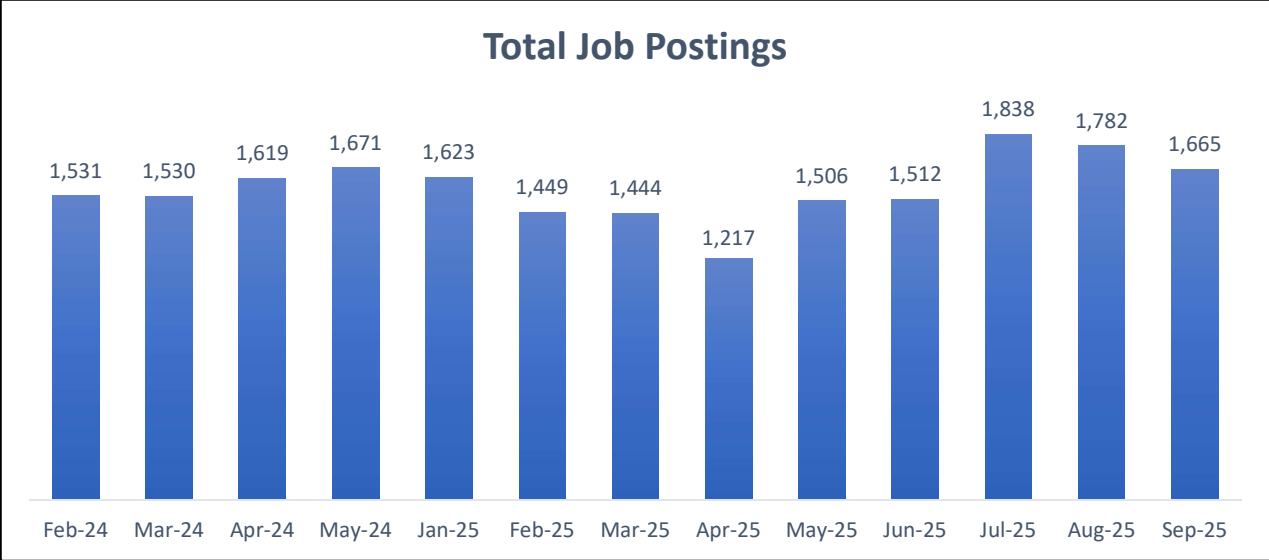
CONTENTS

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 1,665 jobs were advertised during September 2025 relative to 1,782 postings in the previous month (see Figure 1). For the first nine months of 2025, there were 14,036 job advertisements.

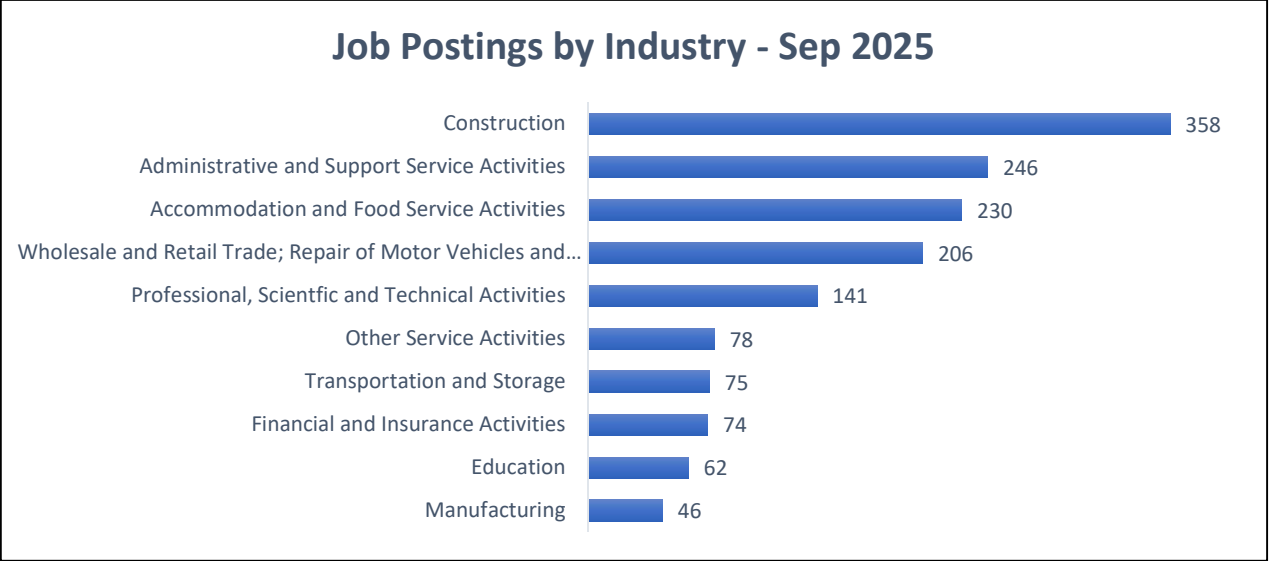
Figure 1.



Industry

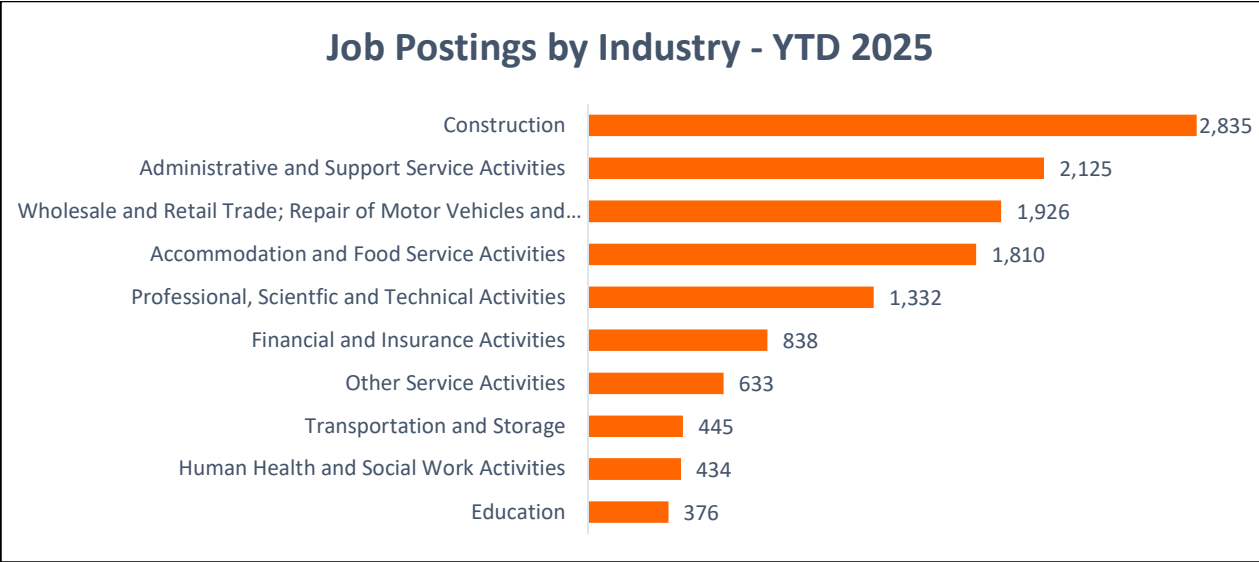
The Construction industry accounted for 358 job postings, representing 21.5 percent of the total number of job openings in September 2025 (see Figure 2). The Administrative and Support Service Activities industry followed with 246 job advertisements (14.8%) while the Accommodation and Food Service Activities industry recorded 230 job openings (13.8%).

Figure 2.



For the first nine months of 2025, the Construction industry accounted for most job postings, recording 2,835 or 20.2 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 2,125 job advertisements (15.1%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 1,926 job openings (13.7%).

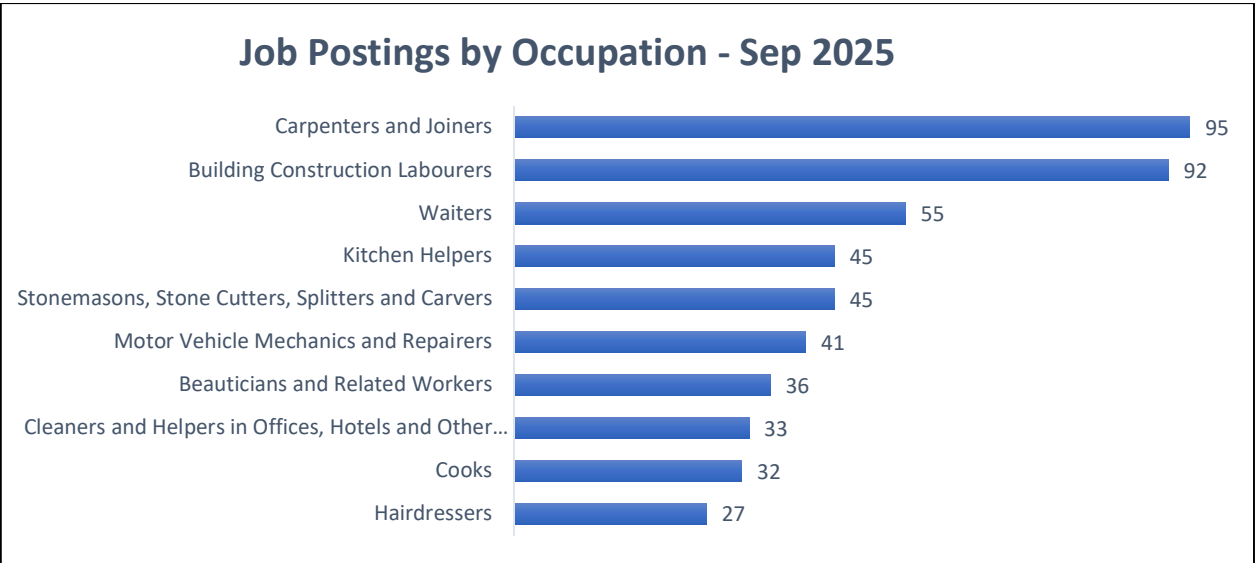
Figure 3.



Occupation

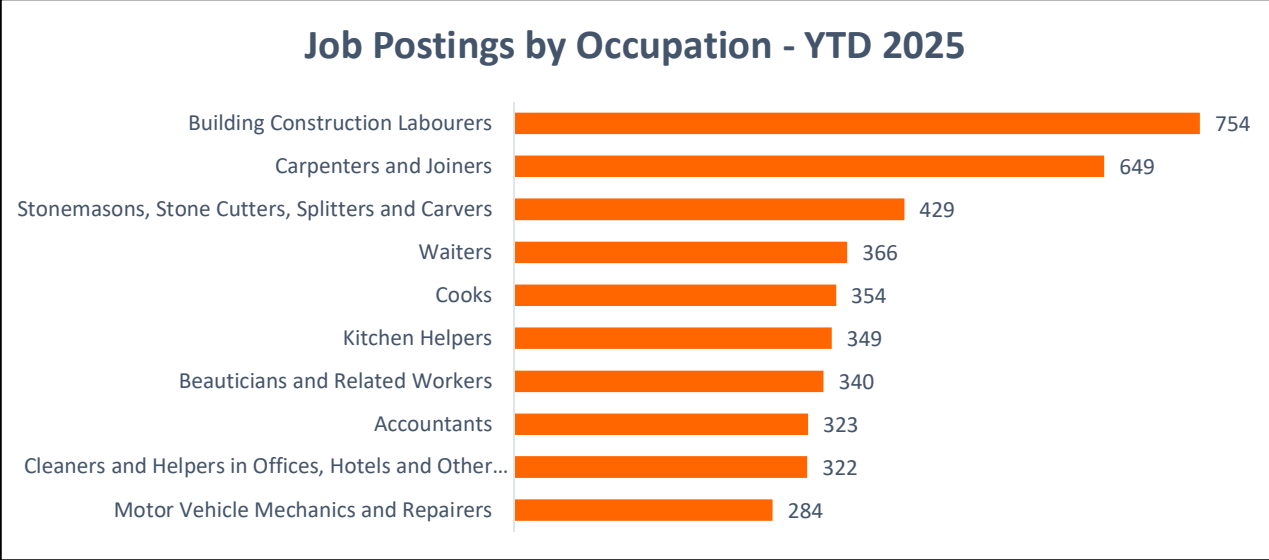
For the review month, Carpenters and Joiners accounted for 95 job postings which represented 5.7 percent of all job openings (see Figure 4). Building Construction Labourers followed with 92 job postings (5.5% of the total) while Waiters recorded 55 job postings or 3.3 percent of the total.

Figure 4.



For January to September in 2025, Building Construction Labourers accounted for 754 job postings which represented 5.4 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 649 job postings (4.6%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 429 job openings or 3.1 percent of the total.

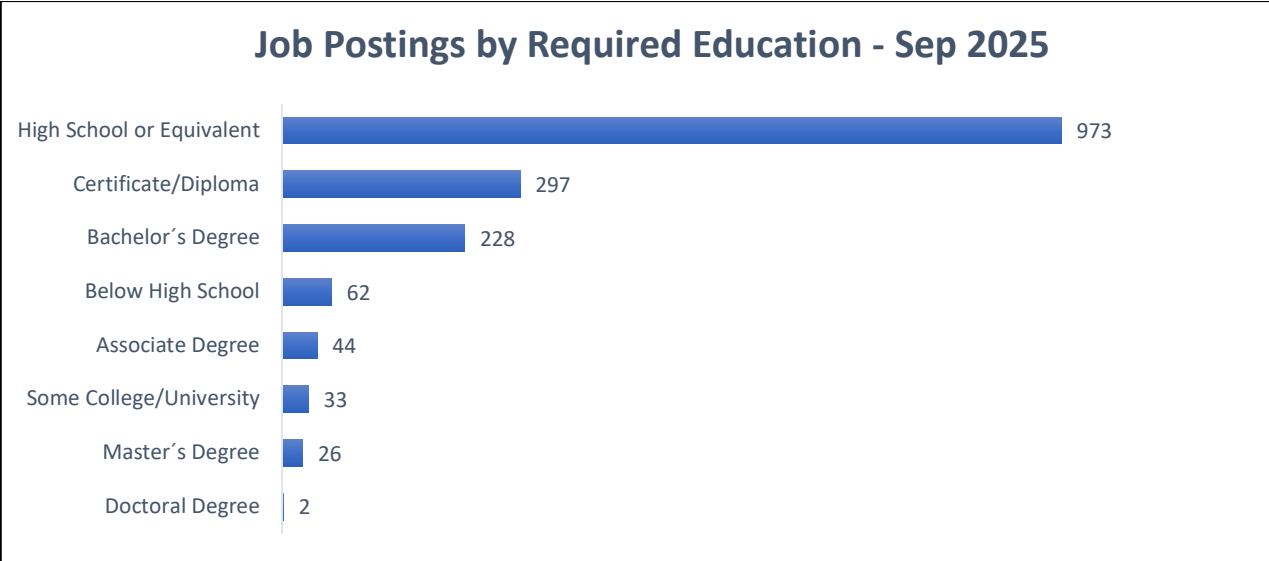
Figure 5.



Required Education

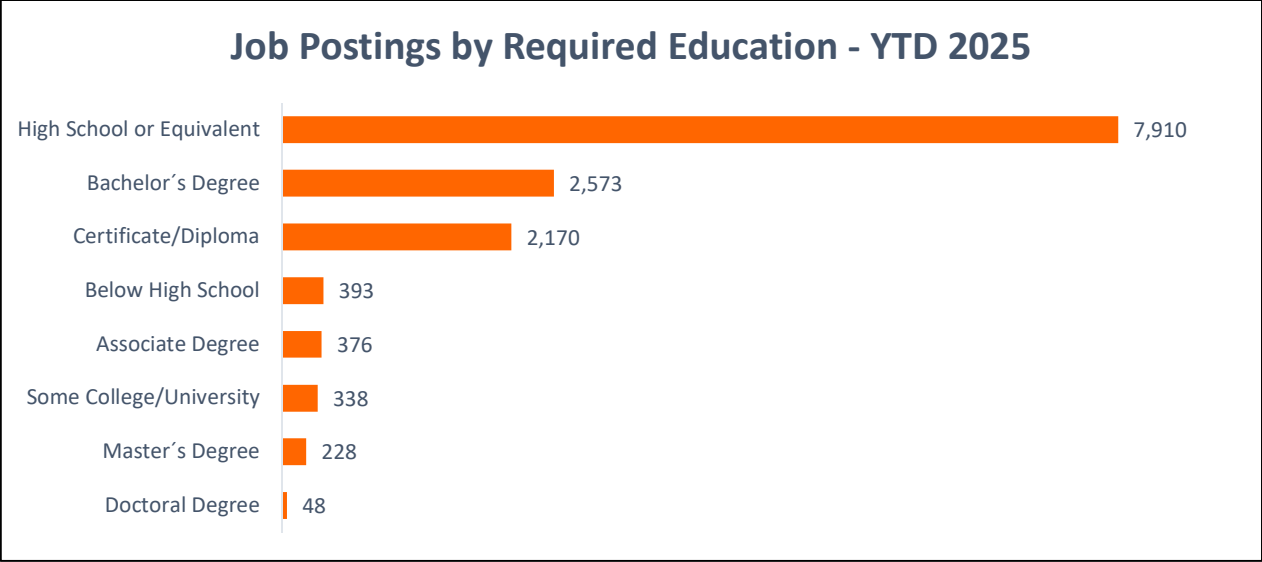
For September 2025, 973 postings (58.4%) required persons with a High School or Equivalent qualification, 297 (17.8%) required persons with a Certificate or Diploma and 228 (13.7%) required persons with a Bachelor’s Degree (see Figure 6).

Figure 6.



For the YTD 2025, 7,910 postings (56.4%) required persons with a High School or Equivalent qualification, 2,573 (18.3%) required persons with a Bachelor’s Degree and 2,170 (15.5%) required persons with a Certificate or Diploma (see Figure 7).

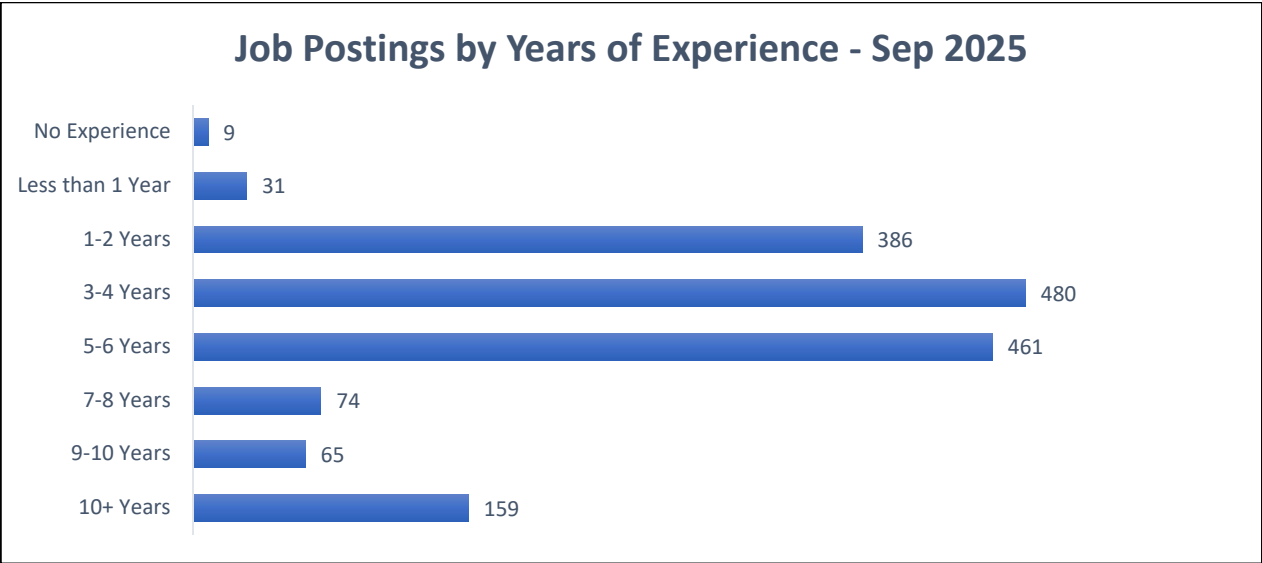
Figure 7.



Years of Experience

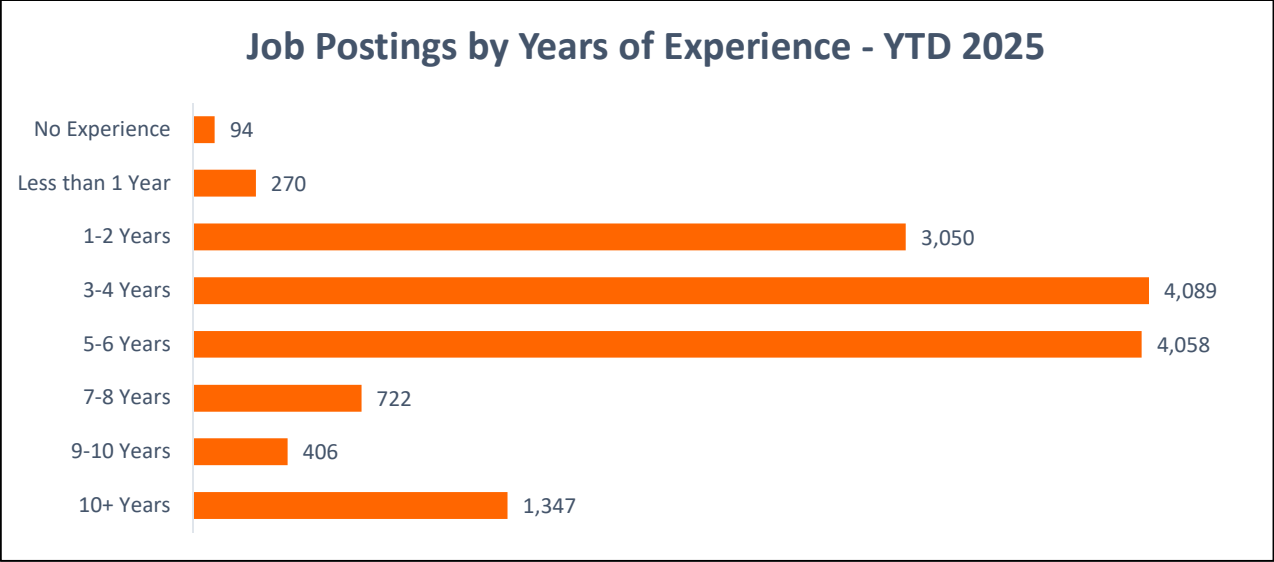
For the review month, 480 job advertisements (30.7%) required persons with three to four years’ experience, 461 job postings (27.3%) required persons with five to six years’ experience while 386 job openings (21.4%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 14,036 job postings recorded in January to September of 2025, 4,089 (29.1%) required persons with three to four years’ experience, 4,058 (28.9%) required persons with five to six years’ experience while 3,050 (21.7%) required persons with one to two years’ experience (see Figure 9).

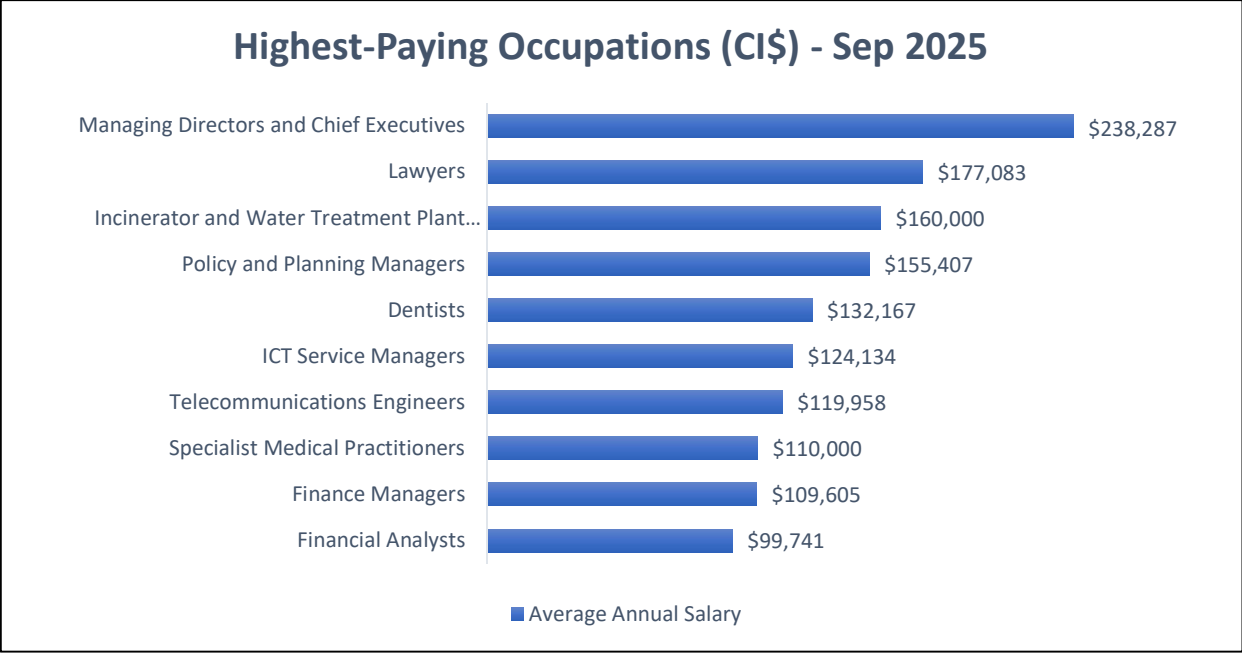
Figure 9.



Salary

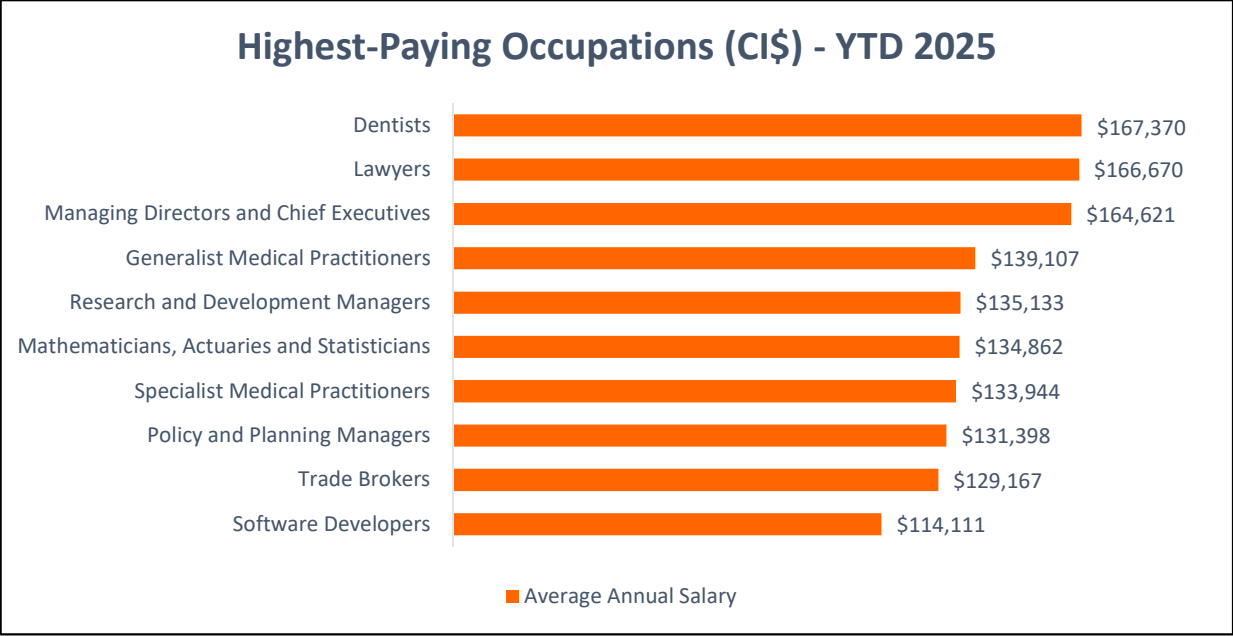
The highest-paying job postings in the review month were recorded by Managing Directors and Chief Executives with an average annual salary of \$238,287 (see Figure 10). Lawyers followed with an average annual salary of \$177,083, after which Incinerator and Water Treatment Plant Operators proceeded with an average annual salary of \$160,000.

Figure 10.



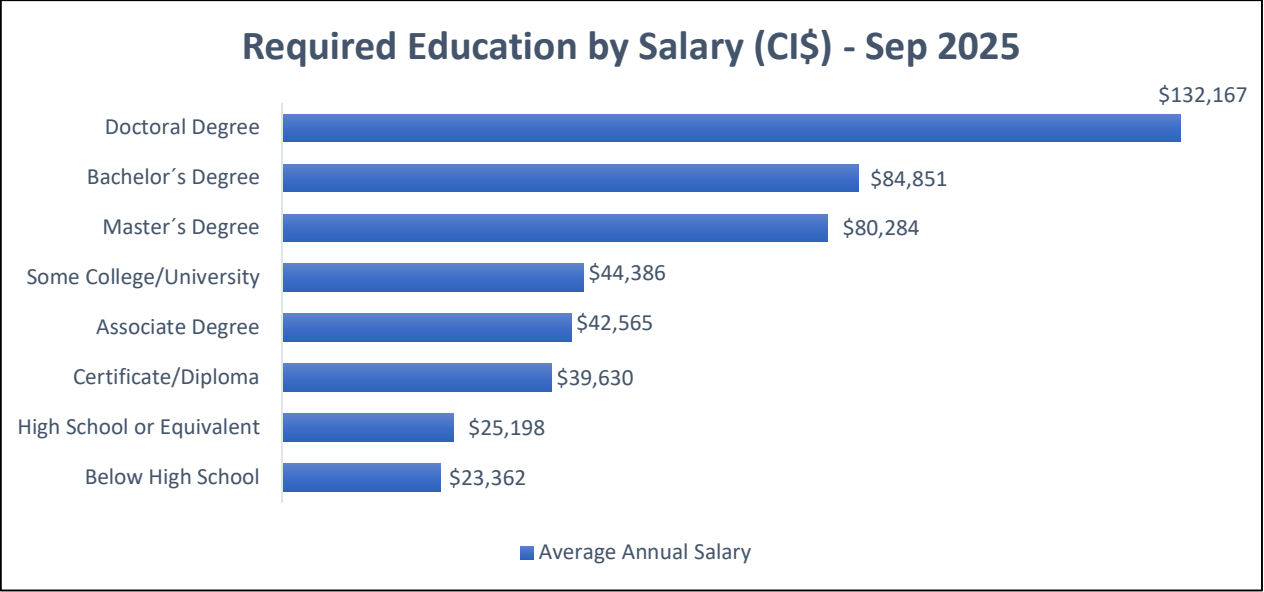
For the YTD 2025, Dentists was the highest-paying occupation with an average annual salary of \$167,370 (see Figure 11). Lawyers followed with an average annual salary of \$166,670 while Managing Directors and Chief Executives was next with an average annual salary of \$164,621.

Figure 11.



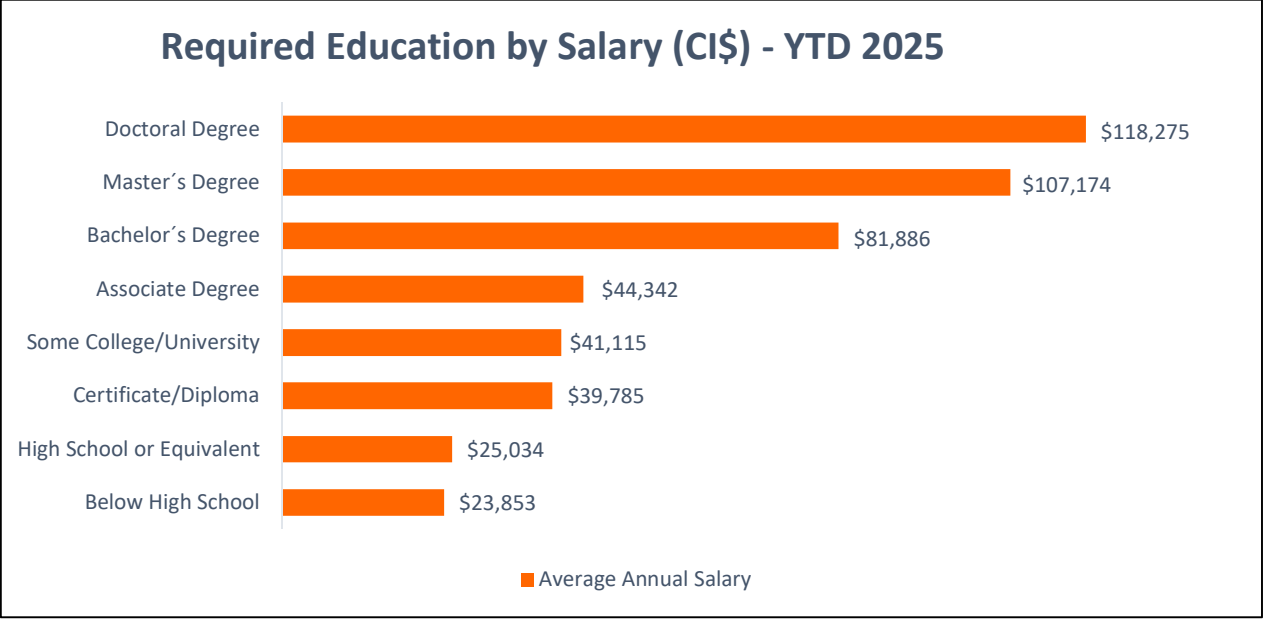
For September 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$132,167. Jobs requiring Bachelor's and Master's degrees paid average annual salaries of \$84,851 and \$80,284, respectively (see Figure 12).

Figure 12.



For the YTD 2025, jobs requiring a Doctoral Degree paid the highest average annual salary of \$118,275. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$107,174 and \$81,886, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – September 2025

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$289,931
Telecommunications Engineers	\$197,917
Policy and Planning Managers	\$166,337
Finance Managers	\$118,750
Financial and Investment Advisers	\$105,512

Figure 14.

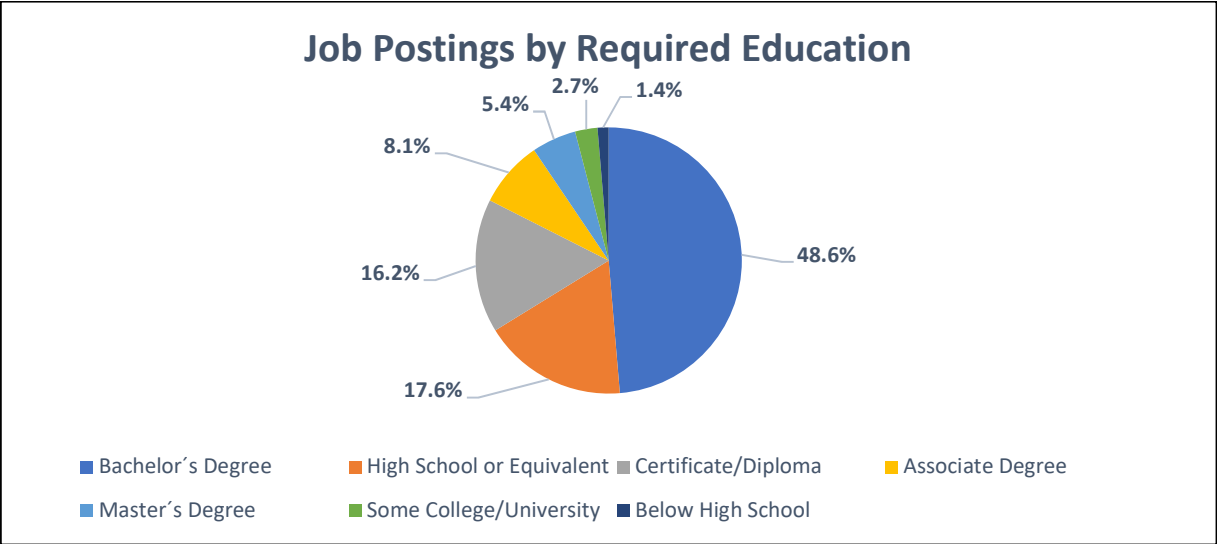
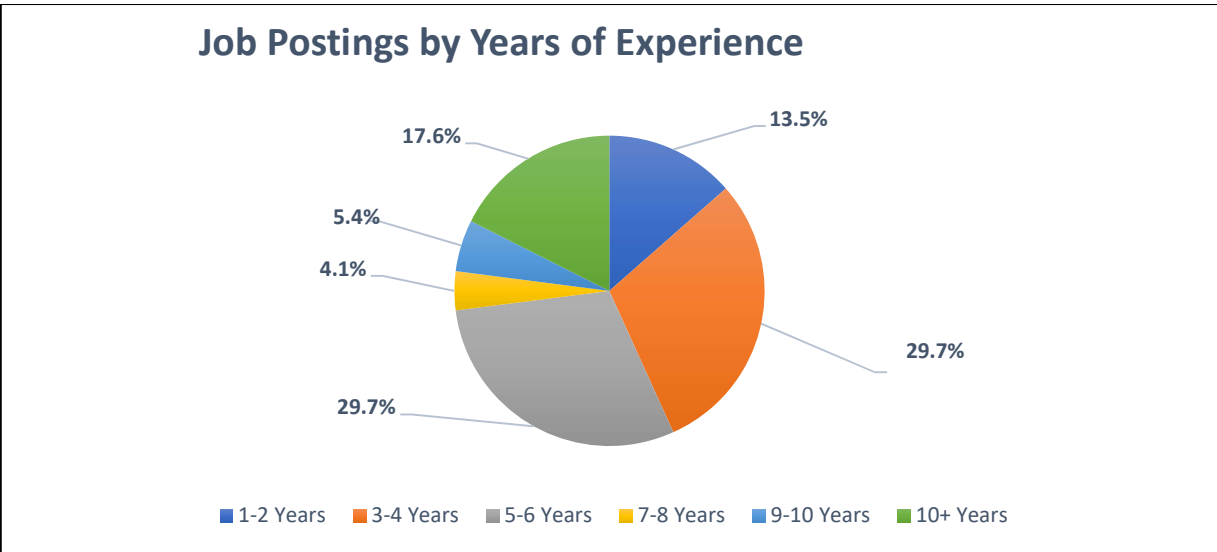


Figure 15.



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	\$176,610
Management and Organization Analysts	\$145,000
Policy and Planning Managers	\$140,833
Finance Managers	\$122,715
Business Services and Administration Managers n.e.c.	\$117,333

n.e.c. – not elsewhere classified

Figure 16.

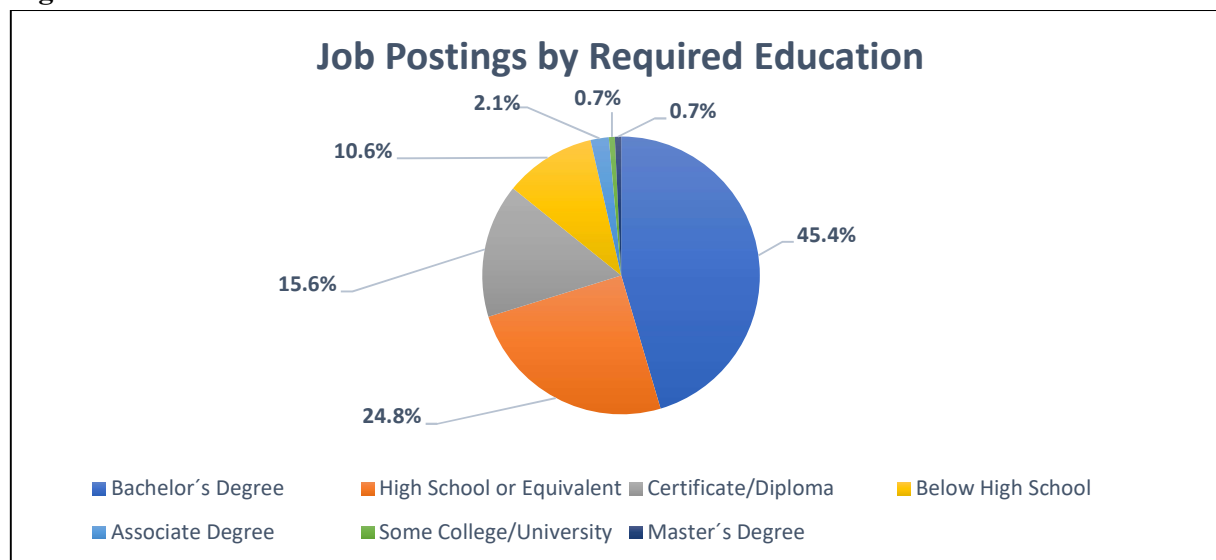
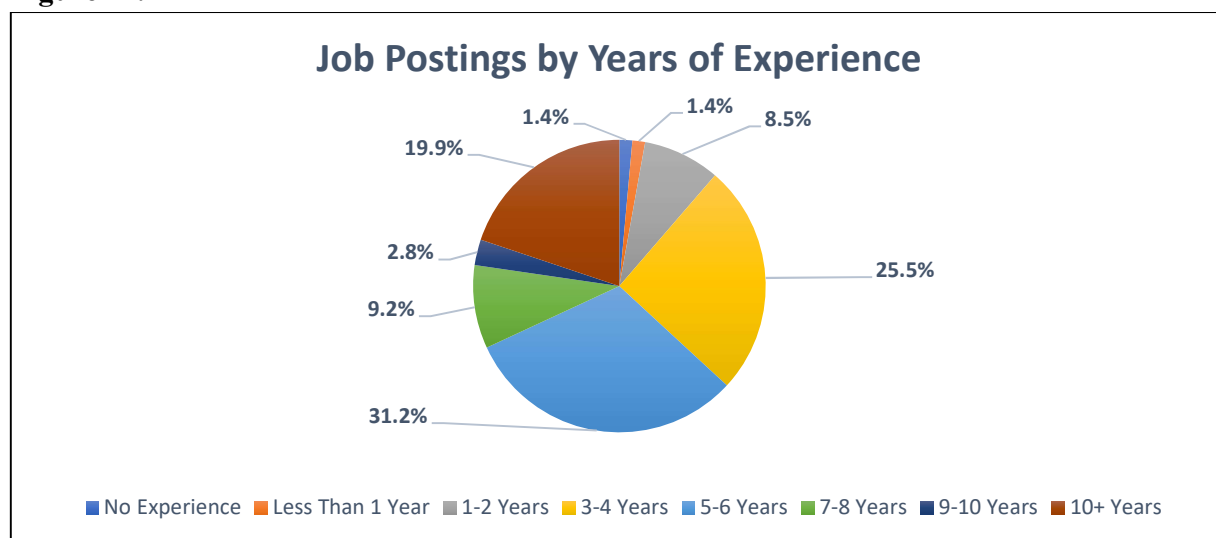


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Retail and Wholesale Trade Managers	\$73,582
Accountants	\$72,250
Sales and Marketing Managers	\$69,167
Engineering Professionals not elsewhere classified	\$59,800
Pharmacists	\$55,500

Figure 18.

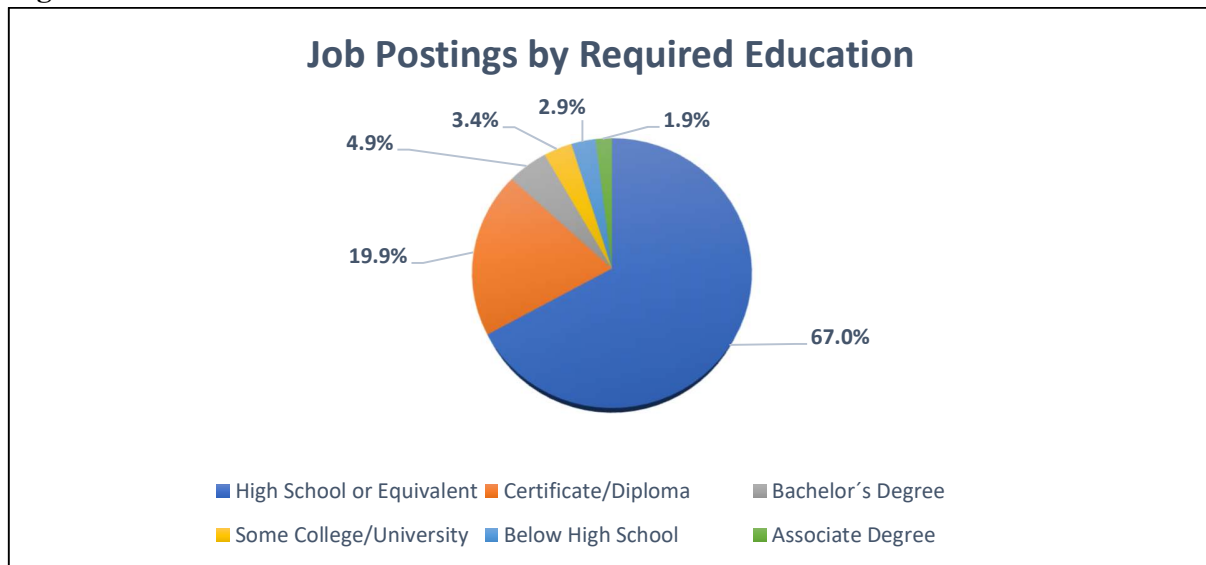
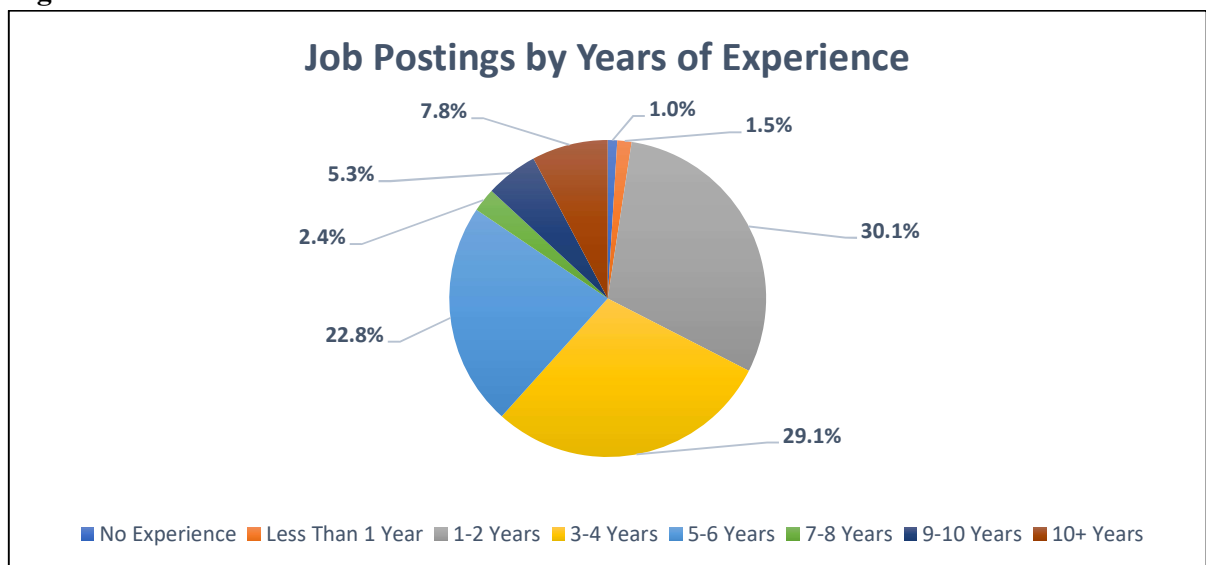


Figure 19.



Summary

- A total of 1,665 job postings in August 2025 relative to 1,782 postings in the previous month.
- The Construction, Administrative and Support Service Activities, Accommodation and Food Services 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 Certificate/Diploma and a Bachelor's Degree for the review month. For the YTD, jobs requiring a Bachelor's Degree exceeded those requiring a Certificate/Diploma for the second-highest most desired qualification.
- 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, wastewater treatment, actuarial, compliance, engineering and software development 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	1,810
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	84
Administrative and Support Service Activities	2,125
Agriculture, Forestry and Fishing	88
Arts, Entertainment and Recreation	324
Construction	2,835
Education	376
Electricity, Gas, Steam and Air Conditioning Supply	70
Financial and Insurance Activities	838
Human Health and Social Work Activities	434
Information and Communication	142
Manufacturing	248
Mining and Quarrying	22
Other Service Activities	633
Professional, Scientific and Technical Activities	1,332
Public Administration and Defence; Compulsory Social Security	3
Real Estate Activities	207
Transportation and Storage	445
Water Supply; Sewerage, Waste Management and Remediation Activities	94
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,926
Total	14,036

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

Occupation	YTD 2025
Building Construction Labourers	754
Carpenters and Joiners	649
Stonemasons, Stone Cutters, Splitters and Carvers	429
Waiters	366
Cooks	354
Kitchen Helpers	349
Beauticians and Related Workers	340
Accountants	323
Cleaners and Helpers in Offices, Hotels and Other Establishments	322
Motor Vehicle Mechanics and Repairers	284
Business Services and Administration Managers not elsewhere classified	248
Lawyers	207
Hairdressers	185
Finance Managers	180
Food Service Counter Attendants	176
Air Conditioning and Refrigeration Mechanics	173
Bartenders	164
Sales Workers not elsewhere classified	163
Chefs	156
Business Services Agents not elsewhere classified	148

Table A3. Job Postings by Required Education

Required Education	YTD 2025
Below High School*	393
High School or Equivalent**	7,910
Some College/University	338
Certificate/Diploma	2,170
Associate Degree	376
Bachelor's Degree	2,573
Master's Degree	228
Doctoral Degree	48
Total	14,036

*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	94
Less Than a Year	270
1 to 2 Years	3,050
3 to 4 Years	4,089
5 to 6 Years	4,058
7 to 8 Years	722
9 to 10 Years	406
10+ Years	1,347
Total	14,036

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2025 (CIS)
Financial and Insurance Activities	92,708
Professional, Scientific and Technical Activities	80,365
Public Administration and Defence; Compulsory Social Security (Central Government)	80,010
Electricity, Gas, Steam and Air Conditioning Supply	69,041
Information and Communication	62,670
Human Health and Social Work Activities	55,808
Education	49,182
Water Supply; Sewerage, Waste Management and Remediation Activities	38,969
Real Estate Activities	38,690
Mining and Quarrying	33,460
Construction	32,990
Arts, Entertainment and Recreation	31,470
Administrative and Support Service Activities	30,696
Manufacturing	29,632
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	29,585
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	29,473
Transportation and Storage	28,205
Other Service Activities	25,125
Accommodation and Food Service Activities	24,888
Agriculture, Forestry and Fishing	22,889

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

Occupation	Average Annual Salary for YTD 2025 (CIS)
Dentists	167,370
Lawyers	166,670
Managing Directors and Chief Executives	164,621
Generalist Medical Practitioners	139,107
Research and Development Managers	135,133
Mathematicians, Actuaries and Statisticians	134,862
Specialist Medical Practitioners	133,944
Policy and Planning Managers	131,398
Trade Brokers	129,167
Software Developers	114,111
Financial and Insurance Services Branch Managers	110,711
Finance Managers	108,740
ICT Service Managers	106,937
Chemical Engineers	105,000
Insurance Representatives	97,270
Business Services and Administration Managers n.e.c.*	93,525
Construction Managers	92,386
Financial and Investment Advisers	91,726
Financial Analysts	91,339
Applications programmers	90,418

*Not elsewhere classified