



Cayman Islands Labour Market Review 2016-2025



Labour Market Agenda

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For Consideration



Importance of data and public feedback...: “The cobra effect”

Example 1: Implementing **strict rent control** to keep housing affordable, which inadvertently **reduces the overall supply of rental housing** as developers build less

...Unforeseen or perverse outcomes that occur when government intervention fails to achieve its primary goal or creates new, often **counterproductive social issues**.

Example 2: An endangered species policy intended to **protect animals**, which instead incentivises landowners to **destroy habitats** to avoid regulatory land-use restrictions

Example 3: In the United States, the 1920 **ban on alcohol** aimed to **reduce crime and improve public health**. Instead, it created a massive black market, empowered organized crime, and **led to severe health issues from unregulated, toxic bootleg liquor**

Example 4: “The cobra effect” originates from British-ruled India, the government offered a bounty for every dead cobra to **reduce the venomous snake population**. People began breeding cobras just to kill them and collect the reward. When the government cancelled the bounty, breeders released their snakes, **resulting in a significantly *higher* cobra population than before**

WHY the lack of data and public feedback in public policy can lead to **"The Cobra Effect, ?"**

Behavioural Adaptations

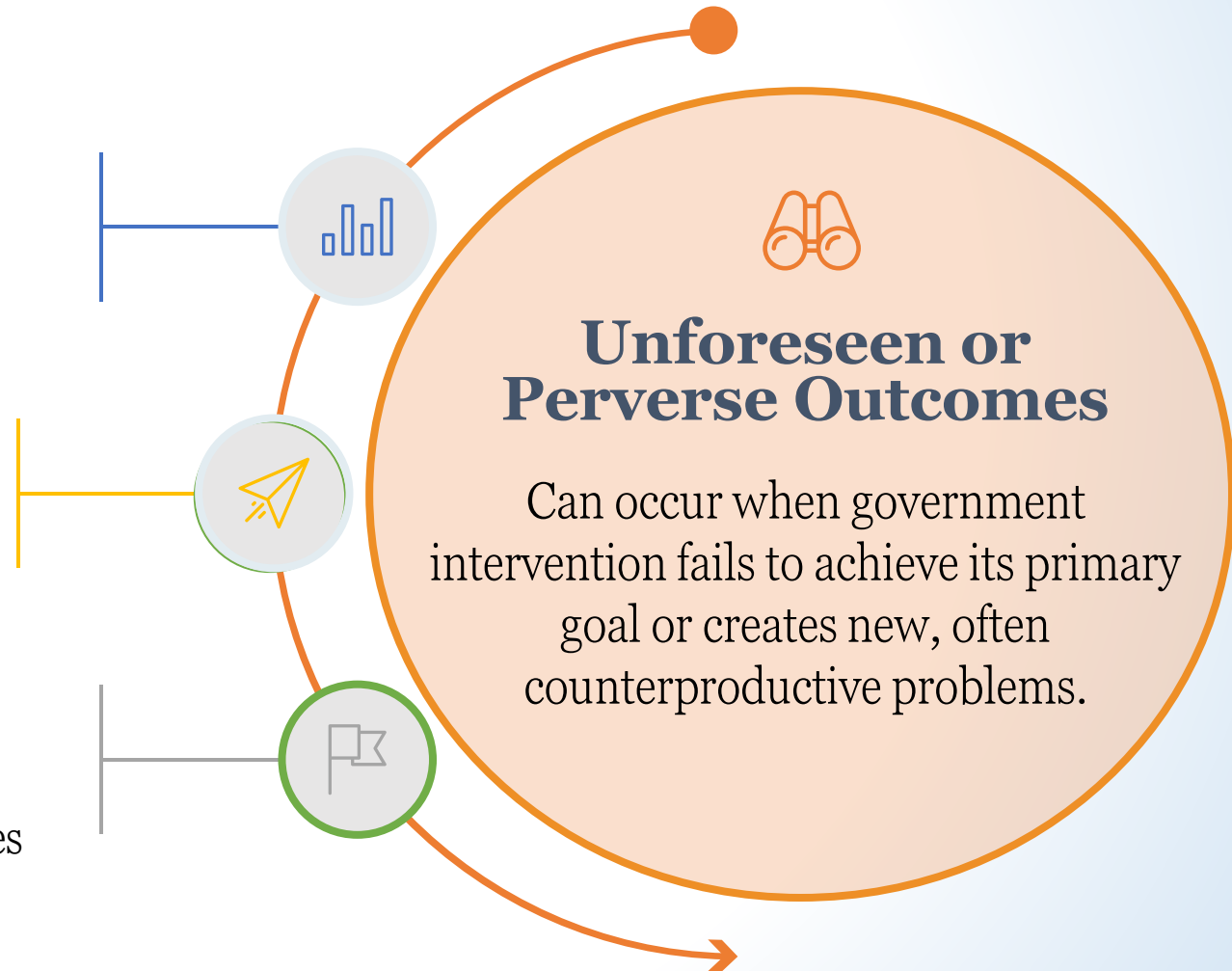
People change their habits to "game" the system or minimise personal costs in response to new regulations

System Complexity

In industries, changing one variable (such as taxes or subsidies) often ripples into and distorts completely unrelated sectors

Inadequate Analysis

Policymakers sometimes fail to consider the incentives they create or undervalue surprises in other related policy domains

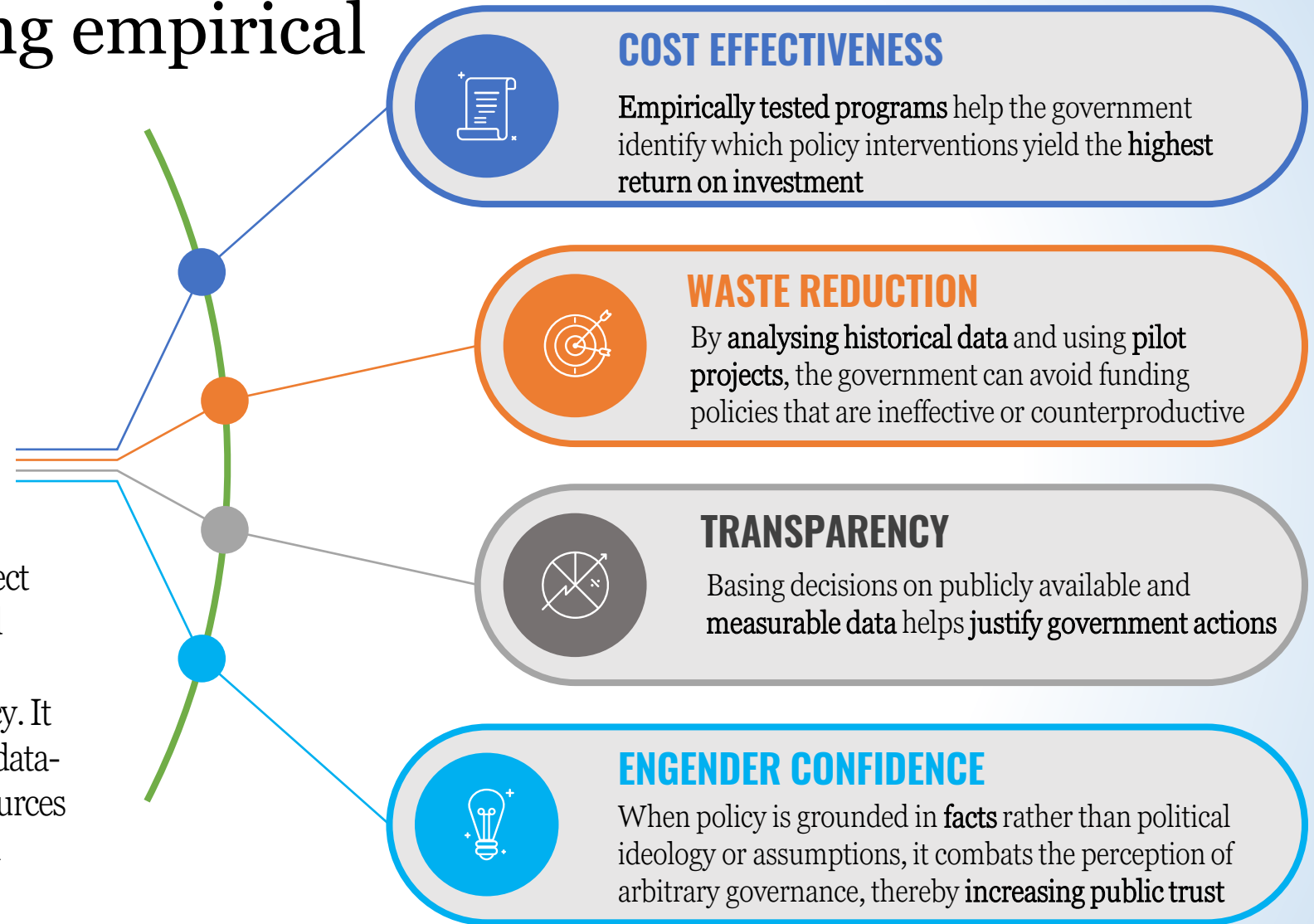




Mitigate “**The Cobra Effect**” by using empirical evidence...

EMPIRICAL EVIDENCE

Information gathered through direct observation, experimentation, and measurable data should be the foundation of effective public policy. It replaces political guesswork with data-driven insights, ensuring that resources are targeted toward solutions with proven, measurable benefits





Empirical evidence and public policy...

Overcrowded: *Households Occupants greater than Total Rooms*

Trivia:
Fact,
Fiction,
Perception

- Overcrowded households are more prevalent among non-Caymanian households (T/F)
- Overcrowded Filipino households are more common than those of Caymanians and other non-Caymanians (T/F)



Trivia: Let's look at the evidence

29,699 households in the 2021 Census. Overcrowded households were 3,209 (11.2%)

1

14,722 were non-Caymanian-headed households (excluding Filipinos), with 13.1% (1,925) overcrowded, accounting for 6.0% of total households

3

14,770 Caymanian-headed households, with 7.1% (1,048) overcrowded, accounting for 3.5% of total households

2

1,722 Filipino-headed households, 28% (483) of which are overcrowded. Overall, overcrowded Filipino households accounted for **1.7% of all households**. Filipinos account for 5.5% (3,807) of the 2021 Census population, with an average household size of 2.24 persons

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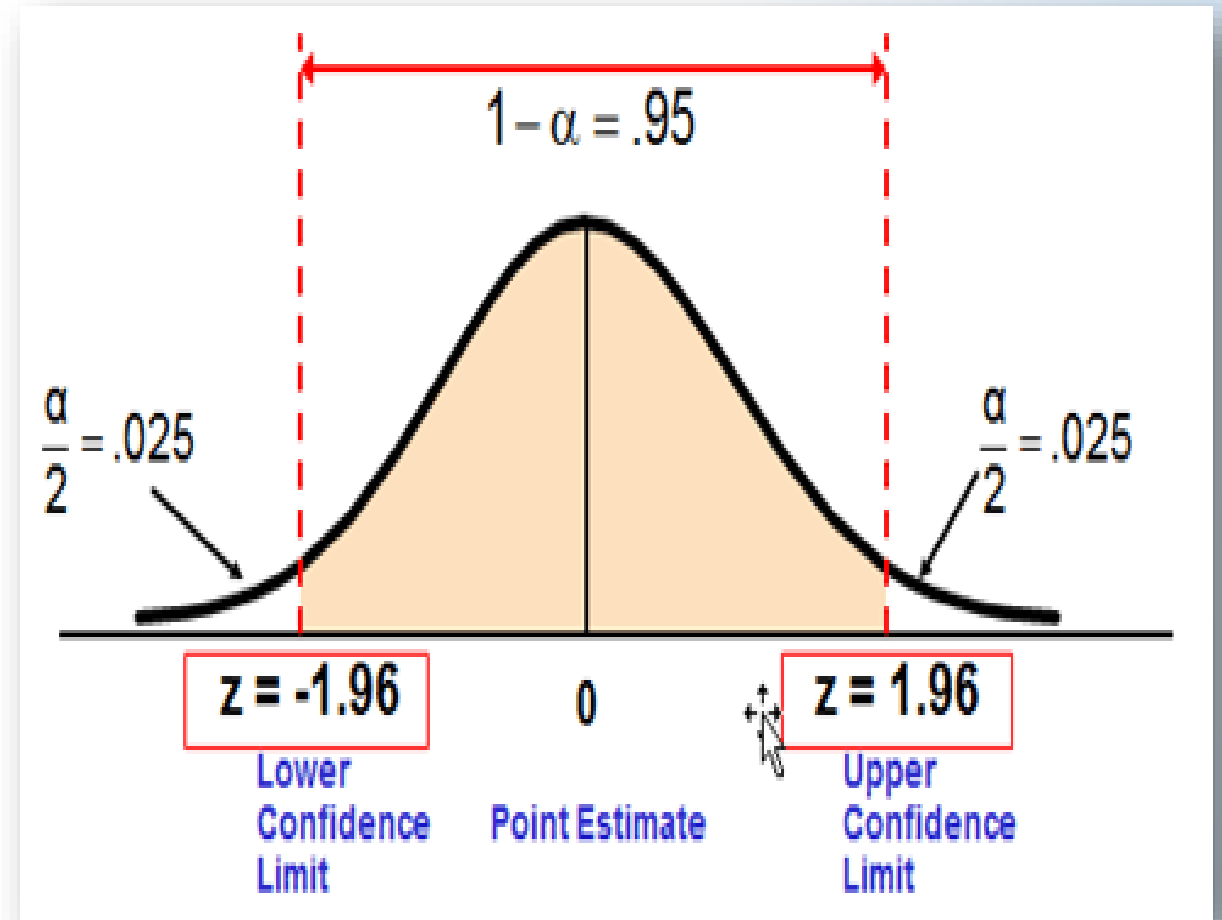
Data Collection Method:

Simple Random Sample – Households Register

The LFS sample is randomly selected and represents the entire population. The country districts are broken down into enumeration areas (EA) (groups of 100 households).

2,000 households are randomly selected from among the district, with all EA's represented (representative - 6% share based on size), with equal probability, akin to a lottery draw. The LFS questionnaire contains 87 questions.

Of the sample, 1,722 (Fully and Partially Completed) survey responses were usable. This number exceeded the minimum of **1,473** usable samples required for robust estimation of the main labour force indicators, with a 2.5% margin of error and a 95% confidence interval.





LFS 2025 Survey Methodology

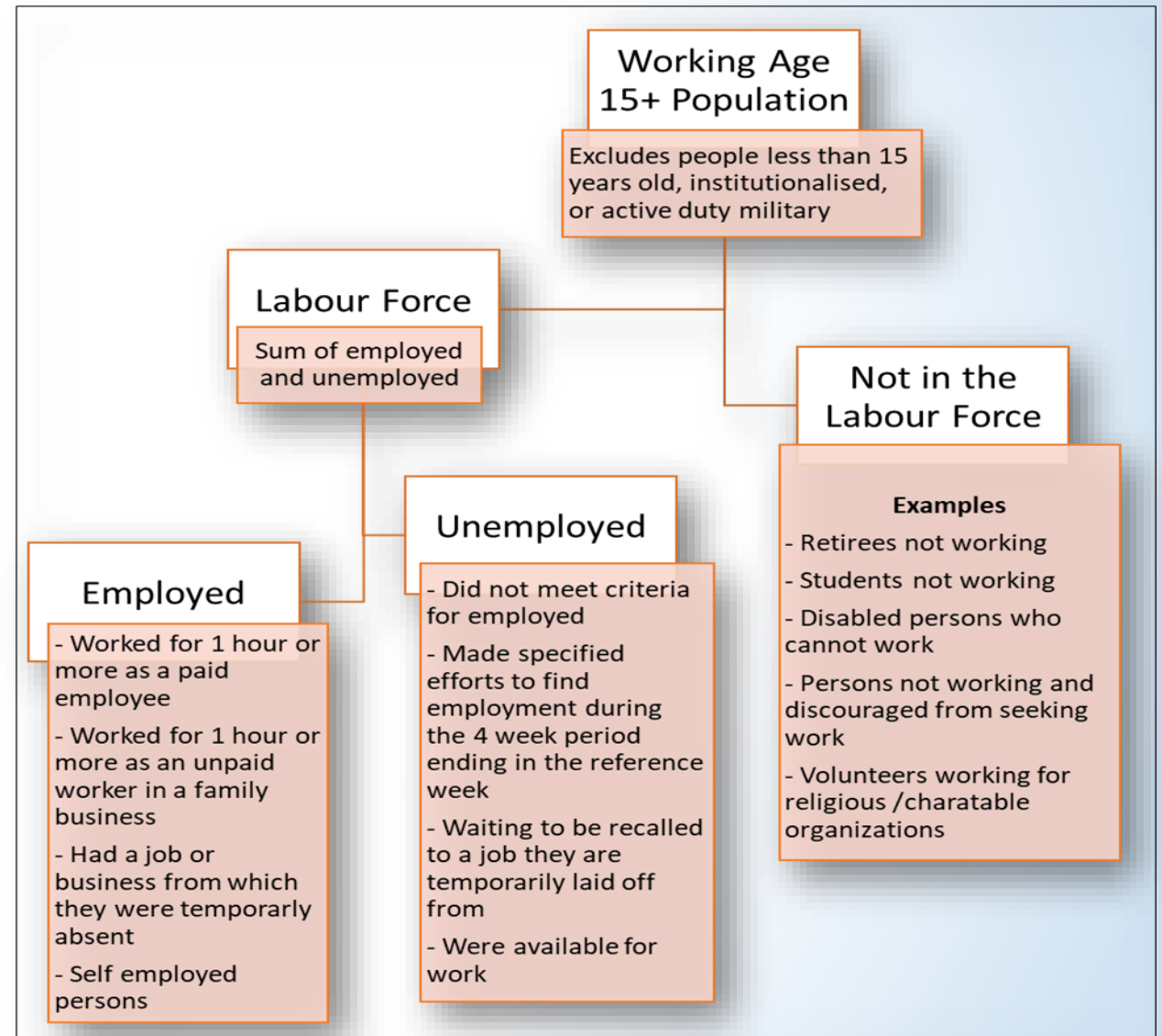
	Number of Households in ESO Register	Representative Sample	Representative Sample (%)	Adj. Sample	In Scope Households	Surveys: Fully and Partially Completed	Response Rate (%)	Sample Results
	Households							Persons
Total	34,182	2,000	5.9	2,150	1,784	1,722	96.5	4,104
George Town	17,736	1,038	5.9	1,038	869	832	95.7	1,883
West Bay	7,198	421	5.8	421	348	341	98.0	810
Bodden Town	6,112	358	5.9	358	299	287	96.0	735
North Side	944	55	5.8	105	87	85	97.7	240
East End	859	50	5.8	100	75	73	97.3	210
Sister Islands	1,333	78	5.9	128	106	104	98.1	226

Labour Market Fundamentals

Employed definition: Persons 15 years or older who, **during the reference period**, performed some work for wage or salary, payment in kind, as well as persons with a formal attachment to a job but temporarily not at work.

Unemployed definition: Persons who, **during the reference period**, were

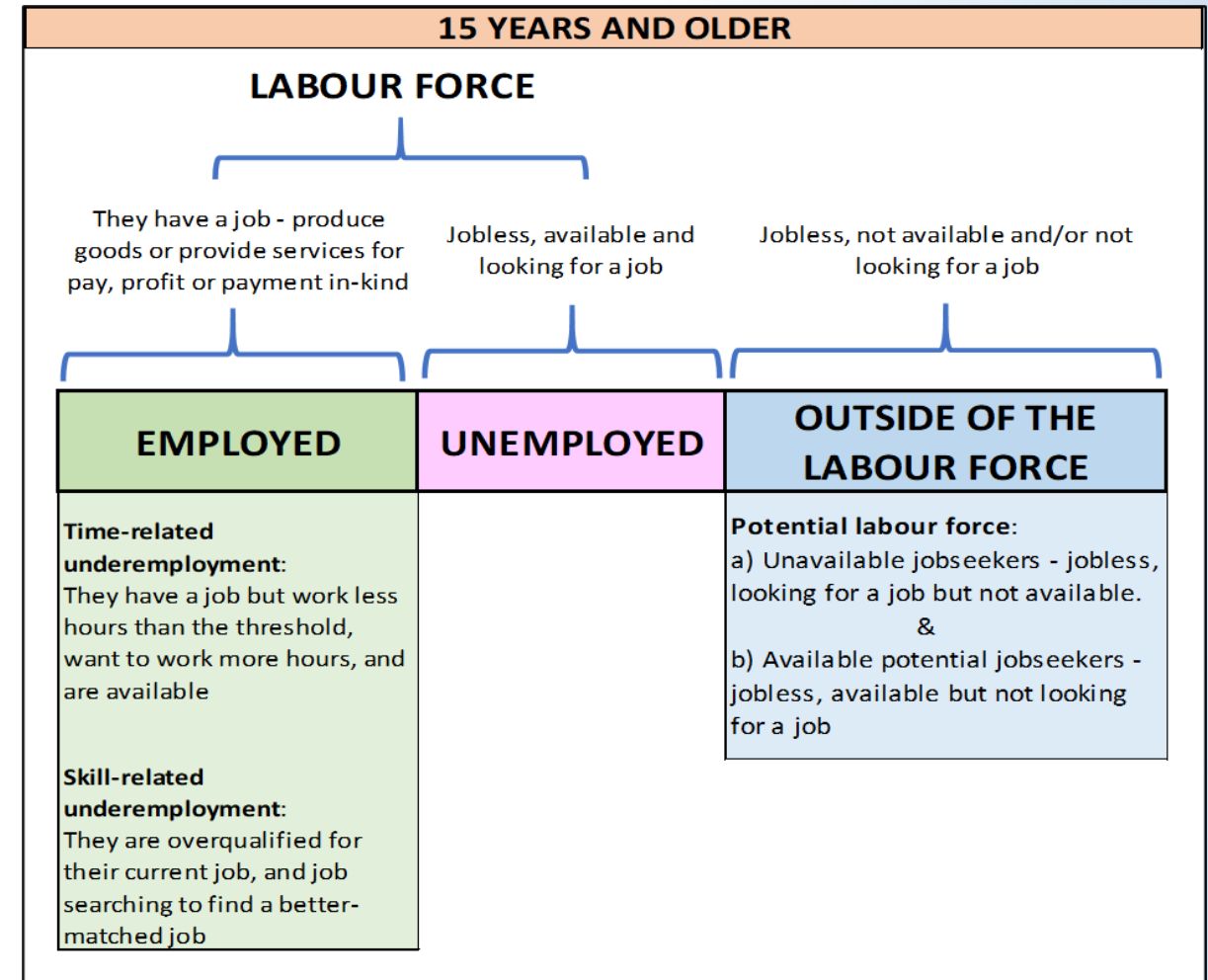
- (a) without work
- (b) currently available for work, and
- (c) actively looked for a job within the last four weeks or had definite arrangements to start a job within four (4) weeks.



Labour Market Fundamentals

Example Survey Questions:

1. Did you do any work in the Cayman Islands for pay, profit or family gain for at least one hour during the reference period?
2. Did you have a job at which you did not work during the reference week ending?
3. What was the main reason you were absent from work?
4. Were you willing and available to work additional hours during the reference week?
5. Have you been looking for work in the last four (4) weeks prior to the reference week?





Population estimation data...

Caymanian age cohort

- Caymanian headcount from the Census - ESO
- +Births — HSA/General Registry
- -Deaths — HSA/General Registry
- +Status grants - WORC
- -Emigration

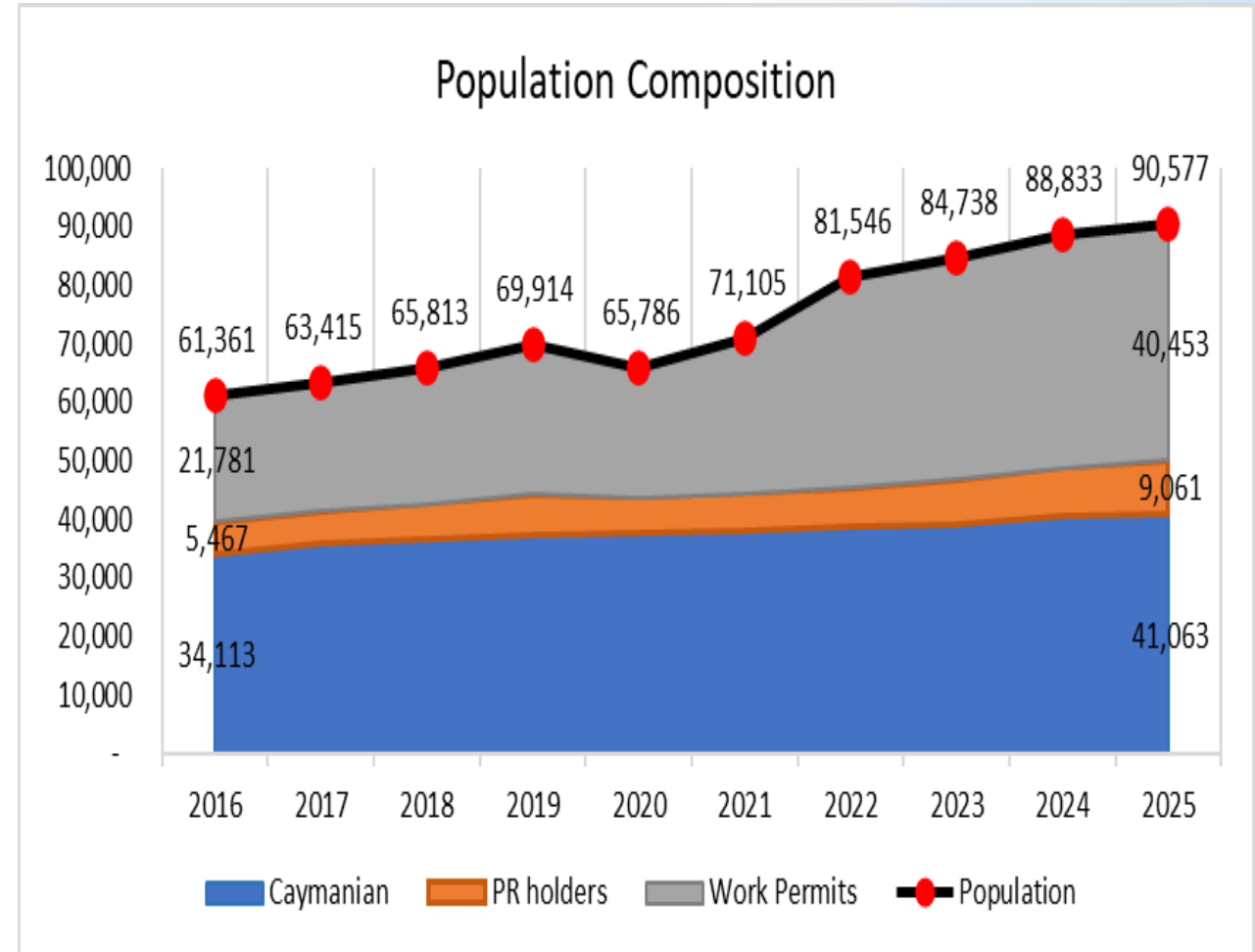
Non-Caymanian age cohort (main data source - WORC)

- Work permit holders
- +Permanent resident holders
- +Dependents (incl. births)
- -Deaths
- +Students with student visas



Population Dynamics....

- The Caymanian population is driven by natural increase (births less deaths), which averaged 168 over the period, while the status grants averaged 229 between 2021-23 and 916 over the last 2 years.
- Industries' demand for labour exceeds the Caymanian labour supply.
- Caymanian (including status grants) long-term labour force growth averaged 3.2%.
- Between 2016 and 2025, the Caymanian population grew by 2.0% annually while the non-Caymanian population grew by 8.2% annually.
- It is estimated that it will take about 29.6 years for the Caymanian Labour Force to reach current employment levels in the economy.



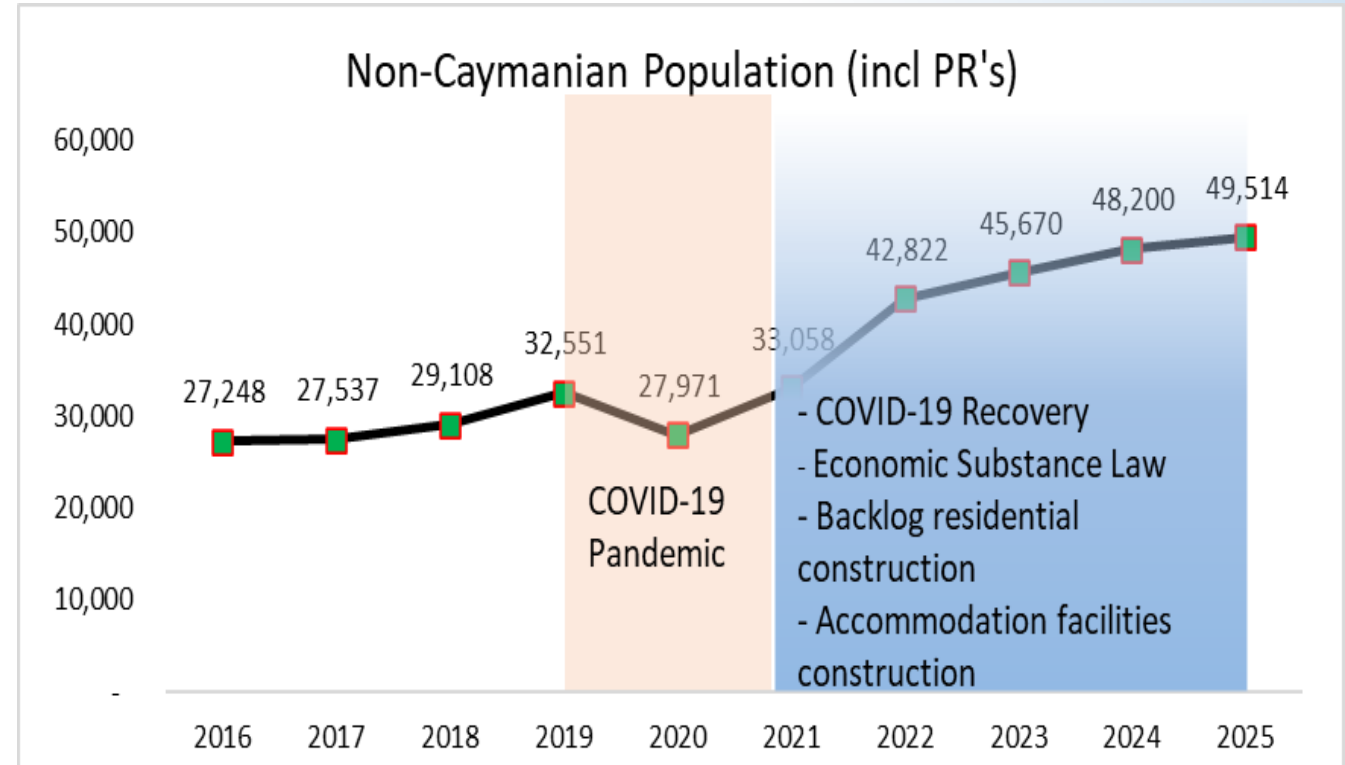


Driver of non-Caymanian Population Growth...

Non-Caymanian Population growth since 2016 was driven by work permits, which increased by 71.4% (7.1% annually) to 37,173 at the end of 2025.

The post-pandemic period has seen increased work permit issuance:

- Construction of residential and accommodation facilities,
- Economic Substance Law,
- Demand for auxiliary support services
- Housing supply less than demand creating a cycle for housing (cyclical), i.e., “supply trying to catch up”

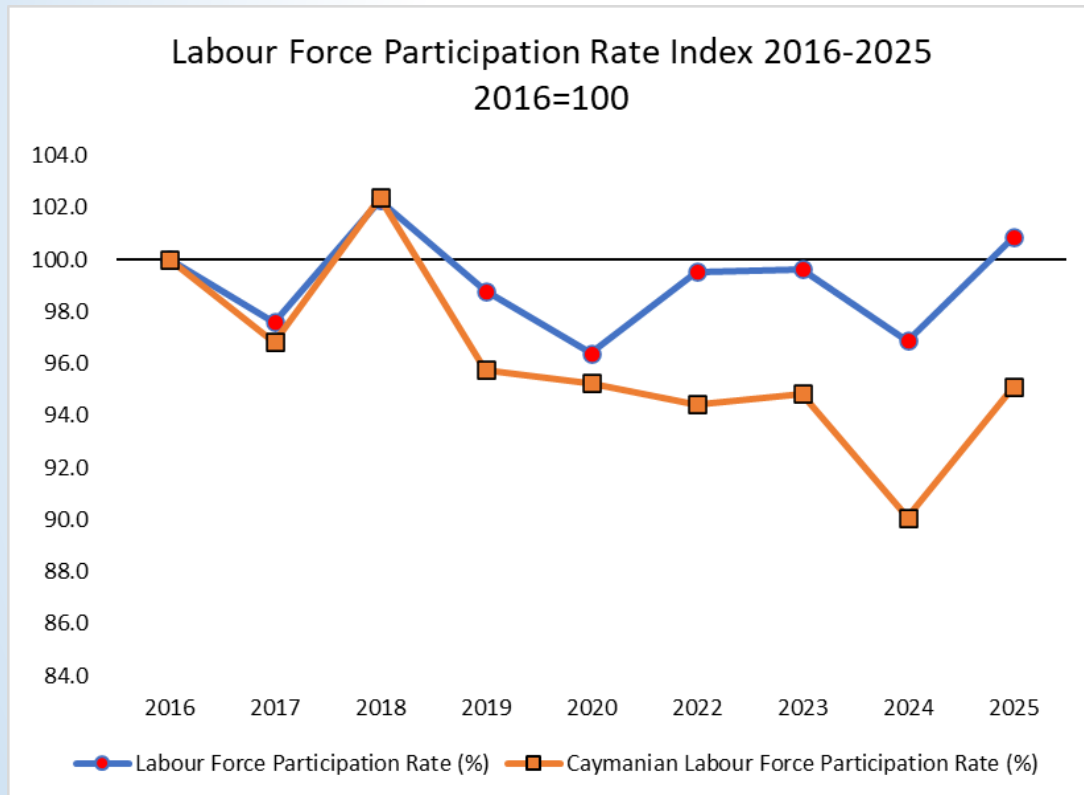




Labour Force Participation rate

(Labour Force divided by Working Age Persons)

Participation rate	2016	2017	2018	2019	2020	2022	2023	2024	2025
Labour Force Participation Rate (%)	83.4	81.4	85.3	82.4	80.4	83.0	83.1	80.8	84.1
Caymanian Labour Force Participation Rate (%)	75.6	73.2	77.4	72.4	72.0	71.4	71.7	68.1	71.9



- The Caymanian labour force participation rate has been declining consistently, from 75.6% in 2016.
- **Why?** Some of the possible reasons include:
 - Ageing population and retirements
 - Health issues and disabilities
 - Discouraged workers
 - Increased education/delayed entry
 - Caregiving responsibilities
 - Structural changes in the economy



Declining Caymanian Labour Force Participation

Ageing Population

2016: 3,440 (9.9%)

2025: 6,657 (16.2%)

Retirement: Not in LF

2016: 2,368 (38.5%)

2025: 4,362 (44.0%)

Health Issues and Disabilities

2016: 395 (6.4%)

2025: 735 (7.5%)

Discouraged Workers

2016: 114 (0.9%)

2025: 119 (1.2%)

Increased Education/Delayed Entry

Student in training:

2016: 2,475 (40.2%)

2025: 3,589 (36.2%)

Caregiving Responsibilities

2016: 506 (8.2%)

2025: 616 (6.2%)

Didn't want to work

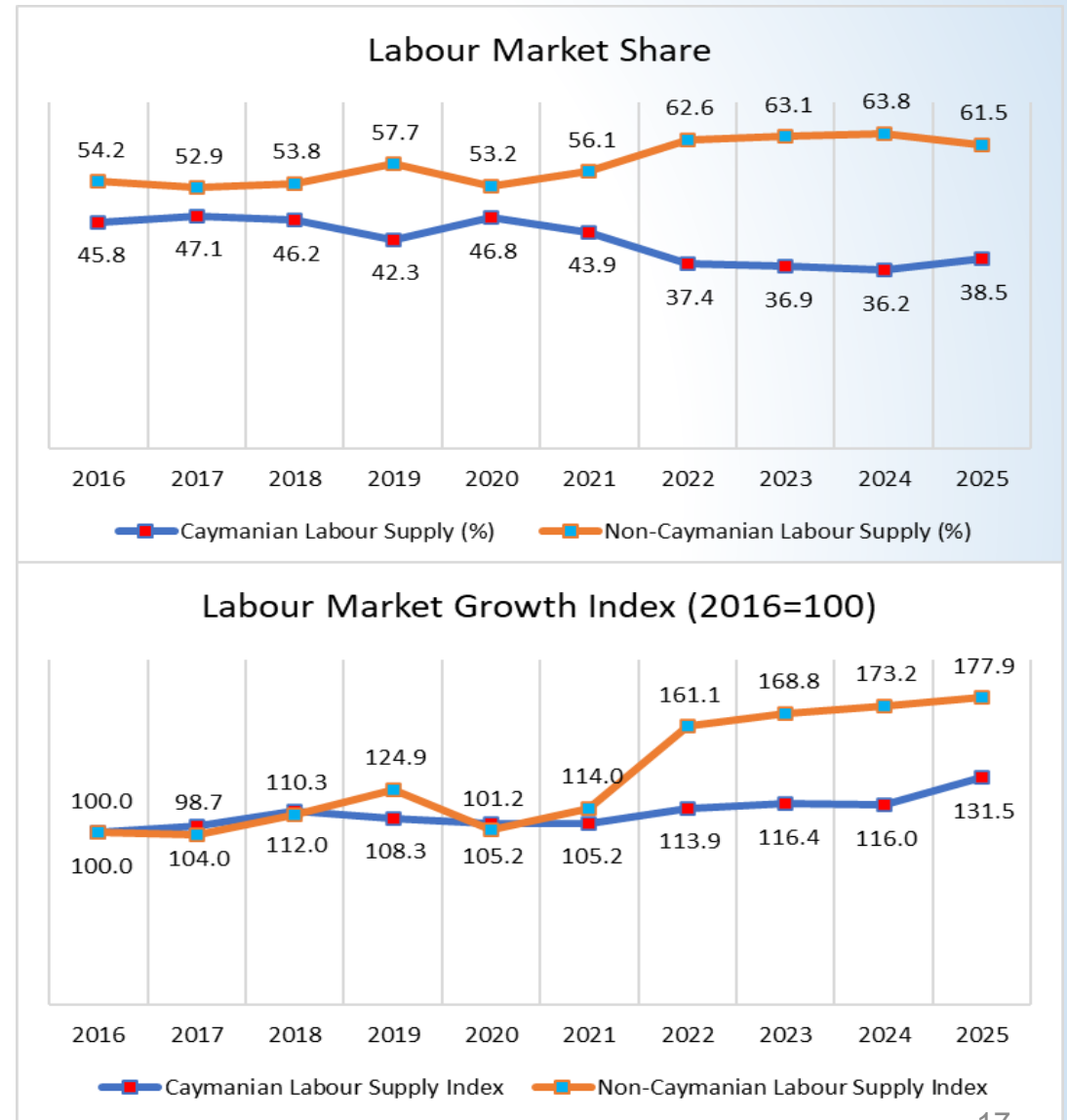
2016: nil

2025: 137 (1.4%)



Employment...have a job, produce goods and services for pay, profit or payment in kind

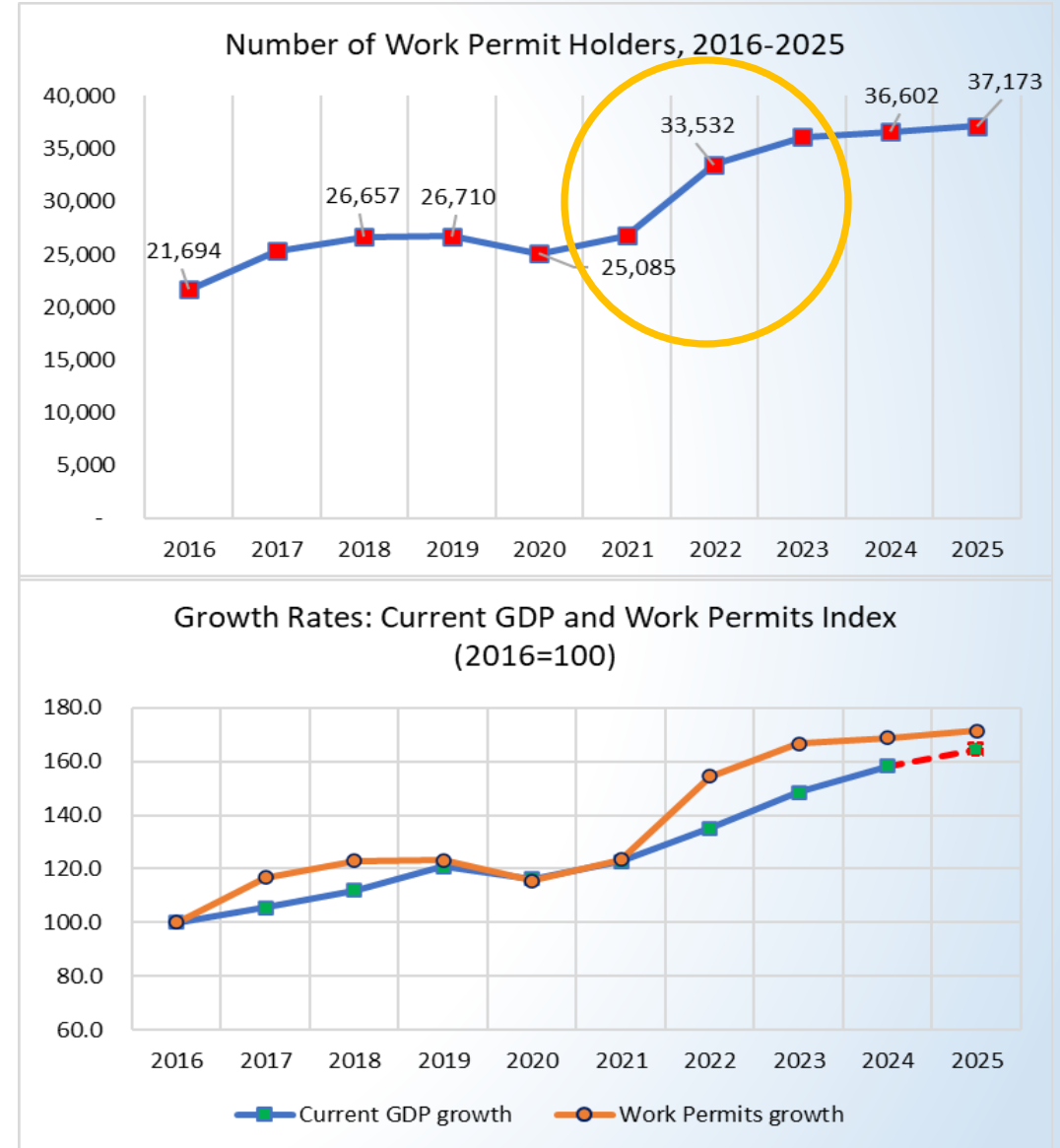
- Caymanian share of employment in 2016 dwindled from 45.8% to 38.5% in 2025.
- Reason for the dwindling share: Employment growth has outpaced Caymanian labour supply growth, particularly after 2021.
- Caymanian employment expanded 31.5% since 2016, while non-Caymanian employment grew by 77.9%.





Employed Labour Force...non-Caymanians Work Permits

- Work permit growth (labour, factor of production) tracks economic activity **96.7%** of the time; they move together
- Work permit issuances increased rapidly from 2021 to 2023.
 - Elevated demand for work permits after the COVID pandemic.
 - Fewer Caymanians were willing to work on the front line due to COVID-19 fears.
 - Backlog of residential, accommodation and infrastructure projects.
 - Construction projects were used to pump-prime the economy in the absence of tourism.
- Wholesale and retail trade and administrative & support services increased demand for work permits to keep pace with population growth.
- Economic activity (GDP) created a cycle of smaller increases in work permits, consistent with the production of goods and services.

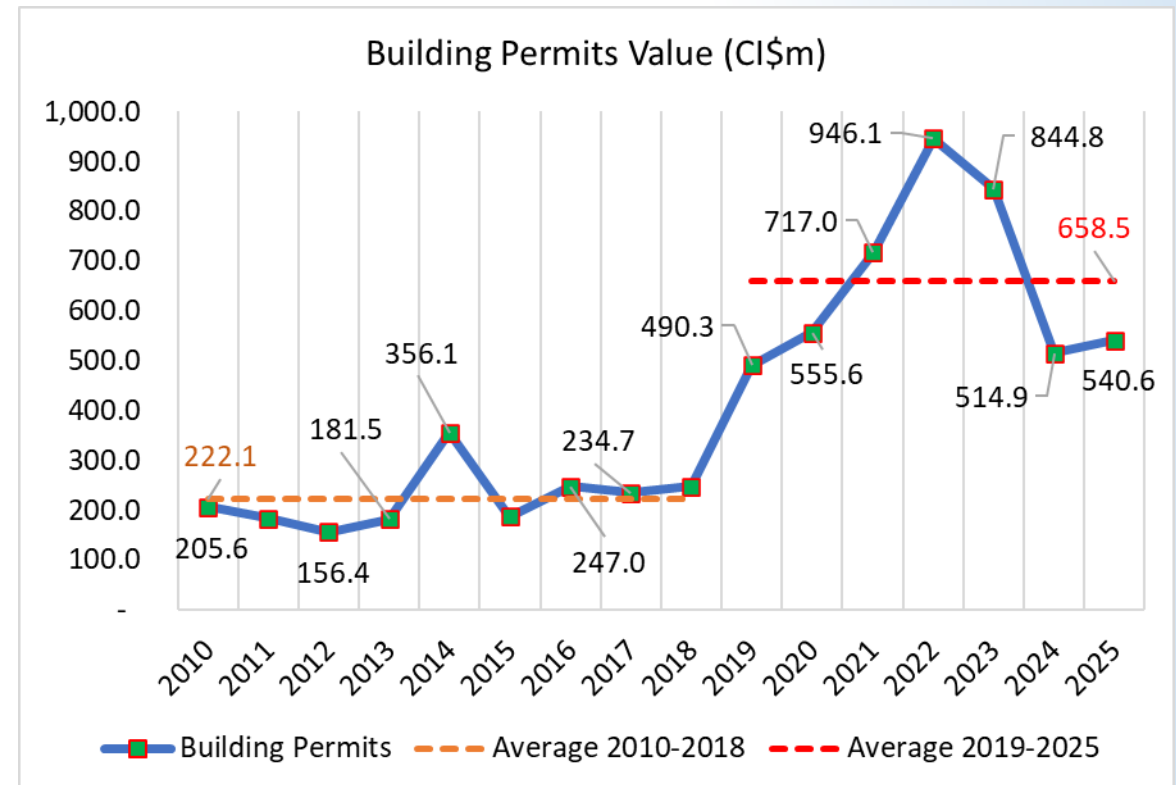




Population, Visitors and Building Permits

- The average number of persons in the islands per day increased to 94,713, from 67,107 in 2016, which propelled higher demand for healthcare, infrastructure, wholesale and retail trade, transport, and personal services.
- From 2019 to 2025, construction spending averaged CI\$658.5 million and totalled **CI\$4.6 billion**, of which accommodation and residential construction spending averaged CI\$435.7 million and totalled **CI\$3.1 billion**.

	2016	2025
Resident Population	61,361	90,577
Average Visitors per day	5,746	4,136
Approximate Daily Headcount	67,107	94,713



Average Work Permit growth before and after 2021

1. Labour Intensive Services (58% share)

Construction, Hotels & restaurants, Wholesale & retail trade, and Administrative & support service activities (security guards, janitors, etc.)

1. Increased 46.5%

2. Government-Related Services (9.8% share)

Public administration & defence, Education services, and Human health & social work.

2. Increased 33.7%

3. Financial Services (10% share)

Financial & insurance services and Professional, scientific & technical activities

3. Increased 40.0%

4. Other Services (16.3% share)

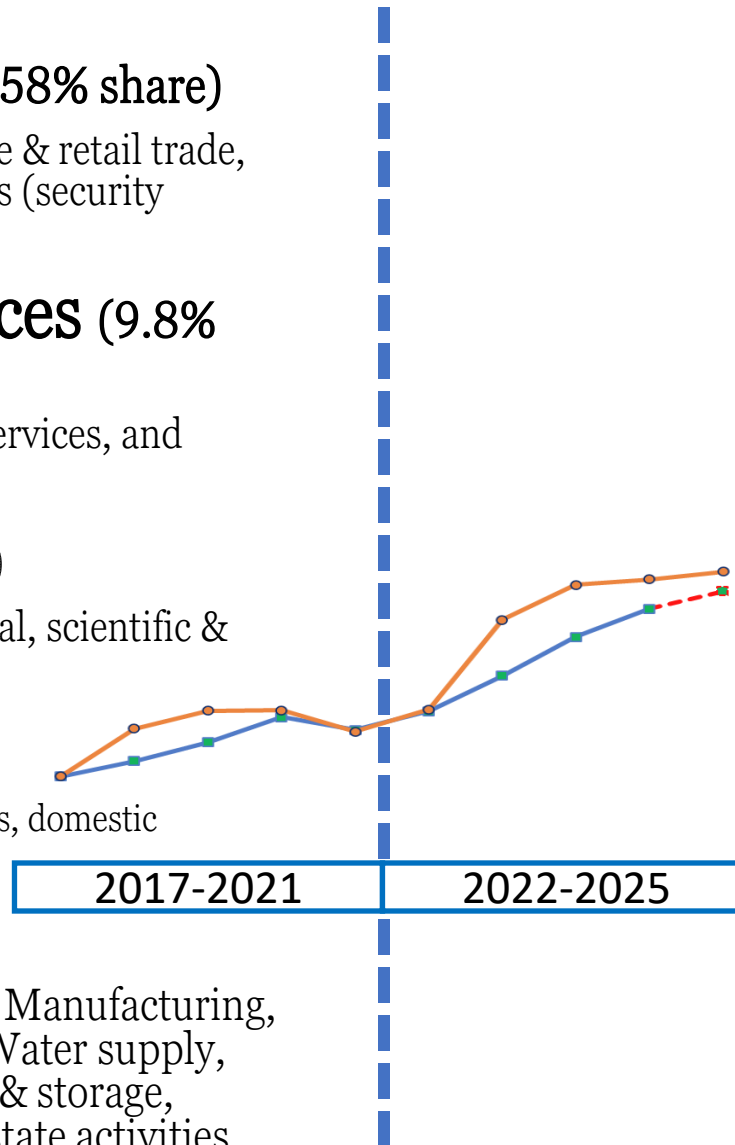
(personal and household services; hairstylist, barbers, domestic workers, cleaners and janitors, etc.)

4. Increased 16.3%

5. Other Industries (5.9% share)

Agriculture & fishing, Mining & quarrying, Manufacturing, Electricity, gas & air conditioning supply, Water supply, sewerage & waste management, Transport & storage, Information & communication, and Real estate activities.

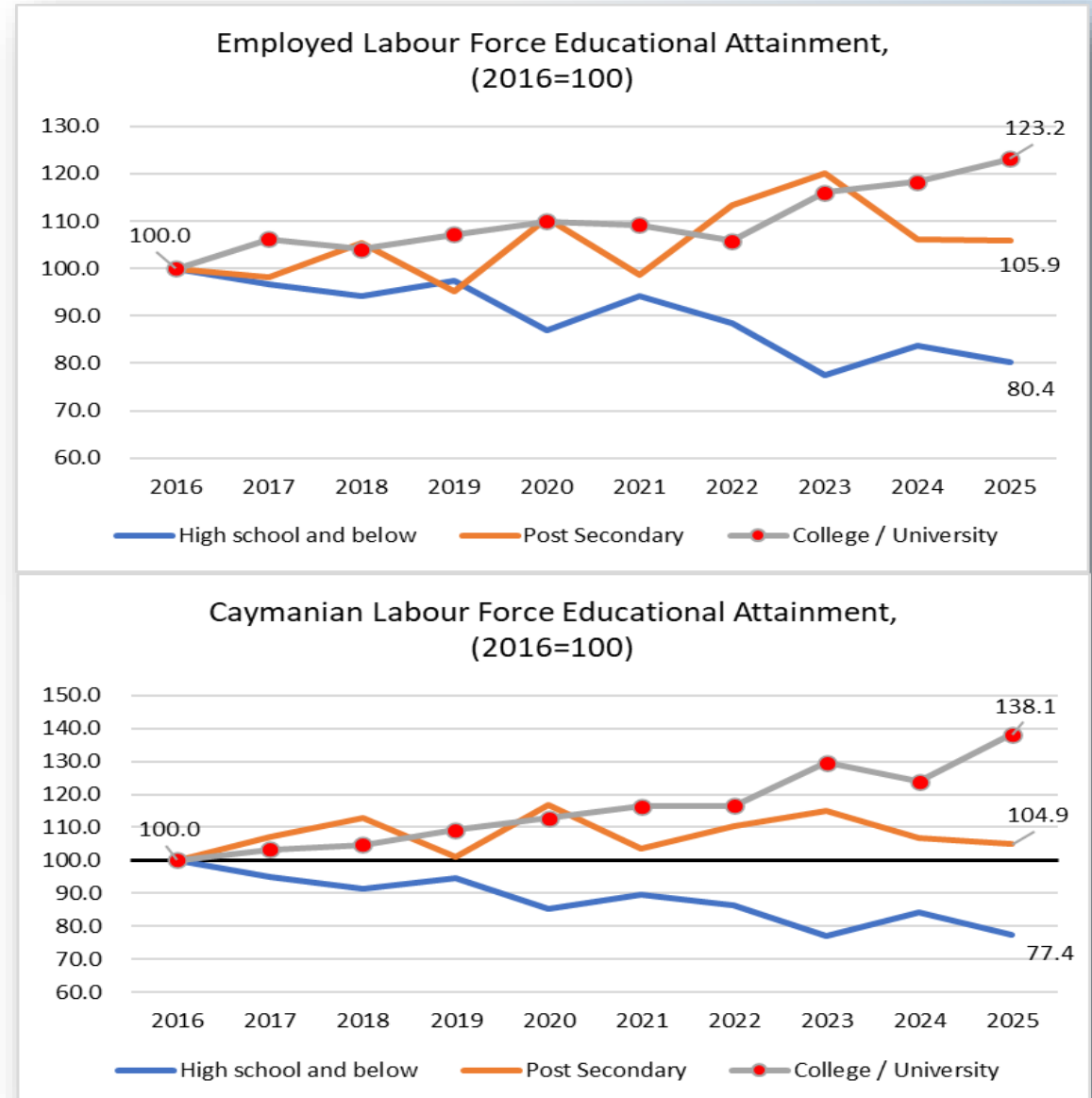
5. Increased 27.6%





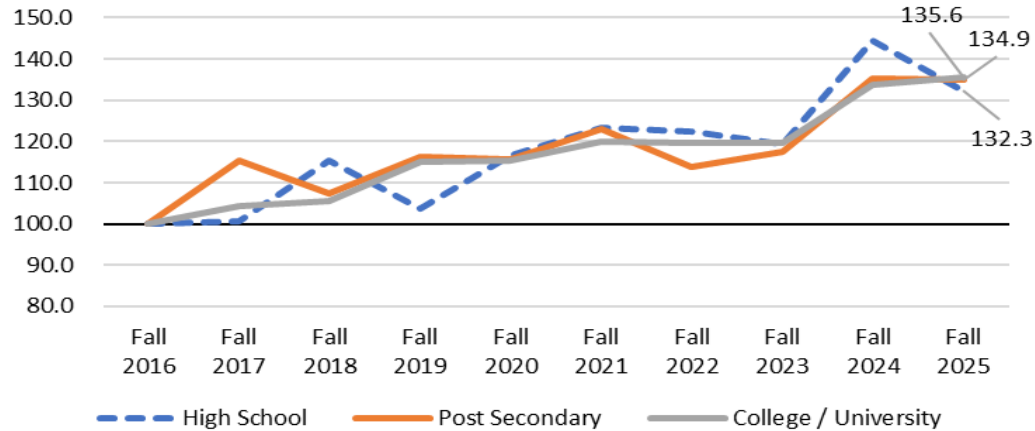
Educational Attainment among Employed Persons

- The proportion of the employed labour force with at least a college degree increased to 36.4% from 26.3% in 2016.
- Since 2016:
 - ✓ The share of employees with college degrees or higher is up 23.2% overall and 38.1% among Caymanians
 - ✓ Post-secondary education employee share (technical/vocational) is up 5.9% overall and 4.9% among Caymanians.
 - ✓ High school diploma or less, employee share is down 19.6% overall and 22.6% among Caymanians

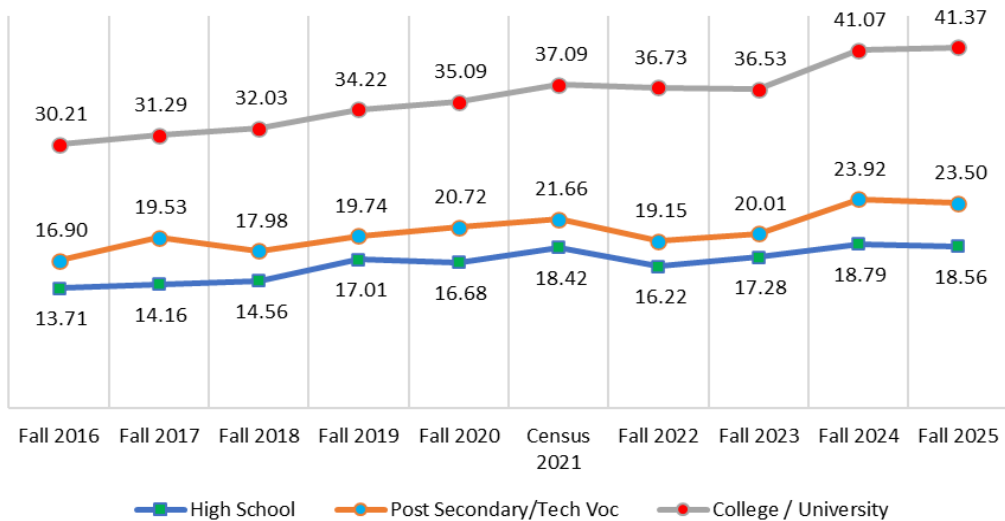


Employment Income Relationship with Educational Attainment

Average Wages by Educational Attainment Index
(2016=100)



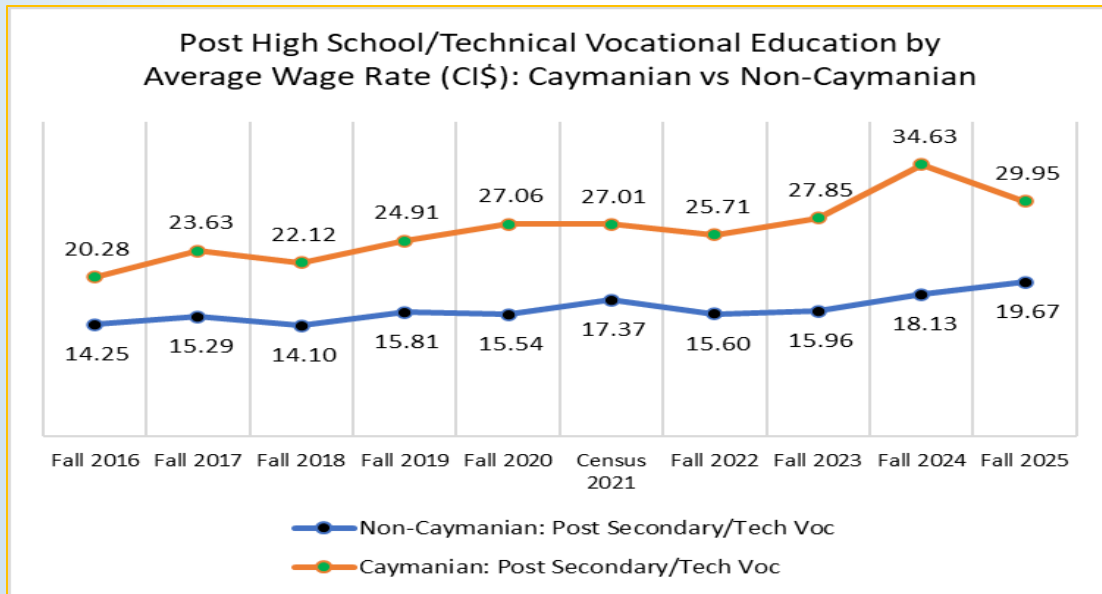
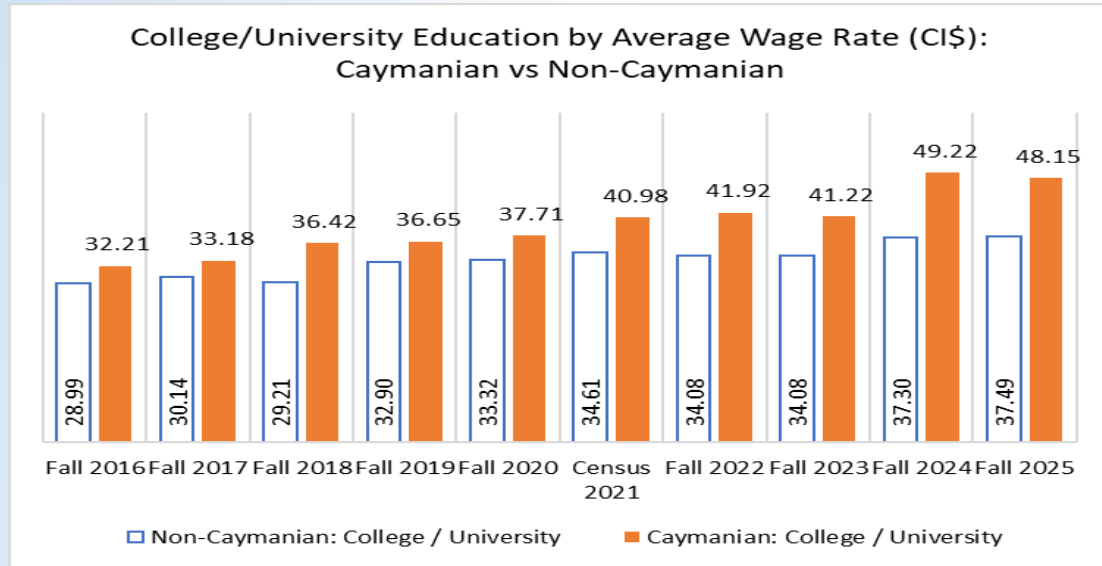
Employment: Average Hourly Wage by Educational Attainment (CI\$)



- Relative to 2016, **nominal wages** increased across all education levels by 32.3% to 35.6%.
- When nominal wages are adjusted for inflation, purchasing power declined by 1.1% to 3.6%.
- The wage rate is higher at higher levels of skill:
 - A university graduate earns more than 2.2 times the hourly rate of a high school graduate and about 1.8 times that of a holder of a post-secondary diploma or a technical-vocational qualification
 - For example, in 2026, Employees with a high school education earn CI\$18.56 per hour on average.
 - Post-secondary or technical-vocational graduates earn CI\$23.50 per hour.
 - College/university graduates earn CI\$41.37 per hour.
- Policies should be geared towards moving Caymanians up the skills ladder.*



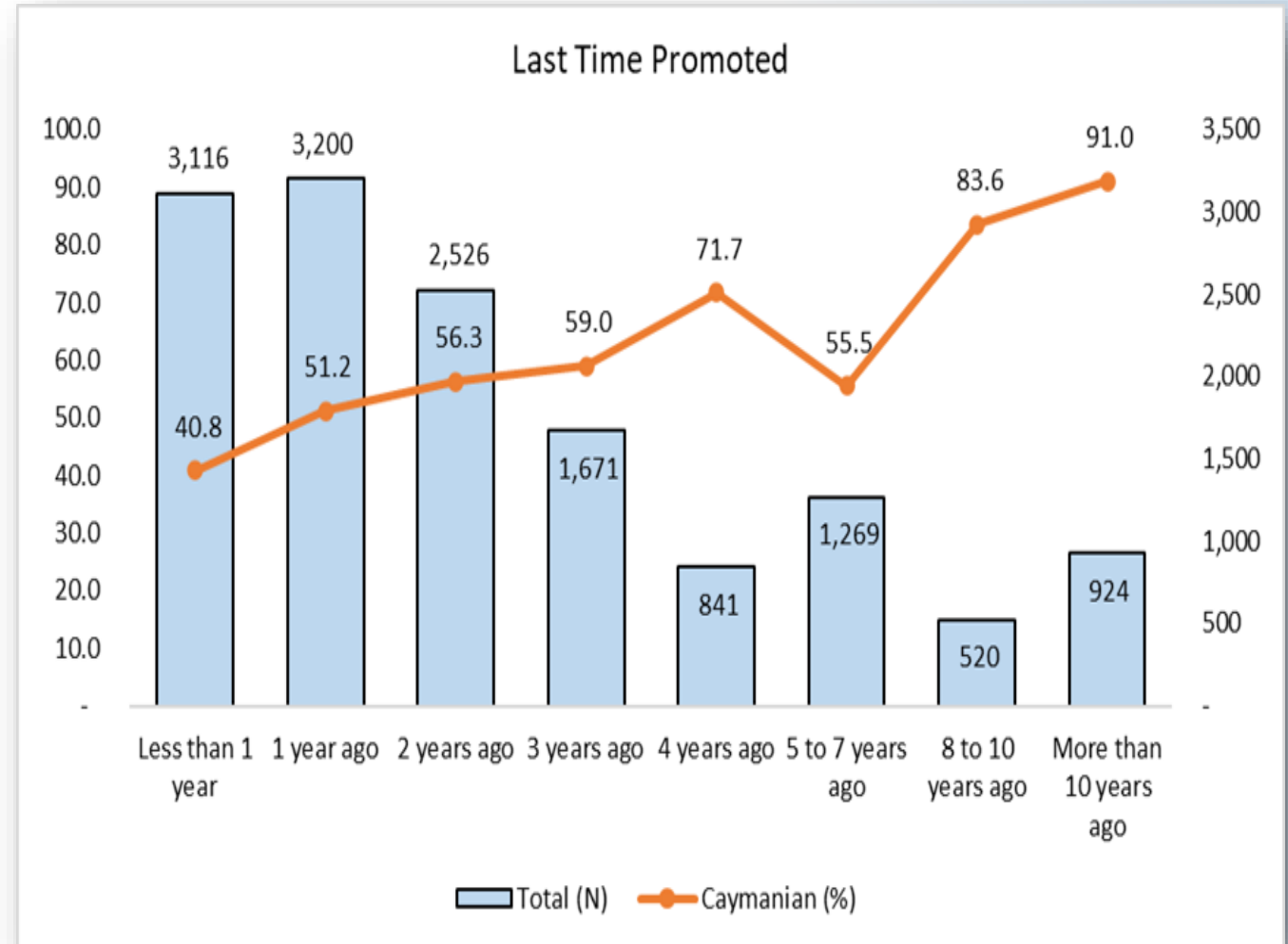
Remuneration Relationship with Education



- Caymanian wage rates are higher than non-Caymanian wage rates across all education levels.
- For Caymanian university graduates, the average in 2025 was CI\$48.15 per hour, compared with CI\$37.49 per hour for non-Caymanian graduates.
- For Caymanian Post high school/Tech Voc graduates, the average in 2025 was CI\$29.95 per hour, compared with CI\$19.67 per hour for non-Caymanian graduates.

Upward mobility (Job promotion)

- Of the 63,289 employed labour force in 2025, approximately 14,456 (22.8%) have had a promotion.
 - ✓ Caymanian, 33.5% (8,164)
 - ✓ PR holders, 30.8% (1,697)
 - ✓ Non-Caymanian, 13.8% (4,595)
- Of the 3,116 persons who received promotions recently, 40.8% were Caymanians.





Unemployment...jobless, available to work and actively seeking work

- Approximately 14,601 working-age individuals are not working. For Caymanians, this figure was 10,953 in 2025.
- About 1,700 residents, of whom 1,045 were Caymanians, met the 3 conditions (*slide 5*) for unemployment classification in 2025.
- The total number of persons not in the labour force was 12,901, of which 9,908 were Caymanians in 2025.
- The potential labour force, which is persons meeting 2 of the 3 unemployment classification criteria “*one foot in the door*”, was 425 among Caymanians.

	2022	2023	2024	2025
	Number of Persons			
No. of Persons not working	13,028	14,299	15,914	14,601
Unemployed (looked and available for work)	1,227	2,008	1,435	1,700
Persons Not in the Labour Force (not looked, nor available for work)	11,801	12,291	14,479	12,901
Potential Labour Force	803	800	852	726
<i>No of persons available but no seeking</i>	679	712	770	627
<i>No of persons seeking but not available</i>	125	88	82	99
<i>Of working age unable or unwilling to work</i>	10,997	11,491	13,627	12,175

	2022	2023	2024	2025
	Number of Caymanians			
No. of Persons not working	9,566	10,096	11,627	10,953
Unemployed (looked and available for work)	796	1,143	1,048	1,045
Persons Not in the Labour Force (not looked, nor available for work)	8,770	8,953	10,579	9,908
Potential Labour Force	548	552	575	425
<i>No of persons available but no seeking</i>	495	514	493	403
<i>No of persons seeking but not available</i>	53	38	82	22
<i>Of working age unable or unwilling to work</i>	8,222	8,400	10,004	9,483



Why are some Caymanians aged 15+ NOT working or looking for work?

- The total number of Caymanians aged 15+ not working was **10,953** in 2025, of which **1,045** were classified as unemployed
- About **9,908** Caymanians were not working and not classified as unemployed in 2025
 - 425** Caymanian potential labour force “*One foot in the door*” in 2025
 - 9,483** Caymanians who have not looked for work and are not available for work in 2025
 - 94.8% of the top four reasons for not working

Caymanians NOT working or looking Jobs	Census	Fall 2022	Fall 2023	Fall 2024	Fall 2025
Total	6,997	8,222	8,400	10,004	9,483
	Percentage distribution (%)				
Main reason for not working					
Student 15+ / in training	34.0	30.3	30.4	31.4	37.1
Home / family duties	5.0	4.3	5.4	6.4	6.2
Retired/Elderly	47.4	47.1	46.7	44.8	44.9
Medical reasons	9.4	12.3	11.6	11.3	6.7
Seasonal inactivity	0.6	-	0.2	-	-
Discouraged workers (no work available/tired of looking)	0.8	0.2	0.5	0.2	0.2
Don't want to work/other reasons	2.4	2.2	3.2	2.1	1.7
Don't know/Not Stated	0.5	3.7	2.0	3.9	3.3



Unemployment by Educational Attainment

- Approximately 1,045 unemployed Caymanians, out of 10,953 working-age persons in 2025.
- The majority of unemployed Caymanians had completed high school or lower, as follows:

2016-2019: **73.4%**

2020-2023: **61.4%**

2024-2025: **72.5%**

- Completed Post-secondary/Tech Voc:

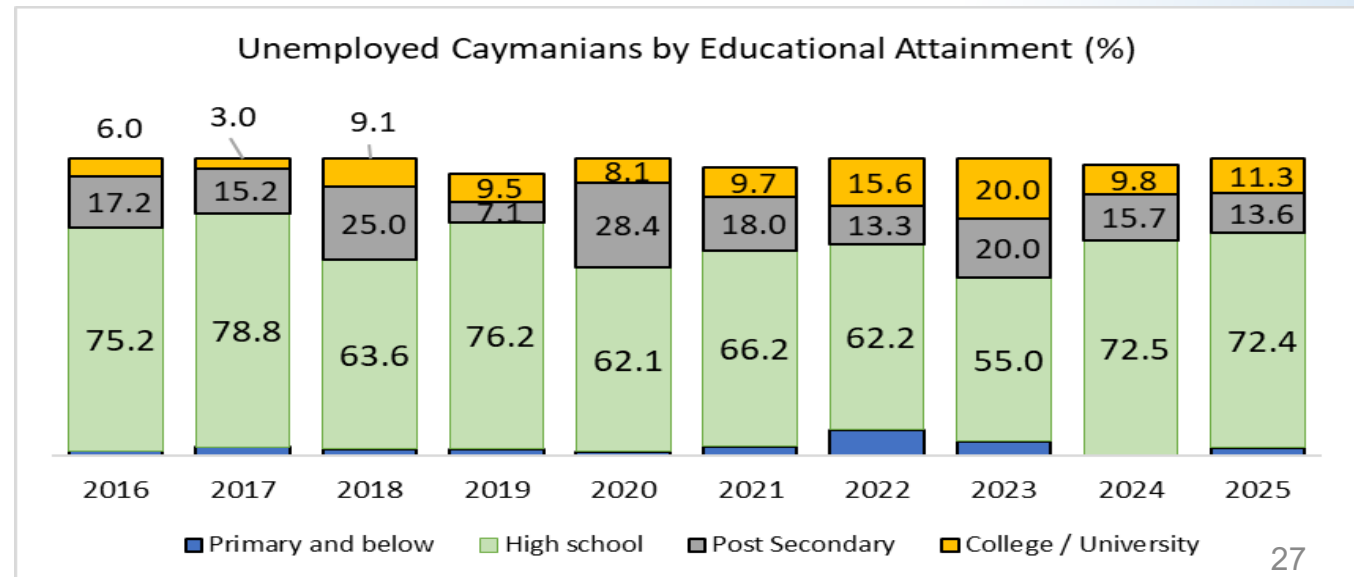
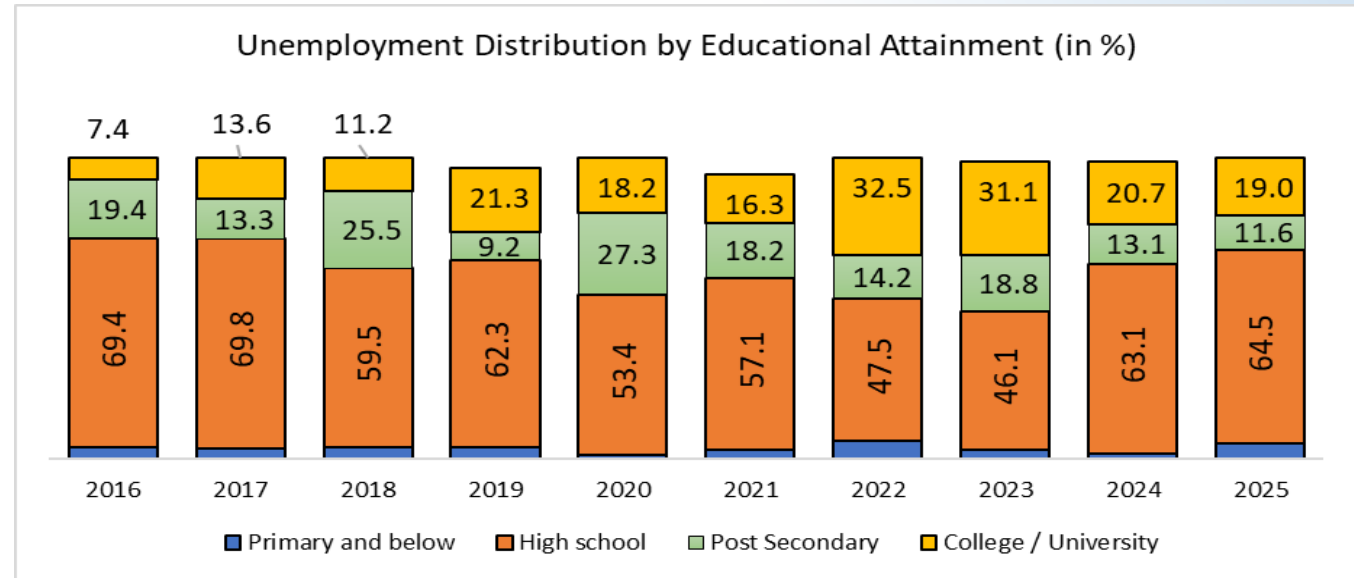
2016-2019: **16.1%**

2020-2023: **19.9%**

2024-2025: **14.6%**

- Completed University graduates

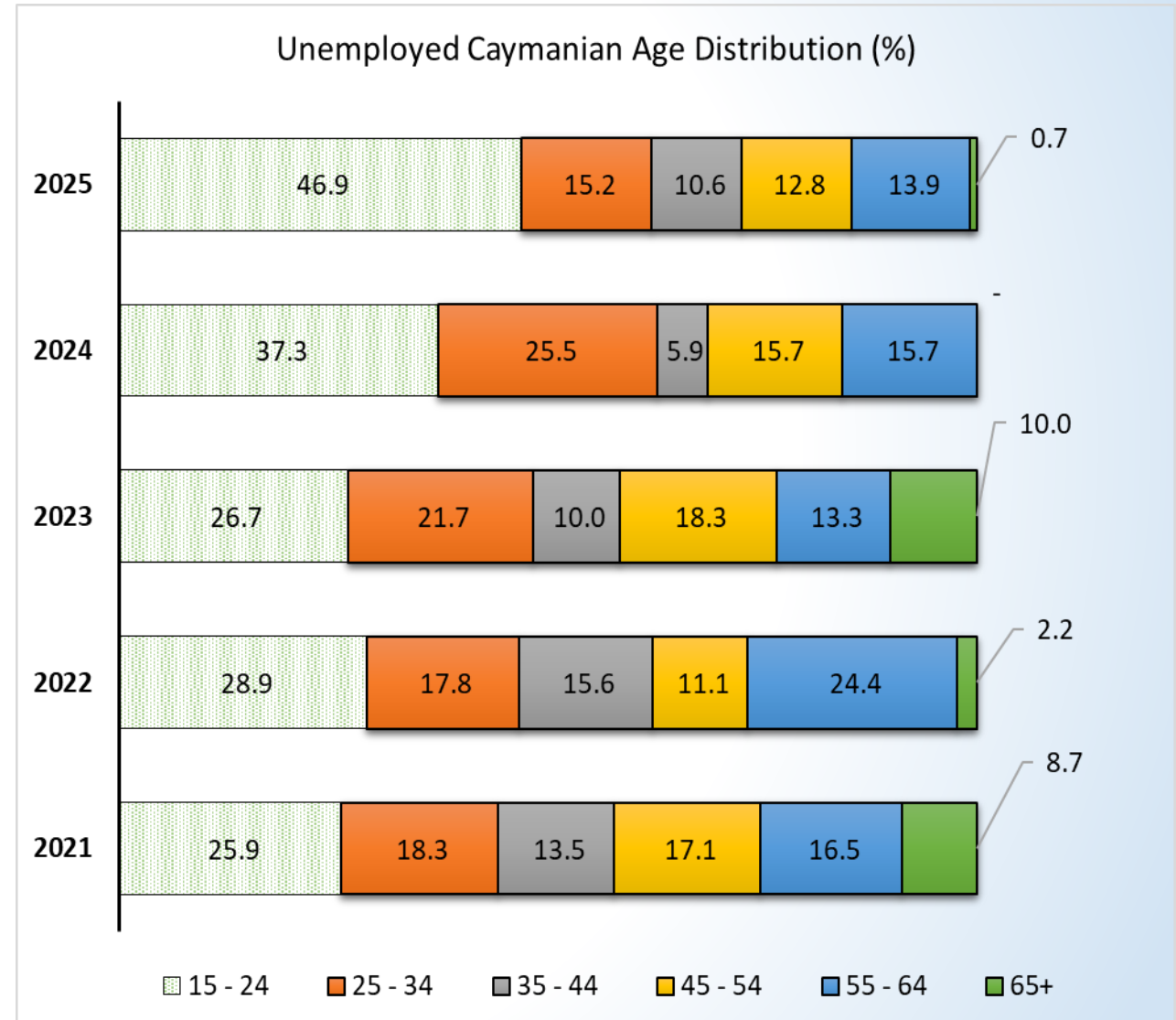
2016-2025: **10.2%**





Unemployment by Age Distribution

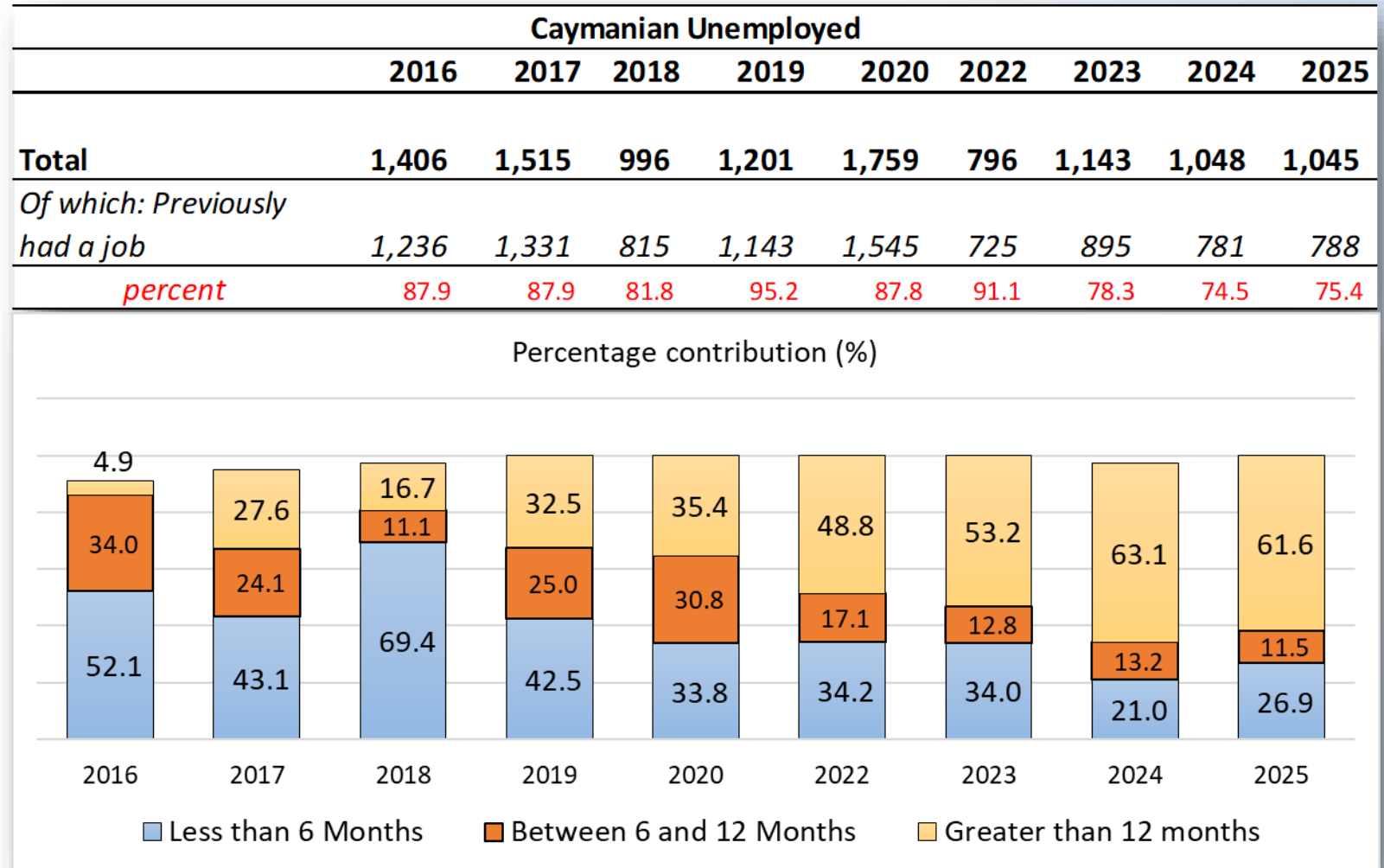
- The age distribution of the estimated 1,045 unemployed Caymanians in 2025 was dominated by persons aged 15-24, accounting for 46.9%. This was followed by 15.2% by the age group 25-34.
- Since 2021, the unemployment share among youth has steadily increased. The majority are still in training while simultaneously looking for jobs.
- The unemployed persons in the prime working-age group, 25-54.
 - 2023: 50.0%
 - 2024: 47.1%
 - 2025: 38.5%
- The mature age group (55+) decreased from about 25% to 14%.





Caymanian Unemployment Duration

- Approximately 1,045 Caymanians were unemployed in 2025.
- About 75.4% (788) of the unemployed previously had a job.
 - 61.6% were unemployed for more than 12 months.
 - 26.9% unemployed for less than 6 months in 2025.
- Since 2020, more unemployed Caymanians have been experiencing long-term unemployment.





Reasons cited by Caymanians for not working during the reference week

- In 2025, students (aged 15+) in training who are currently in **school, combined with home and family duties**, accounted for 34.0% of unemployed Caymanians.
- In 2025, discouraged workers accounted for 57.1% (596 persons) of the unemployed Caymanians, with 75% having attained up to high school education and 25% having attained higher education (9.1% with university education).
- *The “discouraged Caymanian workers” should be the target group for employment.*

	2022	2023	2024	2025
Total	796	1,143	1,048	1,045
Main reasons for not working	Percent (%)			
Student 15+ / in training	6.7	10.0	13.7	19.7
Home / family duties	6.7	5.0	5.9	14.3
Retired/Elderly	-	8.3	-	0.7
Medical reasons	8.9	15.0	5.9	3.3
Seasonal inactivity	-	1.7	-	1.4
Discouraged workers (no work available/tired of looking)	72.1	55.0	60.8	57.1
Don't want to work/ other reasons	4.7	5.0	13.7	3.5
Discouraged workers	548	590	596	596



Jobs requiring up to a high school education

- Low-skilled jobs account for 35.5% of the job market, of which Caymanians occupy approximately 35.3% (7,937).
- Low-skilled jobs by industry grouping where Caymanians are employed:
 - Government services 84.4%
 - Financial services 74.8%
 - Other industries 64.7%
 - Labour-intensive industries 26.0%
 - Other services (helpers, etc.) 11.7%
- Adequate jobs are currently available for unemployed Caymanians with up to a high school education. About 757 unemployed Caymanians with a high school education
- 64.7% of the high school education jobs are held by non-Caymanians (14,524).

Jobs with availability with up to High School Educational Level			
	Total	Caymanians	Percent (%)
Total	22,461	7,937	35.3
Labour Intensive Services	12,924	3,365	26.0
Construction	2,636	577	21.9
Hotels & restaurants	3,190	961	30.1
Wholesale & retail trade	3,855	1,447	37.5
Administrative & support service activities	3,243	380	11.7
Government Services	2,213	1,868	84.4
Public administration & defense	1,505	1,292	85.8
Education services	191	170	89.2
Human health & social work	517	406	78.5
Financial Services	584	437	74.8
Financial & insurance services	810	810	100.0
Professional, scientific & technical activities	584	437	74.8
Others Services (personal & households)	3,954	464	11.7
Others	2,786	1,803	64.7
Agriculture & fishing	258	49	18.9
Mining & quarrying	59	59	100.0
Manufacturing	240	49	20.3
Electricity, gas & air conditioning supply	45	45	100.0
Water supply, sewerage & waste management	155	155	100.0
Transport & storage	1,164	889	76.4
Information & communication	159	119	75.0
Real estate activities	309	242	78.2
Arts, entertainment and recreation	396	196	49.5



Why are Caymanians Unemployed?

Possible reasons include

- **Skills mismatches**: Skills (formal education, job experience, soft skills) are not aligned with the needs of the job
- **Labour market frictions**: Barriers that delay positions from being filled quickly
 - Job search costs/reputation
 - Time to find a job
 - Information barriers
- **Other market imperfections**
 - **Employer preference/expectation**: Some employers prefer to have contractual obligations
 - **Affordable child/family care options**: Opportunity costs of working
 - **Cultural expectations**: Some jobs may not be the favourites among unemployed Caymanians
 - **Labour market opportunity costs**: Waiting on the perfect opportunity - wealth effect

Take Aways

- Population growth was propelled by economic expansion into labour-intensive industries
- Labour shortfall is filled by expatriate labour, more so after the pandemic
- Caymanian labour force participation rate continues to decline after the pandemic
- Inflation outpaced growth in earnings, but real purchasing power declined
- Higher education exhibits a wide gap in earned income relative to lower education
- Job promotion among Caymanians outpaced that of non-Caymanians, after the current year
- Higher proportion of Caymanians with higher education in the employed labour force and a lower proportion of high school graduates

- Approximately 10,953 Caymanians are of employment age (15+), of which 1,045 are unemployed
- The majority of the unemployed Caymanians' educational attainment is high school graduates
- Caymanian unemployment duration is moving from short-term to long-term unemployment
- Caymanian unemployment is more common among youths aged 15-24 and in training
- Discouraged workers made up 57.1% of Caymanian unemployment
- Approximately 35.5% of all jobs require up to a high school education. Caymanians occupy 35.3% of jobs that require a high school education.
- “If all 757 Caymanian jobs are swapped”, Caymanian unemployment could fall to 1.1%



Food for thought...

34% of unemployed Caymanians are:

1. Working-age students in training
2. Persons with family responsibilities.

Possible living wage consideration. This data suggests that their reservation wage could be higher than the market offers for their skill level

1

Over 70% of unemployed Caymanians attained up to a high school education

Upskilling is a possible solution. Examples, including mandatory Technical Vocational training in the curriculum, early access to internships, and business development training

2A

Compulsory post-secondary schooling (typically after age 16-18). Participate in some form of education or training beyond high school. It should focus on vocational training, apprenticeships, or further education (FE) to ensure skills development

2B

Nationwide technical vocational programs. Should be made available to the civil society (youths and adults alike) to curb unemployment among mature ages

2C



Food for thought...

Over 70% of unemployed
Caymanians attained up to a high
school education

2D

Lifelong learning. Increase awareness and access to lifelong learning, enabling retooling of unemployed adults

2E

Scholarship program realignment. Scholarship programs could be repurposed to align with the national interest and employability

2F

Promote Entrepreneurship and small-business development. Assistance could be readily available as early as high school graduation, which helps promote self-employment opportunities

2G

Establish an Employment Registry. Help track employed and unemployed persons. The registry can be instrumental in the issuance of work permits, labour needs planning and status grants in priority occupations

Population growth controlled by staggering large-scale accommodation projects. Benefits

- Slow population growth, stem the inflow of non-Caymanian workers
- Infrastructure Cushion: less pressure on schools, public healthcare, and transportation systems
- Environmental Relief: lower demand for energy and resources, economy slows down
- Reduced competition for open job positions can naturally drive up the average wages of workers
- Resource Distribution: Citizens enjoy greater access to public goods, agricultural land, and clean water supplies

Negative Effects of controlling population growth

- Labour shortages
- Lower rates of overall innovation and business opportunities. International investors are likely to redirect investments toward countries with expanding consumer markets
- Higher population dependency ratio and pressure on retirement funds, the working age population is mainly non-Caymanians
- Force wages up, potentially inflationary
- Lower consumer spending and economies of scale, lower money circulation
- Slow or decline in GDP growth and employment income
- Reduction in government revenue



Considerations...

Continue improving programs at WORC/Ministry of Education and Training

- ✓ **Enhance Vocational Training & Apprenticeships** using a blend of industry-led curriculum design, rigorous hands-on training, and strong support systems to ensure programs are responsive, attractive, and retain top talent.
- ✓ **Bridge the Education-to-Employment Gap** by aligning academic curricula with current market needs by embedding practical soft skills into programs, building direct pipelines through internships or apprenticeships, and leveraging micro-credentials to validate in-demand technical abilities
- ✓ **Strengthen Employability** by continuously building soft skills (like communication, resilience, and teamwork) and hard skills (digital literacy, digital prompting, data analysis). Target continuous learning, active volunteer work, and leveraging professional networking platforms or government career services to research soft skills and internships
 - **Focus on abilities like adaptability**, self-management, and problem-solving, which remain highly valued across all industries.
 - **Pursue Continuous Learning**: Upskill by completing short certifications, technical courses, or workshops to fill knowledge gaps.
 - **Gain Practical Experience**: Apply abilities in real-world scenarios through internships, part-time jobs, or volunteer opportunities.
 - **Optimise Digital Presence**: Maintain an up-to-date professional profile and ensure job searchers' resume highlights specific measurable achievements
- ✓ **Encouraging Employer Engagement in local employment programs** by partnering with businesses to participate in higher education programs, which could yield a clear return on investment (ROI). The government can assist by addressing specific industry-related skill gaps and providing flexible collaboration options.
- ✓ **Expand Work-Based Learning** by facilitating early professional development by offering structured mentorships, cooperative education programs, and apprenticeships

Thank you!

Thoughts, comments and questions