



The Cayman Islands Government

The Government Minute

**Government's response to the
Report of the Standing Public Accounts Committee (PAC) of the Cayman Islands Parliament
On the Report of The Auditor General: "Improving Employment Prospects for Caymanians
(May 2024)".**

Government Minute
Report of the Public Accounts Committee (PAC) on
Improving Employment Prospects for Caymanians (May 2024)

Table of Contents

1.0 Background	3
2.0 Introduction	3
3.0 Government response to the Committee.....	3

Government Minute
Report of the Public Accounts Committee (PAC) on
Improving Employment Prospects for Caymanians (May 2024)

1.0 Background

Section 97(6) of the Parliament Standing Orders, 2025 requires that a Government Minute be laid on the Table of the House within three months of the laying of the report of the Public Accounts Committee (PAC) and of the report of the Auditor General to which it relates.

2.0 Introduction

This Government Minute is the formal written response of the Government to the Report of the Standing Public Accounts Committee on:

The Report of the Office of the Auditor General:

“Improving Employment Prospects for Caymanians (May 2024)”.

which was tabled in Parliament on 11 December 2024.

Responses are structured to directly address each PAC recommendation, confirm the Government's acceptance status, provide details on the specific actions taken or to be taken, and provide realistic and reasonable timelines for implementation, where appropriate.

3.0 Government response to the Committee

The Government has carefully considered the Committee's report and provides its responses accordingly.

PAC Recommendation 1

Responsible Officer: Chief Officer, Ministry of Education and Training

The PAC heard that the availability of employment programmes and places is a barrier to improving employment prospects for Caymanians and that WORC has requested additional funding to expand these.

The Committee recommends that the government considers this important national issue when setting and agreeing WORC's budgets.

The Government accepts the Committee's recommendation.

Recommendation Status: In Progress.

Government Minute
Report of the Public Accounts Committee (PAC) on
Improving Employment Prospects for Caymanians (May 2024)

Government Response:

Effective 1 July 2025, the National Training and Development Unit (NTD) transferred from WORC to MoET, together with its approved budget. Since the transfer, MoET has been undertaking a comprehensive review of the Unit's programme offerings, organisational structure and operations to determine how it can be most effectively structured, resourced and funded to maximise its impact on the training and employment prospects of Caymanians.

MoET recognises the importance of ensuring that NTD is appropriately funded to fulfil its mandate and to provide training and employment-support programmes that are responsive to the needs of Caymanians and the labour market. The findings of the review will therefore inform future decisions regarding the Unit's structure, programme priorities and resource requirements. The review is targeted for completion on 1st March 2027.

PAC Recommendation 2

Responsible Officers: Chief Officers: (1) Ministry of Caymanian Employment and Immigration

(2) Ministry of Education and Training

The PAC heard about the disjoint between WORC and the Ministry of Education's Scholarship Secretariat and the consequences of the lack of data sharing. WORC stated that it does not have information on scholarship recipients and would like this data to forecast the needs of returning Caymanian graduates and support them in getting jobs. **The Committee recommends that WORC, the Scholarship Unit, and any other necessary government departments, work together to resolve data sharing issues to ensure that Caymanian students and scholarship recipients are receiving all the support they need to find employment.**

The Government accepts the Committee's recommendation.

Recommendation Status: Completed.

Government Response:

The Ministry of Education and Training (MoET) has updated its scholarship application forms. The forms now require students to give consent before their data can be shared.

Where a student has given consent, MoET shares that student's data with WORC, the Portfolio of the Civil Service (POCS), and private-sector recruitment agencies. The data shared is the student's expected completion date and their field of study.

MoET has already begun sharing this data.

Government Minute
Report of the Public Accounts Committee (PAC) on
Improving Employment Prospects for Caymanians (May 2024)

PAC Recommendation 3

Responsible Officer: Chief Officer, Ministry of Caymanian Employment and Immigration

The PAC heard that limitations on funding for childcare was a barrier to employment. **The Committee recommends that WORC and the Ministry of Education work together to identify the demand for childcare from unemployed Caymanians.**

The Government accepts the Committee's recommendation.

Recommendation Status: In Progress.

Government Response:

WORC holds a budget for "wrap-around" services to cover one-off or short-term costs such as childcare, transport, and suitable work clothing. These are funded by WORC where the WORC Employment Services team assesses them as critical to a person's job readiness. Childcare support in particular is a short-term payment that bridges the gap until the person can enrol in MoET's Early Childhood Assistance Programme (ECAP).

WORC does not onboard every unemployed person. Intake forms and processes have been revised so that people with serious barriers to employment remain with the Department of Financial Assistance (DFA).

Further forecasting of demand for these services will be carried out as part of the budget preparation exercise, drawing on the intake assessment and the take-up of the facility at both WORC and the Ministry of Education over the current budget period. This will allow for better forecasting of future take-up.

PAC Recommendation 4

Responsible Officer: Chief Officer: Ministry of Education and Training

The Committee further recommends that the Ministry of Education ensures that childcare places are made available where needed.

The Government does not accept the Committee's recommendation.

Recommendation Status: Not Implemented.

Government Response:

The Ministry recognises the importance of access to quality early childhood care and education (ECCE), both in supporting children's early development and enabling parents and caregivers to participate in employment and education. The Ministry actively supports access through the Early Childhood Assistance Programme (ECAP), which provides financial assistance towards preschool fees for eligible families.

Government Minute
Report of the Public Accounts Committee (PAC) on
Improving Employment Prospects for Caymanians (May 2024)

However, the Ministry does not accept the recommendation as worded, as it implies an obligation to ensure sufficient childcare places are available to meet demand. Section 22 of the Education Act (2024 Revision) requires the Minister, within available resources, to promote and regulate ECCE and provides discretion to subsidise schemes that facilitate attendance. The Education Regulations establish requirements for the regulation and operation of ECCE centres but do not require Government to provide or guarantee childcare places.

The Ministry remains committed to promoting and supporting access to quality ECCE within its legislative mandate and available resources.