



PARLIAMENTARY QUESTION NO. 25
Answered on 1 October 2026
Second Meeting 2026-2027 Session – Second Sitting

**PARLIAMENTARY QUESTION
ASKED BY**

MR. DWAYNE SEYMOUR
ELECTED MEMBER FOR BODDEN TOWN EAST

TO

HON. MICHAEL MYLES
MINISTER OF CAYMANIAN EMPLOYMENT AND IMMIGRATION

QUESTION:

Can the Honourable Minister say whether his Ministry has had any discussions regarding the vexing response to our Caymanians seeking jobs and are being deemed 'over-qualified' by many businesses in our community?

ANSWER:

Yes. The Ministry has discussed the concern of Caymanians being deemed “over-qualified” through its ongoing engagement with jobseekers, employers and WORC. Caymanian employment has been, and remains, a significant priority for the Ministry of Caymanian Employment and Immigration, and this focus continues to grow.

In collaboration with the Department of WORC’s Employment Services Unit and the Ministry, I have continued to explore and implement avenues to assist willing and able-bodied Caymanians in accessing meaningful employment opportunities.

These efforts include employment drives, community outreach, engagement with employers and stakeholders, and daily interactions with individuals seeking assistance. We remain committed to connecting Caymanians with available opportunities, addressing barriers to employment where possible, and supporting greater Caymanian participation in the local labour market.

While significant strides are being made to assist unemployed and underemployed Caymanians, the Ministry is also cognisant of concerns regarding the practices of some employers. Through our engagement with Caymanians seeking employment, we are aware of instances where individuals have reported being advised that they are “over-qualified” for positions they have applied for. In some cases, this has reportedly resulted not only in Caymanians being unsuccessful, but in some instances not being shortlisted for an interview or given an opportunity to demonstrate their suitability. However, should an employer apply for a work permit to fill such a role, the relevant Board or Administrator is guided by the applicable legislation and established policy; the employer’s stated reason for not hiring the Caymanian is considered as part of the assessment, but is not accepted automatically or treated as determinative.

Specifically, regulation 4(5) of the Caymanian Protection Regulations (2025 Revision) requires that, where a Caymanian has applied for a position, the Board must consider the following information:

- a) the names of all applicants for the post;
- b) the qualifications, working experience and background of all applicants;
- c) the reasons given for selecting the successful applicant and refusing the other applicants;
- d) a copy of the refusal letter and interview report for each unsuccessful Caymanian applicant; and
- e) a copy of the job description and résumés of the non-Caymanian applicants.

This information allows the decision-maker to undertake a comparative assessment of the Caymanian applicant, the selected non-Caymanian candidate and the requirements of the advertised position. Consideration is given to whether the employer’s reason for non-selection is reasonable, sufficiently supported by the documentation provided and consistent with the advertised qualifications, experience and competencies.

Where the Caymanian applied through the WORC portal and submits a rebuttal to the employer’s recruitment update, that rebuttal is also available for consideration (please refer to 5.3 of the Advertising and Recruitment Feedback Requirements Policy¹). This gives the applicant an opportunity to dispute the employer’s stated reason for non-hire, clarify their experience or qualifications, or identify information that may not have been adequately considered. For this reason, Caymanians are encouraged to always apply via the portal in the first instance.

Further, sections 58(4)(a) and (b) of the Caymanian Protection Act (2022 Revision) require the Board or Administrator, when considering a work permit application, to have regard to:

- a) the protection of local interests and, in particular, the interests of Caymanians; and
- b) the availability of the services of a suitable person already legally and ordinarily resident in the Islands.

Accordingly, “overqualified” is not, by itself, a sufficient basis upon which to disregard an otherwise suitable Caymanian applicant. The central consideration is whether the Caymanian possesses the relevant competencies and satisfies the advertised requirements of the role. Provided the individual is capable of performing the duties and has applied with knowledge of the position, its level and the terms offered, qualifications or experience exceeding the minimum requirements would not ordinarily disqualify them from consideration.

The Board or Administrator would therefore examine the circumstances of each application, including the job description, advertised criteria, comparative qualifications and experience, interview records, the employer’s stated reasons and any rebuttal submitted by the Caymanian. If the evidence establishes

¹ <https://gov.ky/documents/35692/0/WORC+Advertising+and+Recruitment+Feedback+Policy+v2.pdf/c8829e5d-37c3-a371-c490-0fd856991275?t=1778686995253>

that a suitably qualified Caymanian is available for the role, this is a material consideration when determining whether the work permit application should be granted, refused or deferred for further information.

While WORC cannot prevent an employer from describing an applicant as “overqualified”, the legislative review process allows that reasoning to be scrutinised rather than accepted at face value, helping to ensure that Caymanians are not unfairly overlooked merely because their qualifications or experience surpass the minimum requirements.

In closing, I encourage Caymanian job seekers to take the following practical steps:

- a) Always apply through the WORC portal in the first instance, before or alongside any direct application to an employer. This preserves your right to submit a rebuttal and ensures your application forms part of the Board's consideration.
- b) If you are unsuccessful, submit a rebuttal to the employer's recruitment update through the portal, disputing a stated reason such as being "overqualified" and clarifying your experience for the Board or the Administrator.
- c) Register with WORC's Employment Services Unit and keep your details current, and make use of the employment drives, outreach and one-to-one support on offer.
- d) Keep records of your applications, interviews and correspondence, as these strengthen both a rebuttal and any concern you raise.

The Ministry, together with WORC, will continue to engage with employers and job seekers alike to promote fair and transparent recruitment, to hold the process to account, and to ensure that genuine opportunities reach the Caymanians who are ready, willing and able to take them up. I remain committed to keeping this Honourable House informed of our progress.