



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

April 2026

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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 1,934 jobs were advertised during April 2026 relative to 1,988 postings in the previous month and 1,217 postings in the comparable month of 2025 (see Figure 1). For January to April 2026, there were 7,377 job advertisements relative to 5,733 postings in the corresponding period of 2025.

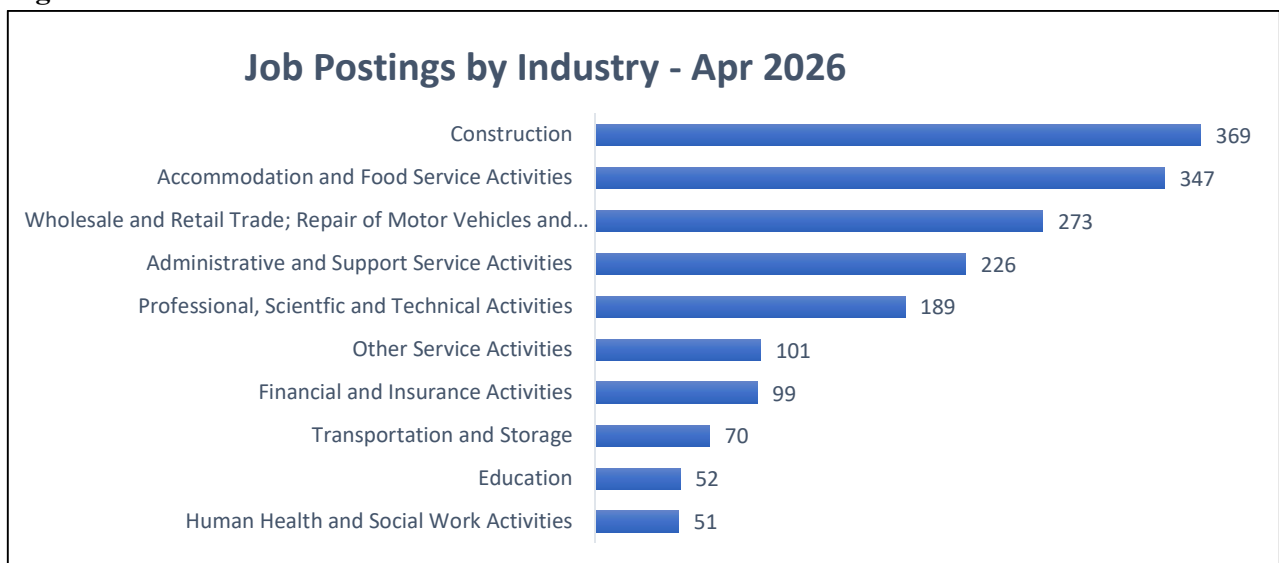
Figure 1.



Industry

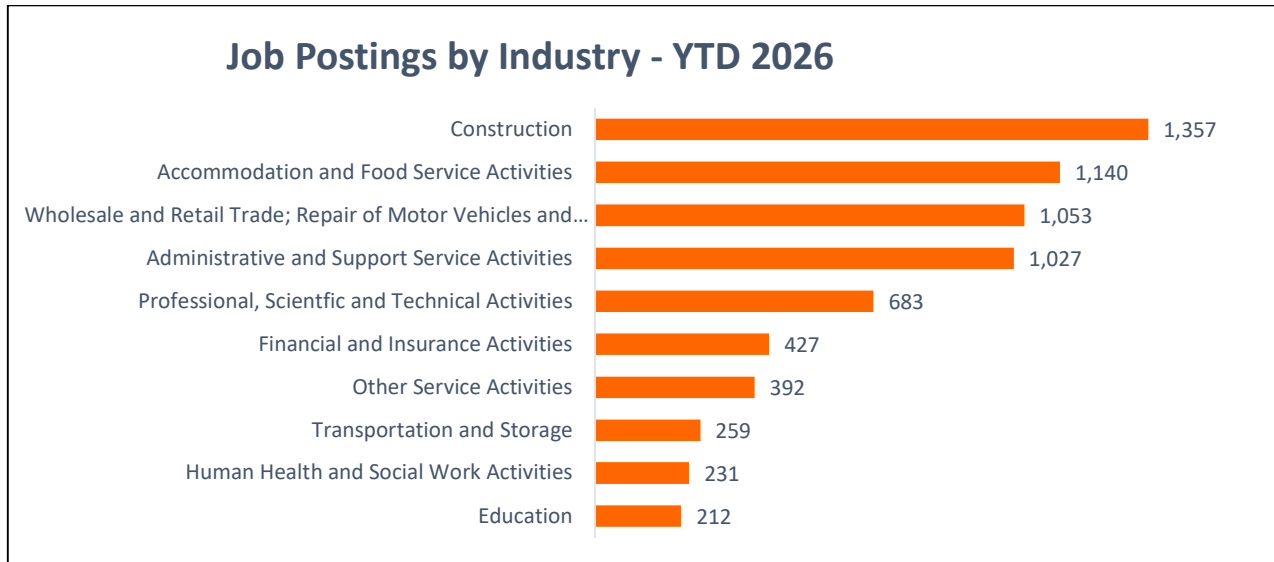
The Construction industry accounted for 369 job postings, representing 19.1 percent of the total number of job openings in April 2026 (see Figure 2). The Accommodation and Food Service Activities industry followed with 347 job advertisements (17.9%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry recorded 273 job openings (14.1%).

Figure 2.



For YTD 2026, the Construction industry accounted for most job postings, recording 1,357 or 18.4 percent of the total (see Figure 3). The Accommodation and Food Service Activities industry followed with 1,140 job advertisements (15.5%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 1,053 job openings (14.3%).

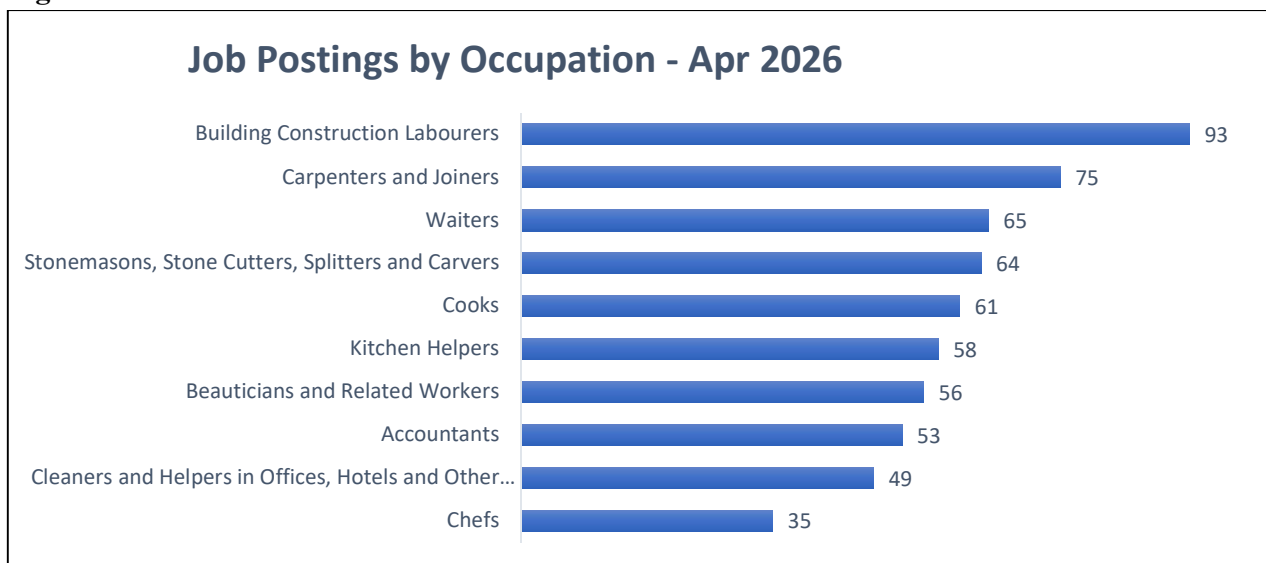
Figure 3.



Occupation

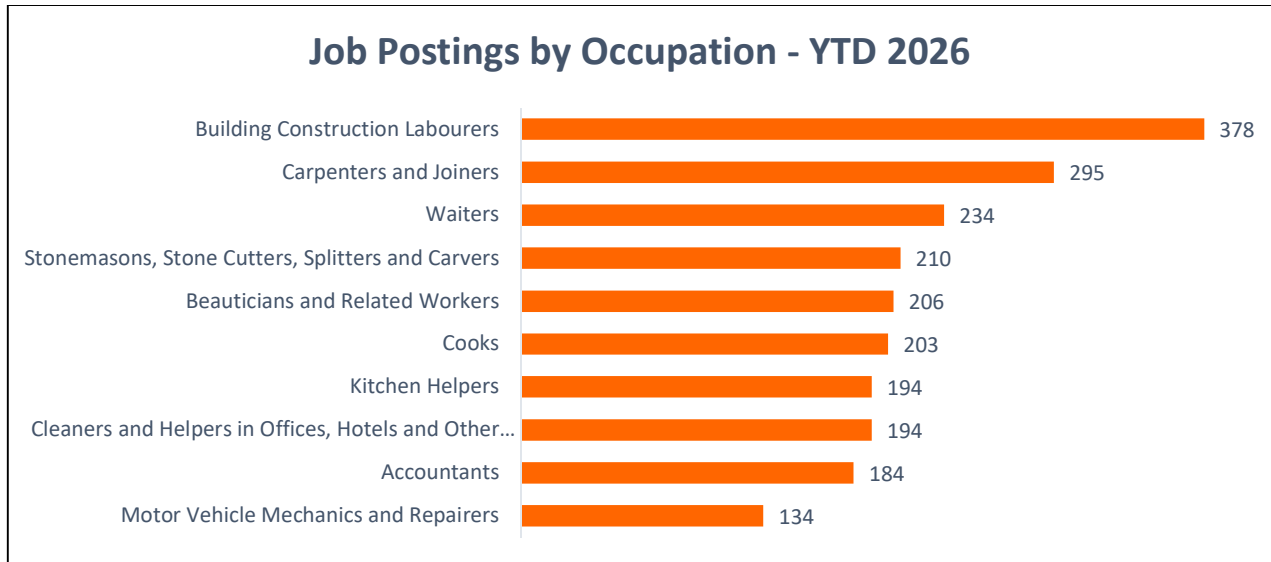
For the review month, Building Construction Labourers accounted for 93 job postings which represented 4.8 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 75 job postings (3.9%) while Waiters recorded 65 job postings or 3.4 percent of the total.

Figure 4.



For YTD 2026, Building Construction Labourers accounted for 378 job postings which represented 5.1 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 295 job postings (4.0%) preceded by Waiters with 234 job openings or 3.2 percent of the total.

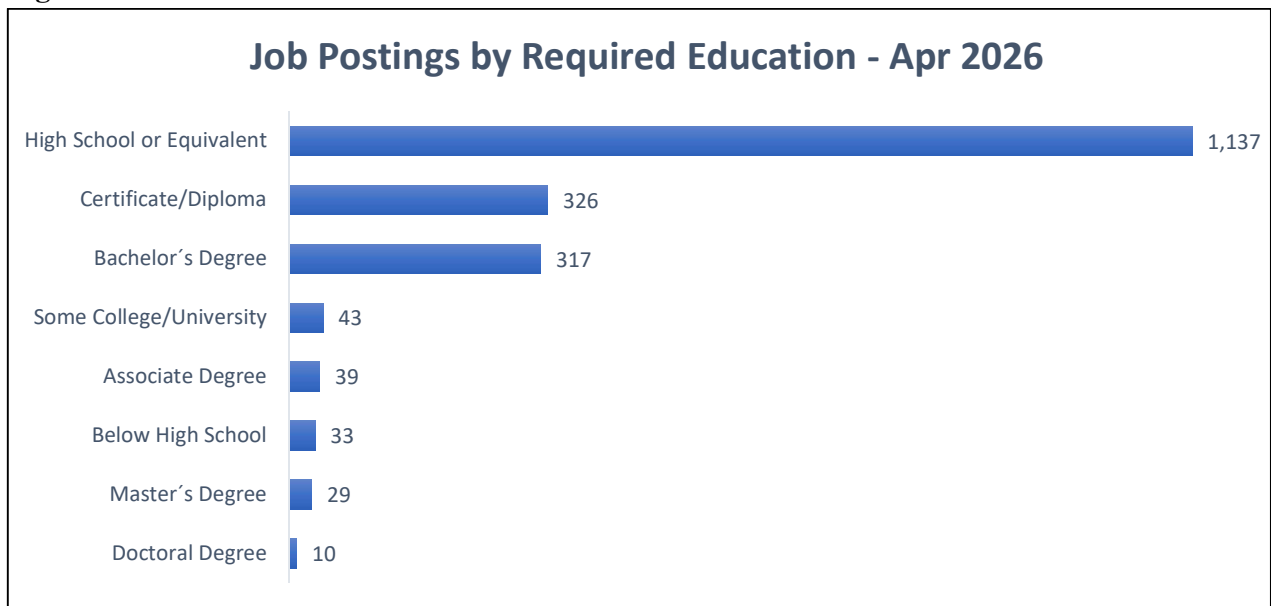
Figure 5.



Required Education

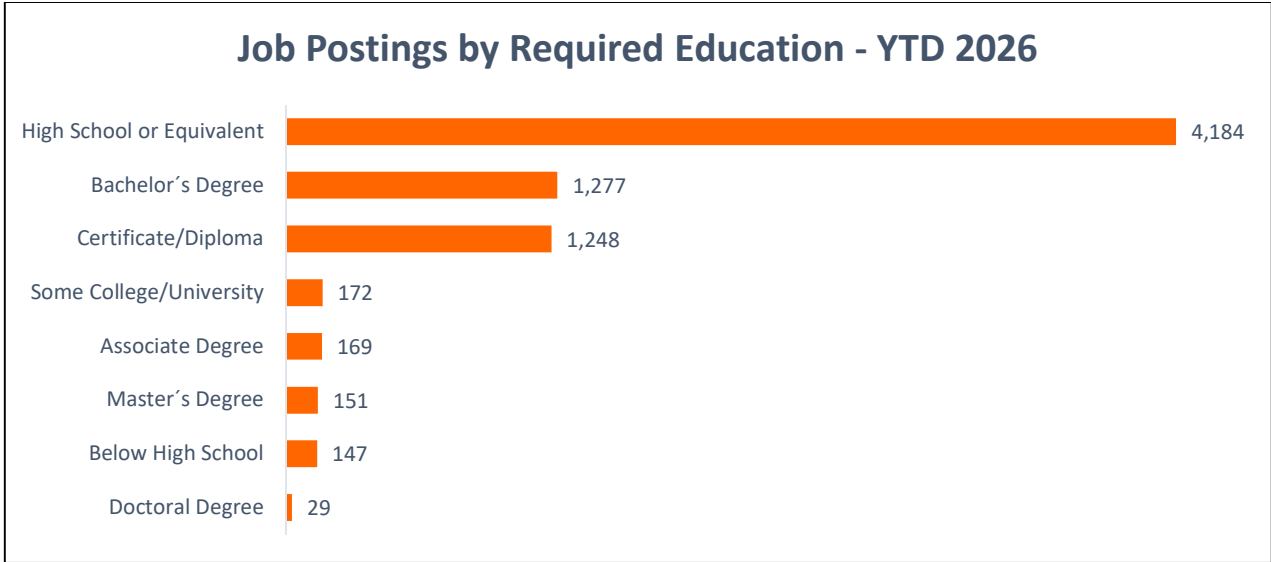
For April 2026, 1,137 job postings (58.8%) required persons with a High School or Equivalent qualification, 326 (16.9%) required persons with a Certificate or Diploma and 317 (16.4%) required persons with a Bachelor’s Degree (see Figure 6).

Figure 6.



For YTD 2026, there were 4,184 postings (56.7%) which required persons with a High School or Equivalent qualification, 1,277 (17.3%) required persons with a Bachelor’s Degree and 1,248 (16.9%) required persons with a Certificate or Diploma (see Figure 7).

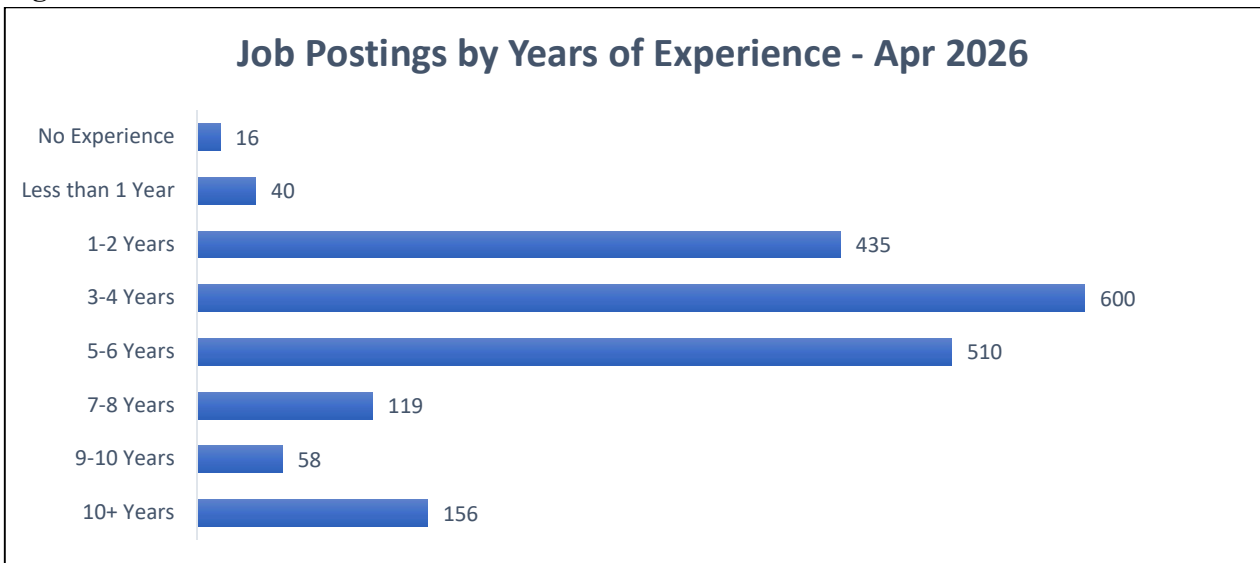
Figure 7.



Years of Experience

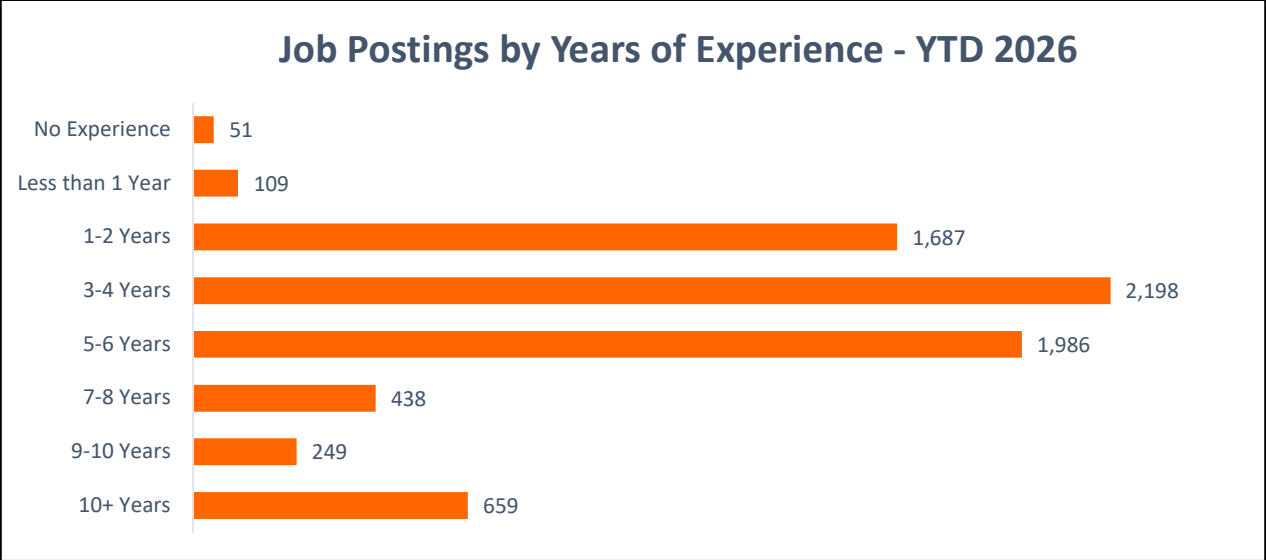
For the review month, 600 job advertisements (31.0%) required persons with three to four years’ experience, 510 job postings (26.4%) required persons with five to six years’ experience while 435 job openings (22.5%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 7,377 job postings recorded in YTD 2026, 2,198 (29.8%) required persons with three to four years' experience, 1,986 (26.9%) required persons with five to six years' experience while 1,687 (22.9%) required persons with one to two years' experience (see Figure 9).

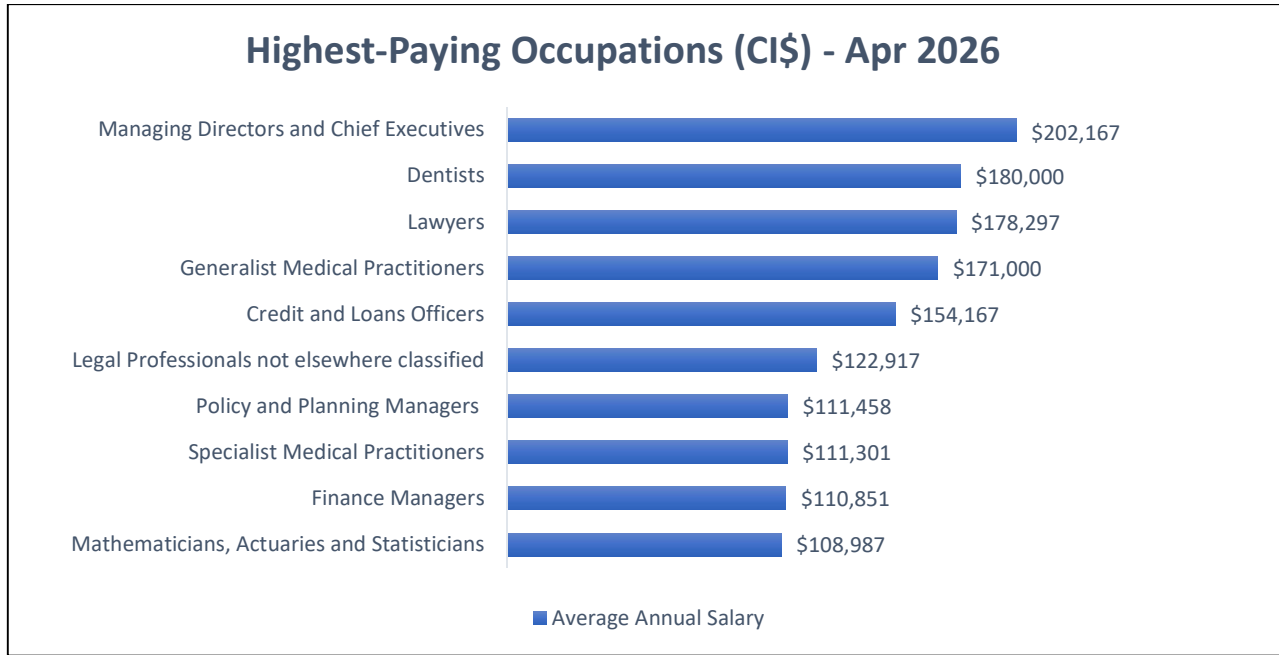
Figure 9.



Salary

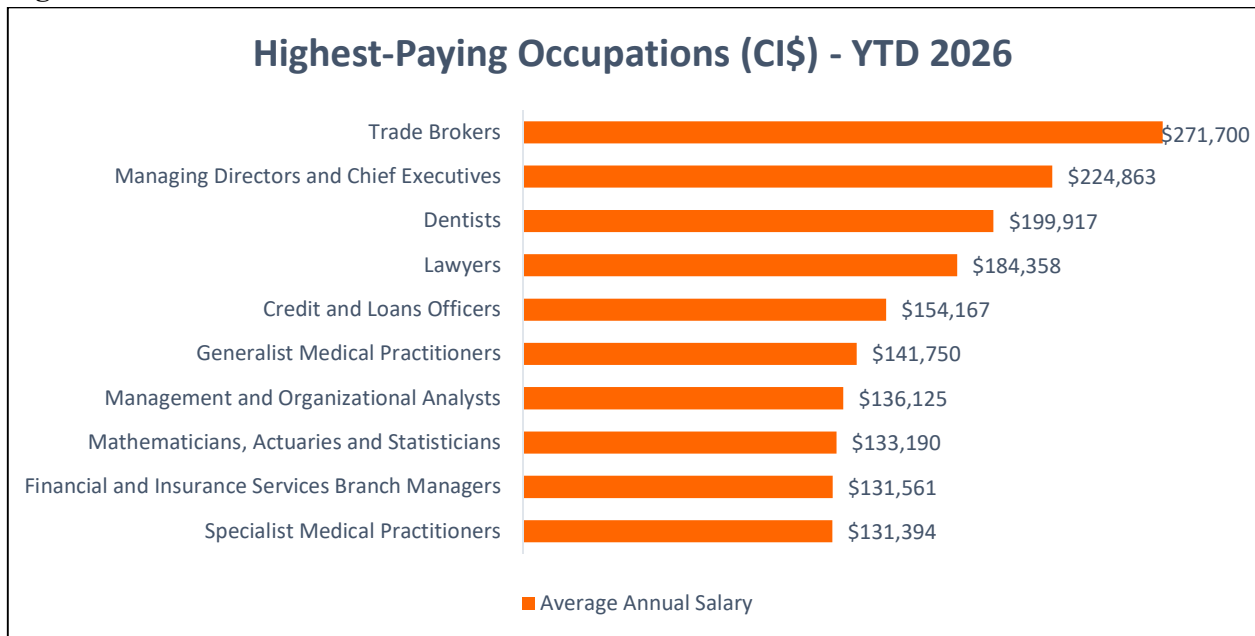
The highest-paying job postings in the review month were recorded by Managing Directors and Chief Executives with an average annual salary of \$202,167 (see Figure 10). Dentists followed with an average annual salary of \$180,000 after which Lawyers proceeded with an average annual salary of \$178,297.

Figure 10.



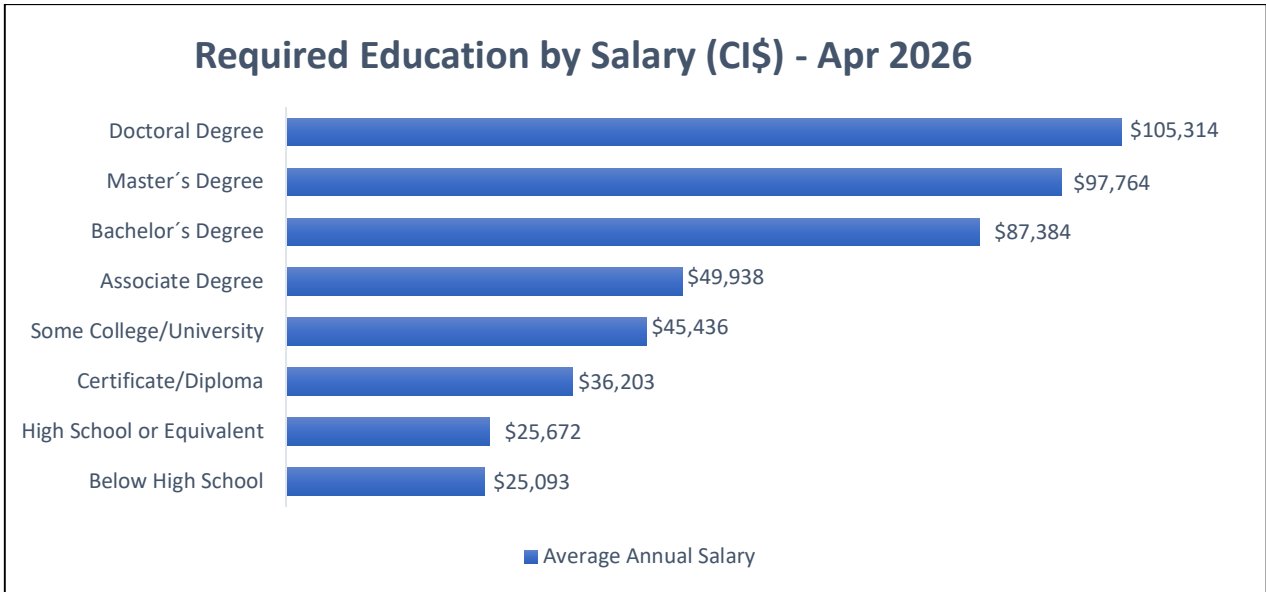
For YTD 2026, Trade Brokers was the highest-paying occupation with an average annual salary of \$271,700 (see Figure 11). Managing Directors and Chief Executives followed with an average annual salary of \$224,863 while Dentists proceeded with an average annual salary of \$199,917.

Figure 11.



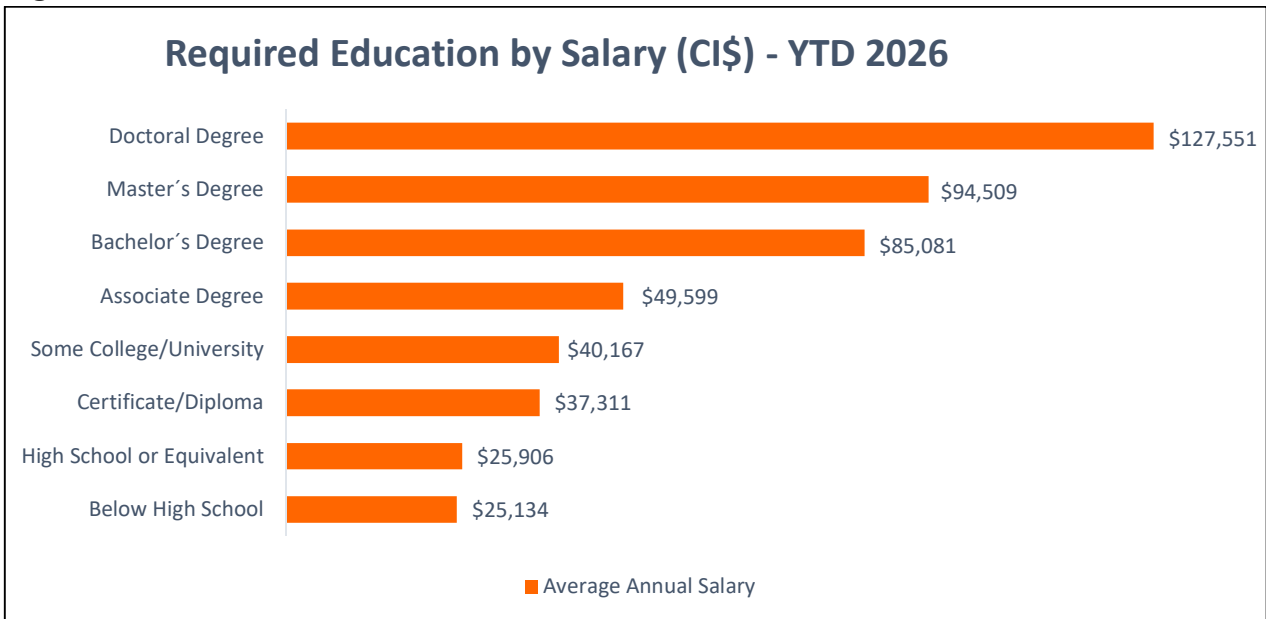
For April 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$105,314. Jobs requiring Master’s and Bachelor’s degrees paid average annual salaries of \$97,764 and \$87,384, respectively (see Figure 12).

Figure 12.



For YTD 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$127,551. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$94,509 and \$85,081, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – April 2026

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Lawyers	\$154,583
Credit and Loans Officers	\$154,167
Mathematicians, Actuaries and Statisticians	\$137,500
Sales and Marketing Managers	\$129,690
Policy and Planning Managers	\$122,917

Figure 14.

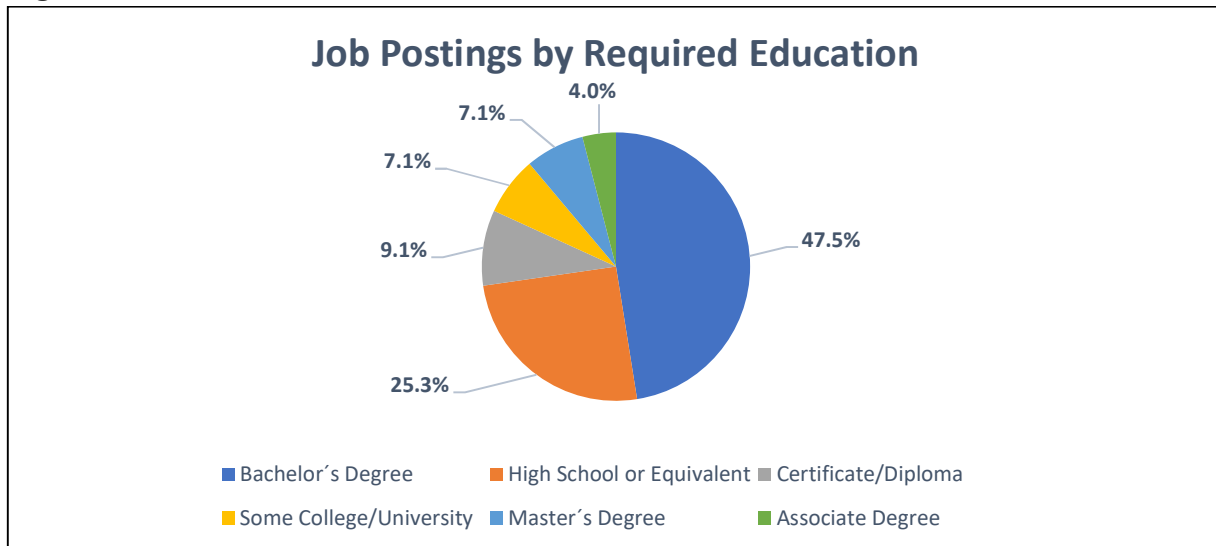
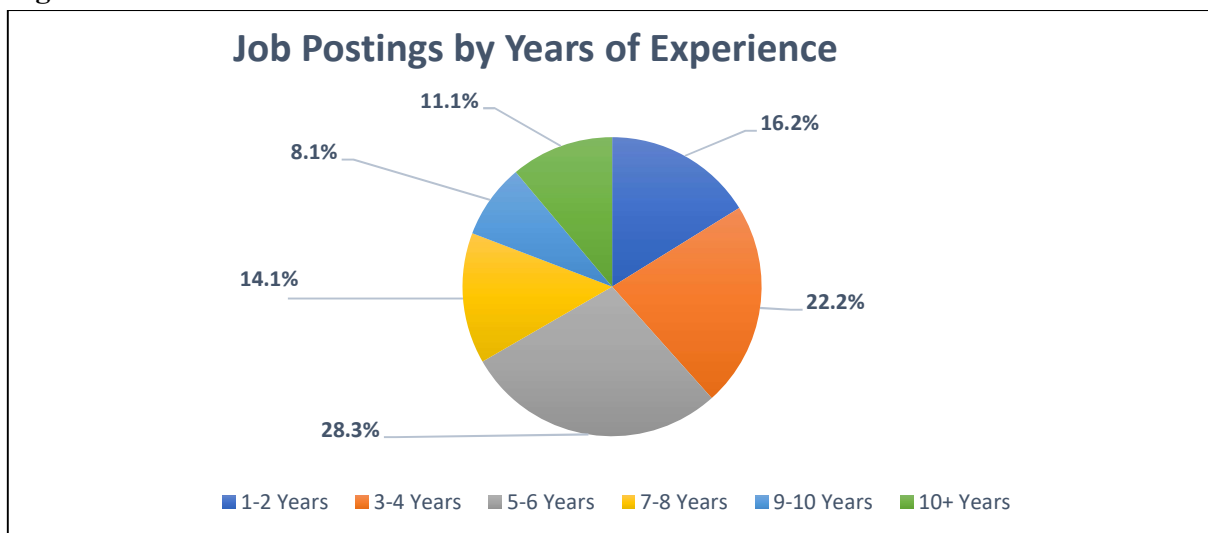


Figure 15.



Professional, Scientific and Technical Activities (includes legal, accounting, advertising, architectural, engineering and management consultancy firms)

Table 2.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$202,167
Lawyers	\$179,779
Finance Managers	\$145,813
Legal Professionals not elsewhere classified	\$122,917
Insurance Representatives	\$116,667

Figure 16.

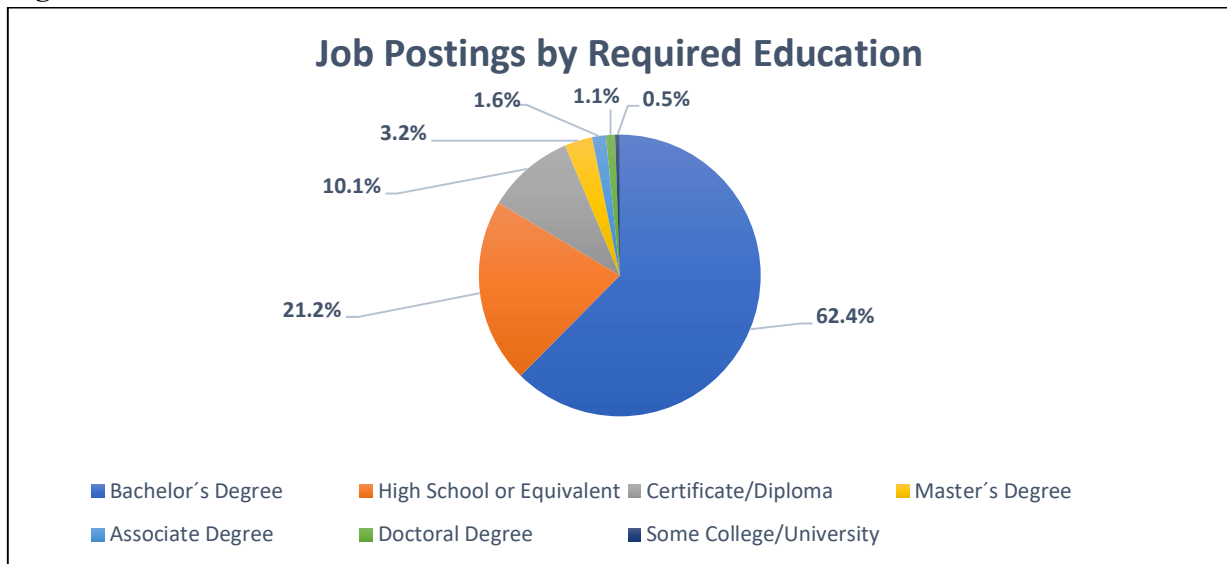
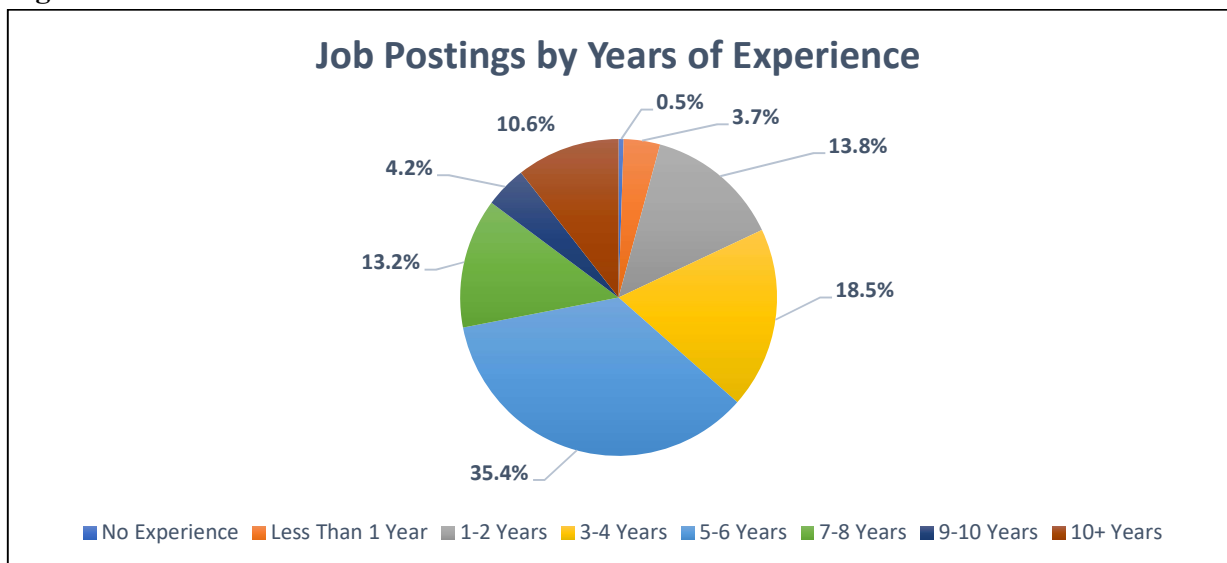


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Human Resource Managers	\$122,499
Optometrists and Ophthalmic Opticians	\$99,840
Management and organization Analysts	\$85,000
Finance Managers	\$83,333
Supply, Distribution and Related Managers	\$81,043

Figure 18.

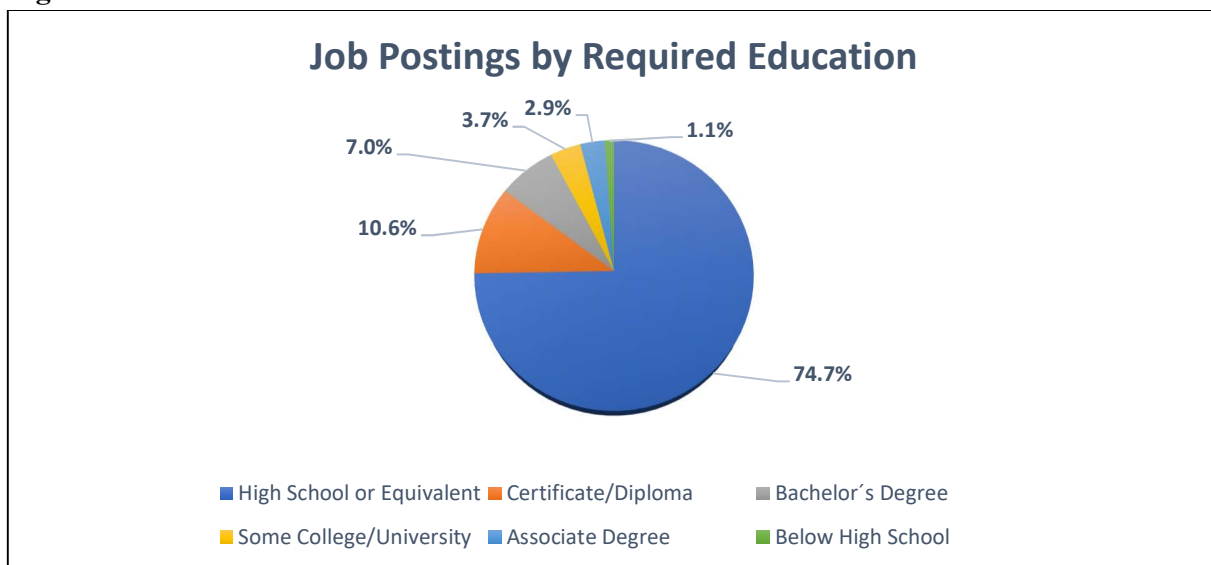
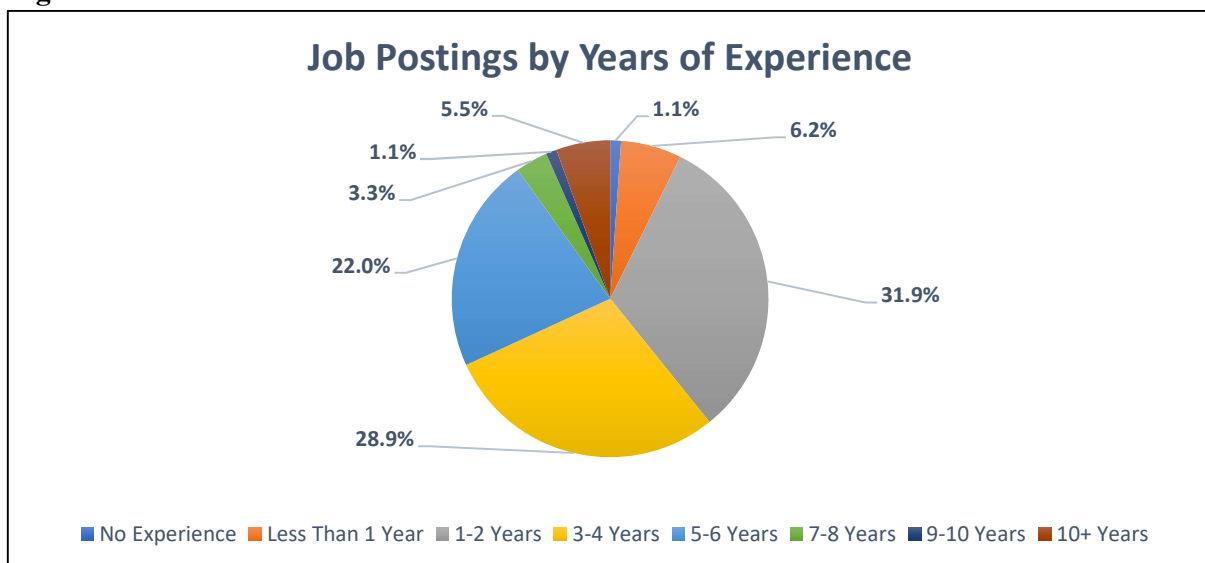


Figure 19.



Summary

- A total of 1,934 job postings in April 2026 relative to 1,217 postings in April 2025.
- The Construction, Accommodation and Food Service Activities, Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, and Administrative and Support Service Activities industries dominated the job postings for the review month and year-to-date periods.
- 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 and year-to-date periods.
- Persons with three to four years' experience were the most desired in the review month and year-to-date.
- Job postings in financial services, legal, healthcare, actuarial, compliance and management consultancy dominated the highest salaries offered in the review month and year-to-date 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 Figure 7 shows, 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:

- **Public-Private Partnerships.** 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*). The [FutureMe Cayman](#) online platform, which arose from such a partnership between the Labour Market Demand (LMD) Unit at WORC and Cayman Enterprise City through its non-profit entity Enterprise Cayman, could be a great start to exploring this issue and revealing career pathways with associated lifestyle aspirations in the Cayman Islands. In the initial stage, strategic partners on this skills gap analysis would be the LMD Unit, Cayman Islands Computer Science Society and the National Workforce Development Committee.
- **Digital Transformation.** The Government needs to develop a comprehensive plan of action on digital transformation for the country through consultation with all relevant stakeholders and implement on a phased basis. Recommendations that are essential to this initiative were collected from a wide cross-section of society during Tech Futures Week and submitted in the Cayman Islands [Tech Futures Week 2025 Report](#).
- **Upskilling and Reskilling of Civil Servants.** The Civil Service College should continue to invest in lifelong learning on the job to prepare civil servants 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 effectively respond to the constantly-changing needs of its customers.
- **Private Sector Opportunities.** 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	YTD 2026	% Change
Accommodation and Food Service Activities	782	1,140	45.8
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	41	39	-4.9
Administrative and Support Service Activities	855	1,027	20.1
Agriculture, Forestry and Fishing	35	43	22.9
Arts, Entertainment and Recreation	178	141	-20.8
Construction	1,033	1,357	31.4
Education	182	212	16.5
Electricity, Gas, Steam and Air Conditioning Supply	31	19	-38.7
Financial and Insurance Activities	306	427	39.5
Human Health and Social Work Activities	167	231	38.3
Information and Communication	59	71	20.3
Manufacturing	102	122	19.6
Mining and Quarrying	12	18	50.0
Other Service Activities	232	392	69.0
Professional, Scientific and Technical Activities	587	683	16.4
Public Administration and Defence; Compulsory Social Security	2	3	50.0
Real Estate Activities	76	118	55.3
Transportation and Storage	169	259	53.3
Water Supply; Sewerage, Waste Management and Remediation Activities	38	22	-42.1
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	846	1,053	24.5
Total	5,733	7,377	28.7

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

Occupation	YTD 2026
Building Construction Labourers	378
Carpenters and Joiners	295
Waiters	234
Stonemasons, Stone Cutters, Splitters and Carvers	210
Beauticians and Related Workers	206
Cooks	203
Kitchen Helpers	194
Cleaners and Helpers in Offices, Hotels and Other Establishments	194
Accountants	184
Motor Vehicle Mechanics and Repairers	134
Chefs	105
Lawyers	103
Business Services and Administration Managers not elsewhere classified	102
Bartenders	100
Hairdressers	97
Sales Workers not elsewhere classified	96
Food Service Counter Attendants	91
Air Conditioning and Refrigeration Mechanics	84
Other Cleaning Workers	79
Stock Clerks	72

Table A3. Job Postings by Required Education

Required Education	YTD 2025	YTD 2026	% Change
Below High School*	142	147	3.5
High School or Equivalent**	3,168	4,184	32.1
Some College/University	145	172	18.6
Certificate/Diploma	846	1,248	47.5
Associate Degree	169	169	0.0
Bachelor's Degree	1,145	1,277	11.5
Master's Degree	92	151	64.1
Doctoral Degree	26	29	11.5
Total	5,733	7,377	28.7

*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	YTD 2026	% Change
No Experience	40	51	27.5
Less Than a Year	121	109	-9.9
1 to 2 Years	1,241	1,687	35.9
3 to 4 Years	1,672	2,198	31.5
5 to 6 Years	1,721	1,986	15.4
7 to 8 Years	281	438	55.9
9 to 10 Years	145	249	71.7
10+ Years	512	659	28.7
Total	5,733	7,377	28.7

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2026 (CIS)
Financial and Insurance Activities	88,639
Professional, Scientific and Technical Activities	85,879
Public Administration and Defence; Compulsory Social Security (Central Government)	84,286
Electricity, Gas, Steam and Air Conditioning Supply	65,276
Information and Communication	61,519
Human Health and Social Work Activities	59,744
Education	49,588
Real Estate Activities	36,259
Water Supply; Sewerage, Waste Management and Remediation Activities	34,050
Construction	33,752
Mining and Quarrying	33,530
Arts, Entertainment and Recreation	31,709
Administrative and Support Service Activities	31,056
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,671
Agriculture, Forestry and Fishing	30,179
Transportation and Storage	28,945
Manufacturing	28,203
Other Service Activities	27,357
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	27,088
Accommodation and Food Service Activities	26,112

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

Occupation	Average Annual Salary for YTD 2026 (CIS)
Trade Brokers	271,700
Managing Directors and Chief Executives	224,863
Dentists	199,917
Lawyers	184,358
Credit and Loans Officers	154,167
Generalist Medical Practitioners	141,750
Management and Organisation Analysts	136,125
Mathematicians, Actuaries and Statisticians	133,190
Financial and Insurance Services Branch Managers	131,561
Specialist Medical Practitioners	131,394
Journalists	112,750
Policy and Planning Managers	112,696
Finance Managers	111,538
Research and Development Managers	111,179
Applications Programmers	103,645
Optometrists and Ophthalmic Opticians	99,840
Financial and Investment Advisers	99,440
Software Developers	93,155
Insurance Representatives	92,378
ICT Service Managers	91,569