



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

August 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.**

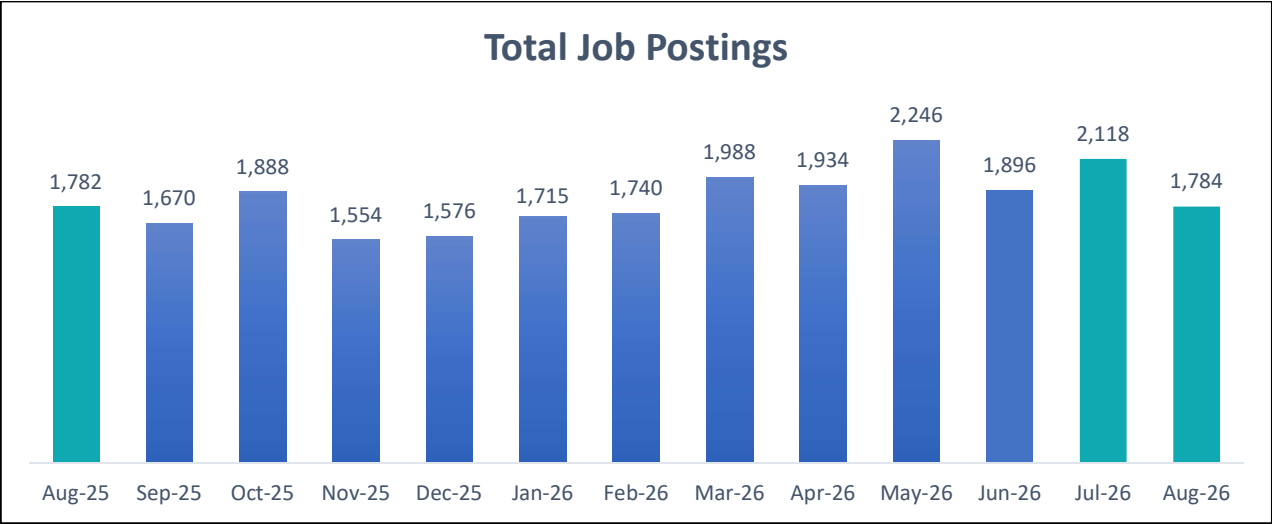
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Total Number of Job Postings

A total of 1,784 jobs were advertised during August 2026 relative to 2,118 postings in the previous month and 1,782 postings in the similar month of 2025 (see Figure 1). For the first eight months of 2026, there were 15,421 job advertisements compared with 12,371 postings in the corresponding period of 2025.

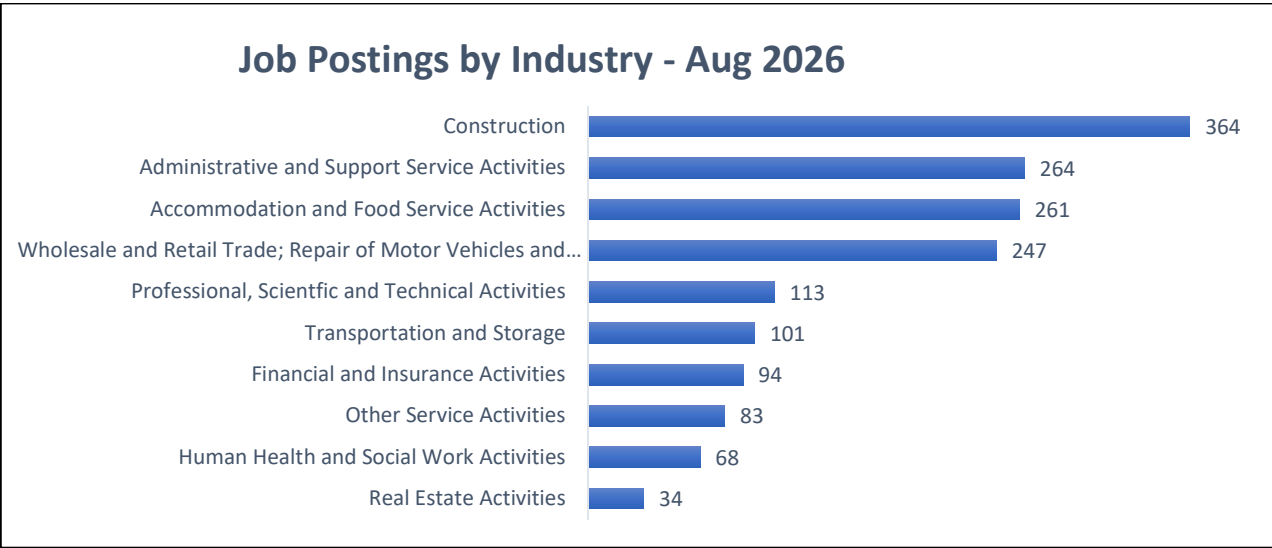
Figure 1.



Industry

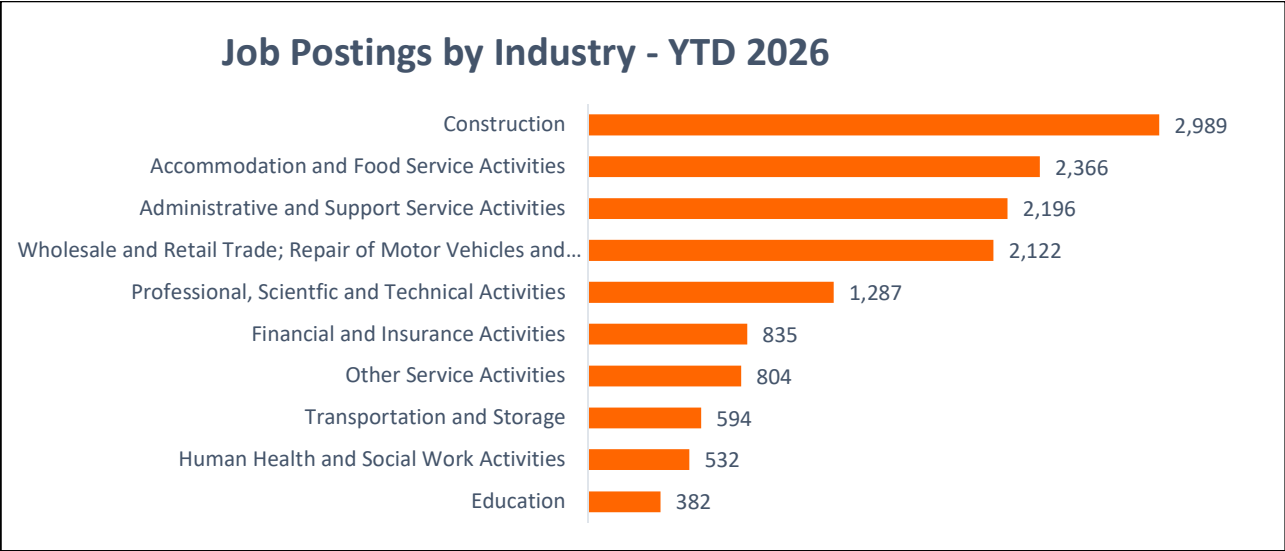
The Construction industry accounted for 364 job postings, representing 20.4 percent of the total number of job openings in August 2026 (see Figure 2). The Administrative and Support Service Activities industry followed with 264 job advertisements (14.8%), while the Accommodation and Food Service Activities industry recorded 261 job openings (14.6%).

Figure 2.



For the first eight months of 2026, the Construction industry registered 2,989 job postings, representing 19.4 percent of the total (see Figure 3). The Accommodation and Food Service Activities industry followed with 2,366 job advertisements (15.3%) while the Administrative and Support Service Activities industry registered 2,196 job openings (14.2%).

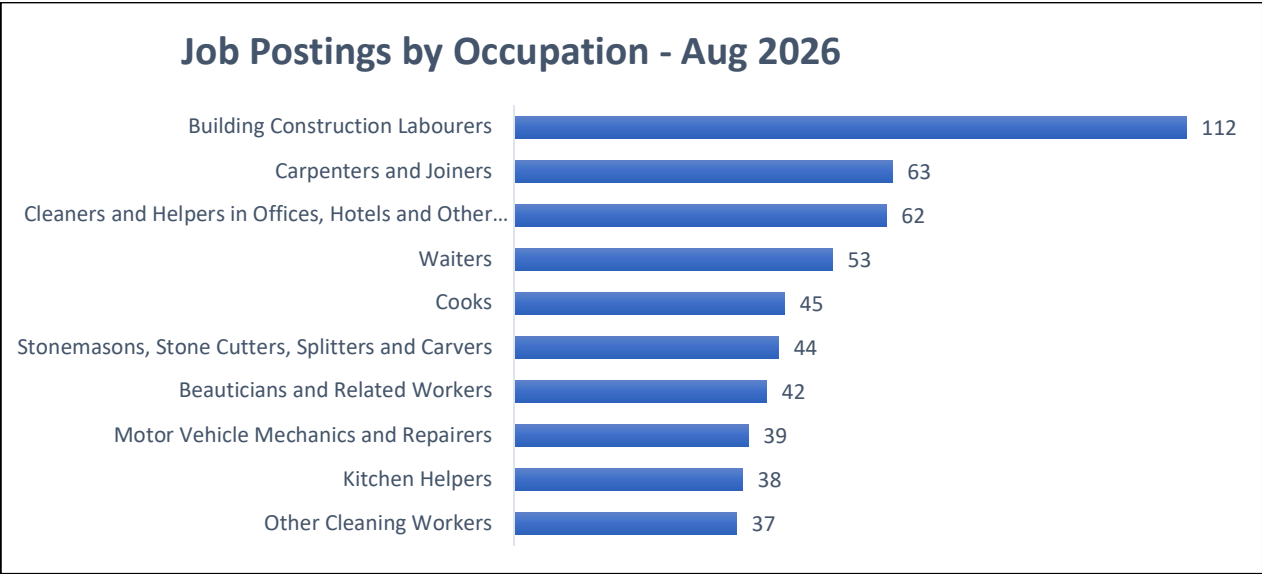
Figure 3.



Occupation

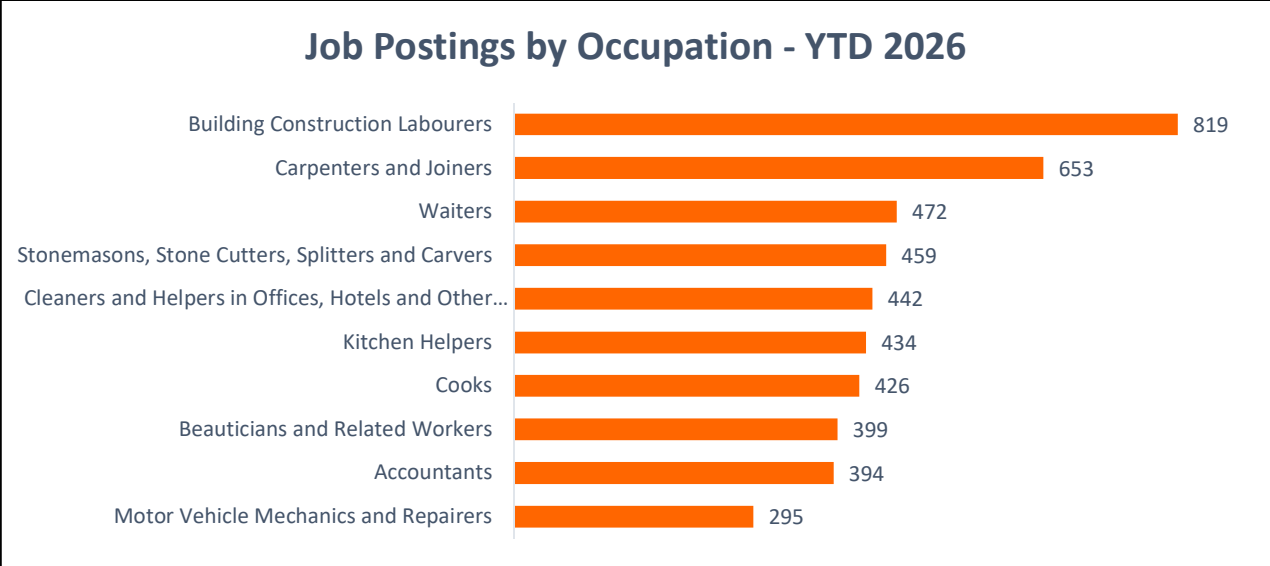
For the review month, Building Construction Labourers accounted for 112 job postings, representing 6.3 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 63 job postings (3.5%) while Cleaners and Helpers in Offices, Hotels and Other Establishments recorded 62 job postings or 3.5 percent of the total.

Figure 4.



For YTD 2026, Building Construction Labourers accounted for 819 job postings which represented 5.3 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 653 job postings (4.2%) proceeded by Waiters with 472 job openings or 3.1 percent of the total.

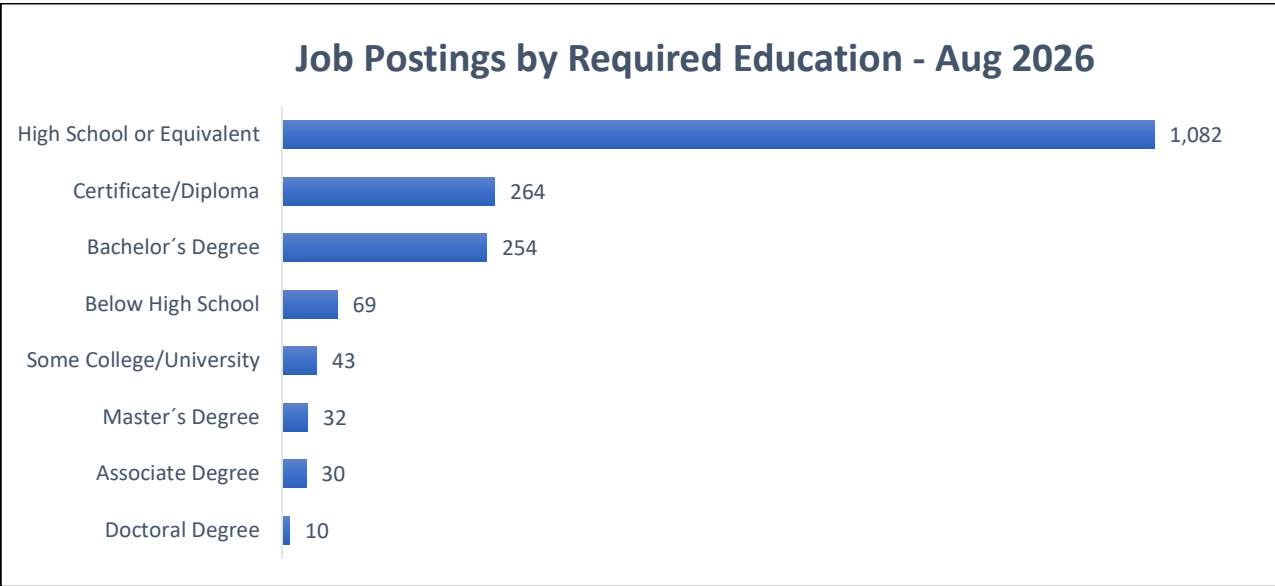
Figure 5.



Required Education

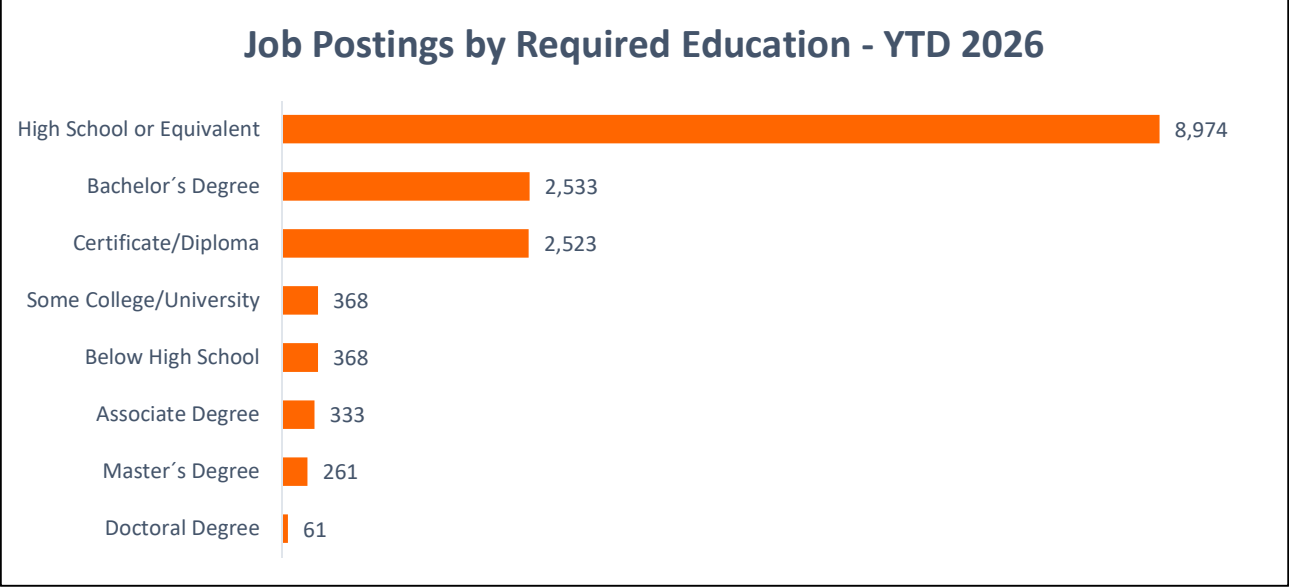
For August 2026, 1,082 job postings (60.7%) required persons with a High School or Equivalent qualification, 264 (14.8%) required persons with a Certificate or Diploma and 254 (14.2%) required persons with a Bachelor’s Degree (see Figure 6).

Figure 6.



For January to August of 2026, there were 8,974 postings (58.2%) which required persons with a High School or Equivalent qualification, 2,533 (16.4%) required persons with a Bachelor’s Degree and 2,523 (16.4%) required persons with a Certificate or Diploma (see Figure 7).

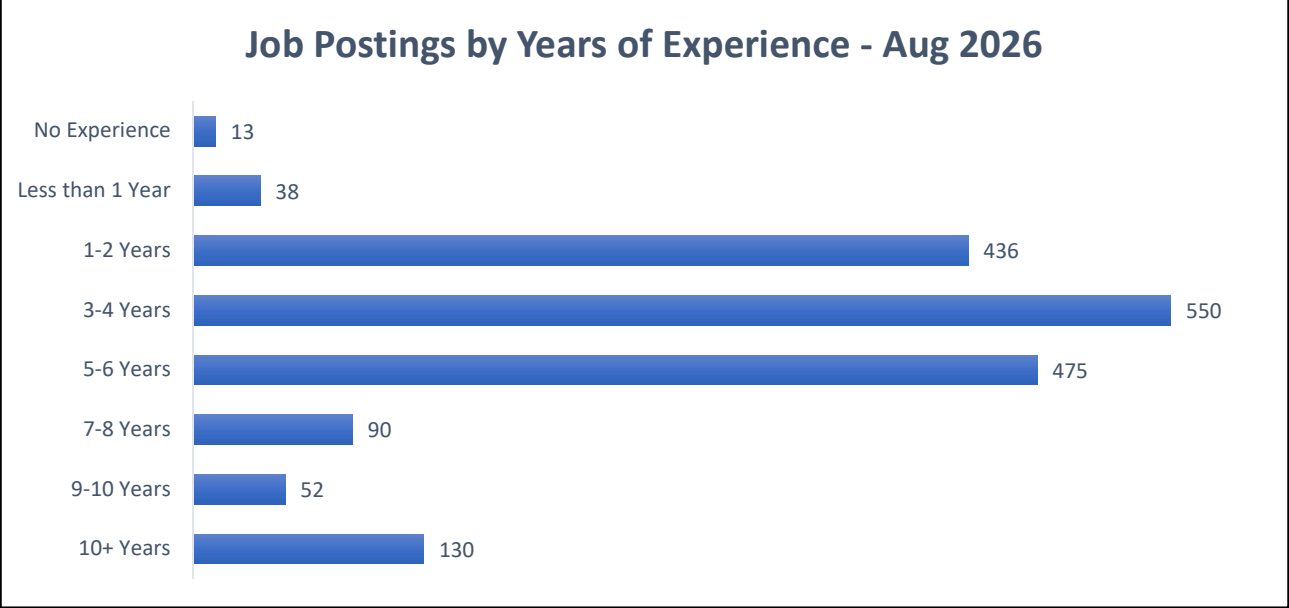
Figure 7.



Years of Experience

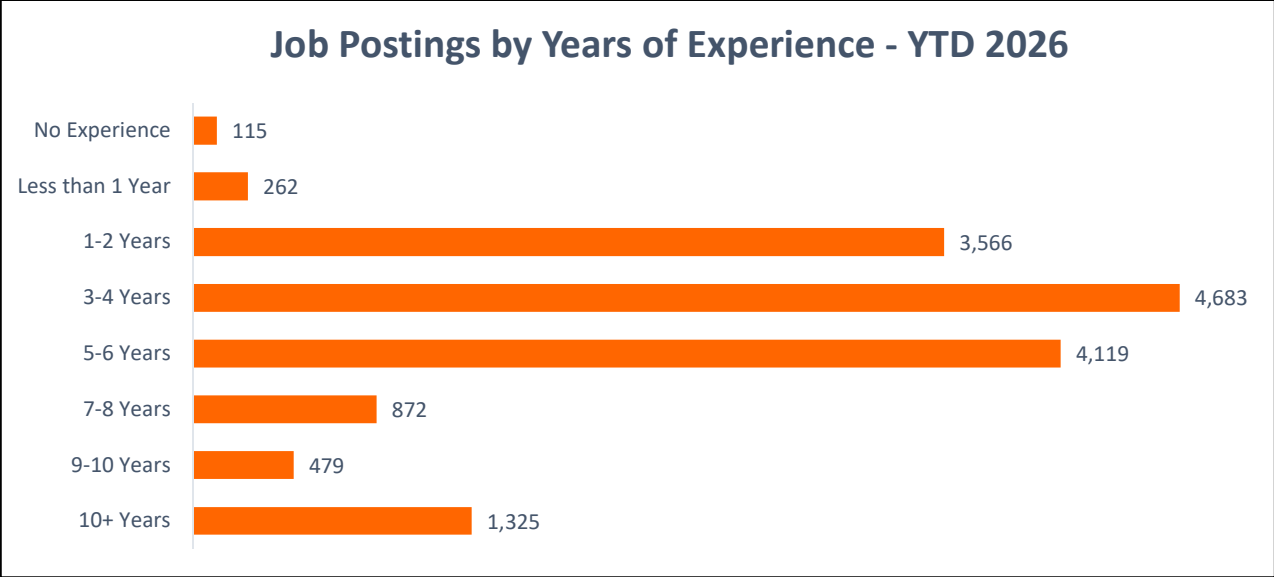
For the review month, 550 job advertisements (30.8%) required persons with three to four years’ experience, 475 job postings (26.6%) required persons with five to six years’ experience while 436 job openings (24.4%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 15,421 job postings recorded in the first eight months of the year, 4,683 (30.4%) required persons with three to four years’ experience, 4,119 (26.7%) required persons with five to six years’ experience while 3,566 (23.1%) required persons with one to two years’ experience (see Figure 9).

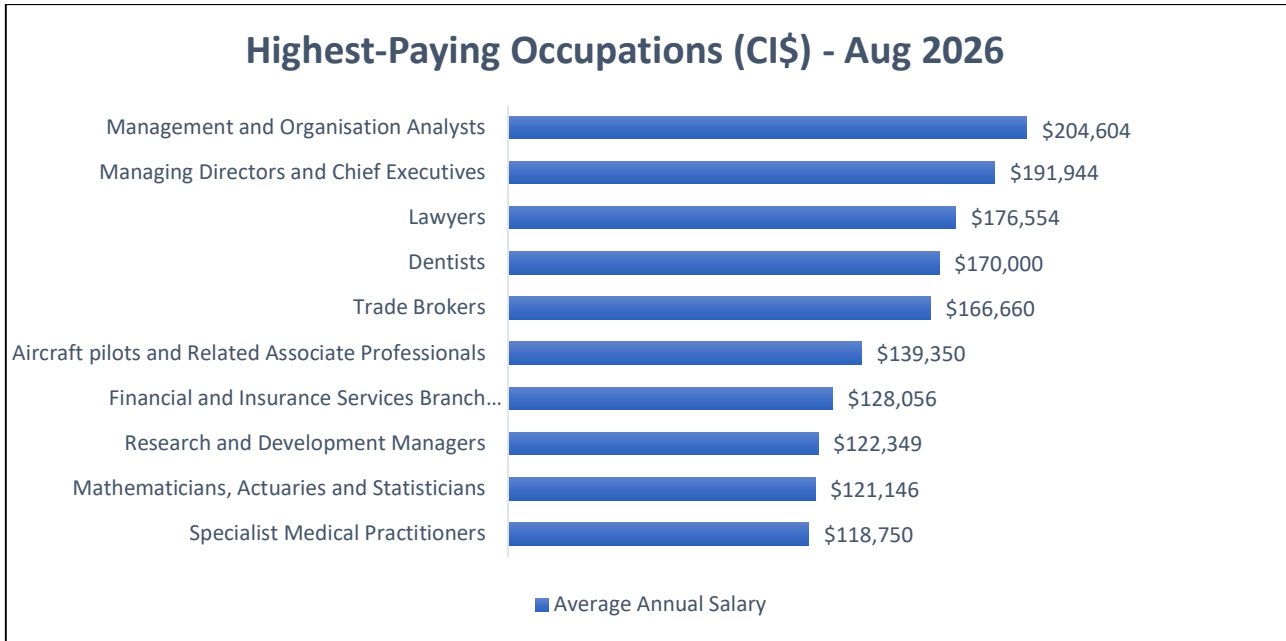
Figure 9.



Salary

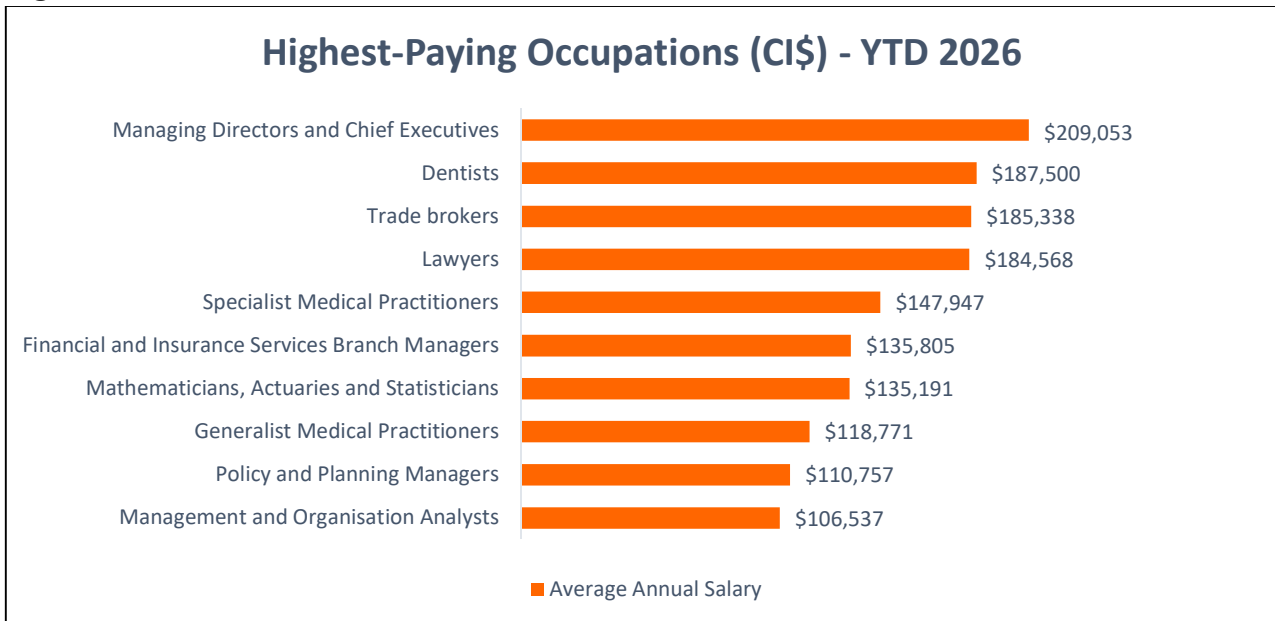
The highest-paying job postings in the review month were recorded by Management and Organisation Analysts with an average annual salary of \$204,604 (see Figure 10). Managing Directors and Chief Executives followed with an average annual salary of \$191,944 after which Lawyers proceeded with an average annual salary of \$176,554.

Figure 10.



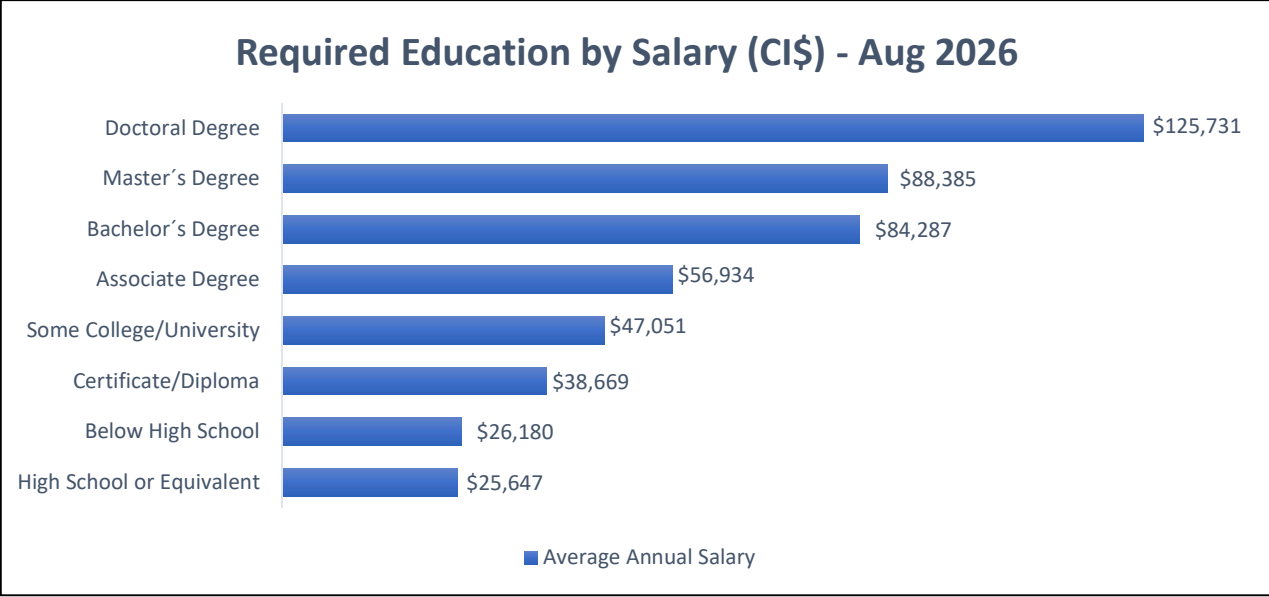
For YTD 2026, Managing Directors and Chief Executives was the highest-paying occupation with an average annual salary of \$209,053 (see Figure 11). Dentists followed with an average annual salary of \$187,500 while Trade Brokers proceeded with an average annual salary of \$185,338.

Figure 11.



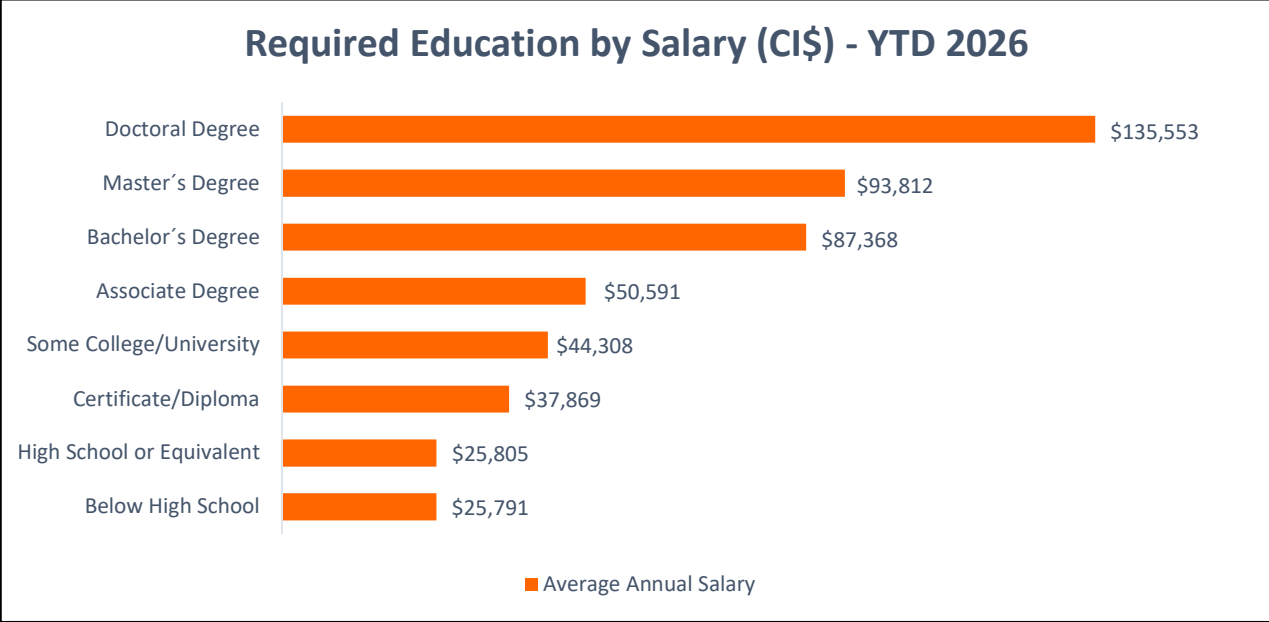
For the review month, jobs requiring a Doctoral Degree paid the highest average annual salary of \$125,731. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$88,385 and \$84,287 respectively (see Figure 12).

Figure 12.



For YTD 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$135,553. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$93,812 and \$87,368, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – August 2026

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Management and Organisation Analysts	\$345,833
Managing Directors and Chief Executives	\$168,611
Trade Brokers	\$166,660
Mathematicians, Actuaries and Statisticians	\$162,500
Human Resource Managers	\$161,711

Figure 14.

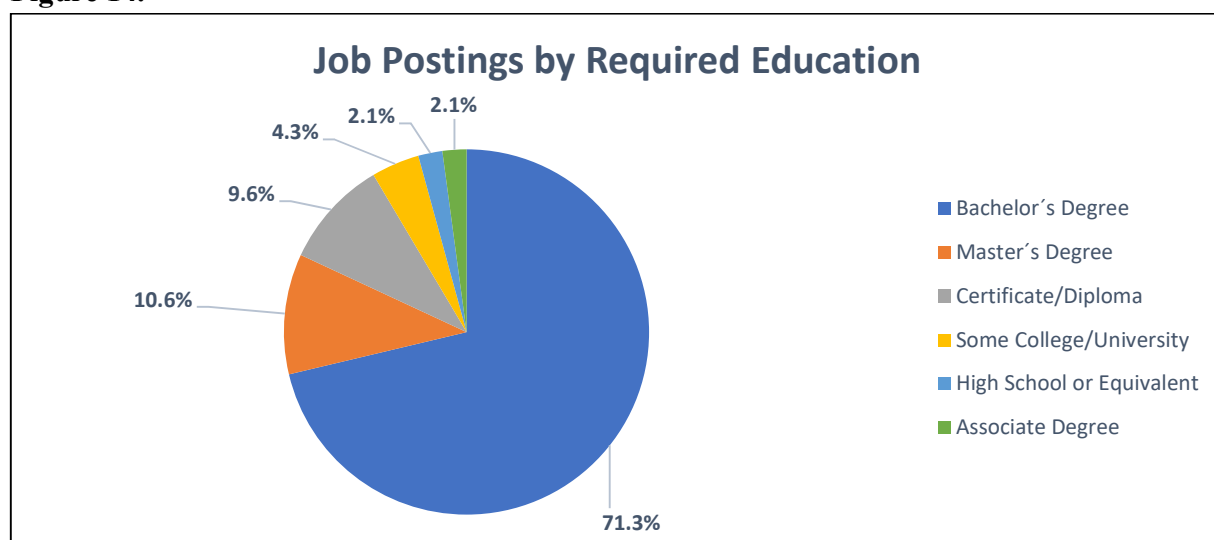
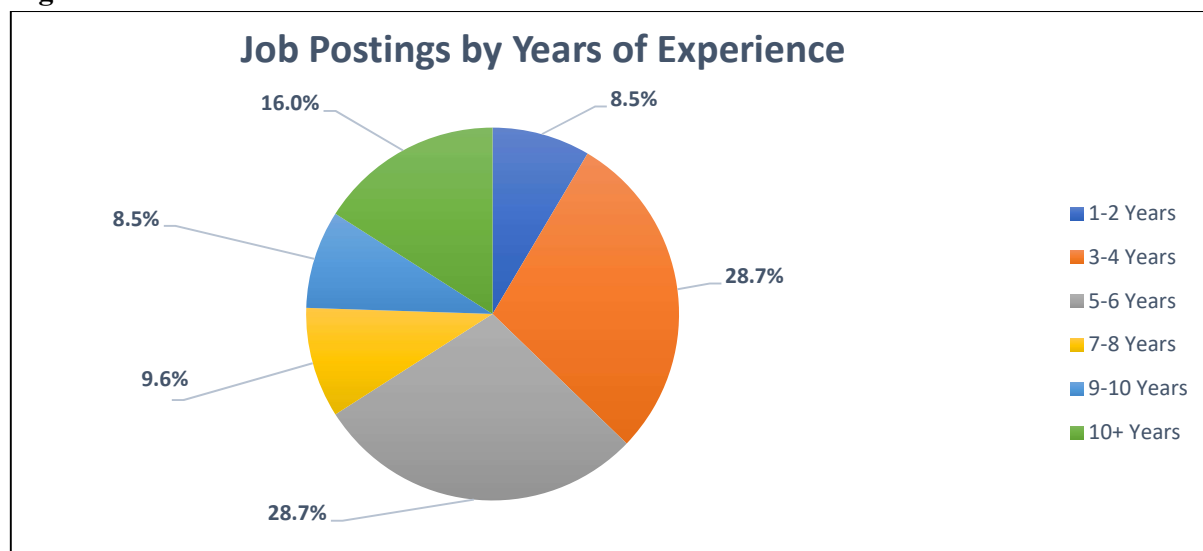


Figure 15.



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	\$229,167
Lawyers	\$182,566
Business Services and Administration Managers n.e.c.	\$125,000
Construction Managers	\$120,750
Mathematicians, Actuaries and Statisticians	\$107,361

n.e.c. – not elsewhere classified

Figure 16.

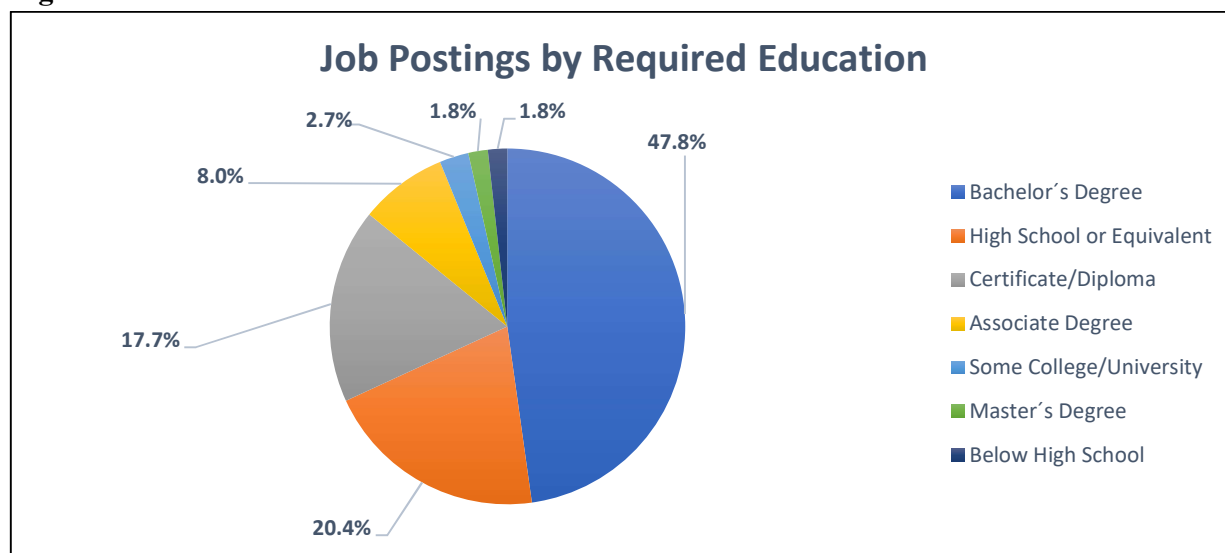
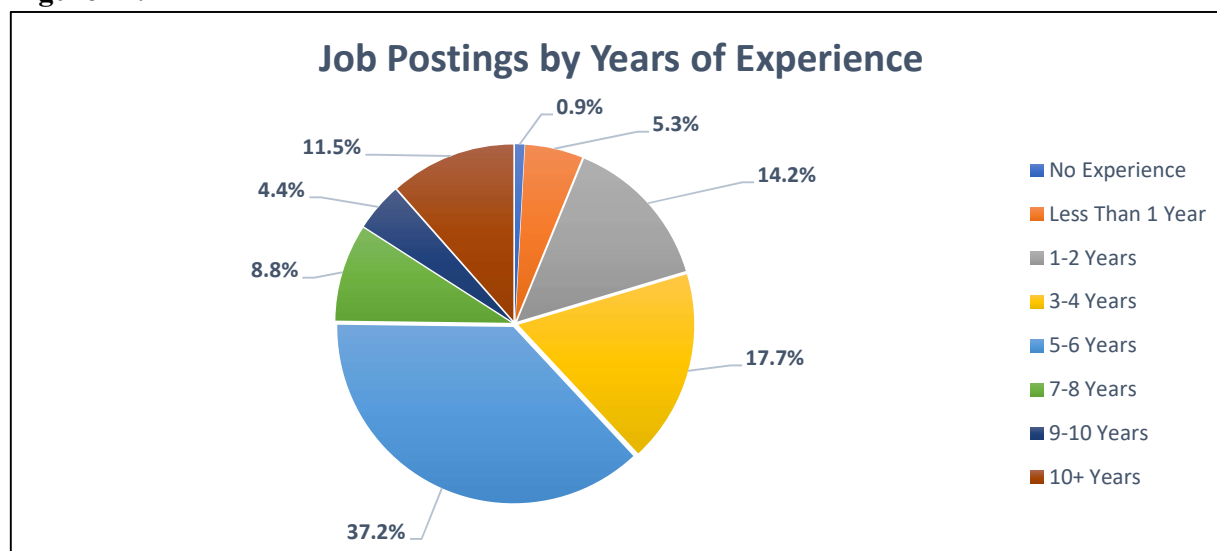


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Sales and Marketing Managers	\$75,000
Services Managers n.e.c.	\$73,700
Pharmacists	\$67,497
Air Conditioning and Refrigeration Mechanics	\$51,480
Buyers	\$50,872

Figure 18.

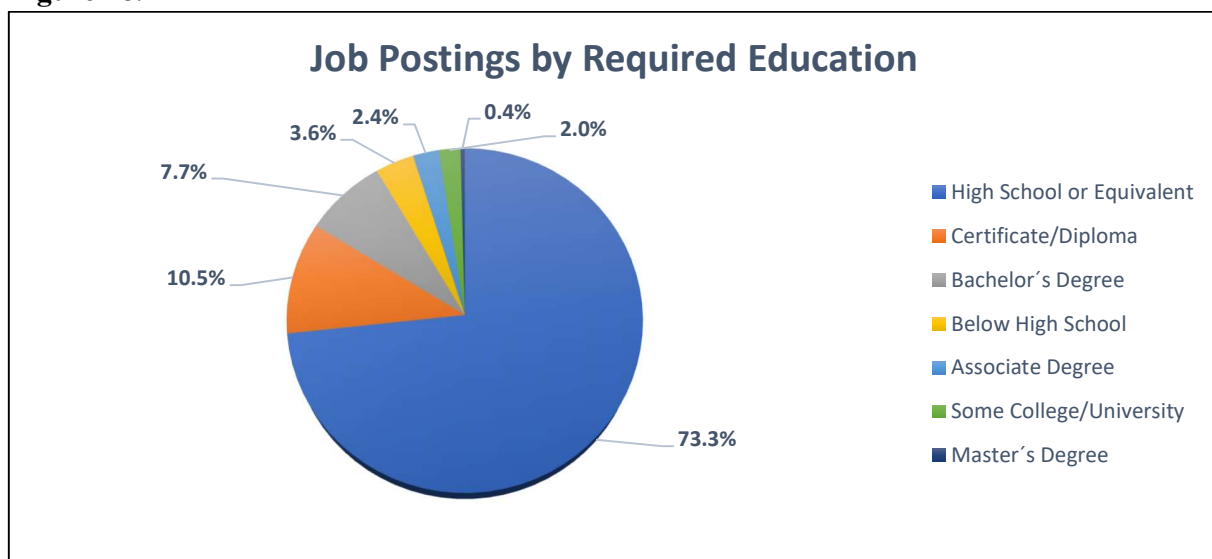
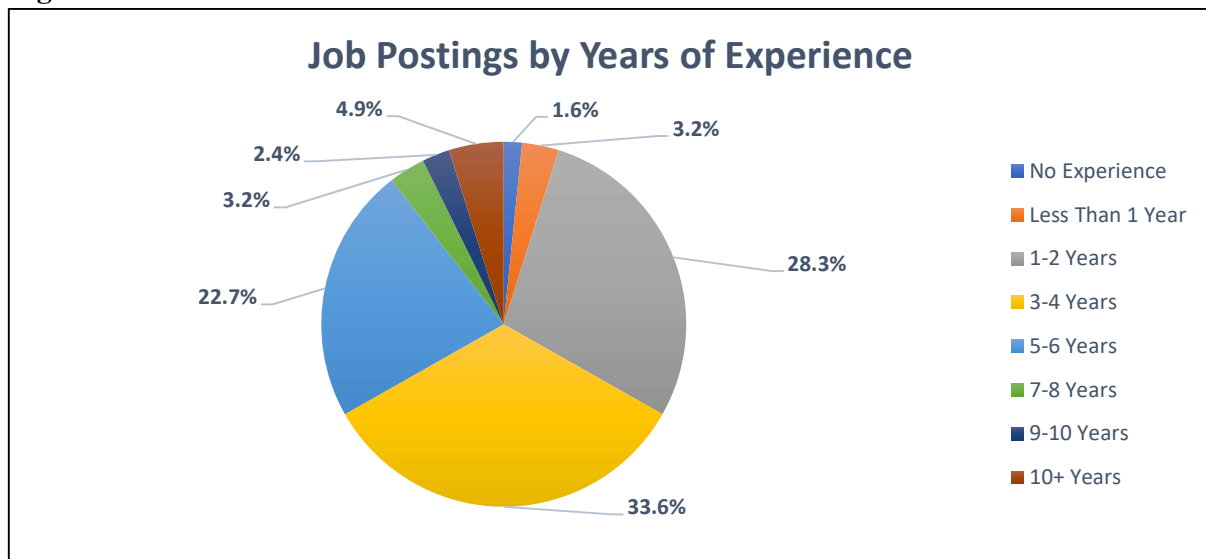


Figure 19.



Summary

- The demand for labour from employers rose in August 2026 with job advertisements increasing by 2 (0.1%) to 1,784 postings compared with August 2025. For the YTD 2026 there were 15,421 job advertisements, an increase of 3,050 (24.7%) relative to the corresponding period in the previous year.
- The Construction, Administrative and Support Service Activities, and Accommodation and Food Service Activities industries accounted for the largest share of job postings in both the review month and YTD 2026.
- Construction and Tourism-related workers, Cleaners and Motor Vehicle Mechanics were among the most advertised occupations, reflecting robust demand in the above-mentioned industries. There was also strong demand for Accountants and Lawyers which reflected strong demand in financial and legal services.
- The most commonly required level of educational attainment was a High School or Equivalent qualification followed by a Certificate or Diploma and a Bachelor's Degree in the review month. On the contrary, the YTD period had jobs requiring a Bachelor's Degree exceeding those jobs requiring a Certificate or Diploma to be second on the list.
- Persons with three to four years' experience were the most in-demand candidates, followed by those with five to six years' experience and one to two years' experience in both the review month and YTD 2026.
- Business consultants along with occupations in executive management, legal counsel, healthcare, trading of financial instruments, aviation, insurance, actuarial services, research and development as well as compliance offered the highest average salaries during the review month and YTD 2026.
- Jobs requiring a Doctoral Degree, Master's Degree and Bachelor's Degree, attracted the highest average annual salaries, **reinforcing the positive relationship between educational attainment and earnings.**

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	1,637	2,366	44.5
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	73	83	13.7
Administrative and Support Service Activities	1,888	2,196	16.3
Agriculture, Forestry and Fishing	68	79	16.2
Arts, Entertainment and Recreation	221	281	27.1
Construction	2,555	2,989	17.0
Education	314	382	21.7
Electricity, Gas, Steam and Air Conditioning Supply	67	46	-31.3
Financial and Insurance Activities	707	835	18.1
Human Health and Social Work Activities	398	532	33.7
Information and Communication	125	150	20.0
Manufacturing	198	267	34.8
Mining and Quarrying	19	27	42.1
Other Service Activities	556	804	44.6
Professional, Scientific and Technical Activities	1,152	1,287	11.7
Public Administration and Defence; Compulsory Social Security	3	6	100.0
Real Estate Activities	189	323	70.9
Transportation and Storage	401	594	48.1
Water Supply; Sewerage, Waste Management and Remediation Activities	87	52	-40.2
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,713	2,122	23.9
Total	12,371	15,421	24.7

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

Occupation	YTD 2026
Building Construction Labourers	819
Carpenters and Joiners	653
Waiters	472
Stonemasons, Stone Cutters, Splitters and Carvers	459
Cleaners and Helpers in Offices, Hotels and Other Establishments	442
Kitchen Helpers	434
Cooks	426
Beauticians and Related Workers	399
Accountants	394
Motor Vehicle Mechanics and Repairers	295
Lawyers	236
Bartenders	209
Other Cleaning Workers	199
Chefs	195
Food Service Counter Attendants	194
Hairdressers	189
Sales Workers not elsewhere classified	172
Business Services and Administration Managers not elsewhere classified	169
Air Conditioning and Refrigeration Mechanics	165
Garden and Horticultural Labourers	151

Table A3. Job Postings by Required Education

Required Education	YTD 2025	YTD 2026	% Change
Below High School*	331	368	11.2
High School or Equivalent**	6,937	8,974	29.4
Some College/University	305	368	20.7
Certificate/Diploma	1,873	2,523	34.7
Associate Degree	332	333	0.3
Bachelor's Degree	2,345	2,533	8.0
Master's Degree	202	261	29.2
Doctoral Degree	46	61	32.6
Total	12,371	15,421	24.7

*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	85	115	35.3
Less Than a Year	239	262	9.6
1 to 2 Years	2,664	3,566	33.9
3 to 4 Years	3,609	4,683	29.8
5 to 6 Years	3,597	4,119	14.5
7 to 8 Years	648	872	34.6
9 to 10 Years	341	479	40.5
10+ Years	1,188	1,325	11.5
Total	12,371	15,421	24.7

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2026 (CIS)
Financial and Insurance Activities	92,046
Professional, Scientific and Technical Activities	90,562
Public Administration and Defence; Compulsory Social Security (Central Government)	81,020
Electricity, Gas, Steam and Air Conditioning Supply	73,187
Information and Communication	63,060
Human Health and Social Work Activities	61,093
Education	47,011
Water Supply; Sewerage, Waste Management and Remediation Activities	40,523
Real Estate Activities	35,437
Mining and Quarrying	34,717
Arts, Entertainment and Recreation	33,025
Construction	32,983
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	31,414
Manufacturing	31,155
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,305
Administrative and Support Service Activities	29,998
Transportation and Storage	29,378
Agriculture, Forestry and Fishing	27,772
Other Service Activities	27,665
Accommodation and Food Service Activities	25,900

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

Occupation	Average Annual Salary for YTD 2026 (CIS)
Managing Directors and Chief Executives	209,053
Dentists	187,500
Trade Brokers	185,338
Lawyers	184,568
Specialist Medical Practitioners	147,947
Financial and Insurance Services Branch Managers	135,805
Mathematicians, Actuaries and Statisticians	135,191
Generalist Medical Practitioners	118,771
Policy and Planning Managers	110,757
Management and Organisation Analysts	106,537
Research and Development Managers	106,094
Finance Managers	106,077
Financial and Investment Advisers	103,890
Applications Programmers	103,645
Optometrists and Ophthalmic Opticians	101,897
Aircraft Pilots and Related Associate Professionals	100,223
ICT Service Managers	99,952
Insurance Representatives	99,562
Software Developers	98,874
Professional Services Managers not elsewhere classified	95,387