



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

February 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.**

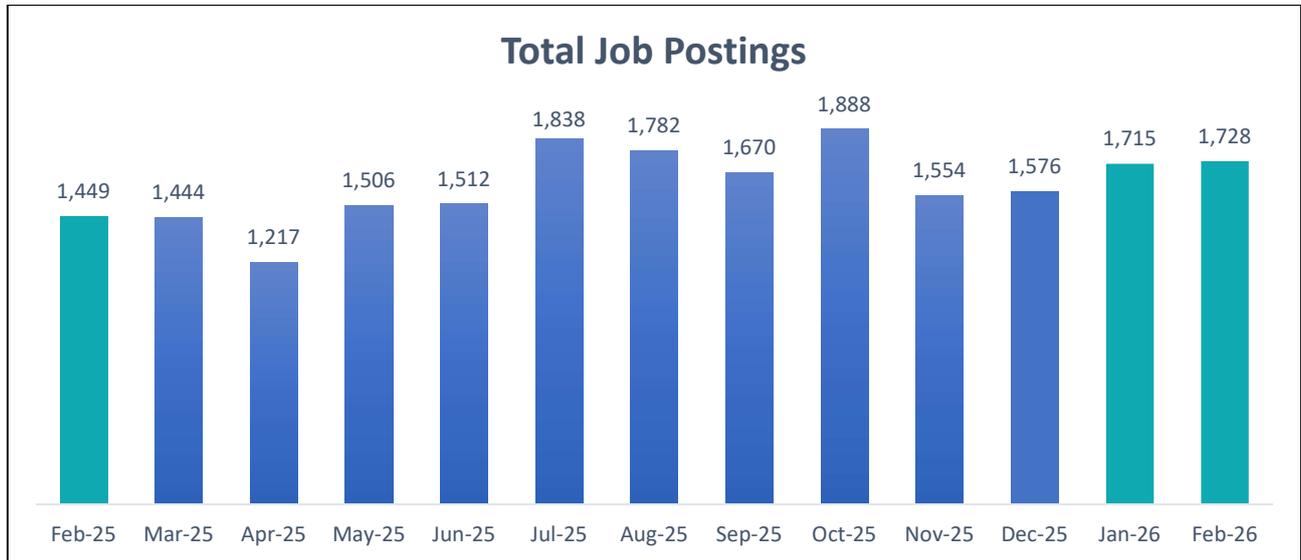
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Total Number of Job Postings

A total of 1,728 jobs were advertised during February 2026 relative to 1,715 postings in the previous month and 1,449 postings in the comparable month of 2025 (see Figure 1). For January to February 2026, there were 3,443 job advertisements relative to 3,072 postings in the corresponding period of 2025.

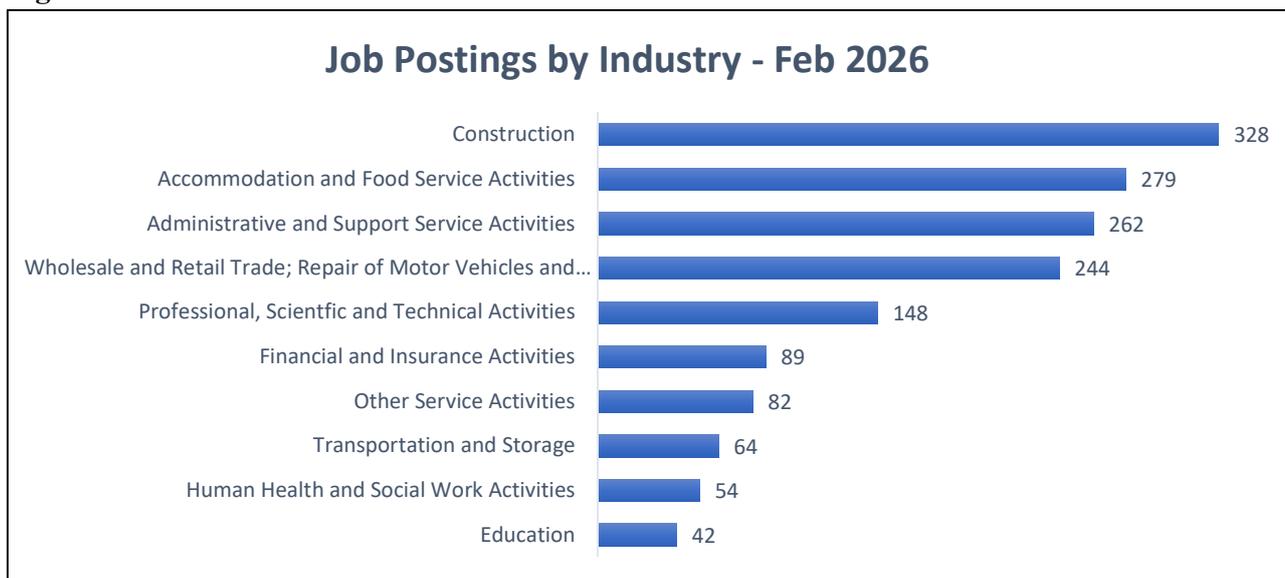
Figure 1.



Industry

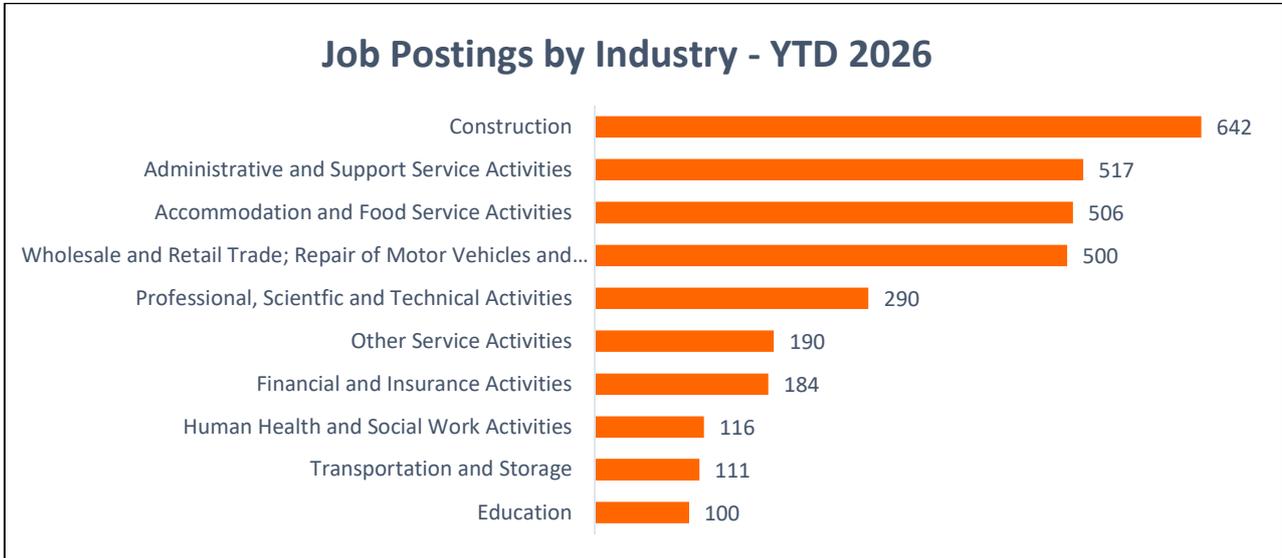
The Construction industry accounted for 328 job postings, representing 19.0 percent of the total number of job openings in February 2026 (see Figure 2). The Accommodation and Food Service Activities industry followed with 279 job advertisements (16.1%) while the Administrative and Support Service Activities industry recorded 262 job openings (15.2%).

Figure 2.



For YTD 2026, the Construction industry accounted for most job postings, recording 642 or 18.6 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 517 job advertisements (15.0%) while the Accommodation and Food Service Activities industry registered 506 job openings (14.7%).

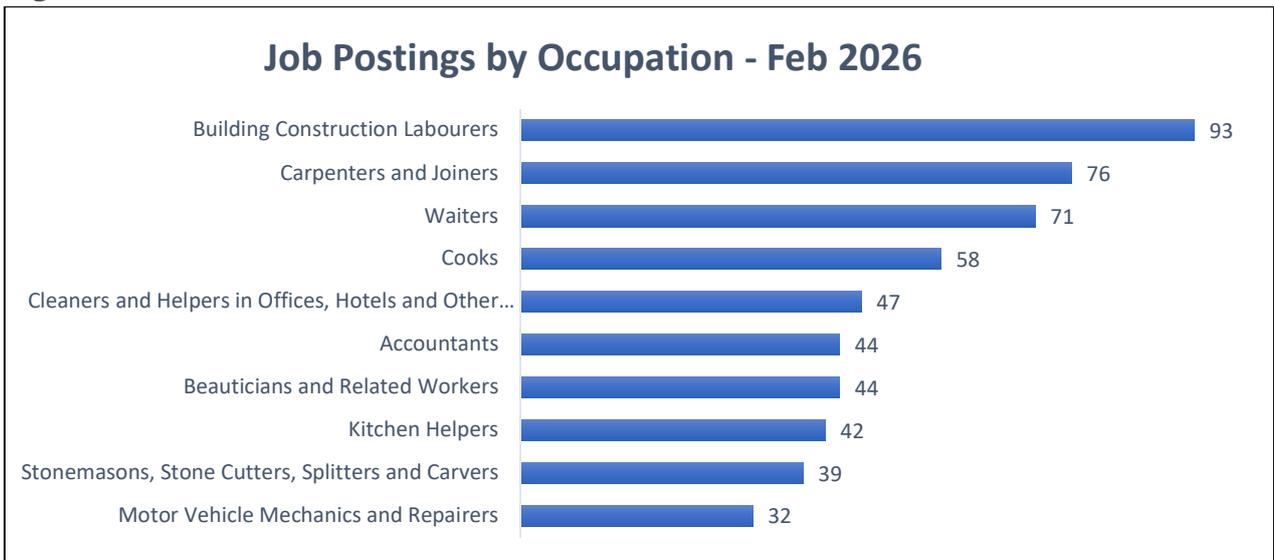
Figure 3.



Occupation

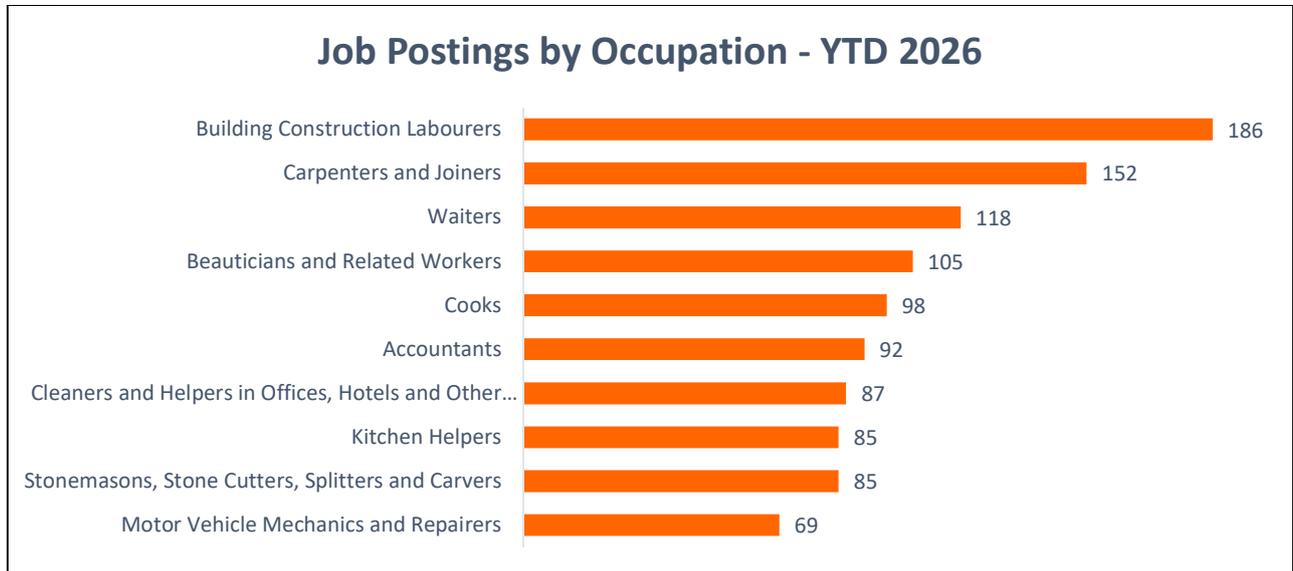
For the review month, Building Construction Labourers accounted for 93 job postings which represented 5.4 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 76 job postings (4.4%) while Waiters recorded 71 job postings or 4.1 percent of the total.

Figure 4.



For YTD 2026, Building Construction Labourers accounted for 186 job postings which represented 5.4 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 152 job postings (4.4%) preceded by Waiters with 118 job openings or 3.4 percent of the total.

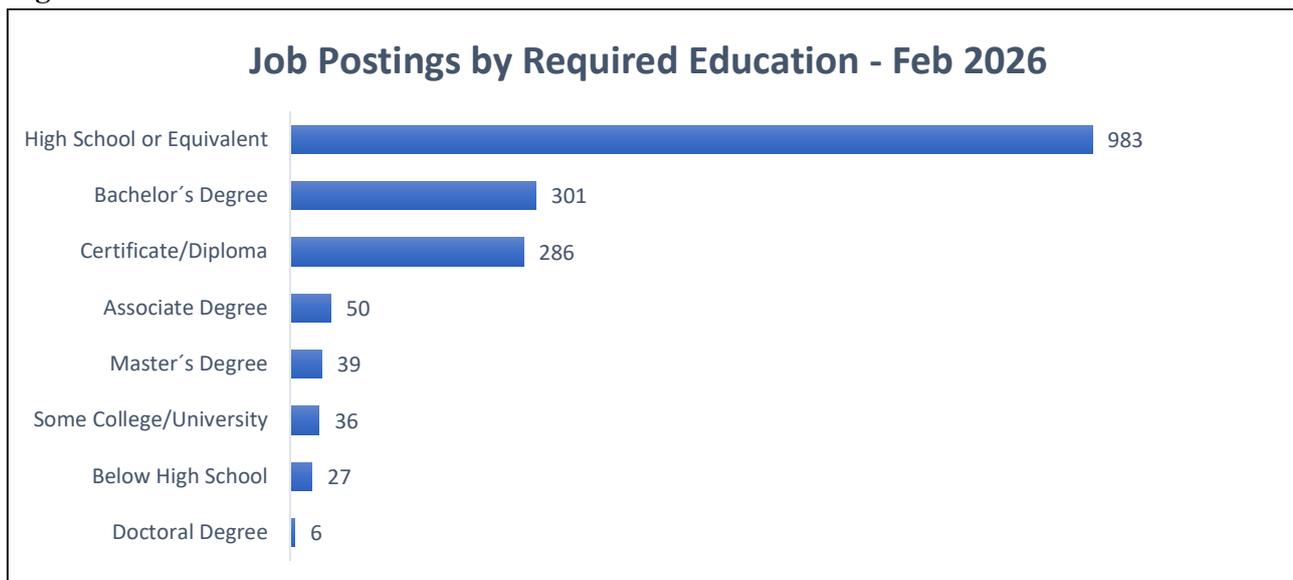
Figure 5.



Required Education

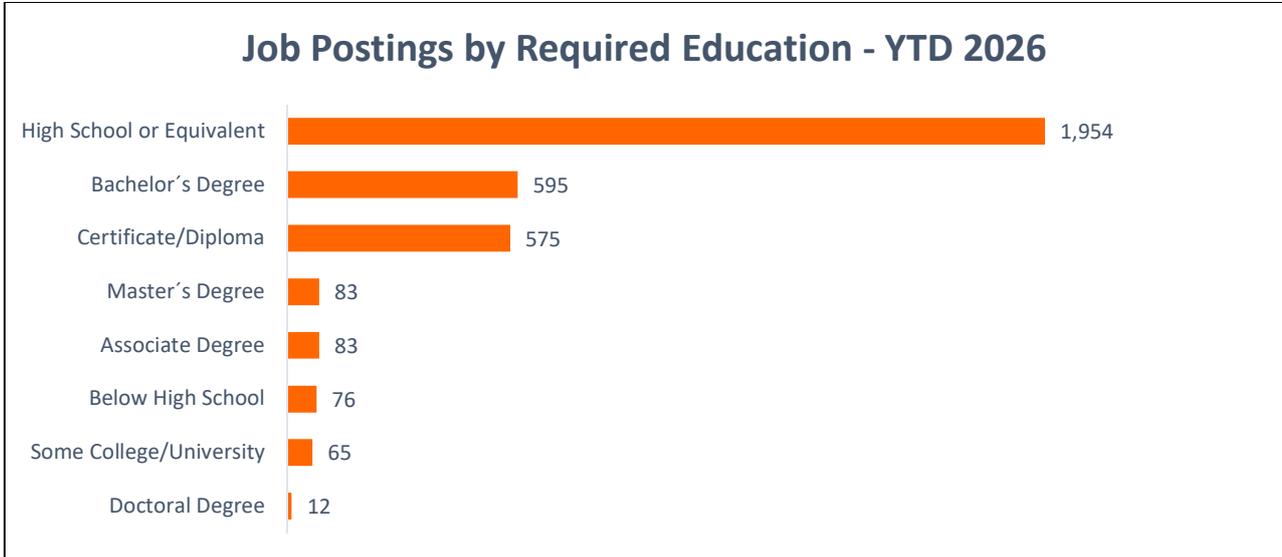
For February 2026, 983 job postings (56.9%) required persons with a High School or Equivalent qualification, 301 (17.4%) required persons with a Bachelor’s Degree and 286 (16.6%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



For YTD 2026, there were 1,954 postings (56.8%) which required persons with a High School or Equivalent qualification, 595 (17.3%) required persons with a Bachelor’s Degree and 575 (16.7%) required persons with a Certificate or Diploma (see Figure 7).

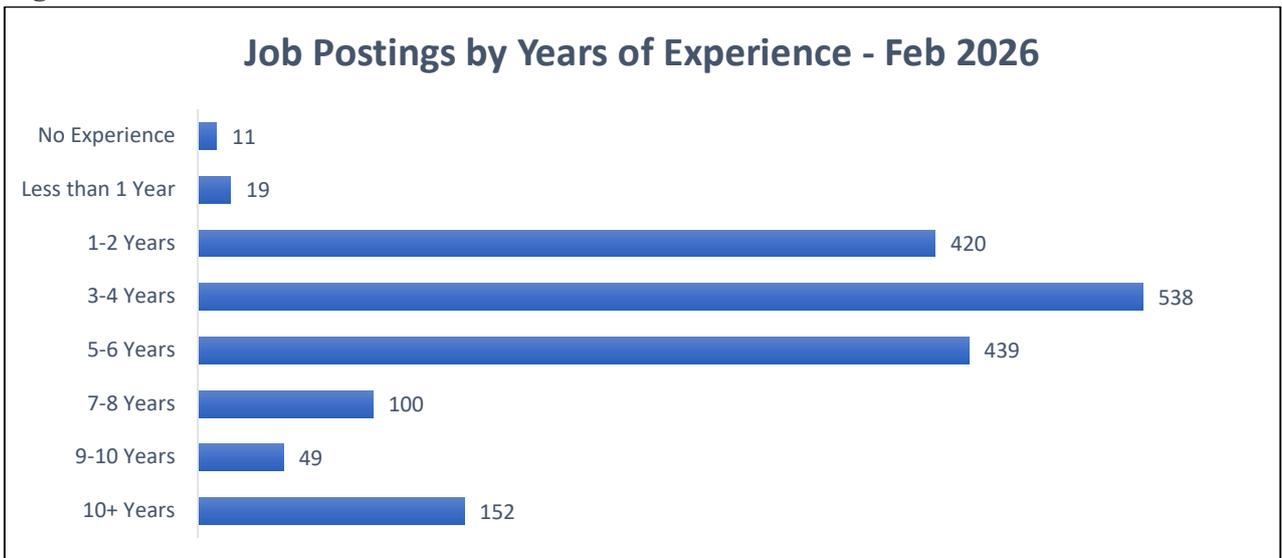
Figure 7.



Years of Experience

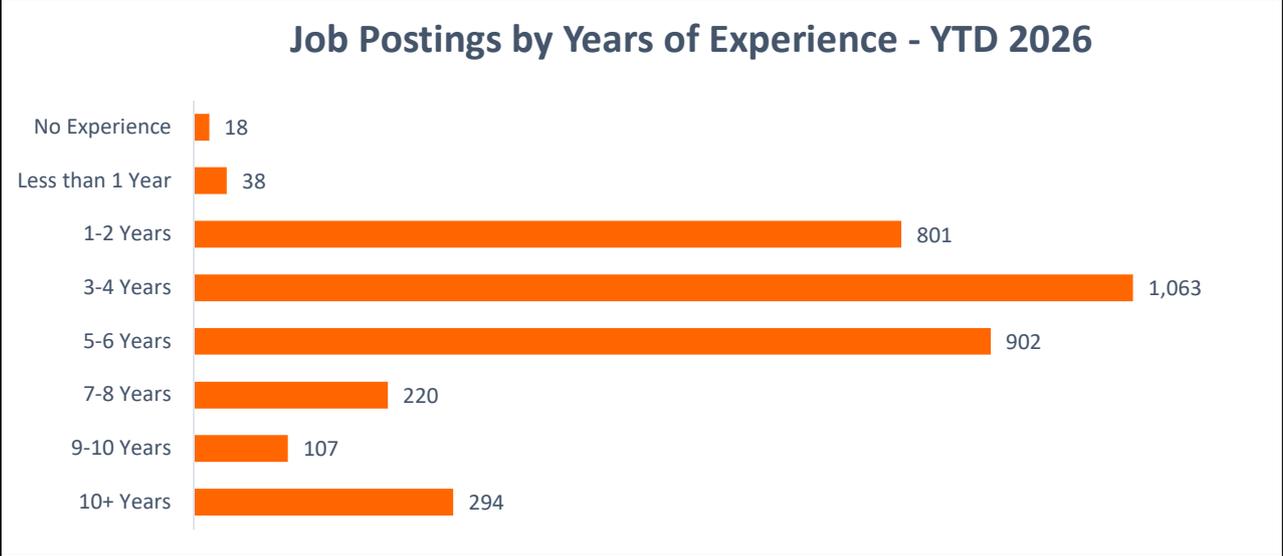
For the review month, 538 job advertisements (31.1%) required persons with three to four years’ experience, 439 job postings (25.4%) required persons with five to six years’ experience while 420 job openings (24.3%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 3,443 job postings recorded in YTD 2026, 1,063 (30.9%) required persons with three to four years' experience, 902 (26.2%) required persons with five to six years' experience while 801 (23.3%) required persons with one to two years' experience (see Figure 9).

Figure 9.



Salary

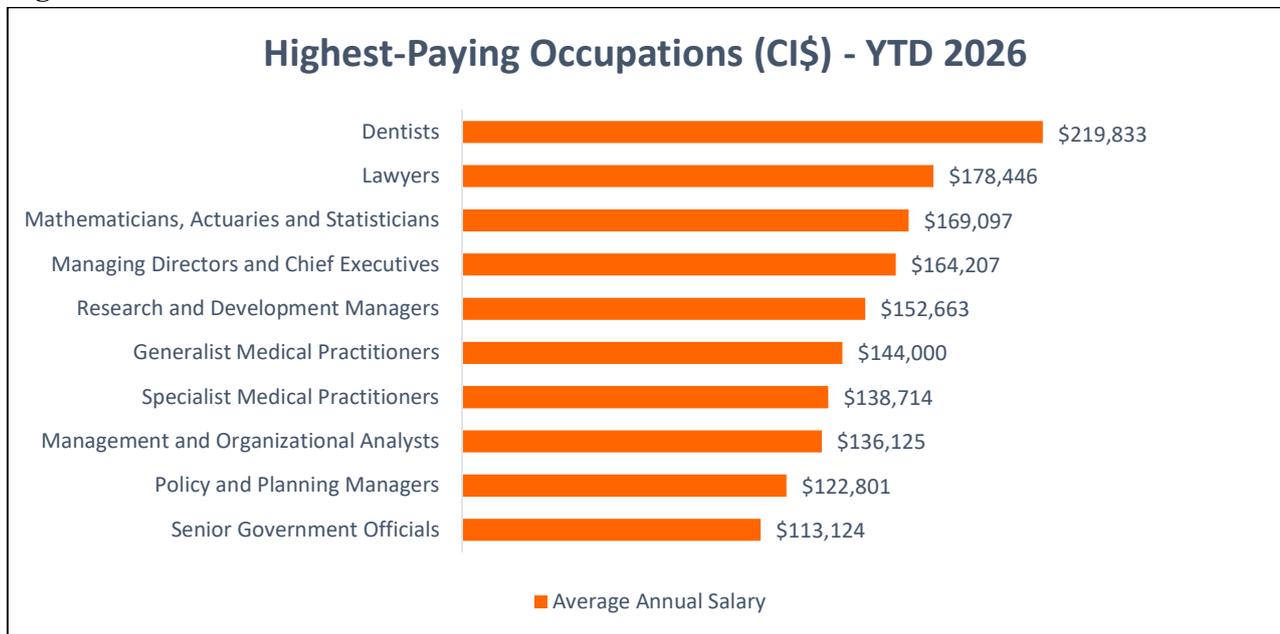
The highest-paying job postings in the review month were recorded by Dentists with an average annual salary of \$299,500 (see Figure 10). Mathematicians, Actuaries and Statisticians followed with an average annual salary of \$179,167 after which Lawyers proceeded with an average annual salary of \$178,212.

Figure 10.



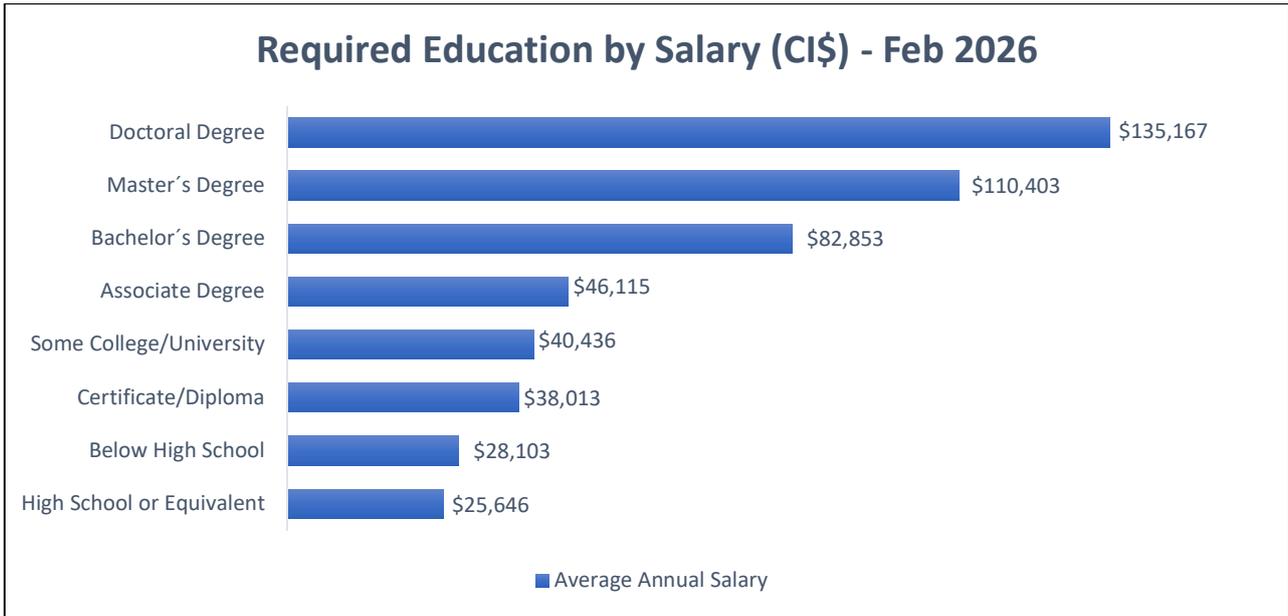
For YTD 2026, Dentists was the highest-paying occupation with an average annual salary of \$219,833 (see Figure 11). Lawyers followed with an average annual salary of \$178,446 while Mathematicians, Actuaries and Statisticians proceeded with an average annual salary of \$169,097.

Figure 11.



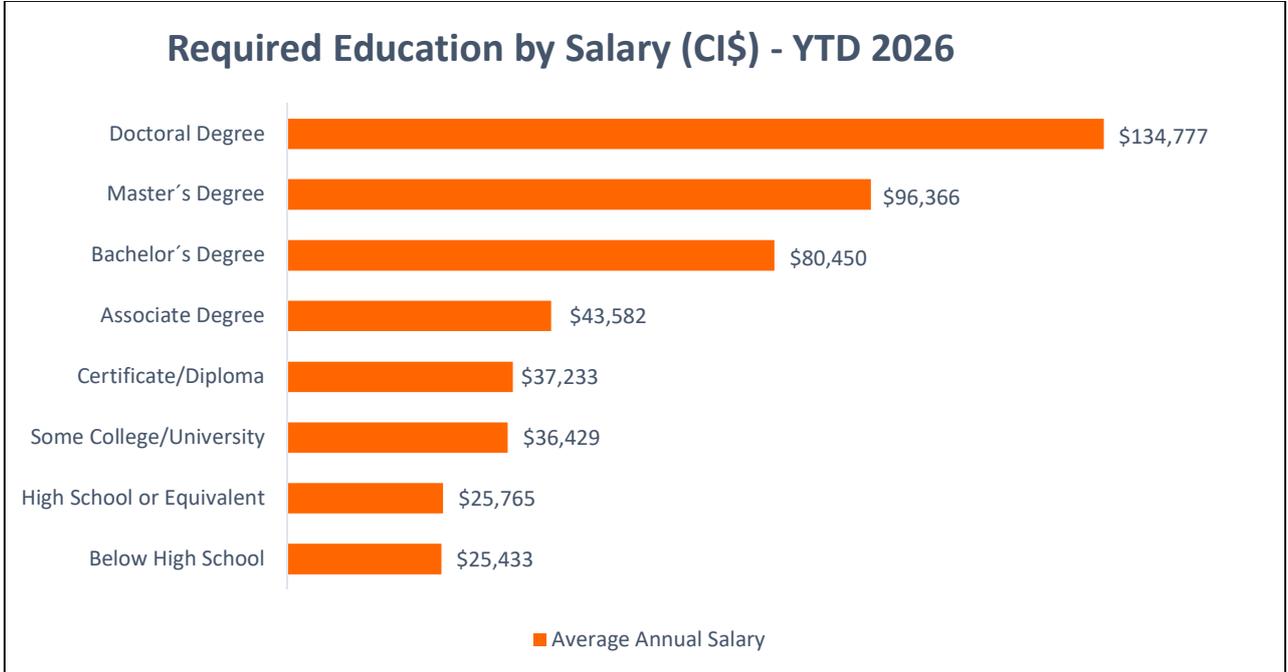
For February 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$135,167. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$110,403 and \$82,853, respectively (see Figure 12).

Figure 12.



For YTD 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$134,777. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$96,366 and \$80,450, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – February 2026

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$264,733
ICT Service Managers	\$200,000
Mathematicians, Actuaries and Statisticians	\$187,500
Lawyers	\$179,168
Research and Development Managers	\$175,000

Figure 14.

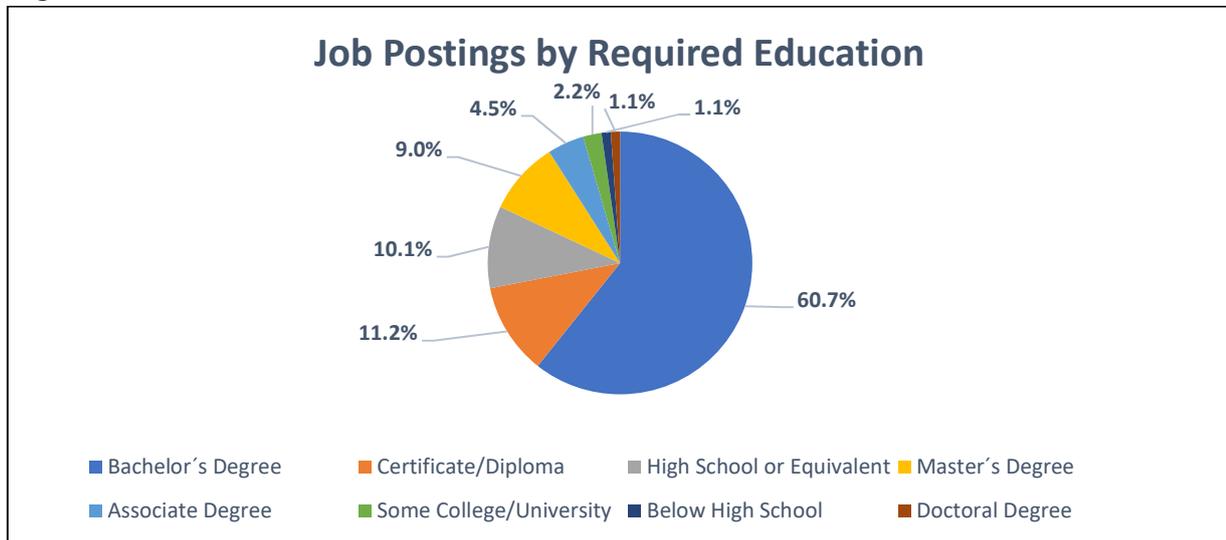
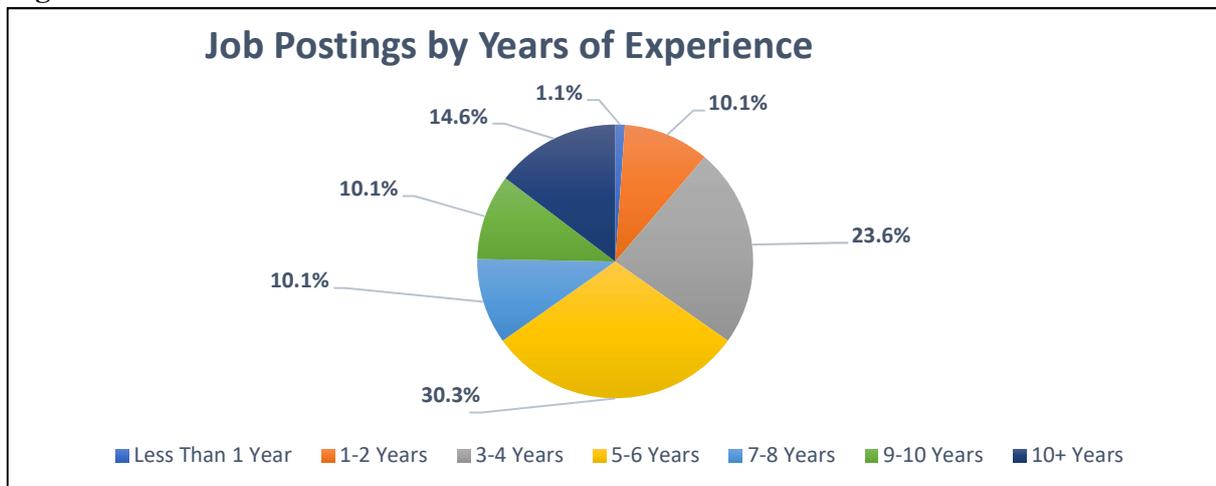


Figure 15.



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

Table 2.

Highest-Paying Occupations	Average Annual Salary (CIS)
Lawyers	\$178,021
Mathematicians, Actuaries and Statisticians	\$175,000
Specialist Medical Practitioners	\$162,000
Financial and Investment Advisers	\$156,646
Finance Managers	\$121,911

Figure 16.

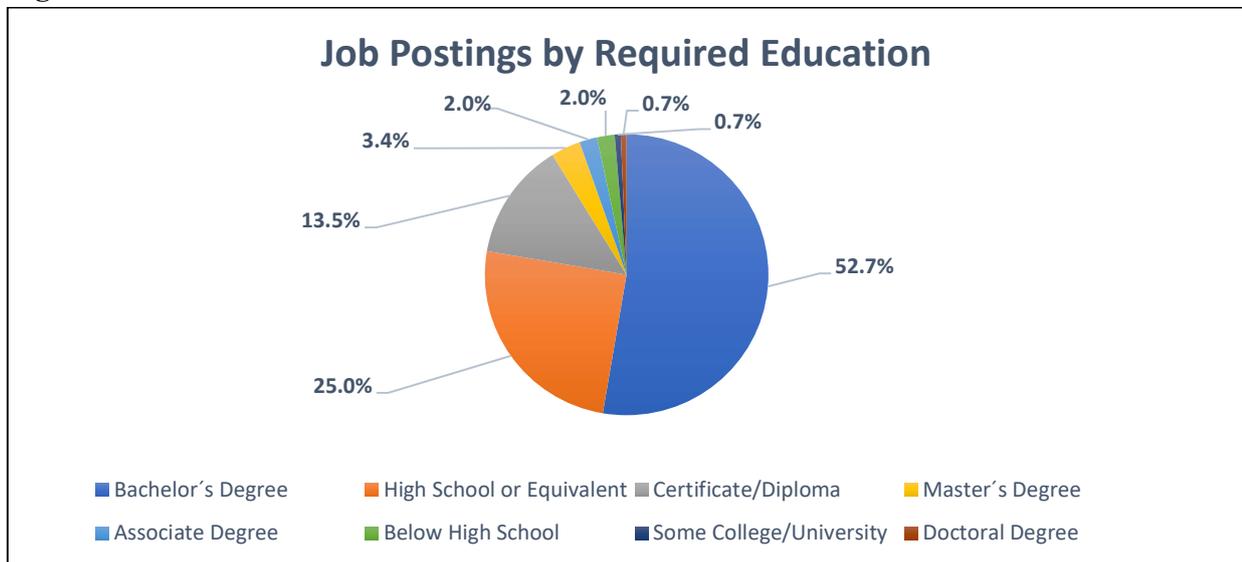
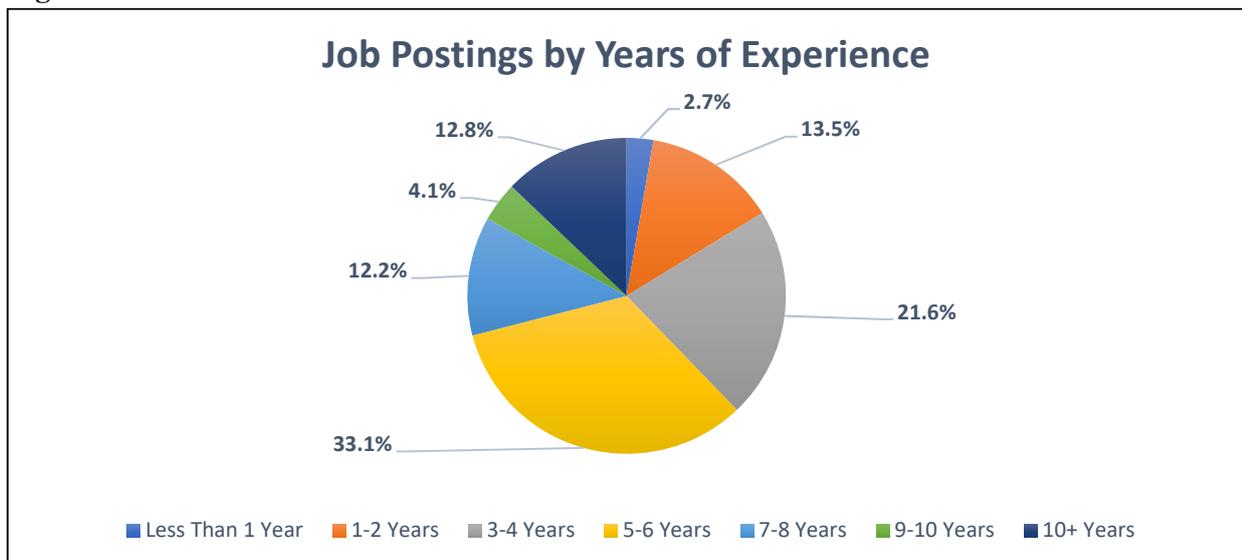


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Optometrists and Ophthalmic Opticians	\$129,167
ICT Service Managers	\$90,002
Specialist Medical Practitioners	\$84,000
Service Managers not elsewhere classified	\$79,300
Nursing Professionals	\$72,000

Figure 18.

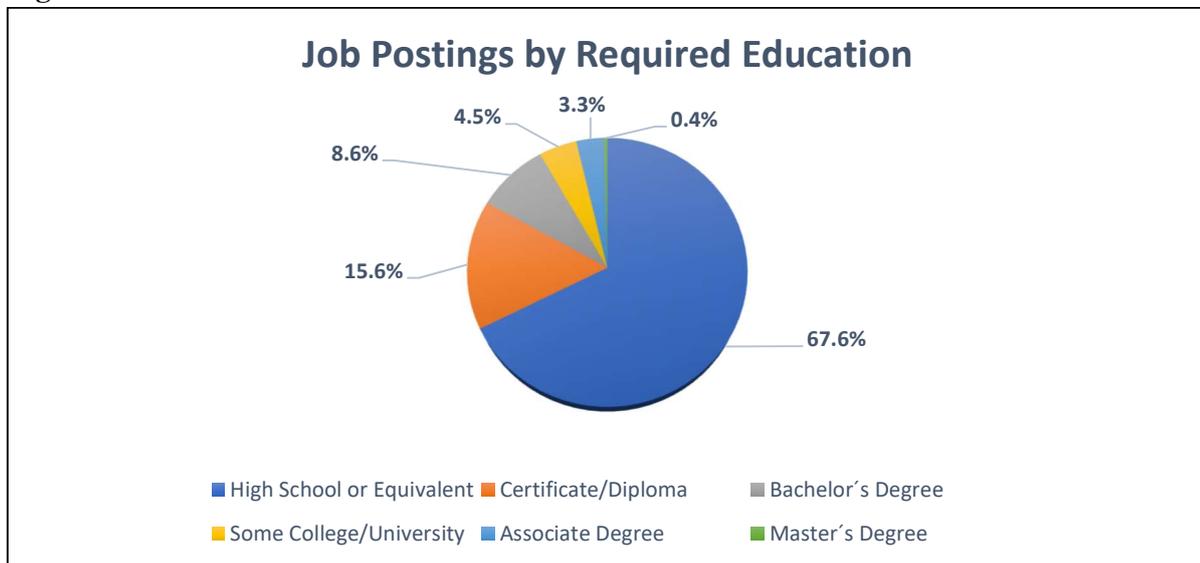
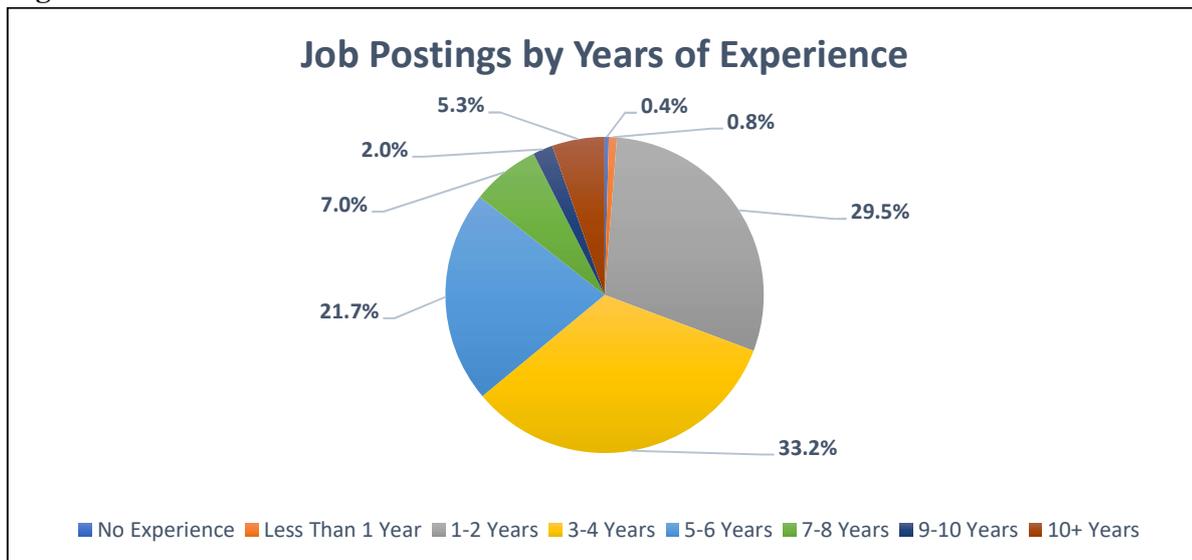


Figure 19.



Summary

- A total of 1,728 job postings in February 2026 relative to 1,499 postings in February 2025.
- The Construction, Accommodation and Food Service Activities, 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 Bachelor's Degree and a Certificate/Diploma 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 followed by persons with five to six years' and one to two years' experience, respectively.
- Job postings in healthcare, actuarial, legal, financial services, research and development, compliance, management consultancy and core government 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 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	425	506	19.1
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	22	19	-13.6
Administrative and Support Service Activities	513	517	0.8
Agriculture, Forestry and Fishing	16	16	0.0
Arts, Entertainment and Recreation	119	71	-40.3
Construction	549	642	16.9
Education	105	100	-4.8
Electricity, Gas, Steam and Air Conditioning Supply	11	13	18.2
Financial and Insurance Activities	163	184	12.9
Human Health and Social Work Activities	81	116	43.2
Information and Communication	28	38	35.7
Manufacturing	50	58	16.0
Mining and Quarrying	6	10	66.7
Other Service Activities	129	190	47.3
Professional, Scientific and Technical Activities	272	290	6.6
Public Administration and Defence; Compulsory Social Security	0	1	-
Real Estate Activities	41	54	31.7
Transportation and Storage	73	111	52.1
Water Supply; Sewerage, Waste Management and Remediation Activities	29	7	-75.9
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	440	500	13.6
Total	3,072	3,443	12.1

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

Occupation	YTD 2026
Building Construction Labourers	186
Carpenters and Joiners	152
Waiters	118
Beauticians and Related Workers	105
Cooks	98
Accountants	92
Cleaners and Helpers in Offices, Hotels and Other Establishments	87
Kitchen Helpers	85
Stonemasons, Stone Cutters, Splitters and Carvers	85
Motor Vehicle Mechanics and Repairers	69
Sales Workers not elsewhere classified	46
Lawyers	45
Business Services and Administration Managers not elsewhere classified	45
Hairdressers	43
Bartenders	42
Air Conditioning and Refrigeration Mechanics	40
Vehicle Cleaners	37
Food Service Counter Attendants	37
Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	37
Stock Clerks	36

Table A3. Job Postings by Required Education

Required Education	YTD 2025	YTD 2026	% Change
Below High School*	104	76	-26.9
High School or Equivalent**	1,674	1,954	16.7
Some College/University	81	65	-19.8
Certificate/Diploma	458	575	25.5
Associate Degree	93	83	-10.8
Bachelor's Degree	606	595	-1.8
Master's Degree	43	83	93.0
Doctoral Degree	13	12	-7.7
Total	3,072	3,443	12.1

*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	21	18	-14.3
Less Than a Year	63	38	-39.7
1 to 2 Years	716	801	11.9
3 to 4 Years	936	1,063	13.6
5 to 6 Years	887	902	1.7
7 to 8 Years	130	220	69.2
9 to 10 Years	71	107	50.7
10+ Years	248	294	18.5
Total	3,072	3,443	12.1

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2026 (CIS)
Public Administration and Defence; Compulsory Social Security (Central Government)	113,124
Financial and Insurance Activities	88,473
Professional, Scientific and Technical Activities	82,428
Electricity, Gas, Steam and Air Conditioning Supply	66,741
Information and Communication	66,504
Human Health and Social Work Activities	59,694
Education	47,093
Real Estate Activities	35,811
Mining and Quarrying	33,757
Administrative and Support Service Activities	33,177
Construction	32,666
Arts, Entertainment and Recreation	32,466
Agriculture, Forestry and Fishing	31,625
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,857
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	29,342
Manufacturing	28,272
Water Supply; Sewerage, Waste Management and Remediation Activities	28,141
Other Service Activities	27,633
Transportation and Storage	26,013
Accommodation and Food Service Activities	25,028

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

Occupation	Average Annual Salary for YTD 2026 (CIS)
Dentists	219,833
Lawyers	178,446
Mathematicians, Actuaries and Statisticians	169,097
Managing Directors and Chief Executives	164,207
Research and Development Managers	152,663
Generalist Medical Practitioners	144,000
Specialist Medical Practitioners	138,714
Management and Organisation Analysts	136,125
Policy and Planning Managers	122,801
Senior Government Officials	113,124
Finance Managers	113,052
Journalists	112,750
Applications Programmers	103,645
Financial and Investment Advisers	103,456
Software Developers	96,456
ICT Service Managers	94,863
Insurance Representatives	89,742
Legal and Related Associate Professionals	88,079
Accountants	87,720
Business Services and Administration Managers n.e.c.*	87,299

*Not elsewhere classified