



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

January 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 needs to be educated and trained at international standards to achieve 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 Jobs Cayman portal of WORC.**

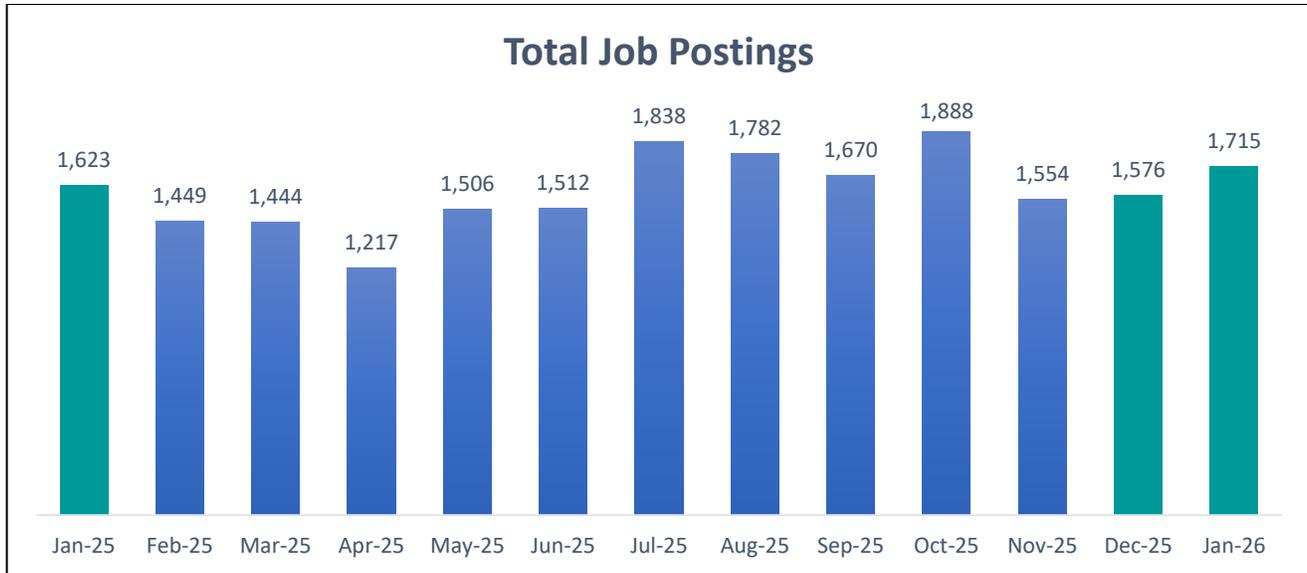
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Total Job Postings

A total of 1,715 jobs were advertised during January 2026 relative to 1,576 postings in the previous month and 1,623 postings in the comparable month of 2025 (see Figure 1).

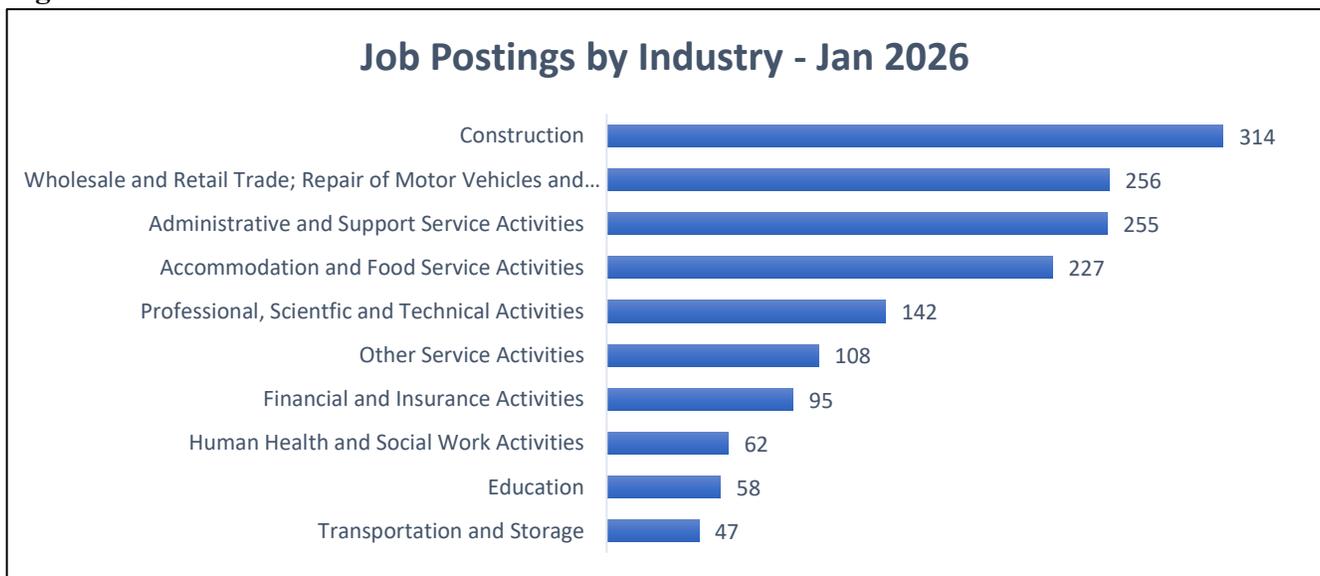
Figure 1.



Industry

The Construction industry accounted for 314 job postings, representing 18.3 percent of the total number of job openings in January 2026 (see Figure 2). The Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry followed with 256 job advertisements (14.9%) while the Administrative and Support Service Activities industry recorded 255 job openings (14.9%).

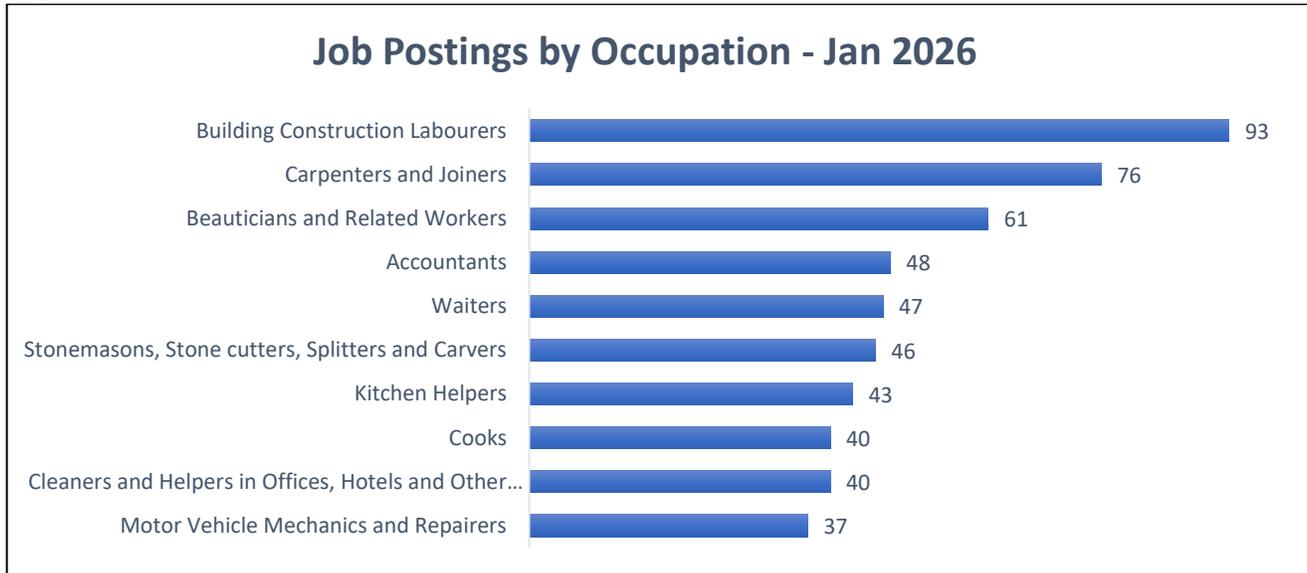
Figure 2.



Occupation

Building construction labourers accounted for 93 job postings which represented 5.4 percent of all job openings (see Figure 3). Carpenters and Joiners followed with 76 job postings (4.4%) while Beauticians and Related Workers recorded 61 job postings or 3.6 percent of the total.

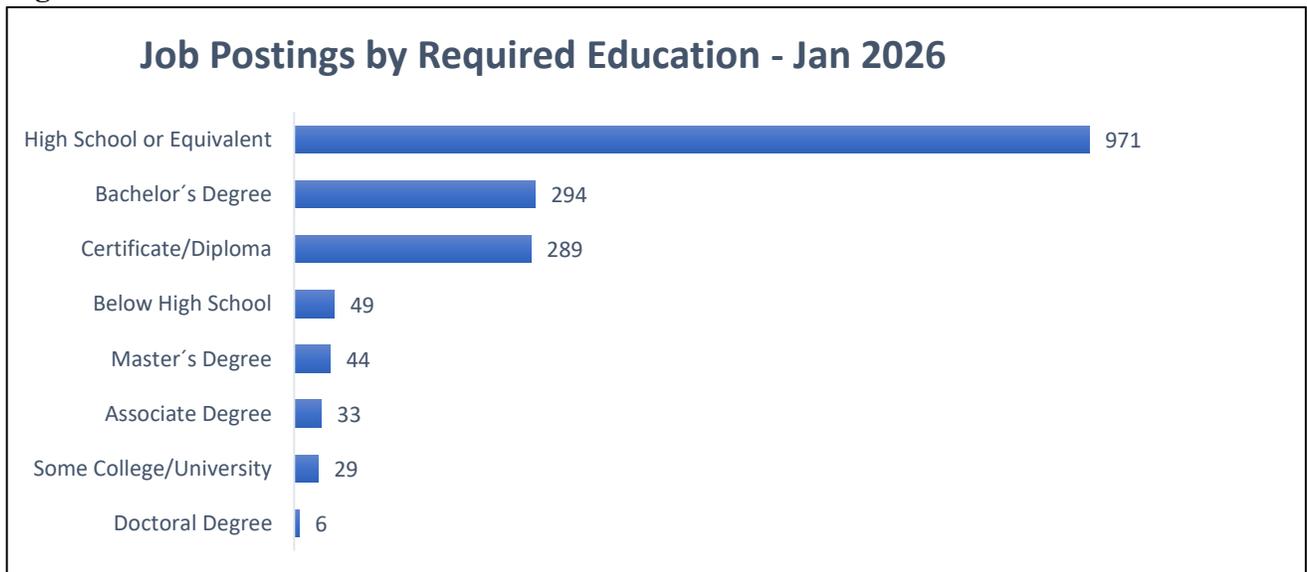
Figure 3.



Required Education

For January 2026, 971 job postings (56.6%) required persons with a High School or Equivalent qualification, 294 (17.1%) required persons with a Bachelor's Degree and 289 (16.9%) required persons with a Certificate or Diploma (see Figure 4).

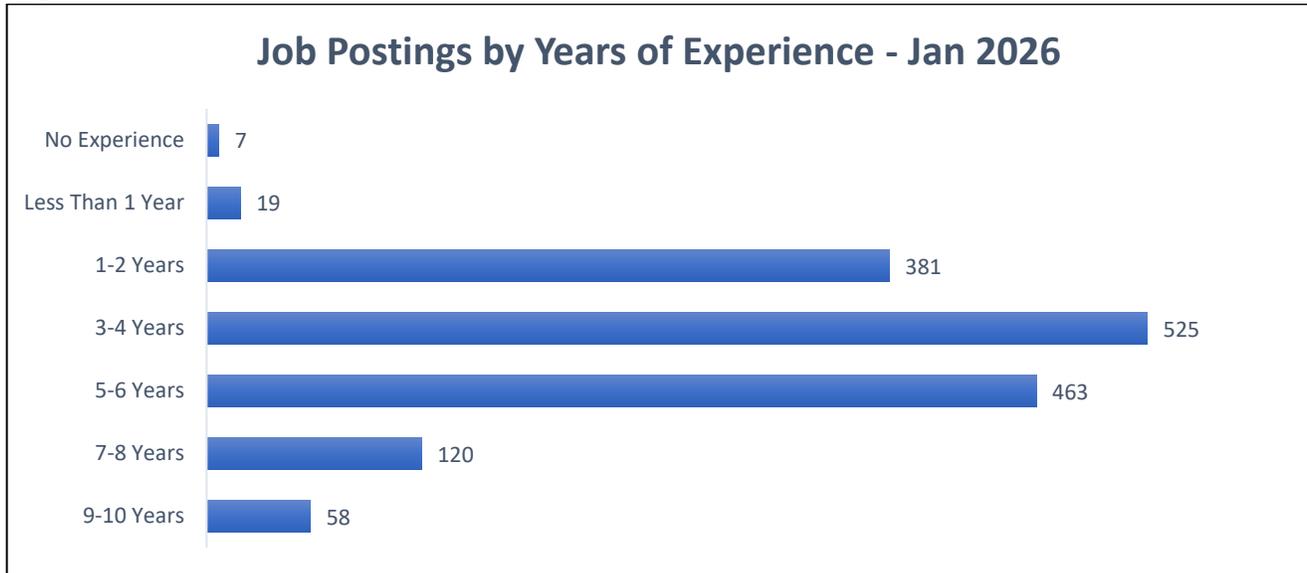
Figure 4.



Years of Experience (YOE)

For the review month, 525 job advertisements (30.6%) required persons with three to four years' experience, 463 job postings (27.0%) required persons with five to six years' experience while 381 job openings (22.2%) required persons with one to two years' experience (see Figure 5).

Figure 5.



Salary

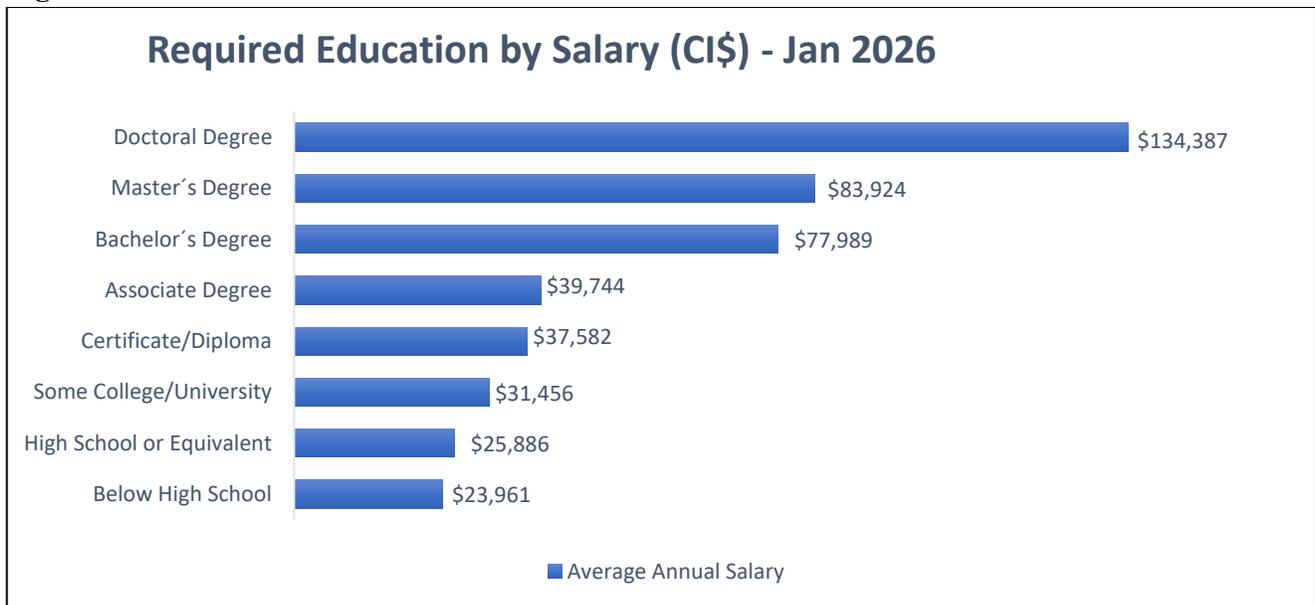
The highest-paying job postings in the review month were recorded by Dentists with an average annual salary of \$180,000 (see Figure 6). Lawyers followed with an average annual salary of \$178,714, after which Mathematicians, Actuaries and Statisticians proceeded with an average annual salary of \$159,028.

Figure 6.



Advertised jobs requiring a Doctoral Degree paid the highest salaries in the review month. These jobs paid an average annual salary of \$134,387. Job postings requiring Master’s and Bachelor’s degrees followed with average annual salaries of \$83,924 and \$77,989, respectively (see Figure 7).

Figure 7.



Key Industries to the Economy

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Mathematicians, Actuaries and Statisticians	\$154,167
Management and Organisation Analysts	\$136,125
Policy and Planning Managers	\$130,417
Research and Development Managers	\$130,000
Finance Managers	\$120,111

Figure 8.

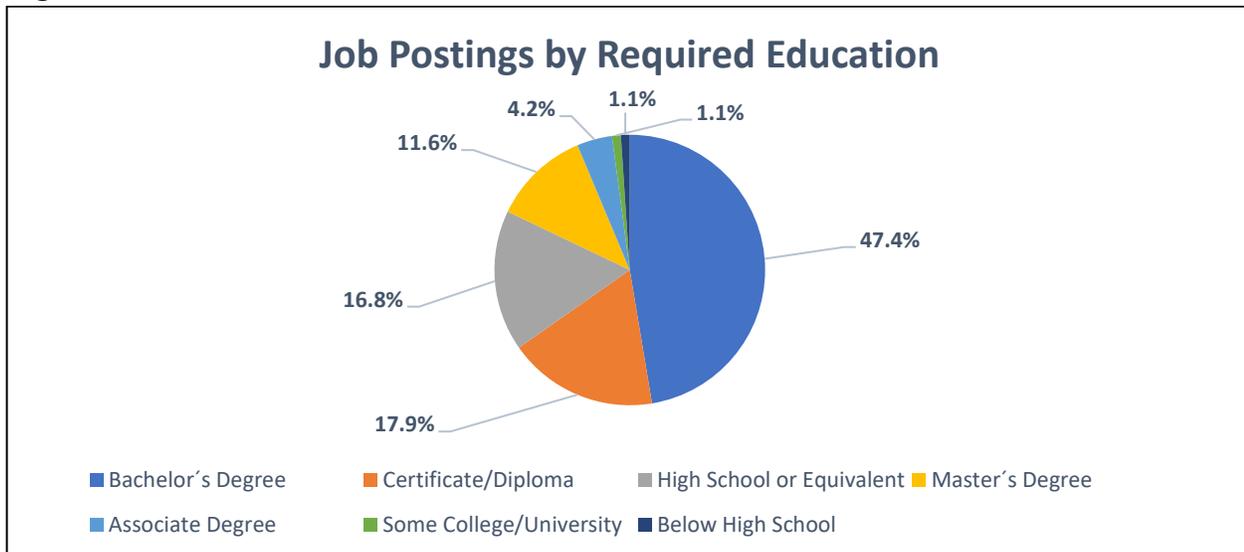
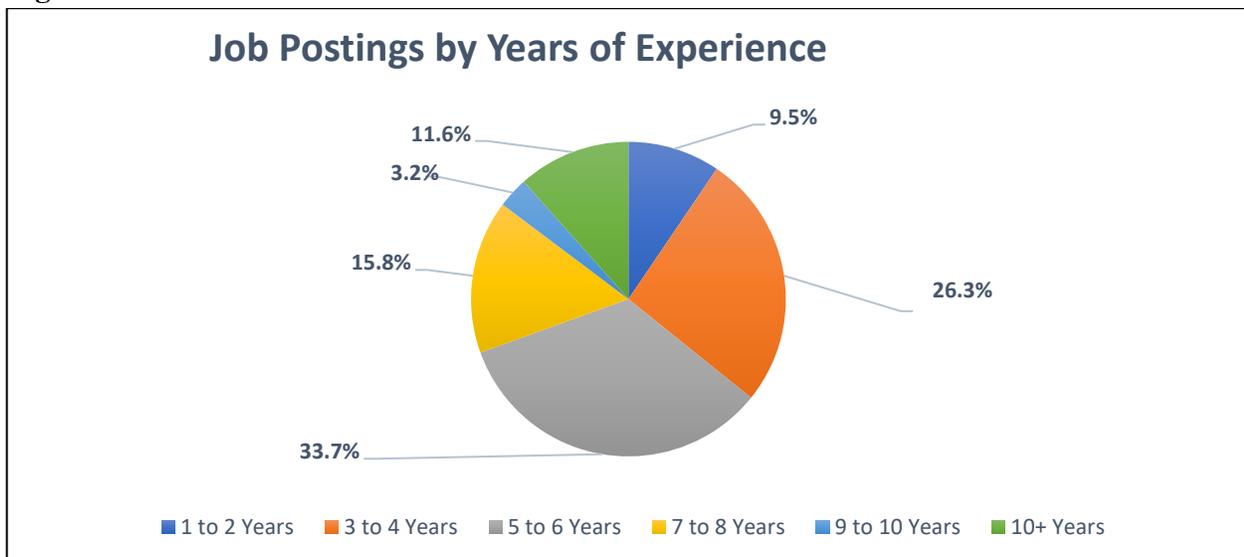


Figure 9.



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	\$178,714
Mathematicians, Actuaries and Statisticians	\$161,458
Managing Directors and Chief Executives	\$131,471
Policy and Planning Managers	\$121,056
Finance Managers	\$119,792

Figure 10.

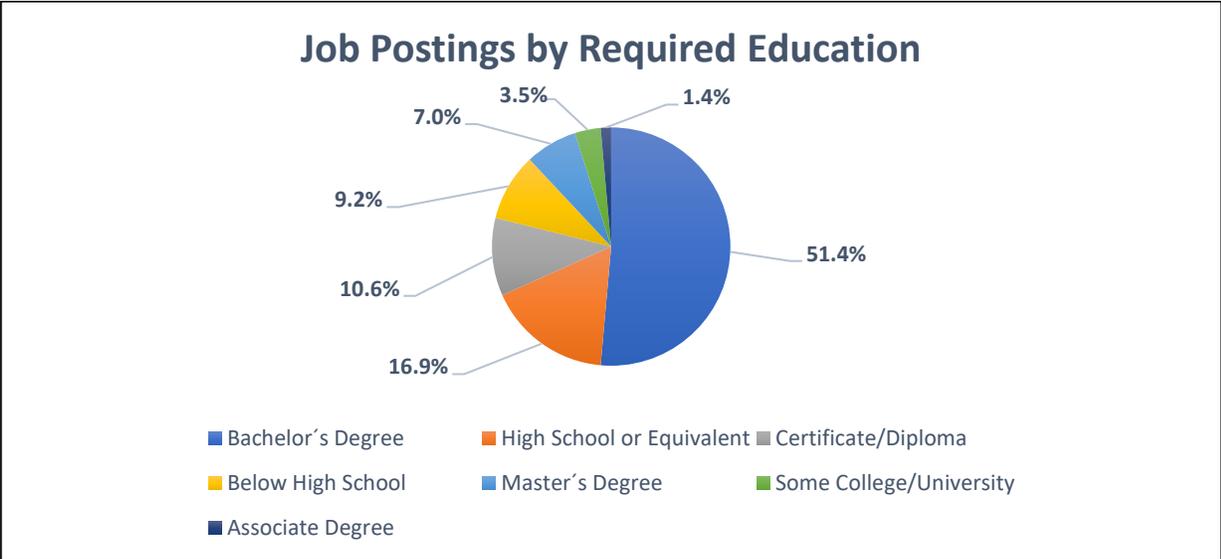
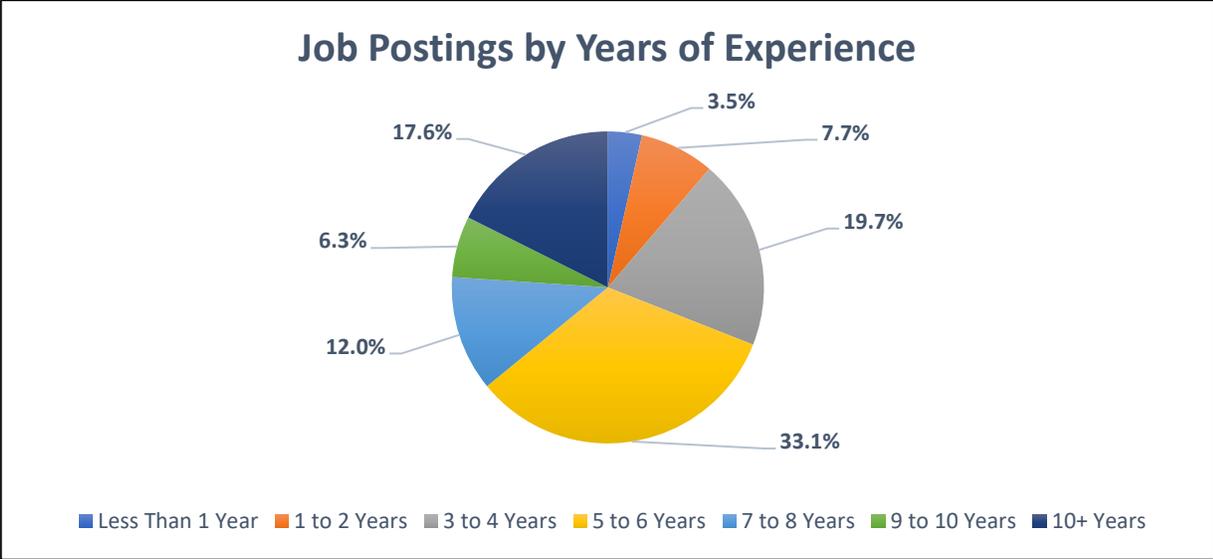


Figure 11.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Technical and Medical Sales Professionals (excluding ICT)	\$79,197
Interior Designers and Decorators	\$70,800
Pharmacists	\$65,000
Office Supervisors	\$62,000
Accountants	\$60,875

Figure 12.

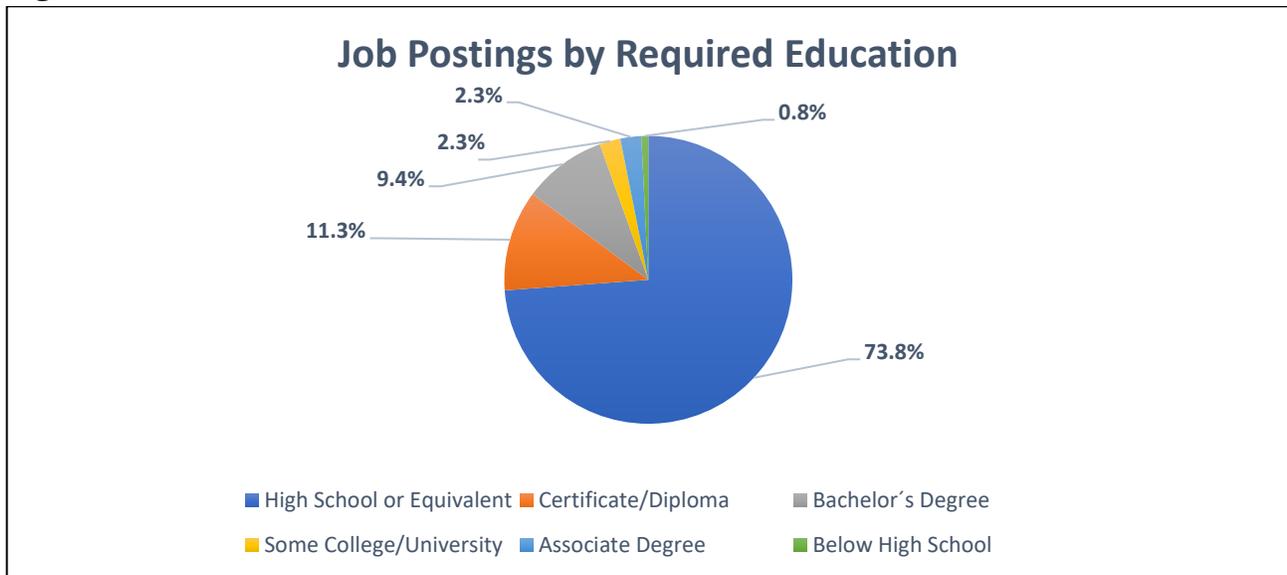
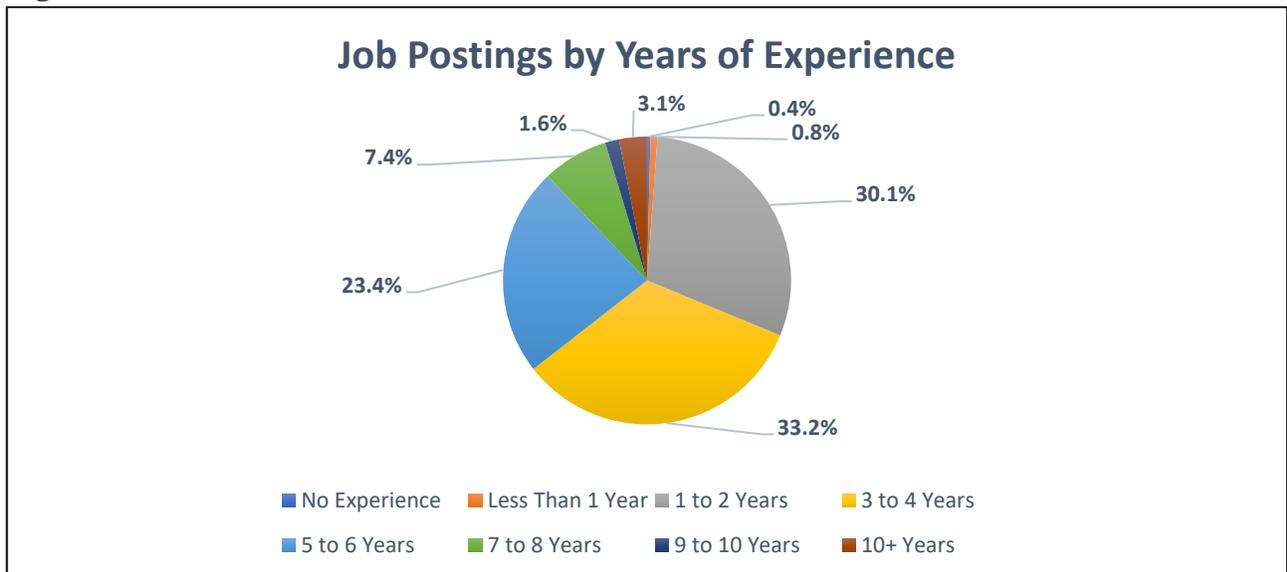


Figure 13.



Summary

- A total of 1,715 job postings in January 2026 relative to 1,623 in January 2025.
- The Construction, 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.
- 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.
- Persons with three to four years' experience were the most desired in the review month followed by persons with five to six years' and one to two years' experience, respectively.
- Job postings in healthcare, legal, actuarial, financial services, business development, management consultancy and compliance accounted for the highest salaries offered in the review month.
- **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	January 2025	January 2026	% Change
Accommodation and Food Service Activities	238	227	-4.6
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	13	6	-53.8
Administrative and Support Service	284	255	-10.2
Agriculture, Forestry and Fishing	12	8	-33.3
Arts, Entertainment and Recreation	91	42	-53.8
Construction	299	314	5.0
Education	44	58	31.8
Electricity, Gas, Steam and Air Conditioning Supply	5	8	60.0
Financial and Insurance Activities	97	95	-2.1
Human Health and Social Work Activities	29	62	113.8
Information and Communication	12	18	50.0
Manufacturing	31	39	25.8
Mining and Quarrying	2	8	300.0
Other Service Activities	68	108	58.8
Professional, Scientific and Technical Activities	124	142	14.5
Public Administration and Defence; Compulsory Social Security	-	-	-
Real Estate Activities	21	17	-19.0
Transportation and Storage	25	47	88.0
Water Supply; Sewerage, Waste Management and Remediation Activities	11	5	-54.5
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	217	256	18.0
Total	1,623	1,715	5.7

Table A2. Job Postings by Most Advertised Occupation

Occupation	January 2026
Building Construction Labourers	93
Carpenters and Joiners	76
Beauticians and Related Workers	61
Accountants	48
Waiters	47
Stonemasons, Stone Cutters, Splitters and Carvers	46
Kitchen Helpers	43
Cooks	40
Cleaners and Helpers in Offices, Hotels and Other Establishments	40
Motor Vehicle Mechanics and Repairers	37
Hairdressers	24
Air Conditioning and Refrigeration Mechanics	23
Sales Workers not elsewhere classified	21
Lawyers	21
Vehicle Cleaners	20
Other Cleaning Workers	20
Food Service Counter Attendants	19
Building Structure Cleaners	19
Shop Sales Assistants	19
Business Services and Administration Managers not elsewhere classified	19

Table A3. Job Postings by Required Education

Required Education	January 2025	January 2026	% Change
Below High School*	13	49	276.9
High School or Equivalent	933	971	4.1
Some College/University	37	29	-21.6
Certificate/Diploma	246	289	17.5
Associate Degree	49	33	-32.7
Bachelor's Degree	309	294	-4.9
Master's Degree	29	44	51.7
Doctoral Degree	7	6	-14.3
Total	1,623	1,715	5.7

*Consists of job postings that require primary and middle school educational levels of attainment.

Table A4. Job Postings by Years of Experience

Years of Experience	January 2025	January 2026	% Change
No Experience	13	7	-46.2
Less Than a Year	31	19	-38.7
1 to 2 Years	370	381	3.0
3 to 4 Years	493	525	6.5
5 to 6 Years	499	463	-7.2
7 to 8 Years	64	120	87.5
9 to 10 Years	27	58	114.8
10+ Years	126	142	12.7
Total	1,623	1,715	5.7

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for January 2026 (CIS)
Professional, Scientific and Technical Activities	80,570
Financial and Insurance Activities	78,014
Electricity, Gas, Steam and Air Conditioning Supply	72,410
Information and Communication	62,690
Human Health and Social Work Activities	61,857
Education	43,814
Real Estate Activities	42,439
Arts, Entertainment and Recreation	39,176
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	34,173
Construction	32,339
Administrative and Support Service Activities	30,898
Water Supply; Sewerage, Waste Management and Remediation Activities	30,006
Mining and Quarrying	29,575
Agriculture, Forestry and Fishing	29,185
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	28,908
Other Service Activities	28,387
Manufacturing	28,143
Transportation and Storage	27,773
Accommodation and Food Service Activities	25,512
Public Administration and Defence; Compulsory Social Security (Central Government)	-

Table A6. Job Postings by Highest-Paying Occupation

Occupation	Average Annual Salary for January 2026 (CIS)
Dentists	180,000
Lawyers	178,714
Mathematicians, Actuaries and Statisticians	159,028
Specialist Medical Practitioners	157,500
Managing Directors and Chief Executives	145,944
Research and Development Managers	141,495
Generalist Medical Practitioners	138,000
Management and Organisation Analysts	136,125
Policy and Planning Managers	126,405
Journalists	125,000
Finance Managers	114,851
Applications Programmers	103,645
Software Developers	95,831
Business Services and Administration Managers not elsewhere classified	91,482
Insurance Representatives	86,887
Accountants	86,641
Legal and Related Associate Professionals	82,754
Legal Professionals not elsewhere classified	81,250
Policy Administration Professionals	79,278
Technical and Medical Sales Professionals (excluding ICT)	79,197