



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

July 2026

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Manager – Labour Market Demand



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.**

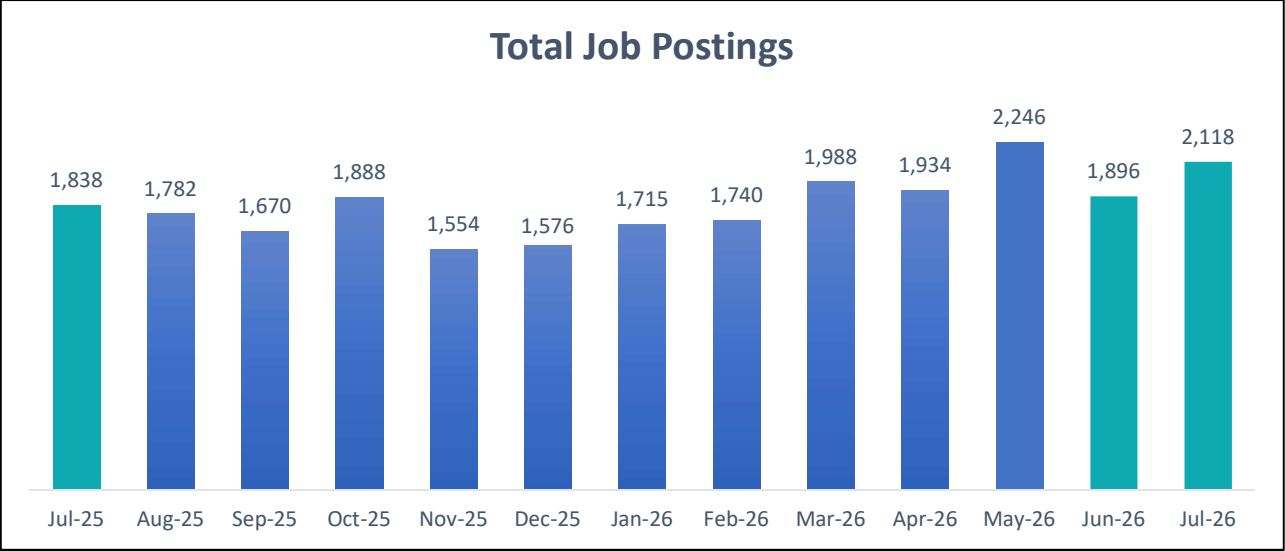
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Total Number of Job Postings

A total of 2,118 jobs were advertised during July 2026 relative to 1,896 postings in the previous month and 1,838 postings in the similar month of 2025 (see Figure 1). For the first seven months of 2026, there were 13,637 job advertisements compared with 10,589 postings in the corresponding period of 2025.

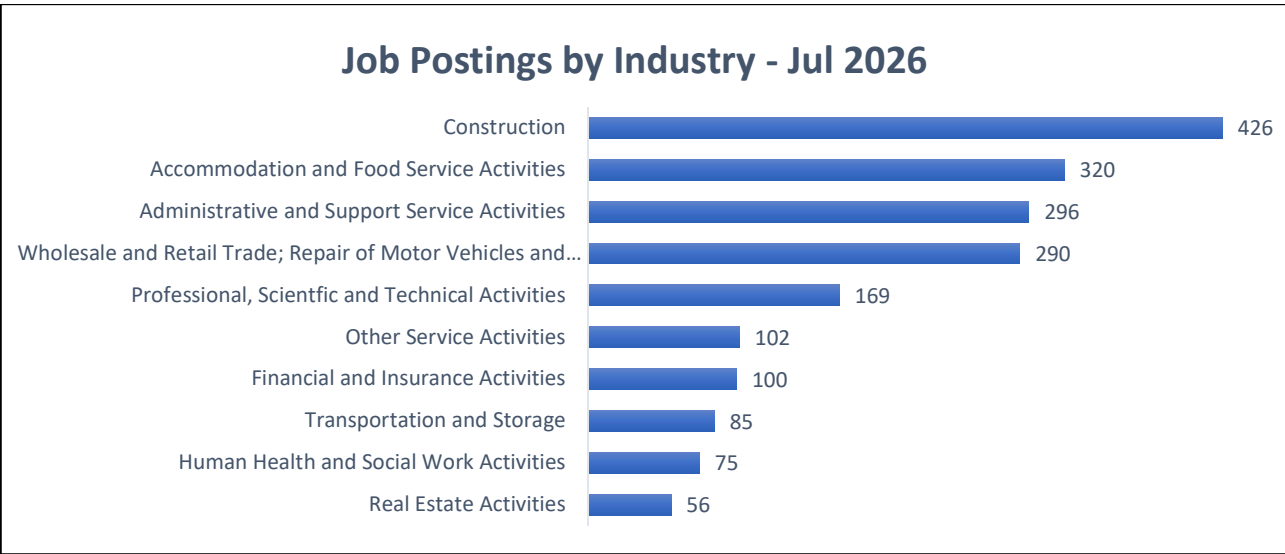
Figure 1.



Industry

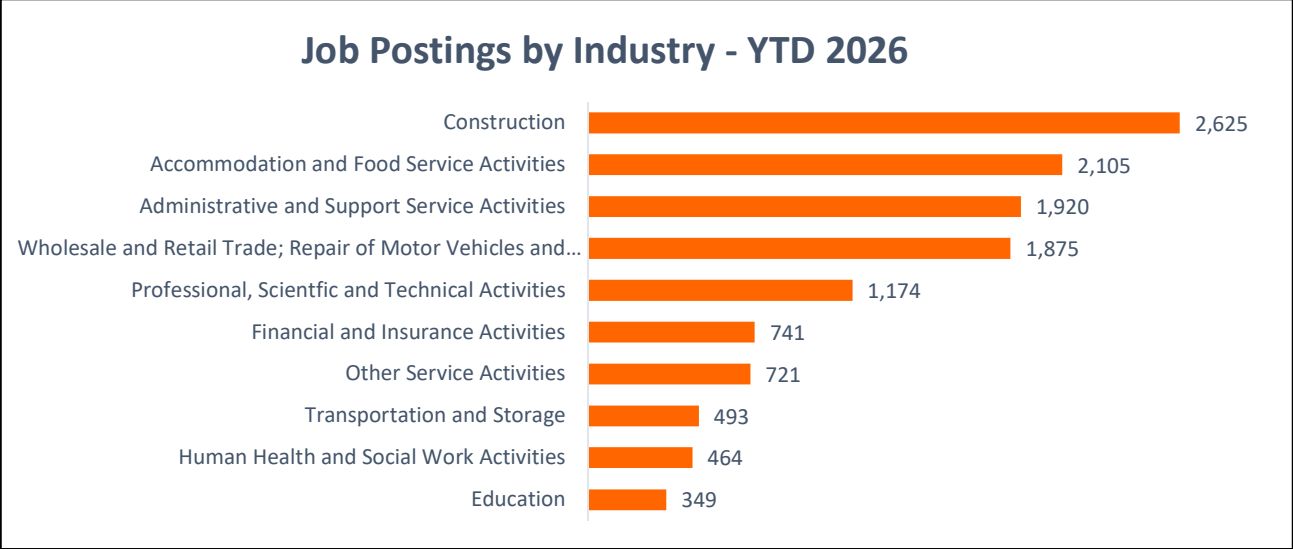
The Construction industry accounted for 426 job postings, representing 20.1 percent of the total number of job openings in July 2026 (see Figure 2). The Accommodation and Food Service Activities industry followed with 320 job advertisements (15.1%), while the Administrative and Support Service Activities industry recorded 296 job openings (14.0%).

Figure 2.



For the first seven months of 2026, the Construction industry registered 2,625 job postings, representing 19.2 percent of the total (see Figure 3). The Accommodation and Food Service Activities industry followed with 2,105 job advertisements (15.4%) while the Administrative and Support Service Activities industry registered 1,920 job openings (14.1%).

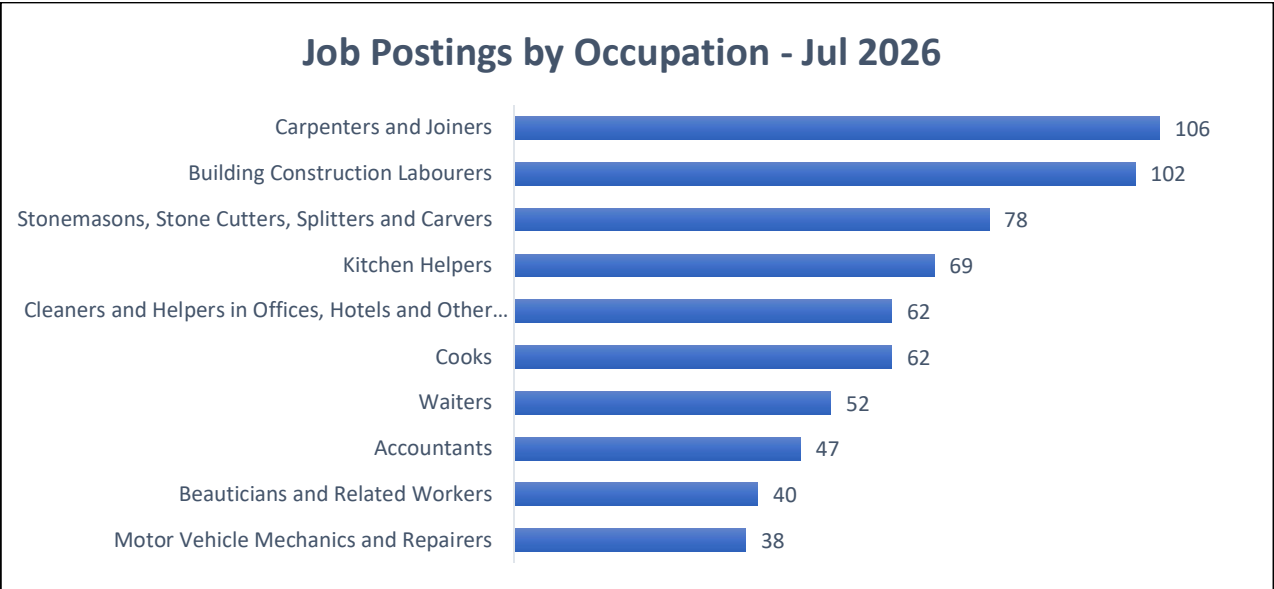
Figure 3.



Occupation

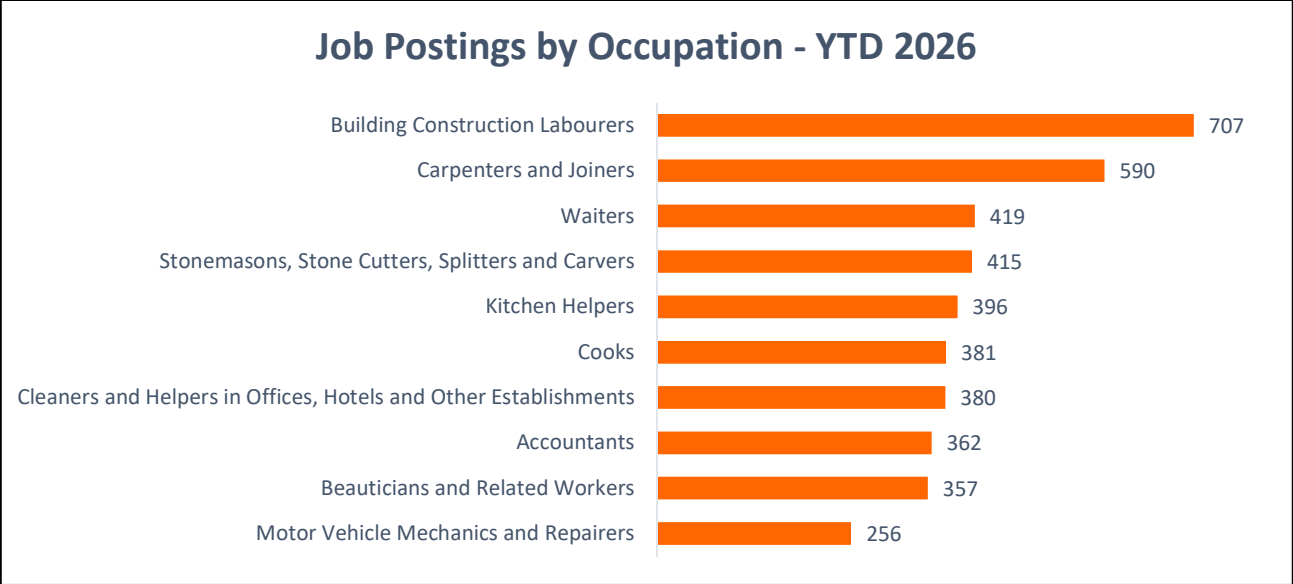
For the review month, Carpenters and Joiners accounted for 106 job postings, representing 5.0 percent of all job openings (see Figure 4). Building Construction Labourers followed with 102 job postings (4.8%) while Stonemasons, Stone Cutters, Splitters and Carvers recorded 78 job postings or 3.7 percent of the total.

Figure 4.



For YTD 2026, Building Construction Labourers accounted for 707 job postings which represented 5.2 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 590 job postings (4.3%) proceeded by Waiters with 419 job openings or 3.1 percent of the total.

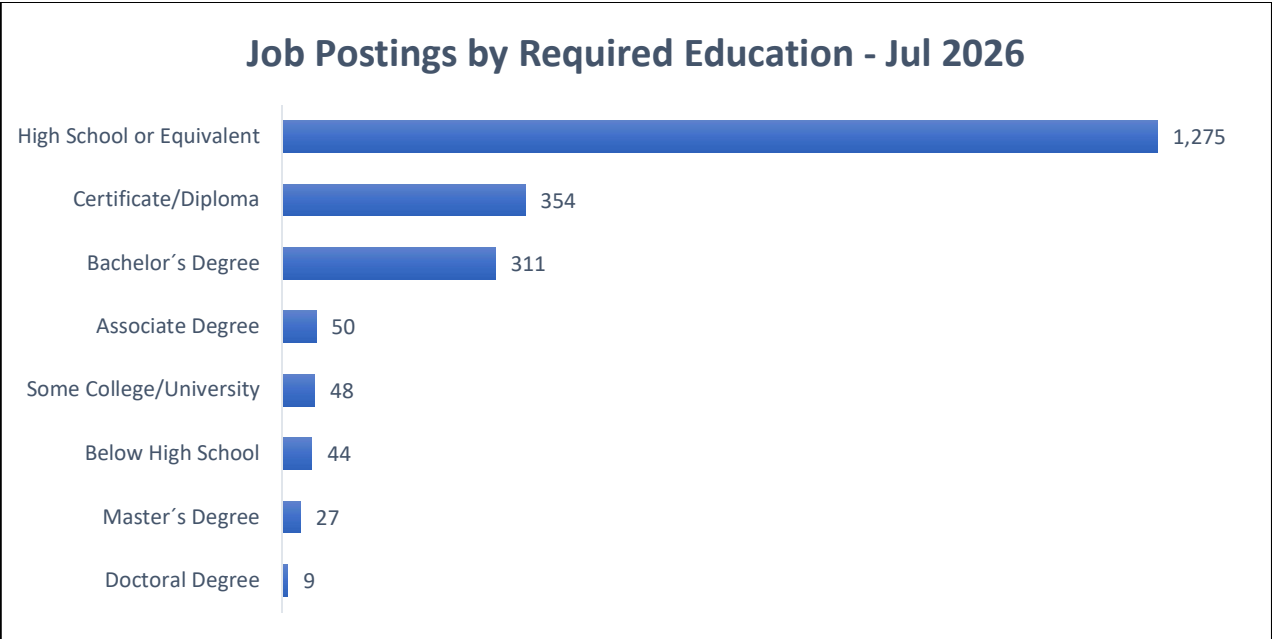
Figure 5.



Required Education

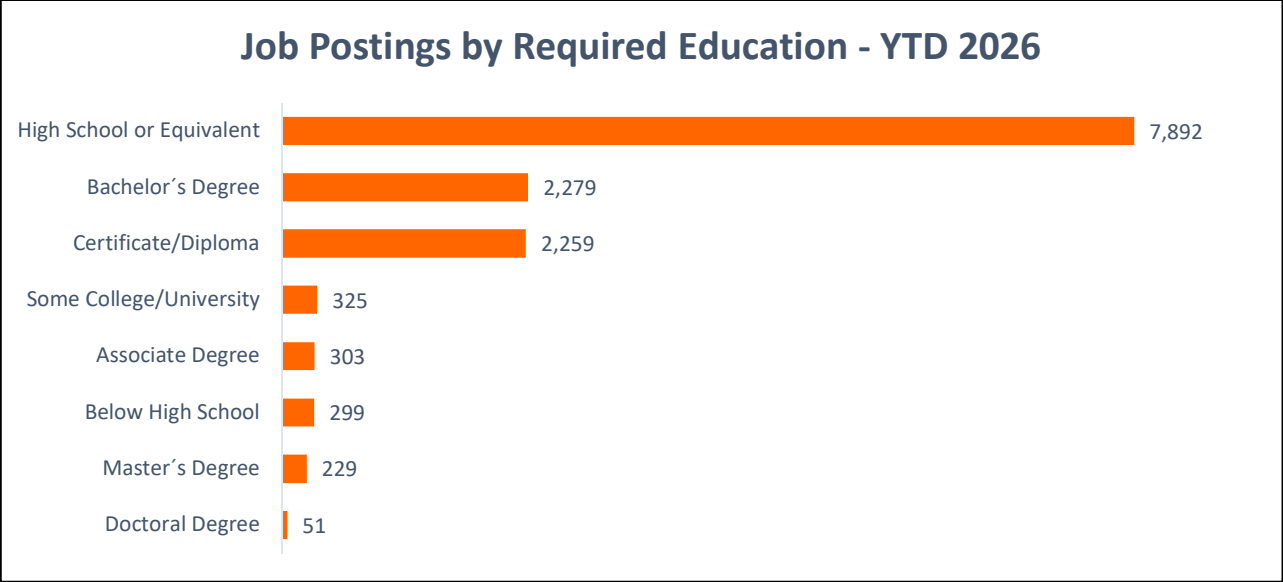
For July 2026, 1,275 job postings (60.2%) required persons with a High School or Equivalent qualification, 354 (16.7%) required persons with a Certificate or Diploma and 311 (14.7%) required persons with a Bachelor’s Degree (see Figure 6).

Figure 6.



For January to July of 2026, there were 7,892 postings (57.9%) which required persons with a High School or Equivalent qualification, 2,279 (16.7%) required persons with a Bachelor’s Degree and 2,259 (16.6%) required persons with a Certificate or Diploma (see Figure 7).

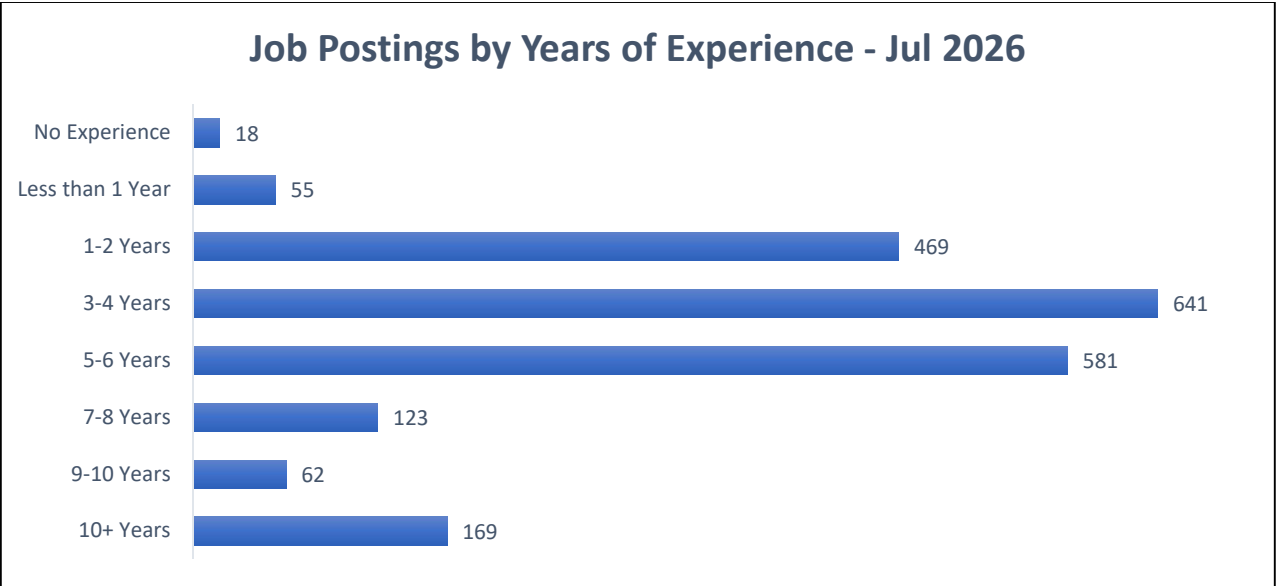
Figure 7.



Years of Experience

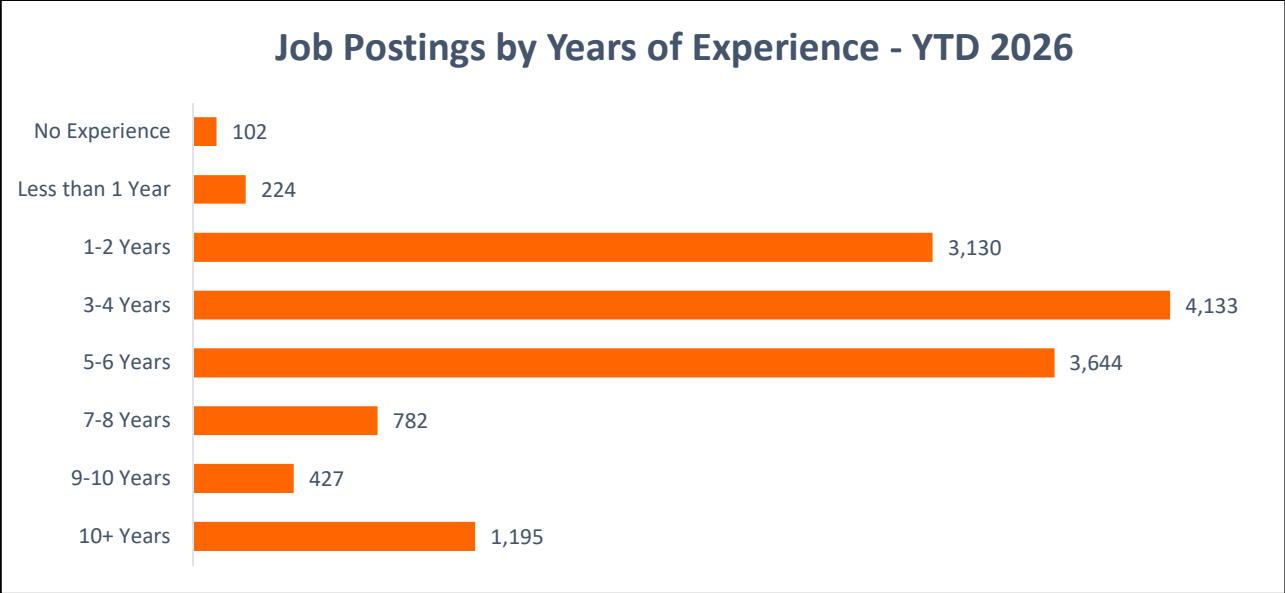
For the review month, 641 job advertisements (30.3%) required persons with three to four years’ experience, 581 job postings (27.4%) required persons with five to six years’ experience while 469 job openings (22.1%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 13,637 job postings recorded in the first seven months of the year, 4,133 (30.3%) required persons with three to four years’ experience, 3,644 (26.7%) required persons with five to six years’ experience while 3,130 (23.0%) required persons with one to two years’ experience (see Figure 9).

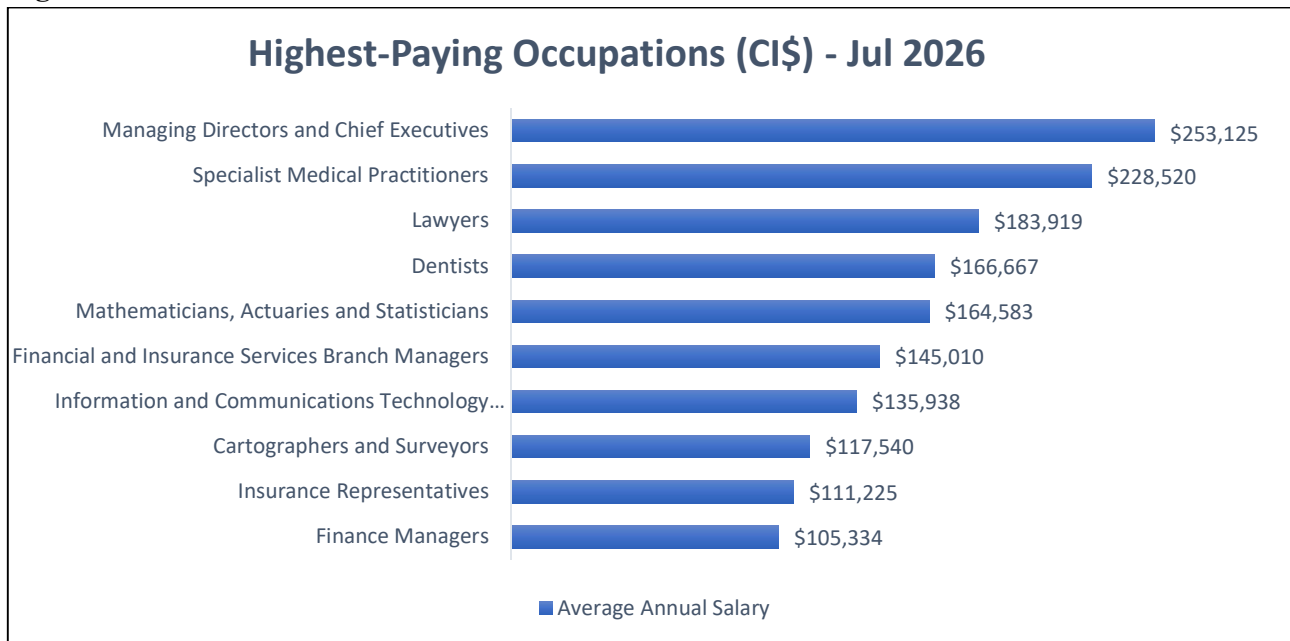
Figure 9.



Salary

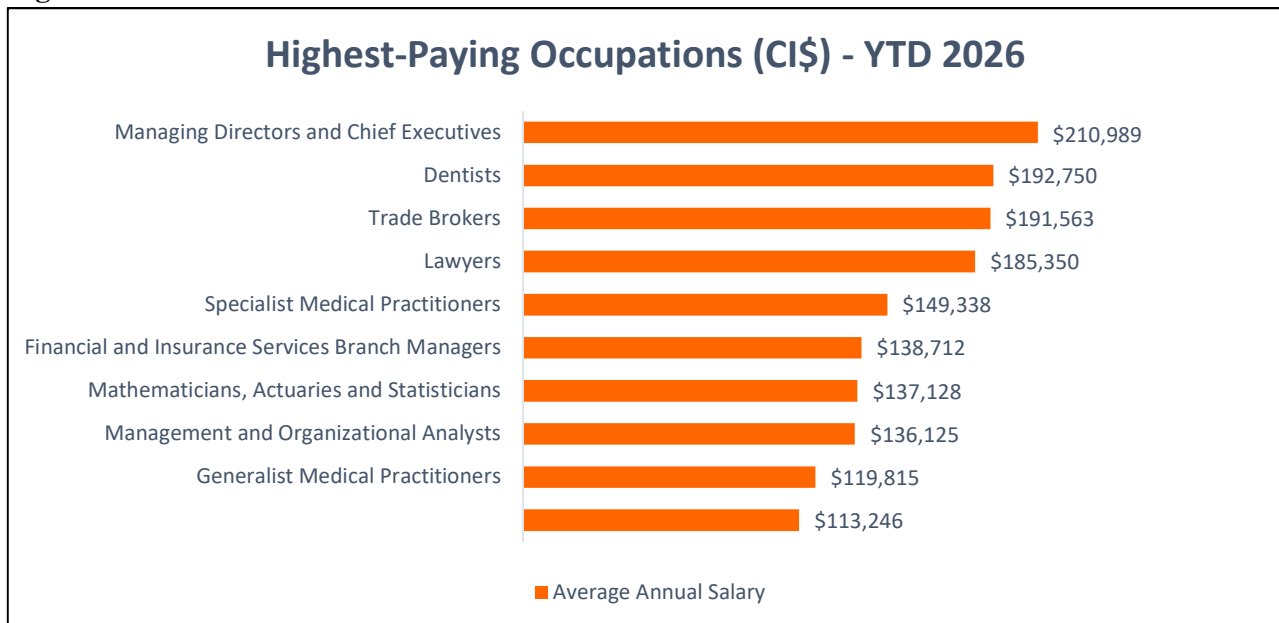
The highest-paying job postings in the review month were recorded by Managing Directors and Chief Executives with an average annual salary of \$253,125 (see Figure 10). Specialist Medical Practitioners followed with an average annual salary of \$228,520 after which Lawyers proceeded with an average annual salary of \$183,919.

Figure 10.



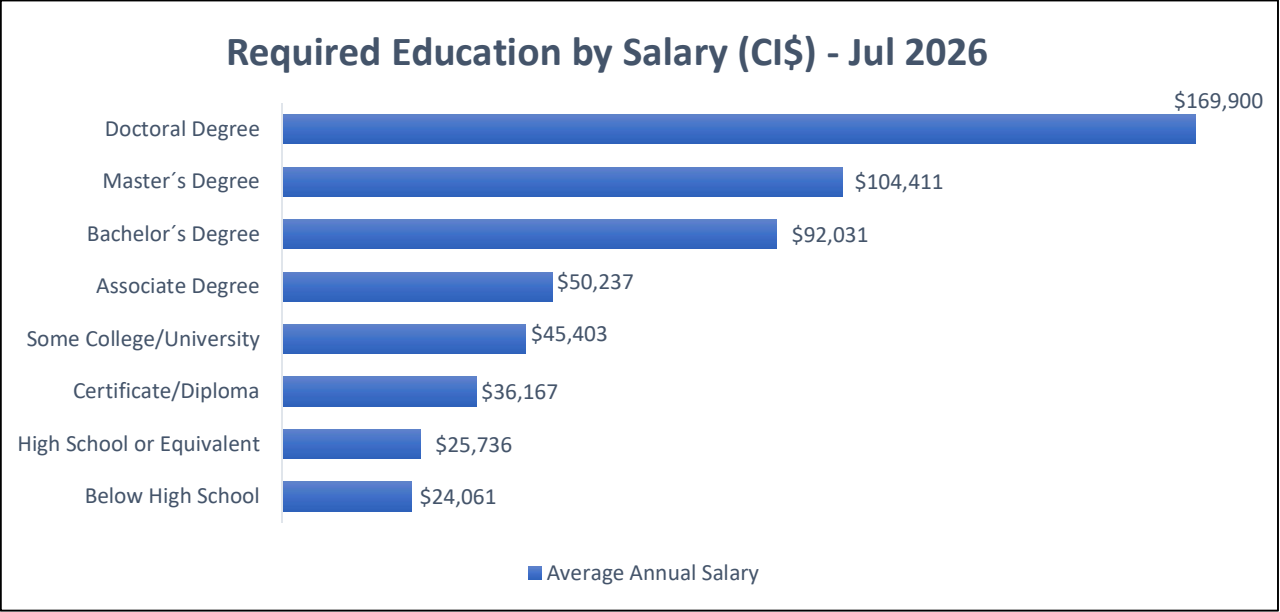
For YTD 2026, Managing Directors and Chief Executives was the highest-paying occupation with an average annual salary of \$210,989 (see Figure 11). Dentists followed with an average annual salary of \$192,750 while Trade Brokers proceeded with an average annual salary of \$191,563.

Figure 11.



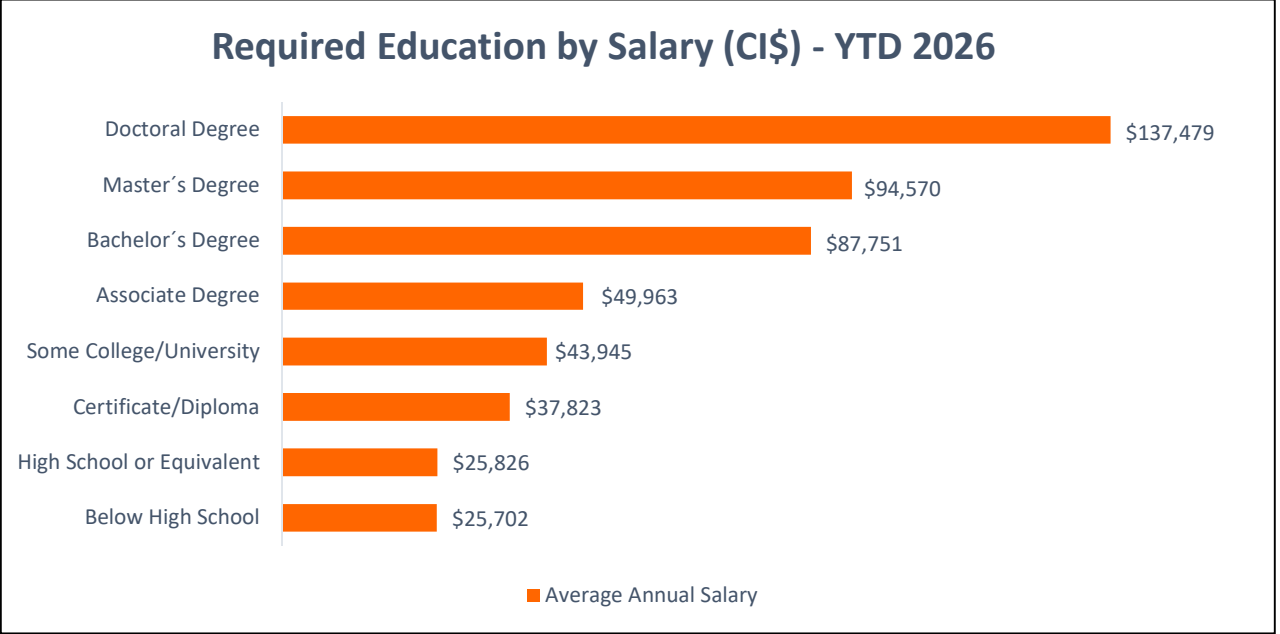
For the review month, jobs requiring a Doctoral Degree paid the highest average annual salary of \$169,900. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$104,411 and \$92,031 respectively (see Figure 12).

Figure 12.



For YTD 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$137,479. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$94,570 and \$87,751, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – July 2026

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$351,564
Lawyers	\$208,333
ICT Service Managers	\$187,500
Mathematicians, Actuaries and Statisticians	\$164,583
Financial and Insurance Services Branch Managers	\$145,010

Figure 14.

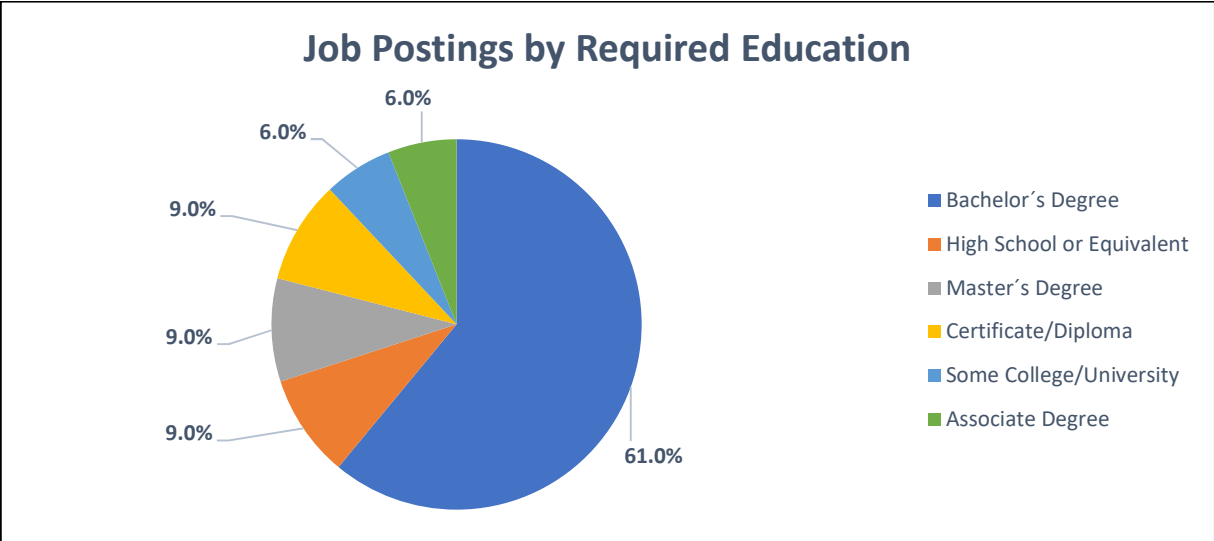
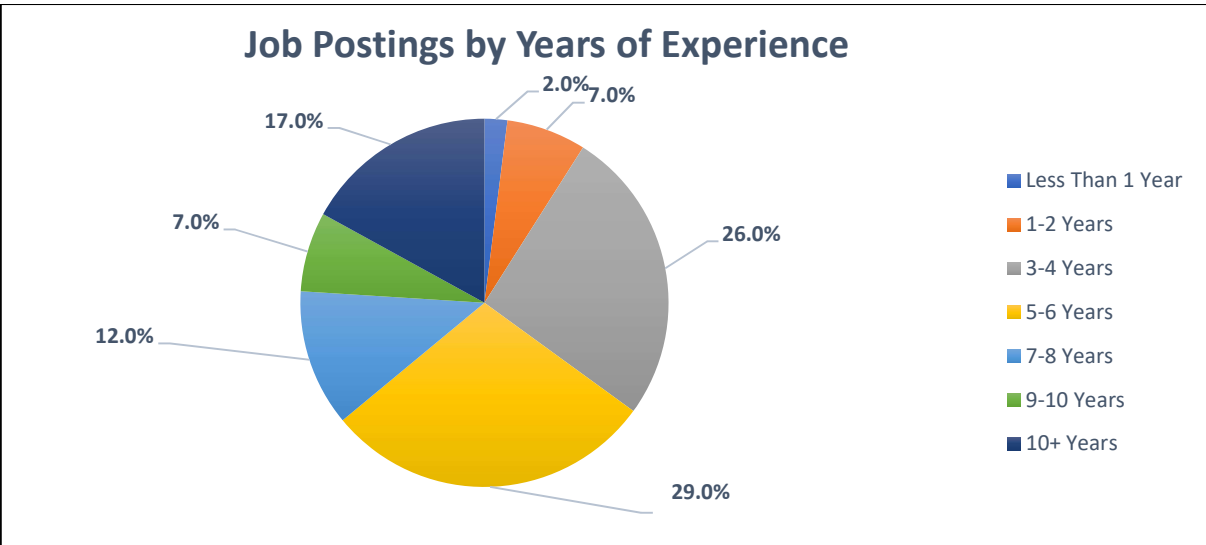


Figure 15.



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	\$225,000
Lawyers	\$183,132
Construction Managers	\$139,722
Financial and Investment Advisers	\$129,167
Finance Managers	\$109,423

Figure 16.

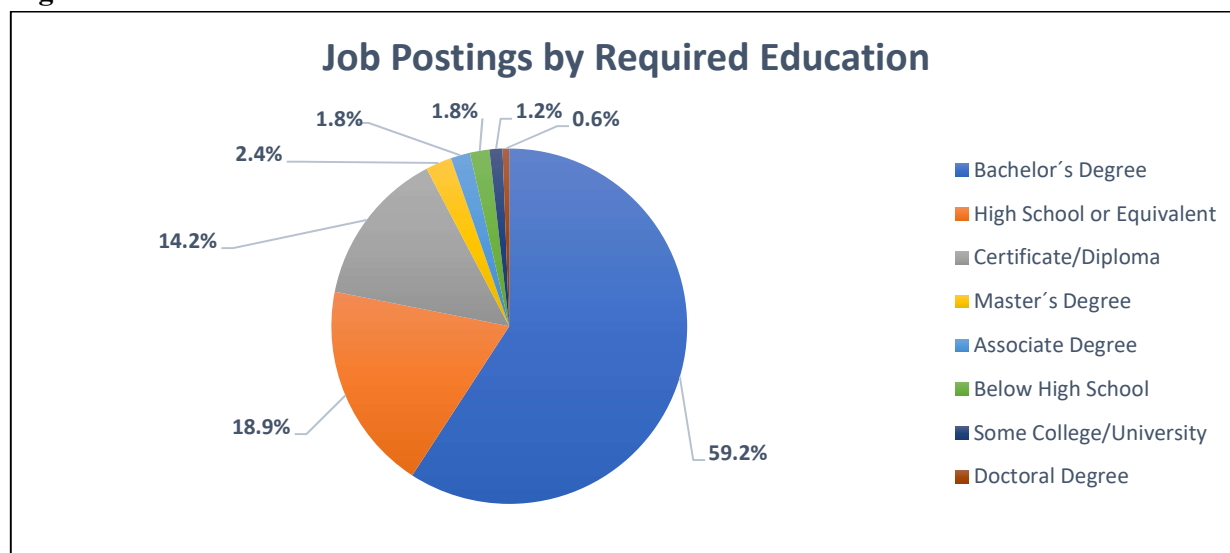
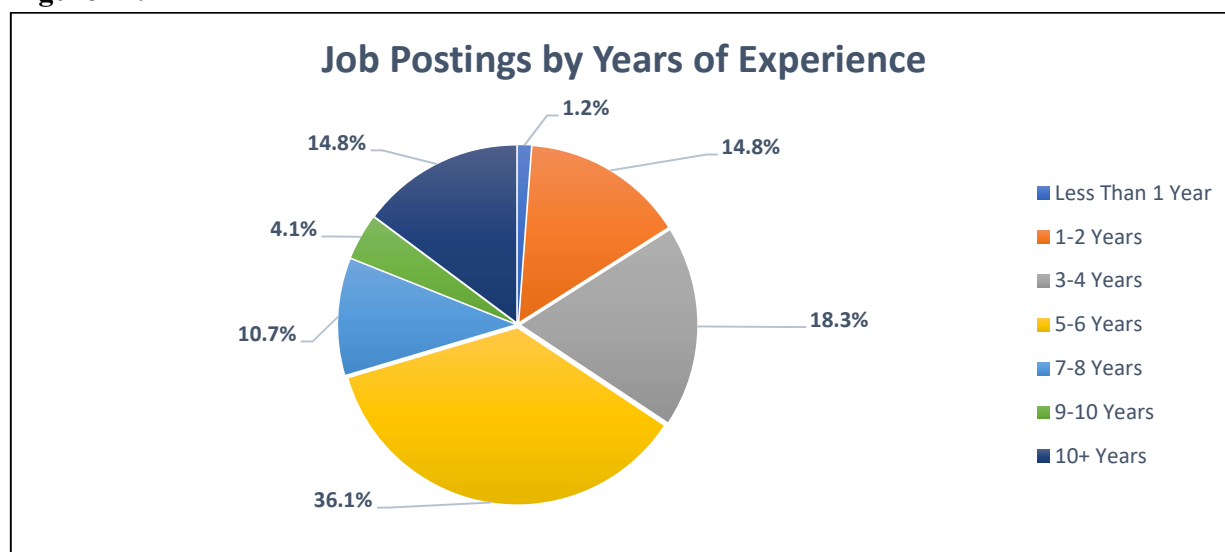


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Retail and Wholesale Trade Managers	\$84,167
Software Developers	\$75,000
Nursing Professionals	\$72,000
Supply, Distribution and Related Managers	\$70,090
Buyers	\$54,968

Figure 18.

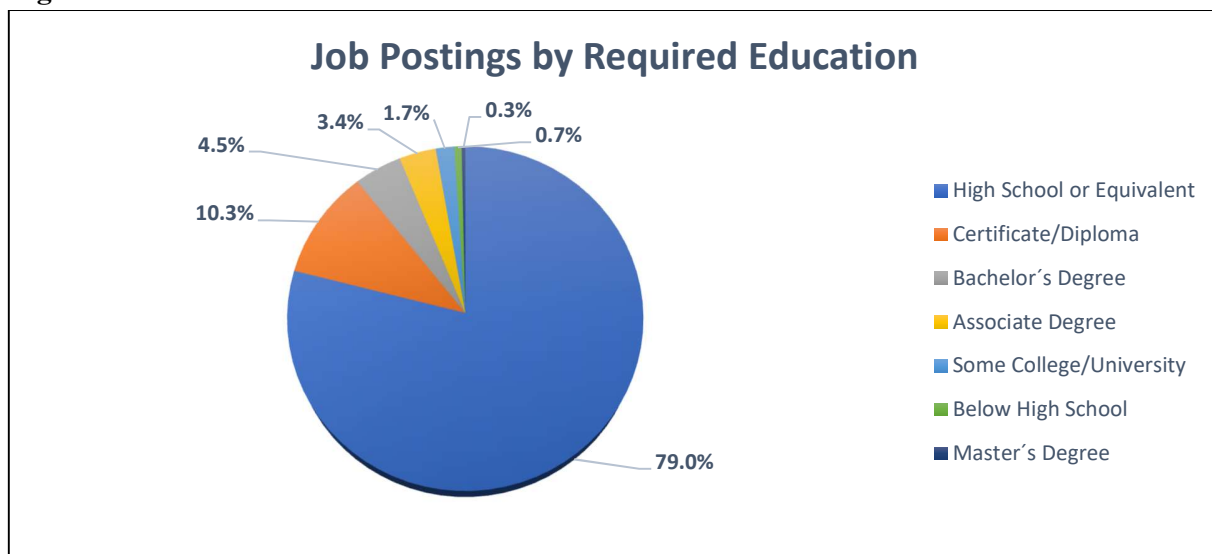
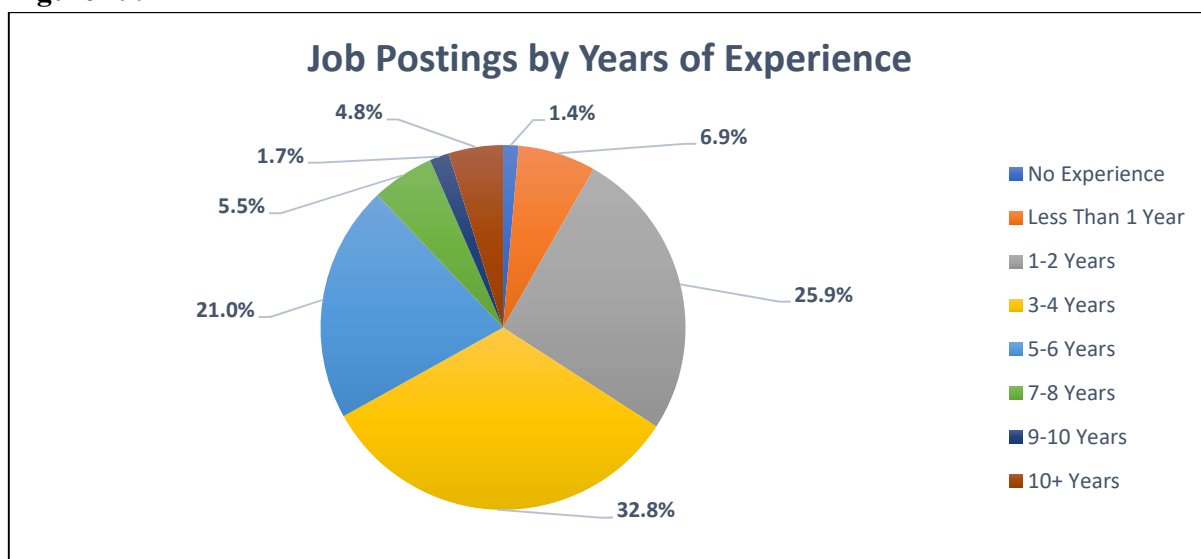


Figure 19.



Summary

- The demand for labour from employers remained strong in July 2026 with job advertisements increasing by 280 (15.2%) to 2,118 postings compared with July 2025. For the first seven months of 2026 there were 13,637 job advertisements, an increase of 3,048 (28.8%) relative to the corresponding period in the previous year.
- The Construction, Accommodation and Food Service Activities, and Administrative and Support 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.
- 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.
- Occupations in executive management, financial services, healthcare, legal services, actuarial services, aviation, business consultancy, insurance, compliance and technology 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	1,430	2,105	47.2
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	61	68	11.5
Administrative and Support Service Activities	1,581	1,920	21.4
Agriculture, Forestry and Fishing	59	70	18.6
Arts, Entertainment and Recreation	197	254	28.9
Construction	2,142	2,625	22.5
Education	289	349	20.8
Electricity, Gas, Steam and Air Conditioning Supply	59	41	-30.5
Financial and Insurance Activities	603	741	22.9
Human Health and Social Work Activities	332	464	39.8
Information and Communication	100	126	26.0
Manufacturing	182	248	36.3
Mining and Quarrying	18	26	44.4
Other Service Activities	467	721	54.4
Professional, Scientific and Technical Activities	1,009	1,174	16.4
Public Administration and Defence; Compulsory Social Security	3	5	66.7
Real Estate Activities	156	289	85.3
Transportation and Storage	339	493	45.4
Water Supply; Sewerage, Waste Management and Remediation Activities	74	43	-41.9
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,488	1,875	26.0
Total	10,589	13,637	28.8

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

Occupation	YTD 2026
Building Construction Labourers	707
Carpenters and Joiners	590
Waiters	419
Stonemasons, Stone Cutters, Splitters and Carvers	415
Kitchen Helpers	396
Cooks	381
Cleaners and Helpers in Offices, Hotels and Other Establishments	380
Accountants	362
Beauticians and Related Workers	357
Motor Vehicle Mechanics and Repairers	256
Lawyers	215
Bartenders	186
Food Service Counter Attendants	180
Chefs	172
Business Services and Administration Managers not elsewhere classified	166
Hairdressers	165
Other Cleaning Workers	162
Sales Workers not elsewhere classified	155
Air Conditioning and Refrigeration Mechanics	145
Stock Clerks	132

Table A3. Job Postings by Required Education

Required Education	YTD 2025	YTD 2026	% Change
Below High School*	259	299	15.4
High School or Equivalent**	5,893	7,892	33.9
Some College/University	262	325	24.0
Certificate/Diploma	1,602	2,259	41.0
Associate Degree	291	303	4.1
Bachelor's Degree	2,061	2,279	10.6
Master's Degree	176	229	30.1
Doctoral Degree	45	51	13.3
Total	10,589	13,637	28.8

*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	74	102	37.8
Less Than a Year	215	224	4.2
1 to 2 Years	2,279	3,130	37.3
3 to 4 Years	3,060	4,133	35.1
5 to 6 Years	3,113	3,644	17.1
7 to 8 Years	542	782	44.3
9 to 10 Years	286	427	49.3
10+ Years	1,020	1,195	17.2
Total	10,589	13,637	28.8

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2026 (CIS)
Financial and Insurance Activities	91,802
Professional, Scientific and Technical Activities	91,112
Public Administration and Defence; Compulsory Social Security (Central Government)	81,673
Electricity, Gas, Steam and Air Conditioning Supply	72,303
Information and Communication	63,209
Human Health and Social Work Activities	62,192
Education	46,982
Water Supply; Sewerage, Waste Management and Remediation Activities	39,876
Real Estate Activities	35,531
Mining and Quarrying	34,612
Construction	33,166
Arts, Entertainment and Recreation	32,093
Manufacturing	31,253
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,403
Administrative and Support Service Activities	30,129
Transportation and Storage	29,405
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	28,389
Agriculture, Forestry and Fishing	28,349
Other Service Activities	27,502
Accommodation and Food Service Activities	25,890

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

Occupation	Average Annual Salary for YTD 2026 (CIS)
Managing Directors and Chief Executives	210,989
Dentists	192,750
Trade Brokers	191,563
Lawyers	185,350
Specialist Medical Practitioners	149,338
Financial and Insurance Services Branch Managers	138,712
Mathematicians, Actuaries and Statisticians	137,128
Management and Organisation Analysts	136,125
Generalist Medical Practitioners	119,815
Policy and Planning Managers	113,246
Finance Managers	107,317
Financial and Investment Advisers	104,469
Applications Programmers	103,645
Research and Development Managers	102,843
ICT Service Managers	102,704
Optometrists and Ophthalmic Opticians	101,897
Insurance Representatives	98,554
Software Developers	97,863
Professional Services Managers not elsewhere classified	93,473
Legal Professionals not elsewhere classified	92,989