



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

June 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.**

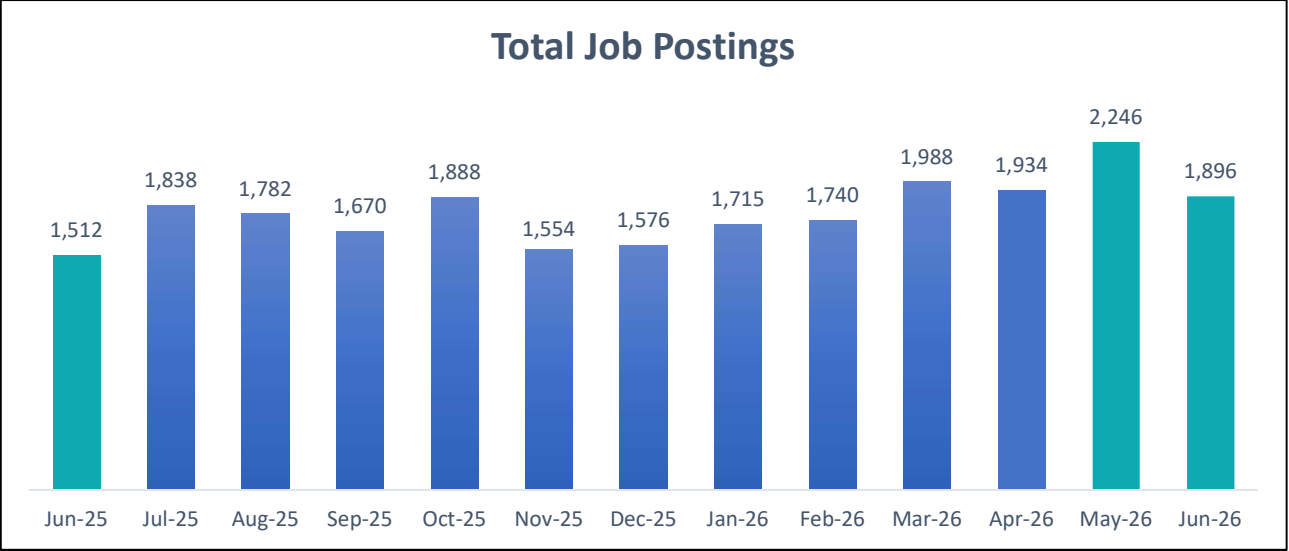
CONTENTS

Total Number of Job Postings	1
Industry	1
Occupation	2
Required Education	3
Years of Experience	4
Salary	5
Key Industries to the Economy	8
Summary	11
Recommendations	12
Appendix	13

Total Number of Job Postings

A total of 1,896 jobs were advertised during June 2026 relative to 2,246 postings in the previous month and 1,512 postings in the corresponding month of 2025 (see Figure 1). For the first half of 2026, there were 11,519 job advertisements compared with 8,751 postings in the comparable period of 2025.

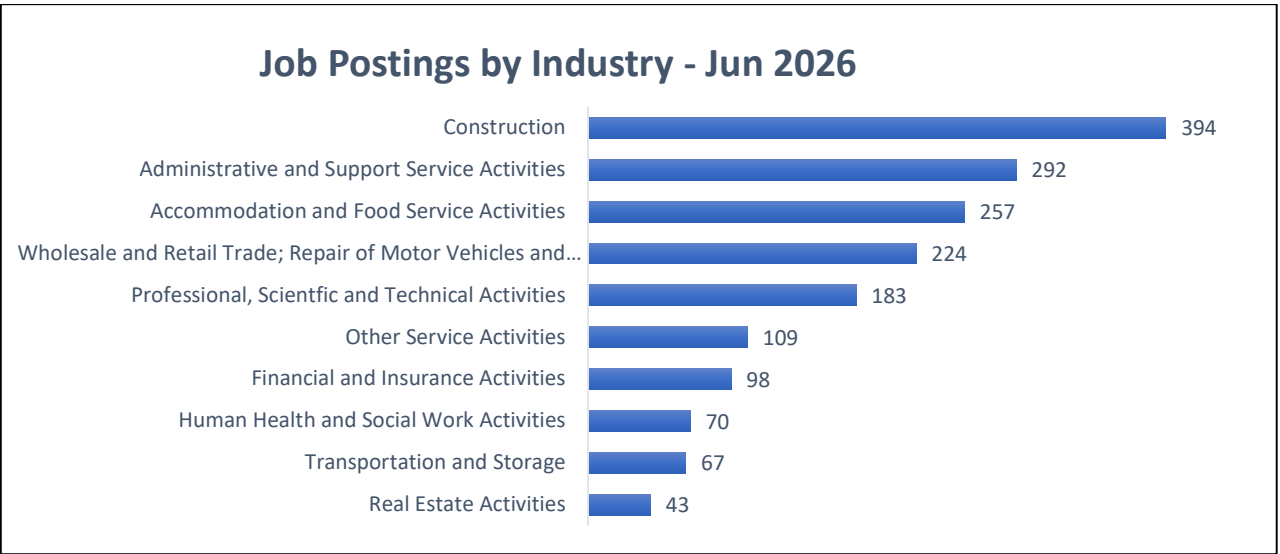
Figure 1.



Industry

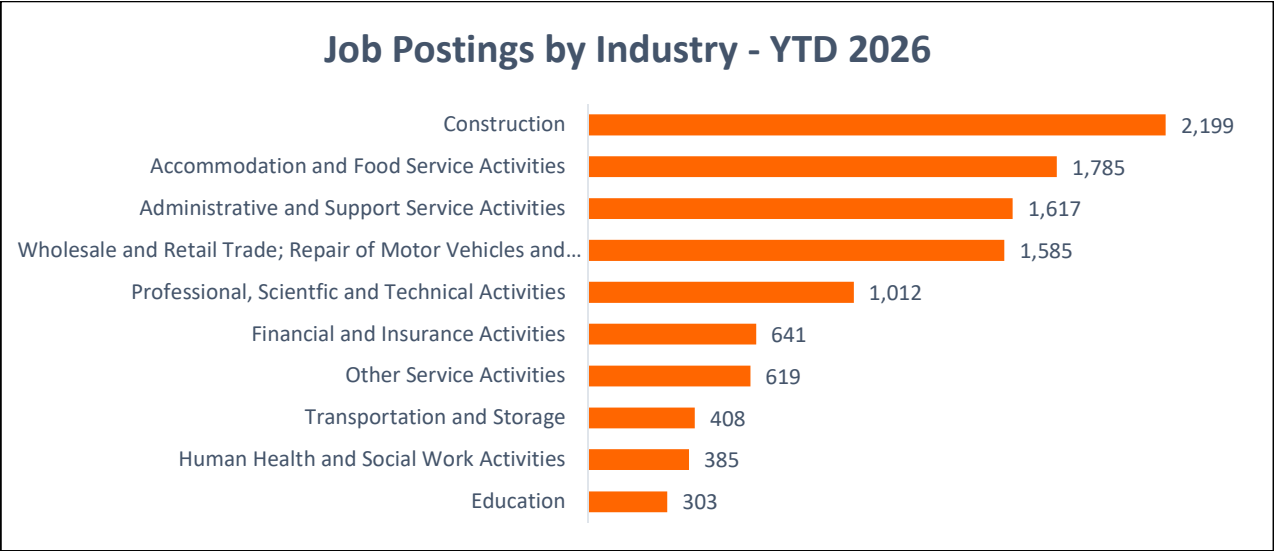
The Construction industry accounted for 394 job postings, representing 20.8 percent of the total number of job openings in June 2026 (see Figure 2). The Administrative and Support Service Activities industry followed with 292 job advertisements (15.4%), while the Accommodation and Food Service Activities industry recorded 257 job openings (13.6%).

Figure 2.



For the first six months of 2026, the Construction industry registered 2,199 job postings, representing 19.1 percent of the total (see Figure 3). The Accommodation and Food Service Activities industry followed with 1,785 job advertisements (15.5%) while the Administrative and Support Service Activities industry registered 1,617 job openings (14.0%).

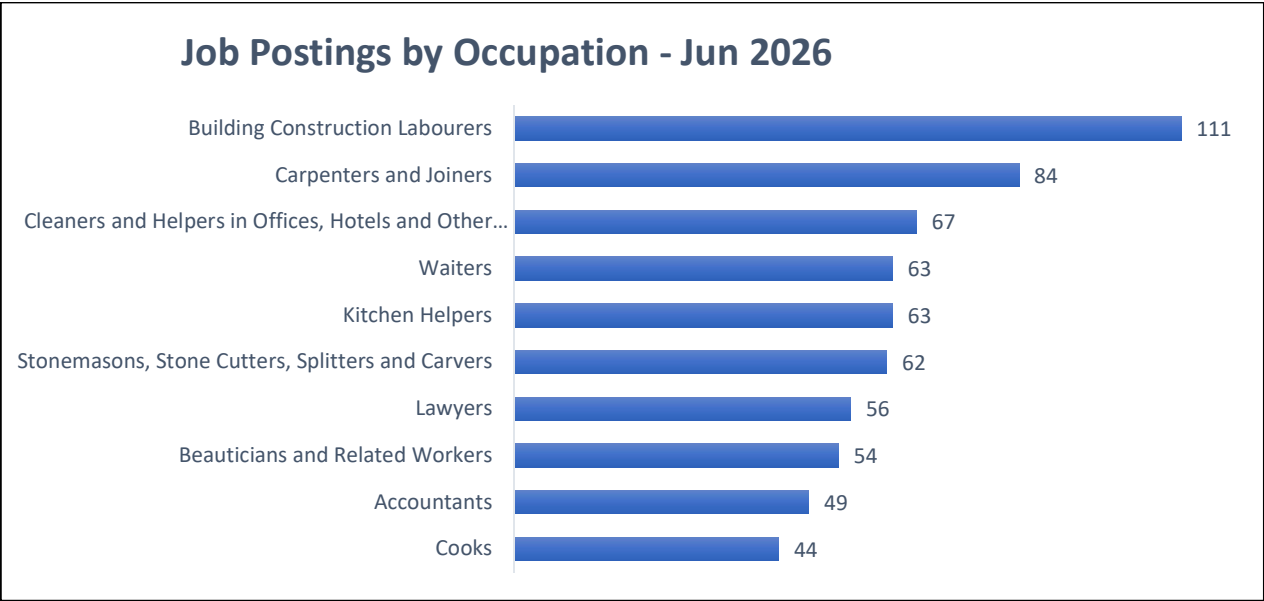
Figure 3.



Occupation

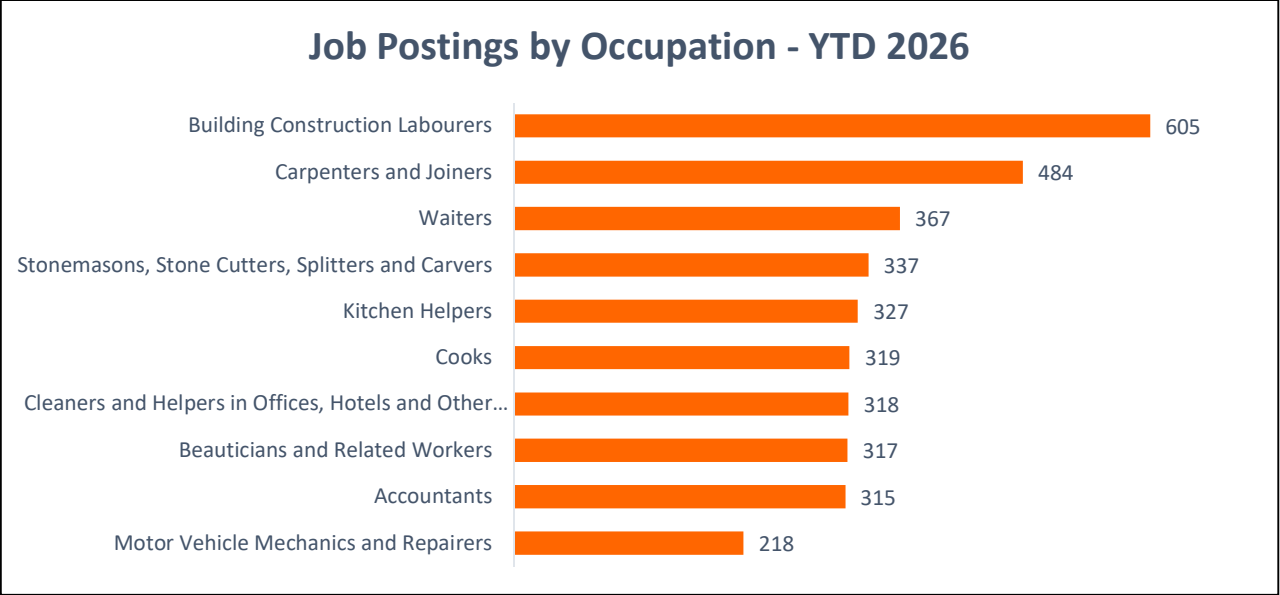
For the review month, Building Construction Labourers accounted for 111 job postings, representing 5.9 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 84 job postings (4.4%) while Cleaners and Helpers in Offices, Hotels and Other Establishments recorded 67 job postings or 3.5 percent of the total.

Figure 4.



For YTD 2026, Building Construction Labourers accounted for 605 job postings which represented 5.3 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 484 job postings (4.2%) proceeded by Waiters with 367 job openings or 3.2 percent of the total.

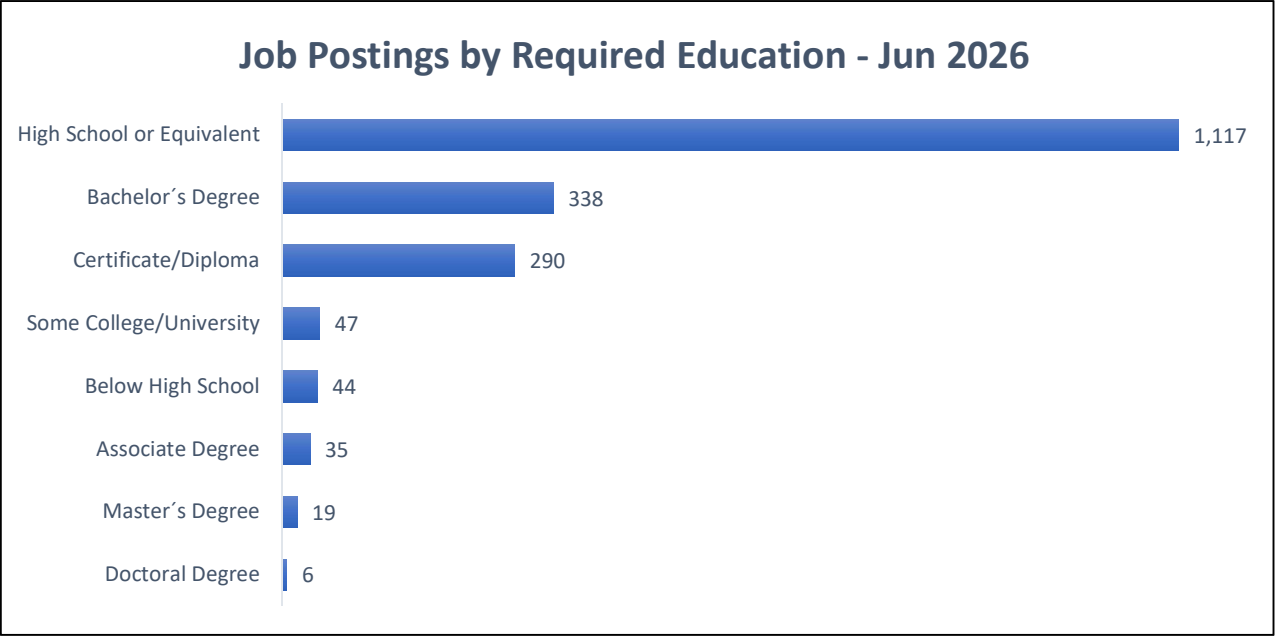
Figure 5.



Required Education

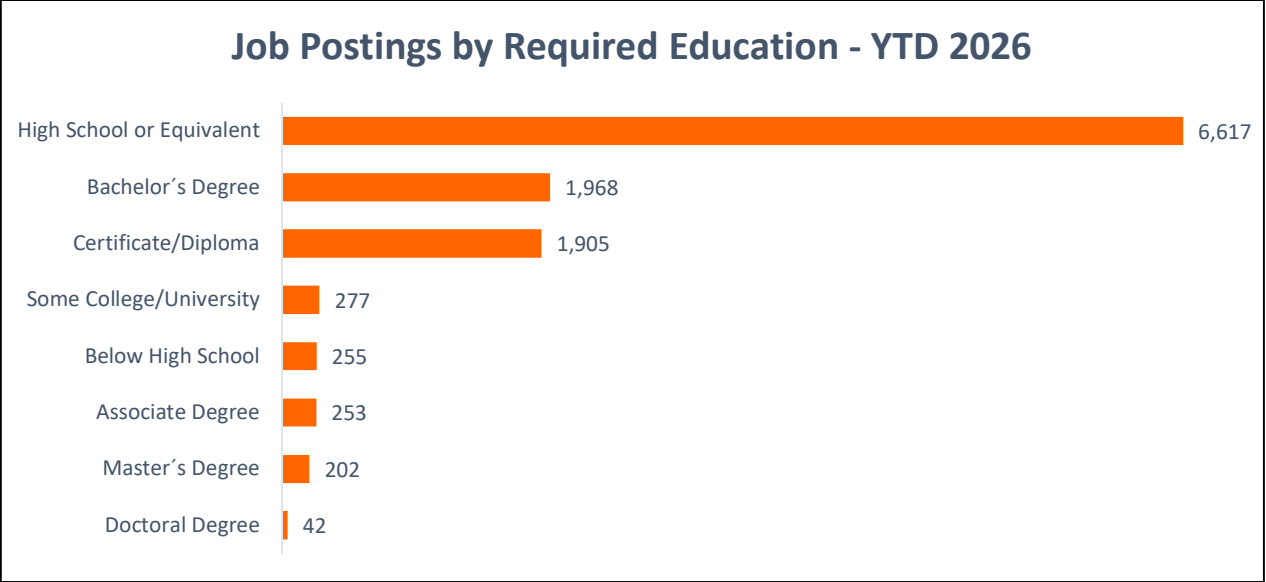
For June 2026, 1,117 job postings (58.9%) required persons with a High School or Equivalent qualification, 338 (17.8%) required persons with a Bachelor’s Degree and 290 (15.3%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



For the first half of 2026, there were 6,617 postings (57.4%) which required persons with a High School or Equivalent qualification, 1,968 (17.1%) required persons with a Bachelor’s Degree and 1,905 (16.5%) required persons with a Certificate or Diploma (see Figure 7).

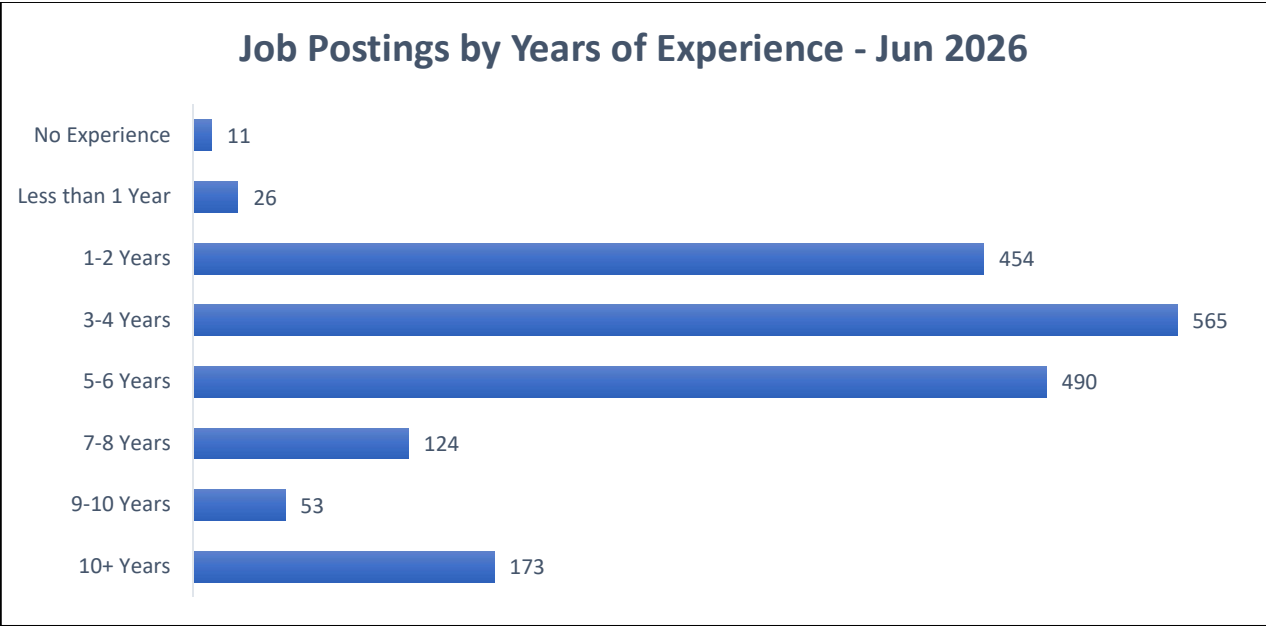
Figure 7.



Years of Experience

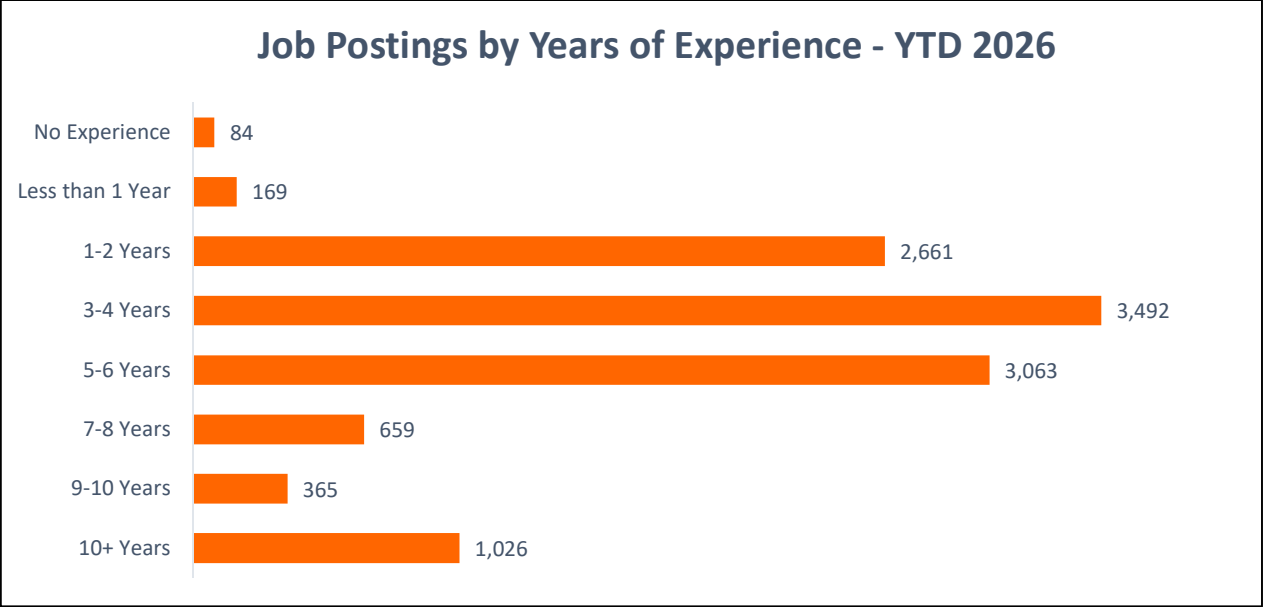
For the review month, 565 job advertisements (29.8%) required persons with three to four years’ experience, 490 job postings (25.8%) required persons with five to six years’ experience while 454 job openings (23.9%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 11,519 job postings recorded in the first half of the year, 3,492 (30.3%) required persons with three to four years’ experience, 3,063 (26.6%) required persons with five to six years’ experience while 2,661 (23.1%) required persons with one to two years’ experience (see Figure 9).

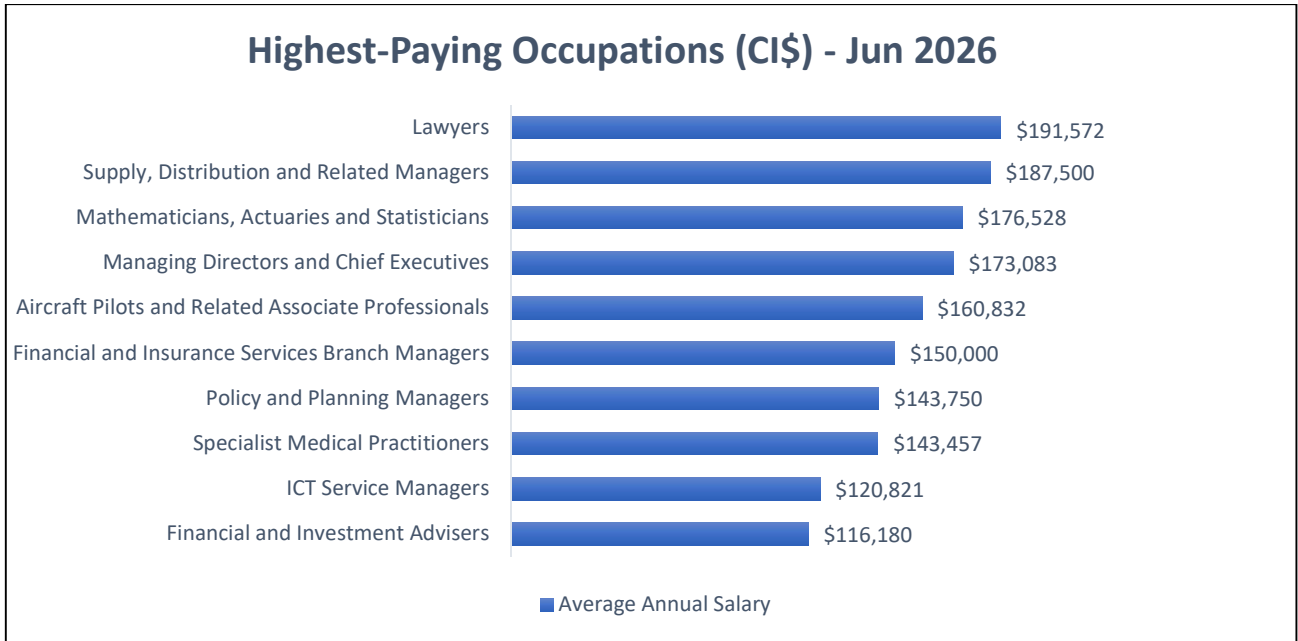
Figure 9.



Salary

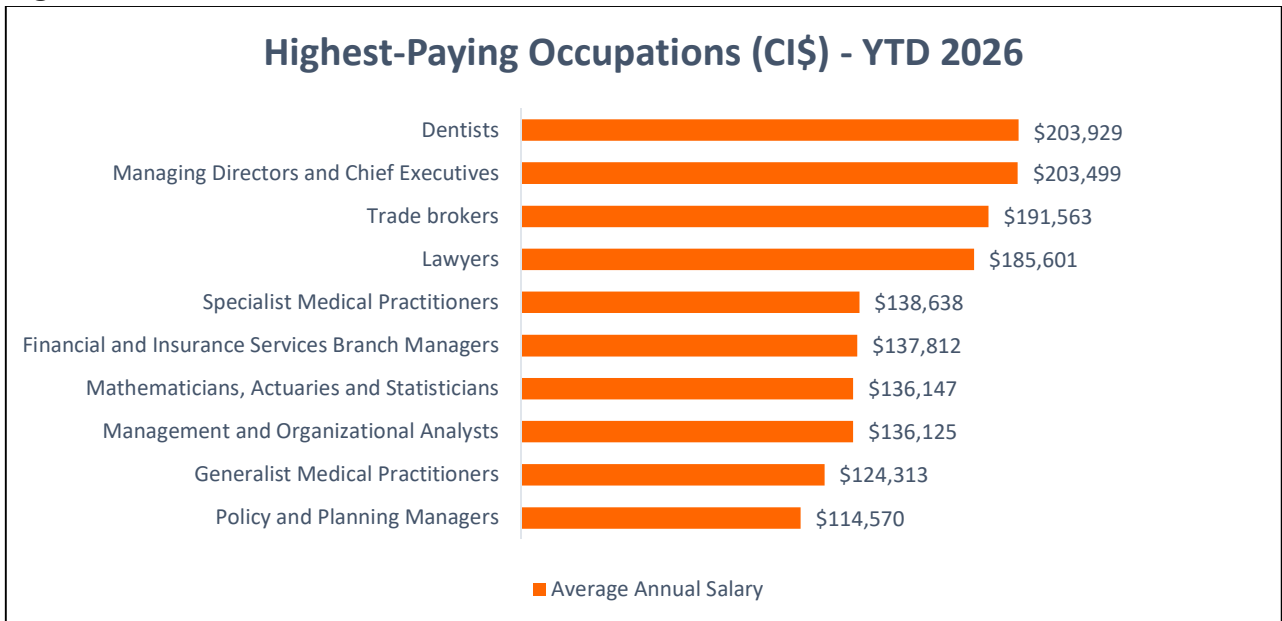
The highest-paying job postings in the review month were recorded by Lawyers with an average annual salary of \$191,572 (see Figure 10). Supply, Distribution and Related Managers followed with an average annual salary of \$187,500 after which Mathematicians, Actuaries and Statisticians proceeded with an average annual salary of \$176,528.

Figure 10.



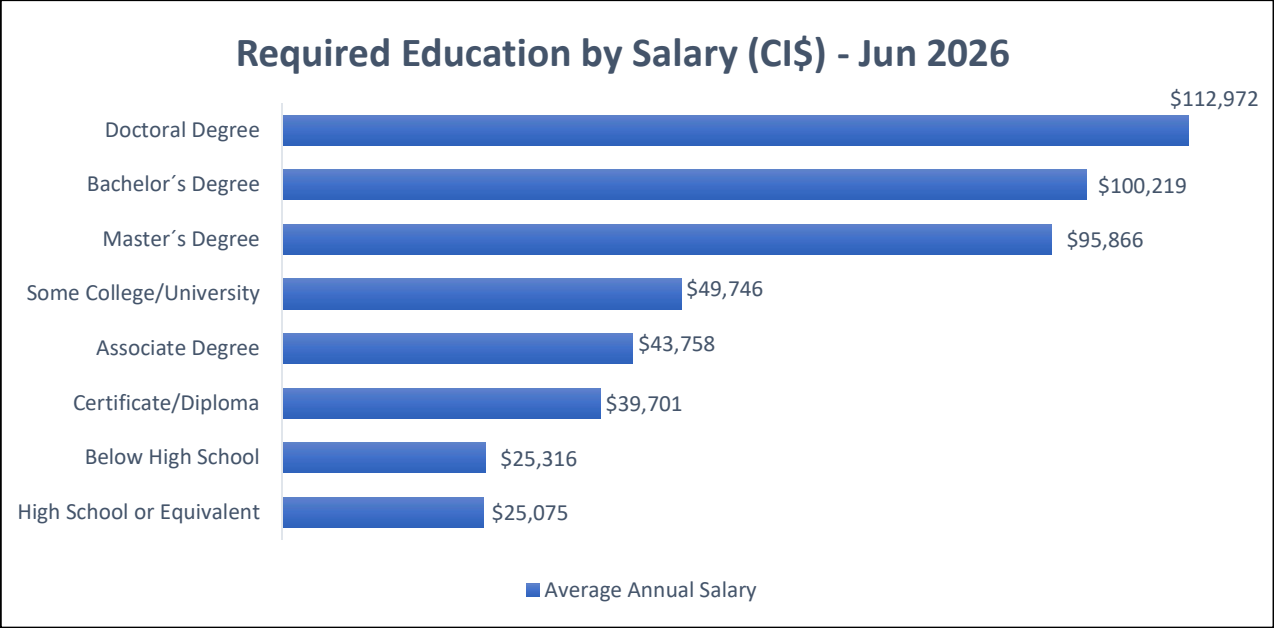
For YTD 2026, Dentists was the highest-paying occupation with an average annual salary of \$203,929 (see Figure 11). Managing Directors and Chief Executives followed with an average annual salary of \$203,499 while Trade Brokers proceeded with an average annual salary of \$191,563.

Figure 11.



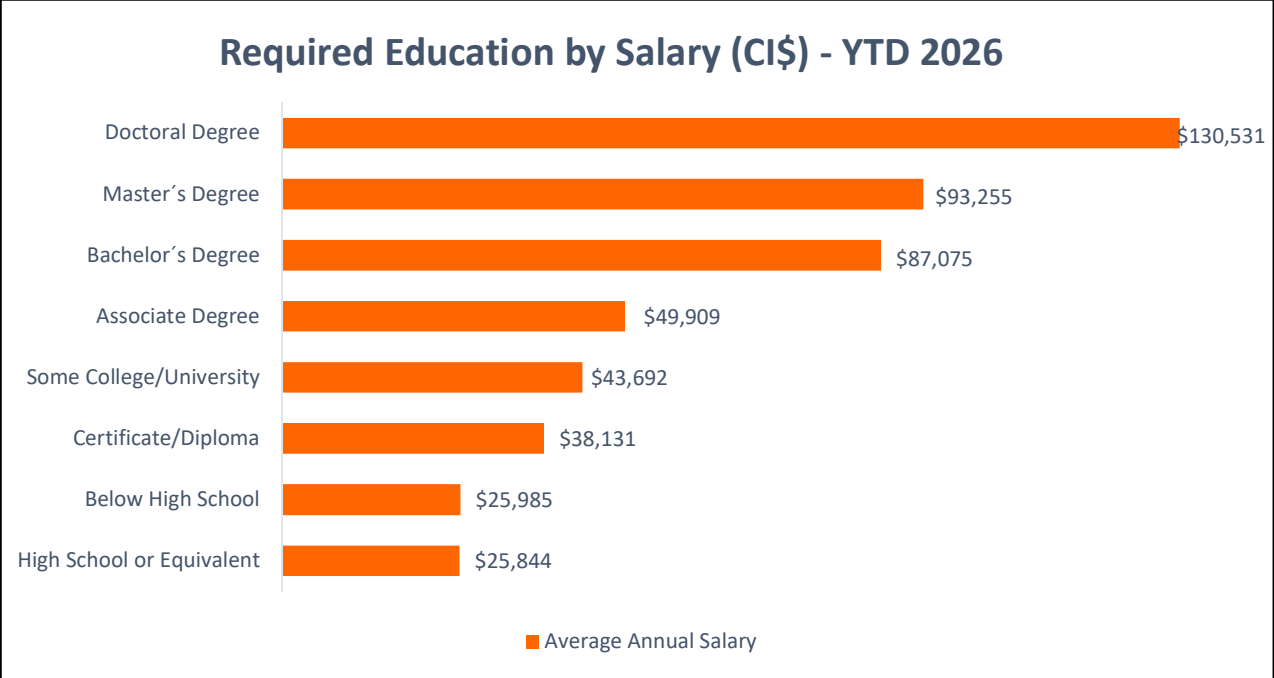
For the review month, jobs requiring a Doctoral Degree paid the highest average annual salary of \$112,972. Jobs requiring Bachelor's and Master's degrees paid average annual salaries of \$100,219 and \$95,866, respectively (see Figure 12).

Figure 12.



For YTD 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$130,531. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$93,255 and \$87,075, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – June 2026

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Mathematicians, Actuaries and Statisticians	\$176,528
Managing Directors and Chief Executives	\$154,167
Financial and Insurance Services Branch Managers	\$150,000
Sales and Marketing Managers	\$141,668
Insurance Representatives	\$115,666

Figure 14.

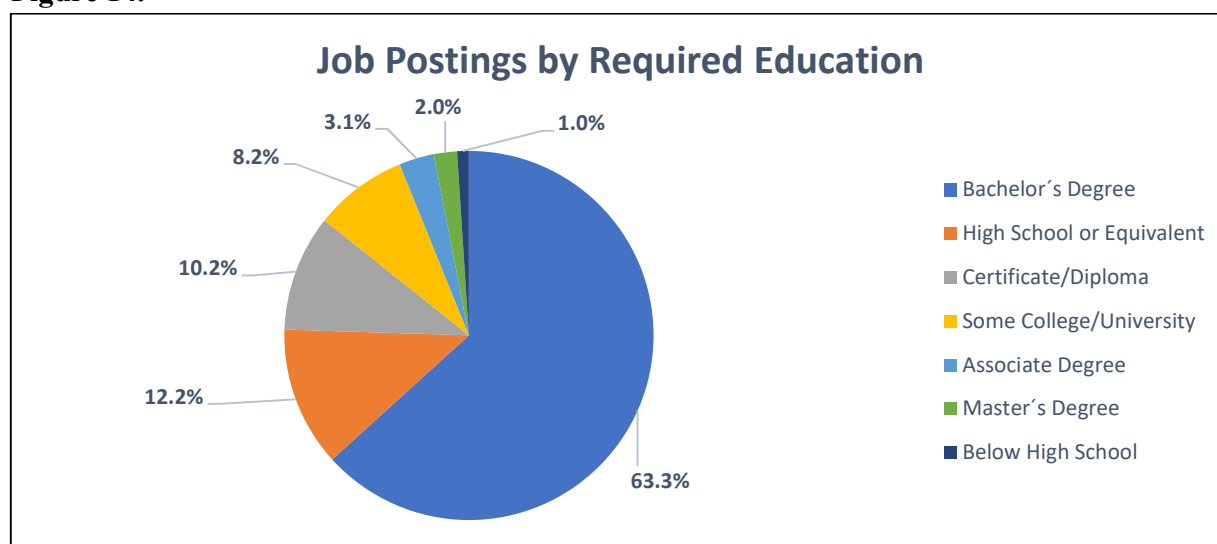
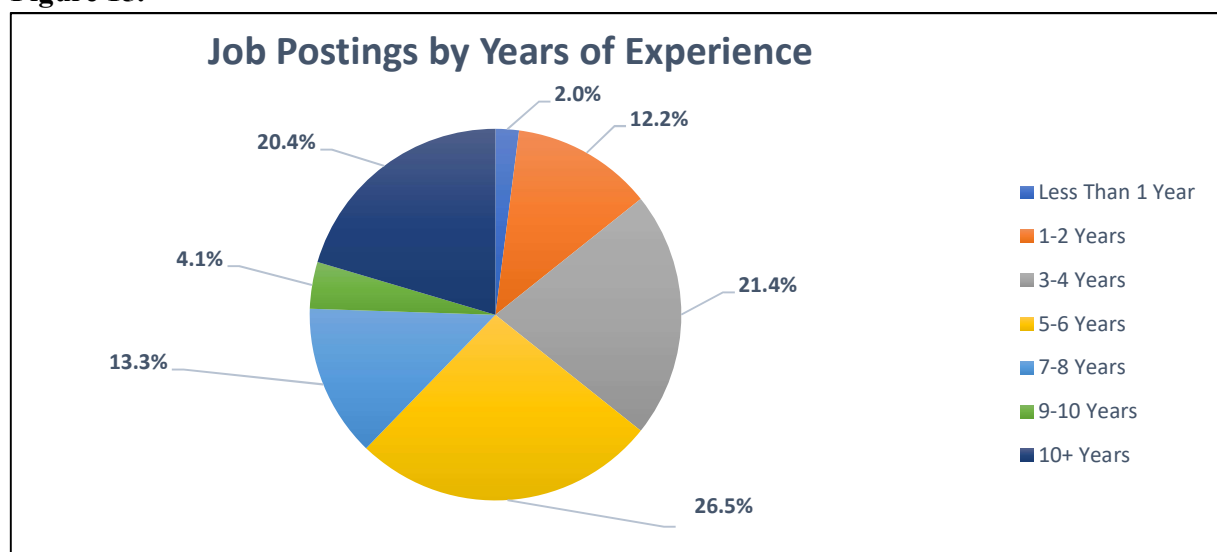


Figure 15.



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

Table 2.

Highest-Paying Occupations	Average Annual Salary (CIS)
Aircraft Pilots and Related Associate Professionals	\$271,420
Lawyers	\$191,998
ICT Service Managers	\$179,167
Policy and Planning Managers	\$143,750
Financial and Investment Advisers	\$120,274

Figure 16.

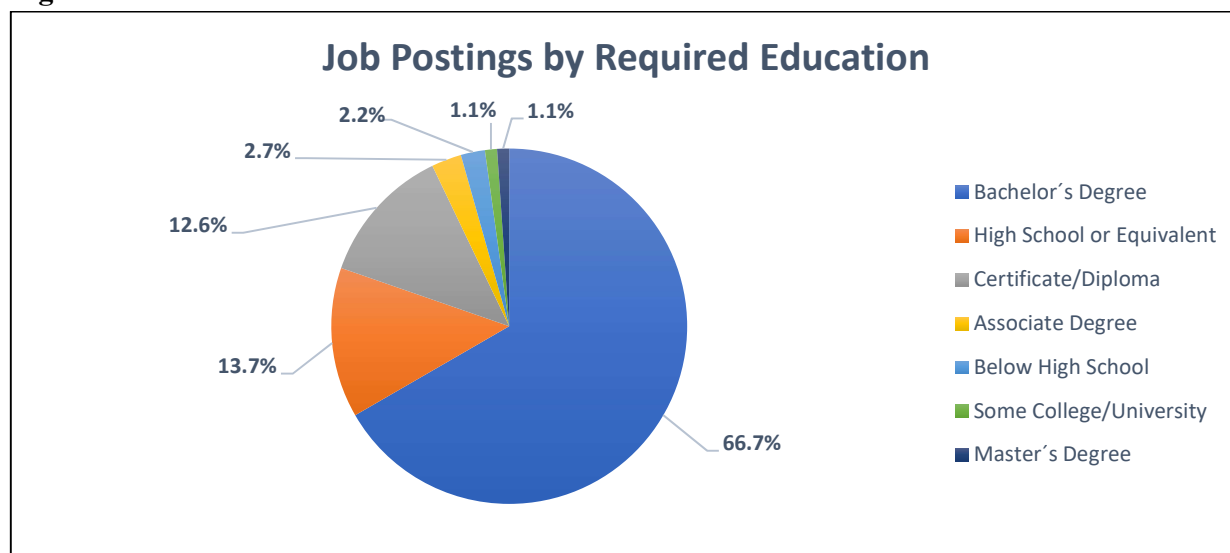
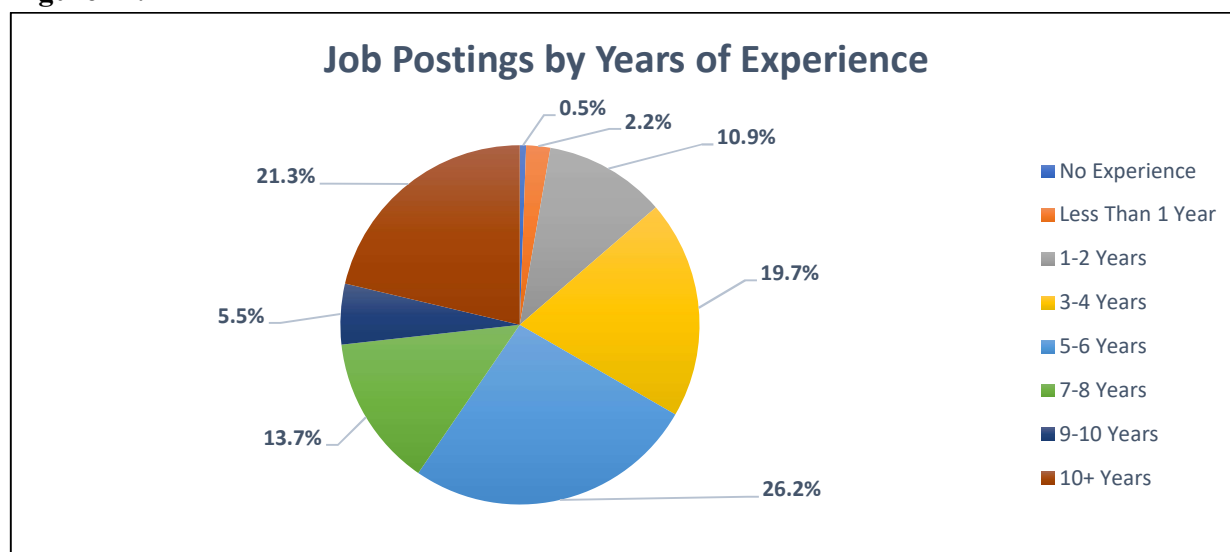


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$269,997
Specialist Medical Practitioners	\$95,000
Sales and Marketing Managers	\$76,389
Business Services and Administration Managers	\$75,000
Construction Managers	\$75,000

Figure 18.

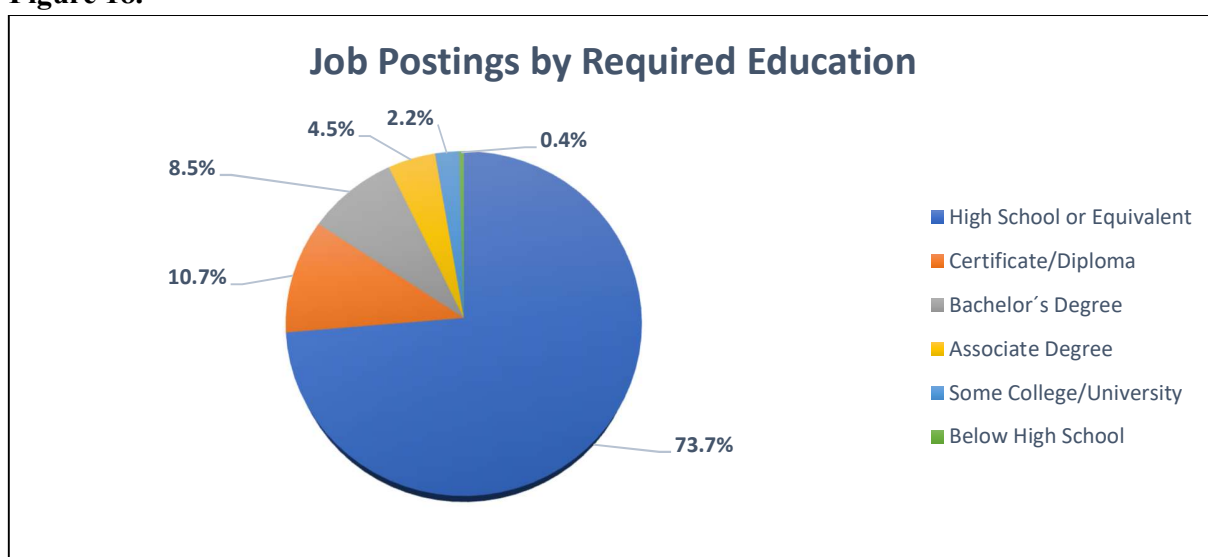
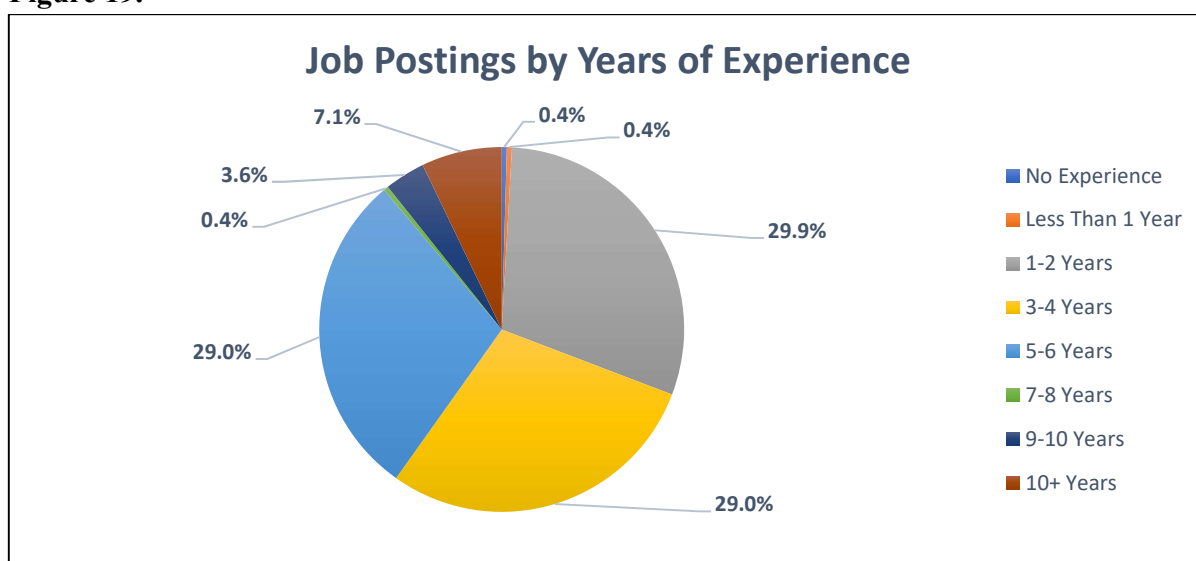


Figure 19.



Summary

- The demand for labour from employers remained strong in June 2026 with job advertisements increasing by 384 (25.4%) to 1,896 postings compared with June 2025. For the first half of 2026 there were 11,519 job advertisements, an increase of 2,768 (31.6%) 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, Lawyers and Accountants were among the most advertised occupations, reflecting robust demand in the above-mentioned industries as well as in legal and financial services.
- The most commonly required level of educational attainment was a High School or Equivalent qualification, followed by a Bachelor's Degree and a Certificate or Diploma in both the review month and YTD 2026.
- 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 legal services, healthcare, actuarial services, executive management, aviation, insurance, business consultancy, 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	1,193	1,785	49.6
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	53	61	15.1
Administrative and Support Service Activities	1,290	1,617	25.3
Agriculture, Forestry and Fishing	50	57	14.0
Arts, Entertainment and Recreation	165	211	27.9
Construction	1,752	2,199	25.5
Education	252	303	20.2
Electricity, Gas, Steam and Air Conditioning Supply	40	34	-15.0
Financial and Insurance Activities	482	641	33.0
Human Health and Social Work Activities	272	385	41.5
Information and Communication	89	106	19.1
Manufacturing	145	197	35.9
Mining and Quarrying	15	24	60.0
Other Service Activities	372	619	66.4
Professional, Scientific and Technical Activities	872	1,012	16.1
Public Administration and Defence; Compulsory Social Security	3	5	66.7
Real Estate Activities	123	233	89.4
Transportation and Storage	277	408	47.3
Water Supply; Sewerage, Waste Management and Remediation Activities	64	37	-42.2
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,242	1,585	27.6
Total	8,751	11,519	31.6

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

Occupation	YTD 2026
Building Construction Labourers	605
Carpenters and Joiners	484
Waiters	367
Stonemasons, Stone Cutters, Splitters and Carvers	337
Kitchen Helpers	327
Cooks	319
Cleaners and Helpers in Offices, Hotels and Other Establishments	318
Beauticians and Related Workers	317
Accountants	315
Motor Vehicle Mechanics and Repairers	218
Lawyers	183
Chefs	152
Bartenders	150
Food Service Counter Attendants	149
Hairdressers	144
Business Services and Administration Managers not elsewhere classified	142
Sales Workers not elsewhere classified	135
Other Cleaning Workers	133
Air Conditioning and Refrigeration Mechanics	124
Building Structure Cleaners	110

Table A3. Job Postings by Required Education

Required Education	YTD 2025	YTD 2026	% Change
Below High School*	213	255	19.7
High School or Equivalent**	4,844	6,617	36.6
Some College/University	228	277	21.5
Certificate/Diploma	1,318	1,905	44.5
Associate Degree	249	253	1.6
Bachelor's Degree	1,719	1,968	14.5
Master's Degree	146	202	38.4
Doctoral Degree	34	42	23.5
Total	8,751	11,519	31.6

*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	63	84	33.3
Less Than a Year	183	169	-7.7
1 to 2 Years	1,891	2,661	40.7
3 to 4 Years	2,533	3,492	37.9
5 to 6 Years	2,575	3,063	19.0
7 to 8 Years	437	659	50.8
9 to 10 Years	225	365	62.2
10+ Years	844	1,026	21.6
Total	8,751	11,519	31.6

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2026 (CIS)
Professional, Scientific and Technical Activities	90,670
Financial and Insurance Activities	90,530
Public Administration and Defence; Compulsory Social Security (Central Government)	81,673
Electricity, Gas, Steam and Air Conditioning Supply	69,064
Information and Communication	64,605
Human Health and Social Work Activities	61,428
Education	48,270
Water Supply; Sewerage, Waste Management and Remediation Activities	41,173
Real Estate Activities	35,058
Mining and Quarrying	34,572
Construction	33,309
Arts, Entertainment and Recreation	33,067
Manufacturing	30,800
Administrative and Support Service Activities	30,650
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,541
Transportation and Storage	29,593
Agriculture, Forestry and Fishing	29,469
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	28,026
Other Service Activities	27,300
Accommodation and Food Service Activities	25,700

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

Occupation	Average Annual Salary for YTD 2026 (CIS)
Dentists	203,929
Managing Directors and Chief Executives	203,499
Trade Brokers	191,563
Lawyers	185,601
Specialist Medical Practitioners	138,638
Financial and Insurance Services Branch Managers	137,812
Mathematicians, Actuaries and Statisticians	136,147
Management and Organisation Analysts	136,125
Generalist Medical Practitioners	124,313
Policy and Planning Managers	114,570
Finance Managers	108,234
Financial and Investment Advisers	106,264
Applications Programmers	103,645
Research and Development Managers	102,843
Optometrists and Ophthalmic Opticians	101,170
Software Developers	100,149
ICT Service Managers	97,387
Insurance Representatives	96,826
Professional Managers not elsewhere classified	93,473
Legal Professionals not elsewhere classified	92,989