



**WORC**

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN  
CAYMAN ISLANDS GOVERNMENT

# JOB POSTINGS REPORT

March 2026

---

**Prepared By:**

**Reinaldo Fletcher**

**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

---

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

## Total Number of Job Postings

A total of 1,984 jobs were advertised during March 2026 relative to 1,728 postings in the previous month and 1,444 postings in the comparable month of 2025 (see Figure 1). For January to March 2026, there were 5,427 job advertisements relative to 4,516 postings in the corresponding period of 2025.

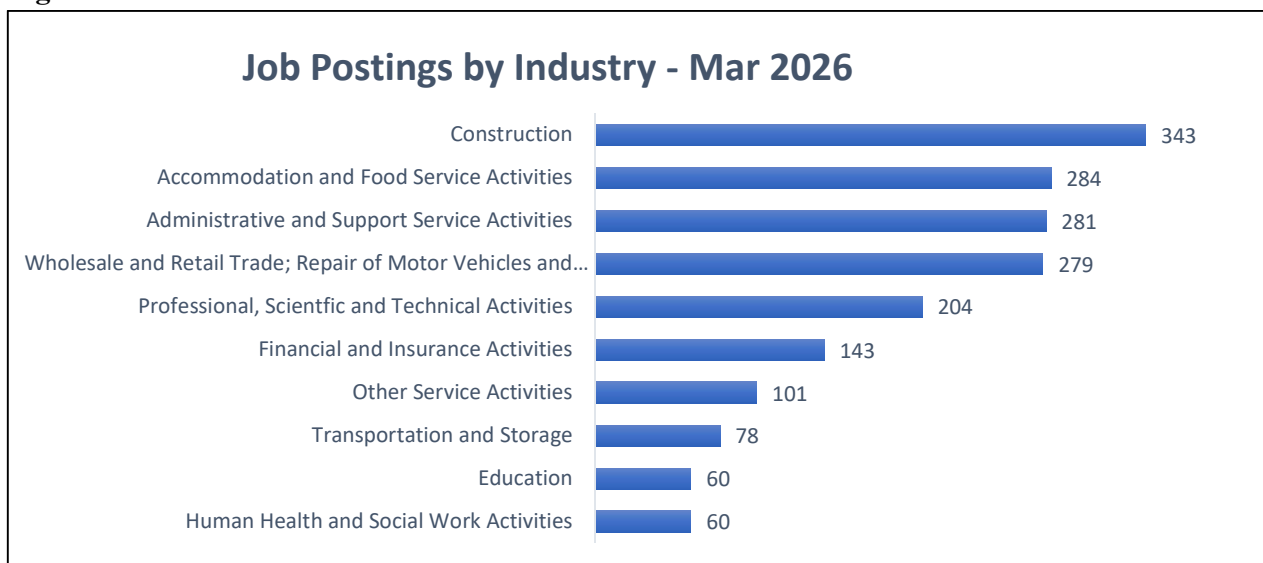
**Figure 1.**



## Industry

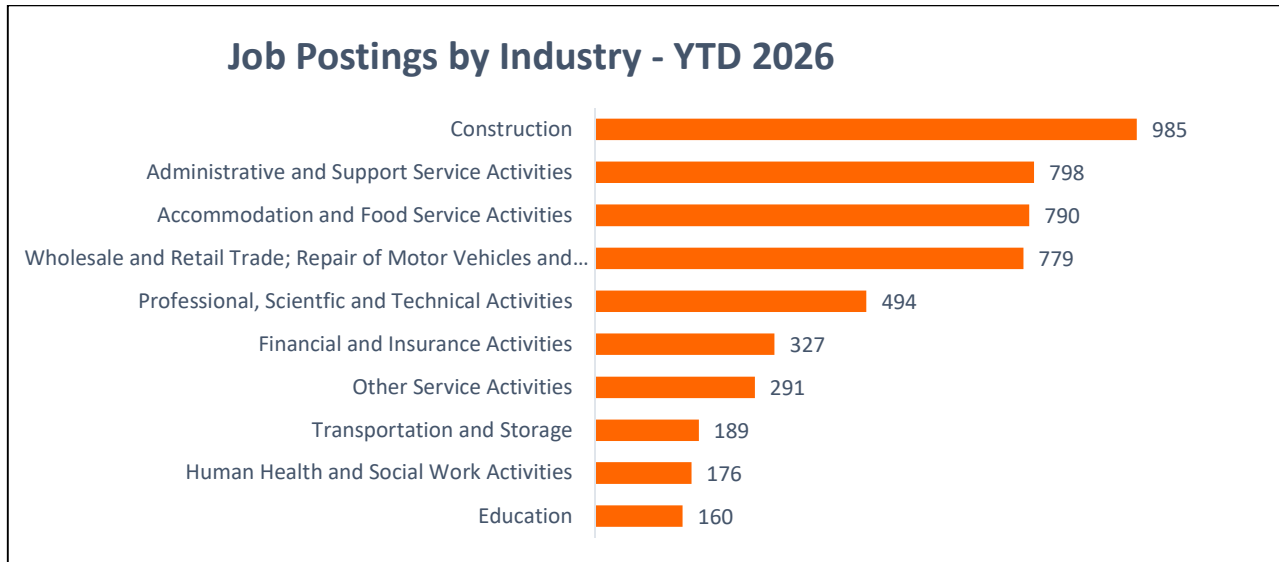
The Construction industry accounted for 343 job postings, representing 17.3 percent of the total number of job openings in March 2026 (see Figure 2). The Accommodation and Food Service Activities industry followed with 284 job advertisements (14.3%) while the Administrative and Support Service Activities industry recorded 281 job openings (14.2%).

**Figure 2.**



For YTD 2026, the Construction industry accounted for most job postings, recording 985 or 18.1 percent of the total (see Figure 3). The Administrative and Support Service Activities industry followed with 798 job advertisements (14.7%) while the Accommodation and Food Service Activities industry registered 790 job openings (14.6%).

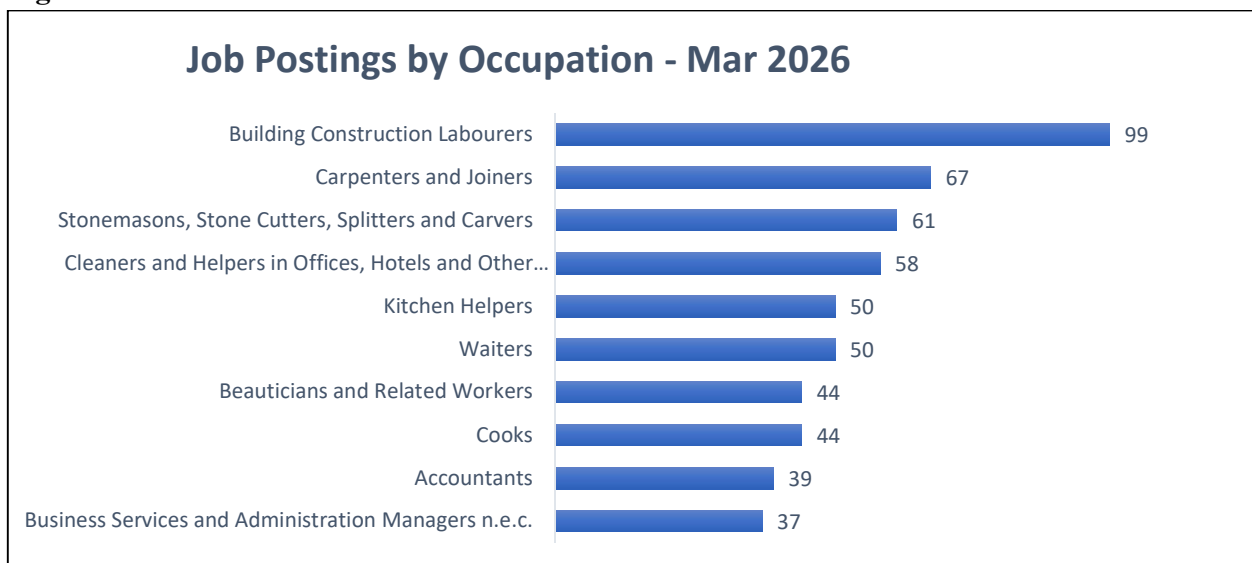
**Figure 3.**



## Occupation

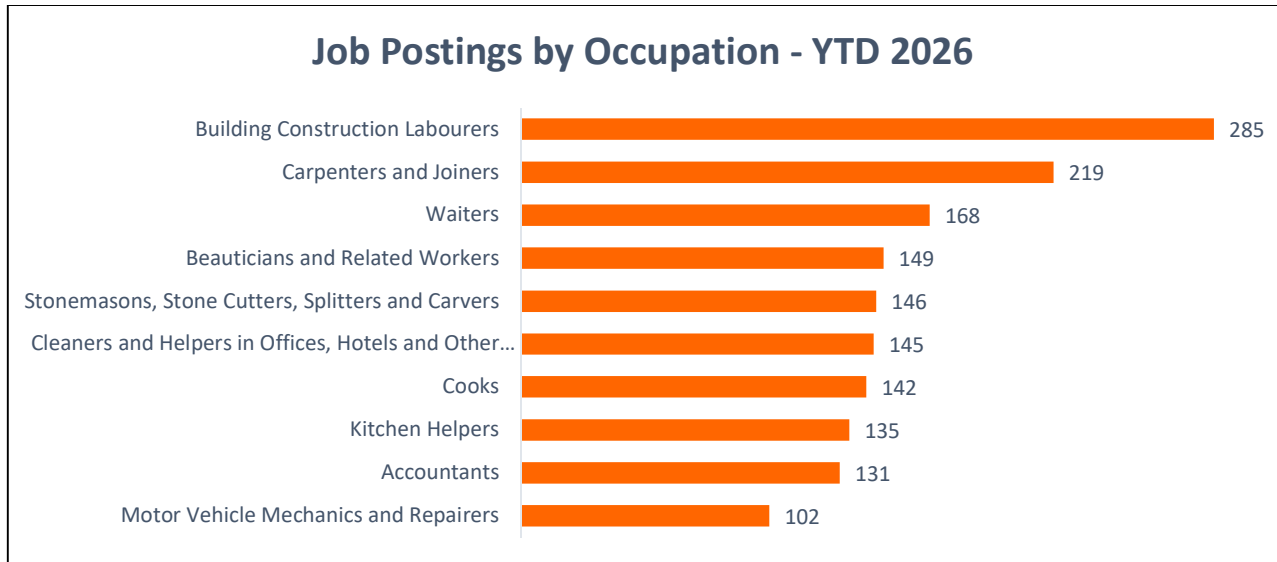
For the review month, Building Construction Labourers accounted for 99 job postings which represented 5.0 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 67 job postings (3.4%) while Stonemasons, Stone Cutters, Splitters and Carvers recorded 61 job postings or 3.1 percent of the total.

**Figure 4.**



For YTD 2026, Building Construction Labourers accounted for 285 job postings which represented 5.3 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 219 job postings (4.0%) preceded by Waiters with 168 job openings or 3.1 percent of the total.

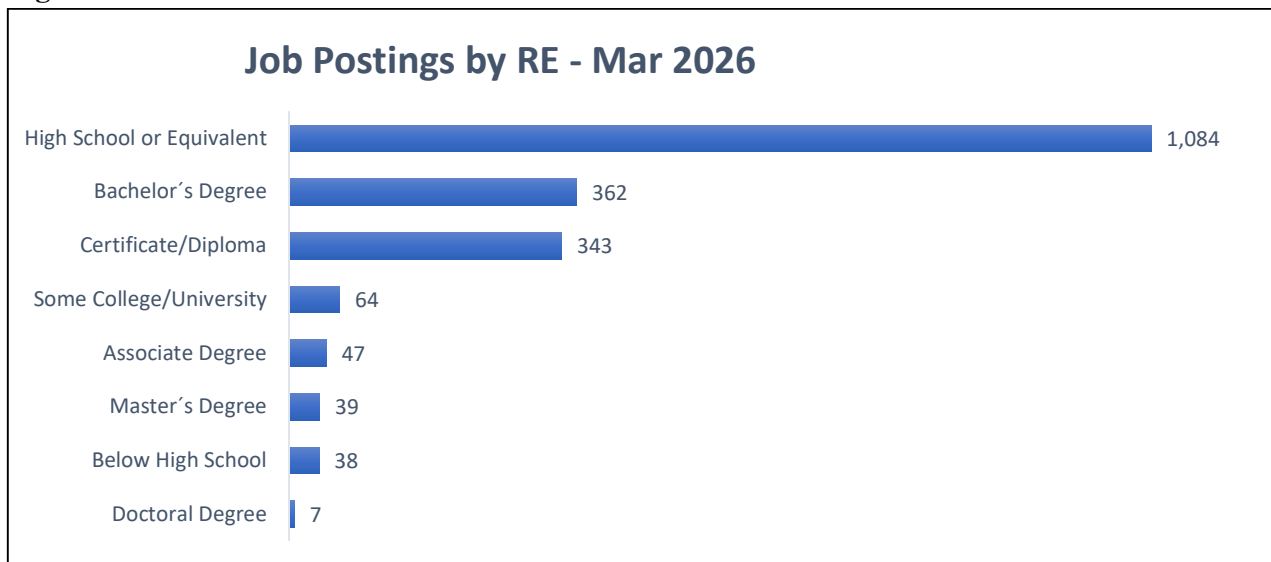
**Figure 5.**



## Required Education

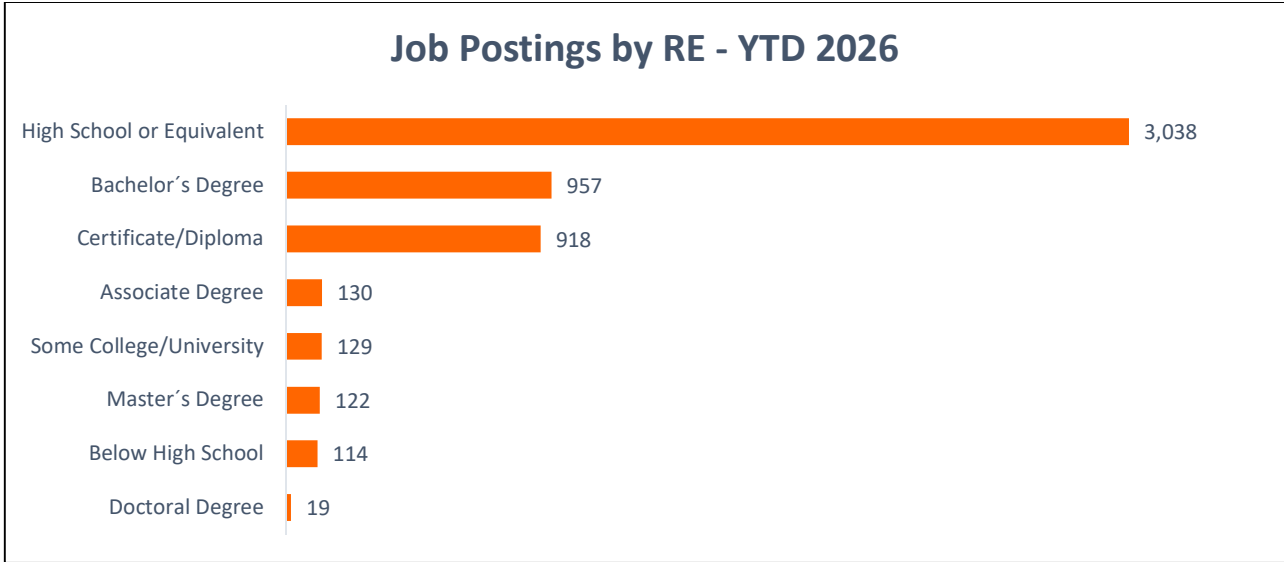
For March 2026, 1,084 job postings (54.6%) required persons with a High School or Equivalent qualification, 362 (18.2%) required persons with a Bachelor’s Degree and 343 (17.3%) required persons with a Certificate or Diploma (see Figure 6).

**Figure 6.**



For YTD 2026, there were 3,038 postings (56.0%) which required persons with a High School or Equivalent qualification, 957 (17.6%) required persons with a Bachelor’s Degree and 918 (16.9%) required persons with a Certificate or Diploma (see Figure 7).

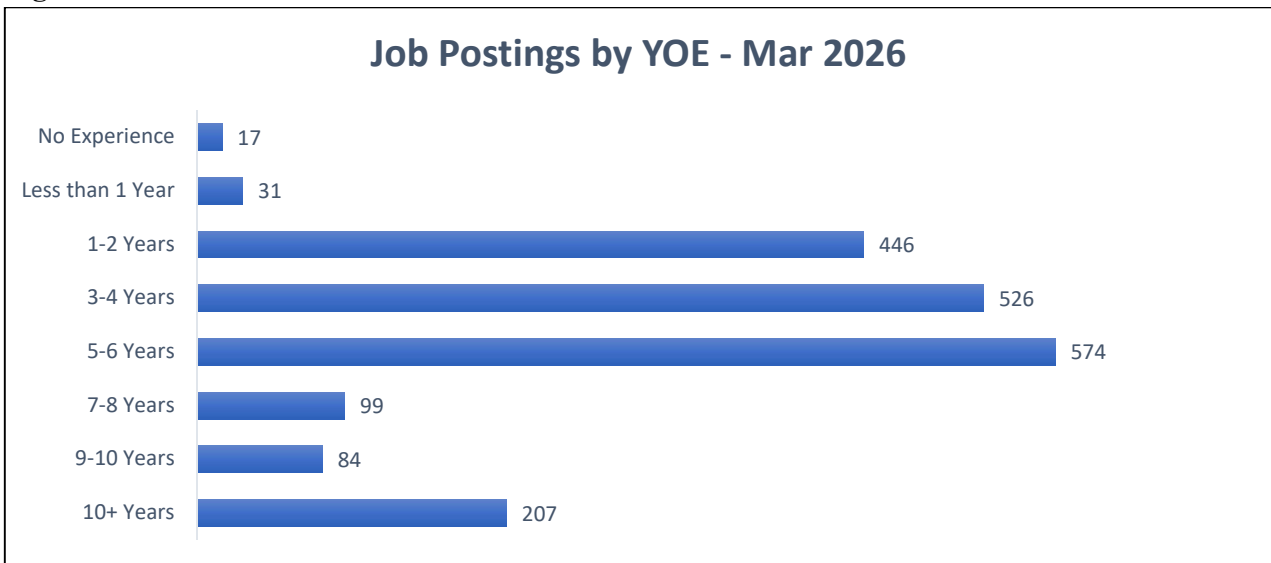
**Figure 7.**



## Years of Experience

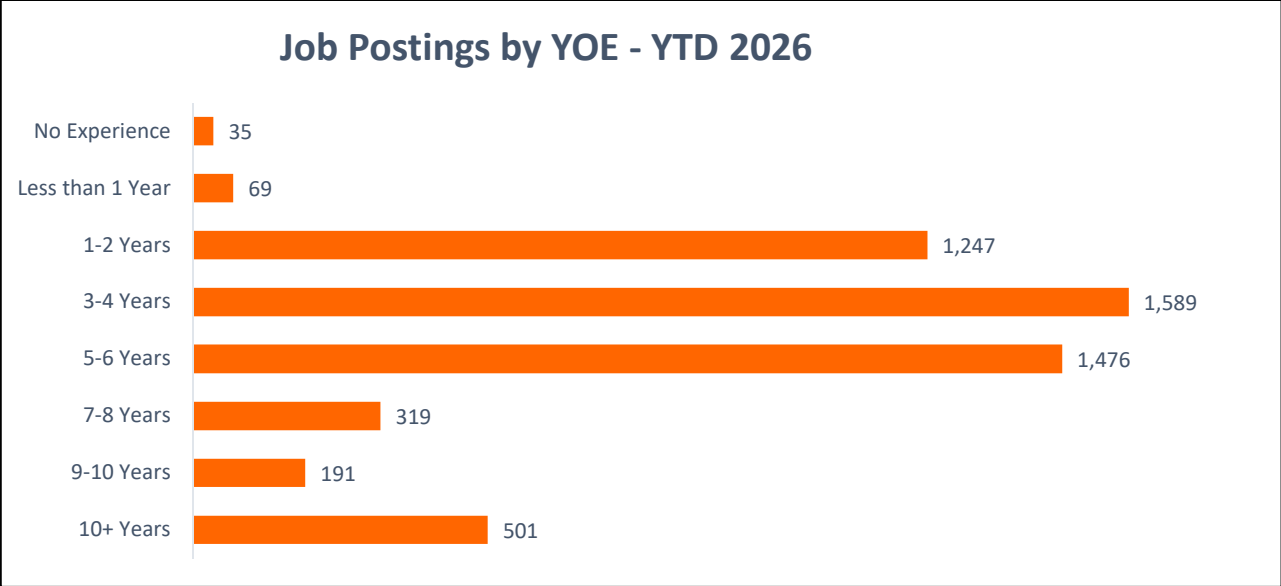
For the review month, 574 job advertisements (28.9%) required persons with five to six years’ experience, 526 job postings (26.5%) required persons with three to four years’ experience while 446 job openings (22.5%) required persons with one to two years’ experience (see Figure 8).

**Figure 8.**



Of the 5,427 job postings recorded in YTD 2026, 1,589 (29.3%) required persons with three to four years' experience, 1,476 (27.2%) required persons with five to six years' experience while 1,247 (23.0%) required persons with one to two years' experience (see Figure 9).

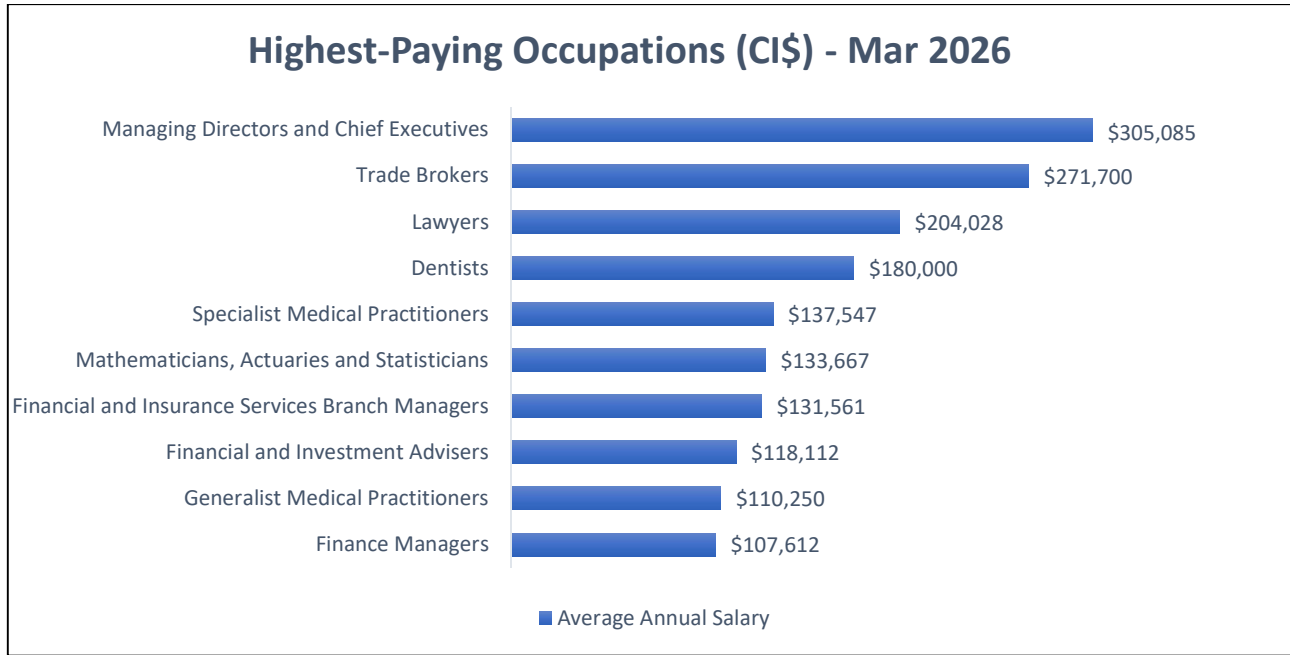
**Figure 9.**



## Salary

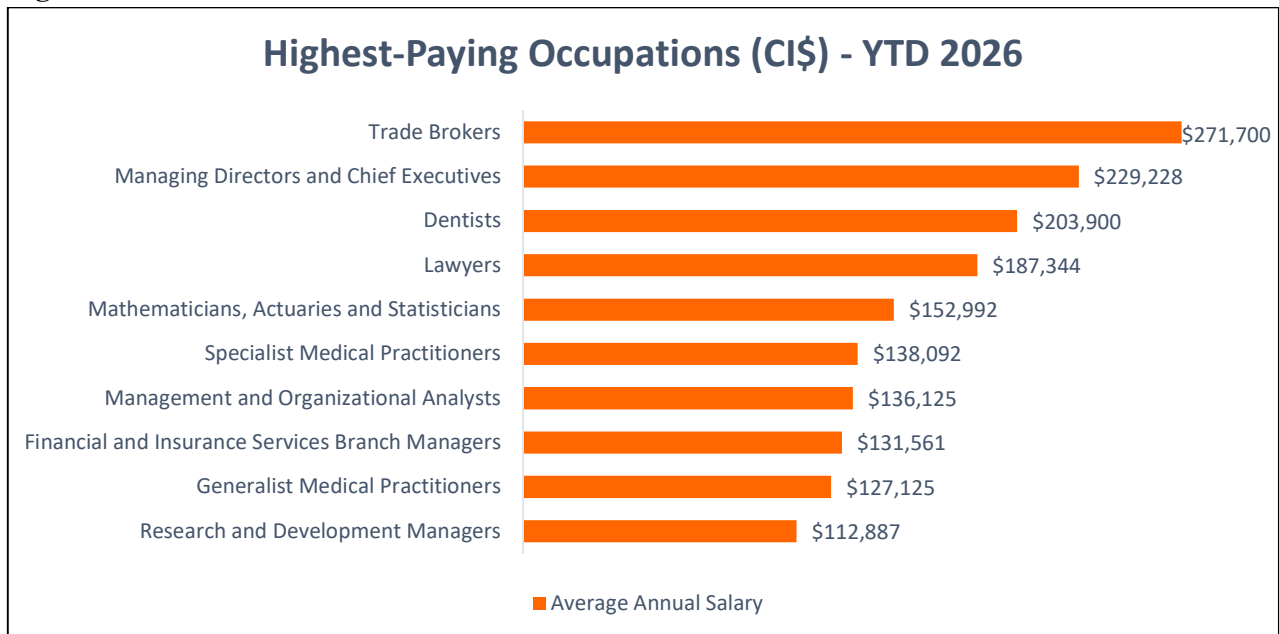
The highest-paying job postings in the review month were recorded by Managing Directors and Chief Executives with an average annual salary of \$305,085 (see Figure 10). Trade Brokers followed with an average annual salary of \$271,700 after which Lawyers proceeded with an average annual salary of \$204,028.

**Figure 10.**



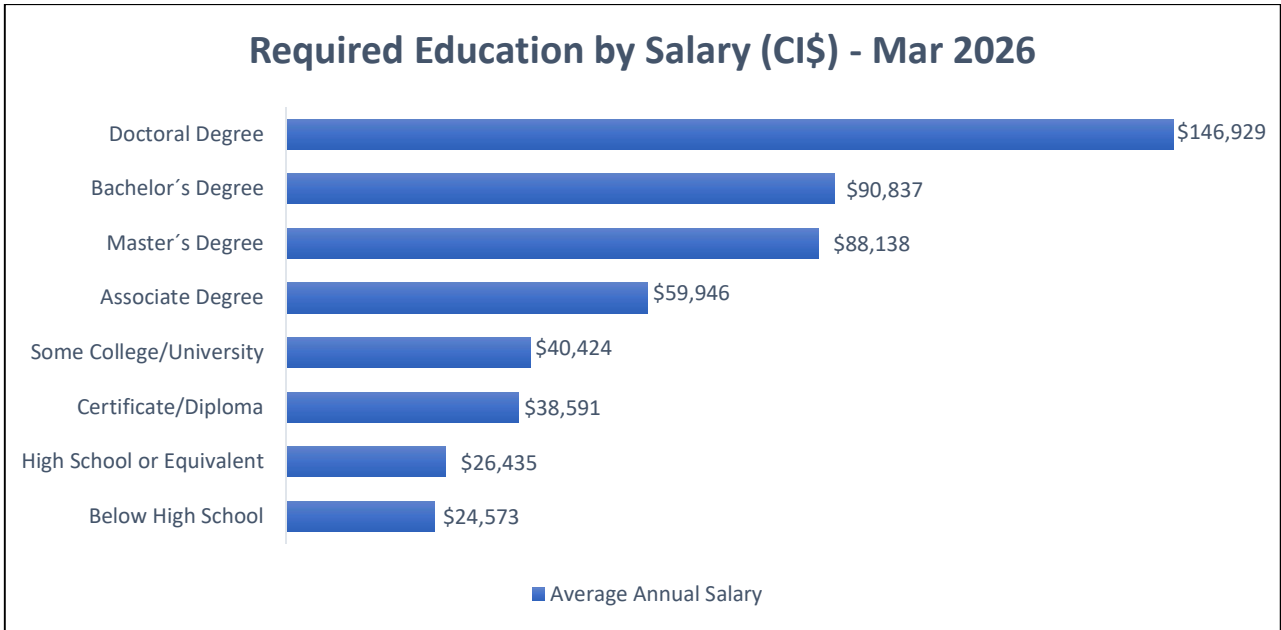
For YTD 2026, Trade Brokers was the highest-paying occupation with an average annual salary of \$271,700 (see Figure 11). Managing Directors and Chief Executives followed with an average annual salary of \$229,228 while Dentists proceeded with an average annual salary of \$203,900.

**Figure 11.**



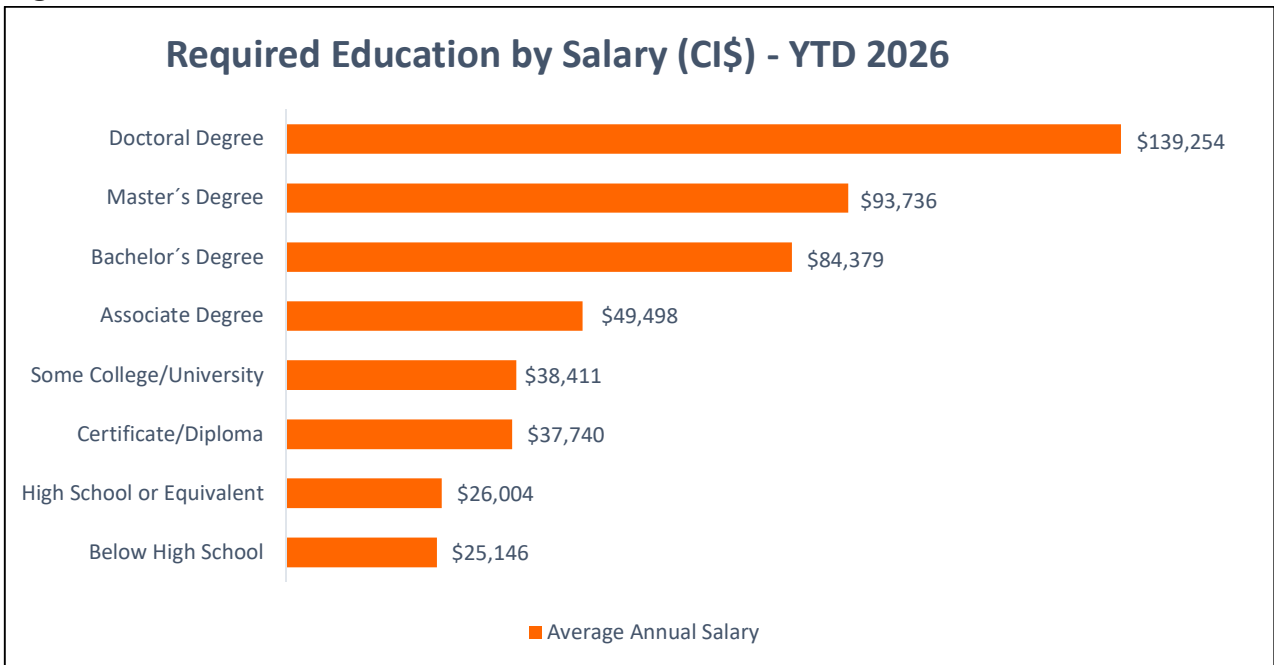
For March 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$146,929. Jobs requiring Bachelor's and Master's degrees paid average annual salaries of \$90,837 and \$88,138, respectively (see Figure 12).

**Figure 12.**



For YTD 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$139,254. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$93,736 and \$84,379 respectively (see Figure 13).

**Figure 13.**



# Key Industries to the Economy – March 2026

## Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$315,347
Trade Brokers	\$271,700
Mathematicians, Actuaries and Statisticians	\$144,688
Financial and Insurance Services Branch Managers	\$131,561
Financial and Investment Advisers	\$121,423

Figure 14.

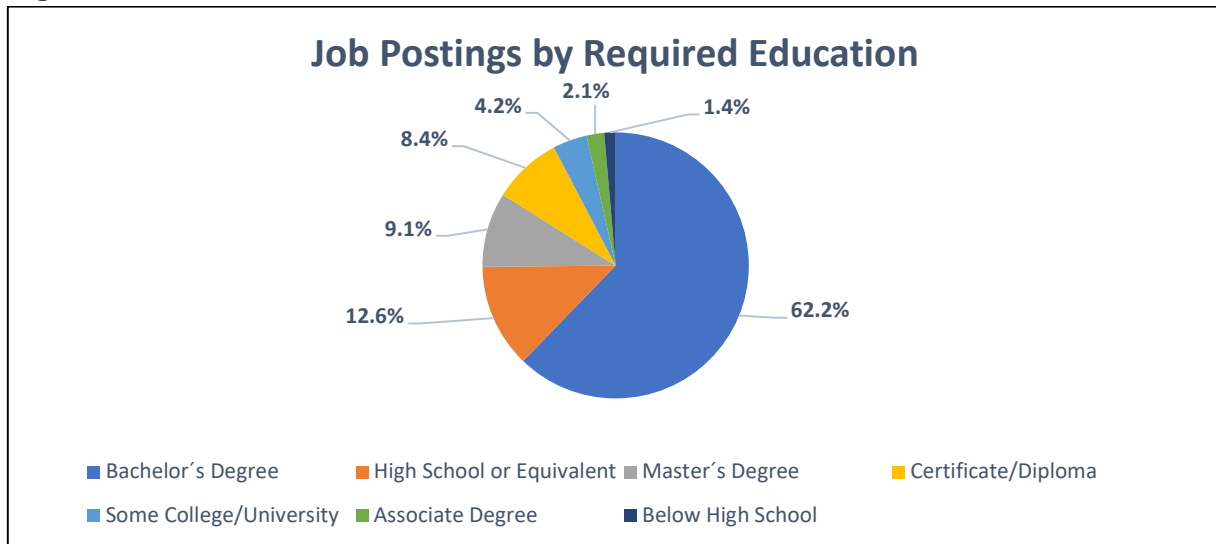
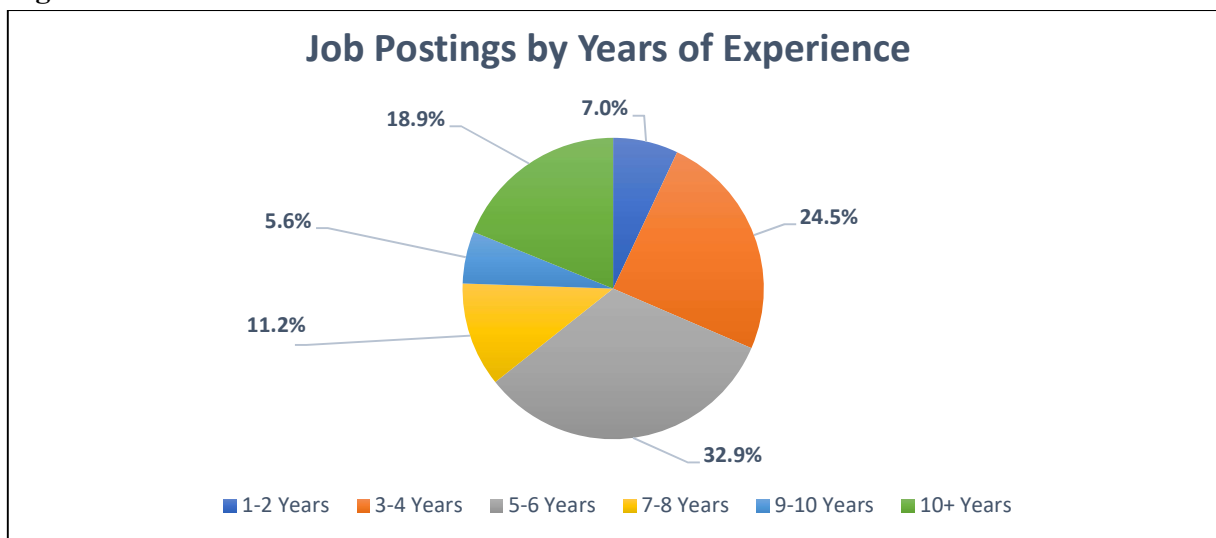


Figure 15.

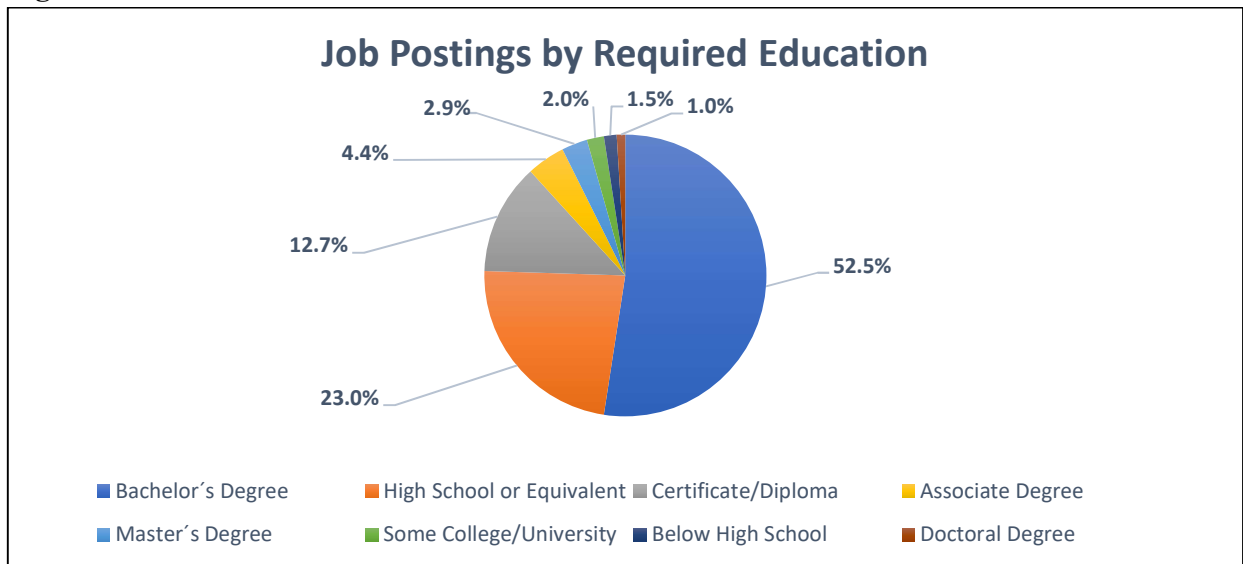


**Professional, Scientific and Technical Activities (includes legal, accounting, advertising, architectural, engineering and management consultancy firms)**

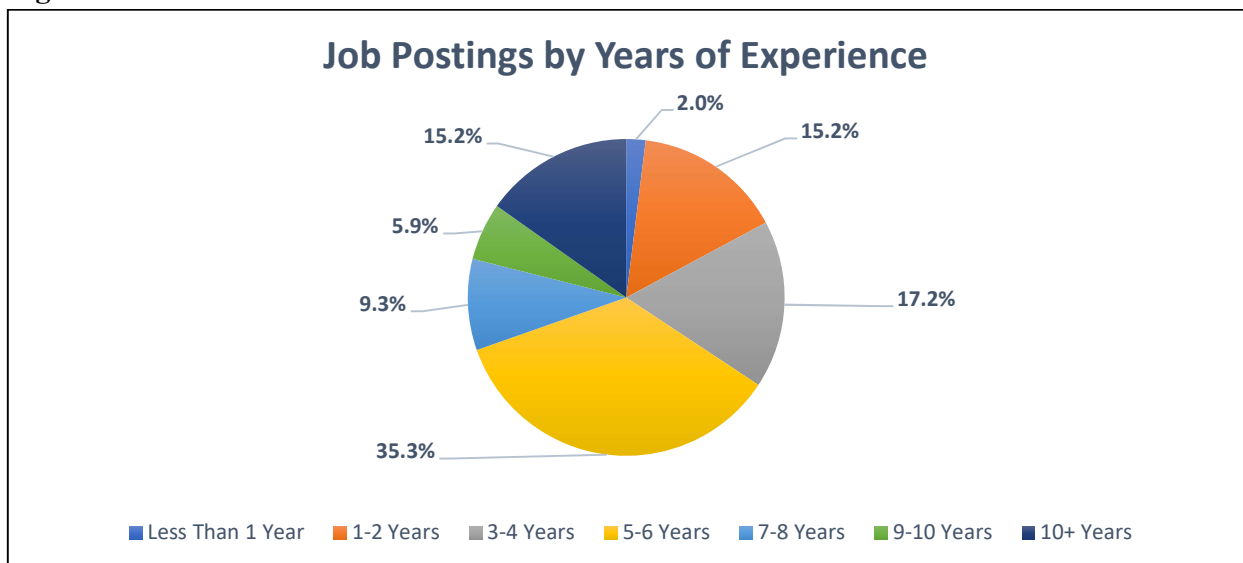
**Table 2.**

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$360,556
Lawyers	\$204,028
Specialist Medical Practitioners	\$162,000
Construction Managers	\$134,167
Policy and Planning Managers	\$125,000

**Figure 16.**



**Figure 17.**



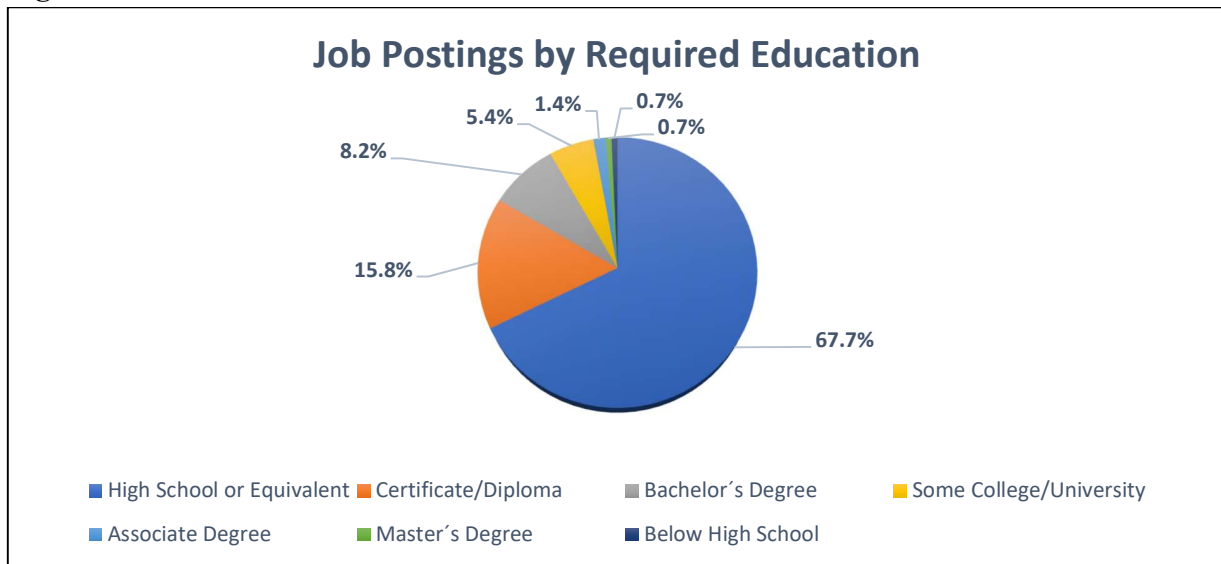
## Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

**Table 3.**

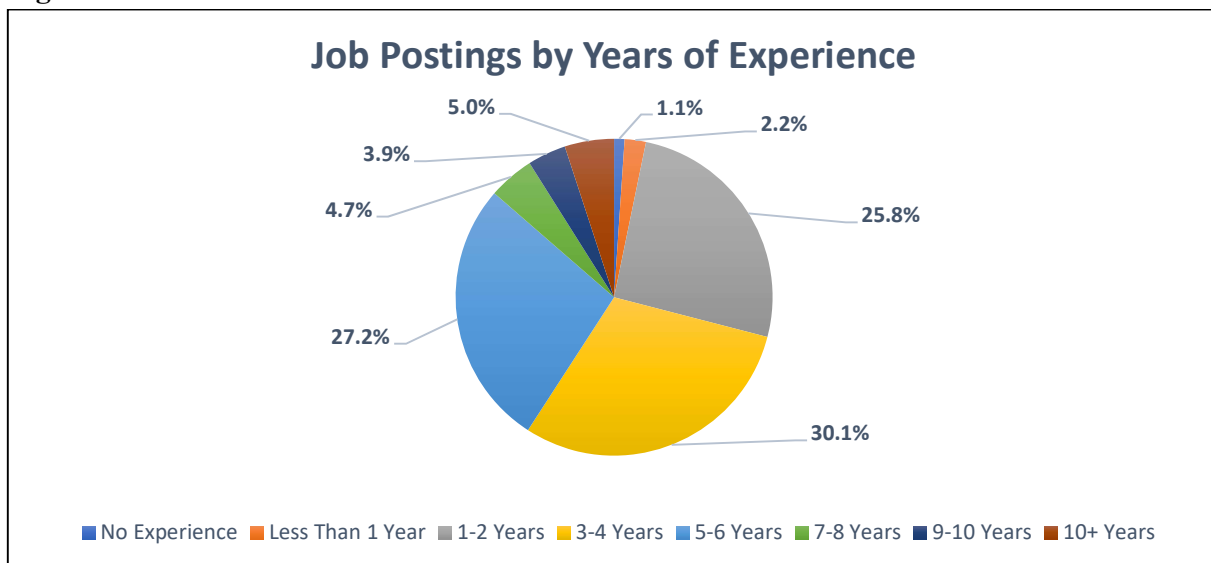
Highest-Paying Occupations	Average Annual Salary (CIS)
Accountants	\$87,500
Technical and Medical Sales Professionals (excluding ICT)	\$79,197
Business Services and Administration Managers n.e.c.*	\$77,300
Supply, Distribution and Related Managers	\$73,500
Veterinarians	\$69,000

\*n.e.c. – not elsewhere classified

**Figure 18.**



**Figure 19.**



## Summary

---

- A total of 1,984 job postings in March 2026 relative to 1,444 postings in March 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 five to six years' experience were the most desired in the review month while persons with three to four years' experience were the most sought-after in the year-to-date.
- Job postings in financial services, legal, healthcare, actuarial, management consultancy, and research and development 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, 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	596	790	32.6
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	33	31	-6.1
Administrative and Support Service Activities	703	798	13.5
Agriculture, Forestry and Fishing	22	31	40.9
Arts, Entertainment and Recreation	153	104	-32.0
Construction	812	985	21.3
Education	150	160	6.7
Electricity, Gas, Steam and Air Conditioning Supply	24	17	-29.2
Financial and Insurance Activities	250	327	30.8
Human Health and Social Work Activities	132	176	33.3
Information and Communication	45	51	13.3
Manufacturing	74	93	25.7
Mining and Quarrying	9	15	66.7
Other Service Activities	177	291	64.4
Professional, Scientific and Technical Activities	467	494	5.8
Public Administration and Defence; Compulsory Social Security	2	1	-50.0
Real Estate Activities	58	80	37.9
Transportation and Storage	126	189	50.0
Water Supply; Sewerage, Waste Management and Remediation Activities	33	15	-54.5
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	650	779	19.8
<b>Total</b>	<b>4,516</b>	<b>5,427</b>	<b>20.2</b>

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

<b>Occupation</b>	<b>YTD 2026</b>
Building Construction Labourers	285
Carpenters and Joiners	219
Waiters	168
Beauticians and Related Workers	149
Stonemasons, Stone Cutters, Splitters and Carvers	146
Cleaners and Helpers in Offices, Hotels and Other Establishments	145
Cooks	142
Kitchen Helpers	135
Accountants	131
Motor Vehicle Mechanics and Repairers	102
Business Services and Administration Managers not elsewhere classified	82
Sales Workers not elsewhere classified	71
Hairdressers	70
Bartenders	70
Chefs	70
Lawyers	69
Food Service Counter Attendants	66
Air Conditioning and Refrigeration Mechanics	65
Other Cleaning Workers	56
Administrative and executive secretaries	56

**Table A3. Job Postings by Required Education**

Required Education	YTD 2025	YTD 2026	% Change
Below High School*	121	114	-5.8
High School or Equivalent**	2,444	3,038	24.3
Some College/University	120	129	7.5
Certificate/Diploma	676	918	35.8
Associate Degree	132	130	-1.5
Bachelor's Degree	932	957	2.7
Master's Degree	66	122	84.8
Doctoral Degree	25	19	-24.0
<b>Total</b>	<b>4,516</b>	<b>5,427</b>	<b>20.2</b>

\*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	31	35	12.9
Less Than a Year	98	69	-29.6
1 to 2 Years	989	1,247	26.1
3 to 4 Years	1,328	1,589	19.7
5 to 6 Years	1,355	1,476	8.9
7 to 8 Years	212	319	50.5
9 to 10 Years	112	191	70.5
10+ Years	391	501	28.1
<b>Total</b>	<b>4,516</b>	<b>5,427</b>	<b>20.2</b>

**Table A5. Job Postings by Highest-Paying Industry**

<b>Industry</b>	<b>Average Annual Salary for YTD 2026 (CIS)</b>
Public Administration and Defence; Compulsory Social Security (Central Government)	113,124
Financial and Insurance Activities	91,272
Professional, Scientific and Technical Activities	83,632
Electricity, Gas, Steam and Air Conditioning Supply	64,928
Information and Communication	63,536
Human Health and Social Work Activities	61,135
Education	47,888
Real Estate Activities	35,508
Construction	33,909
Mining and Quarrying	33,866
Agriculture, Forestry and Fishing	33,460
Water Supply; Sewerage, Waste Management and Remediation Activities	32,361
Administrative and Support Service Activities	31,691
Arts, Entertainment and Recreation	31,688
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	31,069
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	28,769
Transportation and Storage	28,727
Manufacturing	28,151
Other Service Activities	26,812
Accommodation and Food Service Activities	26,449

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

<b>Occupation</b>	<b>Average Annual Salary for YTD 2026 (CIS)</b>
Trade Brokers	271,700
Managing Directors and Chief Executives	229,228
Dentists	203,900
Lawyers	187,344
Mathematicians, Actuaries and Statisticians	152,992
Specialist Medical Practitioners	138,092
Management and Organisation Analysts	136,125
Financial and Insurance Services Branch Managers	131,561
Generalist Medical Practitioners	127,125
Research and Development Managers	112,887
Policy and Planning Managers	112,873
Journalists	112,750
Finance Managers	111,843
Financial and Investment Advisers	109,656
Applications Programmers	103,645
Software Developers	93,155
ICT Service Managers	91,215
Insurance Representatives	90,743
Legal and Related Associate Professionals	89,691
Business Services and Administration Managers n.e.c.	88,941