



WORC

WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

May 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.**

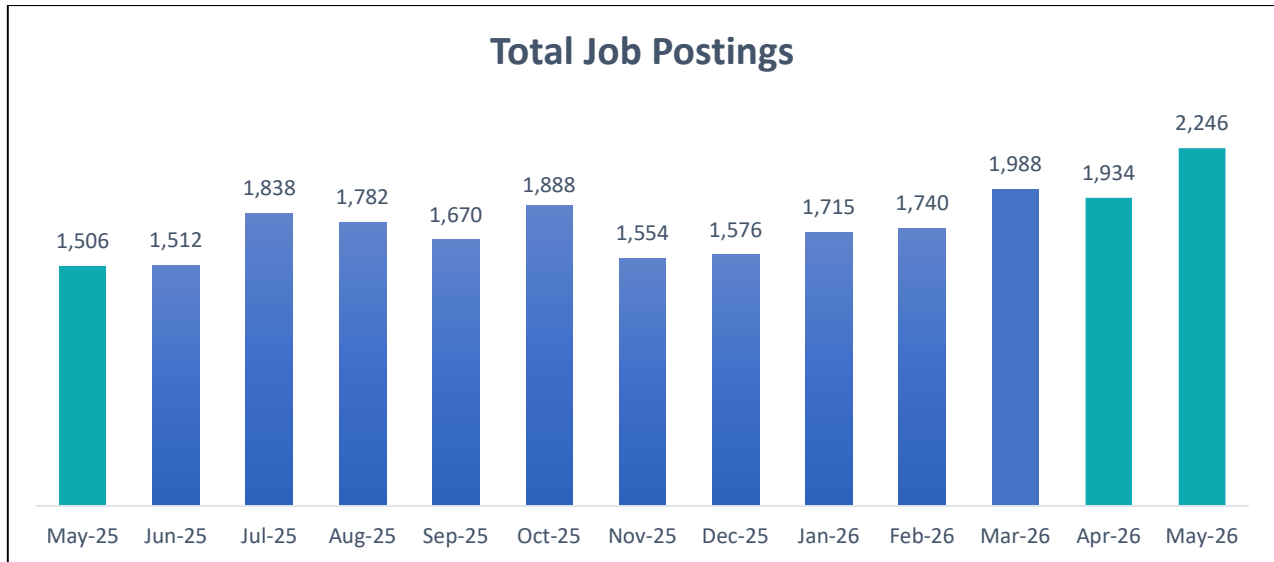
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Total Number of Job Postings

A total of 2,246 jobs were advertised during May 2026 relative to 1,934 postings in the previous month and 1,506 postings in the corresponding month of 2025 (see Figure 1). For January to May 2026, there were 9,623 job advertisements compared with 7,239 postings in the corresponding period of 2025.

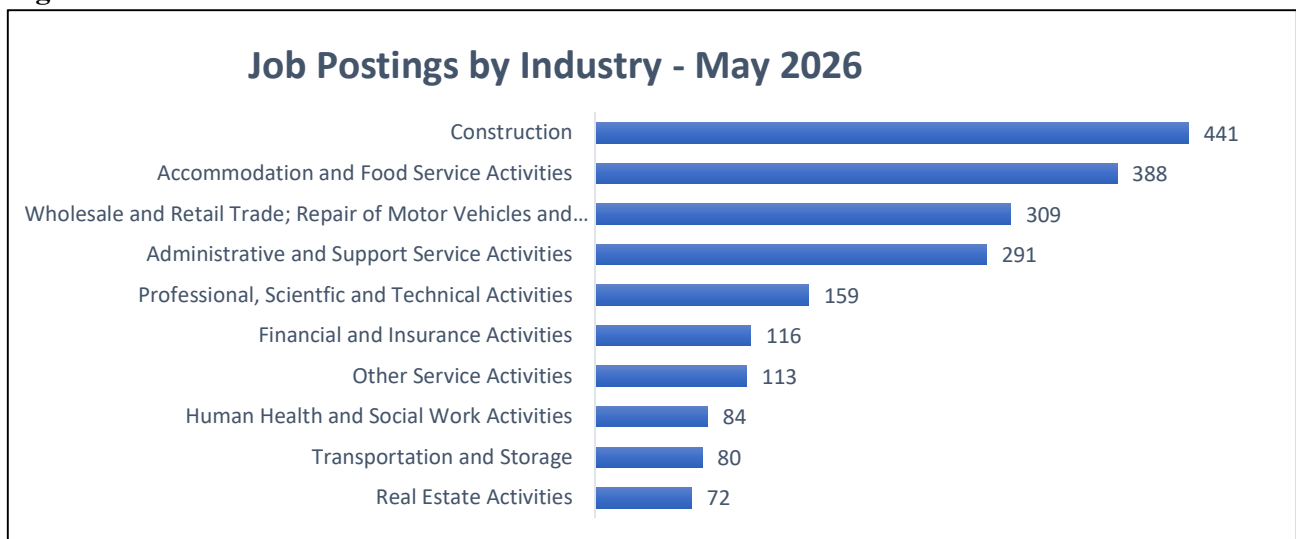
Figure 1.



Industry

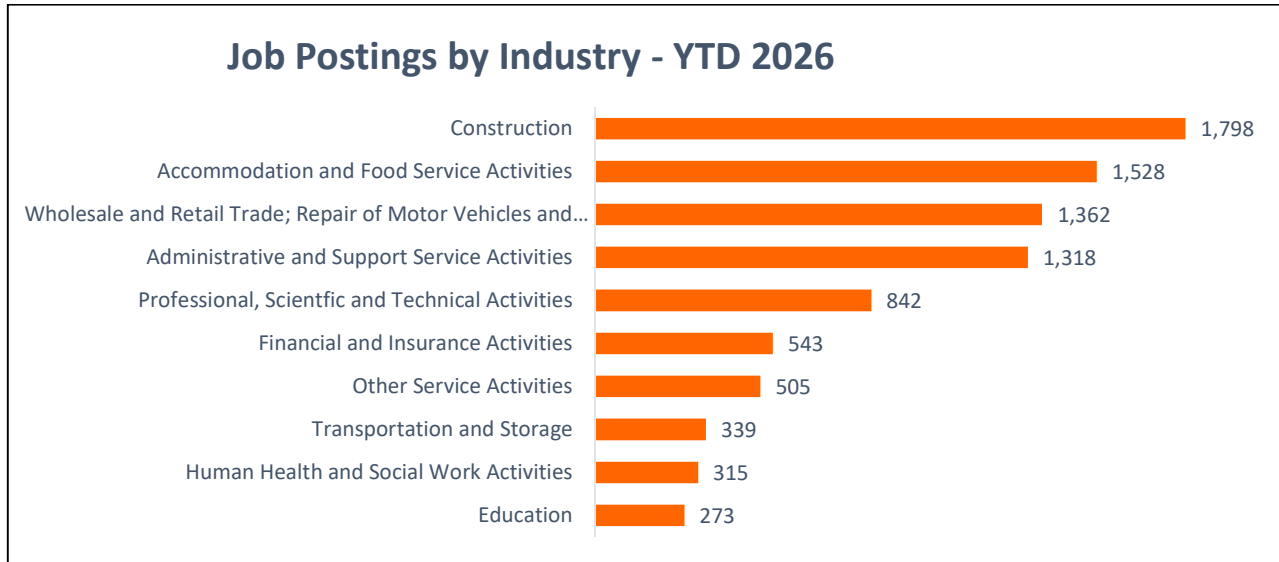
The Construction industry accounted for 441 job postings, representing 19.6 percent of the total number of job openings in May 2026 (see Figure 2). The Accommodation and Food Service Activities industry followed with 388 job advertisements (17.3%), while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry recorded 309 job openings (13.8%).

Figure 2.



For Year-to-date (YTD) 2026, the Construction industry accounted for the highest number of job postings, recording 1,798 vacancies, representing 18.7 percent of the total job postings (see Figure 3). The Accommodation and Food Service Activities industry followed with 1,528 job advertisements (15.9%) while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry registered 1,362 job openings (14.2%).

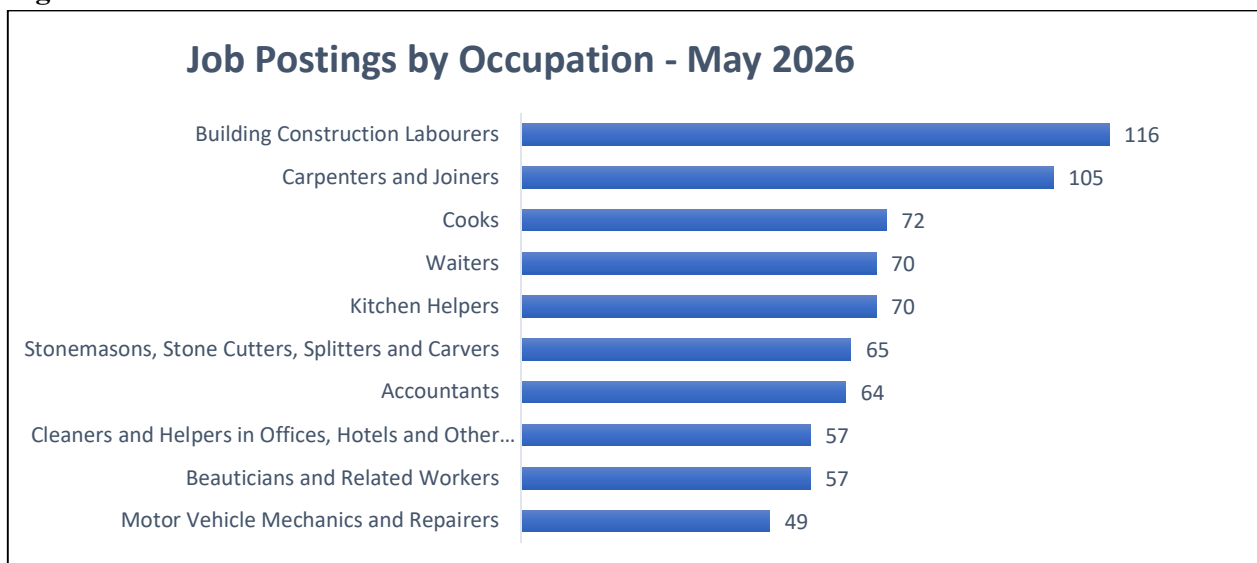
Figure 3.



Occupation

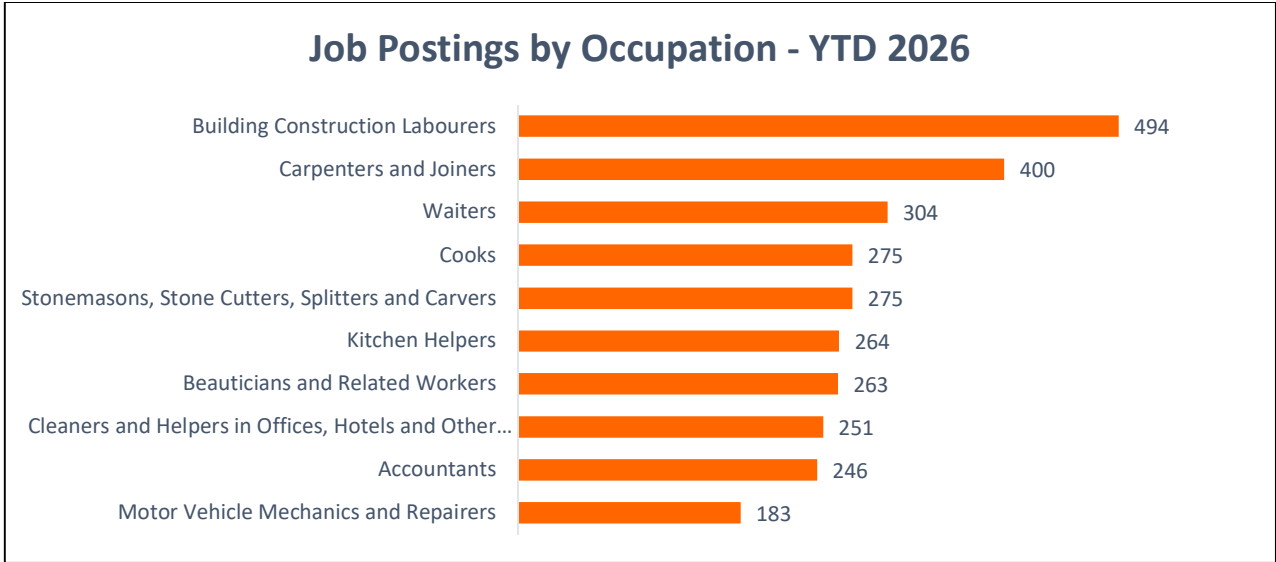
For the review month, Building Construction Labourers accounted for 116 job postings, representing 5.2 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 105 job postings (4.7%) while Cooks recorded 72 job postings or 3.2 percent of the total.

Figure 4.



For YTD 2026, Building Construction Labourers accounted for 494 job postings, representing 5.1 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 400 job postings (4.2%) followed by Waiters with 304 job openings or 3.2 percent of the total.

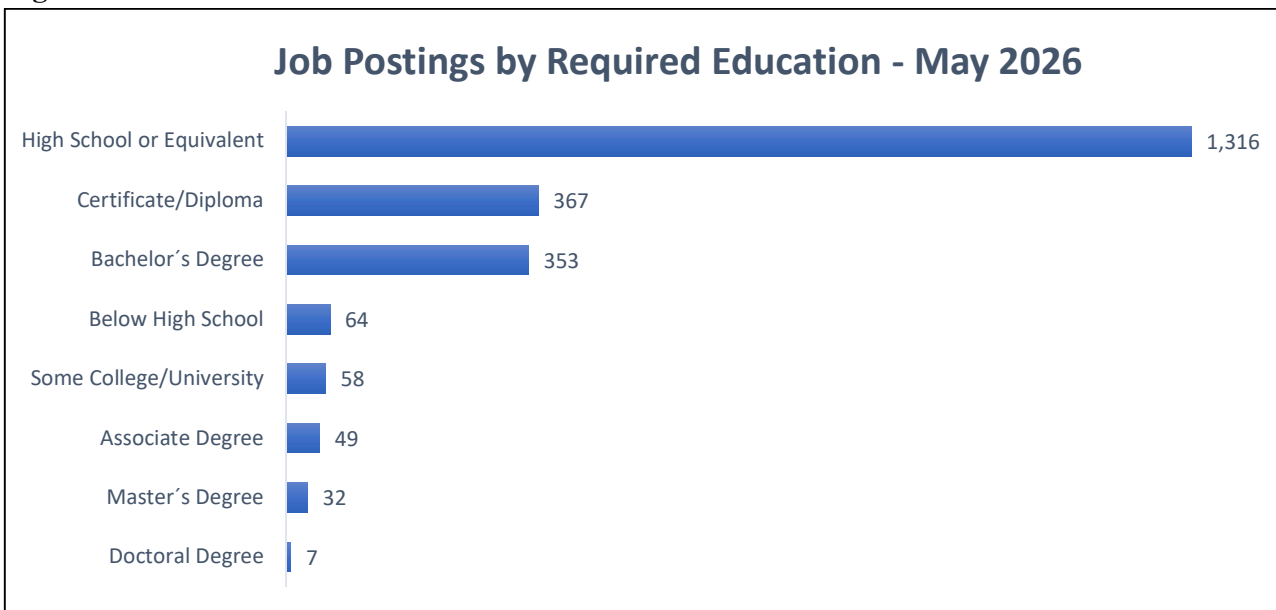
Figure 5.



Required Education

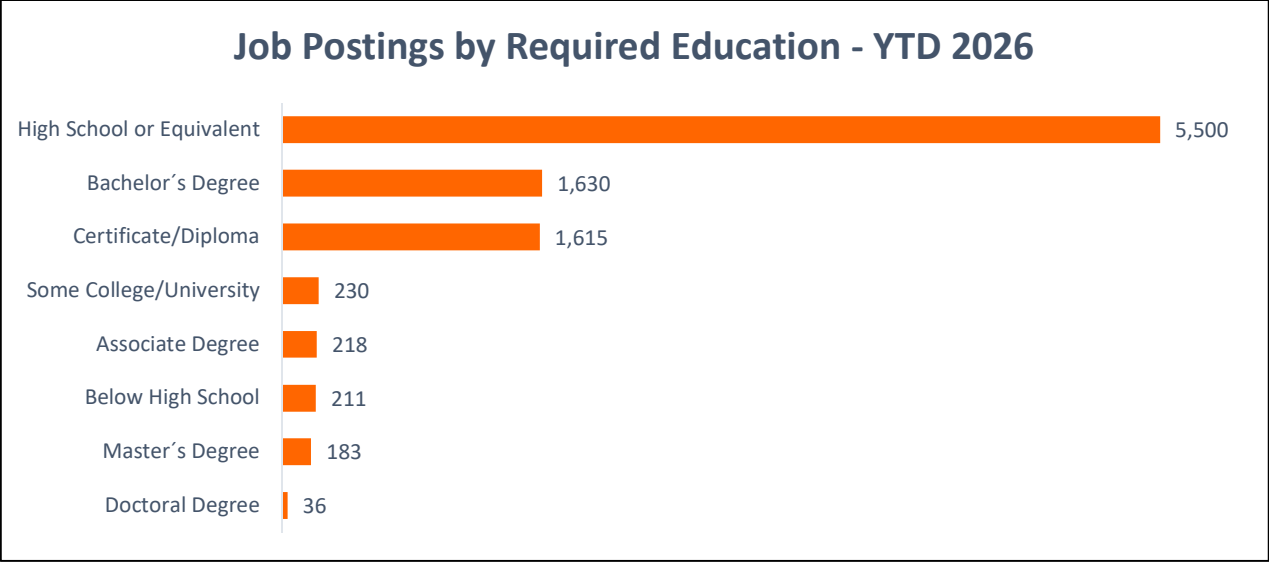
For May 2026, a total of 1,316 job postings (58.6%) required persons with a High School or Equivalent qualification, 367 (16.3%) required persons with a Certificate or Diploma and 353 (15.7%) required persons with a Bachelor’s Degree (see Figure 6).

Figure 6.



For YTD 2026, there were 5,500 postings (57.2%) that required persons with a High School or Equivalent qualification, 1,630 (16.9%) required persons with a Bachelor’s Degree and 1,615 (16.8%) required persons with a Certificate or Diploma (see Figure 7).

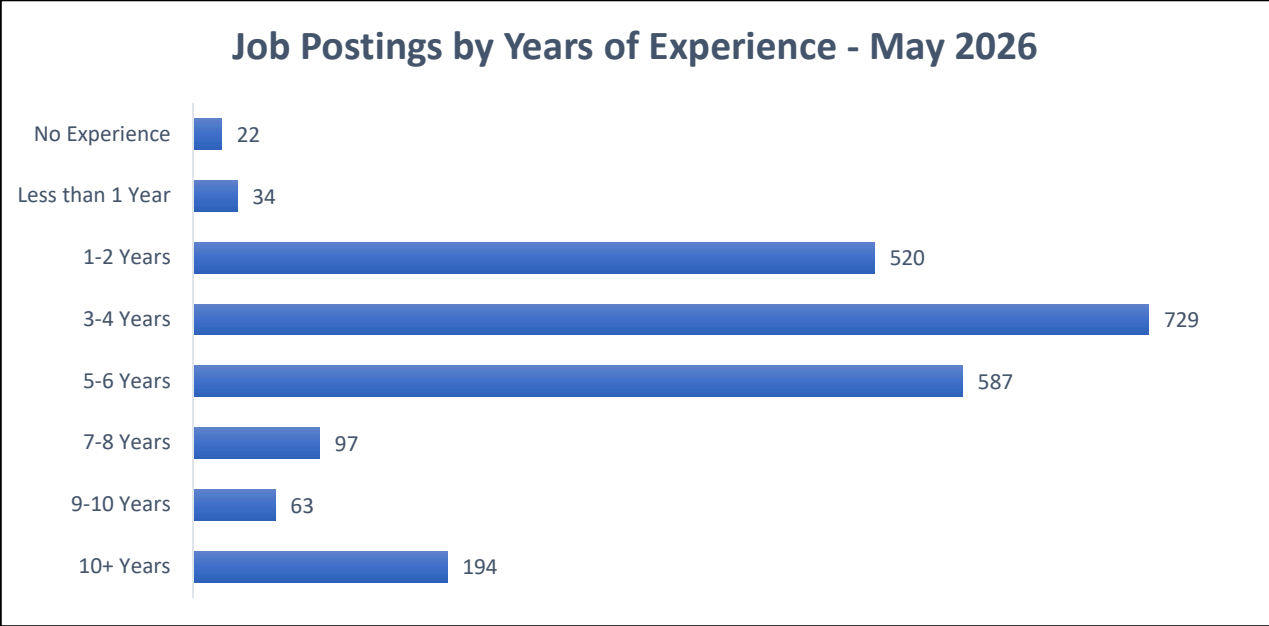
Figure 7.



Years of Experience

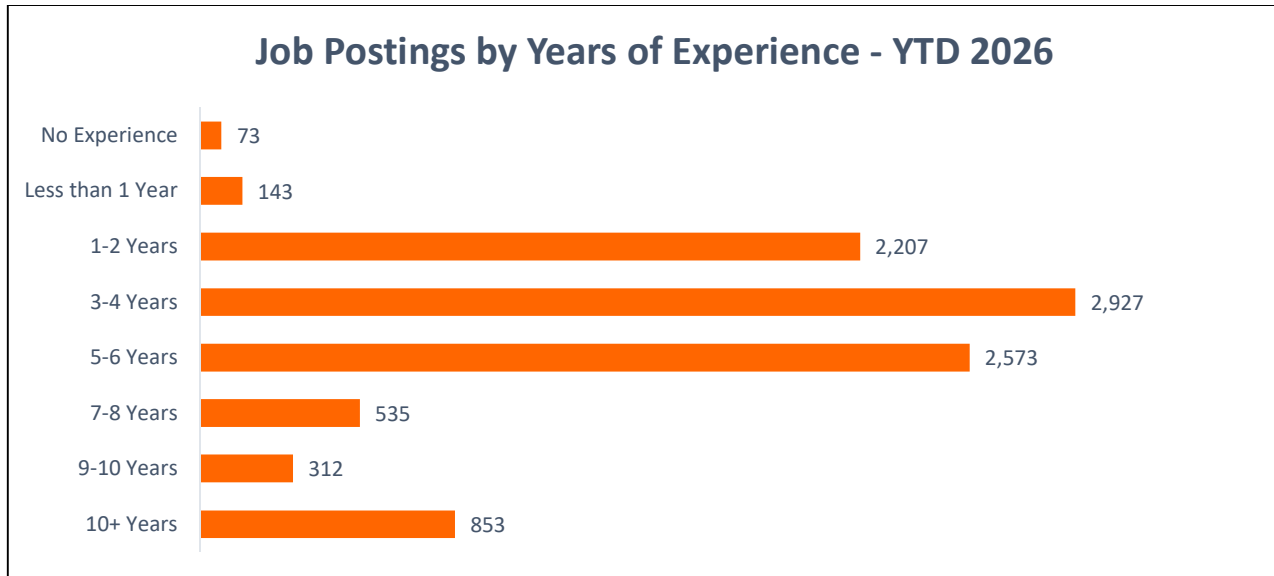
For the review month, 729 job advertisements (32.5%) required persons with three to four years’ experience, 587 job postings (26.1%) required persons with five to six years’ experience while 520 job openings (23.2%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 9,623 job postings recorded in YTD 2026, the largest share, 2,927 (30.4%) required persons with three to four years' experience followed by 2,573 (26.7%) requiring persons with five to six years' experience, while 2,207 (22.9%) required persons with one to two years' experience (see Figure 9).

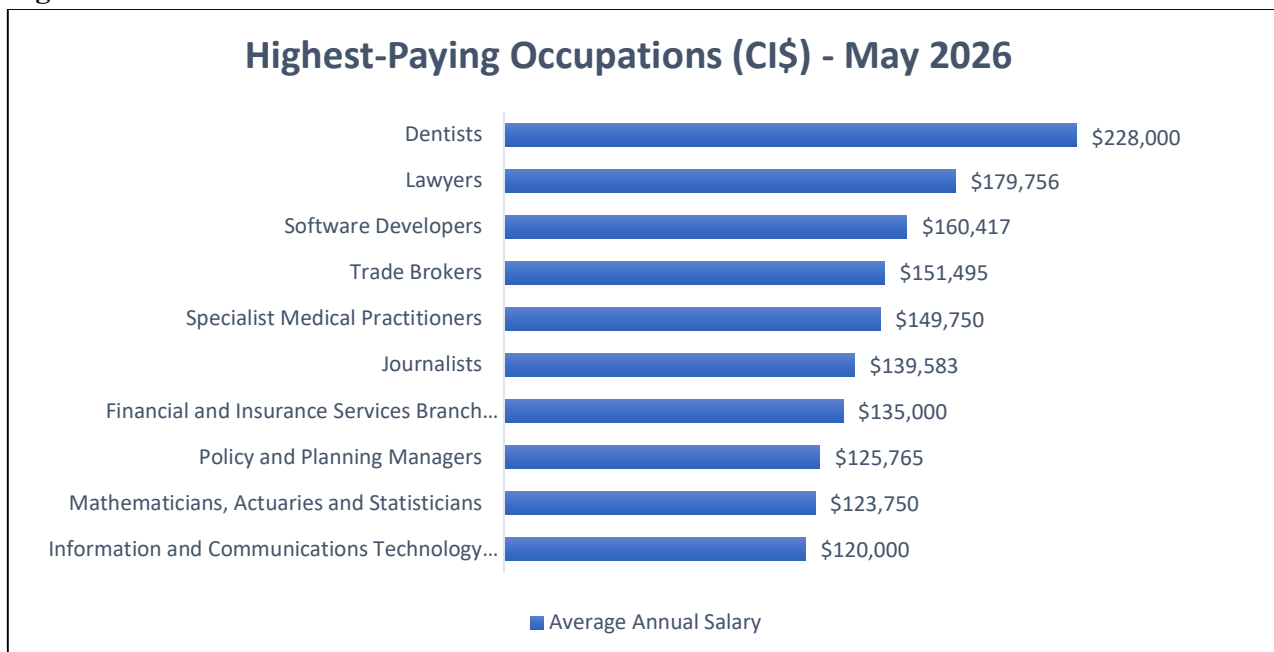
Figure 9.



Salary

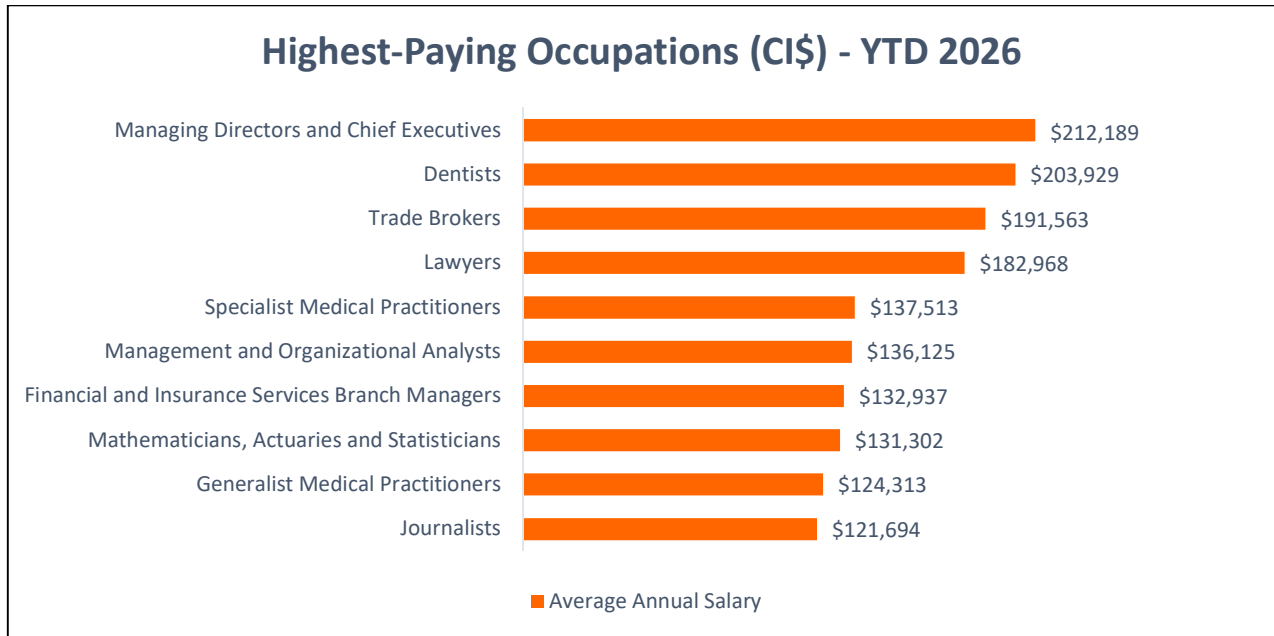
The highest-paying job postings in the review month were recorded by Dentists, with an average annual salary of \$228,000 (see Figure 10). Lawyers followed with an average annual salary of \$179,756, after which Software Developers recorded an average annual salary of \$160,417.

Figure 10.



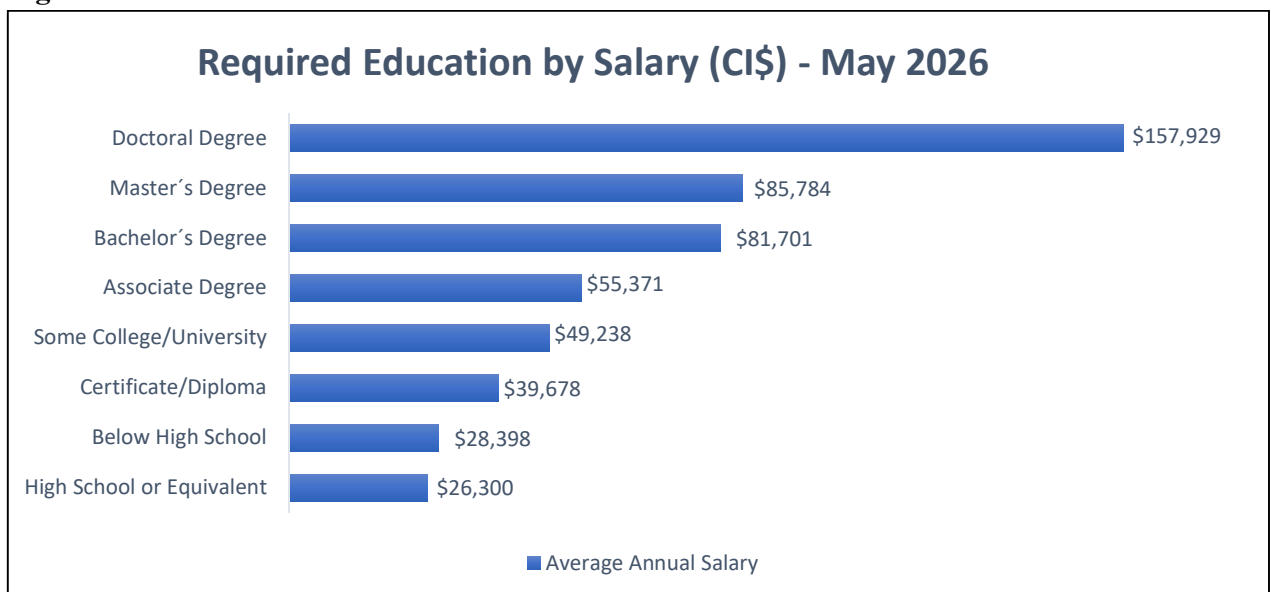
For YTD 2026, Managing Directors and Chief Executives was the highest-paying occupation with an average annual salary of \$212,189 (see Figure 11). Dentists followed with an average annual salary of \$203,929 while Trade Brokers followed with an average annual salary of \$191,563.

Figure 11.



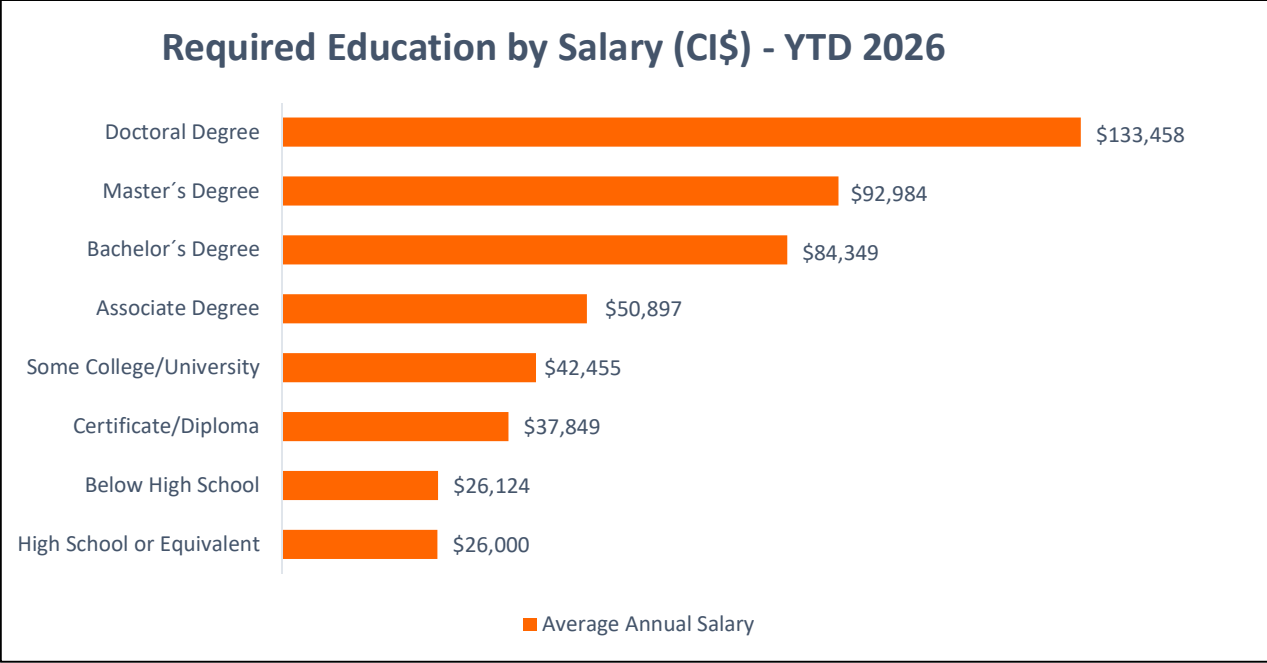
For May 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$157,929. Jobs requiring Master’s and Bachelor’s degrees paid average annual salaries of \$85,784 and \$81,701, respectively (see Figure 12).

Figure 12.



For YTD 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$133,458. Jobs requiring Master’s and Bachelor’s degrees paid average annual salaries of \$92,984 and \$84,349, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – May 2026

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$212,862
Lawyers	\$182,396
Software Developers	\$160,417
Trade Brokers	\$151,495
Mathematician, Actuaries and Statisticians	\$148,333

Figure 14.

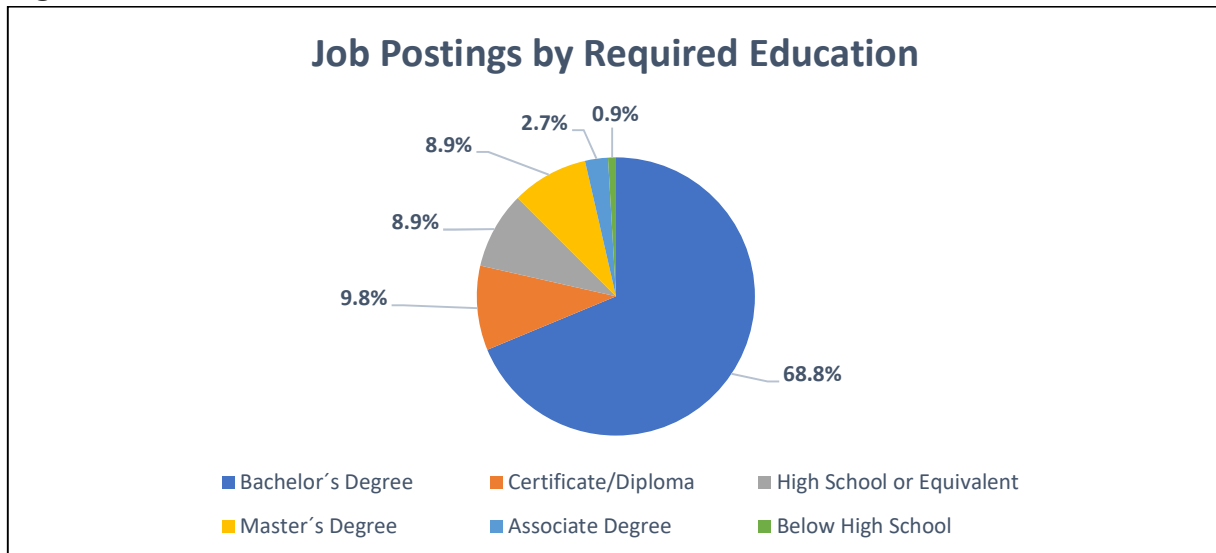
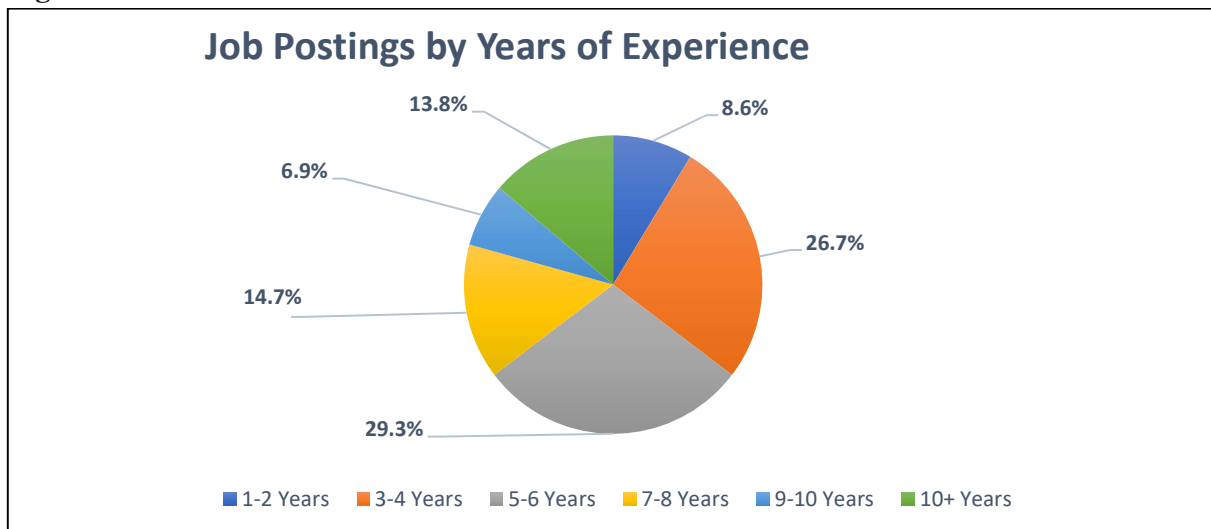


Figure 15.



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	\$180,479
Engineering Professionals not elsewhere classified	\$150,006
Financial and Investment Advisers	\$145,000
Management and Organization Analysts	\$122,500
Professional Services Managers not elsewhere classified	\$110,625

Figure 16.

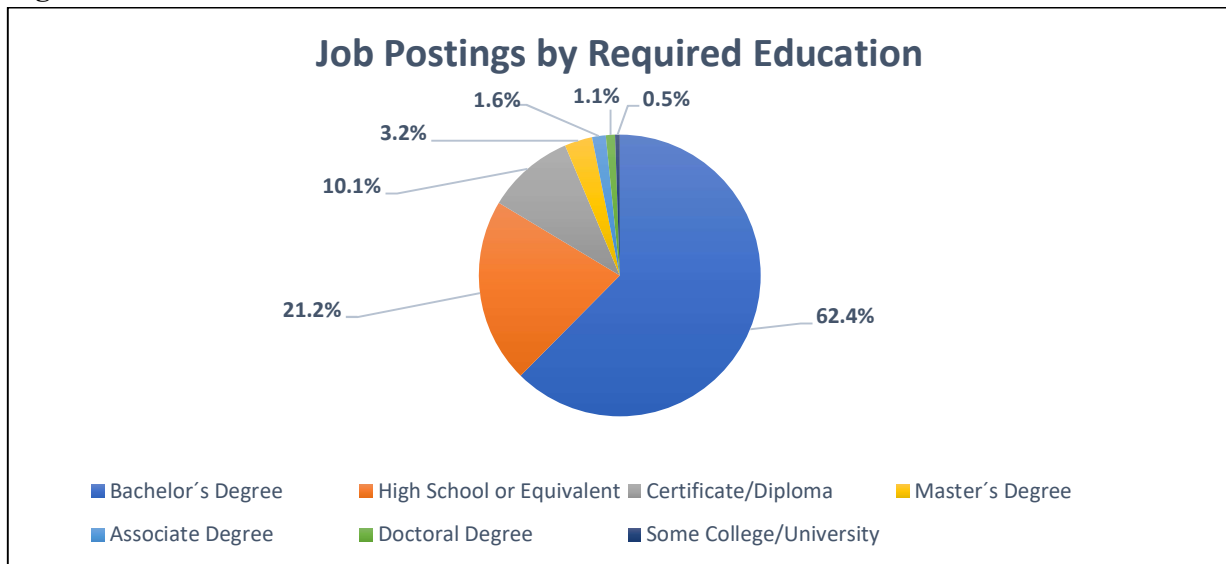
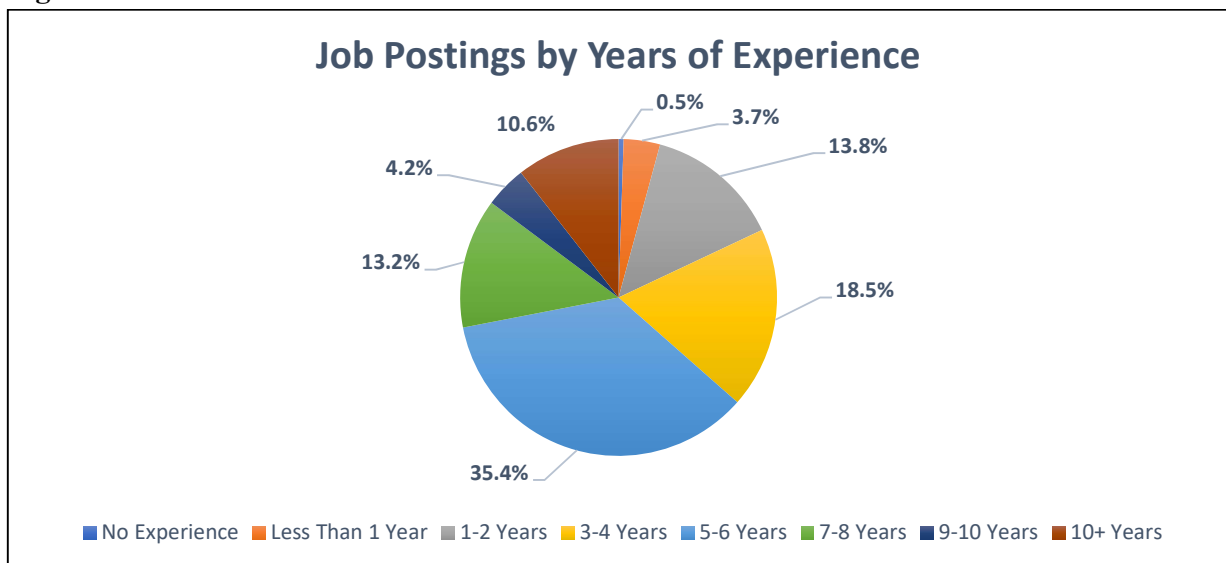


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Finance Managers	\$112,500
Supply, Distribution and Related Managers	\$105,348
Engineering Professionals not elsewhere classified	\$67,500
Laundry Machine Operators	\$65,000
Accountants	\$64,750

Figure 18.

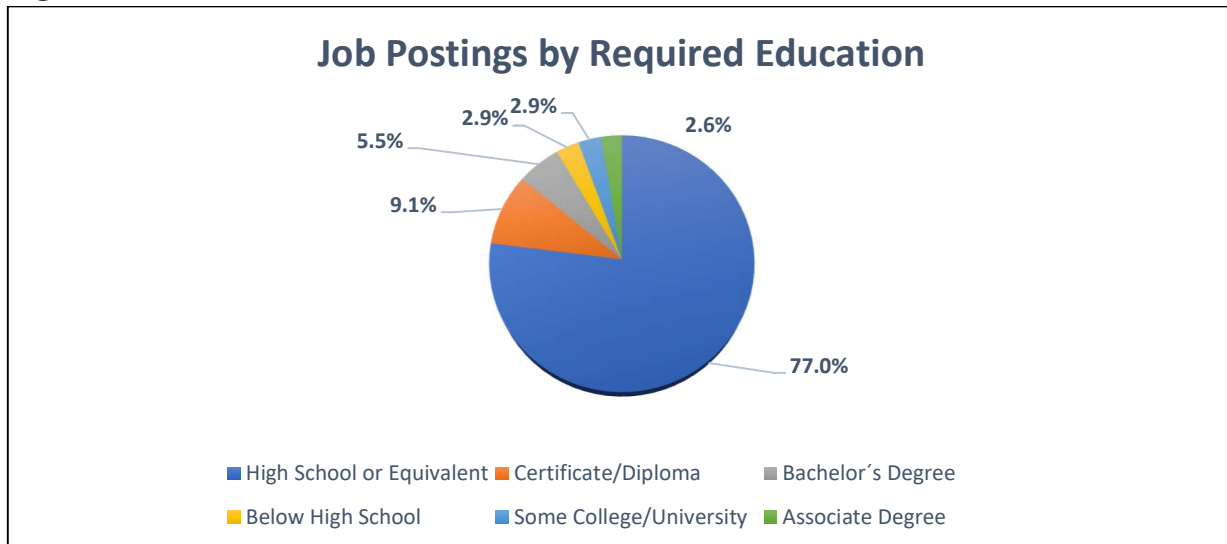
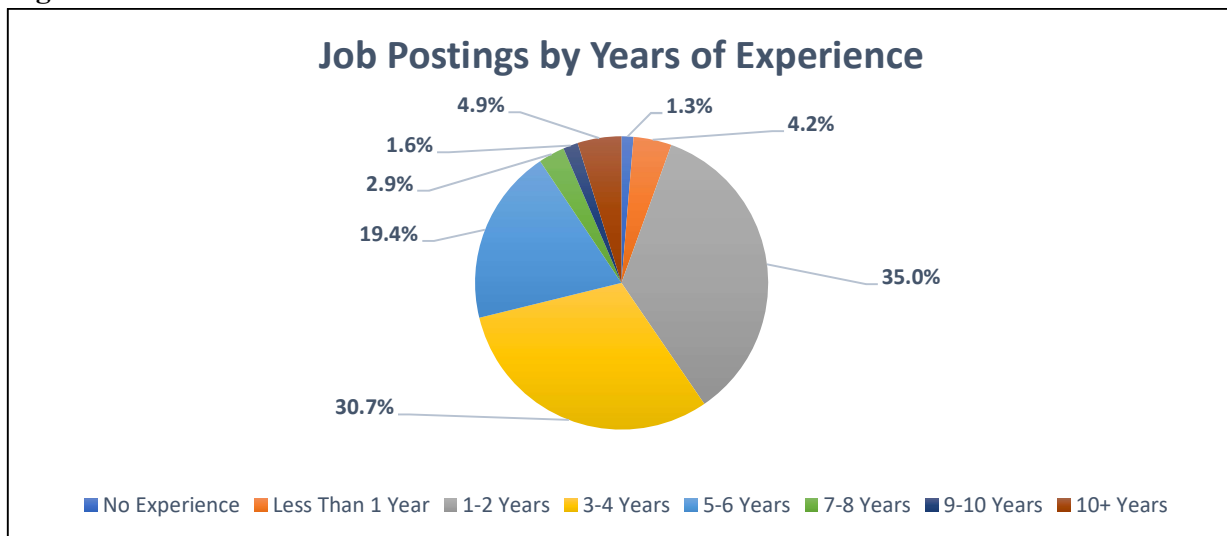


Figure 19.



Summary

- Labour demand remained strong in YTD 2026, with job advertisements increasing by 2,384 postings (32.9%) compared with the corresponding period of 2025.
- A total of 2,246 job postings were advertised in May 2026, an increase of 312 postings compared with the previous month.
- The Construction; Accommodation and Food Service Activities; and Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industries accounted for the largest share of job postings in both the review month and YTD 2026.
- Building Construction Labourers, Carpenters and Joiners, together with hospitality-related occupations (Cooks in May 2026 and Waiters in YTD 2026), were among the most advertised occupations, reflecting sustained demand in the construction and tourism-related sectors.
- 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 executive management, healthcare, legal services, and financial services and technology offered the highest average salaries during the review month and YTD 2026.
- Jobs requiring a Doctoral Degree attracted the highest average annual salaries, followed by positions requiring a Master's Degree and a Bachelor's Degree, **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	976	1,528	56.6
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	50	51	2.0
Administrative and Support Service Activities	1,085	1,318	21.5
Agriculture, Forestry and Fishing	45	56	24.4
Arts, Entertainment and Recreation	218	177	-18.8
Construction	1,354	1,798	32.8
Education	222	273	23.0
Electricity, Gas, Steam and Air Conditioning Supply	37	23	-37.8
Financial and Insurance Activities	393	543	38.2
Human Health and Social Work Activities	223	315	41.3
Information and Communication	75	84	12.0
Manufacturing	120	162	35.0
Mining and Quarrying	13	21	61.5
Other Service Activities	311	505	62.4
Professional, Scientific and Technical Activities	736	842	14.4
Public Administration and Defence; Compulsory Social Security	2	5	150.0
Real Estate Activities	102	190	86.3
Transportation and Storage	223	339	52.0
Water Supply; Sewerage, Waste Management and Remediation Activities	48	31	-35.4
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,006	1,362	35.4
Total	7,239	9,623	32.9

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

Occupation	YTD 2026
Building Construction Labourers	494
Carpenters and Joiners	400
Waiters	304
Cooks	275
Stonemasons, Stone Cutters, Splitters and Carvers	275
Kitchen Helpers	264
Beauticians and Related Workers	263
Cleaners and Helpers in Offices, Hotels and Other Establishments	251
Accountants	246
Motor Vehicle Mechanics and Repairers	183
Chefs	132
Lawyers	127
Bartenders	127
Food Service Counter Attendants	124
Business Services and Administration Managers not elsewhere classified	123
Hairdressers	119
Sales Workers not elsewhere classified	115
Other Cleaning Workers	101
Air Conditioning and Refrigeration Mechanics	101
Stock Clerks	93

Table A3. Job Postings by Required Education

Required Education	YTD 2025	YTD 2026	% Change
Below High School*	180	211	17.2
High School or Equivalent**	3,990	5,500	37.8
Some College/University	176	230	30.7
Certificate/Diploma	1,084	1,615	49.0
Associate Degree	219	218	-0.5
Bachelor's Degree	1,439	1,630	13.3
Master's Degree	122	183	50.0
Doctoral Degree	29	36	24.1
Total	7,239	9,623	32.9

*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	49	73	49.0
Less Than a Year	154	143	-7.1
1 to 2 Years	1,574	2,207	40.2
3 to 4 Years	2,099	2,927	39.4
5 to 6 Years	2,137	2,573	20.4
7 to 8 Years	359	535	49.0
9 to 10 Years	188	312	66.0
10+ Years	679	853	25.6
Total	7,239	9,623	32.9

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2026 (CIS)
Financial and Insurance Activities	89,603
Professional, Scientific and Technical Activities	84,935
Public Administration and Defence; Compulsory Social Security (Central Government)	81,673
Electricity, Gas, Steam and Air Conditioning Supply	64,797
Information and Communication	64,452
Human Health and Social Work Activities	61,127
Education	48,686
Water Supply; Sewerage, Waste Management and Remediation Activities	40,428
Real Estate Activities	35,174
Mining and Quarrying	34,590
Construction	33,816
Arts, Entertainment and Recreation	31,332
Administrative and Support Service Activities	30,970
Manufacturing	30,715
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,710
Transportation and Storage	29,689
Agriculture, Forestry and Fishing	29,667
Other Service Activities	27,530
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	26,349
Accommodation and Food Service Activities	26,292

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

Occupation	Average Annual Salary for YTD 2026 (CIS)
Managing Directors and Chief Executives	212,189
Dentists	203,929
Trade Brokers	191,563
Lawyers	182,968
Specialist Medical Practitioners	137,513
Management and Organizational Analysts	136,125
Financial and Insurance Services Branch Managers	132,937
Mathematicians, Actuaries and Statisticians	131,302
Generalist Medical Practitioners	124,313
Journalists	121,694
Policy and Planning Managers	113,465
Finance Managers	107,521
Applications Programmers	103,645
Financial and Investment Advisers	103,472
Research and Development Managers	102,843
Optometrists and Ophthalmic Opticians	101,170
Software Developers	100,629
Credit and Loans Officers	97,083
Senior Government Officials	95,439
Insurance Representatives	93,851