WORC
WORKFORCE OPPORTUNITIES & RESIDENCY CAYMAN
CAYMAN ISLANDS GOVERNMENT

JOB POSTINGS REPORT

October 2026

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Labour Market Demand Unit



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 with 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.**

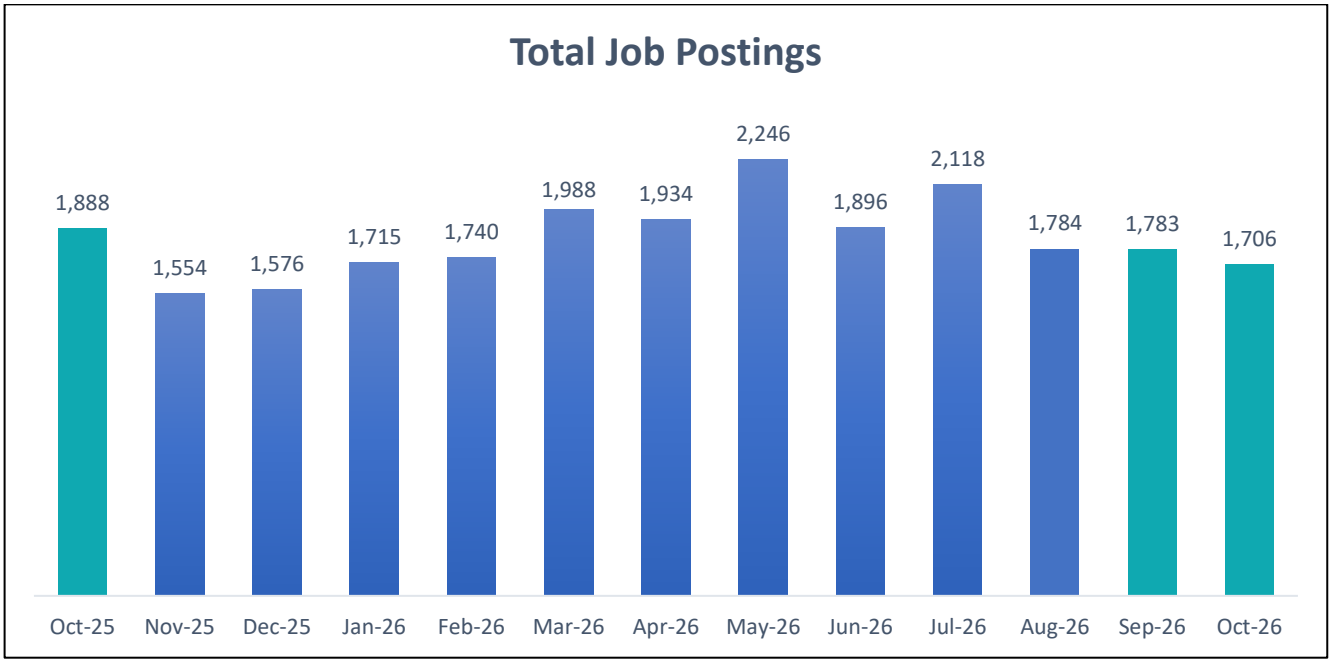
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Total Number of Job Postings

A total of 1,706 jobs were advertised during October 2026 relative to 1,783 postings in September 2026 and 1,888 postings in October 2025 (see Figure 1). For the first ten months of 2026, there were 18,910 job advertisements compared with 15,929 postings in the corresponding period of 2025.

Figure 1.

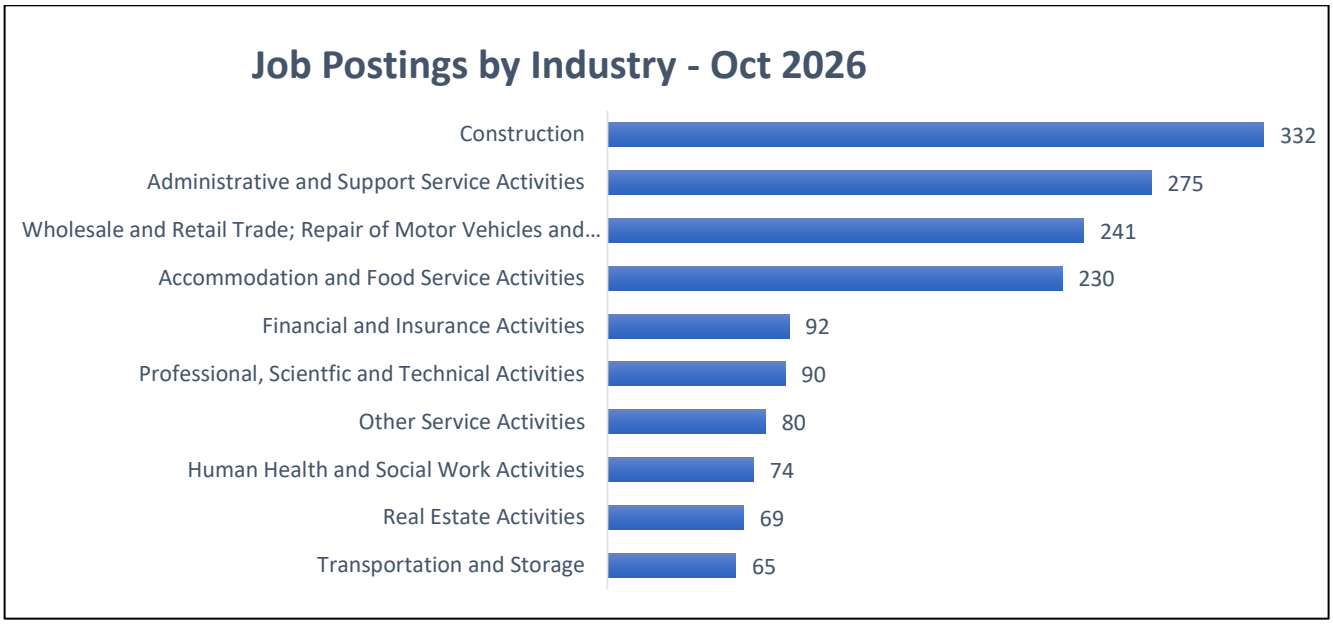


Industry[1]

The Construction industry accounted for 332 job postings, representing 19.5% percent of the total number of job openings in October 2026 (see Figure 2). The Administrative and Support Service Activities industry followed with 275 job advertisements (16.1%), while the Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry recorded 241 job openings (14.1%).

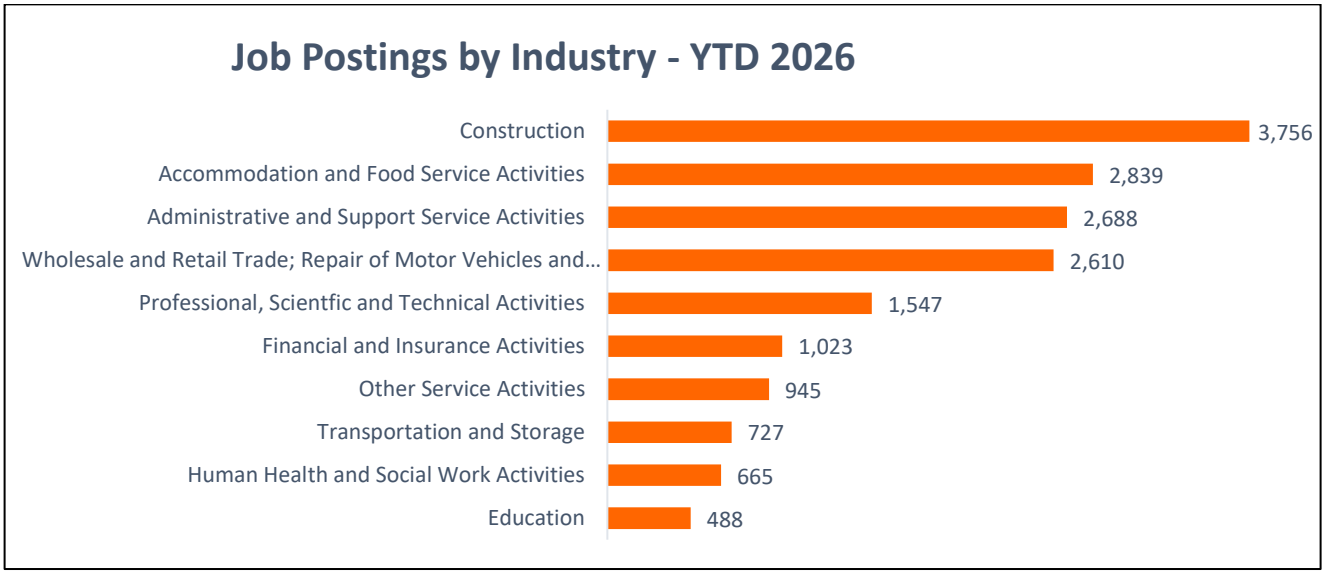
[1] **Companies are grouped into industries using the United Nations Statistics Division's International Standard Industrial Classification of All Economic Activities (ISIC) classification system.**

Figure 2.



For the first ten months of 2026, the Construction industry registered 3,756 job postings, representing 19.9 percent of the total (see Figure 3). The Accommodation and Food Service Activities industry followed with 2,839 job advertisements (15.0%) while the Administrative and Support Service Activities industry registered 2,688 job openings (14.2%).

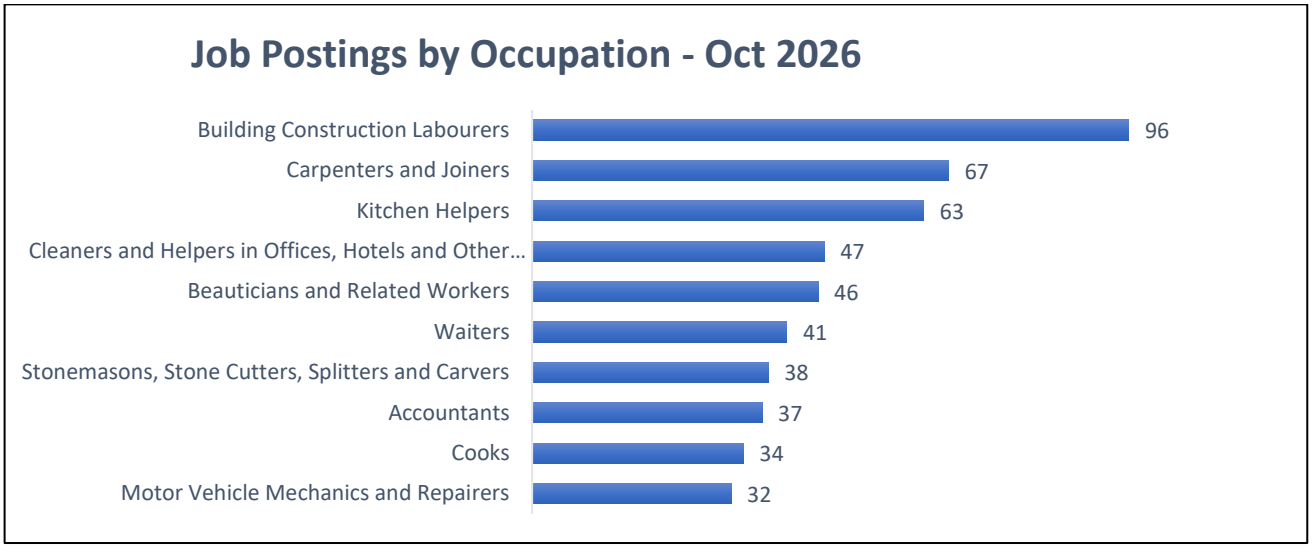
Figure 3.



Occupation[2]

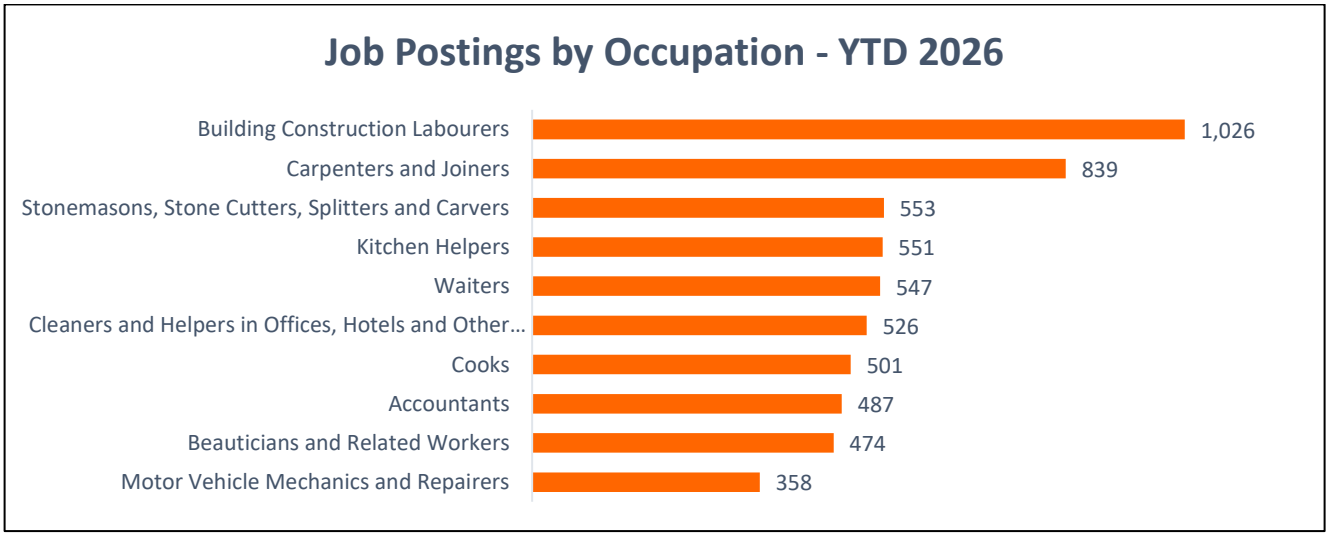
For the review month, Building Construction Labourers accounted for 96 job postings, representing 5.6 percent of all job openings (see Figure 4). Carpenters and Joiners followed with 67 job postings (3.9%) while Kitchen Helpers recorded 63 job postings or 3.7 percent of the total.

Figure 4.



For YTD 2026, Building Construction Labourers accounted for 1,026 job postings which represented 5.4 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 839 job postings (4.4%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 553 job openings or 2.9 percent of the total.

Figure 5.

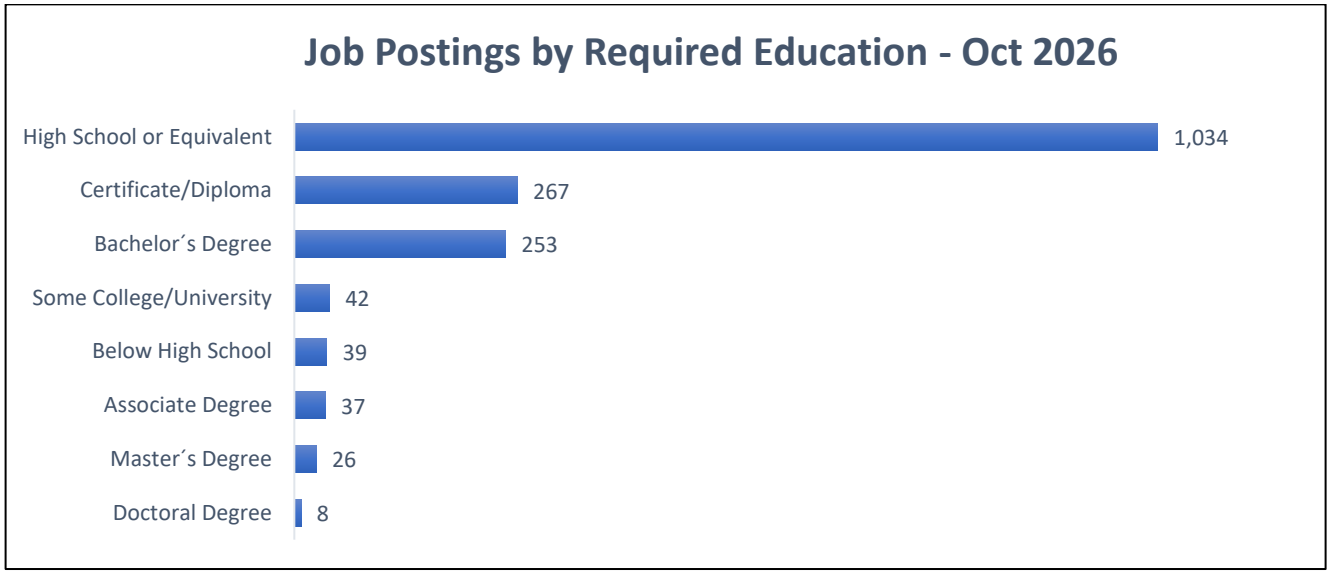


[2] Job titles, advertised by employers, are grouped into broader categories called occupations based on the International Labour Organization's International Standard Classification of Occupations (ISCO-08).

Required Education

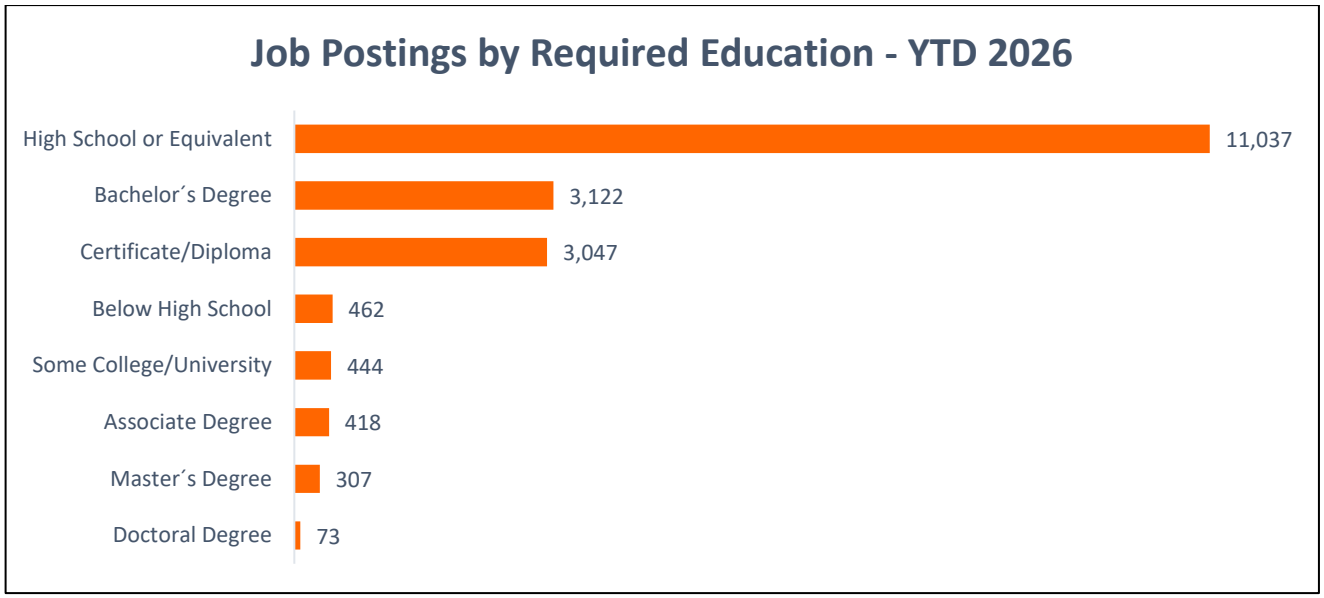
For October 2026, 1,034 job postings (60.6%) required persons with a High School or Equivalent qualification, 267 (15.7%) required persons with a Certificate or Diploma and 253 (14.8%) required persons with a Bachelor's Degree (see Figure 6).

Figure 6.



For YTD 2026, there were 11,037 postings (58.4%) which required persons with a High School or Equivalent qualification, 3,122 (16.5%) required persons with a Bachelor's Degree and 3,047 (16.1%) required persons with a Certificate or Diploma (see Figure 7).

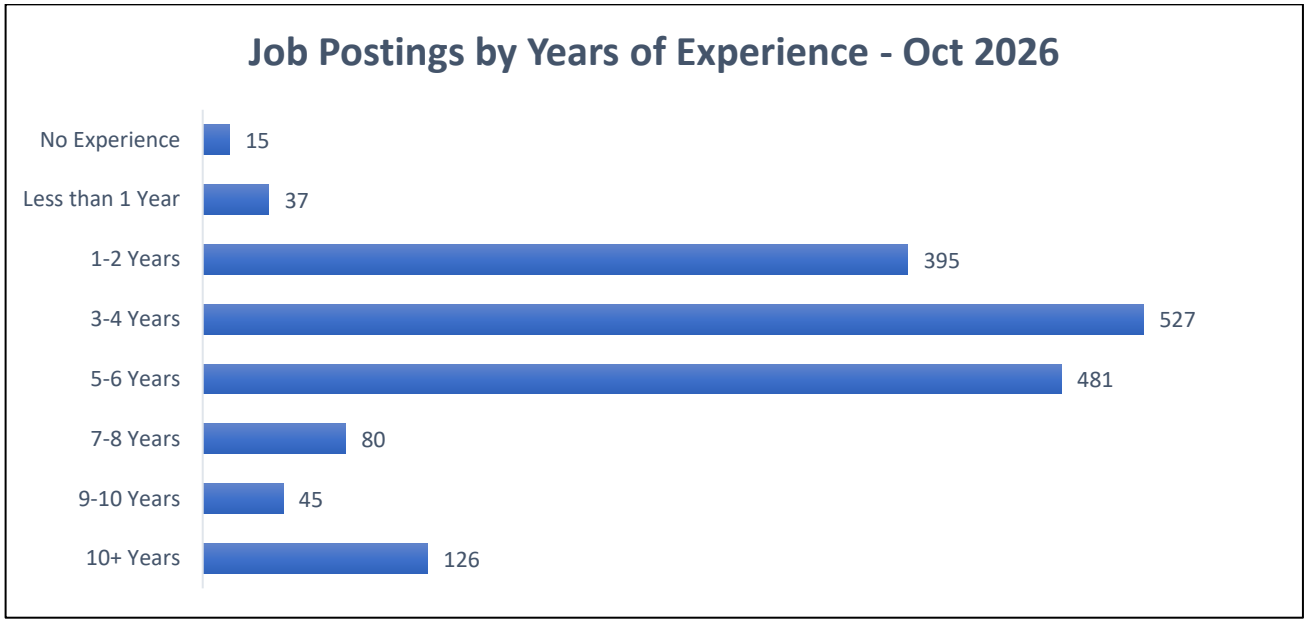
Figure 7.



Years of Experience

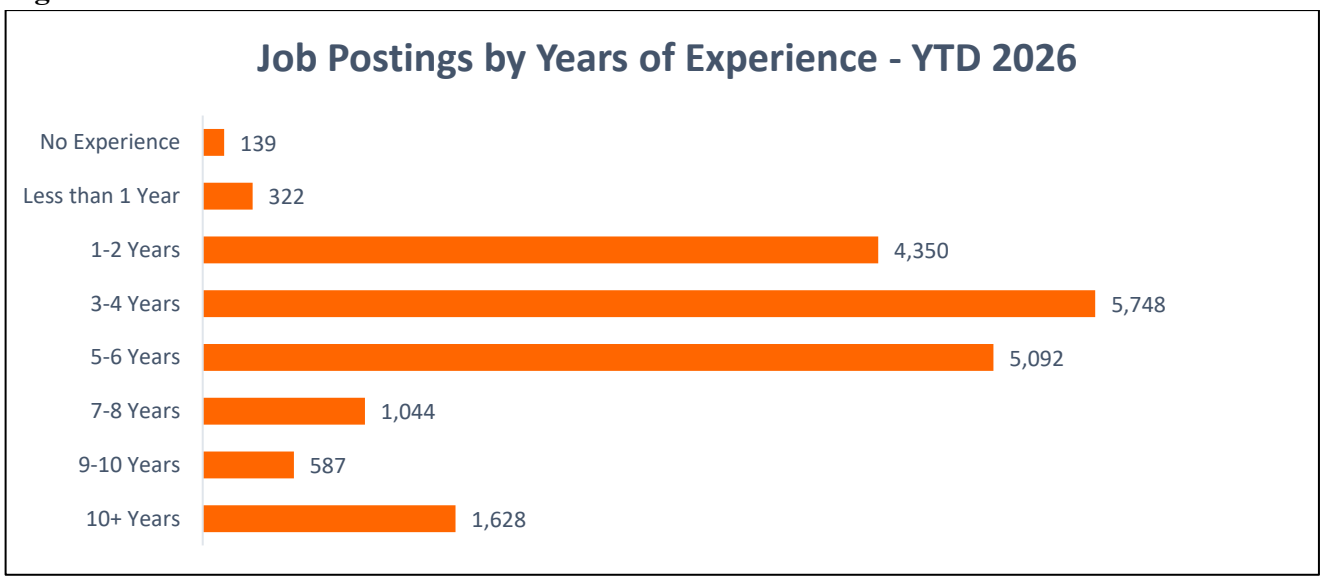
For the review month, 527 job advertisements (30.9%) required persons with three to four years' experience, 481 job postings (28.2%) required persons with five to six years' experience while 395 job openings (23.2%) required persons with one to two years' experience (see Figure 8).

Figure 8.



Of the 18,910 job postings recorded in January to October 2026, 5,748 (30.4%) required persons with three to four years' experience, 5,092 (26.9%) required persons with five to six years' experience while 4,350 (23.0%) required persons with one to two years' experience (see Figure 9).

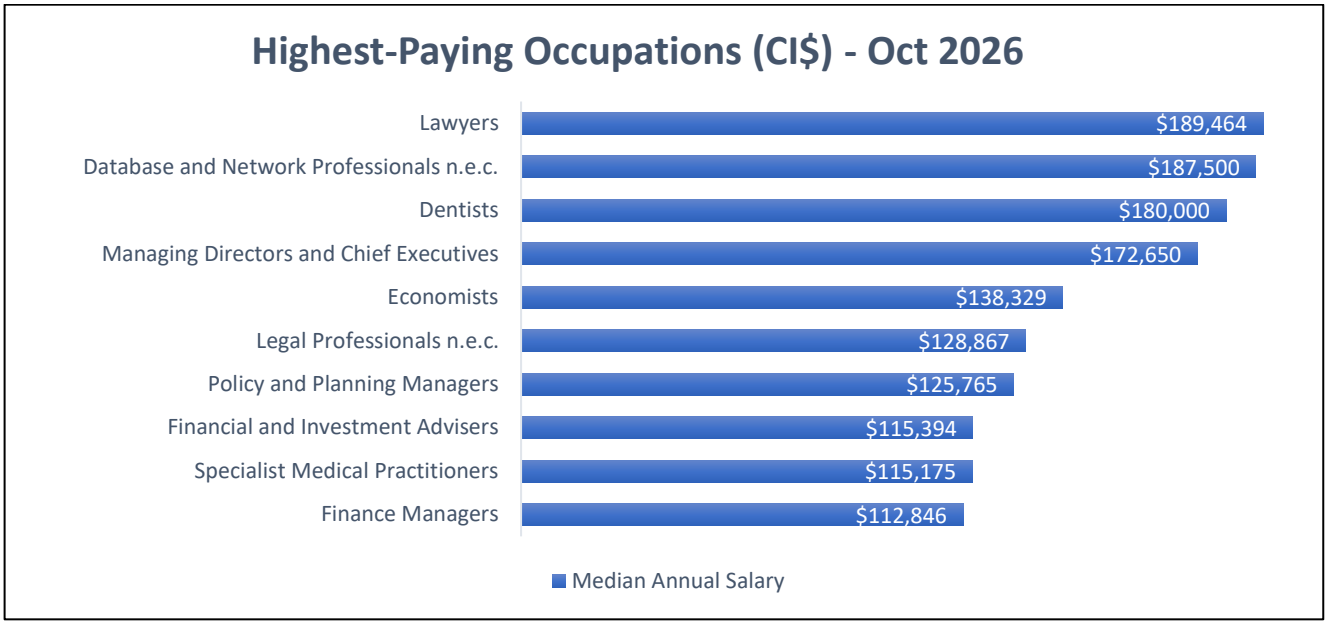
Figure 9.



Salary

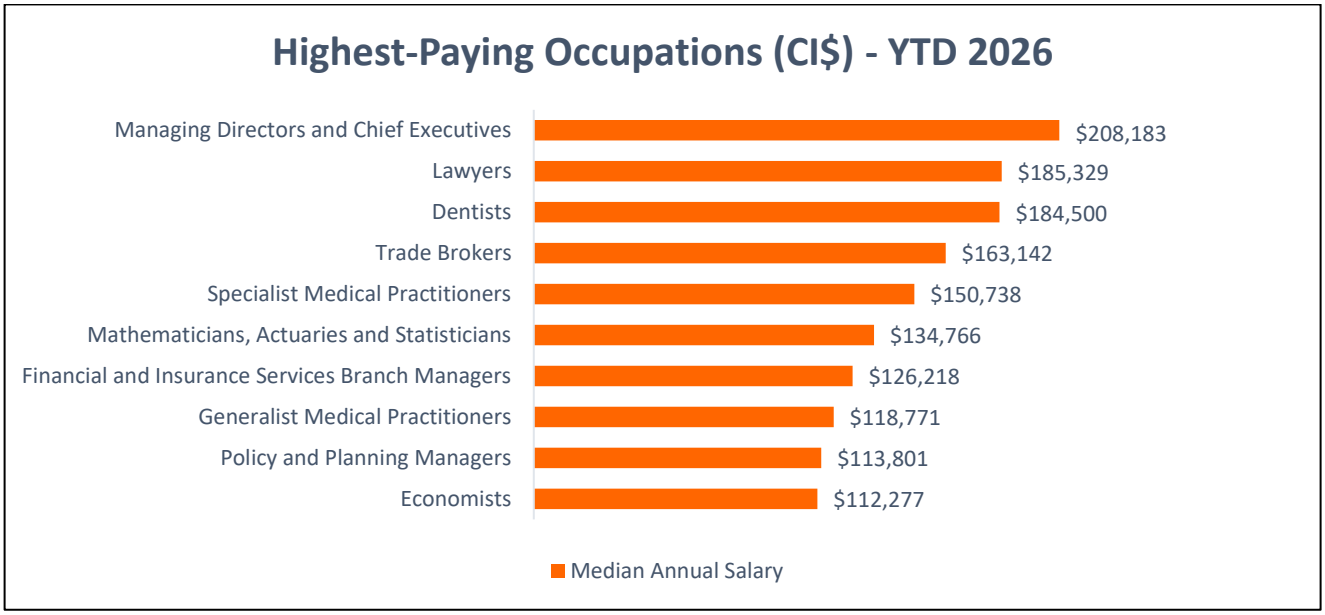
The highest-paying job postings in the review month were recorded by Lawyers with a median annual salary of $189,464 (see Figure 10). Database and Network Professionals not elsewhere classified followed with a median annual salary of $187,500 after which Dentists proceeded with a median annual salary of $180,000.

Figure 10.



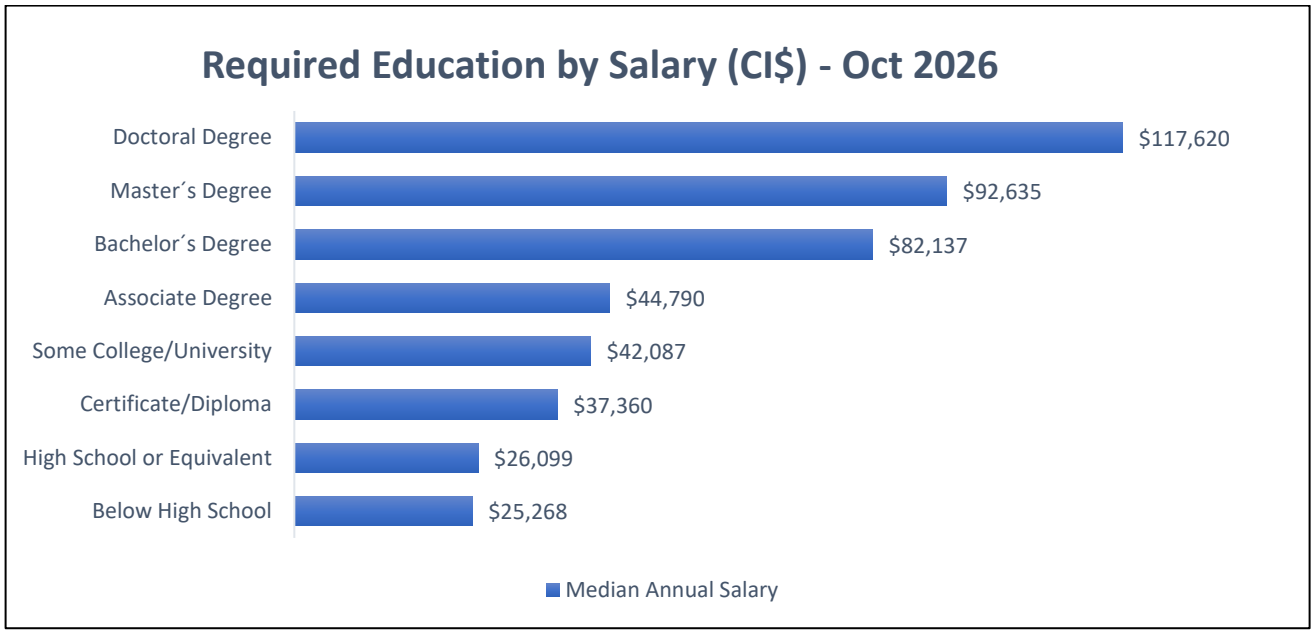
For YTD 2026, Managing Directors and Chief Executives was the highest-paying occupation with a median annual salary of $208,183 (see Figure 11). Lawyers followed with a median annual salary of $185,329 while Dentists proceeded with a median annual salary of $184,500.

Figure 11.



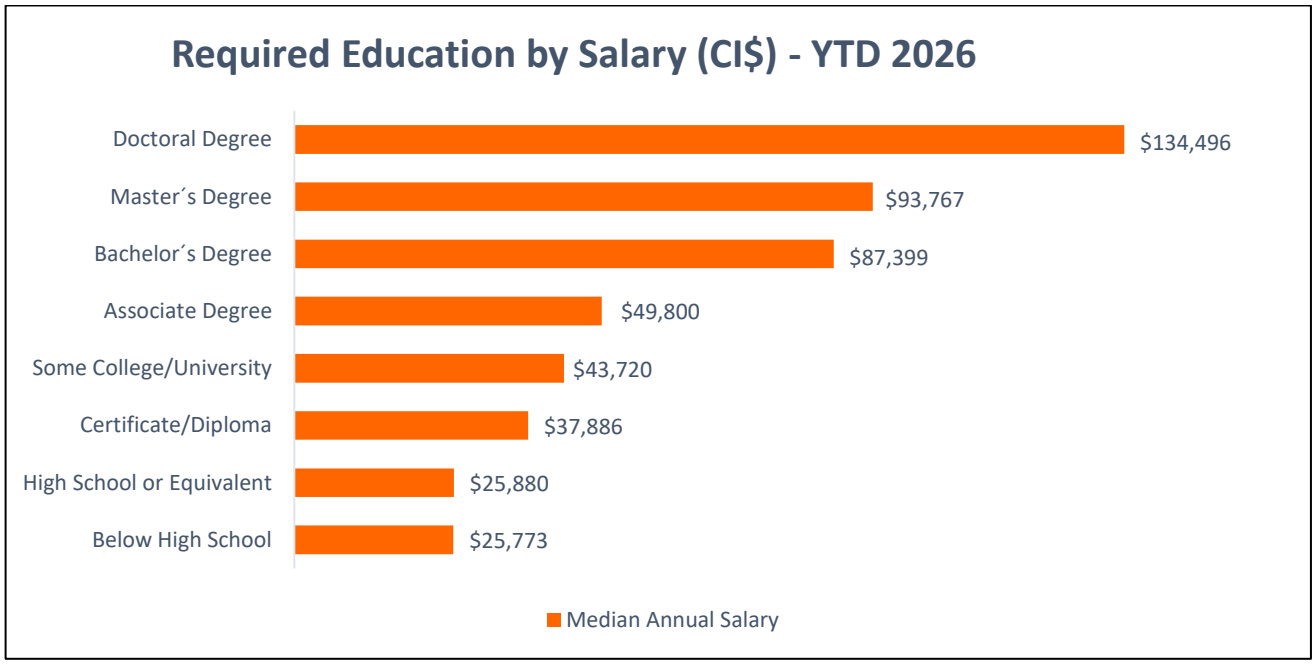
For the review month, jobs requiring a Doctoral Degree paid the highest median annual salary of $117,620. Jobs requiring Master's and Bachelor's degrees paid median annual salaries of $92,635 and $82,137 respectively (see Figure 12).

Figure 12.



For YTD 2026, jobs requiring a Doctoral Degree paid the highest median annual salary of $134,496. Jobs requiring Master's and Bachelor's degrees paid median annual salaries of $93,767 and $87,399, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – October 2026

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Median Annual Salary (CI$)
Database and Network Professionals not elsewhere classified	$187,500
Managing Directors and Chief Executives	$172,650
Legal Professionals not elsewhere classified	$163,194
Finance Managers	$127,318
Policy and Planning Managers	$125,765

Figure 14.

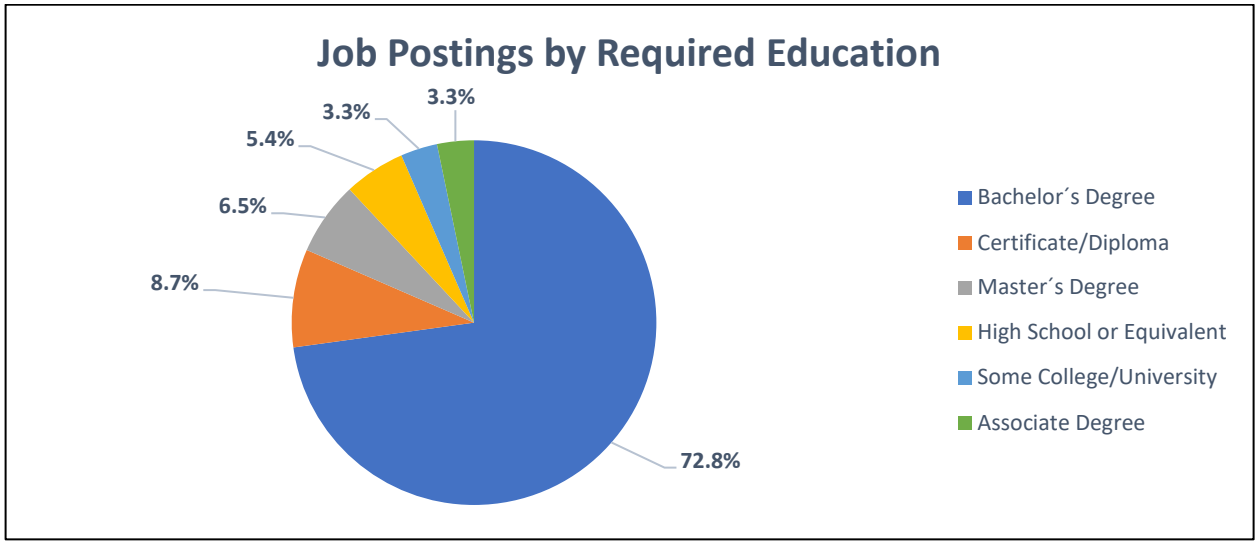
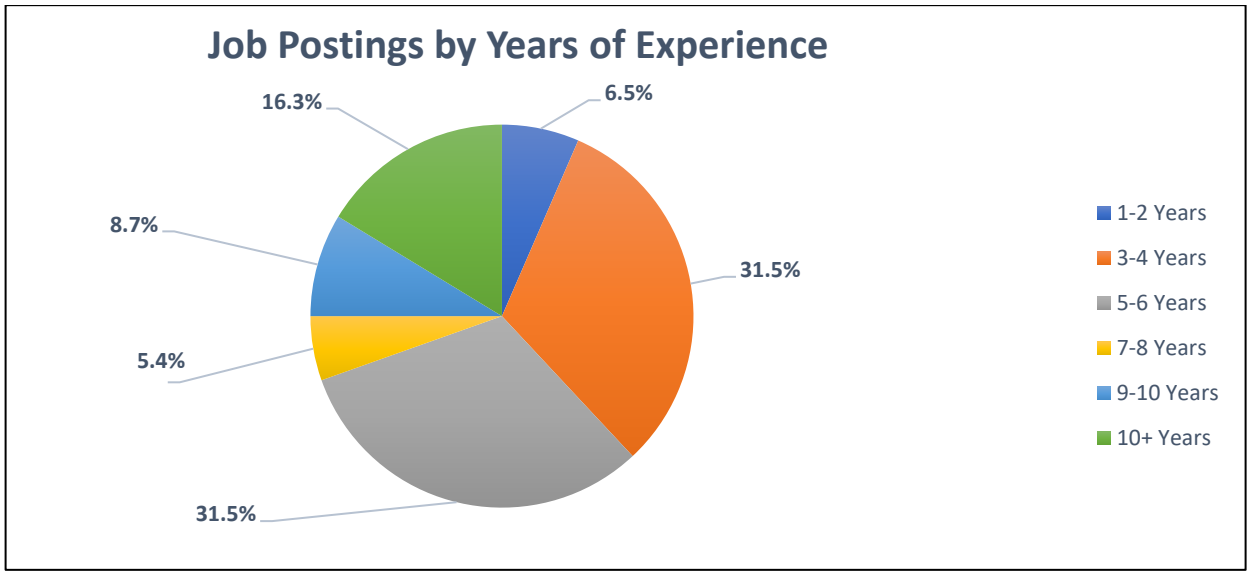


Figure 15.



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

Table 2.

Highest-Paying Occupations	Median Annual Salary (CI$)
Lawyers	$189,464
Retail and Wholesale Trade Managers	$125,000
Accountants	$102,951
Software Developers	$102,083
Finance Managers	$101,813

Figure 16.

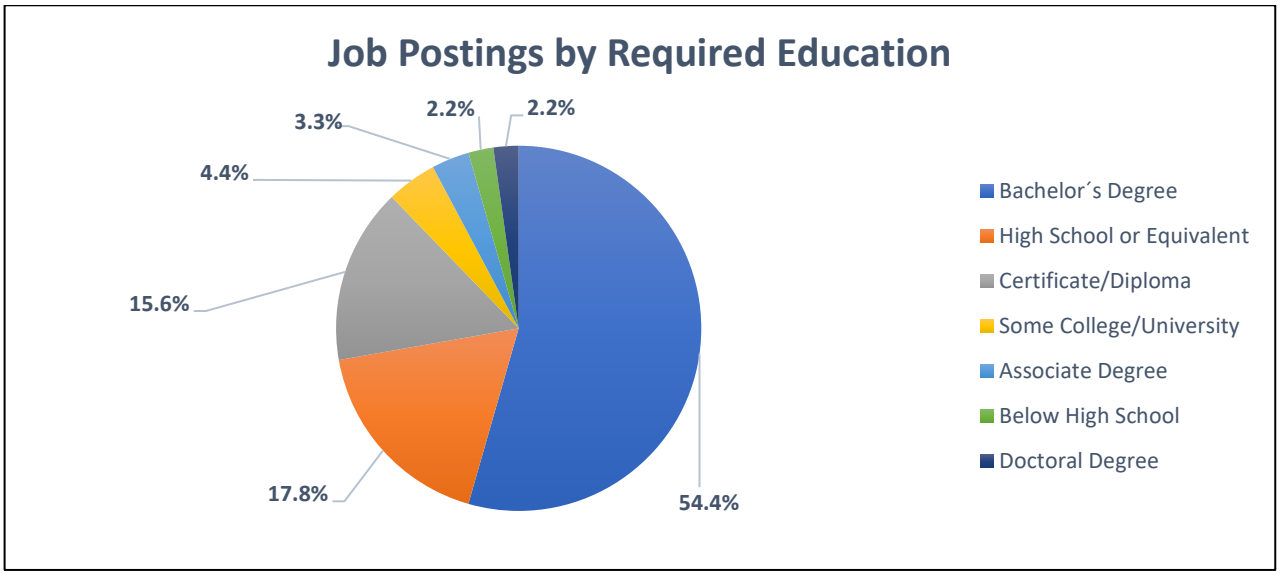
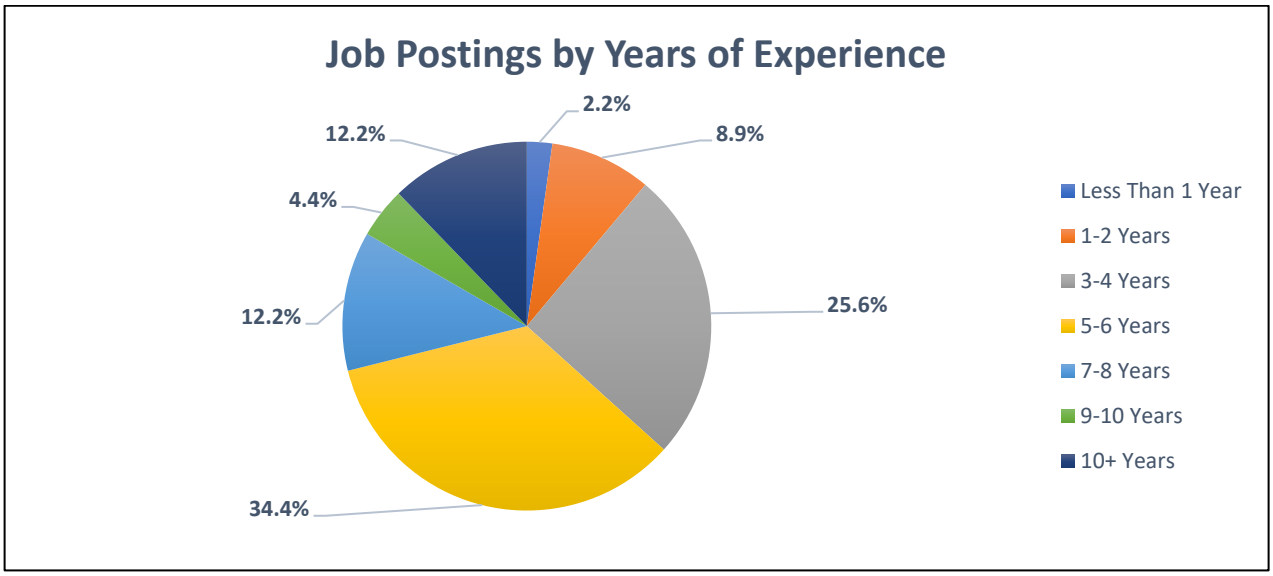


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Median Annual Salary (CI$)
Supply, Distribution and Related Managers	$90,000
Veterinarians	$68,995
Electronics Engineering Technicians	$66,000
Engineering Professionals not elsewhere classified	$65,000
Computer Network and Systems Technicians	$55,500

Figure 18.

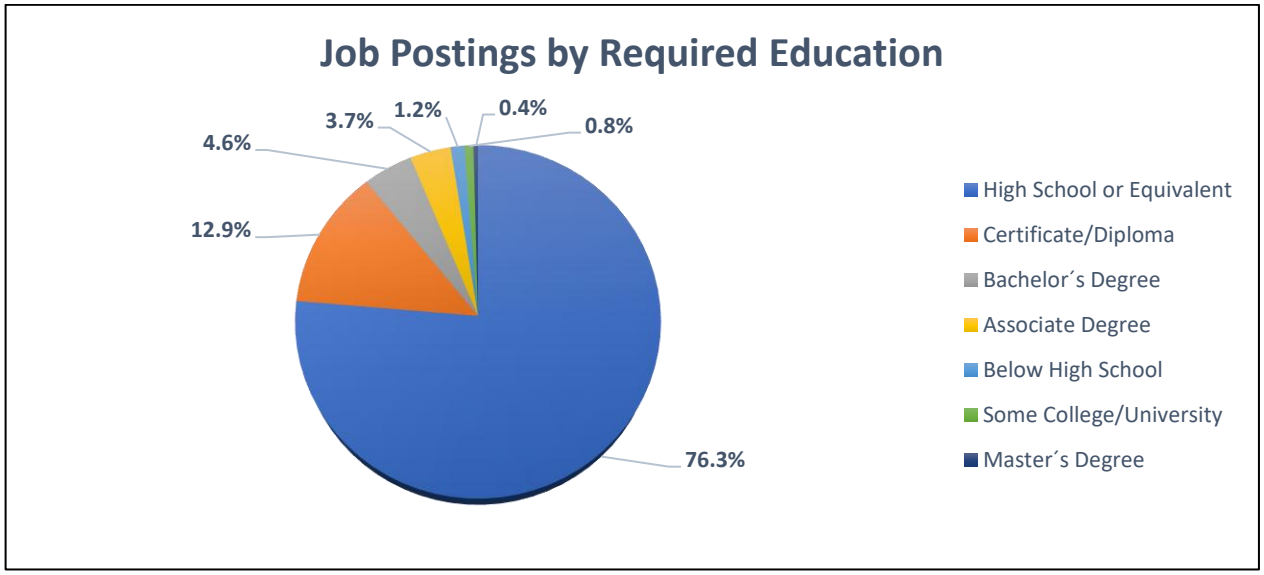
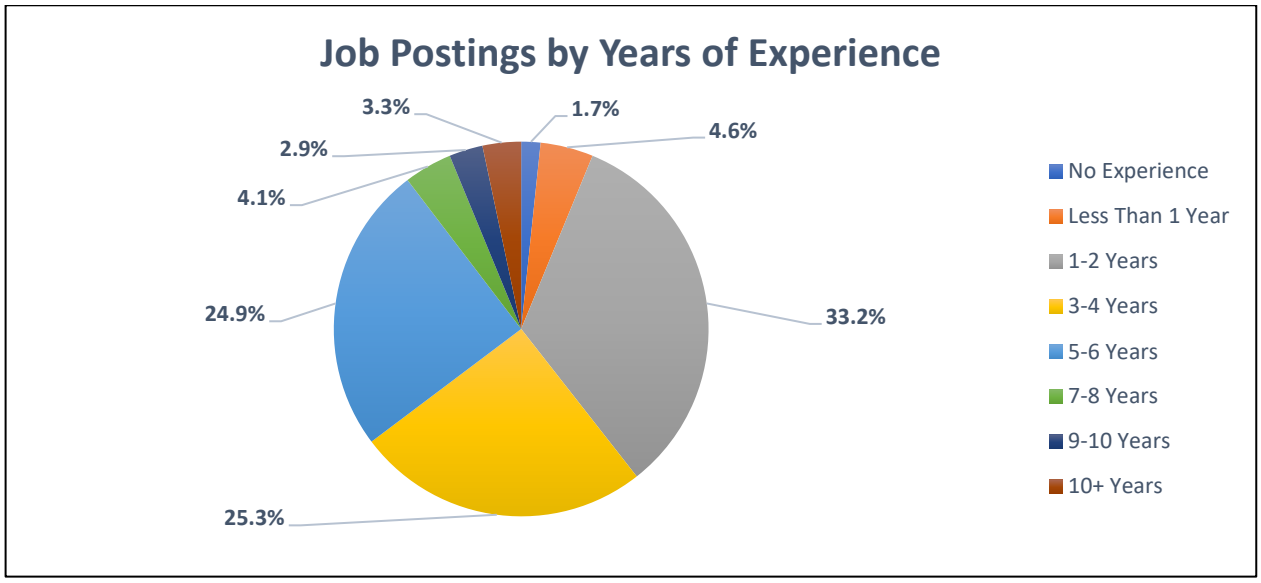


Figure 19.



Summary

- Labour demand declined in October 2026, reflecting a reduction of 182 job advertisements (-9.6%) relative to 1,888 postings in October 2025. For the YTD 2026, there were 18,910 job advertisements, an increase of 2,981 (18.7%) compared with the comparable period in 2025.
- The Construction, Administrative and Support Service Activities, Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, and Accommodation and Food Service Activities industries accounted for the largest share of job postings in both the review month and YTD.
- Construction and Tourism-related workers, Janitors and Beauticians were among the most advertised occupations, reflecting robust demand in the above-mentioned industries. There also continued to be persistent demand for Accountants and Lawyers, which reflected strong demand for these services.
- The most 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. For the YTD, jobs requiring a Bachelor's Degree outweighed jobs requiring a Certificate or Diploma for the second most required level of educational attainment.
- Persons with three to four years' experience were the most desired, followed by those with five to six years' experience and one to two years' experience in both the review month and YTD.
- Occupations in legal, executive management, healthcare, wealth management, investment services, actuarial, insurance, compliance as well as utility regulation offered the highest average salaries during the review month and YTD.
- Jobs requiring a Doctoral Degree, Master's Degree and Bachelor's Degree, attracted the highest median 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 in 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	2,100	2,839	35.2
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	87	105	20.7
Administrative and Support Service Activities	2,417	2,688	11.2
Agriculture, Forestry and Fishing	89	96	7.9
Arts, Entertainment and Recreation	285	340	19.3
Construction	3,298	3,756	13.9
Education	434	488	12.4
Electricity, Gas, Steam and Air Conditioning Supply	77	53	-31.2
Financial and Insurance Activities	908	1,023	12.7
Human Health and Social Work Activities	502	665	32.5
Information and Communication	157	167	6.4
Manufacturing	284	338	19.0
Mining and Quarrying	25	31	24.0
Other Service Activities	741	945	27.5
Professional, Scientific and Technical Activities	1,430	1,547	8.2
Public Administration and Defence; Compulsory Social Security	3	8	166.7
Real Estate Activities	260	418	60.8
Transportation and Storage	564	727	28.9
Water Supply; Sewerage, Waste Management and Remediation Activities	103	66	-35.9
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	2,165	2,610	20.6
Total	**15,929**	**18,910**	**18.7**

Table A2. Job Postings by Top 20 Most Advertised Occupations

Occupation	YTD 2026
Building Construction Labourers	1,026
Carpenters and Joiners	839
Stonemasons, Stone Cutters, Splitters and Carvers	553
Kitchen Helpers	551
Waiters	547
Cleaners and Helpers in Offices, Hotels and Other Establishments	526
Cooks	501
Accountants	487
Beauticians and Related Workers	474
Motor Vehicle Mechanics and Repairers	358
Lawyers	295
Bartenders	253
Other Cleaning Workers	245
Chefs	234
Food Service Counter Attendants	224
Hairdressers	218
Air Conditioning and Refrigeration Mechanics	210
Gardeners, Horticultural and Nursery Growers	207
Sales Workers not elsewhere classified	203
Business Services and Administration Managers not elsewhere classified	203

Table A3. Job Postings by Required Education

Required Education	YTD 2025	YTD 2026	% Change
Below High School*	409	418	2.2
High School or Equivalent**	2,890	3,122	8.0
Some College/University	442	462	4.5
Certificate/Diploma	2,472	3,047	23.3
Associate Degree	50	73	46.0
Bachelor's Degree	9,021	11,037	22.3
Master's Degree	255	307	20.4
Doctoral Degree	390	444	13.8
Total	**15,929**	**18,910**	**18.7**

*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	1,563	1,628	4.2
Less Than a Year	3,444	4,350	26.3
1 to 2 Years	4,647	5,748	23.7
3 to 4 Years	4,599	5,092	10.7
5 to 6 Years	803	1,044	30.0
7 to 8 Years	463	587	26.8
9 to 10 Years	298	322	8.1
10+ Years	112	139	24.1
Total	**15,929**	**18,910**	**18.7**

Table A5. Job Postings by Highest-Paying Industry

Industry	Median Annual Salary for YTD 2026 (CI$)
Professional, Scientific and Technical Activities	92,045
Financial and Insurance Activities	91,935
Public Administration and Defence; Compulsory Social Security (Central Government)	77,262
Electricity, Gas, Steam and Air Conditioning Supply	73,608
Information and Communication	62,119
Human Health and Social Work Activities	58,886
Education	48,374
Water Supply; Sewerage, Waste Management and Remediation Activities	40,101
Real Estate Activities	38,163
Mining and Quarrying	34,100
Construction	32,878
Arts, Entertainment and Recreation	32,705
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	31,660
Manufacturing	31,240
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,349
Administrative and Support Service Activities	29,653
Transportation and Storage	29,030
Other Service Activities	27,684
Agriculture, Forestry and Fishing	27,676
Accommodation and Food Service Activities	25,919

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

Occupation	Median Annual Salary for YTD 2026 (CI$)
Managing Directors and Chief Executives	208,183
Lawyers	185,329
Dentists	184,500
Trade Brokers	163,142
Specialist Medical Practitioners	150,738
Mathematicians, Actuaries and Statisticians	134,766
Financial and Insurance Services Branch Managers	126,218
Generalist Medical Practitioners	118,771
Policy and Planning Managers	113,801
Economists	112,277
Finance Managers	106,874
Financial and Investment Advisers	103,257
Optometrists and Ophthalmic Opticians	103,235
ICT Service Managers	99,294
Aircraft Pilots and Related Associate Professionals	98,356
Software Developers	98,295
Research and Development Managers	98,230
Database and Network Professionals not elsewhere classified	95,486
Senior Government Officials	95,439
Legal Professionals not elsewhere classified	95,244