

JOB POSTINGS REPORT

September 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 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.**

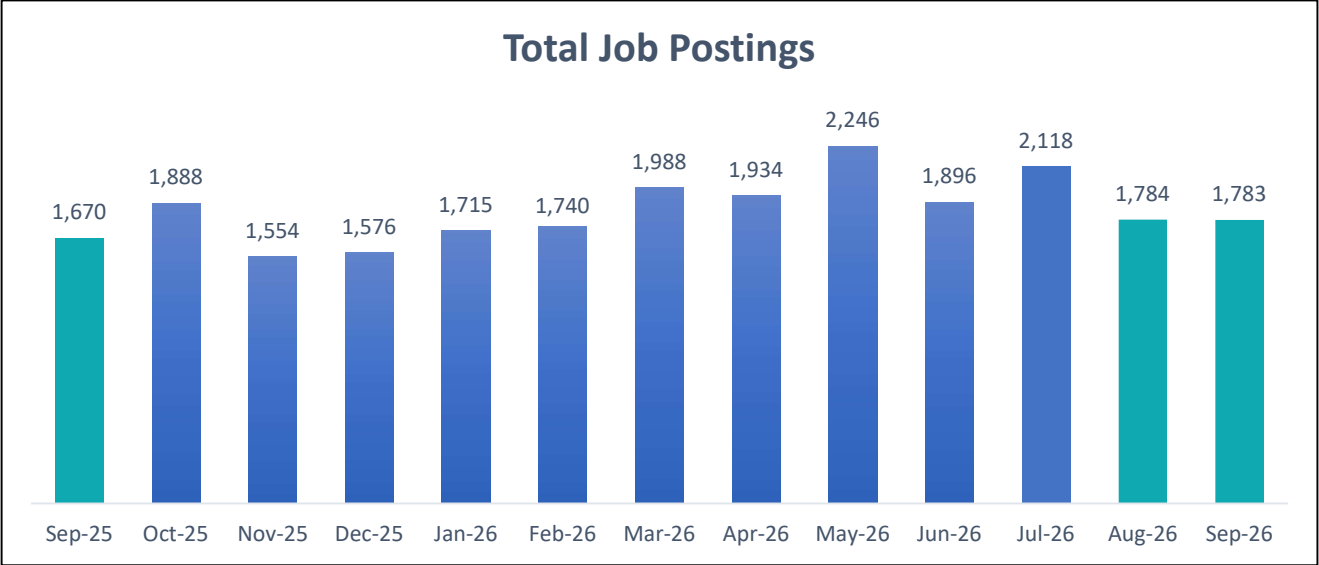
CONTENTS

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 1,783 jobs were advertised during September 2026 relative to 1,784 postings in August 2026 and 1,670 postings in September 2025 (see Figure 1). For the first nine months of 2026, there were 17,204 job advertisements compared with 14,041 postings in the corresponding period of 2025.

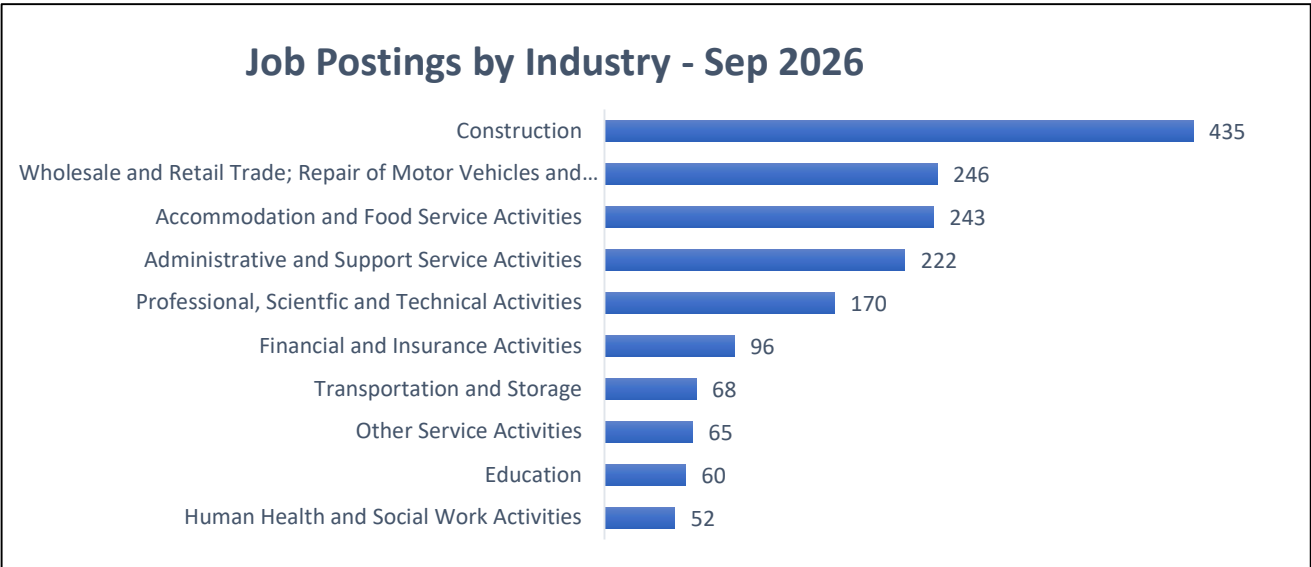
Figure 1.



Industry

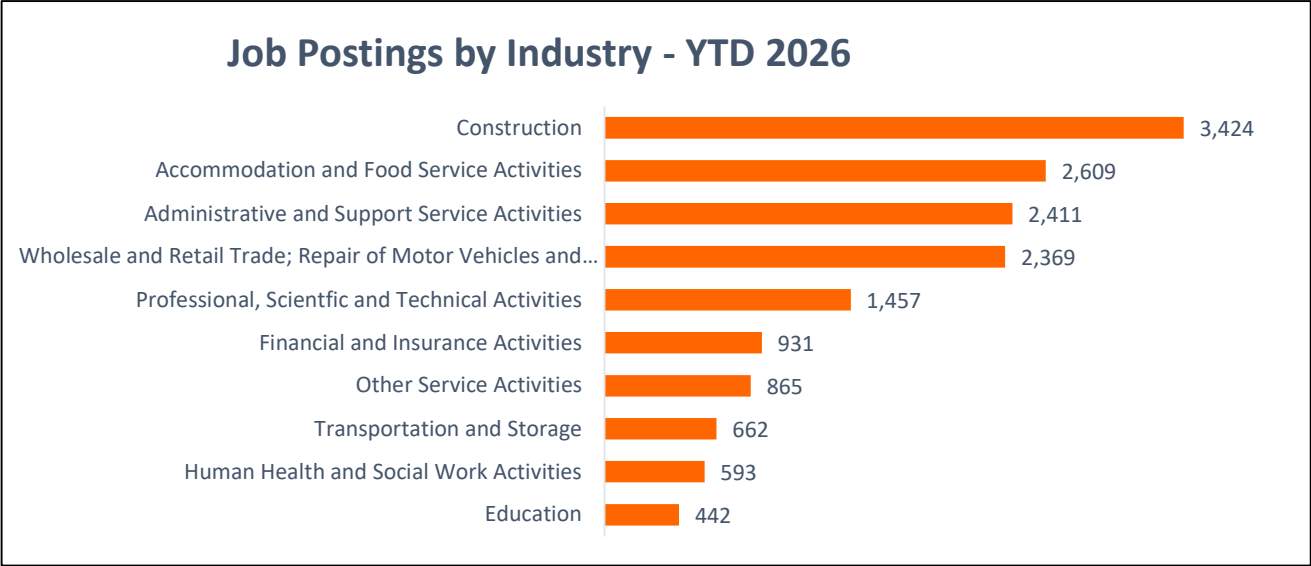
The Construction industry accounted for 435 job postings, representing 24.4 percent of the total number of job openings in September 2026 (see Figure 2). The Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles industry followed with 246 job advertisements (13.8%), while the Accommodation and Food Service Activities industry recorded 243 job openings (13.6%).

Figure 2.



For the first nine months of 2026, the Construction industry registered 3,424 job postings, representing 19.9 percent of the total (see Figure 3). The Accommodation and Food Service Activities industry followed with 2,609 job advertisements (15.2%) while the Administrative and Support Service Activities industry registered 2,411 job openings (14.0%).

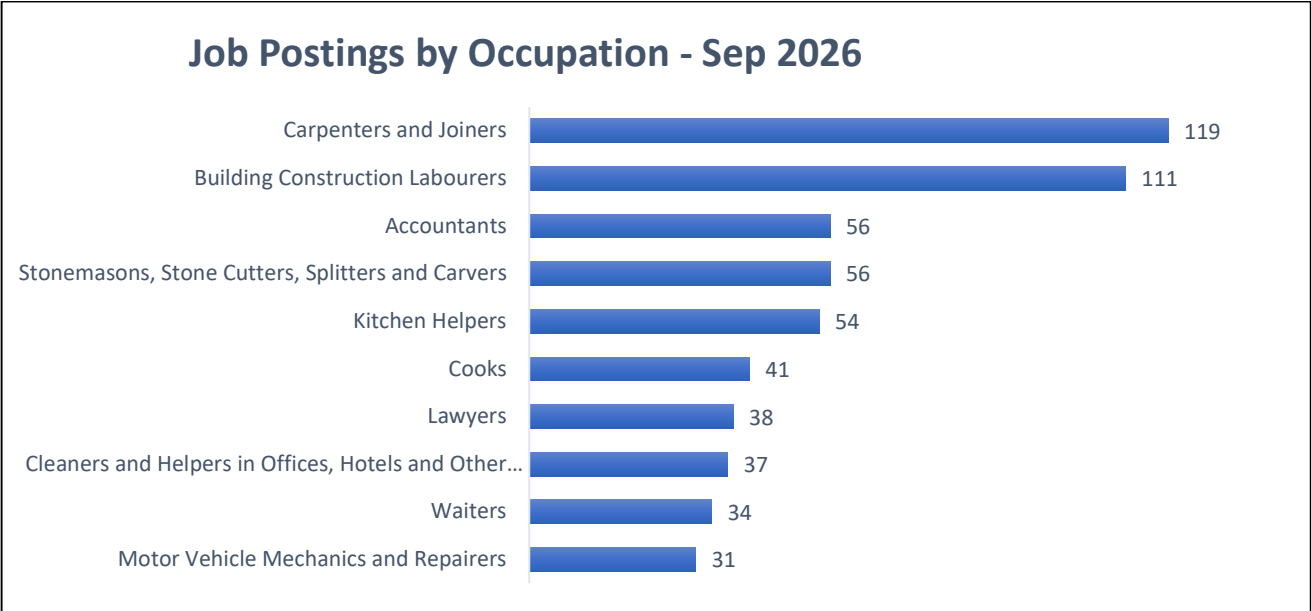
Figure 3.



Occupation

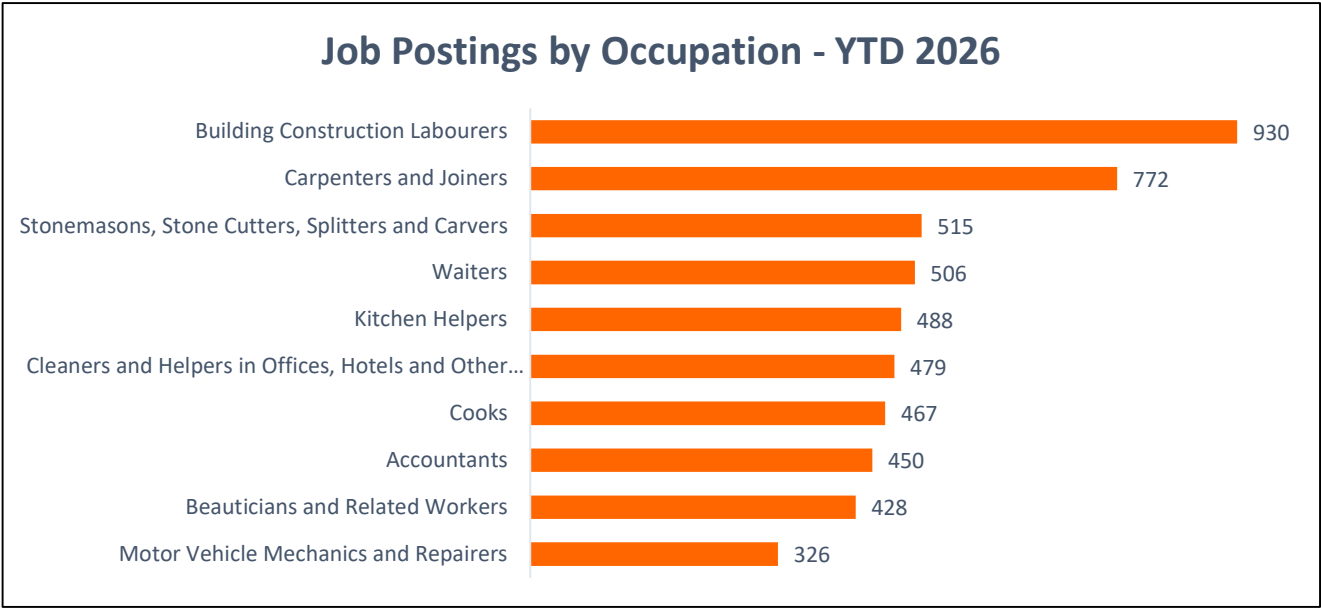
For the review month, Carpenters and Joiners accounted for 119 job postings, representing 6.7 percent of all job openings (see Figure 4). Building Construction Labourers followed with 111 job postings (6.2%) while Accountants recorded 56 job postings or 3.1 percent of the total.

Figure 4.



For YTD 2026, Building Construction Labourers accounted for 930 job postings which represented 5.4 percent of all job advertisements (see Figure 5). The next largest occupation was Carpenters and Joiners with 772 job postings (4.5%) proceeded by Stonemasons, Stone Cutters, Splitters and Carvers with 515 job openings or 3.0 percent of the total.

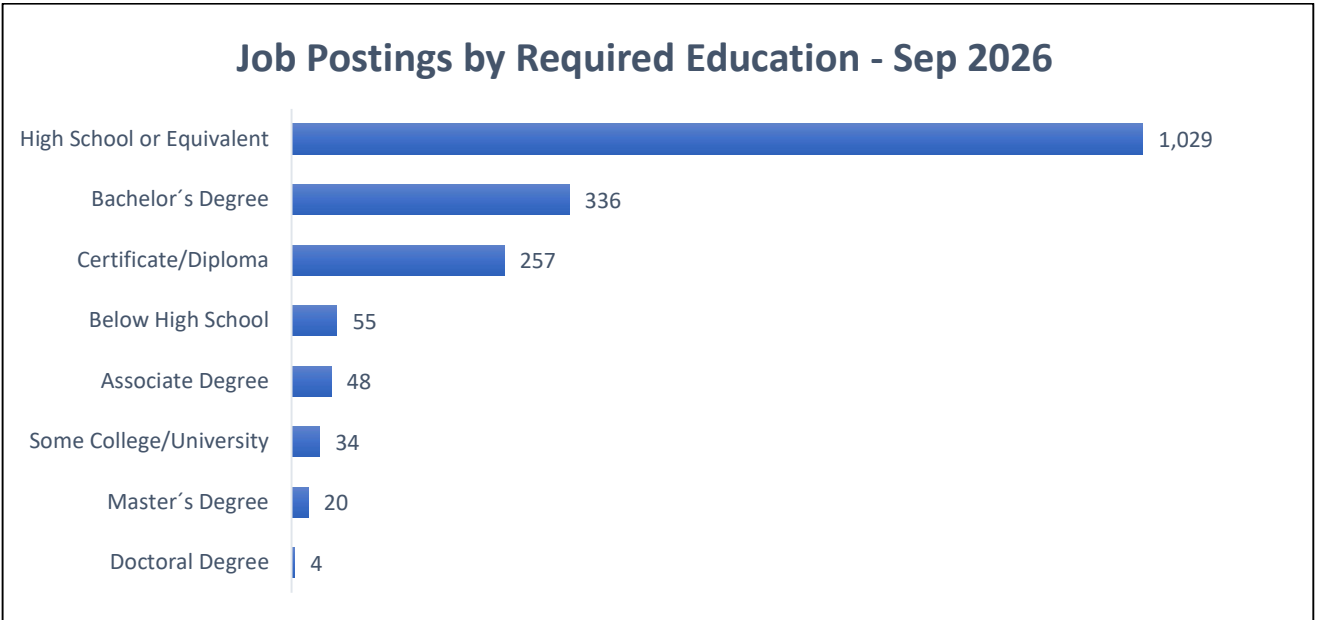
Figure 5.



Required Education

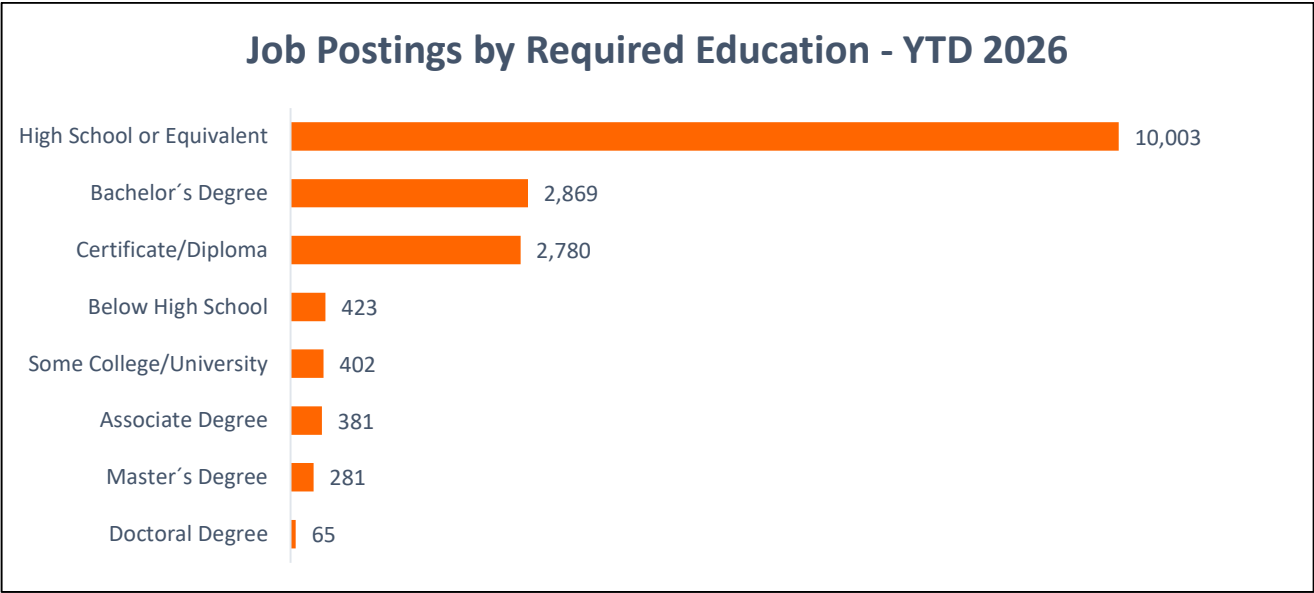
For September 2026, 1,029 job postings (57.7%) required persons with a High School or Equivalent qualification, 336 (18.8%) required persons with a Bachelor’s Degree and 257 (14.4%) required persons with a Certificate or Diploma (see Figure 6).

Figure 6.



For the first three quarters of 2026, there were 10,003 postings (58.1%) which required persons with a High School or Equivalent qualification, 2,869 (16.7%) required persons with a Bachelor’s Degree and 2,780 (16.2%) required persons with a Certificate or Diploma (see Figure 7).

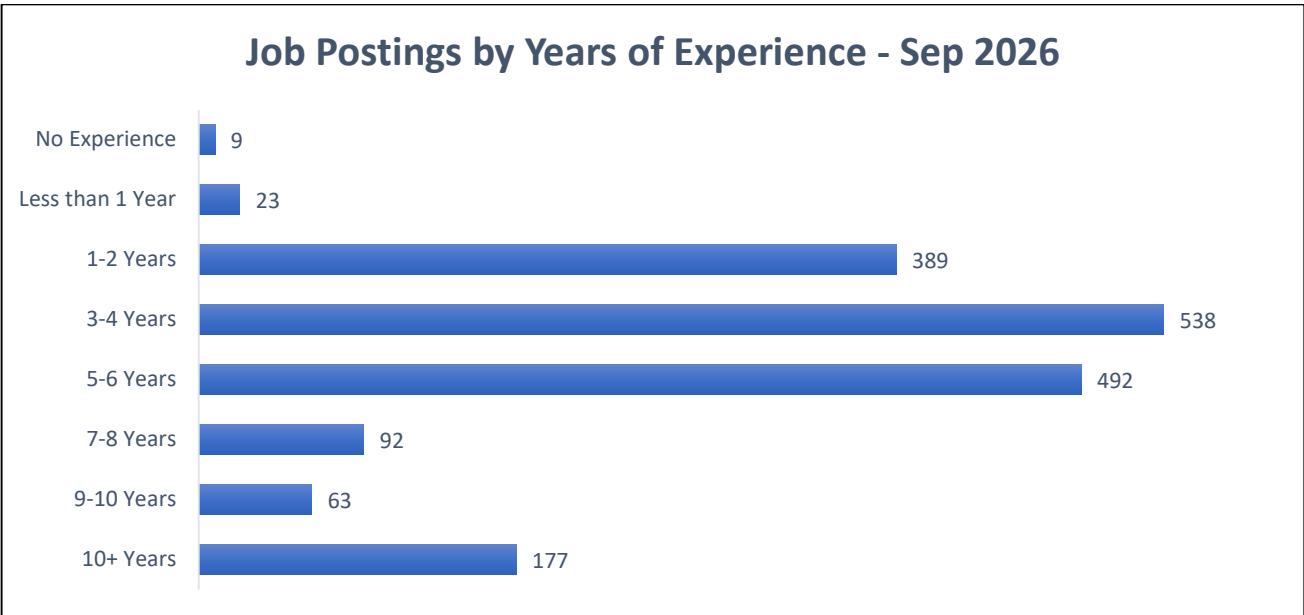
Figure 7.



Years of Experience

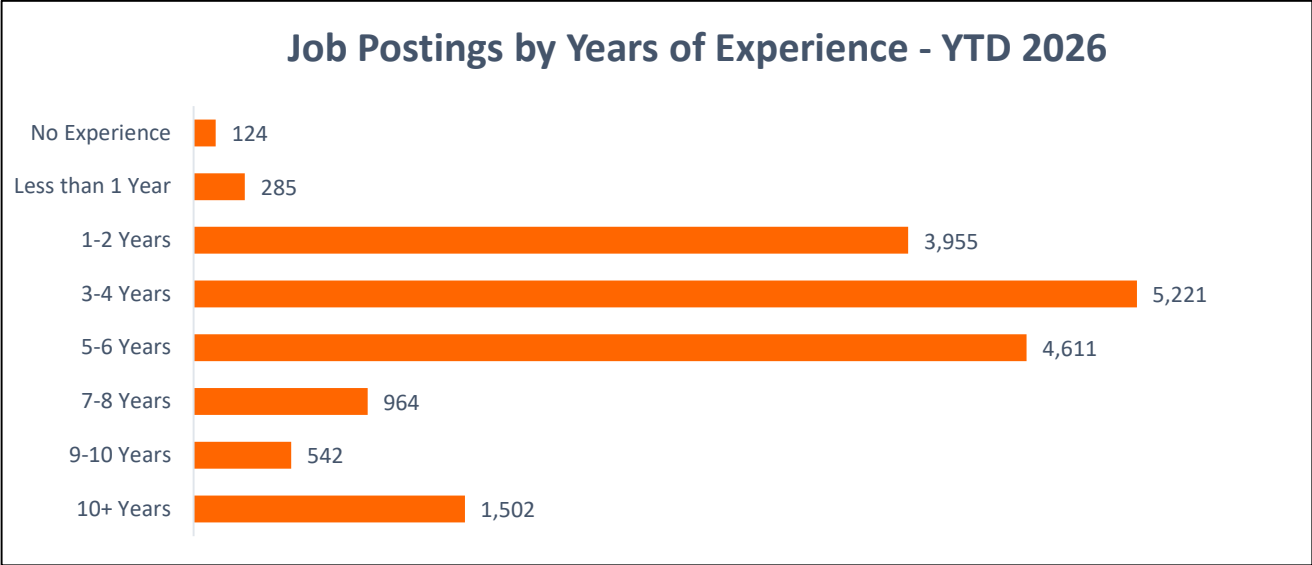
For the review month, 538 job advertisements (30.2%) required persons with three to four years’ experience, 492 job postings (27.6%) required persons with five to six years’ experience while 389 job openings (21.8%) required persons with one to two years’ experience (see Figure 8).

Figure 8.



Of the 17,204 job postings recorded in the first nine months of the year, 5,221 (30.3%) required persons with three to four years’ experience, 4,611 (26.8%) required persons with five to six years’ experience while 3,955 (23.0%) required persons with one to two years’ experience (see Figure 9).

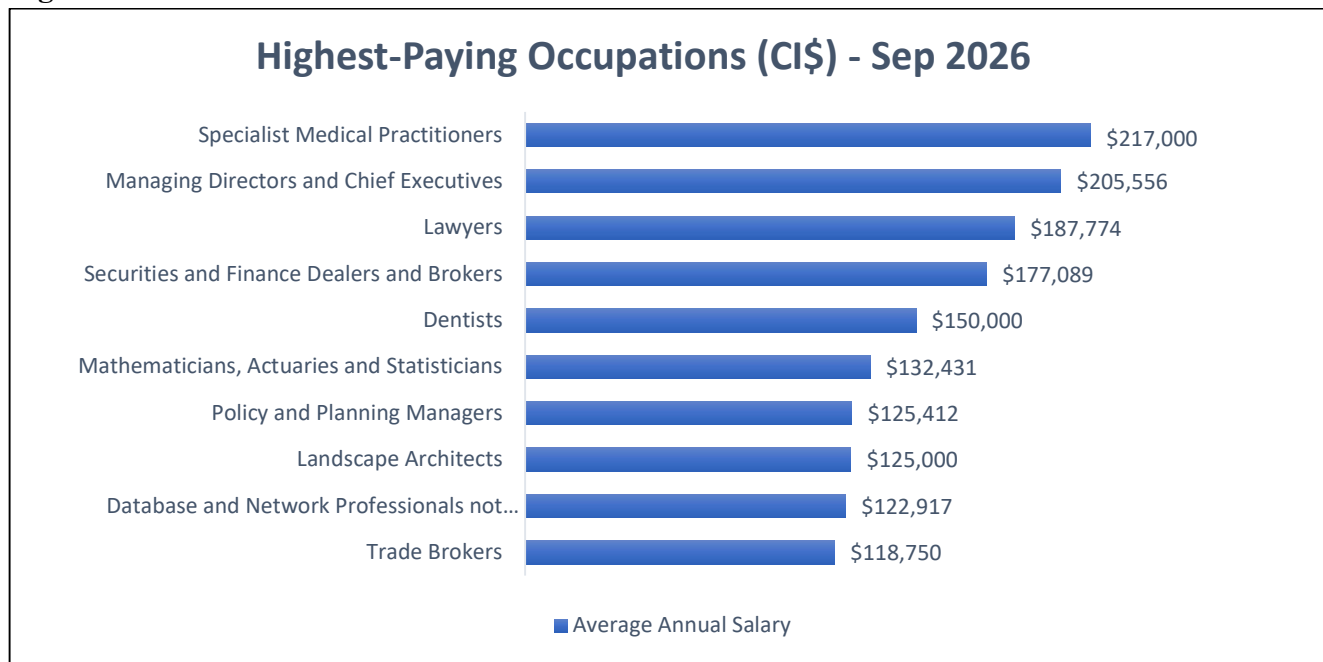
Figure 9.



Salary

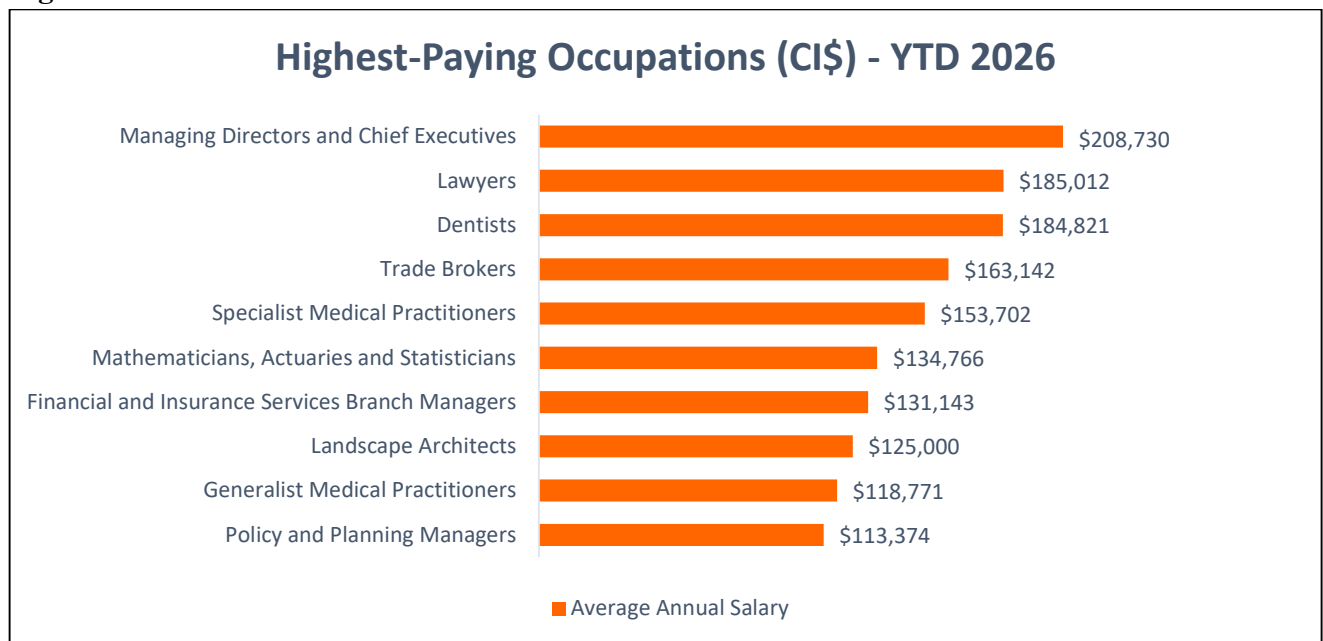
The highest-paying job postings in the review month were recorded by Specialist Medical Practitioners with an average annual salary of \$217,000 (see Figure 10). Managing Directors and Chief Executives followed with an average annual salary of \$205,556 after which Lawyers proceeded with an average annual salary of \$187,774.

Figure 10.



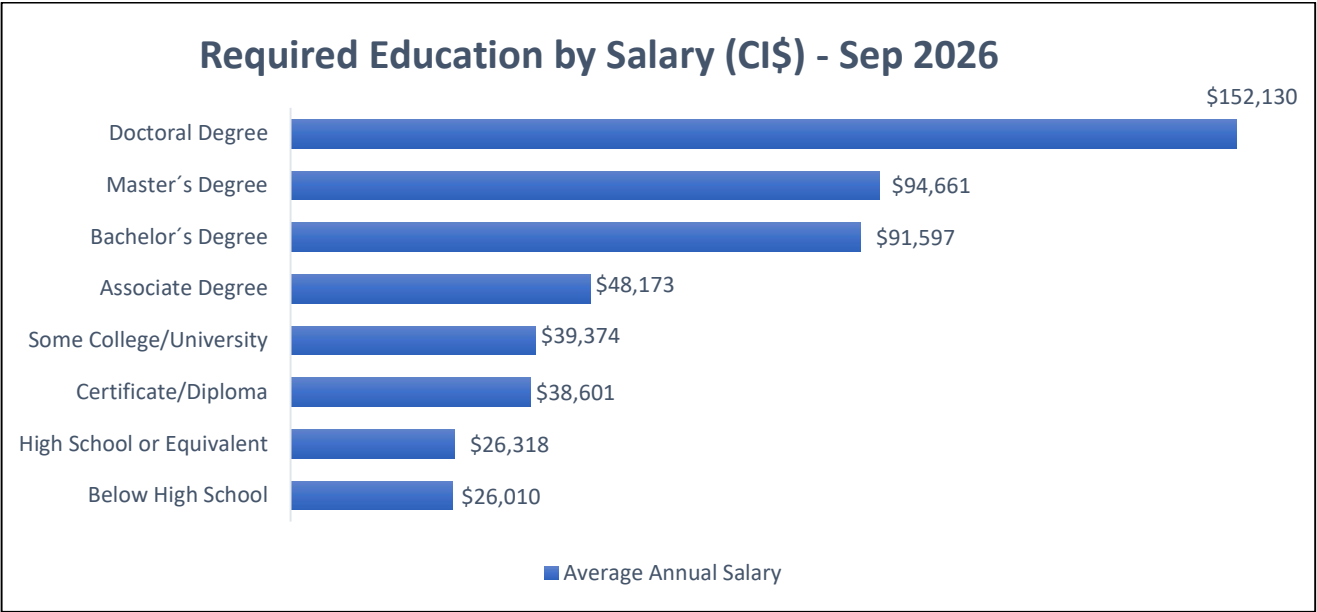
For YTD 2026, Managing Directors and Chief Executives was the highest-paying occupation with an average annual salary of \$208,730 (see Figure 11). Lawyers followed with an average annual salary of \$185,012 while Dentists proceeded with an average annual salary of \$184,821.

Figure 11.



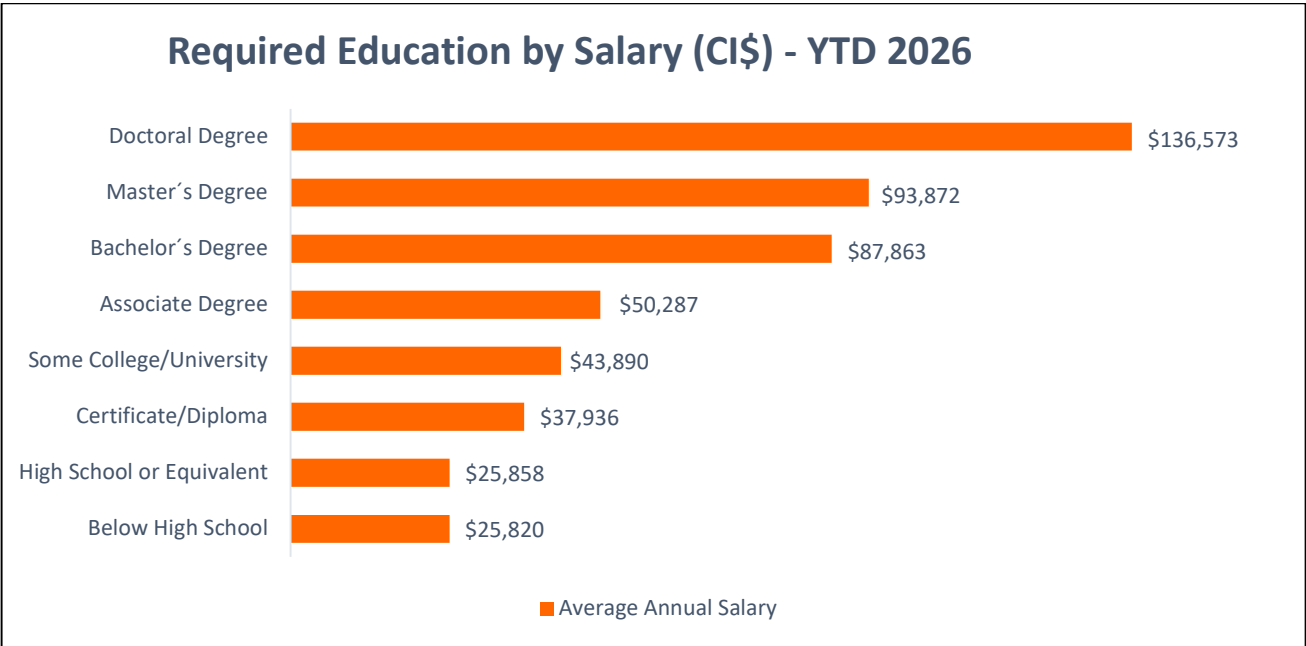
For the review month, jobs requiring a Doctoral Degree paid the highest average annual salary of \$152,130. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$94,661 and \$91,597 respectively (see Figure 12).

Figure 12.



For YTD 2026, jobs requiring a Doctoral Degree paid the highest average annual salary of \$136,573. Jobs requiring Master's and Bachelor's degrees paid average annual salaries of \$93,872 and \$87,863, respectively (see Figure 13).

Figure 13.



Key Industries to the Economy – September 2026

Financial and Insurance Activities

Table 1.

Highest-Paying Occupations	Average Annual Salary (CIS)
Managing Directors and Chief Executives	\$229,167
Securities and Finance Dealers and Brokers	\$177,089
Mathematicians, Actuaries and Statisticians	\$173,751
Policy and Planning Managers	\$136,103
Lawyers	\$133,333

Figure 14.

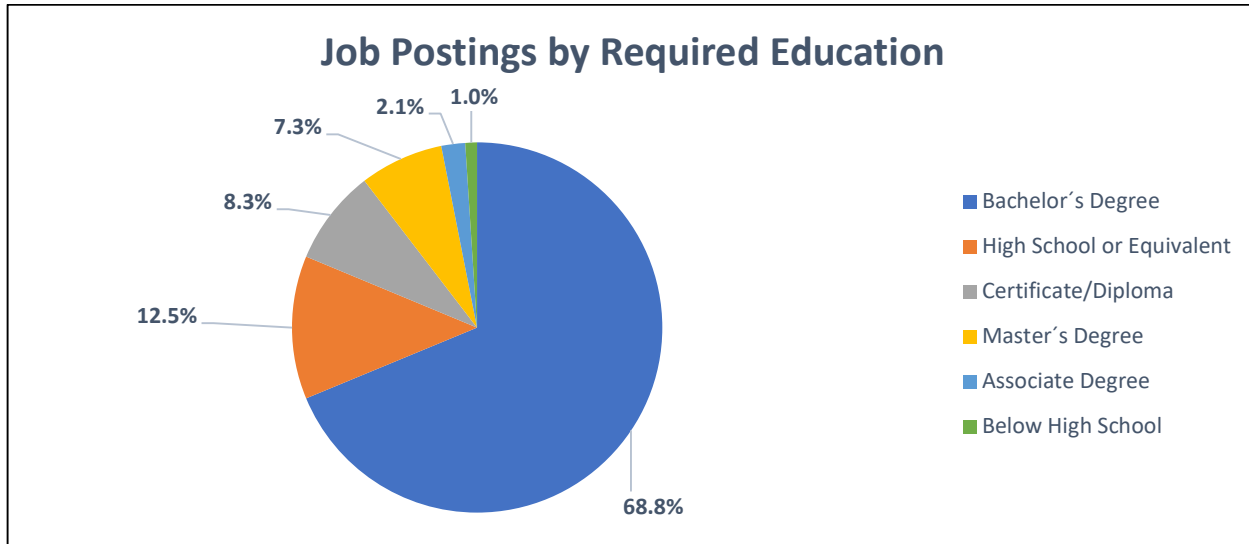
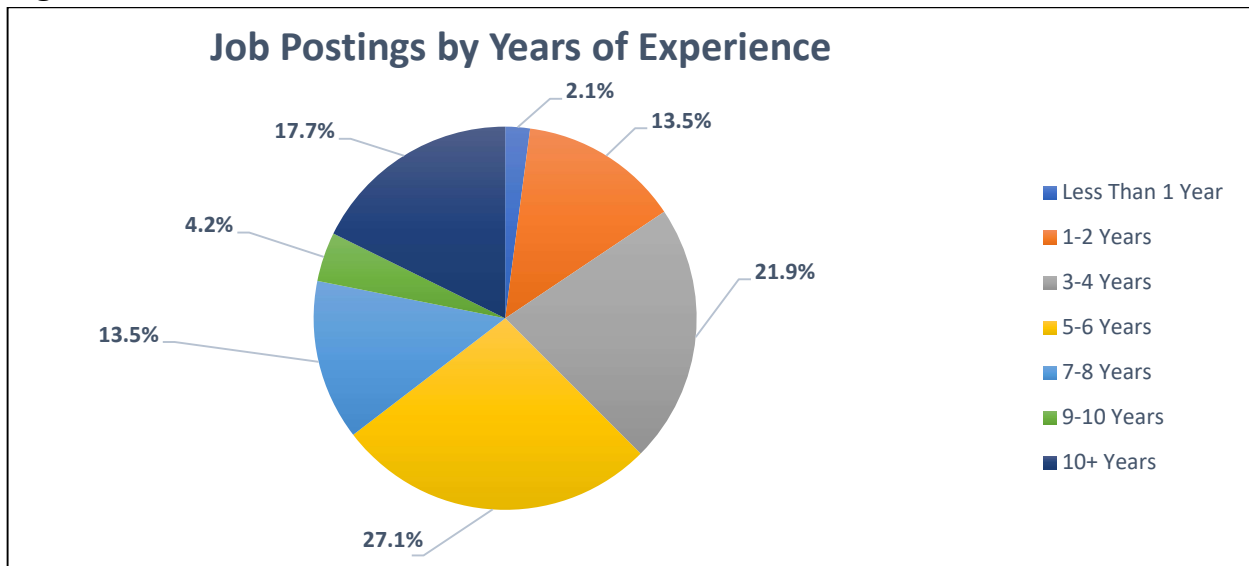


Figure 15.



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	\$190,799
Managing Directors and Chief Executives	\$181,944
Business Services and Administration Managers n.e.c.	\$130,833
Landscape Architects	\$125,000
Database and Network Professionals n.e.c.	\$122,917

n.e.c. – not elsewhere classified.

Figure 16.

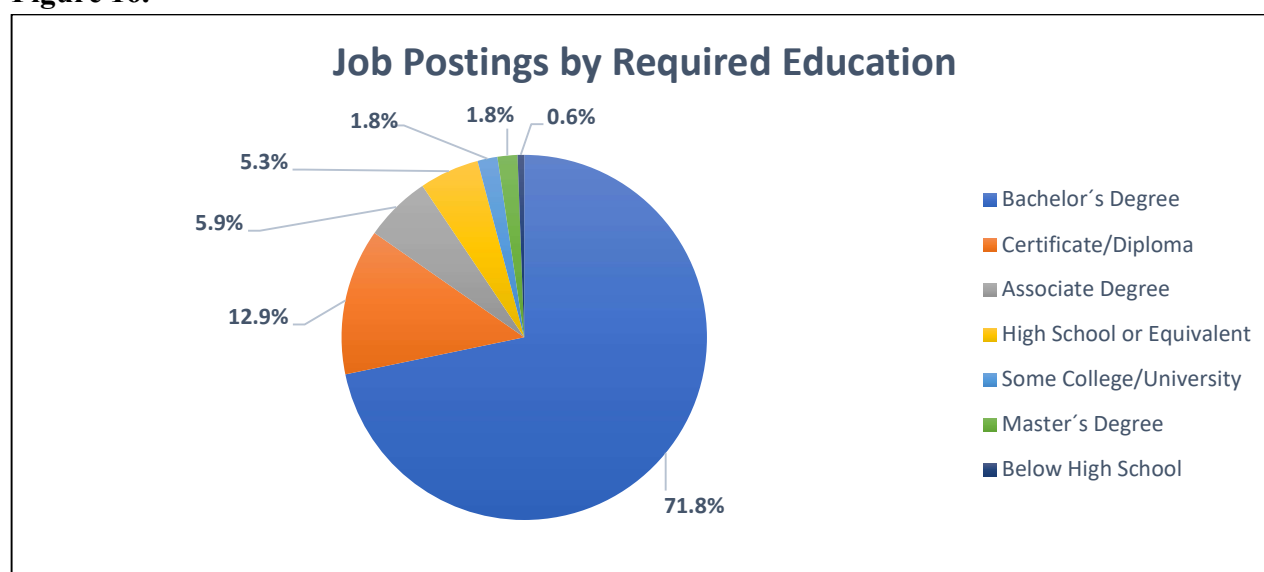
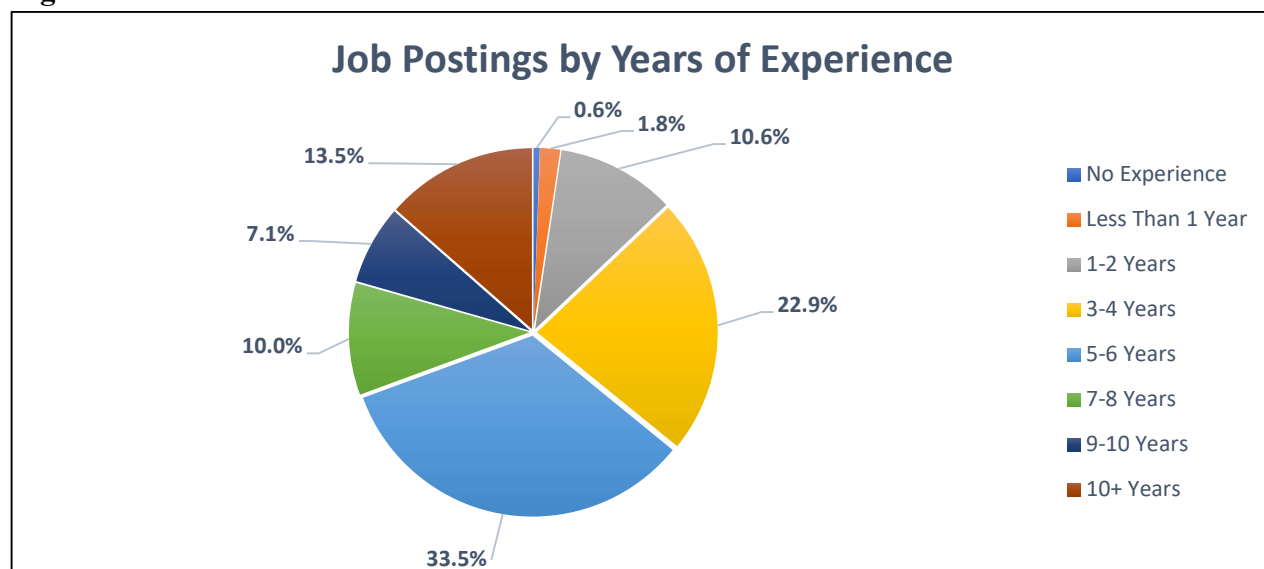


Figure 17.



Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles

Table 3.

Highest-Paying Occupations	Average Annual Salary (CIS)
Finance Managers	\$150,000
Supply, Distribution and Related Managers	\$113,434
Pharmacists	\$64,998
Buyers	\$58,750
Accountants	\$57,083

Figure 18.

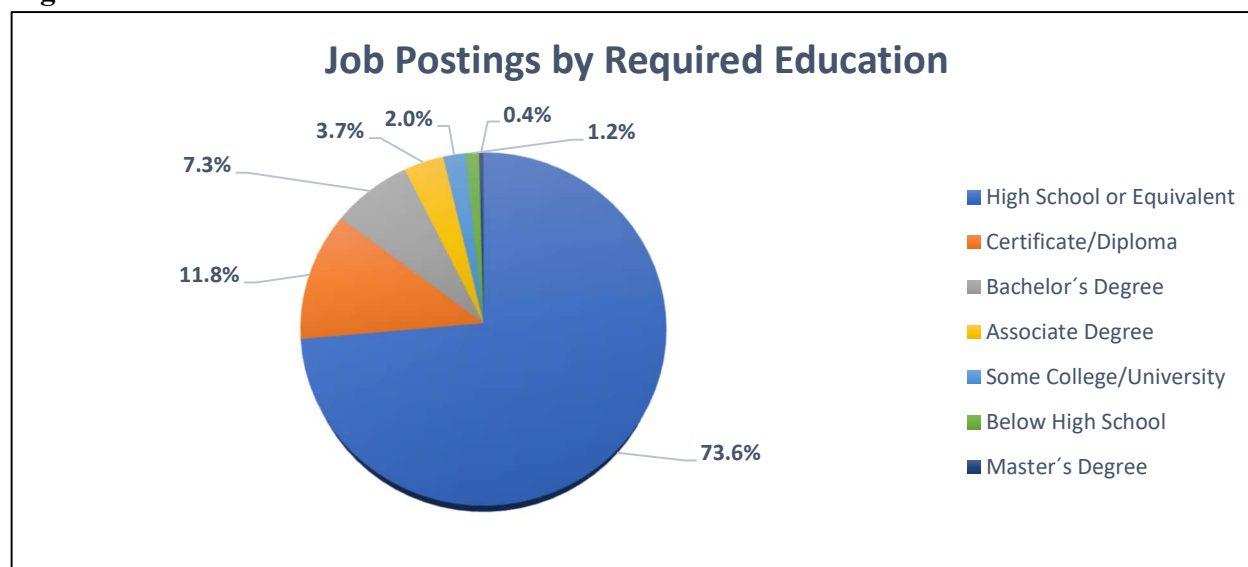
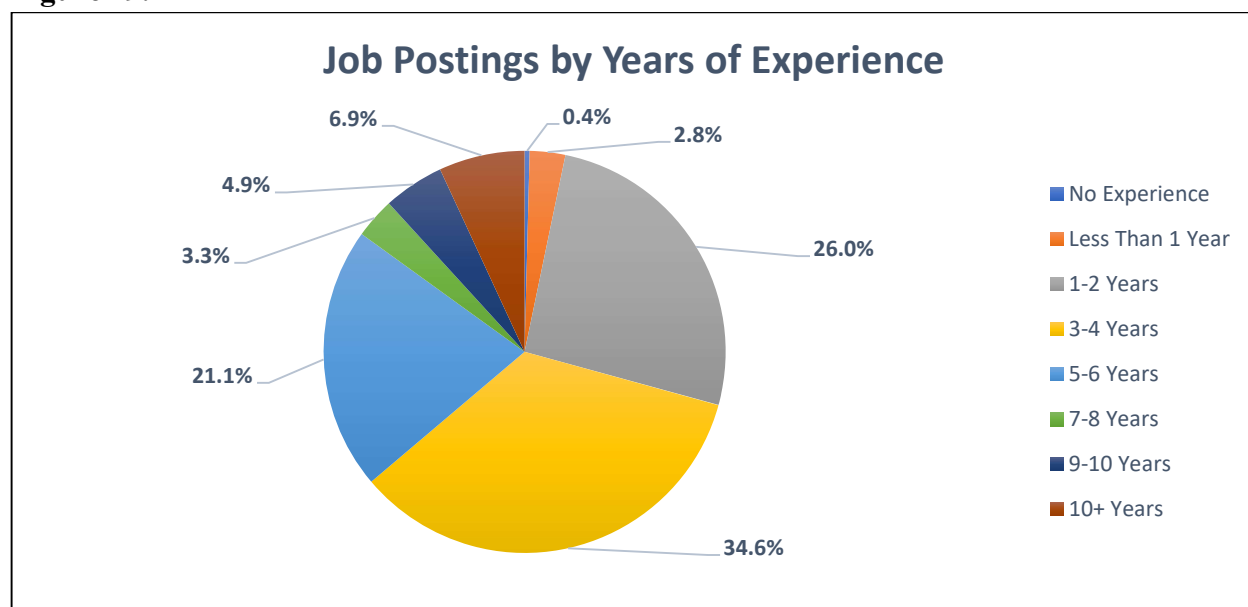


Figure 19.



Summary

- Labour demand rose in September 2026, reflecting an increase in job advertisements of 113 (or 6.8%) relative to 1,670 postings in September 2025. For the YTD 2026, there were 17,204 job advertisements, an increase of 3,163 (or 22.5%) compared with the comparable period in the previous year.
- The Construction, Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, 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.
- Construction and Tourism-related workers, Janitors and Motor Vehicle Mechanics 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 Bachelor's Degree and a Certificate or Diploma in both the review month and YTD.
- 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 healthcare, executive management, legal, financial intermediation, actuarial, insurance, compliance, architecture as well as data analytics 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 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 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	1,871	2,609	39.4
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	81	91	12.3
Administrative and Support Service Activities	2,133	2,411	13.0
Agriculture, Forestry and Fishing	83	88	6.0
Arts, Entertainment and Recreation	255	309	21.2
Construction	2,911	3,424	17.6
Education	376	442	17.6
Electricity, Gas, Steam and Air Conditioning Supply	70	53	-24.3
Financial and Insurance Activities	781	931	19.2
Human Health and Social Work Activities	443	593	33.9
Information and Communication	142	160	12.7
Manufacturing	247	297	20.2
Mining and Quarrying	22	28	27.3
Other Service Activities	636	865	36.0
Professional, Scientific and Technical Activities	1,289	1,457	13.0
Public Administration and Defence; Compulsory Social Security	3	8	166.7
Real Estate Activities	208	349	67.8
Transportation and Storage	480	662	37.9
Water Supply; Sewerage, Waste Management and Remediation Activities	94	58	-38.3
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	1,916	2,369	23.6
Total	14,041	17,204	22.5

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

Occupation	YTD 2026
Building Construction Labourers	930
Carpenters and Joiners	772
Stonemasons, Stone Cutters, Splitters and Carvers	515
Waiters	506
Kitchen Helpers	488
Cleaners and Helpers in Offices, Hotels and Other Establishments	479
Cooks	467
Accountants	450
Beauticians and Related Workers	428
Motor Vehicle Mechanics and Repairers	326
Lawyers	274
Bartenders	231
Other Cleaning Workers	220
Chefs	214
Food Service Counter Attendants	203
Hairdressers	203
Air Conditioning and Refrigeration Mechanics	189
Business Services and Administration Managers not elsewhere classified	185
Gardeners, Horticultural and Nursery Growers	184
Sales Workers not elsewhere classified	184

Table A3. Job Postings by Required Education

Required Education	YTD 2025	YTD 2026	% Change
Below High School*	393	423	7.6
High School or Equivalent**	7,913	10,003	26.4
Some College/University	338	402	18.9
Certificate/Diploma	2,172	2,780	28.0
Associate Degree	376	381	1.3
Bachelor's Degree	2,573	2,869	11.5
Master's Degree	228	281	23.2
Doctoral Degree	48	65	35.4
Total	14,041	17,204	22.5

*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	94	124	31.9
Less Than a Year	270	285	5.6
1 to 2 Years	3,050	3,955	29.7
3 to 4 Years	4,091	5,221	27.6
5 to 6 Years	4,059	4,611	13.6
7 to 8 Years	722	964	33.5
9 to 10 Years	406	542	33.5
10+ Years	1,349	1,502	11.3
Total	14,041	17,204	22.5

Table A5. Job Postings by Highest-Paying Industry

Industry	Average Annual Salary for YTD 2026 (CIS)
Professional, Scientific and Technical Activities	92,180
Financial and Insurance Activities	91,832
Public Administration and Defence; Compulsory Social Security (Central Government)	77,262
Electricity, Gas, Steam and Air Conditioning Supply	73,608
Information and Communication	62,329
Human Health and Social Work Activities	59,945
Education	48,168
Water Supply; Sewerage, Waste Management and Remediation Activities	39,530
Real Estate Activities	36,513
Mining and Quarrying	34,355
Arts, Entertainment and Recreation	32,914
Construction	32,890
Manufacturing	31,067
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	30,419
Activities of Households as Employers; Undifferentiated Goods-and Services-Producing Activities of Households for Own Use	30,358
Administrative and Support Service Activities	29,757
Transportation and Storage	29,295
Agriculture, Forestry and Fishing	28,111
Other Service Activities	27,665
Accommodation and Food Service Activities	25,936

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

Occupation	Average Annual Salary for YTD 2026 (CIS)
Managing Directors and Chief Executives	208,730
Lawyers	185,012
Dentists	184,821
Trade Brokers	163,142
Specialist Medical Practitioners	153,702
Mathematicians, Actuaries and Statisticians	134,766
Financial and Insurance Services Branch Managers	131,143
Landscape Architects	125,000
Generalist Medical Practitioners	118,771
Policy and Planning Managers	113,374
Finance Managers	106,276
Financial and Investment Advisers	102,353
Optometrists and Ophthalmic Opticians	101,897
ICT Service Managers	101,284
Management and Organisation Analysts	101,166
Aircraft Pilots and Related Associate Professionals	98,550
Research and Development Managers	98,230
Software Developers	96,599
Professional Services Managers not elsewhere classified	95,387
Insurance Representatives	94,977