Job Posting Analytics

Lightcast Q4 2023 Data Set

December 2023

Workforce Alliance of the North Bay



P.O. Box 247 Napa, California 94559 707-699-1947

Parameters

Select Timeframe: Sep 2023 - Nov 2023

Regions:

Code Description

6045 Mendocino County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

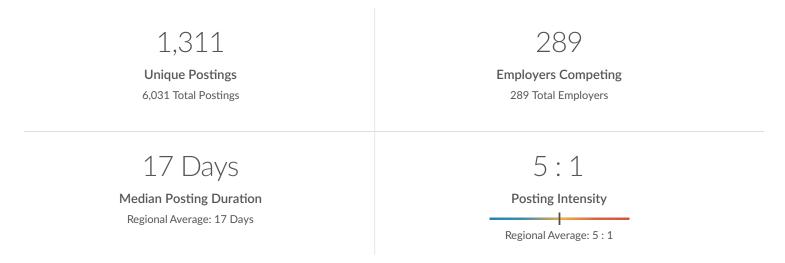
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Newly Posted

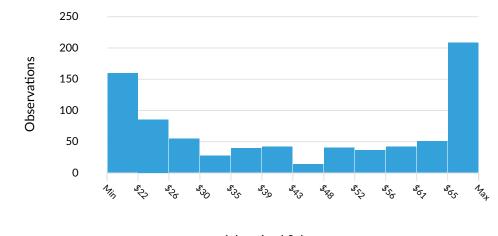
Job Postings Overview



Advertised Salary

There are 793 advertised salary observations (60% of the 1,311 matching postings).

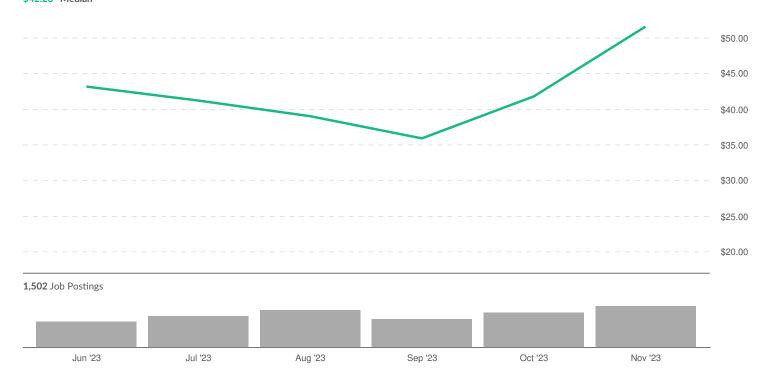
\$42.28/hr
Median Advertised Salary



Advertised Wage Trend







Job Postings Regional Breakdown

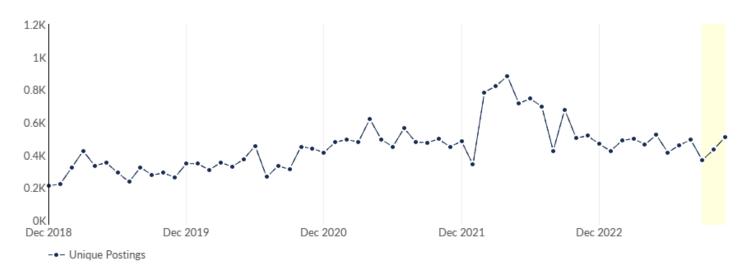


County

Unique Postings (Sep 2023 - Nov 2023)

Mendocino County, CA 1,311

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Nov 2023	510	6:1
Oct 2023	433	4:1
Sep 2023	368	3:1
Aug 2023	493	3:1
Jul 2023	460	4:1
Jun 2023	415	3:1
May 2023	522	3:1
Apr 2023	464	3:1
Mar 2023	500	4:1
Feb 2023	488	3:1
Jan 2023	424	3:1
Dec 2022	468	3:1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	809	62%
High school or GED	233	18%
Associate degree	128	10%
Bachelor's degree	188	14%
Master's degree	85	6%
Ph.D. or professional degree	33	3%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	233	0	18%
Associate degree	89	32	7%
Bachelor's degree	131	49	10%
Master's degree	42	33	3%
Ph.D. or professional degree	7	26	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	829	63%
0 - 1 Years	192	15%
2 - 3 Years	190	14%
4 - 6 Years	86	7%
7 - 9 Years	3	0%
10+ Years	11	1%

Top Companies Posting

	Total/Unique (Sep 2023 - Nov 2023)	Posting Intensity	Median Posting Duration
Adventist Health	964 / 110	9:1	16 days
Sutter Health	679 / 110	6:1	22 days
Nomad Health	97 / 38	3:1	22 days
CompHealth	109 / 36	3:1	15 days
Mendocino Redwood Company	36 / 31	1:1	10 days
Clinical Management Consultants	49 / 22	2:1	12 days
Mendocino College	73 / 21	3:1	36 days
County Of Mendocino	23 / 21	1:1	19 days
Stability Healthcare	222 / 19	12:1	17 days
State of California	22 / 18	1:1	9 days

Top Cities Posting

Ukiah, CA 2,171 / 515 4:1 16 days Fort Bragg, CA 1,938 / 239 8:1 17 days Willits, CA 940 / 146 6:1 17 days Mendocino, CA 77 / 55 1:1 10 days Talmage, CA 83 / 54 2:1 31 days Hopland, CA 122 / 48 3:1 18 days Elk, CA 89 / 37 2:1 9 days Boonville, CA 99 / 32 3:1 17 days Redwood Valley, CA 122 / 25 5:1 15 days	City	Total/Unique (Sep 2023 - Nov 2023)	Posting Intensity	Median Posting Duration
Willits, CA 940 / 146 6:1 17 days Mendocino, CA 77 / 55 1:1 10 days Talmage, CA 83 / 54 2:1 31 days Hopland, CA 122 / 48 3:1 18 days Elk, CA 89 / 37 2:1 9 days Boonville, CA 99 / 32 3:1 17 days Redwood Valley, CA 122 / 25 5:1 15 days	Ukiah, CA	2,171 / 515	4:1	16 days
Mendocino, CA 77/55 1:1 10 days Talmage, CA 83/54 2:1 31 days Hopland, CA 122/48 3:1 18 days Elk, CA 89/37 2:1 9 days Boonville, CA 99/32 3:1 17 days Redwood Valley, CA 122/25 5:1 15 days	Fort Bragg, CA	1,938 / 239	8:1	17 days
Talmage, CA 83 / 54 2:1 31 days Hopland, CA 122 / 48 3:1 18 days Elk, CA 89 / 37 2:1 9 days Boonville, CA 99 / 32 3:1 17 days Redwood Valley, CA 122 / 25 5:1 15 days	Willits, CA	940 / 146	6:1	17 days
Hopland, CA	Mendocino, CA	77 / 55	1:1	10 days
Elk, CA 89 / 37 2:1 9 days Boonville, CA 99 / 32 3:1 17 days Redwood Valley, CA 122 / 25 5:1 15 days	Talmage, CA	83 / 54	2:1	31 days
Boonville, CA 99 / 32 3:1 17 days Redwood Valley, CA 122 / 25 5:1 15 days	Hopland, CA	122 / 48	3:1	18 days
Redwood Valley, CA 122 / 25 5 : 1 15 days	Elk, CA	89 / 37	2:1	9 days
	Boonville, CA	99 / 32	3:1	17 days
Pa-Ham Vallani CA	Redwood Valley, CA	122 / 25	5:1	15 days
Potter valley, CA 58 / 19 3:1 22 days	Potter Valley, CA	58 / 19	3:1	22 days

Top Posted Occupations

	Total/Unique (Sep 2023 - Nov 2023)	Posting Intensity	Median Posting Duration
Registered Nurses	2,270 / 198	11:1	16 days
Retail Salespersons	103 / 46	2:1	5 days
First-Line Supervisors of Retail Sales Workers	80 / 39	2:1	10 days
Nurse Practitioners	161 / 33	5:1	28 days
Home Health and Personal Care Aides	65 / 32	2:1	17 days
Magnetic Resonance Imaging Technologists	251 / 24	10:1	16 days
Physical Therapists	298 / 23	13:1	20 days
Pharmacists	73 / 21	3:1	17 days
Family Medicine Physicians	57 / 20	3:1	15 days
Health Technologists and Technicians, All Other	101 / 20	5:1	16 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2023 - Nov 2023)	Posting Intensity	Median Posting Duration
Registered Nurses	1,773 / 156	11:1	17 days
Retail Salespersons	103 / 46	2:1	5 days
Critical Care Nurses	497 / 42	12:1	10 days
First-Line Supervisors of Retail Sales Workers	80 / 39	2:1	10 days
Nurse Practitioners	161 / 33	5:1	28 days
Personal Care Aides	48 / 28	2:1	17 days
Magnetic Resonance Imaging Technologists	251 / 24	10:1	16 days
Physical Therapists	298 / 23	13:1	20 days
Pharmacists	73 / 21	3:1	17 days
Family Medicine Physicians	57 / 20	3:1	15 days
General Internal Medicine Physicians	78 / 19	4:1	6 days
Radiologic Technologists and Technicians	120 / 19	6:1	22 days
Maids and Housekeeping Cleaners	48 / 19	3:1	19 days
Customer Service Representatives	38 / 19	2:1	24 days
Security Guards	86 / 18	5:1	n/a
Medical Scientists, Except Epidemiologists	34 / 16	2:1	15 days
Patient Representatives	82 / 16	5:1	n/a
Diagnostic Medical Sonographers	224 / 15	15:1	15 days
Managers, All Other	38 / 14	3:1	12 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	21 / 14	2:1	9 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	19 / 14	1:1	18 days
Physician Assistants	56 / 13	4:1	15 days
Medical and Health Services Managers	36 / 12	3:1	22 days
Laborers and Freight, Stock, and Material Movers, Hand	14 / 11	1:1	11 days
Postsecondary Teachers, All Other	22 / 10	2:1	36 days

Pharmacy Technicians	31 / 10	3:1	8 days
Nursing Assistants	22 / 10	2:1	14 days
Maintenance and Repair Workers, General	14 / 10	1:1	39 days
Human Resources Specialists	78 / 9	9:1	n/a
Social Workers, All Other	58 / 9	6:1	29 days
Merchandise Displayers and Window Trimmers	25 / 9	3:1	n/a
Occupational Therapists	152 / 9	17:1	n/a
Physicians, All Other	24 / 9	3:1	14 days
Surgical Technologists	32 / 9	4:1	15 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	25 / 9	3:1	17 days
Automotive Service Technicians and Mechanics	23 / 9	3:1	9 days
Commercial Pilots	45 / 9	5:1	4 days
Heavy and Tractor-Trailer Truck Drivers	14 / 9	2:1	30 days
Emergency Medicine Physicians	23 / 8	3:1	n/a
Fast Food and Counter Workers	22 / 8	3:1	n/a
Lawyers	7 / 7	1:1	n/a
Special Education Teachers, Middle School	7 / 7	1:1	39 days
Licensed Practical and Licensed Vocational Nurses	11 / 7	2:1	10 days
Stockers and Order Fillers	20 / 7	3:1	18 days
Middle School Teachers, Except Special and Career/Technical Education	6/6	1:1	n/a
Nuclear Medicine Technologists	67 / 6	11:1	n/a
Customs and Border Protection Officers	35 / 6	6:1	n/a
Cashiers	11 / 6	2:1	17 days
First-Line Supervisors of Office and Administrative Support Workers	35 / 6	6:1	n/a
Bus and Truck Mechanics and Diesel Engine Specialists	9/6	2:1	15 days

Top Posted Occupations

Registered Nurse 2,135 / 171 12:1 16 days Physician 244 / 72 3:1 15 days Retail Sales Associate 104 / 43 2:1 6 days Office / Administrative Assistant 38 / 31 1:1 16 days Nurse Practitioner 130 / 30 4:1 28 days MRI / CT Technician / Technologist 266 / 29 9:1 16 days MRI / CT Technician / Technologist 266 / 29 9:1 10 days MRI / CT Technician / Technologist 266 / 29 9:1 16 days MRI / CT Technician / Technologist 266 / 29 9:1 16 days MRI / CT Technician / Technologist 39 / 25 2:1 10 days Caregiver / Personal Care Aide 39 / 25 2:1 16 days Pharmacy Director 73 / 24 3:1 17 days Customer Service Representative 47 / 23 2:1 17 days Physical Therapist 298 / 23 13:1 9 days Medical Assistant 100 / 18 6:1 n/a Security Offi	Occupation	Total/Unique (Sep 2023 - Nov 2023)	Posting Intensity	Median Posting Duration
Retail Sales Associate 104/43 2:1 6 days Office / Administrative Assistant 38/31 1:1 16 days Nurse Practitioner 130/30 4:1 28 days MRI / CT Technician / Technologist 266/29 9:1 16 days Retail Store Manager / Supervisor 59/28 2:1 10 days Caregiver / Personal Care Aide 39/25 2:1 16 days Pharmacist / Pharmacy Director 73/24 3:1 17 days Customer Service Representative 47/23 2:1 17 days Physical Therapist 298/23 13:1 20 days Nursing Manager / Supervisor 40/19 2:1 9 days Medical Assistant 100/18 6:1 n/a Security Officer 86/18 5:1 n/a Maid / Housekeeping Staff 45/17 3:1 33 days Medical Scientist 34/16 2:1 15 days Physician Assistant 53/12 4:1 n/a Tractor-Trailer Truck Driver 22/12 2	Registered Nurse	2,135 / 171	12:1	16 days
Office / Administrative Assistant 38/31 1:1 16 days Nurse Practitioner 130/30 4:1 28 days MRI / CT Technician / Technologist 266/29 9:1 16 days Retail Store Manager / Supervisor 59/28 2:1 10 days Caregiver / Personal Care Aide 39/25 2:1 16 days Pharmacist / Pharmacy Director 73/24 3:1 17 days Customer Service Representative 47/23 2:1 17 days Physical Therapist 298/23 13:1 9 days Medical Assistant 100 / 18 6:1 9 days Medical Assistant 100 / 18 6:1 17 Security Officer 86/18 5:1 13 33 days Medical Scientist 34/16 2:1 15 days Physician Assistant 53/12 4:1 16 days Physician Assistant 53/12 4:1 17 Tractor-Trailer Truck Driver 22/12 2:1 30 days Pharmacy Technician 34/11	Physician	244 / 72	3:1	15 days
Nurse Practitioner 130 / 30 4:1 28 days MRI / CT Technician / Technologist 266 / 29 9:1 16 days Retail Store Manager / Supervisor 59 / 28 2:1 10 days Caregiver / Personal Care Aide 39 / 25 2:1 16 days Pharmacist / Pharmacy Director 73 / 24 3:1 17 days Customer Service Representative 47 / 23 2:1 17 days Physical Therapist 298 / 23 13:1 20 days Nursing Manager / Supervisor 40 / 19 2:1 9 days Medical Assistant 100 / 18 6:1 n/a Security Officer 86 / 18 5:1 n/a Maid / Housekeeping Staff 45 / 17 3:1 33 days Medical Scientist 34 / 16 2:1 15 days Physician Assistant 53 / 12 4:1 n/a Tractor-Trailer Truck Driver 22 / 12 2:1 30 days Pharmacy Technician 34 / 11 3:1 15 days Surgical Technologist / Sonographer	Retail Sales Associate	104 / 43	2:1	6 days
MRI / CT Technician / Technologist 266 / 29 9:1 16 days Retail Store Manager / Supervisor 59 / 28 2:1 10 days Caregiver / Personal Care Aide 39 / 25 2:1 16 days Pharmacist / Pharmacy Director 73 / 24 3:1 17 days Customer Service Representative 47 / 23 2:1 17 days Physical Therapist 298 / 23 13:1 20 days Nursing Manager / Supervisor 40 / 19 2:1 9 days Medical Assistant 100 / 18 6:1 n/a Security Officer 86 / 18 5:1 n/a Maid / Housekeeping Staff 45 / 17 3:1 33 days Medical Scientist 34 / 16 2:1 15 days Physician Assistant 53 / 12 4:1 n/a Tractor-Trailer Truck Driver 22 / 12 2:1 30 days Pharmacy Technician 34 / 11 3:1 4 days Surgical Technician / Technologist 33 / 10 3:1 15 days Surgical Technician / Technologist 33 / 10 3:1 44 days Merchandiser	Office / Administrative Assistant	38 / 31	1:1	16 days
Retail Store Manager / Supervisor 59 / 28 2:1 10 days Caregiver / Personal Care Aide 39 / 25 2:1 16 days Pharmacist / Pharmacy Director 73 / 24 3:1 17 days Customer Service Representative 47 / 23 2:1 17 days Physical Therapist 298 / 23 13:1 20 days Nursing Manager / Supervisor 40 / 19 2:1 9 days Medical Assistant 100 / 18 6:1 n/a Security Officer 86 / 18 5:1 n/a Maid / Housekeeping Staff 45 / 17 3:1 33 days Medical Scientist 34 / 16 2:1 15 days Pilot 76 / 14 5:1 4 days Physician Assistant 53 / 12 4:1 n/a Tractor-Trailer Truck Driver 22 / 12 2:1 30 days Pharmacy Technician 34 / 11 3:1 45 days Surgical Technician / Technologist 33 / 10 3:1 45 days Police Officer 23 / 10 2:1 <td>Nurse Practitioner</td> <td>130 / 30</td> <td>4:1</td> <td>28 days</td>	Nurse Practitioner	130 / 30	4:1	28 days
Caregiver / Personal Care Aide 39 / 25 2:1 16 days Pharmacist / Pharmacy Director 73 / 24 3:1 17 days Customer Service Representative 47 / 23 2:1 17 days Physical Therapist 298 / 23 13:1 20 days Nursing Manager / Supervisor 40 / 19 2:1 9 days Medical Assistant 100 / 18 6:1 n/a Security Officer 86 / 18 5:1 n/a Maid / Housekeeping Staff 45 / 17 3:1 33 days Medical Scientist 34 / 16 2:1 15 days Pilot 76 / 14 5:1 4 days Physician Assistant 53 / 12 4:1 n/a Tractor-Trailer Truck Driver 22 / 12 2:1 30 days Pharmacy Technician 34 / 11 3:1 8 days Ultrasound Technologist / Sonographer 184 / 10 18:1 15 days Surgical Technician / Technologist 33 / 10 3:1 44 days Police Officer 23 / 10 2:1 44 days Merchandiser 26 / 10 3:1 <td>MRI / CT Technician / Technologist</td> <td>266 / 29</td> <td>9:1</td> <td>16 days</td>	MRI / CT Technician / Technologist	266 / 29	9:1	16 days
Pharmacist / Pharmacy Director 73 / 24 3:1 17 days Customer Service Representative 47 / 23 2:1 17 days Physical Therapist 298 / 23 13:1 20 days Nursing Manager / Supervisor 40 / 19 2:1 9 days Medical Assistant 100 / 18 6:1 17/a Security Officer 86 / 18 5:1 17/a Maid / Housekeeping Staff 45 / 17 3:1 33 days Medical Scientist 34 / 16 2:1 15 days Physician Assistant 53 / 12 4:1 1/a Tractor-Trailer Truck Driver 22 / 12 2:1 30 days Pharmacy Technician 34 / 11 3:1 34 days Ultrasound Technologist / Sonographer 184 / 10 18:1 15 days Surgical Technician / Technologist 33 / 10 3:1 44 days Merchandiser 26 / 10 3:1 44 days Administrative Supervisor 48 / 9 5:1 23 days	Retail Store Manager / Supervisor	59 / 28	2:1	10 days
Customer Service Representative 47 / 23 2:1 17 days Physical Therapist 298 / 23 13:1 20 days Nursing Manager / Supervisor 40 / 19 2:1 9 days Medical Assistant 100 / 18 6:1 n/a Security Officer 86 / 18 5:1 n/a Maid / Housekeeping Staff 45 / 17 3:1 33 days Medical Scientist 34 / 16 2:1 15 days Pilot 76 / 14 5:1 4 days Physician Assistant 53 / 12 4:1 n/a Tractor-Trailer Truck Driver 22 / 12 2:1 30 days Pharmacy Technician 34 / 11 3:1 8 days Surgical Technician / Technologist / Sonographer 18 4 / 10 18:1 15 days Surgical Technician / Technologist 33 / 10 3:1 44 days Police Officer 23 / 10 2:1 44 days Merchandiser 26 / 10 3:1 n/a Administrative Supervisor 48 / 9 5:1 23 days	Caregiver / Personal Care Aide	39 / 25	2:1	16 days
Physical Therapist 298 / 23 13:1 20 days Nursing Manager / Supervisor 40 / 19 2:1 9 days Medical Assistant 100 / 18 6:1 n/a Security Officer 86 / 18 5:1 n/a Maid / Housekeeping Staff 45 / 17 3:1 33 days Medical Scientist 34 / 16 2:1 15 days Pilot 76 / 14 5:1 4 days Physician Assistant 53 / 12 4:1 n/a Tractor-Trailer Truck Driver 22 / 12 2:1 30 days Pharmacy Technician 34 / 11 3:1 8 days Ultrasound Technologist / Sonographer 184 / 10 18:1 15 days Surgical Technician / Technologist 33 / 10 3:1 44 days Police Officer 23 / 10 2:1 44 days Merchandiser 26 / 10 3:1 70 Administrative Supervisor 48 / 9 5:1 23 days	Pharmacist / Pharmacy Director	73 / 24	3:1	17 days
Nursing Manager / Supervisor 40 / 19 2:1 9 days Medical Assistant 100 / 18 6:1 n/a Security Officer 86 / 18 5:1 n/a Maid / Housekeeping Staff 45 / 17 3:1 33 days Medical Scientist 34 / 16 2:1 15 days Pilot 76 / 14 5:1 4 days Physician Assistant 53 / 12 4:1 n/a Tractor-Trailer Truck Driver 22 / 12 2:1 30 days Pharmacy Technician 34 / 11 3:1 8 days Ultrasound Technologist / Sonographer 184 / 10 18:1 15 days Surgical Technician / Technologist 33 / 10 3:1 44 days Police Officer 23 / 10 2:1 44 days Merchandiser 26 / 10 3:1 n/a Administrative Supervisor 48 / 9 5:1 23 days	Customer Service Representative	47 / 23	2:1	17 days
Medical Assistant 100 / 18 6 : 1 n/a Security Officer 86 / 18 5 : 1 n/a Maid / Housekeeping Staff 45 / 17 3 : 1 33 days Medical Scientist 34 / 16 2 : 1 15 days Pilot 76 / 14 5 : 1 4 days Physician Assistant 53 / 12 4 : 1 n/a Tractor-Trailer Truck Driver 22 / 12 2 : 1 30 days Pharmacy Technician 34 / 11 3 : 1 4 s days Ultrasound Technologist / Sonographer 184 / 10 18 : 1 15 days Surgical Technician / Technologist 33 / 10 3 : 1 4 days Police Officer 23 / 10 2 : 1 4 days Merchandiser 26 / 10 3 : 1 n/a Administrative Supervisor 48 / 9 5 : 1 23 days	Physical Therapist	298 / 23	13:1	20 days
Security Officer 86 / 18 5 : 1 n/a Maid / Housekeeping Staff 45 / 17 3 : 1 33 days Medical Scientist 34 / 16 2 : 1 15 days Pilot 76 / 14 5 : 1 4 days Physician Assistant 53 / 12 4 : 1 n/a Tractor-Trailer Truck Driver 22 / 12 2 : 1 30 days Pharmacy Technician 34 / 11 3 : 1 4 s days Ultrasound Technologist / Sonographer 184 / 10 18 : 1 15 days Surgical Technician / Technologist 33 / 10 3 : 1 4 days Police Officer 23 / 10 2 : 1 4 days Merchandiser 26 / 10 3 : 1 1 days Administrative Supervisor 48 / 9 5 : 1 23 days	Nursing Manager / Supervisor	40 / 19	2:1	9 days
Maid / Housekeeping Staff 45 / 17 3 : 1 33 days Medical Scientist 34 / 16 2 : 1 15 days Pilot 76 / 14 5 : 1 4 days Physician Assistant 53 / 12 4 : 1 n/a Tractor-Trailer Truck Driver 22 / 12 2 : 1 30 days Pharmacy Technician 34 / 11 3 : 1 8 days Ultrasound Technologist / Sonographer 184 / 10 18 : 1 15 days Surgical Technician / Technologist 33 / 10 3 : 1 44 days Police Officer 23 / 10 2 : 1 44 days Merchandiser 26 / 10 3 : 1 n/a Administrative Supervisor 48 / 9 5 : 1 23 days	Medical Assistant	100 / 18	6:1	n/a
Medical Scientist 34/16 2:1 15 days Pilot 76/14 5:1 4 days Physician Assistant 53/12 4:1 n/a Tractor-Trailer Truck Driver 22/12 2:1 30 days Pharmacy Technician 34/11 3:1 8 days Ultrasound Technologist / Sonographer 184/10 18:1 15 days Surgical Technician / Technologist 33/10 3:1 44 days Police Officer 23/10 2:1 44 days Merchandiser 26/10 3:1 n/a Administrative Supervisor 48/9 5:1 23 days	Security Officer	86 / 18	5:1	n/a
Pilot 76 / 14 5 : 1 4 days Physician Assistant 53 / 12 4 : 1 n/a Tractor-Trailer Truck Driver 22 / 12 2 : 1 30 days Pharmacy Technician 34 / 11 3 : 1 8 days Ultrasound Technologist / Sonographer 184 / 10 18 : 1 15 days Surgical Technician / Technologist 33 / 10 3 : 1 44 days Police Officer 23 / 10 2 : 1 44 days Merchandiser 26 / 10 3 : 1 n/a Administrative Supervisor 48 / 9 5 : 1 23 days	Maid / Housekeeping Staff	45 / 17	3:1	33 days
Physician Assistant 53 / 12 4 : 1 n/a Tractor-Trailer Truck Driver 22 / 12 2 : 1 30 days Pharmacy Technician 34 / 11 3 : 1 8 days Ultrasound Technologist / Sonographer 184 / 10 18 : 1 15 days Surgical Technician / Technologist 33 / 10 3 : 1 44 days Police Officer 23 / 10 2 : 1 44 days Merchandiser 26 / 10 3 : 1 n/a Administrative Supervisor 48 / 9 5 : 1 23 days	Medical Scientist	34 / 16	2:1	15 days
Tractor-Trailer Truck Driver 22 / 12	Pilot	76 / 14	5:1	4 days
Pharmacy Technician 34 / 11 3:1 8 days Ultrasound Technologist / Sonographer 184 / 10 18:1 15 days Surgical Technician / Technologist 33 / 10 3:1 15 days Police Officer 23 / 10 2:1 44 days Merchandiser 26 / 10 3:1	Physician Assistant	53 / 12	4:1	n/a
Ultrasound Technologist / Sonographer 184 / 10 18:1 15 days Surgical Technician / Technologist Police Officer 23 / 10 2:1 44 days Merchandiser 26 / 10 3:1 7/2 Administrative Supervisor 48 / 9 5:1 23 days	Tractor-Trailer Truck Driver	22 / 12	2:1	30 days
Surgical Technician / Technologist Police Officer 23 / 10 2:1 44 days Merchandiser 26 / 10 3:1 7/2 Administrative Supervisor 48 / 9 5:1 23 days	Pharmacy Technician	34 / 11	3:1	8 days
Police Officer 23 / 10 2:1 44 days Merchandiser 26 / 10 3:1 n/a Administrative Supervisor 48 / 9 5:1 23 days	Ultrasound Technologist / Sonographer	184 / 10	18:1	15 days
Merchandiser 26 / 10 3:1 n/a Administrative Supervisor 48 / 9 5:1 23 days	Surgical Technician / Technologist	33 / 10	3:1	15 days
Administrative Supervisor 48 / 9 5 : 1 23 days	Police Officer	23 / 10	2:1	44 days
	Merchandiser	26 / 10	3:1	n/a
Special Education Teacher 9 / 9 1:1 29 days	Administrative Supervisor	48 / 9	5:1	23 days
	Special Education Teacher	9 / 9	1:1	29 days

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Occupational Therapist	152 / 9	17:1	n/a
Healthcare Administrator	39 / 9	4:1	22 days
Sales Representative	30 / 9	3:1	4 days
Program Manager	42 / 8	5:1	14 days
Electrician	12 / 8	2:1	11 days
Nursing Assistant	22 / 8	3:1	14 days
Elementary and Secondary School Administrator	7/7	1:1	38 days
Radiologic Technician / Technologist	49 / 7	7:1	7 days
Manufacturing Machine Operator	12 / 7	2:1	6 days
Cashier	14 / 7	2:1	29 days
Forklift / Pallet Jack Operator	8/6	1:1	5 days
Transportation Manager	36 / 6	6:1	39 days
Family / School / General Social Worker	52 / 6	9:1	13 days
Elementary School Teacher	6/6	1:1	21 days
Nuclear Medicine Technologist	67 / 6	11:1	n/a
Fast Food / Counter Worker	19 / 6	3:1	32 days
Janitor / Cleaner	20 / 6	3:1	19 days
Compensation / Benefits Analyst	13 / 6	2:1	10 days
Building and General Maintenance Technician	9/6	2:1	31 days
Repair / Service Technician	7/6	1:1	n/a
Automotive Service Technician / Mechanic	7/6	1:1	9 days
Production Worker	7/6	1:1	11 days
Sales Delivery Driver	7/6	1:1	4 days
Laborer / Warehouse Worker	7 / 5	1:1	20 days

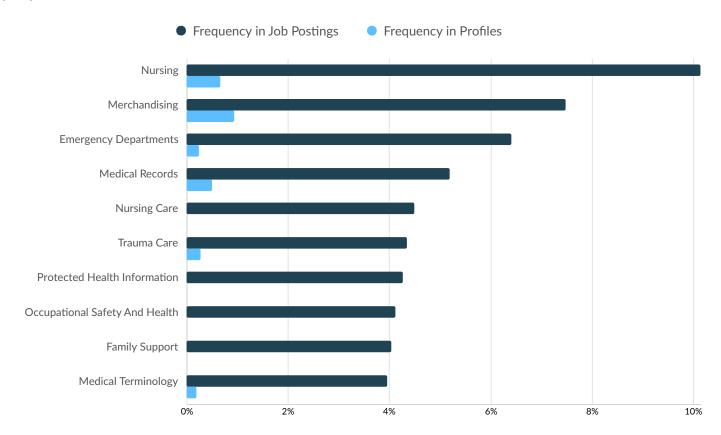
Top Posted Job Titles

	Total/Unique (Sep 2023 - Nov 2023)	Posting Intensity	Median Posting Duration
ICU Registered Nurses	344 / 25	14:1	10 days
Caregivers	20 / 16	1:1	17 days
Medical Assistants/Patient Services Representatives	78 / 13	6:1	n/a
Travel Registered Nurses	296 / 12	25:1	15 days
Operating Room Registered Nurses	178 / 12	15:1	20 days
Medical Laboratory Scientists	27 / 12	2:1	15 days
Pharmacists	37 / 10	4:1	13 days
Travel Physical Therapists	101 / 10	10:1	22 days
Case Managers/Travel Nurses	125 / 10	13:1	22 days
Nurse Practitioners	57 / 10	6:1	n/a

Top Industries

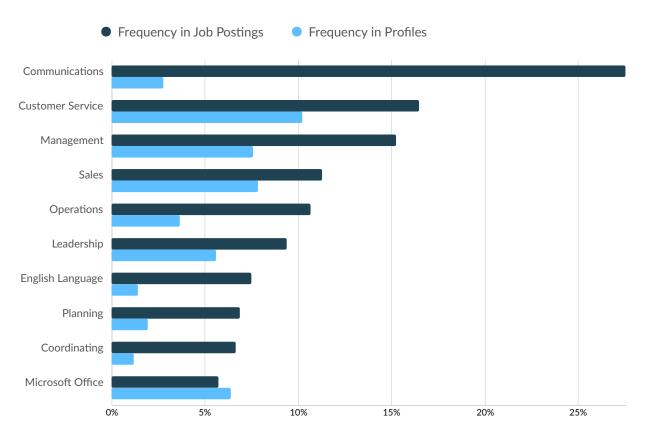
	Total/Unique (Sep 2023 - Nov 2023)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	869 / 178	5:1	16 days
General Medical and Surgical Hospitals	701 / 118	6:1	22 days
Offices of Physicians (except Mental Health Specialists)	1,024 / 116	9:1	16 days
Temporary Help Services	823 / 61	13:1	6 days
Pharmacies and Drug Retailers	68 / 33	2:1	29 days
Timber Tract Operations	37 / 32	1:1	10 days
Elementary and Secondary Schools	33 / 26	1:1	16 days
Regulation and Administration of Communications, Electric, Gas, and Other Utilities	26 / 24	1:1	4 days
Junior Colleges	73 / 21	3:1	36 days

Top Specialized Skills



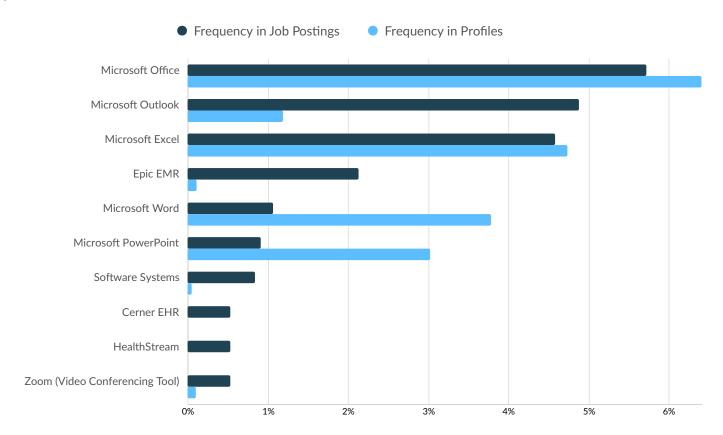
	Postings	% of Total Postings	Profiles	% of Total Profiles
Nursing	133	10%	141	1%
Merchandising	98	7%	201	1%
Emergency Departments	84	6%	51	0%
Medical Records	68	5%	108	1%
Nursing Care	59	5%	0	0%
Trauma Care	57	4%	58	0%
Protected Health Information	56	4%	0	0%
Occupational Safety And Health	54	4%	0	0%
Family Support	53	4%	0	0%
Medical Terminology	52	4%	41	0%

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Communications	361	28%	587	3%
Customer Service	216	16%	2,171	10%
Management	200	15%	1,615	8%
Sales	148	11%	1,670	8%
Operations	140	11%	778	4%
Leadership	123	9%	1,191	6%
English Language	98	7%	302	1%
Planning	90	7%	415	2%
Coordinating	87	7%	249	1%
Microsoft Office	75	6%	1,362	6%

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles
Microsoft Office	75	6%	1,362	6%
Microsoft Outlook	64	5%	253	1%
Microsoft Excel	60	5%	1,006	5%
Epic EMR	28	2%	24	0%
Microsoft Word	14	1%	805	4%
Microsoft PowerPoint	12	1%	643	3%
Software Systems	11	1%	10	0%
Cerner EHR	7	1%	0	0%
HealthStream	7	1%	0	0%
Zoom (Video Conferencing Tool)	7	1%	21	0%

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	214
Basic Life Support (BLS) Certification	176
Valid Driver's License	152
Advanced Cardiovascular Life Support (ACLS) Certification	55
Nurse Practitioner (APRN-CNP)	39
American Registry Of Radiologic Technologists (ARRT) Certified	29
Cardiopulmonary Resuscitation (CPR) Certification	21
Neonatal Resuscitation Program Certification (NRP)	20
Board Certified/Board Eligible	17
Registered Pharmacist (RPh)	16

Appendix A

Top Posting Sources

dublincarecruiter.com 193 citrusheightsrecruiter.com 178 elkgroverecruiter.com 175 ardenarcaderecruiter.com 120 sacramentorecruiter.com 128 fremontrecruiter.com 125 castrovalleyrecruiter.com 124 concordrecruiter.com 120 pittsburgrecruiter.com 117 fairfieldrecruiter.com 116 oaklandrecruiter.com 109 davisrecruiter.com 107 santaclararecruiter.com 107 antiochrecruiter.com 105 santarosarecruiter.com 105 santarosarecruiter.com 92 santarosarecruiter.com 92 alamedarecruiter.com 92 alamedarecruiter.com 98 berkeleyrecruiter.com 86 haywardrecruiter.com 80 stocktonrecruiter.com 80	Website	Postings on Website (Sep 2023 - Nov 2023)
elkgroverecruiter.com 178 ardenarcaderecruiter.com 140 sacramentorecruiter.com 128 fremontrecruiter.com 125 castrovalleyrecruiter.com 124 concordrecruiter.com 121 cupertinorecruiter.com 120 pittsburgrecruiter.com 117 fairfieldrecruiter.com 116 oaklandrecruiter.com 107 santaclararecruiter.com 107 antiochrecruiter.com 105 sanfranrecruiter.com 104 pleasantonrecruiter.com 94 santarosarecruiter.com 93 tracyrecruiter.com 92 alamedarecruiter.com 90 recruiternetworks.com 89 berkeleyrecruiter.com 86 berkeleyrecruiter.com 80	dublincarecruiter.com	206
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	berkeleyrecruiter.com	86
stocktonrecruiter.com 76	haywardrecruiter.com	80
	stocktonrecruiter.com	76

Appendix B

Sample Postings

Hospice Registered Nurses Case Manager — Adventist Health in Willits, CA (Nov 20..

Field RN, Care Manager, Hospice, Willits, Part Time Link to Live Job Posting: ecvz.fa.us2.oraclecloud.com Location: Willits, CA O*NET: 29-1141.00 Company: Adventist Health Job Title: Hospice Registered Nurses Case Manager

Field RN, Care Manager, Hospice, Willits, Part TimeWillits, CA, United States

JOB DESCRIPTION

Our home health and hospice agencies are located throughout California, Hawaii, Oregon and Washington. They serve the entire community and offer personalized in-home care, and many have been recipients of Home Care Elite awards. So whether you're looking for the buzz of a large city, the tranquility of nearby mountain bike trails or something in between, we encourage you to explore our organization.

Job Summary:

Provides excellent patient care by assisting in collaboration, development, implementation, revision and reporting of the case management program. Acts as a liaison between the patient, family, nurse, physicians, multidisciplinary team and patient's healthcare benefactor to optimize outcomes. Serves as a consultant to the healthcare team on specific patient items.

Job Requirements:

Education and Work Experience:

Bachelor's Degree in Nursing (BSN): PreferredExperience in a care management role: Preferred

Licenses/Certifications:

Registered Nurse (RN) licensure in the state of practice: RequiredCase management certification: PreferredBasic Life Support (BLS

OR HS-BLS OR RQI BLS

) certification: Required

Essential Functions:

Leads the coordination of patient care with other disciplines within the care team, monitoring the appropriateness and timeliness of care. Ensures the interdisciplinary care plan is consistent with the patient's clinical course, continuing care needs and covered services by monitoring diagnostic testing, treatments and procedures, and other aspects of patient care as appropriate for acute care. Discusses with physicians, the appropriateness of resource utilization, consultations, treatment plan, estimated length of stay and discharge plan. Focuses on complex patients, frequent emergency department utilizers, chronic pain and substance abuse patients, and homeless patients. Collaborates with acute care case managers to ensure appropriateness on ongoing care. Coordinates the transfer of patients to tertiary centers, including the transfer of patient information required for continuity of ongoing treatment and services. Provides oversight and collects data required for regulatory/accreditation compliance. Manages frequent emergency department visitors by conducting a focus study review of the previous and current admissions. Performs other job-related duties as assigned.

Organizational Requirements:

Adventist Health is committed to the safety and wellbeing of our associates and patients. Therefore, we require that all associates receive all required vaccinations, including, but not limited to, measles, mumps, flu (based on the seasonal availability of the flu vaccine typically during October-March each year), COVID-19 vaccine (required in CA, HI and OR) etc., as a condition of employment, and annually thereafter. Medical and religious exemptions may apply. The estimated base pay for this position is \$41.44 to \$62.11. Additional individual compensation may be available for this role through years of experience, differentials, extra shift incentives, bonuses, etc. Base pay is only a portion of the total rewards package, and a comprehensive benefits program is available for qualifying positions. Please contact our Talent Acquisition team for more information.

ABOUT US

Adventist Health is more than an award-winning health system. We provide whole-person care to our communities and champion the greater good - from the operating room to the boardroom, we are driven by our unique passion to live God's love through health, wholeness and hope. From Oregon to Oahu, we have a calling to always do more. Now is your chance to apply your passion to our mission. Apply Now

JOB INFO

Job Identification 13505 Job Category RNPosting Date 11/22/2023, 11:18 AMLocations 100 San Hedrin Circle, Willits, CA, 95490, USAssignment Category Part-time regular Hiring Department Hospice - Skilled Nursing (AHHC - AHHM) Shift Length 8 Hours

Incentives Managers — Adventist Health in Ukiah, CA (Nov 2023 - Active)

RN, Care Manager - Up to 20K In Hiring Incentives* - Full Time

Link to Live Job Posting: ecvz.fa.us2.oraclecloud.com

Location: Ukiah, CA O*NET: 29-1141.00

Company: Adventist Health Job Title: Incentives Managers

RN, Care Manager - Up to 20K In Hiring Incentives • - Full TimeUkiah, CA, United States

JOB DESCRIPTION

Adventist Health Ukiah Valley is located in the county seat of Mendocino County. Surrounded by redwoods and vineyards, it is lush with wilderness. Adventist Health Ukiah Valley operates a 49-bed hospital and affiliated clinics offer both specialty and primary care services. The newly built emergency department operates with a physician on duty 24-hours a day and is designated as a level IV trauma center. Each year, Adventist Health Ukiah Valley treats more than 25,000 patients in its emergency room, performs more than 5,000 surgical procedures in its hospital based and ambulatory surgery center, delivers nearly 850 babies and performs more than 43,000 radiology tests.

Job Summary:

Provides excellent patient care by assisting in the collaboration, development, implementation, revision and reporting of the case management program. Acts as a liaison between the patient, family, nurse, physicians, multidisciplinary team and patient's healthcare benefactor to optimize outcomes. Serves as a consultant to the healthcare team on specific patient items. Coordinates a continuum of care for a defined population of patients from pre-admission through post discharge. Assures that patients and families proceed efficiently through the course of hospitalization.

Job Requirements:

Education and Work Experience:

Bachelor's Degree in Nursing (BSN): PreferredExperience in a care management role: Preferred

Licenses/Certifications:

Registered Nurse (RN) licensure in the state of practice: RequiredCase management certification: Preferred

Essential Functions:

Leads the coordination of patient care with other disciplines within the care team, monitoring the appropriateness and timeliness of care. Ensures the interdisciplinary care plan is consistent with the patient's clinical course, continuing care needs and covered services by monitoring diagnostic testing, treatments and procedures, and other aspects of patient care as appropriate for acute care. Discusses with physicians, the appropriateness of resource utilization, consultations, treatment plan, estimated length of stay, and discharge plan. Focuses on complex patients, frequent emergency department utilizers, chronic pain patients, substance abuse patients and homeless patients.

Collaborates with acute care case managers to ensure appropriateness on ongoing care. Coordinates the transfer of patients to tertiary centers, including the transfer of patient information required for continuity of ongoing treatment and services. Provides oversight and collects data required for regulatory and accreditation compliance. Manages frequent emergency department visitors by conducting a focus study review of the previous and current admissions. Performs other job-related duties as assigned.

Organizational Pequirements

Organizational nequirements.

Adventist Health is committed to the safety and wellbeing of our associates and patients. Therefore, we require that all associates receive all required vaccinations, including, but not limited to, measles, mumps, flu (based on the seasonal availability of the flu vaccine typically during October-March each year), COVID-19 vaccine (required in CA, HI and OR) etc., as a condition of employment, and annually thereafter. Medical and religious exemptions may apply.

ABOUT US

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JOB INFO

Job Identification1874Job CategoryRNPosting Date11/29/2023, 05:54 PMLocations275 Hospital Drive, Ukiah, CA, 95482, USAssignment CategoryFull-time regularPay RangeThe estimated base pay for this position is \$54.79 to \$82.40. Additional individual compensation may be available for this role through years of experience, differentials, extra shift incentives, bonuses, etc. Base pay is only a portion of the total rewards package, and a comprehensive benefits program is available for qualifying positions. Please contact our Talent Acquisition team for more information. Hiring DepartmentRevCycle - Care ManagementShift Length8 Hours

Crew Members — Unclassified in Fort Bragg, CA (Nov 2023 - Active)

Crew Member	
Link to Live Job Posting: papamurphyscareers.com	
Location: Fort Bragg, CA	O*NET: 35-3023.00
Company: Unclassified	Job Title: Crew Members

CREW MEMBER

FORT

BRAGG, CA

We're excited you want to be a pizza the team! Please come by the store to apply.

Position Information Location:

179 Boatyard Drive, Fort Bragg, US, CA, 95437

CME Coordinators — Adventist Health in Ukiah, CA (Nov 2023 - Active)

CME Coordinator - Per Diem - Ukiah Valley Link to Live Job Posting: ecvz.fa.us2.oraclecloud.com Location: Ukiah, CA O*NET: 29-1141.00

Job Title: CME Coordinators

CME Coordinator - Per Diem - Ukiah ValleyUkiah, CA, United States

JOB DESCRIPTION

Company: Adventist Health

Adventist Health Ukiah Valley is located in the county seat of Mendocino County. Surrounded by redwoods and vineyards, it is lush with wilderness. Adventist Health Ukiah Valley operates a 49-bed hospital and affiliated clinics offer both specialty and primary care services. The newly built emergency department operates with a physician on duty 24-hours a day and is designated as a level IV trauma center. Each year, Adventist Health Ukiah Valley treats more than 25,000 patients in its emergency room, performs more than 5,000 surgical procedures in its hospital based and ambulatory surgery center, delivers nearly 850 babies and performs more than 43,000 radiology tests.

Job Summary:

Develops and implements Continuing Medical Education (CME) courses, conferences and webinars in compliance with the rules and regulations of the Accreditation Council for Continuing Medical Education (ACCME), the Institute of Medical Quality (IMQ) and the California Medical Association (CMA). Coordinates small program(s) with limited budget/impact.

Job Requirements:

Education and Work Experience:

High School Education/GED or equivalent: PreferredAssociate's/Technical Degree or equivalent combination of education/related experience: PreferredFive years' relevant experience: PreferredTwo years of experience in an acute care setting working with regulatory agencies or legal entities and preparing for site/compliance visits: PreferredExperience in medical education, medical staff services or quality integrated services: Preferred

Facility Specific License/Certifications:

Certified Professional Medical Services Management (CPMSM) or Certified Provider Credentialing Specialist (CPCS): Required

Essential Functions:

Assists with social media messaging regarding meetings, conferences and educational offerings. Responds to physician requests for educational program information. Manages faculty travel arrangements for meetings/courses/programs. Distributes and collects course evaluations. Sets-up, operates, maintains and coordinates repairs of equipment used to enhance live CME events, such as microphones, laptops, projectors, lighting and sound equipment. Supports marketing efforts by assisting in the development of communications and promotional literature for distribution. Performs other job-related duties as assigned.

Organizational Requirements:

Adventist Health is committed to the safety and wellbeing of our associates and patients. Therefore, we require that all associates receive all required vaccinations, including, but not limited to, measles, mumps, flu (based on the seasonal availability of the flu vaccine typically during

October-March each year), COVID-19 vaccine (required in CA, HI and OR) etc., as a condition of employment, and annually thereafter. Medical and religious exemptions may apply.

ABOUT US

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JOB INFO

Job Identification13162Job CategoryCoordinatorPosting Date11/17/2023, 09:43 AMLocations275 Hospital Drive, Ukiah, CA, 95482, USAssignment CategoryPer DiemPay RangeThe estimated base pay for this position is \$25.76 to \$38.61. Additional individual compensation may be available for this role through years of experience, differentials, extra shift incentives, bonuses, etc. Base pay is only a portion of the total rewards package, and a comprehensive benefits program is available for qualifying positions. Please contact our Talent Acquisition team for more information. Hiring DepartmentMedical StaffShift Length8 Hours

Nurse Case Managers — Clinical Management Consultants in Mendocino, CA (Nov ...

Link to Live Job Posting: www.arkansasjobboard.com		
ocation: Mendocino, CA	O*NET: 29-1141.00	
Company: Clinical Management Consultants	Job Title: Nurse Case Managers	

Neura Casa Managaria
Nurse Case Manager in
Mendocino Job Ref:
2683313408
Employer:
Network Company Name:
Clinical Management Consultants
Industry:
Healthcare other
Job Type:
Full Time
State:
California
City:
Mendocino
Zip Code:
95460
Post Date:

11/26/2023 A well-respected Community Hospital in Coastal Northern California has just opened up a great opportunity for a Nurse Case Manager. This patient-centered, Community Hospital offers a wide range of services including Emergency Care, Surgical Services, Hematology and Oncology, Laboratory, Imaging, and more. Reporting to the Administrative Director of Patient Care, the Nurse Case Manager will work to ensure the seamless movement of patient healthcare across the continuum of care. The Nurse Case Manager will be well supported by staff nurses, nursing supervisors, nurse managers, and other healthcare professionals. The Nurse Case Manager will be responsible for care planning, discharge planning, follow planning, and utilization review. In addition, the Nurse Case Manager will also ensure patients are receiving appropriate healthcare services both inpatient and once discharged. The Nurse Case Manager will also coordinate patient care and make recommendations to improve patient outcomes. This role will require excellent communication skills as well as the ability to collaborate with Providers and the interdisciplinary team. Located in scenic coastal Northern California, the Nurse Case Manager will enjoy a slower pace of life in this desirable town filled with a rich history. The Oncology RN Supervisor will find plenty of activities to enjoy including hiking, biking, beach days, wildlife, wineries, and other hidden gems across the town. The Nurse Case Manager will be offered a competitive salary with a generous benefits package. This is an excellent opportunity to join an award-winning Community Hospital and made a difference in both the hospital and the community you'll serve. Apply today!

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.