

Job Posting Analytics

Lightcast Q2 2025 Data Set

September 2025

Workforce Alliance of the North Bay



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

Parameters

Select Timeframe: May 2025 - Aug 2025

Regions:

Code	Description
6033	Lake County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

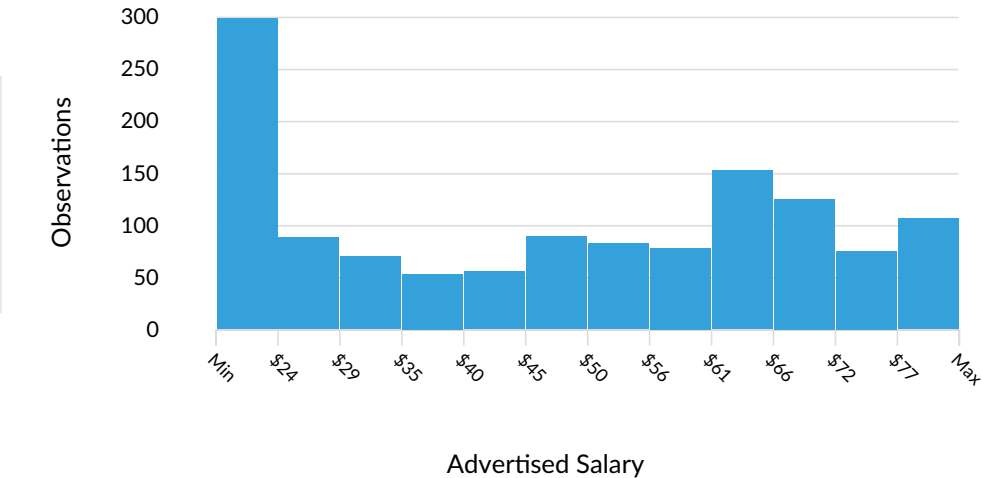


Advertised Salary

There are 1,271 advertised salary observations (46% of the 2,762 matching postings).

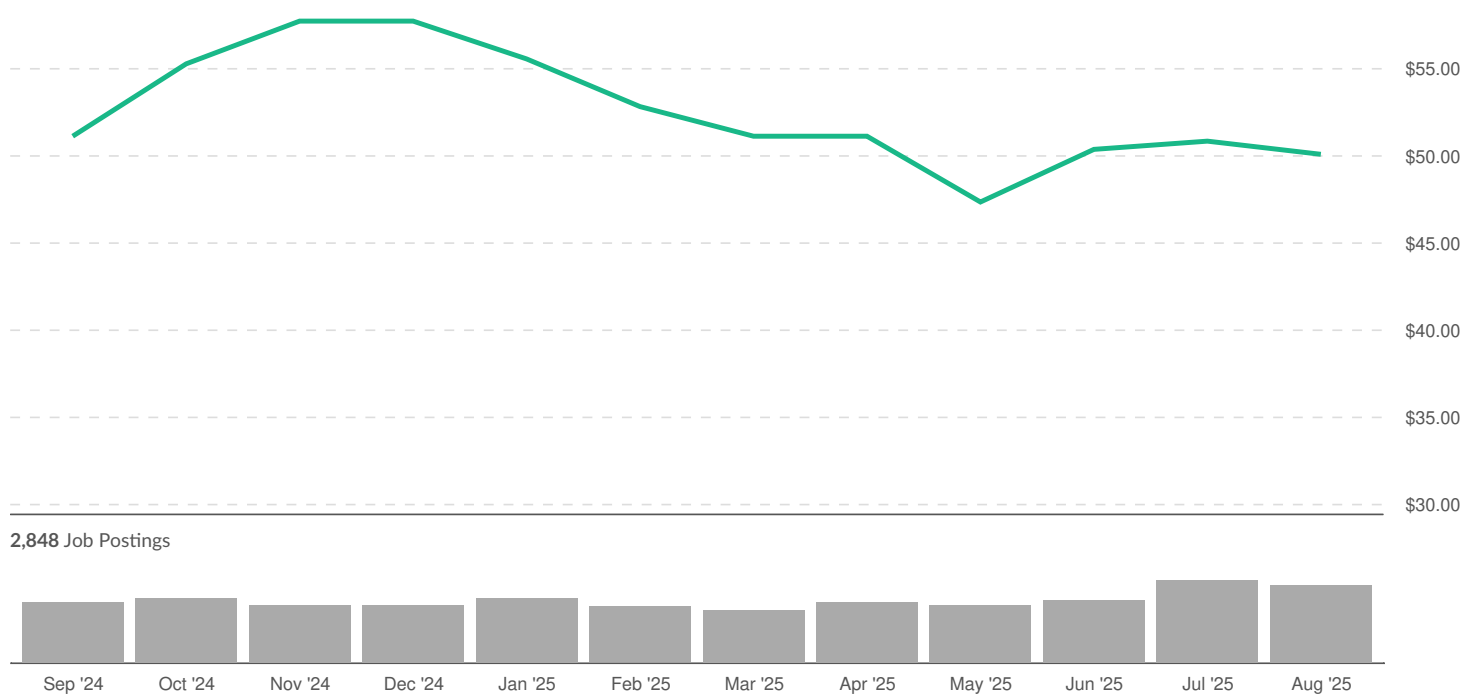
\$49.85/hr

Median Advertised Salary

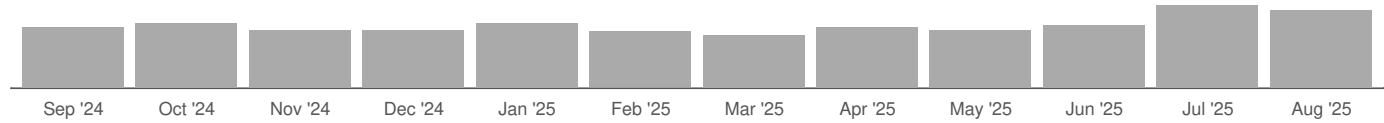


Advertised Salary Trend

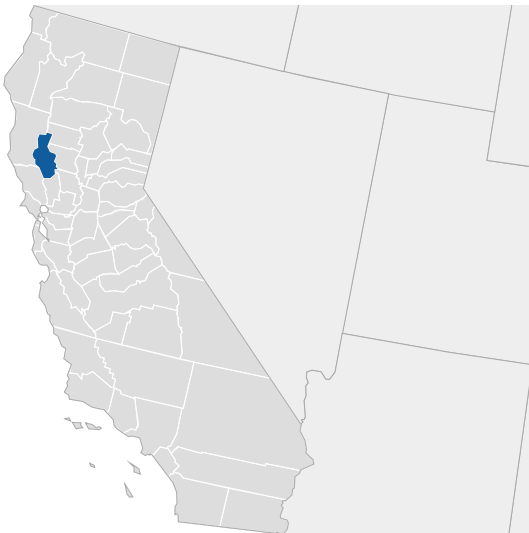
▼ 1.9% Sep 2024 - Aug 2025
\$51.32 Median



2,848 Job Postings

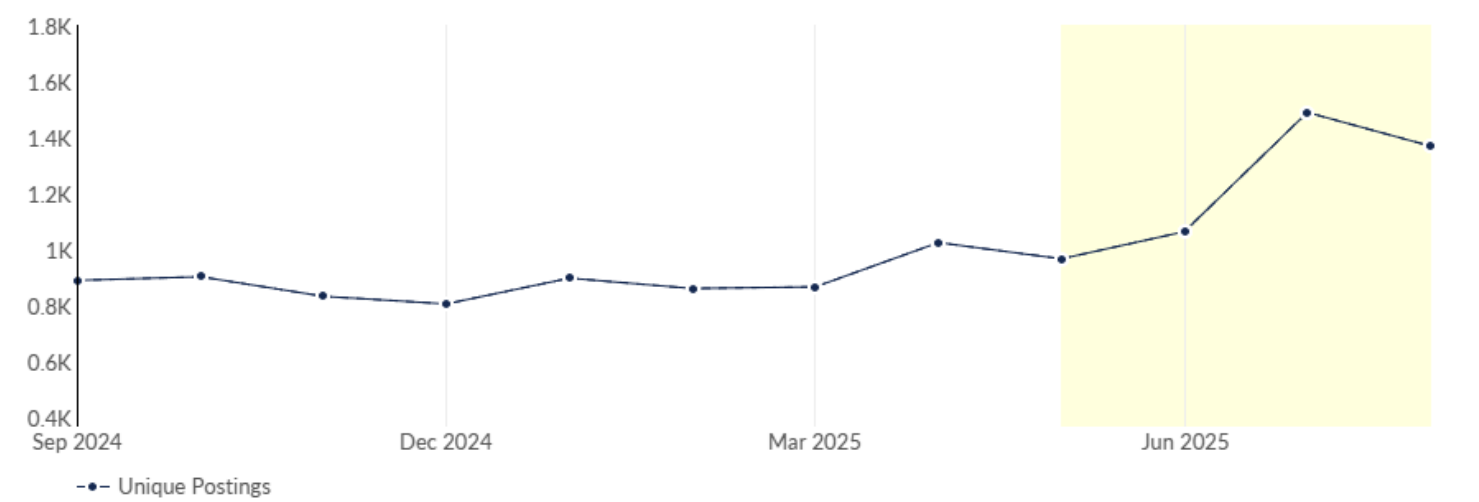


Job Postings Regional Breakdown



County	Unique Postings (May 2025 - Aug 2025)
Lake County, CA	2,762

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Aug 2025	1,370	3 : 1
Jul 2025	1,490	3 : 1
Jun 2025	1,064	3 : 1
May 2025	967	3 : 1
Apr 2025	1,025	3 : 1
Mar 2025	867	3 : 1
Feb 2025	861	3 : 1
Jan 2025	898	4 : 1
Dec 2024	806	4 : 1
Nov 2024	833	4 : 1
Oct 2024	903	4 : 1
Sep 2024	890	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	1,852	67%
High school or GED	437	16%
Associate's degree	190	7%
Bachelor's degree	357	13%
Master's degree	169	6%
Ph.D. or professional degree	94	3%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	437	0	16%
Associate's degree	124	52	4%
Bachelor's degree	269	65	10%
Master's degree	57	80	2%
Ph.D. or professional degree	23	71	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	1,799	65%
0 - 1 Years	388	14%
2 - 3 Years	431	16%
4 - 6 Years	105	4%
7 - 9 Years	29	1%
10+ Years	10	0%

Top Companies Posting

	Total/Unique (May 2025 - Aug 2025)	Posting Intensity	Median Posting Duration
Adventist Health	419 / 196	2 : 1 	19 days
AMN Healthcare	217 / 71	3 : 1 	19 days
Sutter Health	153 / 67	2 : 1 	31 days
CompHealth	109 / 65	2 : 1 	24 days
Konocti Unified School District	81 / 61	1 : 1 	17 days
Lakeport Post Acute	180 / 42	4 : 1 	27 days
Prime Staffing	111 / 41	3 : 1 	18 days
Titan Medical	81 / 41	2 : 1 	17 days
Stability Healthcare	132 / 36	4 : 1 	18 days
Walmart	54 / 35	2 : 1 	32 days

Top Cities Posting

City	Total/Unique (May 2025 - Aug 2025)	Posting Intensity	Median Posting Duration
Clearlake, CA	3,489 / 1,240	3 : 1 	18 days
Lakeport, CA	2,413 / 944	3 : 1 	21 days
Middletown, CA	280 / 84	3 : 1 	31 days
Kelseyville, CA	100 / 69	1 : 1 	24 days
Lower Lake, CA	104 / 61	2 : 1 	31 days
Upper Lake, CA	89 / 57	2 : 1 	32 days
Nice, CA	102 / 52	2 : 1 	29 days
Hidden Valley Lake, CA	44 / 36	1 : 1 	24 days
Lucerne, CA	34 / 24	1 : 1 	24 days
Clearlake Oaks, CA	29 / 21	1 : 1 	17 days

Top Posted Occupations

	Total/Unique (May 2025 - Aug 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	2,853 / 703	4 : 1 	18 days
Physical Therapists	395 / 153	3 : 1 	19 days
Radiologic Technologists and Technicians	311 / 140	2 : 1 	17 days
Speech-Language Pathologists	227 / 91	2 : 1 	28 days
Retail Salespersons	80 / 46	2 : 1 	24 days
Medical and Health Services Managers	77 / 44	2 : 1 	20 days
Teaching Assistants, Except Postsecondary	62 / 40	2 : 1 	35 days
Merchandise Displayers and Window Trimmers	79 / 38	2 : 1 	31 days
Occupational Therapists	71 / 38	2 : 1 	18 days
Home Health and Personal Care Aides	76 / 33	2 : 1 	37 days
Child, Family, and School Social Workers	54 / 31	2 : 1 	32 days
Health Technologists and Technicians, All Other	63 / 31	2 : 1 	22 days
Customer Service Representatives	55 / 31	2 : 1 	19 days
Licensed Practical and Licensed Vocational Nurses	101 / 29	3 : 1 	31 days
Magnetic Resonance Imaging Technologists	51 / 28	2 : 1 	17 days
Nurse Practitioners	52 / 27	2 : 1 	9 days
Family Medicine Physicians	43 / 27	2 : 1 	18 days
Nursing Assistants	68 / 26	3 : 1 	18 days
Fast Food and Counter Workers	38 / 26	1 : 1 	33 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	26 / 23	1 : 1 	26 days
Respiratory Therapists	38 / 21	2 : 1 	16 days
Maintenance and Repair Workers, General	49 / 21	2 : 1 	34 days
Medical Assistants	28 / 20	1 : 1 	22 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	22 / 19	1 : 1 	37 days
Maids and Housekeeping Cleaners	57 / 19	3 : 1 	32 days
First-Line Supervisors of Retail Sales Workers	34 / 19	2 : 1 	30 days
Obstetricians and Gynecologists	24 / 18	1 : 1 	20 days
Heavy and Tractor-Trailer Truck Drivers	40 / 18	2 : 1 	22 days

Pharmacists	30 / 17	2 : 1		35 days
Police and Sheriff's Patrol Officers	22 / 17	1 : 1		16 days
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	33 / 17	2 : 1		33 days
Special Education Teachers, All Other	23 / 16	1 : 1		17 days
Radiologists	37 / 16	2 : 1		17 days
Aircraft Mechanics and Service Technicians	28 / 16	2 : 1		17 days
Accountants and Auditors	45 / 15	3 : 1		38 days
Pharmacy Technicians	35 / 15	2 : 1		16 days
Physical Therapist Assistants	32 / 15	2 : 1		45 days
Helpers--Installation, Maintenance, and Repair Workers	19 / 14	1 : 1		23 days
Dietitians and Nutritionists	32 / 13	2 : 1		48 days
Pediatricians, General	17 / 13	1 : 1		17 days
Driver/Sales Workers	19 / 13	1 : 1		18 days
Project Management Specialists	15 / 12	1 : 1		27 days
Secondary School Teachers, Except Special and Career/Technical Education	15 / 12	1 : 1		17 days
Physician Assistants	30 / 12	3 : 1		16 days
General Internal Medicine Physicians	19 / 11	2 : 1		30 days
Physicians, All Other	18 / 11	2 : 1		15 days
Cashiers	16 / 11	1 : 1		15 days
Stockers and Order Fillers	15 / 11	1 : 1		22 days
Clinical Laboratory Technologists and Technicians	19 / 10	2 : 1		15 days
Occupational Therapy Assistants	19 / 10	2 : 1		28 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025 - Aug 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	2,605 / 648	4 : 1 	18 days
Physical Therapists	395 / 153	3 : 1 	19 days
Radiologic Technologists and Technicians	311 / 140	2 : 1 	17 days
Speech-Language Pathologists	227 / 91	2 : 1 	28 days
Critical Care Nurses	248 / 55	5 : 1 	17 days
Retail Salespersons	80 / 46	2 : 1 	24 days
Medical and Health Services Managers	77 / 44	2 : 1 	20 days
Merchandise Displayers and Window Trimmers	79 / 38	2 : 1 	31 days
Occupational Therapists	71 / 38	2 : 1 	18 days
Teaching Assistants, All Other	57 / 36	2 : 1 	35 days
Child, Family, and School Social Workers	54 / 31	2 : 1 	32 days
Customer Service Representatives	55 / 31	2 : 1 	19 days
Personal Care Aides	71 / 30	2 : 1 	37 days
Licensed Practical and Licensed Vocational Nurses	101 / 29	3 : 1 	31 days
Magnetic Resonance Imaging Technologists	51 / 28	2 : 1 	17 days
Nurse Practitioners	52 / 27	2 : 1 	9 days
Family Medicine Physicians	43 / 27	2 : 1 	18 days
Nursing Assistants	68 / 26	3 : 1 	18 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	26 / 23	1 : 1 	26 days
Patient Representatives	45 / 22	2 : 1 	24 days
Respiratory Therapists	38 / 21	2 : 1 	16 days
Maintenance and Repair Workers, General	49 / 21	2 : 1 	34 days
Medical Assistants	28 / 20	1 : 1 	22 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	22 / 19	1 : 1 	37 days
Maids and Housekeeping Cleaners	57 / 19	3 : 1 	32 days

First-Line Supervisors of Retail Sales Workers	34 / 19	2 : 1		30 days
Obstetricians and Gynecologists	24 / 18	1 : 1		20 days
Heavy and Tractor-Trailer Truck Drivers	40 / 18	2 : 1		22 days
Pharmacists	30 / 17	2 : 1		35 days
Special Education Teachers, All Other	23 / 16	1 : 1		17 days
Radiologists	37 / 16	2 : 1		17 days
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	32 / 16	2 : 1		36 days
Aircraft Mechanics and Service Technicians	28 / 16	2 : 1		17 days
Accountants and Auditors	45 / 15	3 : 1		38 days
Pharmacy Technicians	35 / 15	2 : 1		16 days
Physical Therapist Assistants	32 / 15	2 : 1		45 days
Helpers--Installation, Maintenance, and Repair Workers	19 / 14	1 : 1		23 days
Dietitians and Nutritionists	32 / 13	2 : 1		48 days
Pediatricians, General	17 / 13	1 : 1		17 days
Fast Food and Counter Workers	17 / 13	1 : 1		22 days
Baristas	21 / 13	2 : 1		33 days
Driver/Sales Workers	19 / 13	1 : 1		18 days
Project Management Specialists	15 / 12	1 : 1		27 days
Secondary School Teachers, Except Special and Career/Technical Education	15 / 12	1 : 1		17 days
Physician Assistants	30 / 12	3 : 1		16 days
Police and Sheriff's Patrol Officers	17 / 12	1 : 1		16 days
General Internal Medicine Physicians	19 / 11	2 : 1		30 days
Cashiers	16 / 11	1 : 1		15 days
Stockers and Order Fillers	15 / 11	1 : 1		22 days
Occupational Therapy Assistants	19 / 10	2 : 1		28 days

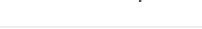
Top Posted Occupations

Occupation	Total/Unique (May 2025 - Aug 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	2,825 / 690	4 : 1 	18 days
Radiologic Technician / Technologist	362 / 168	2 : 1 	17 days
Physical Therapist	395 / 153	3 : 1 	19 days
Physician	204 / 120	2 : 1 	20 days
Speech Language Pathologist	227 / 91	2 : 1 	28 days
Retail Sales Associate	85 / 48	2 : 1 	24 days
Teacher Assistant	62 / 40	2 : 1 	35 days
Occupational Therapist	71 / 38	2 : 1 	18 days
Merchandiser	79 / 38	2 : 1 	31 days
Customer Service Representative	55 / 31	2 : 1 	19 days

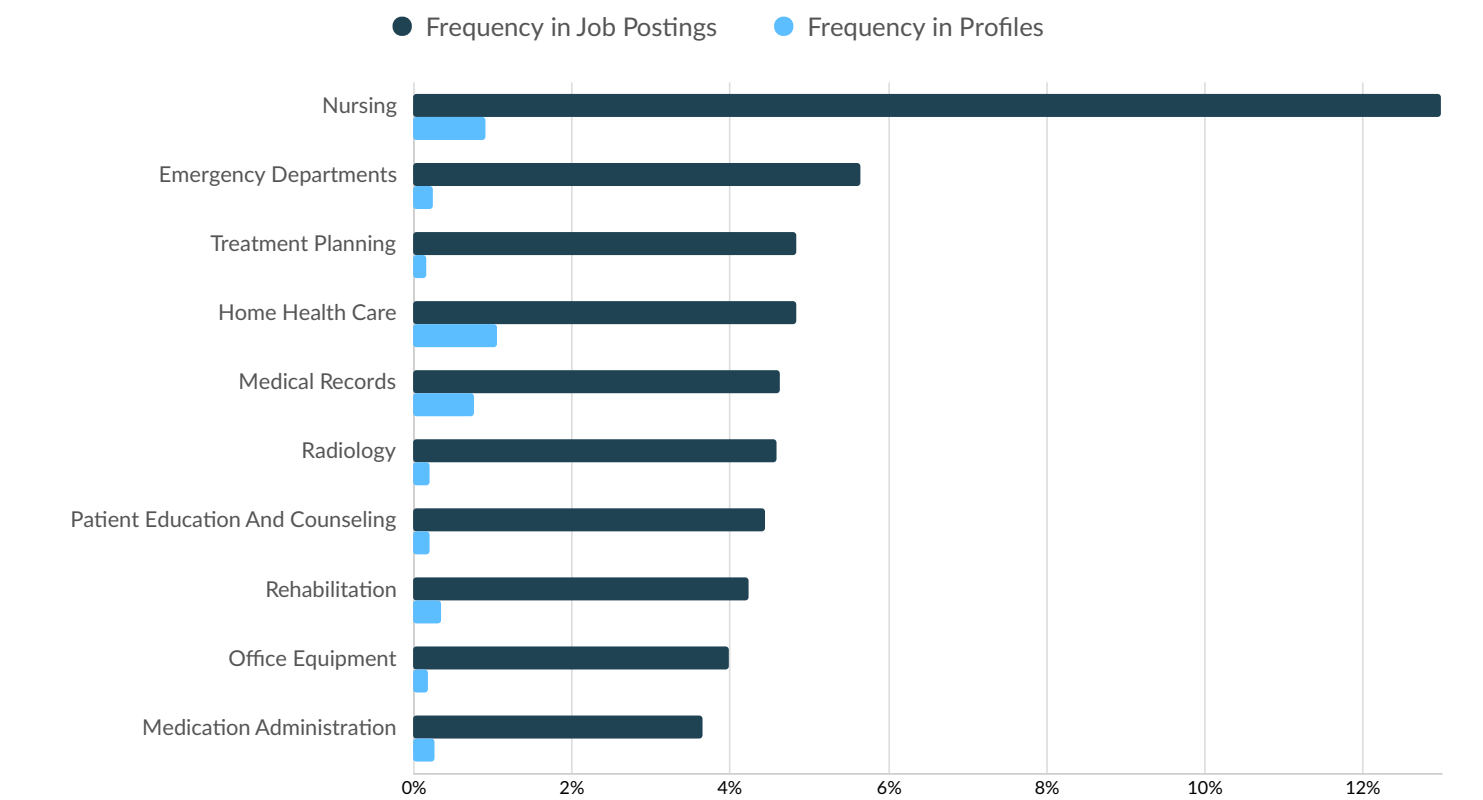
Top Posted Job Titles

	Total/Unique (May 2025 - Aug 2025)	Posting Intensity	Median Posting Duration
Labor and Delivery Registered Nurses	874 / 117	7 : 1 	18 days
Travel Physical Therapists	213 / 82	3 : 1 	18 days
Labor and Delivery Travel Registered Nurses	317 / 71	4 : 1 	17 days
Lead CT Technologists	74 / 40	2 : 1 	17 days
Speech Language Pathologists	60 / 35	2 : 1 	30 days
Emergency Room Travel Registered Nurses	95 / 35	3 : 1 	17 days
Travel Registered Nurses	92 / 34	3 : 1 	23 days
Registered Nurses	61 / 31	2 : 1 	25 days
Emergency Department Registered Nurses	58 / 30	2 : 1 	18 days
ICU Registered Nurses	108 / 30	4 : 1 	17 days

Top Industries

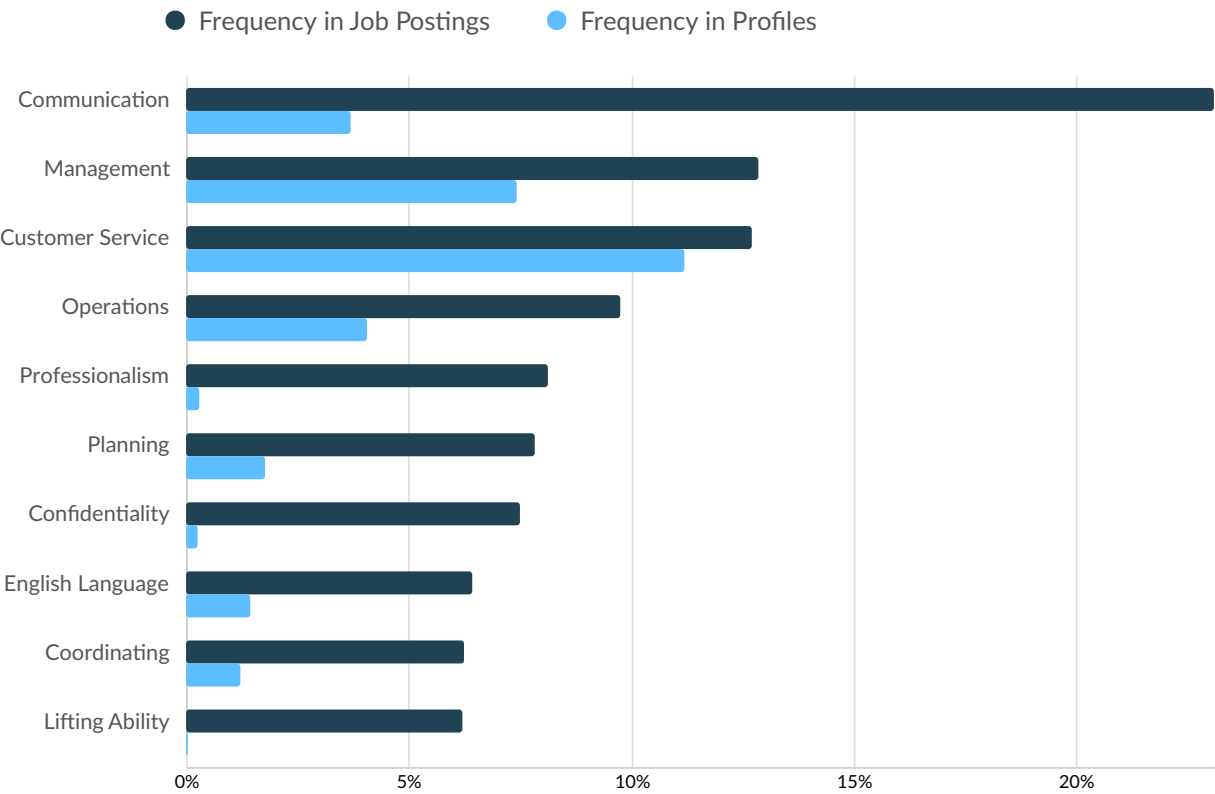
	Total/Unique (May 2025 - Aug 2025)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	1,563 / 560	3 : 1 	18 days
Temporary Help Services	1,380 / 431	3 : 1 	18 days
Offices of Physicians (except Mental Health Specialists)	443 / 209	2 : 1 	21 days
Elementary and Secondary Schools	134 / 103	1 : 1 	18 days
General Medical and Surgical Hospitals	204 / 103	2 : 1 	25 days
Supermarkets and Other Grocery (except Convenience) Stores	89 / 52	2 : 1 	25 days
All Other General Merchandise Retailers	58 / 37	2 : 1 	32 days
Security Guards and Patrol Services	51 / 34	2 : 1 	24 days
Electric Bulk Power Transmission and Control	123 / 29	4 : 1 	31 days
Offices of All Other Miscellaneous Health Practitioners	78 / 25	3 : 1 	19 days

Top Specialized Skills



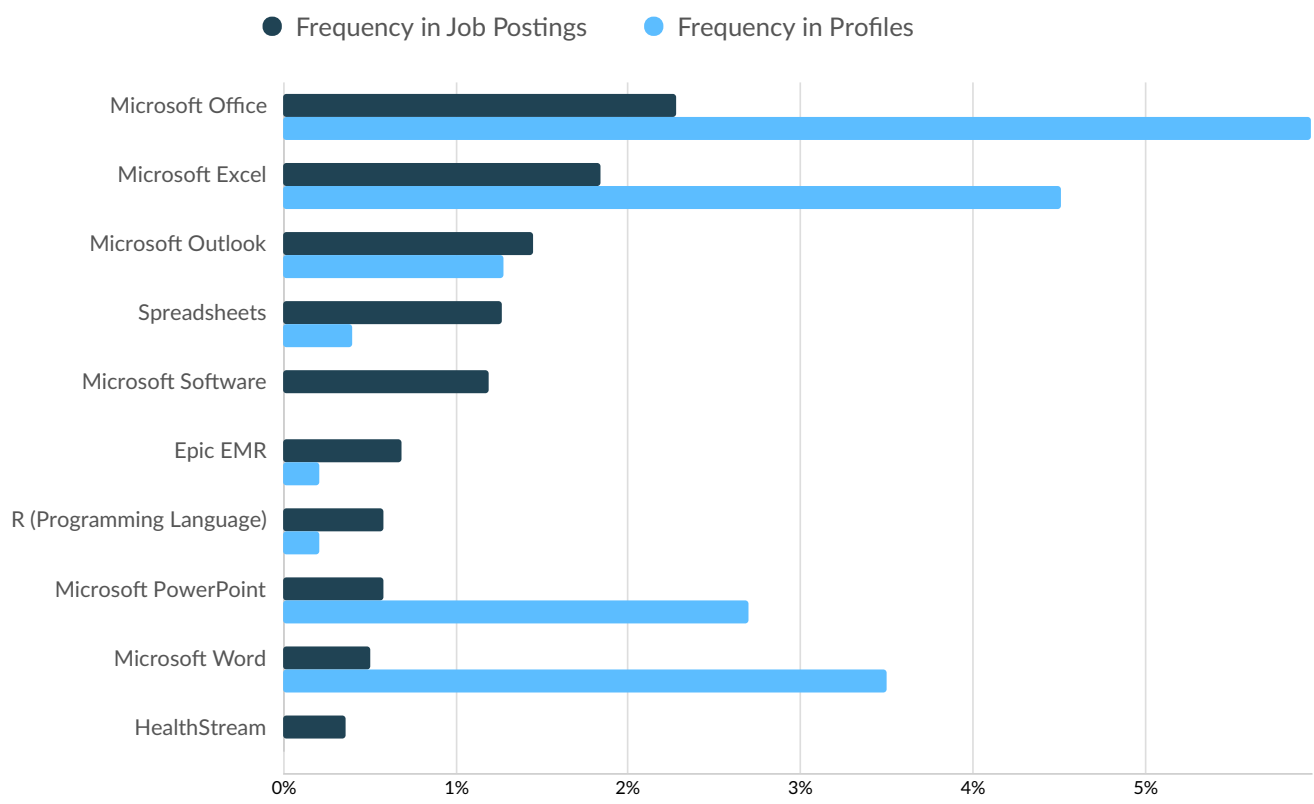
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	359	13%	111	1%	+20.1%	Rapidly Growing
Emergency Departments	156	6%	31	0%	+9.1%	Growing
Treatment Planning	134	5%	20	0%	+6.7%	Stable
Home Health Care	134	5%	131	1%	+19.0%	Growing
Medical Records	128	5%	95	1%	+12.5%	Growing
Radiology	127	5%	26	0%	+9.6%	Growing
Patient Education And Counseling	123	4%	26	0%	+11.6%	Growing
Rehabilitation	117	4%	43	0%	+6.4%	Stable
Office Equipment	110	4%	24	0%	+16.7%	Growing
Medication Administration	101	4%	33	0%	+14.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	638	23%	454	4%	+3.6%	Lagging
Management	355	13%	910	7%	+5.3%	Stable
Customer Service	351	13%	1,372	11%	+5.2%	Stable
Operations	270	10%	497	4%	+8.1%	Stable
Professionalism	225	8%	36	0%	+15.1%	Growing
Planning	216	8%	216	2%	+10.9%	Growing
Confidentiality	207	7%	34	0%	0.0%	
English Language	178	6%	179	1%	+15.3%	Growing
Coordinating	173	6%	151	1%	+14.7%	Growing
Lifting Ability	171	6%	3	0%	+10.6%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	63	2%	732	6%	+18.5%	Growing
Microsoft Excel	51	2%	554	5%	+17.7%	Growing
Microsoft Outlook	40	1%	157	1%	+25.0%	Rapidly Growing
Spreadsheets	35	1%	49	0%	+22.2%	Rapidly Growing
Microsoft Software	33	1%	0	0%	+7.6%	Stable
Epic EMR	19	1%	26	0%	+16.4%	Growing
R (Programming Language)	16	1%	26	0%	+20.3%	Rapidly Growing
Microsoft PowerPoint	16	1%	332	3%	+26.1%	Rapidly Growing
Microsoft Word	14	1%	430	4%	+7.2%	Stable
HealthStream	10	0%	0	0%	-3.0%	Lagging

Top Qualifications

Postings with Qualification	
Registered Nurse (RN)	514
Basic Life Support (BLS) Certification	368
Valid Driver's License	326
Advanced Cardiovascular Life Support (ACLS) Certification	154
Cardiopulmonary Resuscitation (CPR) Certification	116
Pediatric Advanced Life Support (PALS)	90
Neonatal Resuscitation Program Certification (NRP)	72
Licensed Vocational Nurse (LVN)	56
First Aid Certification	50
Board Certified/Board Eligible	43

Appendix A

Top Posting Sources

Website	Postings on Website (May 2025 - Aug 2025)
indeed.com	896
dejobs.org	204
gr8jobs.net	164
santarosarecruiter.com	147
oraclecloud.com	136
yubacityrecruiter.com	122
healthcareers.com	108
healthjobsnationwide.com	104
citrusheightsrecruiter.com	99
craigslist.org	94
edjoin.org	87
disabledperson.com	72
diversityjobs.com	65
carmichaelrecruiter.com	52
myworkdayjobs.com	49
paloaltorecruiter.com	47
unioncityrecruiter.com	46
fairfieldrecruiter.com	45
jobserve.com	42
petalumarecruiter.com	41
castrovalleyrecruiter.com	39
naparecruiter.com	39
rosevillerecruiter.com	39
stocktonrecruiter.com	39
vallejorecruiter.com	39

Appendix B

Sample Postings

RN Care Manager (AHCL)	
Link to Live Job Posting: job.thespecialty.com	
Location: Clearlake, CA	O*NET: 29-1141.00
Company: Specialty Professional Services, Corp.	Job Title: Registered Nurse Case Managers
RN Care Manager (AHCL)TravelClearlake, CA 95422Posted 5 days ago Profession: Registered Nurse Specialty: Care Manager (AHCL) Shift: Days Start Date: 09/22/2025 End Date: 12/20/2025 Duration: 2 Weeks Job Id: 59400950Specialty Professional ServicesLeading the way in Healthcare StaffingOur Client is currently seeking Care Manager (AHCL) for positions in Clearlake, CA for a Days shift. The ideal candidate will possess a current CA license or Compact license Depending on the state. You must have a License and at least 1 years of recent experience as a Care Manager (AHCL).Gross Pay Range > 2513.39 South or North of this range depending on your location from the Facility.Requirements >Shift > Days • Current Resume • RN License • Current BLS and/or ACLS and/or Specialty Certifications • 2 current clinical references • Competitive pay rates • Health Benefit package • License reimbursement • Refer a friend and earn extra cash ! ! Please call for more information 888-704-0711	

PT Physical Therapist	
Link to Live Job Posting: job.thespecialty.com	
Location: Clearlake, CA	O*NET: 29-1123.00
Company: Specialty Professional Services, Corp.	Job Title: Physical Therapists
PT Physical TherapistTravelClearlake, CA 95422Posted 5 days ago Profession: Physical Therapist Specialty: Physical Therapist Shift: Days Start Date: 09/22/2025 End Date: 12/20/2025 Duration: 4 Weeks Job Id: 59400946Specialty Professional ServicesLeading the way in Healthcare StaffingOur Client is currently seeking Physical Therapist for positions in Clearlake, CA for a Days shift. The ideal candidate will possess a current CA license or Compact license Depending on the state. You must have a License and at least 1 years of recent experience as a Physical Therapist.Gross Pay Range > 2648.63 South or North of this range depending on your location from the Facility.Requirements >Shift > Days • Current Resume • RN License • Current BLS and/or ACLS and/or Specialty Certifications • 2 current clinical references • Competitive pay rates • Health Benefit package • License reimbursement • Refer a friend and earn extra cash ! ! Please call for more information 888-704-0711	

RN Care Manager (Home Health)	
Link to Live Job Posting: job.thespecialty.com	
Location: Clearlake, CA	O*NET: 29-1141.00
Company: Specialty Professional Services, Corp.	Job Title: Home Health Registered Nurses
RN Care Manager (Home Health)TravelClearlake, CA 95422Posted 5 days ago Profession: Registered Nurse Specialty: Care Manager (Home Health) Shift: Days Start Date: 09/22/2025 End Date: 12/20/2025 Duration: 2 Weeks Job Id: 59400951Specialty Professional ServicesLeading the way in Healthcare StaffingOur Client is currently seeking Care Manager (Home Health) for positions in Clearlake, CA for a Days shift. The ideal candidate will possess a current CA license or Compact license Depending on the state. You must have a License and at least 1 years of recent experience as a Care Manager (Home Health).Gross Pay Range > 2513.39 South or North of this range depending on your location from the Facility.Requirements >Shift > Days • Current Resume • RN License • Current BLS and/or ACLS and/or Specialty Certifications • 2 current clinical references • Competitive pay rates • Health Benefit package • License reimbursement • Refer a friend and earn extra cash ! ! Please call for more information 888-704-0711	

X-ray Tech	
Link to Live Job Posting: job.thespecialty.com	
Location: Clearlake, CA	O*NET: 29-2034.00
Company: Specialty Professional Services, Corp.	Job Title: X-Ray Technicians
X-ray TechTravelClearlake, CA 95422Posted 6 days ago Profession: TECH Specialty: X-ray Tech Shift: Days Start Date: 09/22/2025 End Date: 12/20/2025 Duration: 2 Weeks Job Id: 59400948Specialty Professional ServicesLeading the way in Healthcare StaffingOur Client is currently seeking X-ray Tech for positions in Clearlake, CA for a Days shift. The ideal candidate will possess a current CA license or Compact license Depending on the state. You must have a License and at least 1 years of recent experience as a X-ray Tech.Gross Pay Range > 2945.68 South or North of this range depending on your location from the Facility.Requirements >Shift > Days • Current Resume • RN License • Current BLS and/or ACLS and/or Specialty Certifications • 2 current clinical references • Competitive pay rates • Health Benefit package • License reimbursement • Refer a friend and earn extra cash ! ! Please call for more information 888-704-0711	

RN L&D	
Link to Live Job Posting: job.thespecialty.com	
Location: Clearlake, CA	O*NET: 29-1141.00
Company: Specialty Professional Services, Corp.	Job Title: Labor and Delivery Registered Nurses
RN L&DTravelClearlake, CA 95422Posted 6 days ago Profession: Registered Nurse Specialty: L&D Shift: Days Start Date: 09/22/2025 End Date: 12/20/2025 Duration: 2 Weeks Job Id: 59400949Specialty Professional ServicesLeading the way in Healthcare StaffingOur Client is currently seeking L&D for positions in Clearlake, CA for a Days shift. The ideal candidate will possess a current CA license or Compact license Depending on the state. You must have a License and at least 1 years of recent experience as a L&D.Gross Pay Range > 3134.53 South or North of this range depending on your location from the Facility.Requirements >Shift > Days • Current Resume • RN License • Current BLS and/or ACLS and/or Specialty Certifications • 2 current clinical references • Competitive pay rates • Health Benefit package • License reimbursement • Refer a friend and earn extra cash ! ! Please call for more information 888-704-0711	

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.