

Job Posting Analytics

Lightcast Q4 2024 Data Set

December 2024

Workforce Alliance of the North Bay



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

Parameters

Select Timeframe: Nov 2023 - Nov 2024

Regions:

| Code | Description |
|------|------------------|
| 6041 | Marin 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

31,906

Unique Postings
75,935 Total Postings

3,769

Employers Competing
3,769 Total Employers

28 Days

Median Posting Duration
Regional Average: 28 Days

2 : 1

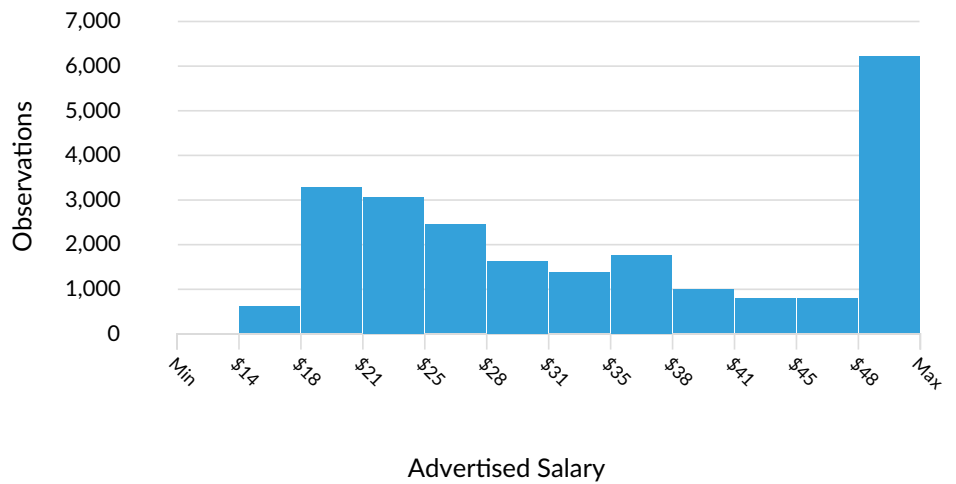
Posting Intensity
Regional Average: 2 : 1

Advertised Salary

There are 22,801 advertised salary observations (71% of the 31,906 matching postings).

\$32.18/hr

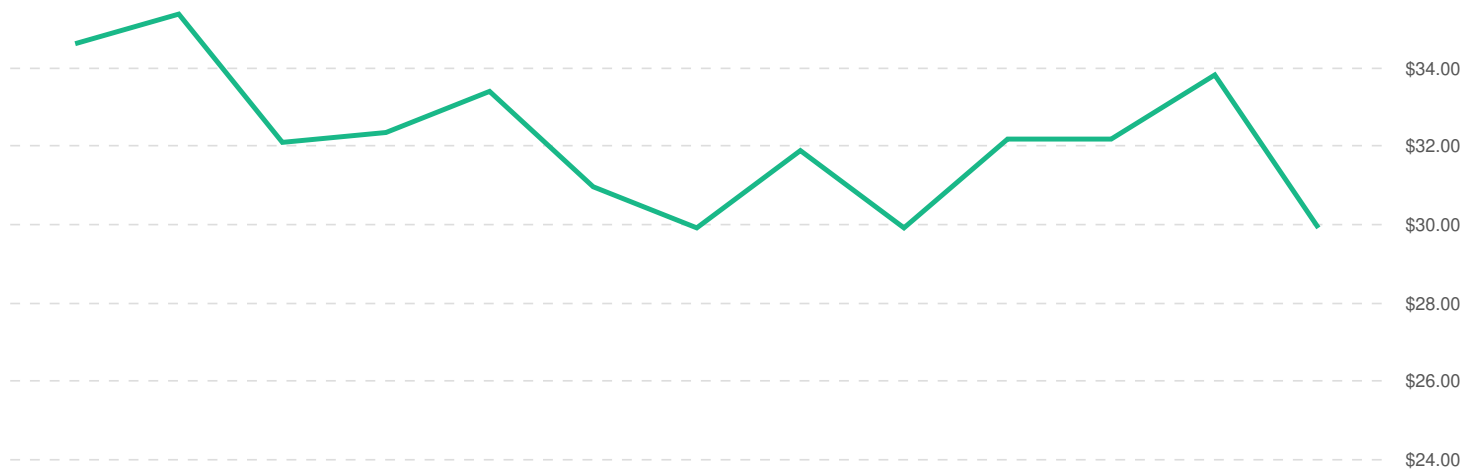
Median Advertised Salary



Advertised Salary Trend

▼ 13.7% Nov 2023 - Nov 2024

\$32.18 Median



22,801 Job Postings

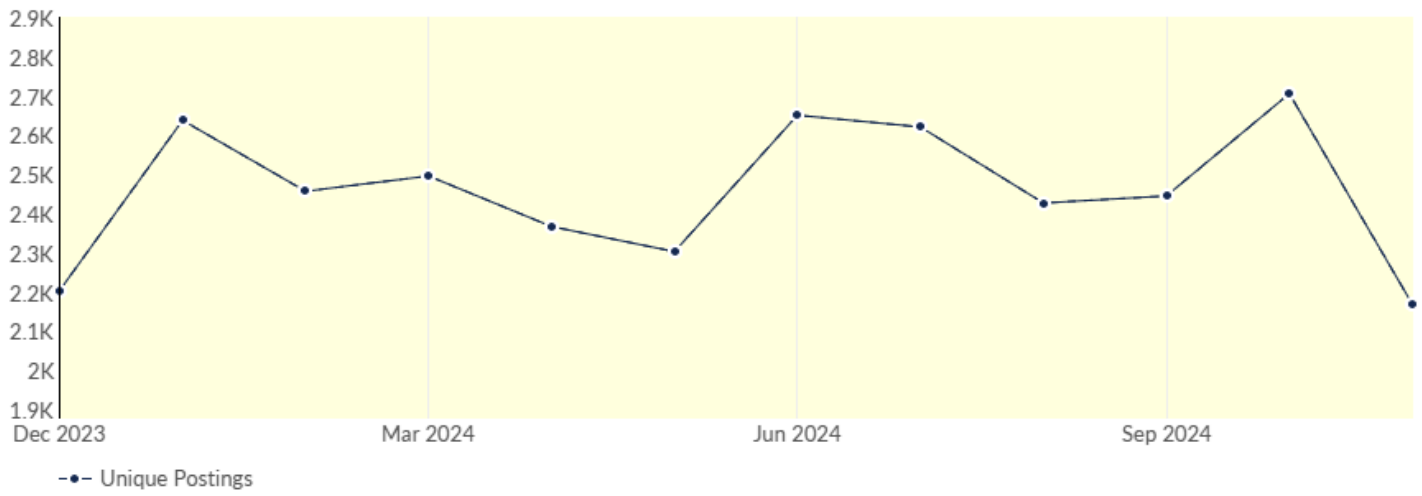


Job Postings Regional Breakdown



| County | Unique Postings (Nov 2023 - Nov 2024) |
|------------------|---------------------------------------|
| Marin County, CA | 31,906 |

Unique Postings Trend



| Month | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| Nov 2024 | 2,169 | 2 : 1 |
| Oct 2024 | 2,706 | 2 : 1 |
| Sep 2024 | 2,445 | 2 : 1 |
| Aug 2024 | 2,427 | 3 : 1 |
| Jul 2024 | 2,621 | 2 : 1 |
| Jun 2024 | 2,651 | 2 : 1 |
| May 2024 | 2,303 | 2 : 1 |
| Apr 2024 | 2,367 | 2 : 1 |
| Mar 2024 | 2,496 | 2 : 1 |
| Feb 2024 | 2,457 | 2 : 1 |
| Jan 2024 | 2,638 | 2 : 1 |
| Dec 2023 | 2,204 | 3 : 1 |

Education Breakdown

| Education Level | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed | 18,072 | 57% |
| High school or GED | 5,626 | 18% |
| Associate's degree | 1,729 | 5% |
| Bachelor's degree | 6,658 | 21% |
| Master's degree | 2,548 | 8% |
| Ph.D. or professional degree | 1,136 | 4% |











Minimum Education Breakdown

| Minimum Education Level | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|------------------------------|---------------------------|----------------------------------|----------------------|
| High school or GED | 5,626 | 0 | 18% |
| Associate's degree | 1,248 | 336 | 4% |
| Bachelor's degree | 5,398 | 1,107 | 17% |
| Master's degree | 1,150 | 1,104 | 4% |
| Ph.D. or professional degree | 412 | 724 | 1% |











Experience Breakdown

| Minimum Experience | Unique Postings | % of Total |
|----------------------|-----------------|------------|
| No Experience Listed | 18,287 | 57% |
| 0 - 1 Years | 5,577 | 17% |
| 2 - 3 Years | 5,276 | 17% |
| 4 - 6 Years | 2,059 | 6% |
| 7 - 9 Years | 351 | 1% |
| 10+ Years | 356 | 1% |











Top Companies Posting

| | Total/Unique (Nov 2023 - Nov 2024) | Posting Intensity | Median Posting Duration |
|-------------------------|------------------------------------|---|-------------------------|
| Swing Education | 979 / 683 | 1 : 1  | 22 days |
| Marin General Hospital | 1,329 / 497 | 3 : 1  | 29 days |
| Kaiser Permanente | 1,488 / 460 | 3 : 1  | 21 days |
| Sutter Health | 942 / 429 | 2 : 1  | 33 days |
| Biomarin Pharmaceutical | 754 / 304 | 2 : 1  | 31 days |
| Marin Community Clinics | 623 / 260 | 2 : 1  | 32 days |
| County Of Marin | 376 / 235 | 2 : 1  | 24 days |
| College Of Marin | 240 / 207 | 1 : 1  | 28 days |
| Amergis | 383 / 202 | 2 : 1  | 29 days |
| Robert Half | 274 / 196 | 1 : 1  | 25 days |
























Top Cities Posting

| City | Total/Unique (Nov 2023 - Nov 2024) | Posting Intensity | Median Posting Duration |
|-----------------------|------------------------------------|---|-------------------------|
| San Rafael, CA | 27,810 / 10,877 | 3 : 1  | 28 days |
| Novato, CA | 15,085 / 5,963 | 3 : 1  | 28 days |
| Corte Madera, CA | 6,137 / 2,489 | 2 : 1  | 28 days |
| Mill Valley, CA | 5,221 / 2,367 | 2 : 1  | 30 days |
| Kentfield, CA | 5,384 / 2,275 | 2 : 1  | 23 days |
| Sausalito, CA | 3,482 / 1,647 | 2 : 1  | 29 days |
| Larkspur, CA | 3,096 / 1,360 | 2 : 1  | 27 days |
| Greenbrae, CA | 2,604 / 1,140 | 2 : 1  | 27 days |
| San Anselmo, CA | 1,585 / 813 | 2 : 1  | 31 days |
| Belvedere Tiburon, CA | 1,093 / 541 | 2 : 1  | 30 days |

Top Posted Occupations

| | Total/Unique (Nov 2023 - Nov 2024) | Posting Intensity | Median Posting Duration |
|---|------------------------------------|---|-------------------------|
| Registered Nurses | 7,171 / 2,557 | 3 : 1  | 25 days |
| Retail Salespersons | 3,469 / 1,178 | 3 : 1  | 30 days |
| Home Health and Personal Care Aides | 2,095 / 791 | 3 : 1  | 31 days |
| First-Line Supervisors of Retail Sales Workers | 1,768 / 702 | 3 : 1  | 32 days |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 1,313 / 554 | 2 : 1  | 30 days |
| Customer Service Representatives | 1,498 / 526 | 3 : 1  | 29 days |
| Substitute Teachers, Short-Term | 732 / 496 | 1 : 1  | 22 days |
| Medical and Health Services Managers | 1,225 / 470 | 3 : 1  | 30 days |
| Fast Food and Counter Workers | 1,122 / 419 | 3 : 1  | 29 days |
| Financial Managers | 840 / 366 | 2 : 1  | 26 days |

Top Posted Occupations

| Occupation (O*NET) | Total/Unique (Nov 2023 - Nov 2024) | Posting Intensity | Median Posting Duration |
|---|------------------------------------|---|-------------------------|
| Registered Nurses | 6,474 / 2,331 | 3 : 1  | 25 days |
| Retail Salespersons | 3,469 / 1,178 | 3 : 1  | 30 days |
| First-Line Supervisors of Retail Sales Workers | 1,768 / 702 | 3 : 1  | 32 days |
| Personal Care Aides | 1,787 / 653 | 3 : 1  | 32 days |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 1,313 / 554 | 2 : 1  | 30 days |
| Customer Service Representatives | 1,498 / 526 | 3 : 1  | 29 days |
| Substitute Teachers, Short-Term | 732 / 496 | 1 : 1  | 22 days |
| Medical and Health Services Managers | 1,225 / 470 | 3 : 1  | 30 days |
| First-Line Supervisors of Office and Administrative Support Workers | 905 / 356 | 3 : 1  | 28 days |
| General and Operations Managers | 792 / 334 | 2 : 1  | 30 days |
| Physical Therapists | 888 / 310 | 3 : 1  | 30 days |
| Pharmacy Technicians | 952 / 300 | 3 : 1  | 21 days |
| Financial Managers | 646 / 273 | 2 : 1  | 25 days |
| Secondary School Teachers, Except Special and Career/Technical Education | 555 / 269 | 2 : 1  | 34 days |
| Food Service Managers | 566 / 268 | 2 : 1  | 33 days |
| Medical Assistants | 551 / 260 | 2 : 1  | 28 days |
| Speech-Language Pathologists | 545 / 254 | 2 : 1  | 22 days |
| Nurse Practitioners | 608 / 252 | 2 : 1  | 22 days |
| Waiters and Waitresses | 591 / 250 | 2 : 1  | 32 days |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 410 / 244 | 2 : 1  | 22 days |
| School Psychologists | 367 / 242 | 2 : 1  | 16 days |
| Bookkeeping, Accounting, and Auditing Clerks | 492 / 242 | 2 : 1  | 26 days |
| Counselors, All Other | 613 / 238 | 3 : 1  | 29 days |
| Receptionists and Information Clerks | 555 / 236 | 2 : 1  | 24 days |

| | | | | |
|--|-----------|-------|--|---------|
| Family Medicine Physicians | 554 / 226 | 2 : 1 | | 21 days |
| Merchandise Displayers and Window Trimmers | 467 / 224 | 2 : 1 | | 26 days |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 494 / 222 | 2 : 1 | | 27 days |
| Teaching Assistants, All Other | 473 / 219 | 2 : 1 | | 30 days |
| Fast Food and Counter Workers | 596 / 213 | 3 : 1 | | 30 days |
| Heavy and Tractor-Trailer Truck Drivers | 562 / 213 | 3 : 1 | | 31 days |
| Accountants and Auditors | 376 / 211 | 2 : 1 | | 25 days |
| Baristas | 526 / 206 | 3 : 1 | | 26 days |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 497 / 203 | 2 : 1 | | 28 days |
| Dental Assistants | 505 / 202 | 3 : 1 | | 31 days |
| First-Line Supervisors of Food Preparation and Serving Workers | 474 / 201 | 2 : 1 | | 29 days |
| Cashiers | 514 / 199 | 3 : 1 | | 34 days |
| Occupational Therapists | 451 / 193 | 2 : 1 | | 30 days |
| Critical Care Nurses | 618 / 192 | 3 : 1 | | 25 days |
| Preschool Teachers, Except Special Education | 457 / 190 | 2 : 1 | | 34 days |
| Licensed Practical and Licensed Vocational Nurses | 506 / 188 | 3 : 1 | | 26 days |
| Maintenance and Repair Workers, General | 356 / 181 | 2 : 1 | | 29 days |
| Lawyers | 416 / 177 | 2 : 1 | | 31 days |
| Property, Real Estate, and Community Association Managers | 379 / 173 | 2 : 1 | | 28 days |
| Managers, All Other | 398 / 171 | 2 : 1 | | 31 days |
| Maids and Housekeeping Cleaners | 376 / 170 | 2 : 1 | | 30 days |
| Stockers and Order Fillers | 384 / 170 | 2 : 1 | | 30 days |
| Child, Family, and School Social Workers | 432 / 163 | 3 : 1 | | 31 days |
| Magnetic Resonance Imaging Technologists | 328 / 162 | 2 : 1 | | 21 days |
| Coaches and Scouts | 338 / 160 | 2 : 1 | | 33 days |

Top Posted Occupations

| Occupation | Total/Unique (Nov 2023 - Nov 2024) | Posting Intensity | Median Posting Duration |
|-----------------------------------|------------------------------------|---|-------------------------|
| Registered Nurse | 6,700 / 2,343 | 3 : 1  | 25 days |
| Retail Sales Associate | 3,451 / 1,171 | 3 : 1  | 30 days |
| Retail Store Manager / Supervisor | 1,949 / 776 | 3 : 1  | 32 days |
| Caregiver / Personal Care Aide | 1,787 / 653 | 3 : 1  | 32 days |
| Office / Administrative Assistant | 1,442 / 615 | 2 : 1  | 29 days |
| Physician | 1,382 / 580 | 2 : 1  | 21 days |
| Customer Service Representative | 1,498 / 526 | 3 : 1  | 29 days |
| Substitute Teacher | 732 / 496 | 1 : 1  | 22 days |
| Sales Representative | 1,030 / 423 | 2 : 1  | 26 days |
| Psychologist | 653 / 347 | 2 : 1  | 17 days |
| Physical Therapist | 888 / 310 | 3 : 1  | 30 days |
| Pharmacy Technician | 952 / 300 | 3 : 1  | 21 days |
| Healthcare Administrator | 742 / 296 | 3 : 1  | 30 days |
| Waiter / Waitress | 660 / 283 | 2 : 1  | 32 days |
| Receptionist | 649 / 274 | 2 : 1  | 26 days |
| Teacher Assistant | 577 / 274 | 2 : 1  | 29 days |
| Restaurant / Food Service Manager | 566 / 268 | 2 : 1  | 33 days |
| Medical Assistant | 556 / 264 | 2 : 1  | 28 days |
| Nurse Practitioner | 611 / 255 | 2 : 1  | 22 days |
| Speech Language Pathologist | 545 / 254 | 2 : 1  | 22 days |
| Bookkeeper / Accounting Clerk | 501 / 245 | 2 : 1  | 26 days |
| Janitor / Cleaner | 410 / 244 | 2 : 1  | 22 days |
| Behavior Analyst | 608 / 234 | 3 : 1  | 29 days |
| Merchandiser | 466 / 223 | 2 : 1  | 26 days |
| Fast Food / Counter Worker | 596 / 213 | 3 : 1  | 30 days |
| Tractor-Trailer Truck Driver | 562 / 213 | 3 : 1  | 31 days |

| | | | | |
|---|-----------|-------|--|---------|
| Barista | 526 / 206 | 3 : 1 | | 26 days |
| Preschool / Childcare Teacher | 478 / 204 | 2 : 1 | | 34 days |
| Dental Assistant | 505 / 202 | 3 : 1 | | 31 days |
| Restaurant / Food Service Supervisor | 475 / 202 | 2 : 1 | | 29 days |
| Cashier | 514 / 199 | 3 : 1 | | 34 days |
| Occupational Therapist | 459 / 196 | 2 : 1 | | 30 days |
| Nursing Manager / Supervisor | 430 / 192 | 2 : 1 | | 29 days |
| Licensed Practical / Vocational Nurse | 506 / 188 | 3 : 1 | | 26 days |
| Accountant | 312 / 180 | 2 : 1 | | 25 days |
| Lawyer | 410 / 174 | 2 : 1 | | 31 days |
| Property / Real Estate / Community Manager | 379 / 173 | 2 : 1 | | 28 days |
| Maid / Housekeeping Staff | 380 / 173 | 2 : 1 | | 30 days |
| Program Manager | 398 / 171 | 2 : 1 | | 31 days |
| Stocking Clerk | 383 / 169 | 2 : 1 | | 30 days |
| MRI / CT Technician / Technologist | 332 / 165 | 2 : 1 | | 21 days |
| Coach | 351 / 163 | 2 : 1 | | 33 days |
| Laborer / Warehouse Worker | 408 / 162 | 3 : 1 | | 28 days |
| Building and General Maintenance Technician | 317 / 160 | 2 : 1 | | 29 days |
| Security Officer | 411 / 158 | 3 : 1 | | 25 days |
| Automotive Service Technician / Mechanic | 358 / 157 | 2 : 1 | | 27 days |
| Cook | 224 / 139 | 2 : 1 | | 35 days |
| Special Education Teacher | 285 / 131 | 2 : 1 | | 30 days |
| Home Health Aide | 298 / 131 | 2 : 1 | | 23 days |
| Mental / Behavioral Health Social Worker | 316 / 130 | 2 : 1 | | 28 days |

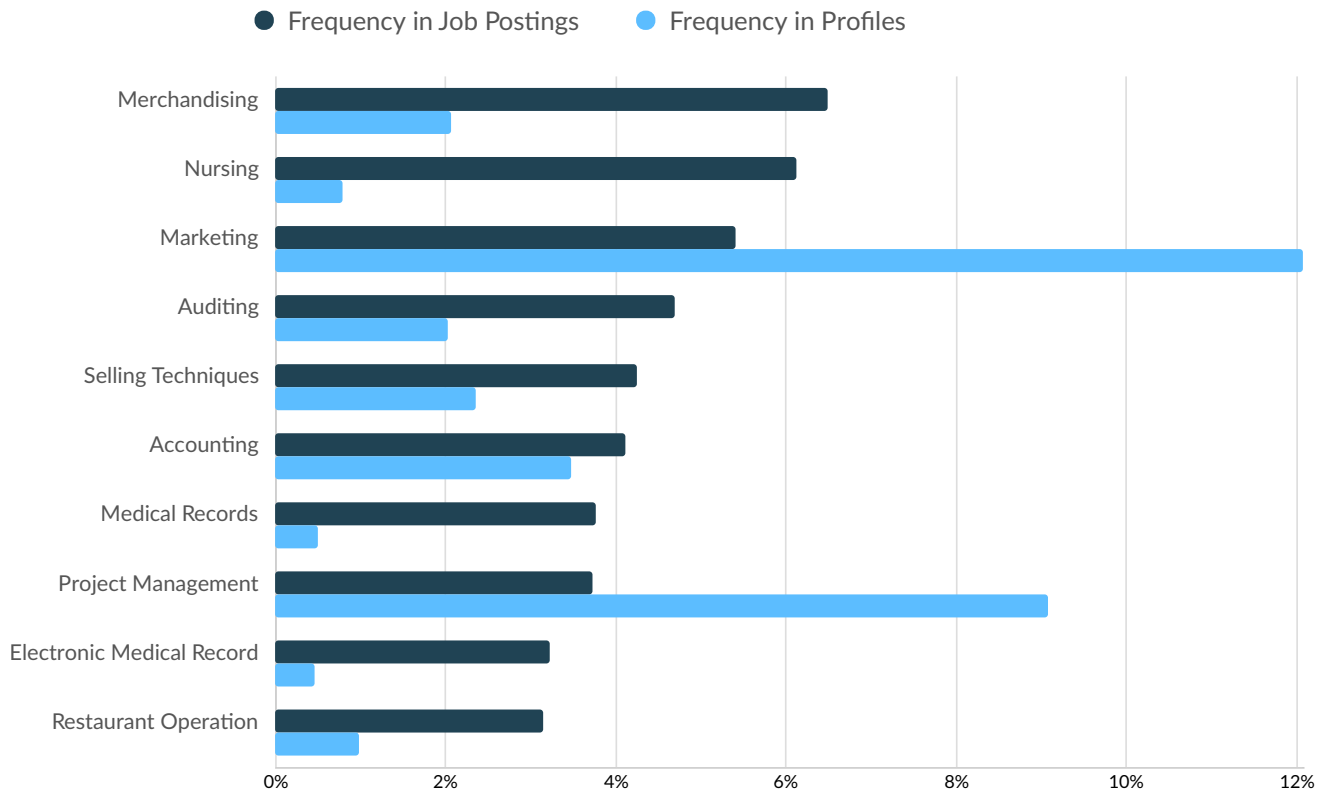
Top Posted Job Titles

| | Total/Unique (Nov 2023 - Nov 2024) | Posting Intensity | Median Posting Duration |
|-------------------------------|------------------------------------|-------------------|-------------------------|
| Caregivers | 753 / 277 | 3 : 1 | 32 days |
| Substitute Teachers | 413 / 237 | 2 : 1 | 22 days |
| School Psychologists | 328 / 217 | 2 : 1 | 16 days |
| Registered Nurses | 434 / 173 | 3 : 1 | 25 days |
| Retail Sales Associates | 620 / 172 | 4 : 1 | 32 days |
| Administrative Assistants | 378 / 165 | 2 : 1 | 24 days |
| Pharmacy Technicians | 589 / 164 | 4 : 1 | 21 days |
| Sales Associates | 367 / 155 | 2 : 1 | 31 days |
| Home Health Registered Nurses | 339 / 140 | 2 : 1 | 24 days |
| Speech Language Pathologists | 231 / 137 | 2 : 1 | 21 days |

Top Industries

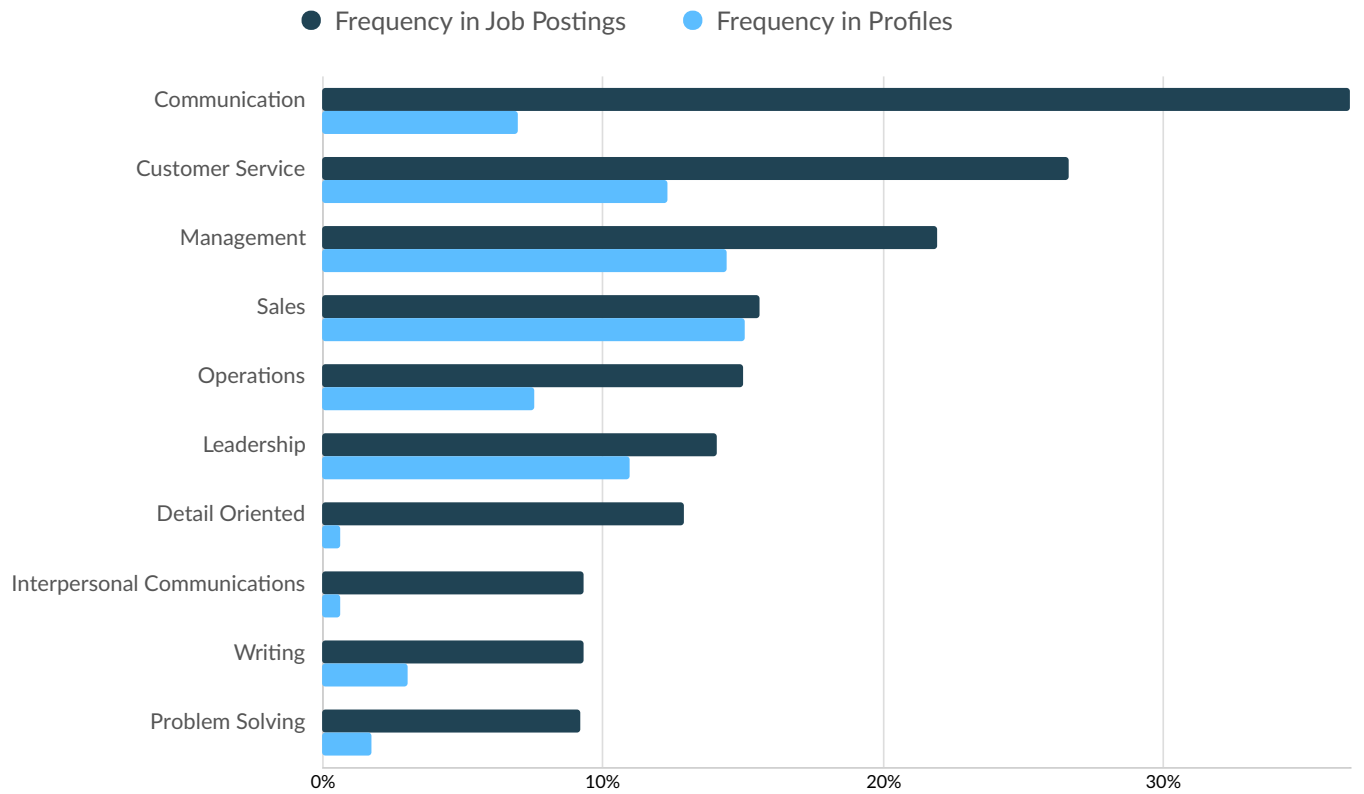
| | Total/Unique (Nov 2023 - Nov 2024) | Posting Intensity | Median Posting Duration |
|---|------------------------------------|-------------------|-------------------------|
| Employment Placement Agencies | 6,114 / 3,345 | 2 : 1 | 22 days |
| Temporary Help Services | 2,921 / 1,329 | 2 : 1 | 21 days |
| General Medical and Surgical Hospitals | 2,565 / 1,048 | 2 : 1 | 31 days |
| Supermarkets and Other Grocery Retailers (except Convenience Retailers) | 1,805 / 670 | 3 : 1 | 29 days |
| Home Health Care Services | 1,784 / 636 | 3 : 1 | 31 days |
| Offices of Physicians (except Mental Health Specialists) | 1,568 / 576 | 3 : 1 | 31 days |
| Clothing and Clothing Accessories Retailers | 1,645 / 530 | 3 : 1 | 29 days |
| Elementary and Secondary Schools | 1,056 / 523 | 2 : 1 | 29 days |
| All Other Miscellaneous Ambulatory Health Care Services | 1,631 / 523 | 3 : 1 | 21 days |

Top Specialized Skills



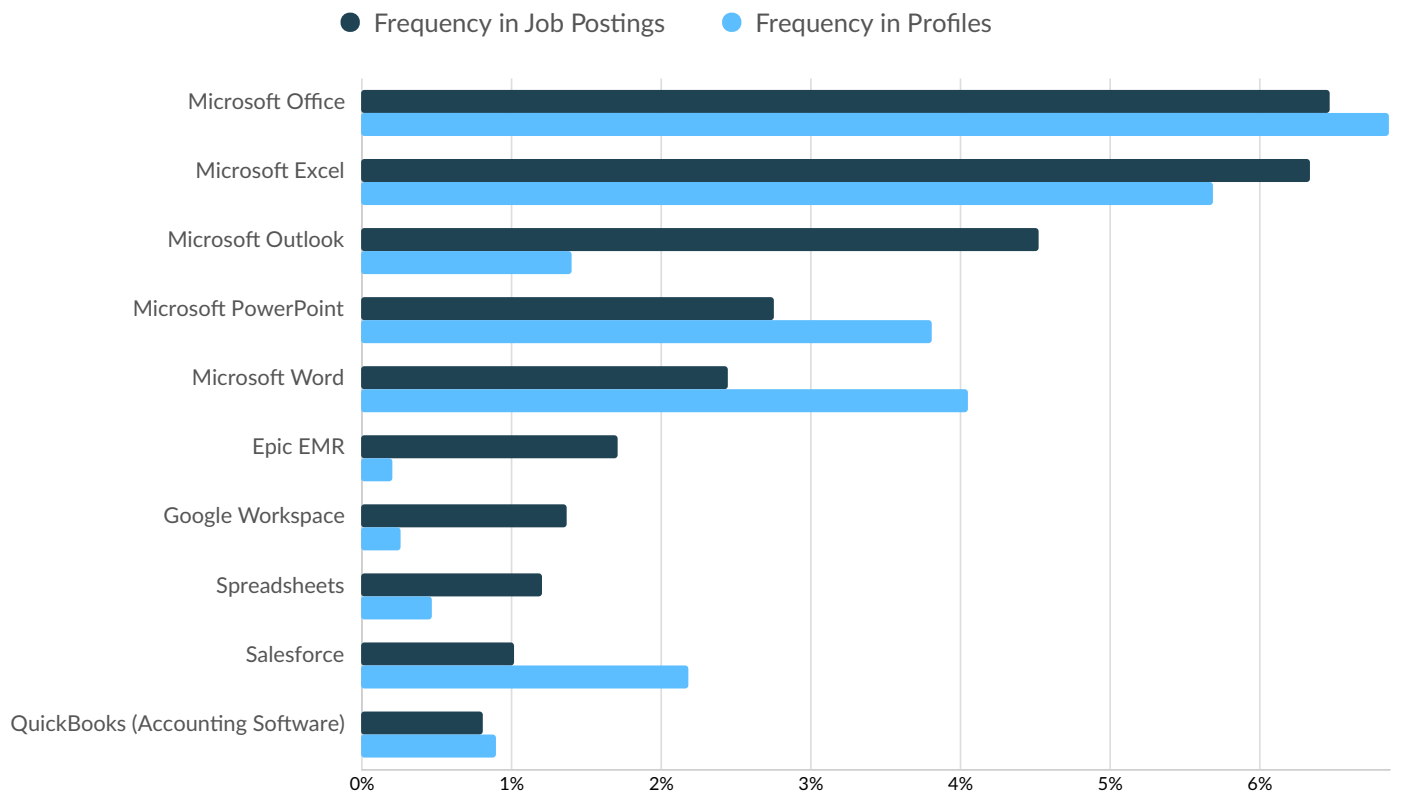
| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Merchandising | 2,071 | 6% | 1,935 | 2% | +15.0% | Growing |
| Nursing | 1,956 | 6% | 747 | 1% | +20.1% | Rapidly Growing |
| Marketing | 1,727 | 5% | 11,287 | 12% | +23.0% | Rapidly Growing |
| Auditing | 1,501 | 5% | 1,892 | 2% | +21.8% | Rapidly Growing |
| Selling Techniques | 1,360 | 4% | 2,200 | 2% | -1.2% | Lagging |
| Accounting | 1,316 | 4% | 3,253 | 3% | +24.0% | Rapidly Growing |
| Medical Records | 1,201 | 4% | 473 | 1% | +12.5% | Growing |
| Project Management | 1,188 | 4% | 8,483 | 9% | +19.8% | Rapidly Growing |
| Electronic Medical Record | 1,031 | 3% | 441 | 0% | +12.1% | Growing |
| Restaurant Operation | 1,008 | 3% | 922 | 1% | +28.0% | Rapidly Growing |

Top Common Skills



| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Communication | 11,703 | 37% | 6,534 | 7% | +3.6% | Lagging |
| Customer Service | 8,498 | 27% | 11,528 | 12% | +5.2% | Stable |
| Management | 6,995 | 22% | 13,510 | 14% | +5.3% | Stable |
| Sales | 4,982 | 16% | 14,103 | 15% | +7.8% | Stable |
| Operations | 4,793 | 15% | 7,095 | 8% | +8.1% | Stable |
| Leadership | 4,497 | 14% | 10,248 | 11% | +8.5% | Stable |
| Detail Oriented | 4,128 | 13% | 596 | 1% | +7.1% | Stable |
| Interpersonal Communications | 2,974 | 9% | 583 | 1% | +12.5% | Growing |
| Writing | 2,972 | 9% | 2,870 | 3% | +11.8% | Growing |
| Problem Solving | 2,941 | 9% | 1,658 | 2% | +11.3% | Growing |

Top Software Skills



| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Microsoft Office | 2,065 | 6% | 6,410 | 7% | +18.5% | Growing |
| Microsoft Excel | 2,023 | 6% | 5,314 | 6% | +17.7% | Growing |
| Microsoft Outlook | 1,445 | 5% | 1,317 | 1% | +25.0% | Rapidly Growing |
| Microsoft PowerPoint | 878 | 3% | 3,555 | 4% | +26.1% | Rapidly Growing |
| Microsoft Word | 780 | 2% | 3,781 | 4% | +7.2% | Stable |
| Epic EMR | 546 | 2% | 195 | 0% | +16.4% | Growing |
| Google Workspace | 439 | 1% | 242 | 0% | +18.8% | Growing |
| Spreadsheets | 384 | 1% | 444 | 0% | +22.2% | Rapidly Growing |
| Salesforce | 327 | 1% | 2,036 | 2% | +24.7% | Rapidly Growing |
| QuickBooks (Accounting Software) | 259 | 1% | 842 | 1% | +10.9% | Growing |

Top Qualifications

| | Postings with Qualification |
|---|-----------------------------|
| Valid Driver's License | 3,326 |
| Registered Nurse (RN) | 2,741 |
| Basic Life Support (BLS) Certification | 2,132 |
| Cardiopulmonary Resuscitation (CPR) Certification | 1,273 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 649 |
| First Aid Certification | 499 |
| Licensed Vocational Nurse (LVN) | 386 |
| Nurse Practitioner (APRN-CNP) | 326 |
| Food Handler's Card | 320 |
| Teaching Certificate | 286 |

Appendix A

Top Posting Sources

| Website | Postings on Website (Nov 2023 - Nov 2024) |
|--------------------------|---|
| indeed.com | 15,959 |
| simplyhired.com | 12,932 |
| dejobs.org | 2,908 |
| craigslist.org | 2,417 |
| glassdoor.com | 912 |
| careerarc.com | 638 |
| myworkdayjobs.com | 568 |
| icims.com | 515 |
| santarosarecruiter.com | 499 |
| oraclecloud.com | 476 |
| santacruzrecruiter.com | 399 |
| watsonvillerecruiter.com | 395 |
| governmentjobs.com | 342 |
| biospace.com | 322 |
| modestorecruiter.com | 309 |
| salinasrecruiter.com | 305 |
| careerjet.com | 282 |
| themuse.com | 272 |
| ca.gov | 259 |
| unioncityrecruiter.com | 254 |
| disabledperson.com | 249 |
| rocklinrecruiter.com | 243 |
| ultipro.com | 241 |
| dice.com | 236 |
| tracyrecruiter.com | 233 |

Appendix B

Sample Postings

Certified Nursing Assistants – Unclassified in Tiburon, CA (Nov 2024 - Active)

| | |
|---|---|
| CNA | |
| Link to Live Job Posting: www.jobit.com | |
| Location: Tiburon, CA | O*NET: 31-1131.00 |
| Company: Unclassified | Job Title: Certified Nursing Assistants |
| <p>Location: Belvedere Tiburon, US-CA</p> <p>Rate: Not Specified</p> <p>Type: Permanent CNA Are you passionate about providing compassionate care to those in need? Tiburon Hills Care Center is seeking dedicated Certified Nursing Assistants (CNAs) to join our team. As a reputable healthcare facility committed to excellence in senior care, we prioritize the well-being and comfort of our residents above all else.</p> <p>Job Title: Certified Nursing Assistant (CNA)</p> <p>Responsibilities:</p> <ul style="list-style-type: none">• Provide direct care to residents under the supervision of a licensed nurse.• Assist residents with activities of daily living such as bathing, grooming, dressing, and toileting.• Monitor and record vital signs.• Assist with mobility and transfers.• Maintain a clean and safe environment for residents.• Respond promptly to resident needs and emergencies.• Collaborate effectively with the healthcare team to ensure resident care plans are implemented and followed. <p>Qualifications:</p> <ul style="list-style-type: none">• Active CNA certification in the state of California.• Compassionate and patient demeanor.• Excellent communication and interpersonal skills.• Ability to work effectively in a team environment.• Strong organizational skills and attention to detail.• Prior experience in long-term care or geriatric setting preferred but not required. <p>Benefits:</p> <ul style="list-style-type: none">• Competitive wages• Comprehensive benefits package including medical, dental, and vision insurance | |

- Comprehensive benefits package including medical, dental, and vision insurance

- Paid time off
- Continuing education opportunities
- Career advancement potential At Tiburon Hills Care Center, we believe in fostering a supportive and inclusive work environment where every team member is valued and respected.

Join us in making a meaningful difference in the lives of our residents and their families. Apply today to become part of our dedicated team of healthcare professionals. To apply, please submit your resume and cover letter detailing your relevant experience and why you are passionate about working in senior care. We look forward to hearing from you!

Rate:

Not Specified

Location:

Belvedere Tiburon, US-CA

Type:

Permanent

Industry:

Medical

Recruiter:

Tiburon Hills Care Center

Contact:

Not Specified

Email:

to view [click here](#)

Reference:

JR115451

Posted:

2024-11-30 06:59:39 -

Special Education Teacher Aides – Zen Educate in Larkspur, CA (Nov 2024 - Active)

Teachers Aide - Special Education

Link to Live Job Posting: www.westminsterrecruiter.com

Location: Larkspur, CA

O*NET: 25-9043.00

Company: Zen Educate

Job Title: Special Education Teacher Aides

Job Description:

Hiring multiple candidates, Easy Apply, Part TimeJobDescriptionWe are looking for a part-time paraprofessional to workwith K-12 special education students across Colorado Springs.

As a paraprofessional, you will support licensed teachers with academic adaptations, self-care, and social/behavioral needs of students in their classroom on either a one-to-one basis or group setting.

In this role, you will get the opportunity to positively contribute to the lives of children in special education and make a positive impact on their development. This role comes with a competitive hourly rate between \$16 - \$19 per hour, paid weekly. With this role there is no requirement to work weekends and will be Monday through Friday within rough hours of 8:00 - 3:30 pm. This position is for the 2024-2025 school year.

Responsibilities:

Assisting licensed staff in the classroom Aid students in meeting their individualized education plan (IEP) Maintain a classroom environment that is conducive to learning Work with individuals and/or small groups when activities and assignments are presented Provides support for students in crisis Utilize a variety of learning methods to enhance the student's learning experiences and support them as needed

Benefits:

Weekly pay Paid Sick Leave 401K (certain eligibility criteria)

Qualifications:

High School Diploma 1+ Years Experience working with children Applicants must have professional proficiency in English US Work Authorization - Zen Educate cannot provide sponsorship for an employment visa or relocation assistance at this time.

Preferred Qualifications:

First Aid & CPR Certification Previous experience working in special education Crisis prevention training Behavioral Technician or PCA experience Why Zen?

Zen Educate makes finding your perfect role in education easier! We are a company dedicated to matching you to your ideal education position based on your preferences and getting you into a school (or daycare) you love! We pride ourselves on providing continuous, personalized support throughout your application process. We are a company ready to make a difference in education and support the current educator shortage.

Ref:

INDUS-DEN

Relationship Bankers – Unclassified in Corte Madera, CA (Nov 2024 - Active)

Relationship Banker - Corte Madera area

Link to Live Job Posting: www.santacruzrecruiter.com

Location: Corte Madera, CA

O*NET: 41-3031.00

Company: Unclassified

Job Title: Relationship Bankers

Job Description:

Job Description:

At Bank of America, we are guided by a common purpose to help make financial lives better through the power of every connection. Responsible Growth is how we run our company and how we deliver for our clients, teammates, communities and shareholders every day. One of the keys to driving Responsible Growth is being a great place to work for our teammates around the world. We're devoted to being a diverse and inclusive workplace for everyone. We hire individuals with a broad range of backgrounds and experiences and invest heavily in our teammates and their families by offering competitive benefits to support their physical, emotional, and financial well-being. Bank of America believes both in the importance of working together and offering flexibility to our employees. We use a multi-faceted approach for flexibility, depending on the various roles in our organization.

- This position is open for the entire market and the specific Financial Center location will be based on business needs. If you are offered a position, you will train at one financial center, and then potentially move to another location that is within a reasonable commuting distance of your home to the extent permitted by applicable law.
- Working at Bank of America will give you a great career with opportunities to learn, grow and make an impact, along with the power to make a difference.

Join us!

Job Description:

This job is responsible for engaging clients in the lobby to educate and assist with conducting transactions through self-service resources, such as mobile banking, online banking, or ATM. Key responsibilities include accurately and efficiently processing cash transactions for clients as needed. Job expectations include having deep conversations with clients to gain in-depth knowledge of the financial and life priorities and connecting clients to solutions that meet the financial goals.

Responsibilities

- Executes the bank's risk culture and strives for operational excellence
- -Builds relationships with clients to meet financial needs
- -Follows established processes and guidelines in daily activities to do what is right for clients and the bank, adhering to all applicable laws and regulations
- Grows business knowledge and network by partnering with experts in small business, lending, and investments
- Manages financial center traffic, appointments, and outbound calls effectively
- Drives the client experience
- -Manages cash responsibilities
- Required Qualifications
- Is an enthusiastic, highly motivated self-starter with a strong work ethic and intense focus on results, acting in the best interest of the client
- Collaborates effectively to get things done, building and nurturing strong relationships
- Displays passion, commitment and drive to deliver an experience that improves our clients' financial lives
- Is confident in identifying solutions for new and existing clients based on their needs

- Communicates effectively and confidently, and is comfortable engaging all clients
- Has the ability to learn and adapt to new information and technology platforms
- Is confident in educating clients on how to conduct simple banking transactions through self-service technologies (for example, ATM, online banking, mobile banking)
- Applies strong critical thinking and problem-solving skills to meet clients' needs
- Will follow established processes and guidelines in daily activities to do what is right for clients and the bank, adhering to all applicable laws and regulations
- Efficiently manages time and capacity
- Focuses on results, while acting in the best interest of the client
- Can be flexible to work weekends and/or extended hours as needed.

Desired Qualifications

- Experience in financial services and knowledge of financial services industry, products and solutions
- One year of demonstrated successful sales experience in a salary plus incentive environment with individual sales goals
- Six months of cash handling experience
- Bachelor's Degree or business-relevant Associate's Degree such as business management, business administration or finance Skills
- Adaptability
- Business Acumen
- Customer and Client Focus
- Oral Communications
- -Problem Solving
- Account Management
- Client Experience Branding
- Client Management
- Client Solutions Advisory
- -Relationship Building
- Business Development
- Pipeline Management
- Prospecting
- Referral Identification
- Referral Management Minimum Education Requirement
- High School Diploma /GED / Secondary School or equivalent

Shift:

1st shift (United States of America)

Hours Per Week:

40 Pay Transparency details US

- CA • Corte Madera • 663 Tamalpais Dr •

CORTE MADERA BC

(CA4162) Pay and benefits information Pay range \$24.00

- \$25.

96 hourly pay, offers to be determined based on experience, education and skillset.

Predictable pay This role is compensated with a base salary and is not incentive eligible.

Benefits This role is currently benefits eligible. We provide industry-leading benefits, access to paid time off, resources and support to our

employees so they can make agenuine impact and contribute to the sustainable growth of ourbusiness and the communities we serve.

Registered Nurses — Bear Creek Senior Living in Larkspur, CA (Nov 2024 - Active)

RN - Registered Nurse

Link to Live Job Posting: www.aurorarecruiter.com

Location: Larkspur, CA

O*NET: 29-1141.00

Company: Bear Creek Senior Living

Job Title: Registered Nurses

Job Description:

Registered Nurse

- RN•Senior Living Community 2-10pm Are you a nurturing soul with a passion for making a positive impact on the lives of our cherished senior residents?

If so, we want YOU to be a part of our warm and welcoming family at Bear Creek Senior Living Why Us? At Bear Creek Senior Living

- We are committed to providing a Stellar life for our residents.

Our dedicated team is at the heart of this mission, providing not just care but genuine companionship.

Here, you're not just a nurse; you're a beacon of comfort and joy in the lives of those who've paved the way for us.

What we offer:

Competitive salary \$38.00-44.52 Sign on Bonus

- \$500.00 Benefits include medical, dental, vision,
- generous Paid Time Off program, holidays, 401k and more!!! A
- growing company with opportunities for advancement Company sponsored training, tuition reimbursement, and other learning opportunities.

Your Role:

As a nurse at Bear Creek Senior Living you'll be a vital part of a compassionate team dedicated to enriching the lives of our residents.

- Your duties will include: Providing personalized care with empathy and respect.

Building meaningful connections with residents and their families. Collaborating with a multidisciplinary team to enhance overall well-being.

Practices according to the philosophy and policies/procedures of the community and State standards. Provides direction and leadership to care staff.

Qualifications:

Must have an unrestricted RN license valid in the state. Compassionate and caring nature. Strong interpersonal and communication skills. Computer skills. How to

Apply:

If you're ready to bring warmth and joy into the lives of our senior residents, we'd love to hear from you! Please submit your resume and complete a very short application by clicking on the

APPLY NOW

button. Join us in creating a haven where our seniors thrive, and each day is filled with smiles and moments of genuine connection. Your caring

touch can make all the difference. Still Undecided? Working as a nurse at a Stellar Senior Living community offers a unique set of advantages. Here are some compelling benefits that might make the role in senior living particularly appealing: Personal Connection and Meaningful Relationships. Our nurses often form deep and lasting connections with our residents. This fosters a sense of community and family, providing a more intimate and rewarding work environment. Holistic and Individualized Care. We prioritize a holistic approach to care, considering the physical, emotional, and social well-being of our residents. Our nurses play a key role in delivering personalized care plans that cater to the unique needs of everyone. Homely Atmosphere. Our communities are designed to resemble a home rather than a clinical setting. This creates a more comfortable and familiar atmosphere for both residents and staff, contributing to a positive and less stressful workplace. Varied Responsibilities. Our nurses find a broader range of responsibilities beyond traditional medical care. This includes organizing activities, facilitating social interactions, and contributing to the overall well-being of residents, adding variety and richness to the nurse role. Reduced Hectic Pace. While healthcare in senior living is important, it often operates at a more relaxed pace compared to a bustling hospital. This allows our nurses to spend more quality time with residents, ensuring thorough and attentive care. Close collaboration with Families. Our nurses often work closely with the families of residents. This collaborative approach can lead to a supportive and cohesive caregiving environment, fostering open communication and understanding. Enhanced Work-Life Balance. The generally more predictable schedules in senior living can contribute to a better work-life balance for our nurses, allowing for more stable and manageable hours.

Who we are:

"Our supreme goal is to do and be the best in all we undertake, and to provide a Stellar life for our residents, their families and our employees."

- -Evrett Benton, CEO If you are looking for a company and team that understands the value of people, then look no further!

Stellar Senior Living (<https://stellarliving.com>) is a premier assisted living, memory care and skilled nursing provider in the Western United States. Founded in 2012, we have experienced consistent growth adding senior living communities to our family each year. As we continue to grow, we are looking for top talent to join us in our mission to build communities where retired adults can enjoy a first-class life and adult children can rest assured that their parents are safe, happy, and involved in their lives. We are excited to review your application and hope your talents and abilities will help us all achieve our goal of providing a fulfilling experience for the families in our communities.

- Stellar Senior Living
- We are an equal opportunity employer and prohibit discrimination/harassment without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.
- As part of Stellar Senior Living's continued efforts to maintain a safe environment for all employees, residents, families, and visitors, Stellar strongly encourages its employees to receive an FDA-approved

COVID-19

vaccination, as well as any subsequent booster doses, as recommended by the Centers for Disease Control and Prevention (CDC).

- To facilitate and further encourage

COVID-19

vaccinations, Stellar periodically organizes on-site vaccination clinics at its various locations.

- Stellar employees are not required to be fully vaccinated for

COVID-19

as a condition of employment. •

Diesel Mechanic/Technician I - Experienced

Link to Live Job Posting: www.ceresrecruiter.com

Location: Kentfield, CA

O*NET: 49-3031.00

Company: Penske Automotive Group

Job Title: Diesel Technicians/Mechanics

Job Description:

11 Parr BLVD Richmond, CA, 94801 What's the Job? Ready to move your career forward? As an experienced Technician atPenske, you'll do exactly that. Here, you'll perform preventativemaintenance and repairs of all levels on the newest and bestmaintained fleet of vehicles in the industry. You will help ourcustomers keep their vehicles in shape and on the road. As a Technician I at Penske, you are a respected, experienced leadat your location-a master technician. You set an example andinformally mentor others while learning from your manager. You aretrusted to work independently while doing major and minor repairs,performing road tests to diagnose problems and completingmaintenance tasks. Why is this job awesome? For starters, your skills and experienceare recognized. You'll get to work on lots of different types ofequipment-not just one manufacturer. We work hard to get the jobdone, but we also make sure you have the time you need to do thejob right. Safety and reliability are our top priorities. Yes, we know you are experienced, and we will rely on yourexpertise and leadership. But we'll also teach you about ourvehicle maintenance processes and the cutting-edge technology weuse. And we will make sure you are continuing to get the trainingyou need to advance in your career. You'll be inspired andencouraged by the best in the industry. We take pride in how cleanour facilities are, and we provide you with all the necessary majorshop tools. If you are an experienced truck and trailer technician and areinterested in a stable career with a lot of opportunity for growth,join our team.

Main Responsibilities:

- Making sure vehicles are maintained and safe for ourcustomers
- Doing preventive maintenance services on truck and trailerequipment with little or no supervision and in a timely manner
- Repairing and troubleshooting major components such as engines,transmissions and differentials, including replacing completeassemblies, turbochargers, fuel system components, etc.
- Keeping your work area clean and safe
- Using Penske's tools and technologies to log, research andcomplete repairs, including basic vehicle diagnostics
- Learning new skills through Penske's technician training
- Working on other projects and tasks as assigned bysupervisor Why Penske is for

You:

- Competitive starting salary
- Shift Premium
- Career stability
- Opportunity for growth
- Excellent benefits, including lots of time off
- Strong, well-rounded training on a variety of OEM equipment(Penske's Technician Certification Program is certified as aContinuing Automotive Service Education provider)
- Advanced vehicle maintenance technology
- Location and schedule flexibility

Qualifications:

Qualifications:

- 6 years of practical experience with truck and tractor-trailer maintenance
- High school diploma or equivalent preferred; vocational or technical certification in vehicle repair preferred
- Specialized training and experience in the diagnosis/troubleshooting of major components (engines, transmissions, differentials), OEM training courses, ASE Certification, and 608/609 certifications (preferred)
- Experienced using all tools of the trade (including welding equipment, diagnostic equipment, and hand and power tools)
- Valid driver's license required, CDL preferred
- The ability to solve problems
- Excellent customer service skills and communication skills
- The ability to work well as part of a team
- Willing to work in non-climate-controlled conditions
- Basic computer skills
- The associate will be required to understand and comply with specific instructions, guidelines, rules, regulations, or other information established by Penske management
- The associate must be able to perform all work adhering to DOT, OSHA, and all Penske safety and maintenance policies; including but not limited to the correct selection and use of appropriate tools, PPE, machine guarding, and established best safety practice.
- Regular, predictable, full attendance is an essential function of the job
- As this position requires driving Penske and customer vehicles, it is regulated by the DOT and requires a current driver qualification file to be maintained as required by the role.

The driver qualification file includes:

an annual motor vehicle records (MVR) check, a successfully completed DOT Physical, and Safety Performance History records request from prior employers in the last 3 years. Additionally, CDL holders will have a DOT Drug Screening within 30 days of start and subject to a FMCSA Clearinghouse review.

- Willingness to travel as necessary within the district (customers' yards, close geographical area and training sites), work the required schedule, work at the specific location required, complete Penske employment application, submit to a background screening (to include criminal checks, past employment and education) and pass a drug screening. This position is regulated by the Department of Transportation and designated as safety sensitive by the company, and the ability to work in a constant state of alertness and in a safe manner is required.

Associates must have the ability to accept responsibility for their own safety, as well as the safety of others.

Physical Requirements:

The physical and mental demands described here are representative of those that must be met by an associate to successfully perform the essential functions of this job.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the associate will be required to move frequently, stand, walk, climb, bend, and sit for extended length of time throughout their scheduled working period.
- The associate is required to use their hands on a routine and daily basis to grasp, reach, touch, handle, feel, and/or otherwise operate required tools or controls.
- The associate must be able to work safely at heights using applicable ladders and elevated working platforms.
- The associate must be able to safely work in all weather conditions.
- Given the frequent movement of large trucks through the workplace, the associate must be able to see and hear in order to safely navigate the work environment.
- The associate must be able to regularly lift and/or move up to 50 lbs/23 kg and occasionally lift and/or move up to 100 lbs/45 kg.

Pay:

\$47.79

Schedule:

Monday-Friday 2:30pm to 11:00pm

Benefits:

Our excellent benefits plan keeps associates and their families happy, healthy, and secure.

To learn more visit<https://penske.jobs/benefit>

Penske is an

Equal Opportunity Employer Keywords:

Automotive, Diesel, Diesel Repair, Diesel Tech, Diesel Mechanic, Gas Mechanic, Mechanic, Hydraulics Auto Repair, Truck Repair, Trailer Repair, Equipment Installer, Electronic Diagnostic, Car Carrier Repair, Mechanical Repair, Installer, Truck Equipment, Auto Mechanic, ASE Certified, ASE, Automotive, Repair, Light And Heavy Duty Trucks, Truck Mechanic Service Technician, Heavy Truck & Equipment Technician, Heavy Truck Mechanic, Equipment Mechanic, Shop Mechanic, Truck Mechanic, Fleet Mechanic, Fleet Technician, Trailer Mechanic, Universal Technical Institute, UTI, Wyotech, Lincoln College of Technology, Lincoln Tech, University of Northwest Ohio, Detroit Diesel, Cummins PJ500 About Penske Truck Leasing/Transportation Solutions Penske Truck Leasing/Transportation Solutions is a premier global transportation provider that delivers essential and innovative transportation, logistics and technology services to help companies and people move forward. With headquarters in Reading, PA, Penske and its associates are driven by a dedication to excellence and a commitment to customer success. Visit Go Penske to learn more.

Job Category:

Vehicle Maintenance/Mechanics/Technicians Job Function:

Truck Maintenance Job Family:

Vehicle Maintenance Address:

11

Parr Blvd Primary Location:

US-CA-Richmond Employer:

Penske Truck Leasing Co., L.P.

Req ID:

2415531

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.