

# 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     |
|------|-----------------|
| 6055 | Napa County, CA |

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

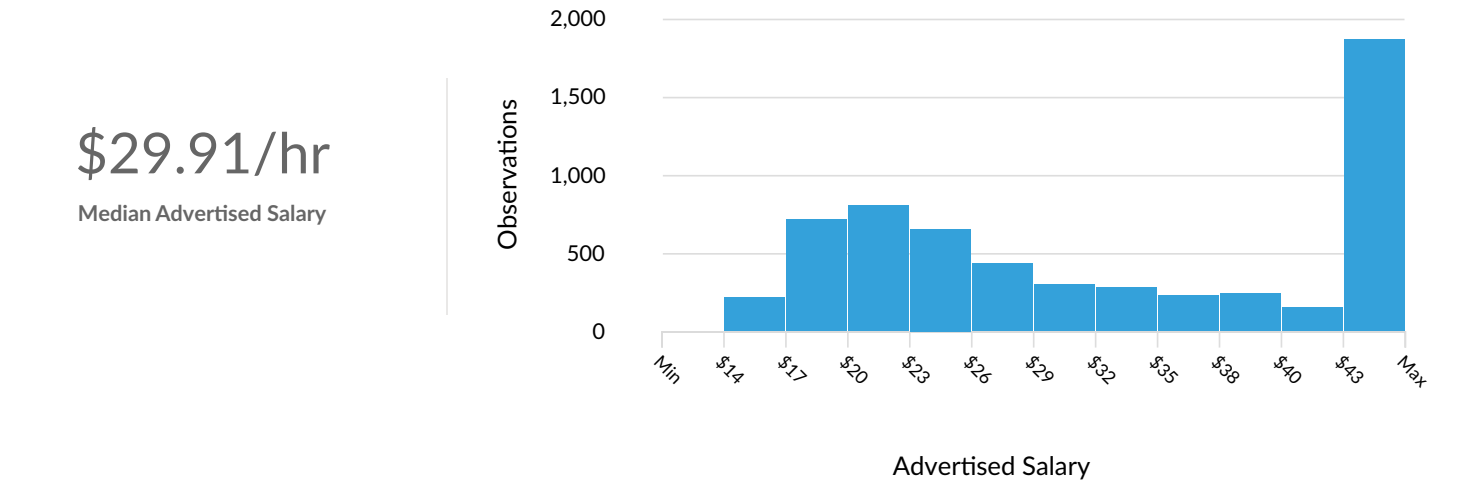
Posting Type: Active Postings

# Job Postings Overview



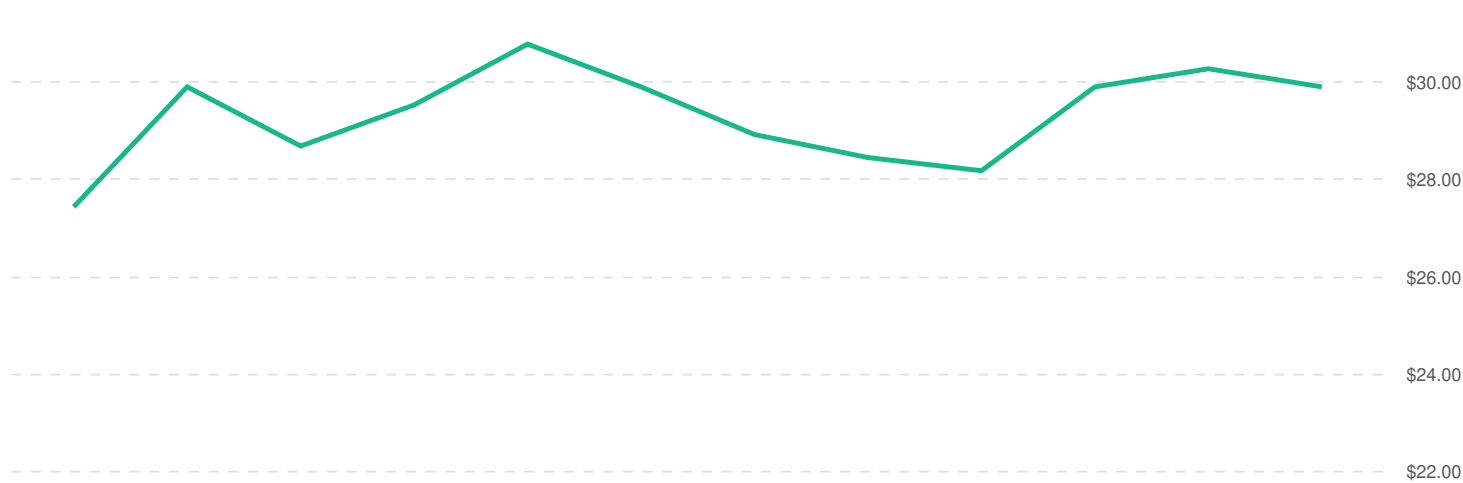
## Advertised Salary

There are 5,885 advertised salary observations (63% of the 9,281 matching postings).

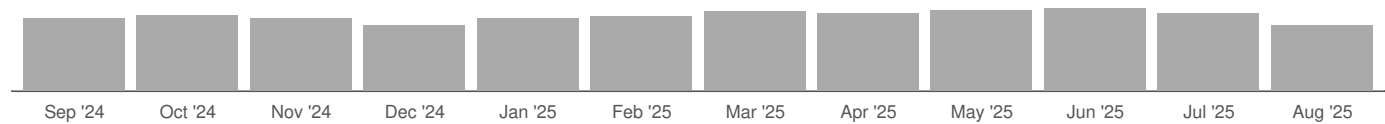


# Advertised Salary Trend

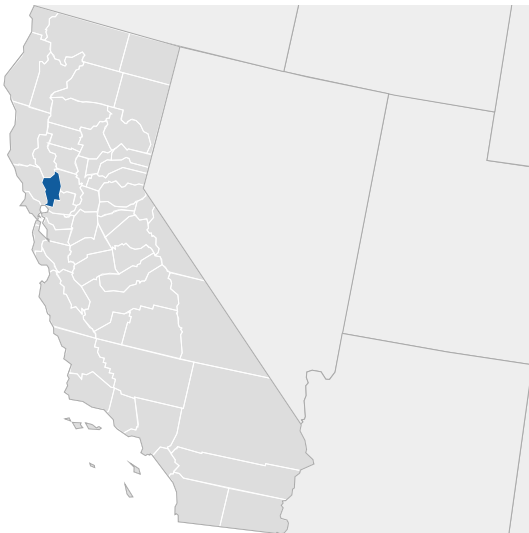
▲ 9.0% Sep 2024 – Aug 2025  
\$29.42 Median



14,112 Job Postings

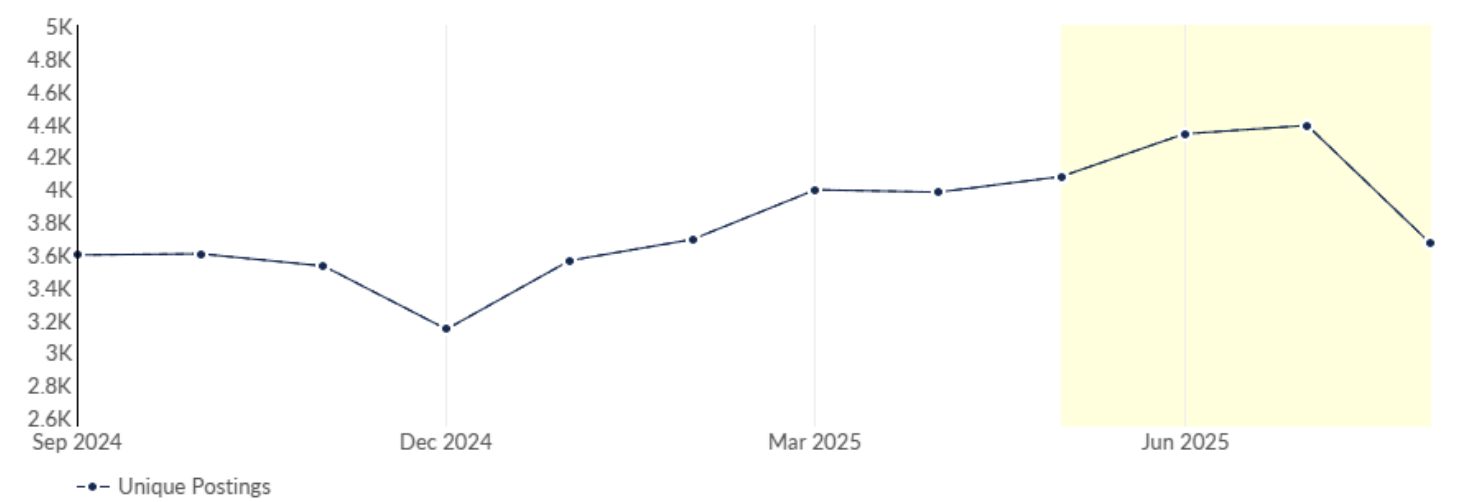


# Job Postings Regional Breakdown



| County          | Unique Postings (May 2025 - Aug 2025) |
|-----------------|---------------------------------------|
| Napa County, CA | 9,281                                 |

# Unique Postings Trend



| Month    | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| Aug 2025 | 3,667           | 2 : 1             |
| Jul 2025 | 4,389           | 3 : 1             |
| Jun 2025 | 4,337           | 3 : 1             |
| May 2025 | 4,076           | 3 : 1             |
| Apr 2025 | 3,980           | 3 : 1             |
| Mar 2025 | 3,995           | 3 : 1             |
| Feb 2025 | 3,691           | 3 : 1             |
| Jan 2025 | 3,561           | 3 : 1             |
| Dec 2024 | 3,141           | 3 : 1             |
| Nov 2024 | 3,528           | 3 : 1             |
| Oct 2024 | 3,603           | 3 : 1             |
| Sep 2024 | 3,595           | 3 : 1             |

# Education Breakdown

| Education Level              | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed          | 6,002           | 65%        |
| High school or GED           | 1,621           | 17%        |
| Associate's degree           | 487             | 5%         |
| Bachelor's degree            | 1,352           | 15%        |
| Master's degree              | 524             | 6%         |
| Ph.D. or professional degree | 142             | 2%         |

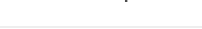
# Minimum Education Breakdown

| Minimum Education Level      | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|------------------------------|---------------------------|----------------------------------|----------------------|
| High school or GED           | 1,621                     | 0                                | 17%                  |
| Associate's degree           | 297                       | 149                              | 3%                   |
| Bachelor's degree            | 1,050                     | 279                              | 11%                  |
| Master's degree              | 245                       | 253                              | 3%                   |
| Ph.D. or professional degree | 66                        | 76                               | 1%                   |

# Experience Breakdown

| Minimum Experience   | Unique Postings | % of Total |
|----------------------|-----------------|------------|
| No Experience Listed | 5,670           | 61%        |
| 0 - 1 Years          | 1,512           | 16%        |
| 2 - 3 Years          | 1,441           | 16%        |
| 4 - 6 Years          | 510             | 5%         |
| 7 - 9 Years          | 88              | 1%         |
| 10+ Years            | 60              | 1%         |

# Top Companies Posting

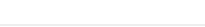
|                                     | Total/Unique (May 2025 - Aug 2025) | Posting Intensity                                                                         | Median Posting Duration |
|-------------------------------------|------------------------------------|-------------------------------------------------------------------------------------------|-------------------------|
| Napa Valley Unified School District | 892 / 282                          | 3 : 1  | 17 days                 |
| Providence                          | 1,040 / 243                        | 4 : 1  | 18 days                 |
| Adventist Health                    | 505 / 168                          | 3 : 1  | 21 days                 |
| Kaiser Permanente                   | 205 / 132                          | 2 : 1  | 20 days                 |
| Soliant Health                      | 207 / 127                          | 2 : 1  | 32 days                 |
| Auberge                             | 117 / 103                          | 1 : 1  | 31 days                 |
| State of California                 | 171 / 100                          | 2 : 1  | 17 days                 |
| AMN Healthcare                      | 283 / 93                           | 3 : 1  | 22 days                 |
| The Estate Yountville               | 290 / 87                           | 3 : 1  | 27 days                 |
| Aerotek                             | 284 / 83                           | 3 : 1  | 17 days                 |

# Top Cities Posting

| City                | Total/Unique (May 2025 - Aug 2025) | Posting Intensity                                                                           | Median Posting Duration |
|---------------------|------------------------------------|---------------------------------------------------------------------------------------------|-------------------------|
| Napa, CA            | 13,230 / 5,333                     | 2 : 1  | 26 days                 |
| Saint Helena, CA    | 3,956 / 1,539                      | 3 : 1  | 20 days                 |
| American Canyon, CA | 2,363 / 997                        | 2 : 1  | 20 days                 |
| Yountville, CA      | 1,113 / 484                        | 2 : 1  | 26 days                 |
| Calistoga, CA       | 704 / 371                          | 2 : 1  | 31 days                 |
| Oakville, CA        | 228 / 114                          | 2 : 1  | 32 days                 |
| Angwin, CA          | 179 / 81                           | 2 : 1  | 31 days                 |
| Deer Park, CA       | 156 / 81                           | 2 : 1  | 34 days                 |
| Rutherford, CA      | 119 / 75                           | 2 : 1  | 33 days                 |
| Union, CA           | 18 / 14                            | 1 : 1  | 43 days                 |

# Top Posted Occupations

|                                                                          | Total/Unique (May 2025 - Aug 2025) | Posting Intensity                                                                           | Median Posting Duration |
|--------------------------------------------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------|-------------------------|
| Registered Nurses                                                        | 3,389 / 987                        | 3 : 1    | 18 days                 |
| Retail Salespersons                                                      | 553 / 248                          | 2 : 1    | 33 days                 |
| Waiters and Waitresses                                                   | 360 / 179                          | 2 : 1    | 32 days                 |
| Radiologic Technologists and Technicians                                 | 295 / 148                          | 2 : 1    | 17 days                 |
| Food Service Managers                                                    | 332 / 139                          | 2 : 1    | 31 days                 |
| Physical Therapists                                                      | 244 / 136                          | 2 : 1    | 18 days                 |
| Bartenders                                                               | 305 / 134                          | 2 : 1    | 32 days                 |
| First-Line Supervisors of Retail Sales Workers                           | 333 / 134                          | 2 : 1    | 30 days                 |
| Home Health and Personal Care Aides                                      | 434 / 133                          | 3 : 1    | 32 days                 |
| Chefs and Head Cooks                                                     | 224 / 118                          | 2 : 1    | 31 days                 |
| Maids and Housekeeping Cleaners                                          | 242 / 117                          | 2 : 1    | 35 days                 |
| Occupational Therapists                                                  | 301 / 109                          | 3 : 1    | 23 days                 |
| Radiation Therapists                                                     | 292 / 105                          | 3 : 1  | 17 days                 |
| General and Operations Managers                                          | 221 / 102                          | 2 : 1  | 27 days                 |
| Speech-Language Pathologists                                             | 151 / 102                          | 1 : 1  | 19 days                 |
| Cardiovascular Technologists and Technicians                             | 187 / 98                           | 2 : 1  | 17 days                 |
| Customer Service Representatives                                         | 282 / 96                           | 3 : 1  | 25 days                 |
| Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop                 | 181 / 94                           | 2 : 1  | 31 days                 |
| Medical and Health Services Managers                                     | 221 / 93                           | 2 : 1  | 26 days                 |
| Magnetic Resonance Imaging Technologists                                 | 235 / 92                           | 3 : 1  | 17 days                 |
| Food Processing Workers, All Other                                       | 209 / 90                           | 2 : 1  | 27 days                 |
| Hotel, Motel, and Resort Desk Clerks                                     | 205 / 88                           | 2 : 1  | 26 days                 |
| First-Line Supervisors of Food Preparation and Serving Workers           | 202 / 87                           | 2 : 1  | 33 days                 |
| Maintenance and Repair Workers, General                                  | 222 / 87                           | 3 : 1  | 20 days                 |
| Sales Managers                                                           | 186 / 82                           | 2 : 1  | 33 days                 |
| Fast Food and Counter Workers                                            | 243 / 82                           | 3 : 1  | 34 days                 |
| Secondary School Teachers, Except Special and Career/Technical Education | 214 / 81                           | 3 : 1  | 21 days                 |
| Concierges                                                               | 172 / 81                           | 2 : 1  | 36 days                 |

|                                                                                                  |          |       |                                                                                       |         |
|--------------------------------------------------------------------------------------------------|----------|-------|---------------------------------------------------------------------------------------|---------|
| Accountants and Auditors                                                                         | 133 / 79 | 2 : 1 |    | 24 days |
| Child, Family, and School Social Workers                                                         | 193 / 76 | 3 : 1 |    | 21 days |
| Merchandise Displayers and Window Trimmers                                                       | 175 / 75 | 2 : 1 |    | 23 days |
| Coaches and Scouts                                                                               | 148 / 74 | 2 : 1 |    | 26 days |
| Surgical Technologists                                                                           | 224 / 74 | 3 : 1 |    | 18 days |
| Dining Room and Cafeteria Attendants and Bartender Helpers                                       | 182 / 72 | 3 : 1 |    | 32 days |
| Security Guards                                                                                  | 157 / 70 | 2 : 1 |    | 21 days |
| First-Line Supervisors of Office and Administrative Support Workers                              | 141 / 67 | 2 : 1 |    | 27 days |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners                                    | 146 / 66 | 2 : 1 |    | 34 days |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 151 / 65 | 2 : 1 |    | 34 days |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products     | 166 / 58 | 3 : 1 |    | 25 days |
| Financial Managers                                                                               | 109 / 57 | 2 : 1 |    | 33 days |
| Teaching Assistants, Except Postsecondary                                                        | 157 / 56 | 3 : 1 |    | 23 days |
| Heavy and Tractor-Trailer Truck Drivers                                                          | 127 / 56 | 2 : 1 |   | 18 days |
| Clinical Laboratory Technologists and Technicians                                                | 115 / 55 | 2 : 1 |  | 24 days |
| Nursing Assistants                                                                               | 134 / 55 | 2 : 1 |  | 17 days |
| Cooks, Restaurant                                                                                | 85 / 54  | 2 : 1 |  | 31 days |
| Pharmacy Technicians                                                                             | 165 / 53 | 3 : 1 |  | 16 days |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive                  | 106 / 52 | 2 : 1 |  | 21 days |
| Laborers and Freight, Stock, and Material Movers, Hand                                           | 113 / 50 | 2 : 1 |  | 21 days |
| Pharmacists                                                                                      | 98 / 49  | 2 : 1 |  | 16 days |
| Family Medicine Physicians                                                                       | 84 / 47  | 2 : 1 |  | 23 days |

# Top Posted Occupations

| Occupation (O*NET)                                             | Total/Unique (May 2025 - Aug 2025) | Posting Intensity                                                                           | Median Posting Duration |
|----------------------------------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------|-------------------------|
| Registered Nurses                                              | 2,818 / 847                        | 3 : 1    | 18 days                 |
| Retail Salespersons                                            | 553 / 248                          | 2 : 1    | 33 days                 |
| Waiters and Waitresses                                         | 360 / 179                          | 2 : 1    | 32 days                 |
| Radiologic Technologists and Technicians                       | 295 / 148                          | 2 : 1    | 17 days                 |
| Food Service Managers                                          | 332 / 139                          | 2 : 1    | 31 days                 |
| Critical Care Nurses                                           | 568 / 138                          | 4 : 1    | 19 days                 |
| Physical Therapists                                            | 244 / 136                          | 2 : 1    | 18 days                 |
| Bartenders                                                     | 305 / 134                          | 2 : 1    | 32 days                 |
| First-Line Supervisors of Retail Sales Workers                 | 332 / 133                          | 2 : 1    | 30 days                 |
| Chefs and Head Cooks                                           | 224 / 118                          | 2 : 1    | 31 days                 |
| Maids and Housekeeping Cleaners                                | 242 / 117                          | 2 : 1    | 35 days                 |
| Occupational Therapists                                        | 301 / 109                          | 3 : 1   | 23 days                 |
| Radiation Therapists                                           | 292 / 105                          | 3 : 1  | 17 days                 |
| Personal Care Aides                                            | 363 / 104                          | 3 : 1  | 33 days                 |
| General and Operations Managers                                | 221 / 102                          | 2 : 1  | 27 days                 |
| Speech-Language Pathologists                                   | 151 / 102                          | 1 : 1  | 19 days                 |
| Cardiovascular Technologists and Technicians                   | 187 / 98                           | 2 : 1  | 17 days                 |
| Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop       | 181 / 94                           | 2 : 1  | 31 days                 |
| Customer Service Representatives                               | 271 / 94                           | 3 : 1  | 25 days                 |
| Medical and Health Services Managers                           | 221 / 93                           | 2 : 1  | 26 days                 |
| Magnetic Resonance Imaging Technologists                       | 235 / 92                           | 3 : 1  | 17 days                 |
| Food Processing Workers, All Other                             | 209 / 90                           | 2 : 1  | 27 days                 |
| First-Line Supervisors of Food Preparation and Serving Workers | 202 / 87                           | 2 : 1  | 33 days                 |
| Hotel, Motel, and Resort Desk Clerks                           | 200 / 87                           | 2 : 1  | 26 days                 |
| Maintenance and Repair Workers, General                        | 222 / 87                           | 3 : 1  | 20 days                 |

|                                                                                                  |          |       |                                                                                       |         |
|--------------------------------------------------------------------------------------------------|----------|-------|---------------------------------------------------------------------------------------|---------|
| Sales Managers                                                                                   | 186 / 82 | 2 : 1 |    | 33 days |
| Secondary School Teachers, Except Special and Career/Technical Education                         | 214 / 81 | 3 : 1 |    | 21 days |
| Accountants and Auditors                                                                         | 133 / 79 | 2 : 1 |    | 24 days |
| Concierges                                                                                       | 167 / 79 | 2 : 1 |    | 36 days |
| Child, Family, and School Social Workers                                                         | 193 / 76 | 3 : 1 |    | 21 days |
| Merchandise Displayers and Window Trimmers                                                       | 175 / 75 | 2 : 1 |    | 23 days |
| Coaches and Scouts                                                                               | 148 / 74 | 2 : 1 |    | 26 days |
| Surgical Technologists                                                                           | 224 / 74 | 3 : 1 |    | 18 days |
| Dining Room and Cafeteria Attendants and Bartender Helpers                                       | 180 / 71 | 3 : 1 |    | 32 days |
| Security Guards                                                                                  | 157 / 70 | 2 : 1 |    | 21 days |
| First-Line Supervisors of Office and Administrative Support Workers                              | 139 / 66 | 2 : 1 |    | 27 days |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners                                    | 144 / 64 | 2 : 1 |    | 33 days |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | 149 / 63 | 2 : 1 |    | 32 days |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products     | 166 / 58 | 3 : 1 |  | 25 days |
| Heavy and Tractor-Trailer Truck Drivers                                                          | 127 / 56 | 2 : 1 |  | 18 days |
| Nursing Assistants                                                                               | 134 / 55 | 2 : 1 |  | 17 days |
| Cooks, Restaurant                                                                                | 85 / 54  | 2 : 1 |  | 31 days |
| Pharmacy Technicians                                                                             | 165 / 53 | 3 : 1 |  | 16 days |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive                  | 95 / 50  | 2 : 1 |  | 21 days |
| Pharmacists                                                                                      | 98 / 49  | 2 : 1 |  | 16 days |
| Family Medicine Physicians                                                                       | 84 / 47  | 2 : 1 |  | 23 days |
| Teaching Assistants, All Other                                                                   | 146 / 46 | 3 : 1 |  | 26 days |
| Food Preparation Workers                                                                         | 105 / 46 | 2 : 1 |  | 33 days |
| Counselors, All Other                                                                            | 84 / 45  | 2 : 1 |  | 32 days |

|                                         |         |       |                                                                                     |         |
|-----------------------------------------|---------|-------|-------------------------------------------------------------------------------------|---------|
| Meeting, Convention, and Event Planners | 94 / 42 | 2 : 1 |  | 36 days |
|-----------------------------------------|---------|-------|-------------------------------------------------------------------------------------|---------|

## Top Posted Occupations

| Occupation                           | Total/Unique (May 2025 - Aug 2025) | Posting Intensity                                                                           | Median Posting Duration |
|--------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------|-------------------------|
| Registered Nurse                     | 3,242 / 921                        | 4 : 1    | 18 days                 |
| Retail Sales Associate               | 575 / 261                          | 2 : 1    | 32 days                 |
| Radiologic Technician / Technologist | 530 / 240                          | 2 : 1    | 17 days                 |
| Waiter / Waitress                    | 423 / 212                          | 2 : 1    | 31 days                 |
| Physician                            | 277 / 165                          | 2 : 1    | 26 days                 |
| Restaurant / Food Service Manager    | 330 / 138                          | 2 : 1    | 31 days                 |
| Physical Therapist                   | 244 / 136                          | 2 : 1    | 18 days                 |
| Retail Store Manager / Supervisor    | 338 / 135                          | 3 : 1    | 30 days                 |
| Bartender                            | 305 / 134                          | 2 : 1  | 32 days                 |
| Chef                                 | 224 / 118                          | 2 : 1  | 31 days                 |

## Top Posted Job Titles

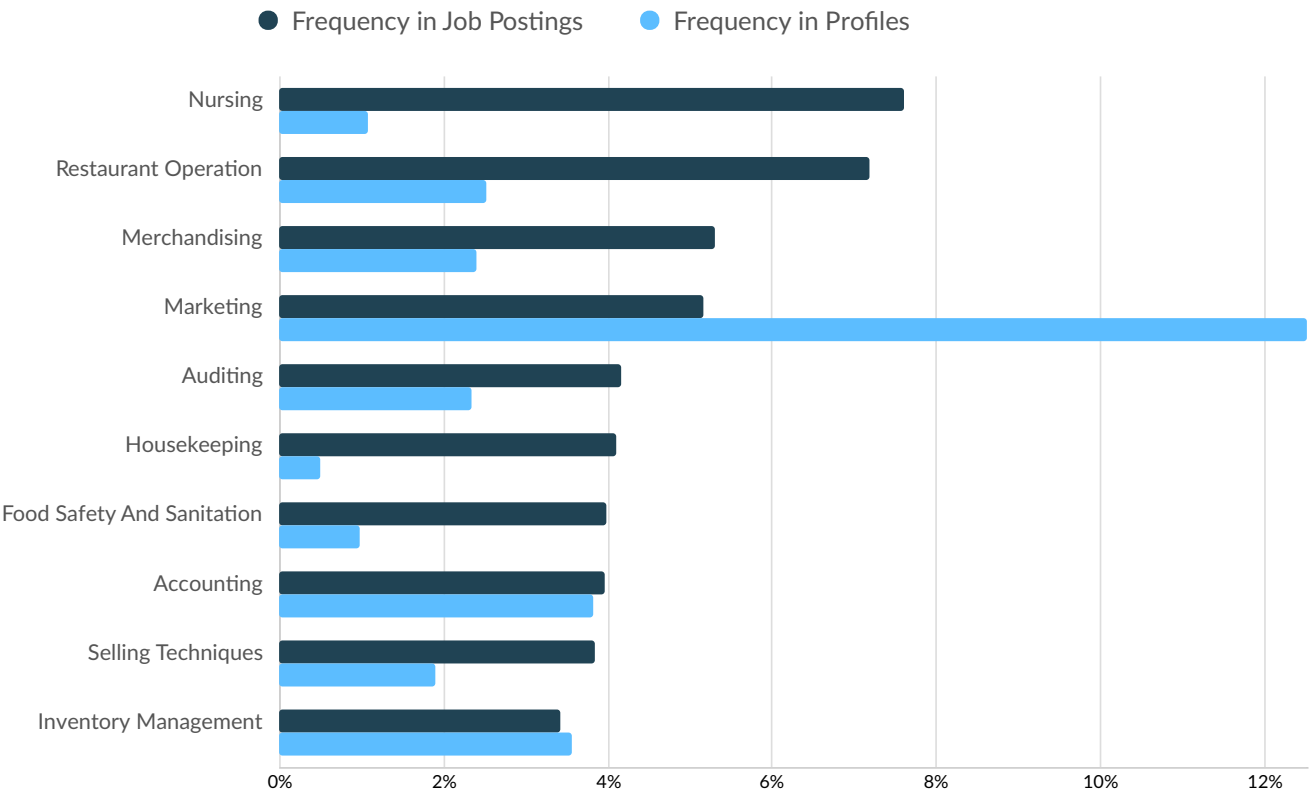
|                                      | Total/Unique (May 2025 - Aug 2025) | Posting Intensity                                                                           | Median Posting Duration |
|--------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------|-------------------------|
| Radiation Therapists                 | 167 / 81                           | 2 : 1  | 17 days                 |
| Lead CT Technologists                | 138 / 67                           | 2 : 1  | 17 days                 |
| Servers                              | 124 / 54                           | 2 : 1  | 33 days                 |
| Speech Language Pathologists         | 75 / 53                            | 1 : 1  | 32 days                 |
| Travel Physical Therapists           | 92 / 52                            | 2 : 1  | 17 days                 |
| Physical Therapists                  | 72 / 41                            | 2 : 1  | 18 days                 |
| Cardiovascular ICU Registered Nurses | 263 / 39                           | 7 : 1  | 24 days                 |
| Labor and Delivery Registered Nurses | 213 / 38                           | 6 : 1  | 18 days                 |
| Bartenders                           | 90 / 38                            | 2 : 1  | 32 days                 |



# Top Industries

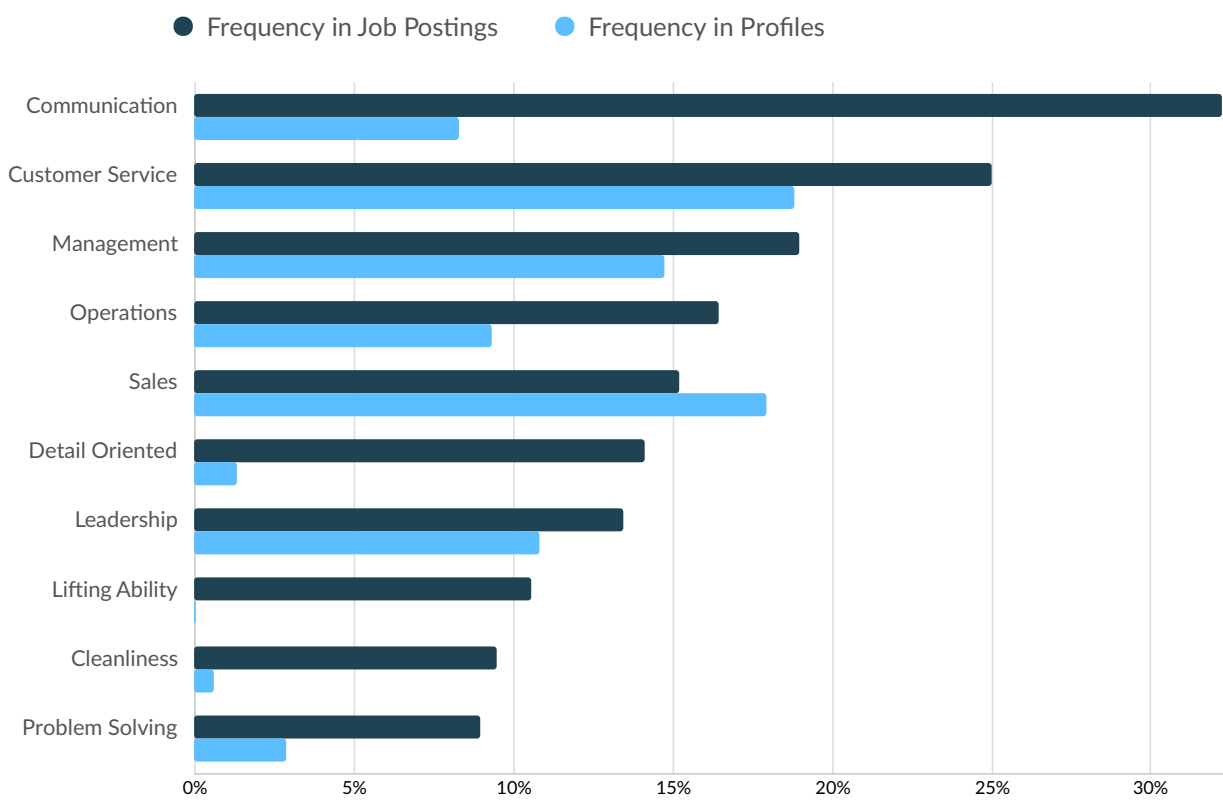
|                                                          | Total/Unique (May 2025 - Aug 2025) | Posting Intensity                                                                         | Median Posting Duration |
|----------------------------------------------------------|------------------------------------|-------------------------------------------------------------------------------------------|-------------------------|
| Employment Placement Agencies                            | 2,546 / 1,031                      | 2 : 1  | 18 days                 |
| Temporary Help Services                                  | 2,055 / 671                        | 3 : 1  | 18 days                 |
| Hotels (except Casino Hotels) and Motels                 | 972 / 475                          | 2 : 1  | 31 days                 |
| Elementary and Secondary Schools                         | 963 / 321                          | 3 : 1  | 17 days                 |
| General Medical and Surgical Hospitals                   | 1,189 / 314                        | 4 : 1  | 18 days                 |
| Wineries                                                 | 714 / 312                          | 2 : 1  | 32 days                 |
| Offices of Physicians (except Mental Health Specialists) | 648 / 222                          | 3 : 1  | 23 days                 |
| All Other Miscellaneous Ambulatory Health Care Services  | 299 / 168                          | 2 : 1  | 21 days                 |
| Home Health Care Services                                | 436 / 130                          | 3 : 1  | 25 days                 |
| Limited-Service Restaurants                              | 421 / 130                          | 3 : 1  | 30 days                 |

# Top Specialized Skills



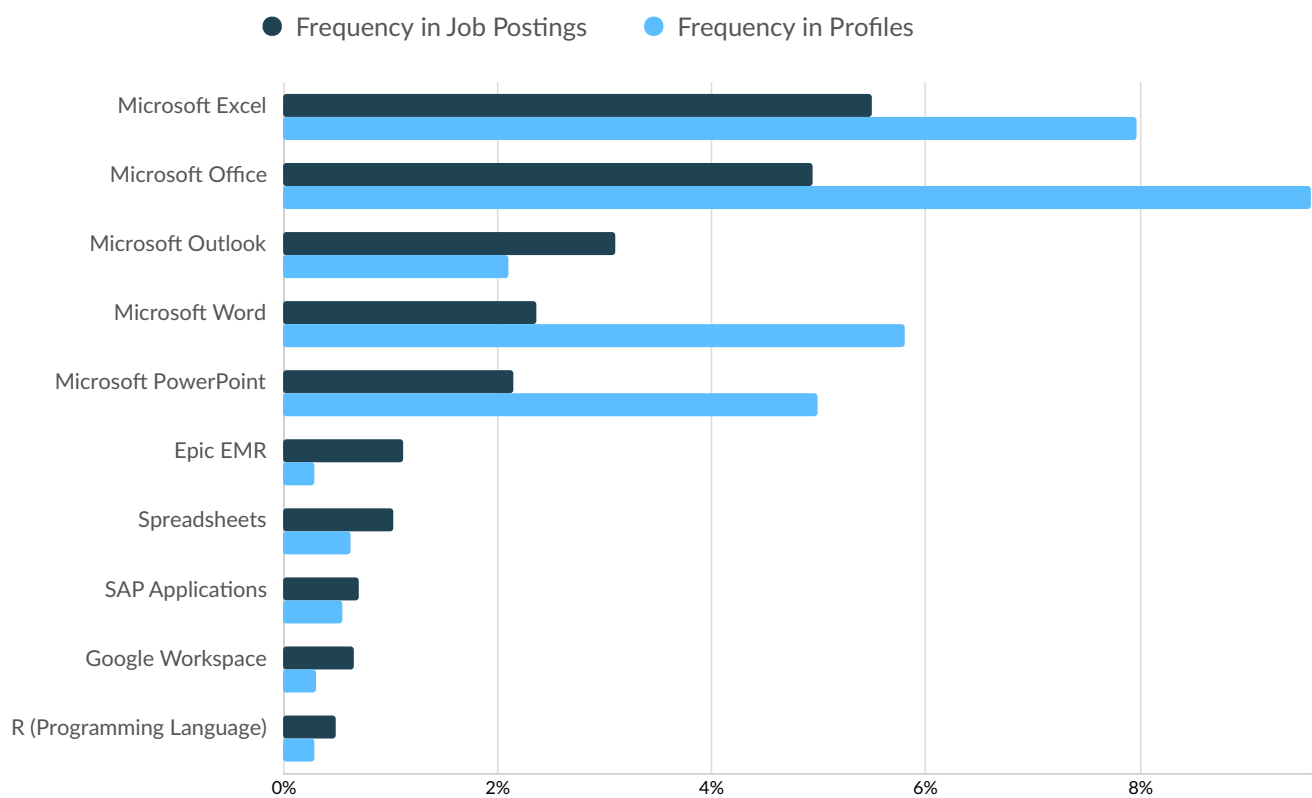
|                            | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Nursing                    | 707      | 8%                  | 470      | 1%                  | +20.1%                 | Rapidly Growing                 |
| Restaurant Operation       | 667      | 7%                  | 1,094    | 3%                  | +28.0%                 | Rapidly Growing                 |
| Merchandising              | 492      | 5%                  | 1,036    | 2%                  | +15.0%                 | Growing                         |
| Marketing                  | 480      | 5%                  | 5,407    | 13%                 | +23.0%                 | Rapidly Growing                 |
| Auditing                   | 387      | 4%                  | 1,014    | 2%                  | +21.8%                 | Rapidly Growing                 |
| Housekeeping               | 381      | 4%                  | 217      | 1%                  | +13.3%                 | Growing                         |
| Food Safety And Sanitation | 371      | 4%                  | 427      | 1%                  | +11.7%                 | Growing                         |
| Accounting                 | 369      | 4%                  | 1,649    | 4%                  | +24.0%                 | Rapidly Growing                 |
| Selling Techniques         | 358      | 4%                  | 824      | 2%                  | -1.2%                  | Lagging                         |
| Inventory Management       | 318      | 3%                  | 1,542    | 4%                  | +12.6%                 | Growing                         |

# Top Common Skills



|                  | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Communication    | 2,993    | 32%                 | 3,581    | 8%                  | +3.6%                  | Lagging                         |
| Customer Service | 2,321    | 25%                 | 8,120    | 19%                 | +5.2%                  | Stable                          |
| Management       | 1,761    | 19%                 | 6,379    | 15%                 | +5.3%                  | Stable                          |
| Operations       | 1,529    | 16%                 | 4,029    | 9%                  | +8.1%                  | Stable                          |
| Sales            | 1,414    | 15%                 | 7,742    | 18%                 | +7.8%                  | Stable                          |
| Detail Oriented  | 1,312    | 14%                 | 583      | 1%                  | +7.1%                  | Stable                          |
| Leadership       | 1,248    | 13%                 | 4,684    | 11%                 | +8.5%                  | Stable                          |
| Lifting Ability  | 982      | 11%                 | 20       | 0%                  | +10.6%                 | Growing                         |
| Cleanliness      | 880      | 9%                  | 262      | 1%                  | +11.1%                 | Growing                         |
| Problem Solving  | 832      | 9%                  | 1,248    | 3%                  | +11.3%                 | Growing                         |

# Top Software Skills



|                          | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|--------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Microsoft Excel          | 510      | 5%                  | 3,443    | 8%                  | +17.7%                 | Growing                         |
| Microsoft Office         | 459      | 5%                  | 4,146    | 10%                 | +18.5%                 | Growing                         |
| Microsoft Outlook        | 288      | 3%                  | 912      | 2%                  | +25.0%                 | Rapidly Growing                 |
| Microsoft Word           | 220      | 2%                  | 2,508    | 6%                  | +7.2%                  | Stable                          |
| Microsoft PowerPoint     | 199      | 2%                  | 2,157    | 5%                  | +26.1%                 | Rapidly Growing                 |
| Epic EMR                 | 104      | 1%                  | 124      | 0%                  | +16.4%                 | Growing                         |
| Spreadsheets             | 96       | 1%                  | 271      | 1%                  | +22.2%                 | Rapidly Growing                 |
| SAP Applications         | 65       | 1%                  | 242      | 1%                  | +21.6%                 | Rapidly Growing                 |
| Google Workspace         | 61       | 1%                  | 130      | 0%                  | +18.8%                 | Growing                         |
| R (Programming Language) | 46       | 0%                  | 126      | 0%                  | +20.3%                 | Rapidly Growing                 |

# Top Qualifications

| Postings with Qualification                               |     |
|-----------------------------------------------------------|-----|
| Valid Driver's License                                    | 887 |
| Registered Nurse (RN)                                     | 805 |
| Basic Life Support (BLS) Certification                    | 690 |
| Cardiopulmonary Resuscitation (CPR) Certification         | 264 |
| Food Handler's Card                                       | 210 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 202 |
| First Aid Certification                                   | 145 |
| Pediatric Advanced Life Support (PALS)                    | 124 |
| ServSafe Certification                                    | 101 |
| Neonatal Resuscitation Program Certification (NRP)        | 93  |

# Appendix A

## Top Posting Sources

| Website                    | Postings on Website (May 2025 - Aug 2025) |
|----------------------------|-------------------------------------------|
| indeed.com                 | 3,602                                     |
| simplyhired.com            | 3,283                                     |
| dejobs.org                 | 787                                       |
| myworkdayjobs.com          | 313                                       |
| craigslist.org             | 305                                       |
| gr8jobs.net                | 298                                       |
| diversityjobs.com          | 281                                       |
| oraclecloud.com            | 268                                       |
| nvusd.org                  | 198                                       |
| culinaryagents.com         | 183                                       |
| talentally.com             | 178                                       |
| winebusiness.com           | 165                                       |
| healthcareers.com          | 150                                       |
| naparecruiter.com          | 135                                       |
| edjoin.org                 | 123                                       |
| providence.jobs            | 122                                       |
| healthjobsnationwide.com   | 121                                       |
| santarosarecruiter.com     | 119                                       |
| soliant.com                | 119                                       |
| disabledperson.com         | 118                                       |
| citrusheightsrecruiter.com | 114                                       |
| aubergecareers.com         | 110                                       |
| kaiserpermanentejobs.org   | 109                                       |
| castrovalleyrecruiter.com  | 108                                       |
| ca.gov                     | 101                                       |

# Appendix B

## Sample Postings

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| RN Oncology (Outpatient)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                         |
| Link to Live Job Posting: <a href="https://job.thespecialty.com">job.thespecialty.com</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                         |
| Location: Saint Helena, CA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | O*NET: 29-1141.00                       |
| Company: Specialty Professional Services, Corp.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Job Title: Outpatient Registered Nurses |
| <p>RN Oncology (Outpatient)TravelSt. Helena, CA 94574Posted 5 days ago</p> <p>Profession:</p> <p>Registered Nurse</p> <p>Specialty:</p> <p>Oncology (Outpatient)</p> <p>Shift:</p> <p>Days</p> <p>Start Date:</p> <p>09/22/2025</p> <p>End Date:</p> <p>12/20/2025</p> <p>Duration:</p> <p>2 Weeks</p> <p>Job Id:</p> <p>59400981Specialty Professional ServicesLeading the way in Healthcare StaffingOur Client is currently seeking Oncology (Outpatient) for positions in St. Helena, 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 Oncology (Outpatient).Gross Pay Range &gt; 2680.69 South or North of this range depending on your location from the Facility.Requirements &gt;Shift &gt; Days</p> <ul style="list-style-type: none"><li>• Current Resume</li><li>• RN License</li><li>• Current BLS and/or ACLS and/or Specialty Certifications</li><li>• 2 current clinical references</li><li>• Competitive pay rates</li><li>• Health Benefit package</li><li>• License reimbursement</li><li>• Refer a friend and earn extra cash !</li></ul> <p>! Please call for more information 888-704-0711</p> |                                         |

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| CPCS Credentials Coordinator                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                     |
| Link to Live Job Posting: <a href="https://job.thespecialty.com">job.thespecialty.com</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                     |
| Location: Saint Helena, CA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | O*NET: 11-9111.00                   |
| Company: Specialty Professional Services, Corp.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Job Title: Credentials Coordinators |
| <p>CPCS Credentials CoordinatorTravelSt. Helena, CA 94574Posted 6 days ago</p> <p>Profession:</p> <p>CPCS</p> <p>Specialty:</p> <p>Credentials Coordinator</p> <p>Shift:</p> <p>Days</p> <p>Start Date:</p> <p>09/22/2025</p> <p>End Date:</p> <p>12/20/2025</p> <p>Duration:</p> <p>2 Weeks</p> <p>Job Id:</p> <p>59400980Specialty Professional ServicesLeading the way in Healthcare StaffingOur Client is currently seeking Credentials Coordinator for positions in St. Helena, 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 Credentials Coordinator.Gross Pay Range &gt; 1381.80 South or North of this range depending on your location from the Facility.Requirements &gt;Shift &gt; Days</p> <ul style="list-style-type: none"><li>• Current Resume</li><li>• RN License</li><li>• Current BLS and/or ACLS and/or Specialty Certifications</li><li>• 2 current clinical references</li><li>• Competitive pay rates</li><li>• Health Benefit package</li><li>• License reimbursement</li><li>• Refer a friend and earn extra cash !</li></ul> <p>! Please call for more information 888-704-0711</p> |                                     |

# Retail Sales Managers — Inteplast Group in Napa, CA (Aug 2025 - Active)

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| Sales Manager - Retail                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                  |
| Link to Live Job Posting: <a href="https://jobs.dayforcehcm.com">jobs.dayforcehcm.com</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                  |
| Location: Napa, CA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | O*NET: 11-2022.00                |
| Company: Inteplast Group                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Job Title: Retail Sales Managers |
| <p>Position Summary:</p> <p>Responsible for the development and performance of all sales activities in assigned district. Staffs and directs a sales team and provides leadership towards the achievement of maximum profitability and growth in line with company vision and values. Establishes plans and strategies to expand the customer base in the territory and contributes to the development of training and educational programs for clients and Sales Associates. What you'll do: Develops a business plan and sales strategy for the market that ensures attainment of company sales goals and profitability. Responsible for the performance and development of the Sales Associates. Prepares action plans by individuals as well as by team for effective search of sales leads and prospects. Initiates and coordinates development of action plans to penetrate new markets. Assists in the development and implementation of marketing plans as needed. Conducts one-on-one review with all Sales Associates to build more effective communications, to understand training and development needs, and to provide insight for the improvement of Sales Associates sales and activity performance. Provides timely feedback to senior management regarding performance. Provides timely, accurate, competitive pricing on all completed prospect applications submitted for pricing and approval, while striving to maintain maximum profit margin. Assists Sales Associates in preparation of proposals and presentations. Controls expenses to meet budget guidelines. Adheres to all company policies, procedures and business ethics codes and ensures that they are communicated and implemented within the team. Recruits and hires Sales Associates based on criteria agreed upon by senior management.</p> <p>About you:</p> <p>5-7 years of experience in sales. 3 years sales management experience required, plus minimal 3 years retail experience required. Experience with Microsoft Excel. Extensive experience in all aspects of Relationship Management. Strong understanding of customer and market dynamics and requirements. Willingness to travel and work in a team of professionals. Proven leadership and ability to drive sales teams. #LI-GS1</p> |                                  |

Drivers — Cwl in Napa, CA (Aug 2025 - Active)

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| Driver                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                    |
| Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                    |
| Location: Napa, CA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | O*NET: 53-3032.00  |
| Company: Cwl                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Job Title: Drivers |
| <div>Driver</div> <div>CWL - 3.9</div> <p>Napa, CA Job Details Part-time \$25 an hour Benefits Fuel card Company truck Paid time off 401(k) matching Qualifications Vehicle inspections Occupational safety regulation compliance Heavy lifting Customer service Safety regulations Unloading Truck delivery (delivery method) Mid-level Forklift Performing regular vehicle safety checks Customer inquiry handling CDL Transportation safety regulations Warehouse experience Logistics inventory management Equipment maintenance Pallet jack Full Job Description Job Summary We are seeking a reliable and dedicated Driver to join our team. The ideal candidate will be responsible for transporting goods and materials safely and efficiently, ensuring timely deliveries while providing excellent customer service. This role requires a strong commitment to safety and adherence to all driving regulations. Responsibilities Operate a box truck or similar vehicle for deliveries, ensuring safe and efficient transport of goods. Load and unload products from the vehicle, utilizing equipment such as forklifts and pallet jacks when necessary. Follow designated routes for deliveries, maintaining schedules and ensuring timely arrival at each destination. Provide exceptional customer service during interactions with clients, addressing any questions or concerns professionally. Perform routine vehicle inspections and maintenance checks to ensure operational safety. Assist in warehouse operations as needed, including inventory management and organization of goods. Handle heavy lifting and moving of items as required during loading and unloading processes. Requirements Valid commercial driver's license Previous delivery driver experience is highly desirable, along with a strong understanding of route driving principles. Customer service skills are essential for interacting positively with clients during deliveries. Warehouse experience is beneficial, particularly in loading/unloading operations. Ability to lift heavy items (up to 50 pounds) consistently throughout the workday. Familiarity with operating forklifts and pallet jacks is advantageous. Strong attention to detail and commitment to safety regulations while driving on the road. Join our team as a Driver where your skills will contribute significantly to our operations while ensuring customer satisfaction through reliable service!</p> <div>Job Type:</div> <div>Part-time Pay:</div> <p>\$25.00 per hour Expected hours: 20 - 25 per week</p> <div>Benefits:</div> <p>401(k) matching Company truck Fuel card Paid time off</p> <div>Work Location:</div> <p>In person</p> |                    |

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| RN Outpatient                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                         |
| Link to Live Job Posting: <a href="https://job.thespecialty.com">job.thespecialty.com</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                         |
| Location: Saint Helena, CA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | O*NET: 29-1141.00                       |
| Company: Specialty Professional Services, Corp.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Job Title: Outpatient Registered Nurses |
| <p>RN OutpatientTravelSt. Helena, CA 94574Posted 6 days ago</p> <p>Profession:</p> <p>Registered Nurse</p> <p>Specialty:</p> <p>Outpatient</p> <p>Shift:</p> <p>Days</p> <p>Start Date:</p> <p>09/22/2025</p> <p>End Date:</p> <p>12/20/2025</p> <p>Duration:</p> <p>2 Weeks</p> <p>Job Id:</p> <p>59400983Specialty Professional ServicesLeading the way in Healthcare StaffingOur Client is currently seeking Outpatient for positions in St. Helena, 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 Outpatient.Gross Pay Range &gt; 2404.33 South or North of this range depending on your location from the Facility.Requirements &gt;Shift &gt; Days</p> <ul style="list-style-type: none"><li>• Current Resume</li><li>• RN License</li><li>• Current BLS and/or ACLS and/or Specialty Certifications</li><li>• 2 current clinical references</li><li>• Competitive pay rates</li><li>• Health Benefit package</li><li>• License reimbursement</li><li>• Refer a friend and earn extra cash !</li></ul> <p>! Please call for more information 888-704-0711</p> |                                         |

# 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.