

Job Posting Analytics

Lightcast Q4 2025 Data Set

January 2026

Workforce Alliance of the North Bay



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

Parameters

Select Timeframe: Oct 2025 - Dec 2025

Regions:

Code	Description
6033	Lake County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

2,004

Unique Postings
4,929 Total Postings

339

Employers Competing
339 Total Employers

18 Days

Median Posting Duration
Regional Average: 18 Days

2 : 1

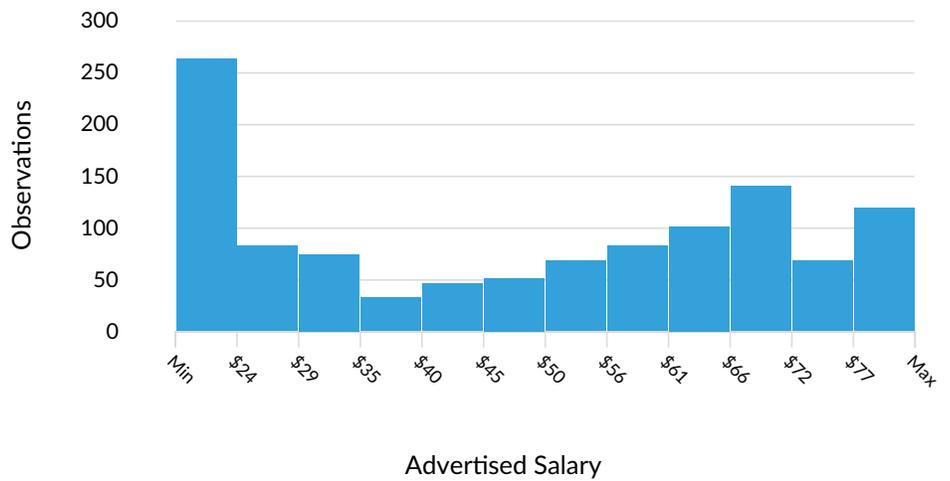
Posting Intensity
Regional Average: 2 : 1

Advertised Salary

There are 1,126 advertised salary observations (56% of the 2,004 matching postings).

\$51.32/hr

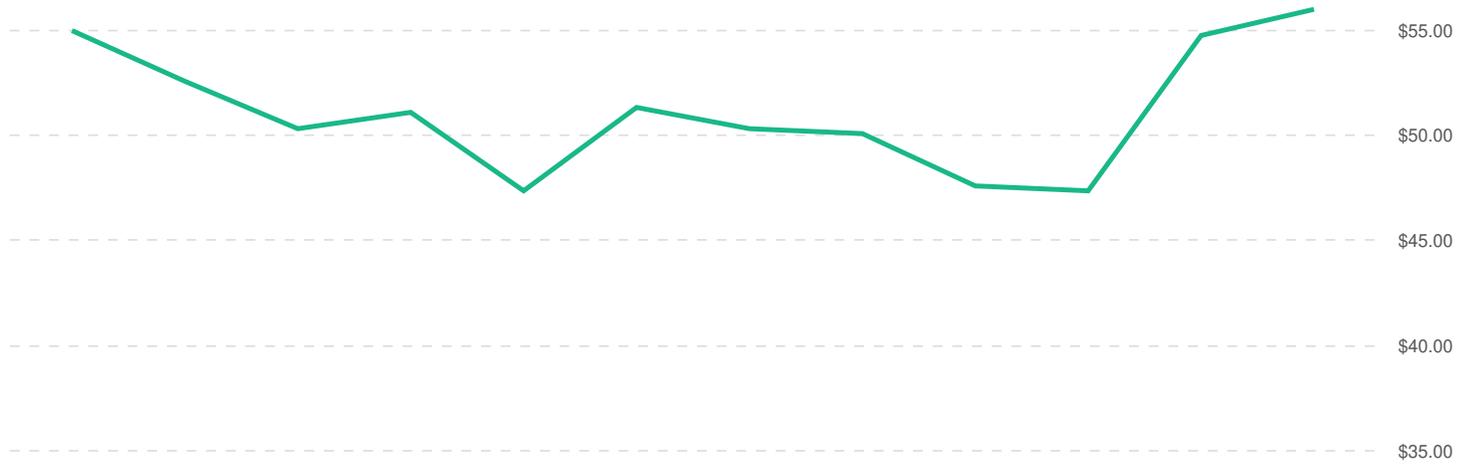
Median Advertised Salary



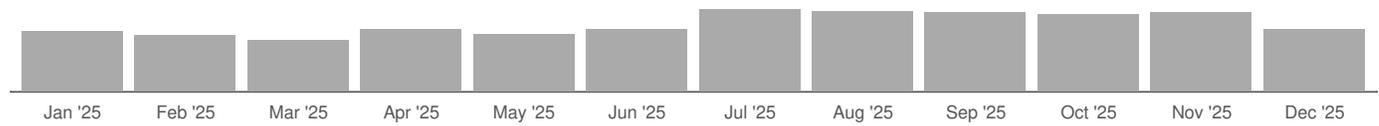
Advertised Salary Trend

▲ 1.8% Jan 2025 - Dec 2025

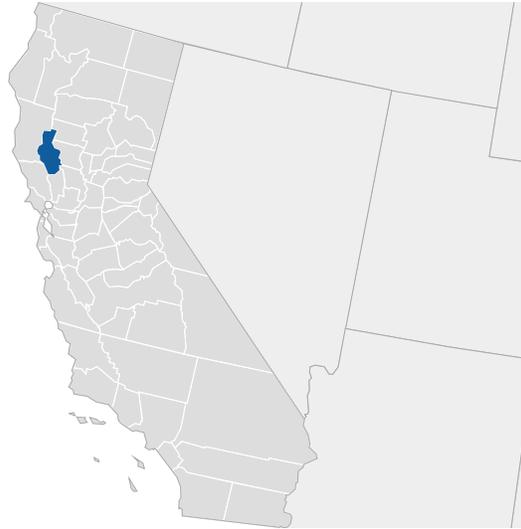
\$51.08 Median



3,217 Job Postings

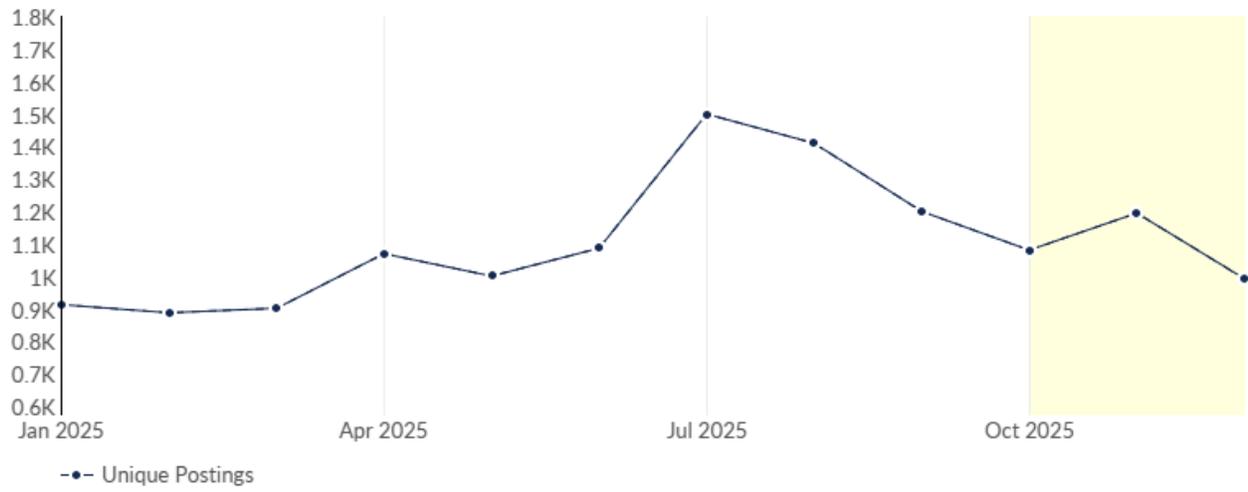


Job Postings Regional Breakdown



County	Unique Postings (Oct 2025 - Dec 2025)
Lake County, CA	2,004

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Dec 2025	993	2 : 1
Nov 2025	1,195	3 : 1
Oct 2025	1,081	3 : 1
Sep 2025	1,200	3 : 1
Aug 2025	1,410	3 : 1
Jul 2025	1,500	3 : 1
Jun 2025	1,087	3 : 1
May 2025	1,001	3 : 1
Apr 2025	1,070	3 : 1
Mar 2025	902	3 : 1
Feb 2025	888	3 : 1
Jan 2025	913	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	1,310	65%
High school or GED	318	16%
Associate's degree	123	6%
Bachelor's degree	288	14%
Master's degree	146	7%
Ph.D. or professional degree	66	3%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	318	0	16%
Associate's degree	65	38	3%
Bachelor's degree	217	67	11%
Master's degree	74	63	4%
Ph.D. or professional degree	20	46	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	1,245	62%
0 - 1 Years	292	15%
2 - 3 Years	356	18%
4 - 6 Years	81	4%
7 - 9 Years	17	1%
10+ Years	13	1%

Top Companies Posting

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Adventist Health	312 / 147	2 : 1 	18 days
Vetted Health	240 / 97	2 : 1 	17 days
EMIT Learning	58 / 55	1 : 1 	33 days
Soliant Health	49 / 44	1 : 1 	31 days
AMN Healthcare	120 / 42	3 : 1 	18 days
Harlan County Lake	79 / 38	2 : 1 	18 days
County Of Lake	46 / 30	2 : 1 	17 days
Titan Medical	62 / 29	2 : 1 	19 days
CompHealth	35 / 28	1 : 1 	22 days
Sutter Health	65 / 28	2 : 1 	27 days

Top Cities Posting

City	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Clearlake, CA	2,173 / 903	2 : 1 	18 days
Lakeport, CA	1,554 / 590	3 : 1 	19 days
Upper Lake, CA	150 / 85	2 : 1 	26 days
Kelseyville, CA	135 / 73	2 : 1 	19 days
Lower Lake, CA	131 / 70	2 : 1 	24 days
Middletown, CA	223 / 64	3 : 1 	26 days
Nice, CA	101 / 48	2 : 1 	18 days
Clearlake Oaks, CA	50 / 32	2 : 1 	17 days
Lucerne, CA	39 / 31	1 : 1 	19 days
Cobb, CA	28 / 21	1 : 1 	7 days

Top Posted Occupations

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	1,319 / 351	4 : 1 	18 days
Physical Therapists	497 / 190	3 : 1 	17 days
Radiologic Technologists and Technicians	184 / 100	2 : 1 	17 days
Occupational Therapists	85 / 44	2 : 1 	18 days
Speech-Language Pathologists	86 / 40	2 : 1 	31 days
Home Health and Personal Care Aides	91 / 37	2 : 1 	33 days
Medical and Health Services Managers	56 / 35	2 : 1 	32 days
Respiratory Therapists	62 / 33	2 : 1 	16 days
Health Technologists and Technicians, All Other	69 / 31	2 : 1 	19 days
Heavy and Tractor-Trailer Truck Drivers	65 / 30	2 : 1 	14 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	1,271 / 337	4 : 1 	18 days
Physical Therapists	497 / 190	3 : 1 	17 days
Radiologic Technologists and Technicians	184 / 100	2 : 1 	17 days
Occupational Therapists	85 / 44	2 : 1 	18 days
Speech-Language Pathologists	86 / 40	2 : 1 	31 days
Medical and Health Services Managers	56 / 35	2 : 1 	32 days
Respiratory Therapists	62 / 33	2 : 1 	16 days
Personal Care Aides	75 / 30	3 : 1 	33 days
Heavy and Tractor-Trailer Truck Drivers	65 / 30	2 : 1 	14 days
Child, Family, and School Social Workers	49 / 29	2 : 1 	17 days
Family Medicine Physicians	38 / 27	1 : 1 	22 days
Merchandise Displayers and Window Trimmers	47 / 25	2 : 1 	12 days
Customer Service Representatives	49 / 24	2 : 1 	22 days
Patient Representatives	54 / 22	2 : 1 	19 days
Teaching Assistants, All Other	31 / 21	1 : 1 	33 days
Retail Salespersons	48 / 21	2 : 1 	17 days
Maintenance and Repair Workers, General	39 / 21	2 : 1 	18 days
Obstetricians and Gynecologists	26 / 19	1 : 1 	16 days
Pharmacists	19 / 17	1 : 1 	17 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	54 / 17	3 : 1 	24 days
Managers, All Other	31 / 16	2 : 1 	11 days
Special Education Teachers, All Other	22 / 16	1 : 1 	27 days
Nurse Practitioners	41 / 16	3 : 1 	33 days
Postal Service Mail Sorters, Processors, and Processing Machine Operators	25 / 15	2 : 1 	16 days
Fast Food and Counter Workers	42 / 14	3 : 1 	n/a

Cashiers	24 / 14	2 : 1		18 days
Postal Service Mail Carriers	15 / 14	1 : 1		9 days
Critical Care Nurses	46 / 13	4 : 1		23 days
Occupational Therapy Assistants	24 / 13	2 : 1		27 days
Counselors, All Other	21 / 12	2 : 1		30 days
General Internal Medicine Physicians	18 / 12	2 : 1		33 days
Pediatricians, General	15 / 12	1 : 1		17 days
Magnetic Resonance Imaging Technologists	40 / 12	3 : 1		17 days
First-Line Supervisors of Retail Sales Workers	34 / 12	3 : 1		33 days
Driver/Sales Workers	18 / 12	2 : 1		18 days
Stockers and Order Fillers	37 / 12	3 : 1		9 days
General and Operations Managers	24 / 11	2 : 1		30 days
Licensed Practical and Licensed Vocational Nurses	43 / 11	4 : 1		38 days
First-Line Supervisors of Food Preparation and Serving Workers	25 / 11	2 : 1		40 days
Food Service Managers	18 / 10	2 : 1		45 days
Educational, Guidance, and Career Counselors and Advisors	14 / 10	1 : 1		35 days
Radiologists	28 / 10	3 : 1		39 days
Physicians, All Other	13 / 10	1 : 1		18 days
Baristas	23 / 10	2 : 1		10 days
Surgical Technologists	13 / 9	1 : 1		17 days
Physical Therapist Assistants	19 / 9	2 : 1		16 days
Medical Assistants	14 / 9	2 : 1		33 days
Medical and Clinical Laboratory Technologists	16 / 8	2 : 1		26 days
Health Technologists and Technicians, All Other	14 / 8	2 : 1		30 days
Security Guards	21 / 8	3 : 1		26 days

Top Posted Occupations

Occupation	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	1,296 / 339	4 : 1 	18 days
Physical Therapist	497 / 190	3 : 1 	17 days
Radiologic Technician / Technologist	224 / 112	2 : 1 	17 days
Physician	169 / 111	2 : 1 	18 days
Occupational Therapist	85 / 44	2 : 1 	18 days
Speech Language Pathologist	86 / 40	2 : 1 	31 days
Postal Service / Mail Room Worker	50 / 35	1 : 1 	16 days
Respiratory Therapist	62 / 33	2 : 1 	16 days
Tractor-Trailer Truck Driver	65 / 30	2 : 1 	14 days
Behavior Analyst	37 / 25	1 : 1 	30 days
Merchandiser	47 / 25	2 : 1 	12 days
Customer Service Representative	49 / 24	2 : 1 	22 days
Teacher Assistant	34 / 23	1 : 1 	33 days
Registrar / Patient Service Representative	51 / 21	2 : 1 	19 days
Building and General Maintenance Technician	39 / 21	2 : 1 	18 days
Family / School / General Social Worker	36 / 20	2 : 1 	22 days
Retail Sales Associate	46 / 20	2 : 1 	17 days
Office / Administrative Assistant	54 / 17	3 : 1 	24 days
Caregiver / Personal Care Aide	59 / 17	3 : 1 	50 days
Pharmacist	19 / 17	1 : 1 	17 days
Pharmacy Manager / Director	21 / 17	1 : 1 	32 days
Fast Food / Counter Worker	47 / 17	3 : 1 	10 days
Special Education Teacher	22 / 16	1 : 1 	27 days
Nurse Practitioner	41 / 16	3 : 1 	33 days
Retail Store Manager / Supervisor	38 / 15	3 : 1 	33 days

Cashier	25 / 15	2 : 1		18 days
Program Manager	26 / 13	2 : 1		11 days
Occupational Therapy Assistant	24 / 13	2 : 1		27 days
Stocking Clerk	37 / 12	3 : 1		9 days
Nursing Manager / Supervisor	21 / 11	2 : 1		10 days
Licensed Practical / Vocational Nurse	43 / 11	4 : 1		38 days
Restaurant / Food Service Supervisor	25 / 11	2 : 1		40 days
Barista	23 / 10	2 : 1		10 days
Restaurant / Food Service Manager	18 / 10	2 : 1		45 days
Security Officer	26 / 10	3 : 1		26 days
Case Worker	13 / 9	1 : 1		9 days
Healthcare Administrator	18 / 9	2 : 1		18 days
Medical Assistant	14 / 9	2 : 1		33 days
Surgical Technician / Technologist	13 / 9	1 : 1		17 days
Physical Therapy Assistant	19 / 9	2 : 1		16 days
Clinical Laboratory Scientist	16 / 8	2 : 1		26 days
Psychologist	10 / 8	1 : 1		30 days
Cook	10 / 8	1 : 1		16 days
Pilot	19 / 8	2 : 1		17 days
Sales Delivery Driver	12 / 8	2 : 1		18 days
Public Administrator	13 / 7	2 : 1		13 days
Receptionist	15 / 7	2 : 1		10 days
Bookkeeper / Accounting Clerk	16 / 7	2 : 1		31 days
Physician Assistant	16 / 7	2 : 1		18 days
Home Health Aide	16 / 7	2 : 1		17 days

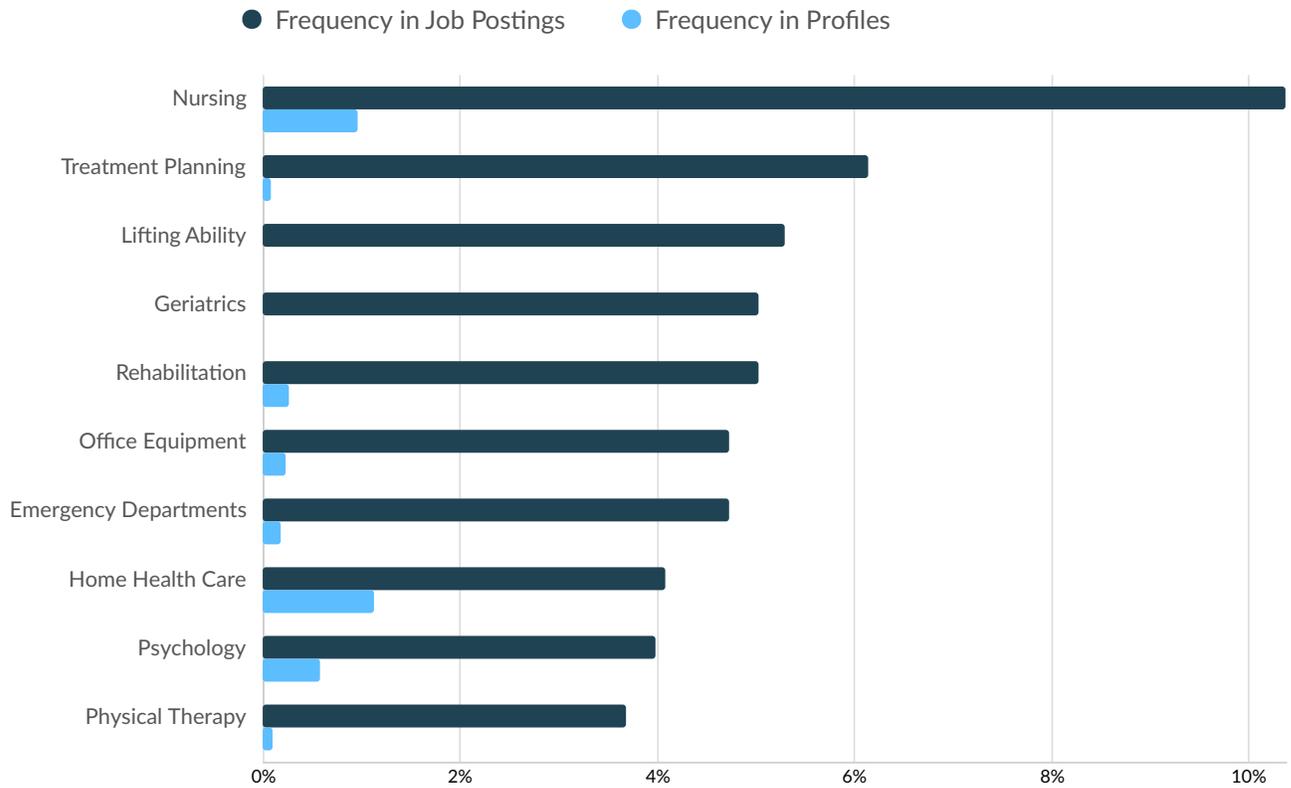
Top Posted Job Titles

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Travel Physical Therapists	253 / 112	2 : 1	17 days
Labor and Delivery Registered Nurses	172 / 34	5 : 1	16 days
Mammography Technologists	53 / 30	2 : 1	17 days
Physical Therapists	59 / 28	2 : 1	33 days
Emergency Room Travel Registered Nurses	67 / 25	3 : 1	18 days
Travel Occupational Therapists	51 / 22	2 : 1	17 days
Emergency Room Registered Nurses	72 / 21	3 : 1	18 days
Operating Room Registered Nurses	85 / 20	4 : 1	17 days
Labor and Delivery Travel Registered Nurses	163 / 20	8 : 1	18 days
Emergency Department Registered Nurses	42 / 18	2 : 1	20 days

Top Industries

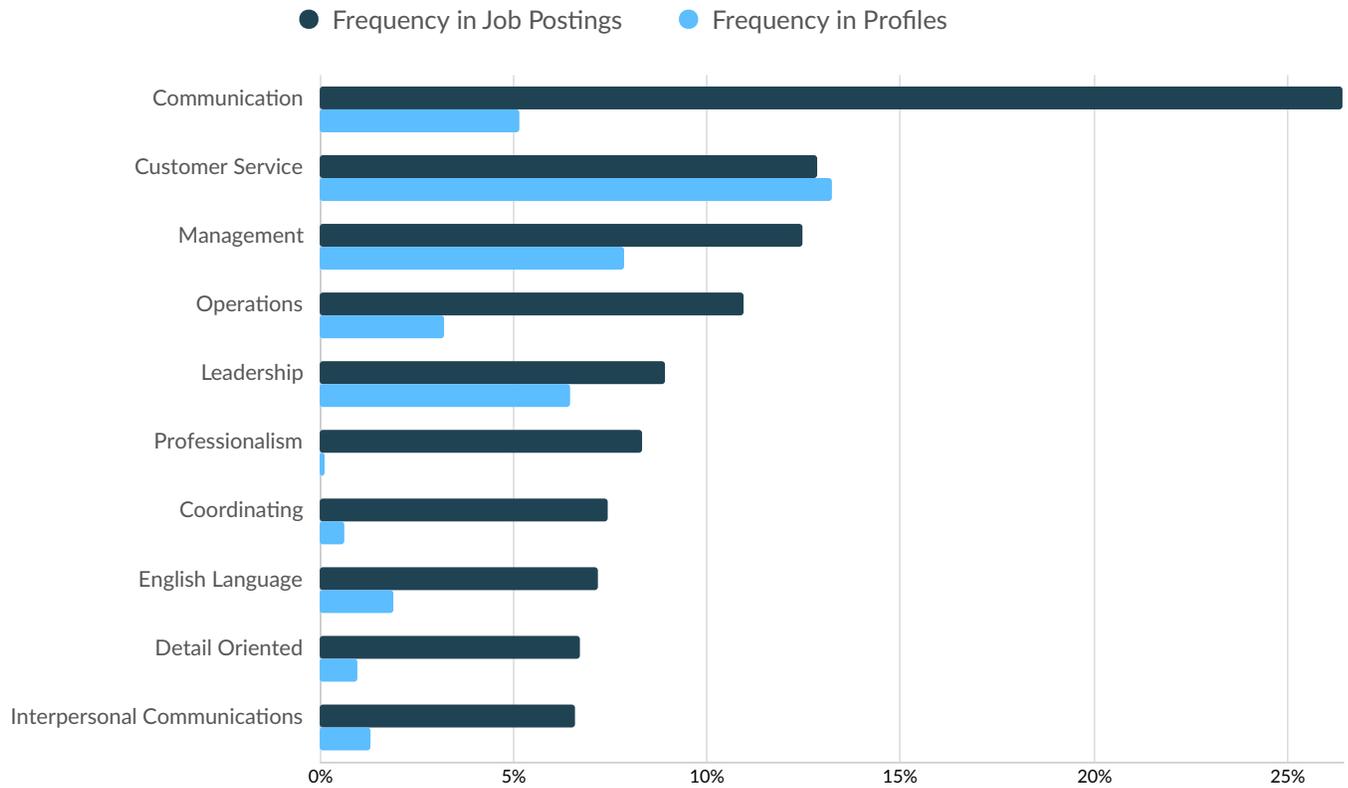
	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	1,194 / 496	2 : 1	18 days
Temporary Help Services	827 / 255	3 : 1	18 days
Offices of Physicians (except Mental Health Specialists)	353 / 175	2 : 1	18 days
Nature Parks and Other Similar Institutions	79 / 38	2 : 1	18 days
Security Guards and Patrol Services	60 / 34	2 : 1	17 days
General Medical and Surgical Hospitals	77 / 34	2 : 1	27 days
Supermarkets and Other Grocery (except Convenience) Stores	66 / 29	2 : 1	26 days
Elementary and Secondary Schools	43 / 29	1 : 1	34 days
Offices of All Other Miscellaneous Health Practitioners	67 / 25	3 : 1	17 days
Electric Bulk Power Transmission and Control	85 / 21	4 : 1	22 days

Top Specialized Skills



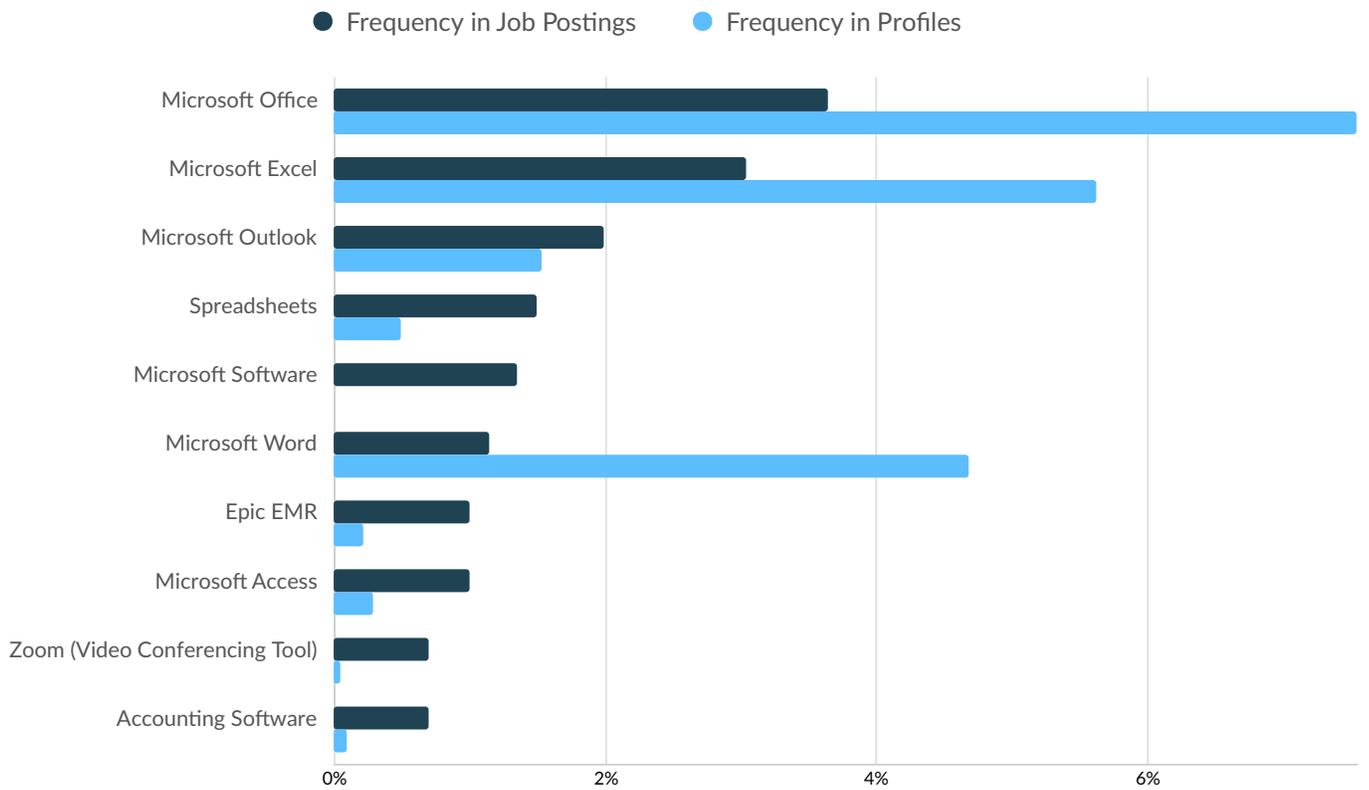
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	208	10%	124	1%	+20.1%	Rapidly Growing
Treatment Planning	123	6%	11	0%	+6.7%	Stable
Lifting Ability	106	5%	0	0%	+10.6%	Growing
Geriatrics	101	5%	0	0%	+10.5%	Growing
Rehabilitation	101	5%	34	0%	+6.4%	Stable
Office Equipment	95	5%	29	0%	+16.7%	Growing
Emergency Departments	95	5%	23	0%	+9.1%	Growing
Home Health Care	82	4%	144	1%	+19.0%	Growing
Psychology	80	4%	74	1%	+6.8%	Stable
Physical Therapy	74	4%	13	0%	+13.2%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	530	26%	661	5%	+3.6%	Lagging
Customer Service	258	13%	1,694	13%	+5.2%	Stable
Management	250	12%	1,006	8%	+5.3%	Stable
Operations	220	11%	414	3%	+8.1%	Stable
Leadership	179	9%	826	6%	+8.5%	Stable
Professionalism	167	8%	16	0%	+15.1%	Growing
Coordinating	149	7%	80	1%	+14.7%	Growing
English Language	144	7%	242	2%	+15.3%	Growing
Detail Oriented	135	7%	124	1%	+7.1%	Stable
Interpersonal Communications	132	7%	166	1%	+12.5%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	73	4%	966	8%	+18.5%	Growing
Microsoft Excel	61	3%	721	6%	+17.7%	Growing
Microsoft Outlook	40	2%	196	2%	+25.0%	Rapidly Growing
Spreadsheets	30	1%	63	0%	+22.2%	Rapidly Growing
Microsoft Software	27	1%	0	0%	+7.6%	Stable
Microsoft Word	23	1%	599	5%	+7.2%	Stable
Epic EMR	20	1%	28	0%	+16.4%	Growing
Microsoft Access	20	1%	37	0%	+3.9%	Lagging
Zoom (Video Conferencing Tool)	14	1%	6	0%	+13.1%	Growing
Accounting Software	14	1%	13	0%	+20.5%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	334
Registered Nurse (RN)	261
Valid Driver's License	260
Advanced Cardiovascular Life Support (ACLS) Certification	92
Cardiopulmonary Resuscitation (CPR) Certification	84
Pediatric Advanced Life Support (PALS)	59
Neonatal Resuscitation Program Certification (NRP)	40
Basic Cardiac Life Support	33
Board Certified/Board Eligible	28
First Aid Certification	28

Appendix A

Top Posting Sources

Website	Postings on Website (Oct 2025 - Dec 2025)
indeed.com	711
gr8jobs.net	264
rosevillerecruiter.com	103
yubacityrecruiter.com	95
oraclecloud.com	78
diversityjobs.com	68
sanleandrorecruiter.com	57
schoolspring.com	56
craigslist.org	50
soliant.com	46
edjoin.org	43
rohnertparkrecruiter.com	40
disabledperson.com	39
petalumarecruiter.com	39
careersingovernment.com	37
tietalent.com	36
dejobs.org	34
citrusheightsrecruiter.com	32
healthcareers.com	31
parkwaysouthsacramentorecruiter.com	29
ceipal.com	26
fairfieldrecruiter.com	25
governmentjobs.com	24
jobit.com	24
titanmed.com	24

Appendix B

Sample Postings

Registered Nurses House Supervisor – Adventist Health in Clearlake, CA (Dec 2025..

RN, House Supervisor, Part-Time, Day Shift

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

Location: Clearlake, CA

O*NET: 29-1141.00

Company: Adventist Health

Job Title: Registered Nurses House Supervisor

Located in beautiful Northern California, Adventist Health Clear Lake has been a leading healthcare provider in Lake County since 1968. We are comprised of a 25-bed critical access hospital and provide primary and specialty care services at clinics throughout the area to best serve our community. Lake County is home to Clear Lake, California's largest natural freshwater lake, surrounded by charming small towns, beautiful mountains, vineyards and orchards. This area is perfect for outdoor enthusiasts, with some of the best bass fishing, rural trails for hiking and biking, all the while being only two hours from the San Francisco Bay Area, Sacramento Valley or Pacific Coast.

Job Summary:

Provides overall supervision of the organization in collaboration with and in the absence of the administrative/executive team. Makes administrative decisions, collaborates with the Nursing Directors and other departments, ensures patient and staff safety, and oversees the functioning of the organization. Assists with/facilitates clinical functions. Supervises and directs the activities of various levels of assigned personnel using both professional and supervisory discretion and independent judgment.

Job Requirements:

Education and Work Experience:

Bachelor's Degree in nursing or equivalent combination of education/related experience:

Required Master's Degree:

Preferred Five years' technical experience: Preferred One year's experience working in a critical care setting:

Preferred Licenses/Certifications:

Registered Nurse (RN) licensure in the state of practice: Required Cardiopulmonary Resuscitation (CPR) or Basic Life Support (BLS

OR HS-BLS OR RQIBLS

) certification: Required Advanced Cardiac Life Support (ACLS

OR HS-ACLS OR RQIACLS

) certification: Required for all facilities, except Behavioral Health Clinical specialty and/or nursing administration certification:

Preferred Department Specific License/Certifications:

Pediatric Advanced Life Support (PALS) or Healthstream Pediatric Advanced Life Support (HS-PALS) or

RQIPALS:

Required Neonatal Resuscitation (NRP):

Required Essential Functions:

Supervises nursing personnel and operations by making rounds on a regular basis. Assesses routine and non-routine conditions of patients through identification of symptoms and behavioral changes, reviewing histories of physiological/psychological, cultural and spiritual information, reviewing medical data such as medical history, physical exams, plan of care, etc. Works with staff in unusual cases to develop a prioritized interdisciplinary plan of care. May assist staff to revise the plan of care to meet changing needs of patients, making appropriate referrals, i.e. dietary, spiritual care, etc. Responds to all acute unit codes. Attends to medical emergencies for inpatients. Works with other area supervisors when needed to provide advice or assistance. Facilitates hospital throughput including providing resources, managing bed placement, and patient transfers/discharges. Coordinates "bed huddles" as needed. Participates in discharge planning with patients, physicians, social workers, patient education, utilization review and other personnel as appropriate. Supervises professional and ancillary personnel. Assists with orientation and training of registry/traveler staff, new and existing employees, assisting them in learning department routines, policies and procedures, etc. Supervises the quality and effectiveness of patient care delivered throughout the Hospital, using such methods as: direct observation, rounds, reviewing reports, checking documentation in the medical record, and exerting influence and giving direction to employees as needed. Ensures compliance of team with applicable laws, rules and regulations. Maintains and adjusts unit-based staffing in order to meet patient needs, while observing regulatory mandates, budget guidelines and needs throughout the hospital. Evaluates employee, patient, family, and physician complaints. Responds courteously and promptly and resolves problems within the scope of delegated authority, consulting with administration as required. In the review of patient conditions, works with patients, family, physician, and healthcare team members in order to maintain standards of acceptable quality care. Performs other job-related duties as assigned.

Organizational Requirements:

Adventist Health is committed to the safety and wellbeing of our associates and patients. Therefore, we require that all associates receive all required vaccinations as a condition of employment and annually thereafter, where applicable. Medical and religious exemptions may apply. Adventist Health participates in E-Verify.

Visit https:

[//adventisthealth.org/careers/everify/](https://adventisthealth.org/careers/everify/) for more information about E-Verify. By choosing to apply, you acknowledge that you have accessed and read the E-Verify Participation and Right to Work notices and understand the contents therein.

DROP COUNT LEAD SUPERVISOR - FT	
Link to Live Job Posting: www.indeed.com	
Location: Nice, CA	O*NET: 39-1013.00
Company: Robinson Rancheria Resort & Casino	Job Title: Lead Supervisors
<p>DROP COUNT LEAD SUPERVISOR - FT 3.6 3.6</p> <p>out of 5 stars 1545 E State Hwy 20, Nice, CA 95464 Full-time Robinson Rancheria Resort & Casino 23 reviews</p> <p>Full-time SUMMARY :</p> <p>The Drop Count Lead Supervisor assists the Controller in directing all Count Room operations.</p> <p>ESSENTIAL RESPONSIBILITIES</p> <p>Assists the Controller in managing all Drop Count Staff. Sorts, counts, and records contents of game drop boxes, bill changers and currency drop boxes, according to set procedures. Compares information contained in drop boxes to data on computer terminal. Responsible for daily reports, minor repairs and maintenance of soft count equipment. Responsible for general upkeep of count room and supply ordering. All applicants must be at least 18 years of age. High School diploma or GED equivalent. Basic mechanical ability preferred. Adding machine, computer terminal operation, and currency counting machine skills helpful. Prior Count Room or money handling experience (casino or bank) preferred. Must be able to stand for long periods of time. Must be able to regularly lift and/or move up to 50 pounds. Must be able to speak, read and write the English language. Must be willing to work weekends, holidays and any shift.</p> <p>LICENSES/CERTIFICATIONS/OTHER</p> <p>Must be able to pass background check and receive a gaming license from the Robinson Rancheria Gaming Commission as required to work in gaming operations. Must pass an annual Title 31 exam.</p> <p>AMERICAN INDIAN PREFERENCE</p> <p>Robinson Rancheria Resort & Casino is a Native American Indian enterprise. In compliance with Title VII of the Civil Rights Act, preference for employment opportunities will be given to qualified tribal members of Robinson Rancheria.</p>	

Registered Nurses House Supervisor – Adventist Health in Clearlake, CA (Dec 2025..

RN, House Supervisor, Per Diem, Variable Shift

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

Location: Clearlake, CA

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Job Title: Registered Nurses House Supervisor

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Job Requirements:

Education and Work Experience:

Bachelor's Degree in nursing or equivalent combination of education/related experience:

Required Master's Degree:

Preferred Five years' technical experience: Preferred One year's experience working in a critical care setting:

Preferred Licenses/Certifications:

Registered Nurse (RN) licensure in the state of practice: Required Cardiopulmonary Resuscitation (CPR) or Basic Life Support (BLS

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RQIPALS:

Required Neonatal Resuscitation (NRP):

Required Essential Functions:

Supervises nursing personnel and operations by making rounds on a regular basis. Assesses routine and non-routine conditions of patients through identification of symptoms and behavioral changes, reviewing histories of physiological/psychological, cultural and spiritual information, reviewing medical data such as medical history, physical exams, plan of care, etc. Works with staff in unusual cases to develop a prioritized interdisciplinary plan of care. May assist staff to revise the plan of care to meet changing needs of patients, making appropriate referrals, i.e. dietary, spiritual care, etc. Responds to all acute unit codes. Attends to medical emergencies for inpatients. Works with other area supervisors when needed to provide advice or assistance. Facilitates hospital throughput including providing resources, managing bed placement, and patient transfers/discharges. Coordinates "bed huddles" as needed. Participates in discharge planning with patients, physicians, social workers, patient education, utilization review and other personnel as appropriate. Supervises professional and ancillary personnel. Assists with orientation and training of registry/traveler staff, new and existing employees, assisting them in learning department routines, policies and procedures, etc. Supervises the quality and effectiveness of patient care delivered throughout the Hospital, using such methods as: direct observation, rounds, reviewing reports, checking documentation in the medical record, and exerting influence and giving direction to employees as needed. Ensures compliance of team with applicable laws, rules and regulations. Maintains and adjusts unit-based staffing in order to meet patient needs, while observing regulatory mandates, budget guidelines and needs throughout the hospital. Evaluates employee, patient, family, and physician complaints. Responds courteously and promptly and resolves problems within the scope of delegated authority, consulting with administration as required. In the review of patient conditions, works with patients, family, physician, and healthcare team members in order to maintain standards of acceptable quality care. Performs other job-related duties as assigned.

Organizational Requirements:

Adventist Health is committed to the safety and wellbeing of our associates and patients. Therefore, we require that all associates receive all required vaccinations as a condition of employment and annually thereafter, where applicable. Medical and religious exemptions may apply. Adventist Health participates in E-Verify.

Visit https:

[//adventisthealth.org/careers/everify/](https://adventisthealth.org/careers/everify/) for more information about E-Verify. By choosing to apply, you acknowledge that you have accessed and read the E-Verify Participation and Right to Work notices and understand the contents therein.

Phlebotomy Technicians – Unclassified in Lakeport, CA (Dec 2025 - Active)

Mobile Phlebotomy Technician

Link to Live Job Posting: www.indeed.com

Location: Lakeport, CA

O*NET: 31-9097.00

Company: Unclassified

Job Title: Phlebotomy Technicians

Mobile Phlebotomy Technician APPS Walnut Creek Great resume building experience for newly licensed phlebotomists! Looking for CPT1 licensed phlebotomists to perform mobile medical examinations for insurance purposes. \$19-\$35 per appointment. Appointments can take anywhere from 30-90 minutes, depending upon the requirements. Examiners benefit from flexible work schedules and territories. Full and part time positions available immediately. Must be detail oriented, dependable and computer literate. Bi-lingual skills a plus.' '

Work Remotely No Job Types:

Full-time, Part-time Pay:

\$25.00 - \$35.00 per hour

Benefits:

Flexible schedule

Education:

High school or equivalent (Preferred)

License/Certification:

Certified Phlebotomy Technician (Required) Driver's License (Required)

Work Location:

In person

Board Certified Behavior Analyst	
Link to Live Job Posting: Posting is no longer active	
Location: Clearlake, CA	O*NET: 21-1019.00
Company: Inclusive Education And Community Partnership	Job Title: Board Certified Behavior Analysts
<p>Board Certified Behavior Analyst 4.1 4.1 out of 5 stars Inclusive Education and Community Partnership (IECP) is an established and respected partner to school districts, families and communities having provided quality services to thousands of individuals with autism and other disabilities. IECP is 100% employee-owned, giving each of our employees opportunities to financially benefit from IECP's success. IECP has part- and full-time BCBA Program Supervisor positions available in our programs throughout Lake County, CA. We are currently looking for qualified staff in and around Clearlake, Lakeport, Upper Lake, Lower Lake, Clearlake, Lucerne and Nice and other surrounding cities. The salary rate listed is for full-time staff. These salaried staff have opportunities for hourly bonuses for exceeding a given threshold of monthly billable hours. Part time staff are paid hourly at a rate ranging from \$55 to 68 per hour. Responsibilities include supervising direct staff working in family's homes, writing assessments, behavioral support plans, and quarterly reports, collecting and analyzing data, monitoring client progress and evaluating program effectiveness. Initial and ongoing training is provided. Ideal staff have obtained a BCBA license, a Master's degree in a related field and have at least 1 year of experience practicing ABA strategies, implementing behavior intervention and overseeing behavior staff.</p> <p>Job requirements include:</p> <p>Master's degree in related field required with the addition of a current BCBA licensure Extensive knowledge and experience in Positive Behavioral Support, ABA, Autism Spectrum Disorders, and instructional methodologies preferred. People with education or psychology background are encouraged to apply. Requirements of this position include Live Scan Fingerprint Clearance (Criminal Background Check) TB screening Reliable transportation throughout</p> <p>Lake County Job Types:</p> <p>Full-time, Part-time Pay:</p> <p>\$83,000.00 - \$103,000.00 per year</p> <p>Benefits:</p> <p>401(k) Dental insurance Flexible schedule Flexible spending account Health insurance Health savings account Life insurance Paid time off Referral program Retirement plan Vision insurance</p> <p>Work Location:</p> <p>On the road</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.