

# 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
6045	Mendocino County, CA

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

3,151

Unique Postings  
6,632 Total Postings

510

Employers Competing  
510 Total Employers

19 Days

Median Posting Duration  
Regional Average: 19 Days

2 : 1

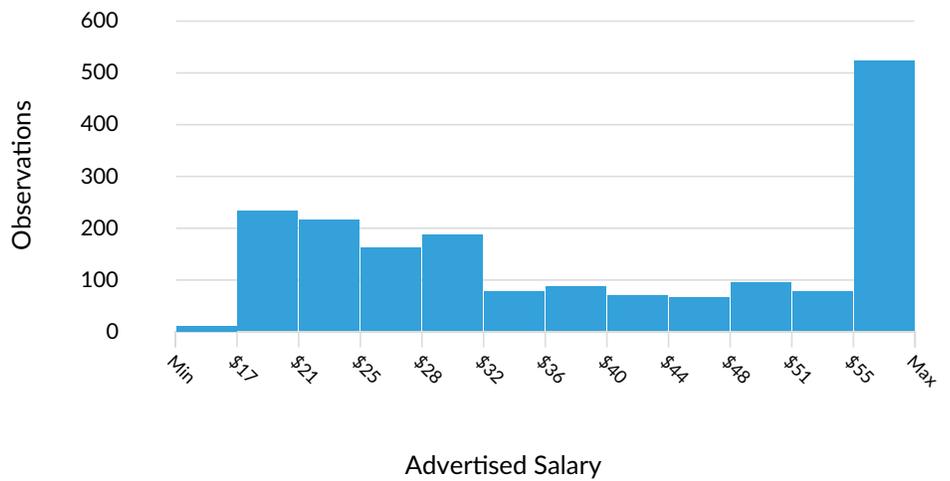
Posting Intensity  
Regional Average: 2 : 1

## Advertised Salary

There are 1,790 advertised salary observations (57% of the 3,151 matching postings).

\$36.80/hr

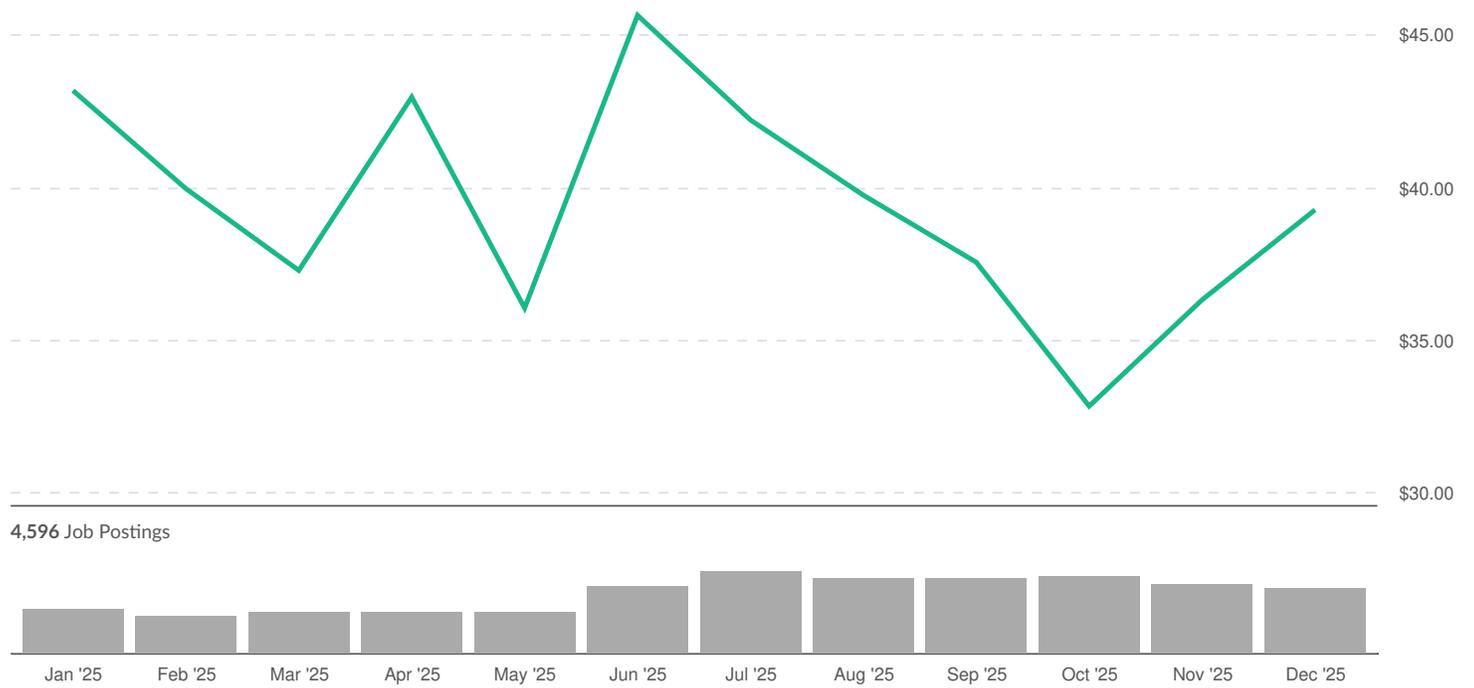
Median Advertised Salary



# Advertised Salary Trend

▼ 9.1% Jan 2025 - Dec 2025

\$39.75 Median

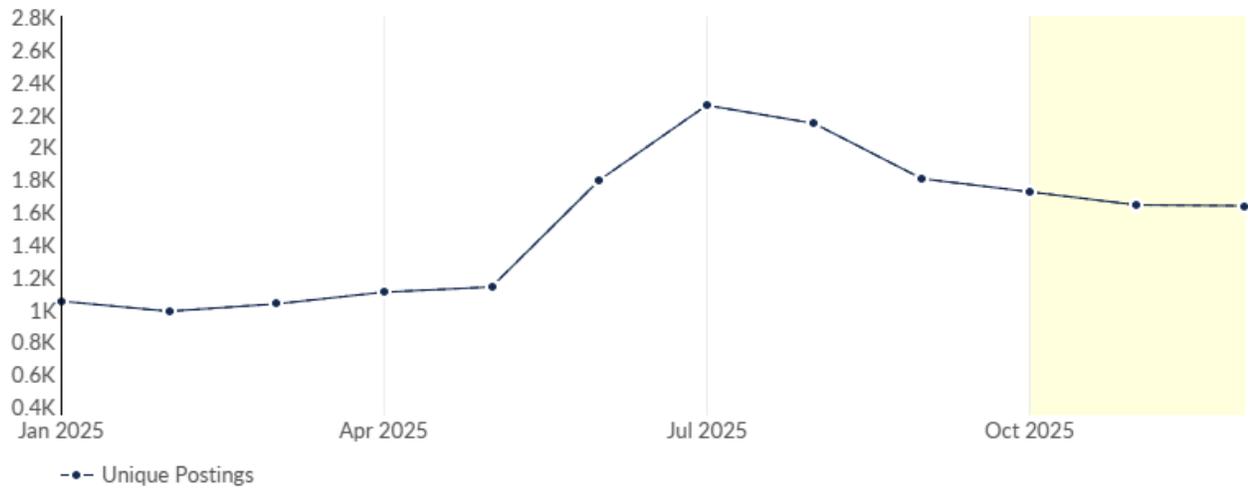


## Job Postings Regional Breakdown



County	Unique Postings (Oct 2025 - Dec 2025)
Mendocino County, CA	3,151

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Dec 2025	1,635	2 : 1
Nov 2025	1,640	2 : 1
Oct 2025	1,721	2 : 1
Sep 2025	1,802	2 : 1
Aug 2025	2,142	2 : 1
Jul 2025	2,254	2 : 1
Jun 2025	1,792	2 : 1
May 2025	1,135	2 : 1
Apr 2025	1,103	2 : 1
Mar 2025	1,031	2 : 1
Feb 2025	985	2 : 1
Jan 2025	1,047	2 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	1,897	60%
High school or GED	569	18%
Associate's degree	275	9%
Bachelor's degree	586	19%
Master's degree	234	7%
Ph.D. or professional degree	117	4%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	569	0	18%
Associate's degree	158	86	5%
Bachelor's degree	415	152	13%
Master's degree	79	114	3%
Ph.D. or professional degree	33	84	1%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	1,937	61%
0 - 1 Years	547	17%
2 - 3 Years	507	16%
4 - 6 Years	147	5%
7 - 9 Years	3	0%
10+ Years	10	0%

## Top Companies Posting

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Adventist Health	533 / 262	2 : 1 	20 days
Vetted Health	310 / 112	3 : 1 	18 days
EMIT Learning	94 / 91	1 : 1 	32 days
County Of Mendocino	144 / 72	2 : 1 	29 days
Soliant Health	68 / 68	1 : 1 	31 days
Mendocino College	126 / 61	2 : 1 	53 days
County Mendocino	98 / 59	2 : 1 	25 days
CompHealth	122 / 56	2 : 1 	21 days
United States Postal Service	52 / 45	1 : 1 	21 days
MedPro Healthcare Staffing	93 / 45	2 : 1 	30 days

## Top Cities Posting

City	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Ukiah, CA	3,469 / 1,521	2 : 1 	19 days
Fort Bragg, CA	1,072 / 527	2 : 1 	23 days
Willits, CA	1,057 / 455	2 : 1 	19 days
Talmage, CA	207 / 127	2 : 1 	19 days
Mendocino, CA	127 / 87	1 : 1 	21 days
Laytonville, CA	67 / 48	1 : 1 	26 days
Redwood Valley, CA	96 / 48	2 : 1 	19 days
Hopland, CA	62 / 34	2 : 1 	18 days
Covelo, CA	40 / 30	1 : 1 	33 days
Gualala, CA	47 / 29	2 : 1 	34 days

# Top Posted Occupations

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	1,275 / 404	3 : 1 	18 days
Physical Therapists	506 / 226	2 : 1 	18 days
Respiratory Therapists	258 / 102	3 : 1 	18 days
Radiologic Technologists and Technicians	133 / 87	2 : 1 	18 days
Pharmacists	95 / 70	1 : 1 	33 days
Home Health and Personal Care Aides	108 / 69	2 : 1 	32 days
Retail Salespersons	115 / 64	2 : 1 	26 days
Medical and Health Services Managers	120 / 56	2 : 1 	25 days
Child, Family, and School Social Workers	71 / 47	2 : 1 	25 days
First-Line Supervisors of Retail Sales Workers	84 / 44	2 : 1 	20 days

# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	897 / 293	3 : 1 	18 days
Physical Therapists	506 / 226	2 : 1 	18 days
Critical Care Nurses	378 / 111	3 : 1 	17 days
Respiratory Therapists	258 / 102	3 : 1 	18 days
Radiologic Technologists and Technicians	133 / 87	2 : 1 	18 days
Pharmacists	95 / 70	1 : 1 	33 days
Retail Salespersons	115 / 64	2 : 1 	26 days
Medical and Health Services Managers	120 / 56	2 : 1 	25 days
Personal Care Aides	91 / 55	2 : 1 	33 days
Child, Family, and School Social Workers	71 / 47	2 : 1 	25 days
First-Line Supervisors of Retail Sales Workers	84 / 44	2 : 1 	20 days
Heavy and Tractor-Trailer Truck Drivers	111 / 40	3 : 1 	18 days
Customer Service Representatives	64 / 36	2 : 1 	18 days
Surgical Technologists	70 / 35	2 : 1 	18 days
Merchandise Displayers and Window Trimmers	54 / 29	2 : 1 	18 days
Medical and Clinical Laboratory Technologists	50 / 29	2 : 1 	20 days
Managers, All Other	45 / 28	2 : 1 	18 days
Postal Service Mail Sorters, Processors, and Processing Machine Operators	34 / 28	1 : 1 	16 days
Family Medicine Physicians	46 / 27	2 : 1 	33 days
Occupational Therapists	38 / 26	1 : 1 	29 days
Patient Representatives	58 / 26	2 : 1 	18 days
Stockers and Order Fillers	79 / 25	3 : 1 	17 days
Secondary School Teachers, Except Special and Career/Technical Education	30 / 24	1 : 1 	15 days
Teaching Assistants, All Other	31 / 24	1 : 1 	31 days
Security Guards	50 / 24	2 : 1 	16 days

Postal Service Mail Carriers	26 / 24	1 : 1		18 days
Lawyers	40 / 23	2 : 1		32 days
Speech-Language Pathologists	33 / 22	2 : 1		31 days
Emergency Medicine Physicians	47 / 21	2 : 1		19 days
First-Line Supervisors of Food Preparation and Serving Workers	38 / 21	2 : 1		12 days
Special Education Teachers, All Other	26 / 20	1 : 1		19 days
Nurse Practitioners	42 / 20	2 : 1		33 days
Pharmacy Technicians	39 / 20	2 : 1		16 days
Fast Food and Counter Workers	46 / 20	2 : 1		27 days
Cashiers	53 / 20	3 : 1		26 days
Postal Service Clerks	24 / 20	1 : 1		21 days
Maintenance and Repair Workers, General	32 / 20	2 : 1		31 days
Food Preparation Workers	36 / 19	2 : 1		11 days
Maids and Housekeeping Cleaners	36 / 19	2 : 1		33 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	41 / 19	2 : 1		23 days
Driver/Sales Workers	33 / 19	2 : 1		17 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	32 / 18	2 : 1		33 days
Construction and Building Inspectors	48 / 17	3 : 1		29 days
General and Operations Managers	30 / 16	2 : 1		31 days
Food Service Managers	40 / 16	3 : 1		32 days
Counselors, All Other	38 / 16	2 : 1		6 days
Pediatricians, General	22 / 16	1 : 1		18 days
First-Line Supervisors of Office and Administrative Support Workers	33 / 15	2 : 1		26 days
Physicians, All Other	40 / 14	3 : 1		17 days
Home Health Aides	17 / 14	1 : 1		31 days

# Top Posted Occupations

Occupation	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	1,252 / 390	3 : 1	18 days
Physical Therapist	506 / 226	2 : 1	18 days
Physician	279 / 149	2 : 1	18 days
Respiratory Therapist	258 / 102	3 : 1	18 days
Radiologic Technician / Technologist	154 / 99	2 : 1	17 days
Postal Service / Mail Room Worker	87 / 75	1 : 1	18 days
Pharmacist	95 / 70	1 : 1	33 days
Retail Sales Associate	115 / 64	2 : 1	26 days
Family / School / General Social Worker	65 / 43	2 : 1	25 days
Retail Store Manager / Supervisor	82 / 43	2 : 1	20 days
Tractor-Trailer Truck Driver	111 / 40	3 : 1	18 days
Caregiver / Personal Care Aide	75 / 39	2 : 1	33 days
Customer Service Representative	64 / 36	2 : 1	18 days
Surgical Technician / Technologist	70 / 35	2 : 1	18 days
Clinical Laboratory Scientist	50 / 29	2 : 1	20 days
Merchandiser	54 / 29	2 : 1	18 days
Behavior Analyst	49 / 28	2 : 1	29 days
Teacher Assistant	35 / 27	1 : 1	40 days
Occupational Therapist	38 / 26	1 : 1	29 days
Registrar / Patient Service Representative	58 / 26	2 : 1	18 days
Stocking Clerk	79 / 25	3 : 1	17 days
Program Manager	37 / 24	2 : 1	19 days
Security Officer	50 / 24	2 : 1	16 days
Lawyer	40 / 23	2 : 1	32 days
Speech Language Pathologist	33 / 22	2 : 1	31 days
Fast Food / Counter Worker	50 / 22	2 : 1	27 days

Office / Administrative Assistant	44 / 21	2 : 1		23 days
Restaurant / Food Service Supervisor	38 / 21	2 : 1		12 days
Special Education Teacher	26 / 20	1 : 1		19 days
Nurse Practitioner	42 / 20	2 : 1		33 days
Healthcare Administrator	38 / 20	2 : 1		24 days
Pharmacy Technician	39 / 20	2 : 1		16 days
Building and General Maintenance Technician	32 / 20	2 : 1		31 days
Cashier	53 / 20	3 : 1		26 days
Maid / Housekeeping Staff	36 / 19	2 : 1		33 days
Janitor / Cleaner	32 / 18	2 : 1		33 days
Construction / Building Inspector	48 / 17	3 : 1		29 days
Kitchen Staff	32 / 17	2 : 1		7 days
Sales Delivery Driver	31 / 17	2 : 1		17 days
Personal Banker / Banking Sales Staff	53 / 16	3 : 1		19 days
Restaurant / Food Service Manager	40 / 16	3 : 1		32 days
Dentist / Orthodontist / Prosthodontist	53 / 14	4 : 1		43 days
Home Health Aide	17 / 14	1 : 1		31 days
Cook	16 / 14	1 : 1		17 days
Insurance Sales Agent	30 / 13	2 : 1		31 days
Nursing Assistant	33 / 13	3 : 1		35 days
Maintenance Helper / Assistant	28 / 13	2 : 1		17 days
Sales Representative	20 / 13	2 : 1		17 days
Nursing Manager / Supervisor	21 / 12	2 : 1		14 days
Medical Assistant	23 / 12	2 : 1		36 days

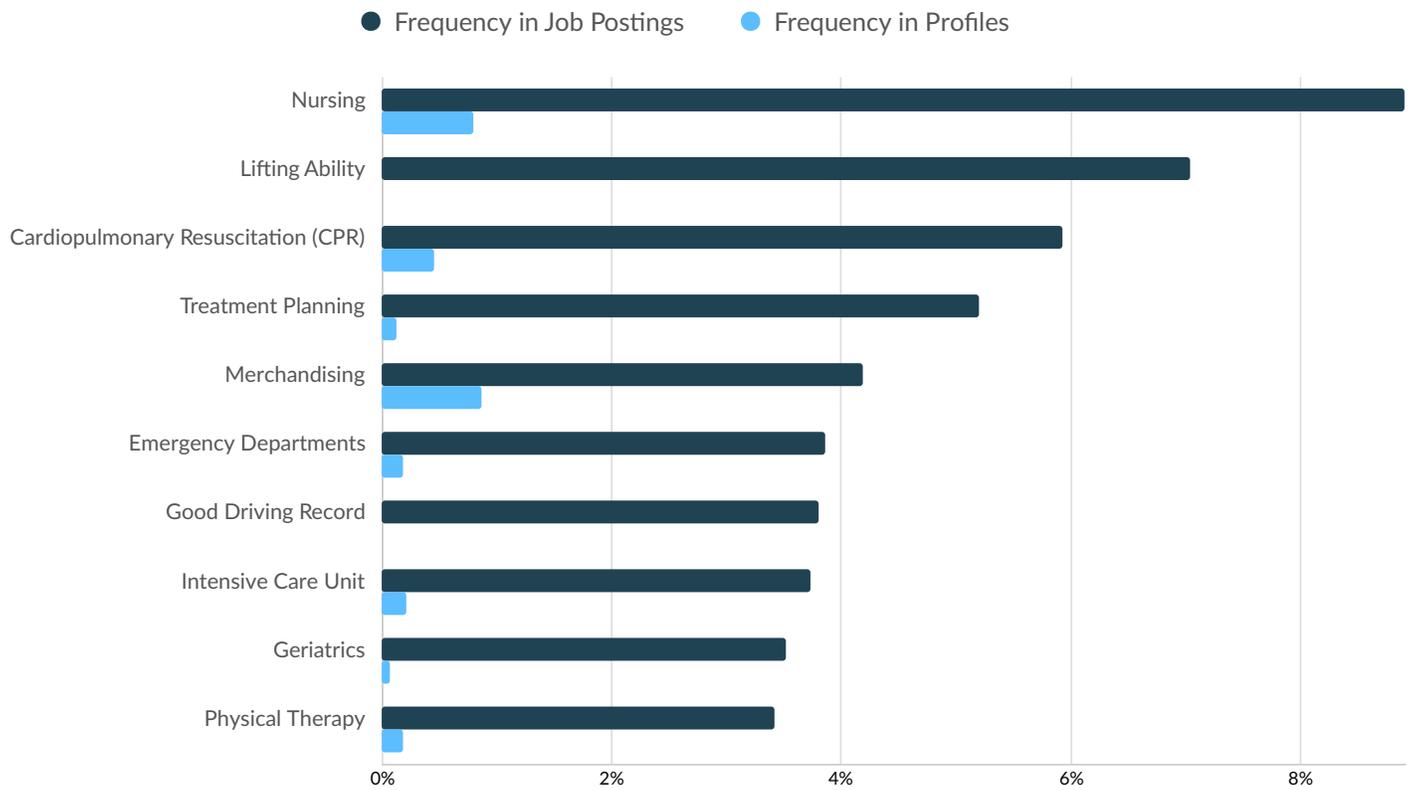
## Top Posted Job Titles

	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Travel Physical Therapists	328 / 140	2 : 1	18 days
ICU Registered Nurses	192 / 57	3 : 1	17 days
Physical Therapists	86 / 47	2 : 1	16 days
Travel Respiratory Therapists	107 / 47	2 : 1	17 days
Labor and Delivery Registered Nurses	221 / 35	6 : 1	17 days
ICU Travel Registered Nurses	127 / 31	4 : 1	17 days
Emergency Room Travel Registered Nurses	48 / 24	2 : 1	17 days
Computed Tomography Technologists	43 / 24	2 : 1	18 days
Social Workers	26 / 23	1 : 1	25 days
Medical Surgical Registered Nurses	64 / 22	3 : 1	29 days

## Top Industries

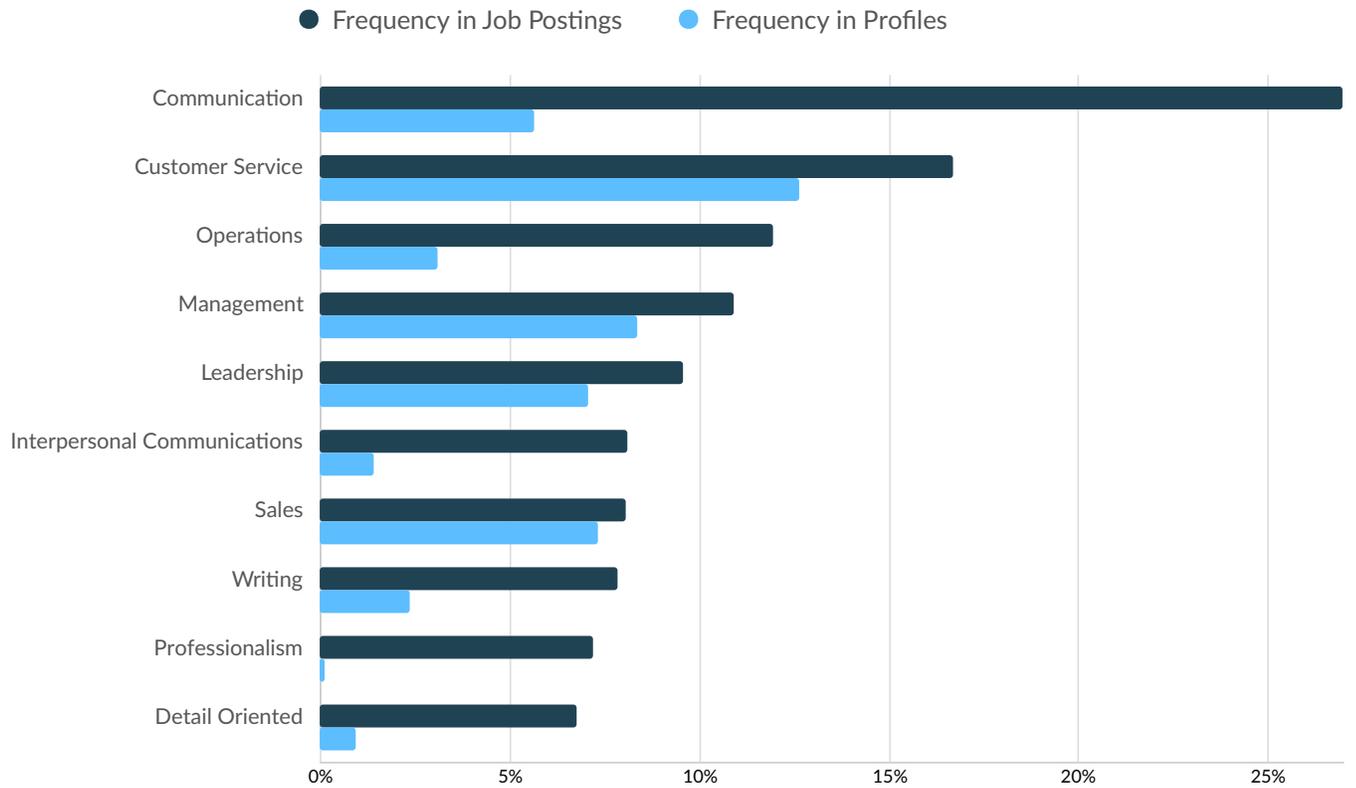
	Total/Unique (Oct 2025 - Dec 2025)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	1,424 / 656	2 : 1	18 days
Offices of Physicians (except Mental Health Specialists)	571 / 286	2 : 1	20 days
Temporary Help Services	682 / 238	3 : 1	19 days
Police Protection	157 / 77	2 : 1	27 days
Supermarkets and Other Grocery (except Convenience) Stores	110 / 61	2 : 1	31 days
Junior Colleges	126 / 61	2 : 1	53 days
Limited-Service Restaurants	107 / 50	2 : 1	24 days
Postal Service	59 / 49	1 : 1	21 days
Offices of All Other Miscellaneous Health Practitioners	93 / 45	2 : 1	24 days
Other General Government Support	61 / 40	2 : 1	18 days

# Top Specialized Skills



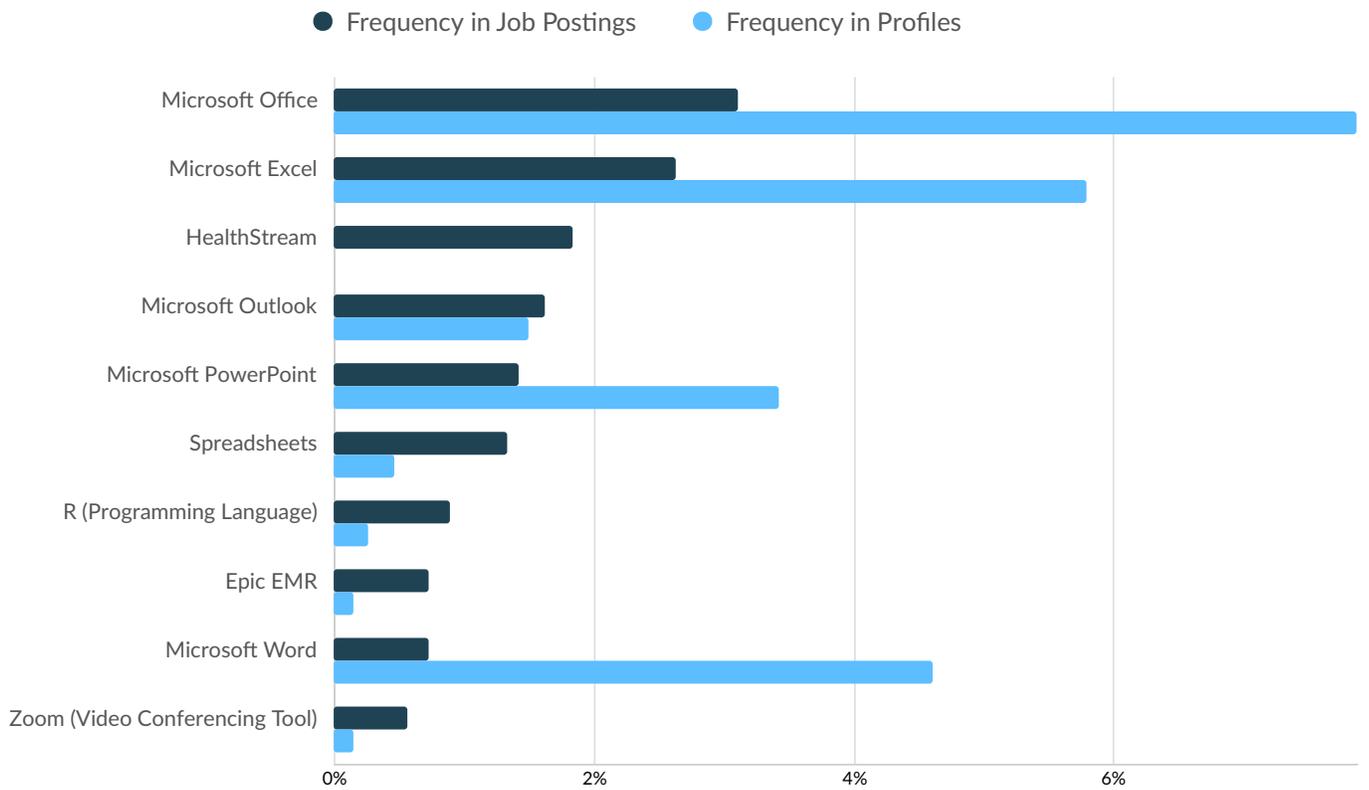
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	281	9%	149	1%	+20.1%	Rapidly Growing
Lifting Ability	222	7%	0	0%	+10.6%	Growing
Cardiopulmonary Resuscitation (CPR)	187	6%	86	0%	+14.8%	Growing
Treatment Planning	164	5%	23	0%	+6.7%	Stable
Merchandising	132	4%	163	1%	+15.0%	Growing
Emergency Departments	122	4%	36	0%	+9.1%	Growing
Good Driving Record	120	4%	0	0%	+17.3%	Growing
Intensive Care Unit	118	4%	39	0%	+3.2%	Lagging
Geriatrics	111	4%	14	0%	+10.5%	Growing
Physical Therapy	108	3%	35	0%	+13.2%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	850	27%	1,065	6%	+3.6%	Lagging
Customer Service	526	17%	2,380	13%	+5.2%	Stable
Operations	377	12%	582	3%	+8.1%	Stable
Management	344	11%	1,572	8%	+5.3%	Stable
Leadership	302	10%	1,331	7%	+8.5%	Stable
Interpersonal Communications	255	8%	265	1%	+12.5%	Growing
Sales	254	8%	1,378	7%	+7.8%	Stable
Writing	248	8%	443	2%	+11.8%	Growing
Professionalism	227	7%	21	0%	+15.1%	Growing
Detail Oriented	213	7%	180	1%	+7.1%	Stable

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	98	3%	1,481	8%	+18.5%	Growing
Microsoft Excel	83	3%	1,090	6%	+17.7%	Growing
HealthStream	58	2%	0	0%	-3.0%	Lagging
Microsoft Outlook	51	2%	283	2%	+25.0%	Rapidly Growing
Microsoft PowerPoint	45	1%	644	3%	+26.1%	Rapidly Growing
Spreadsheets	42	1%	87	0%	+22.2%	Rapidly Growing
R (Programming Language)	28	1%	50	0%	+20.3%	Rapidly Growing
Epic EMR	23	1%	29	0%	+16.4%	Growing
Microsoft Word	23	1%	867	5%	+7.2%	Stable
Zoom (Video Conferencing Tool)	18	1%	29	0%	+13.1%	Growing

# Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	497
Valid Driver's License	421
Registered Nurse (RN)	324
Advanced Cardiovascular Life Support (ACLS) Certification	154
Cardiopulmonary Resuscitation (CPR) Certification	116
Pediatric Advanced Life Support (PALS)	89
First Aid Certification	74
Neonatal Resuscitation Program Certification (NRP)	48
Registered Respiratory Therapist (RRT)	47
Registered Pharmacist (RPh)	43

# Appendix A

## Top Posting Sources

Website	Postings on Website (Oct 2025 - Dec 2025)
indeed.com	1,117
gr8jobs.net	366
craigslist.org	181
oraclecloud.com	173
diversityjobs.com	101
tietalent.com	99
yubacityrecruiter.com	97
schoolspring.com	93
careersingovernment.com	80
rosevillerecruiter.com	77
soliant.com	69
sanleandrorecruiter.com	60
disabledperson.com	50
governmentjobs.com	50
myworkdayjobs.com	49
edjoin.org	43
petalumarecruiter.com	43
rohnertparkrecruiter.com	41
parkwaysouthsacramentorecruiter.com	40
icims.com	35
titanmed.com	33
higherredjobs.com	32
amnhealthcare.com	31
folsomrecruiter.com	31
jobit.com	31

# Appendix B

## Sample Postings

### Travel Hospital Pharmacists – Soliant Health in Fort Bragg, CA (Dec 2025 - Active)

<b>Hospital Travel Pharmacist - Fort Bragg, CA</b>	
Link to Live Job Posting: <a href="http://www.soliant.com">www.soliant.com</a>	
Location: Fort Bragg, CA	O*NET: 29-1051.00
Company: Soliant Health	Job Title: Travel Hospital Pharmacists
<p>Category Pharmacy - Staff Pharmacist Job Type Contract We are seeking a skilled Travel Pharmacist for a 13-week assignment in Fort Bragg, California . This is a hospital-based role offering a consistent weekday schedule with opportunities to engage in diverse clinical activities, including order verification and collaboration with nursing and physician teams.</p> <p><b>Position Overview Location:</b></p> <p>Fort Bragg, CA Setting:</p> <p>Hospital /</p> <p><b>Acute Care Employment Type:</b></p> <p>Travel assignment</p> <p><b>Schedule:</b></p> <p>4 days per week, 10-hour day shifts</p> <p><b>Duration:</b></p> <p>13 weeks ASAP start Competitive weekly pay Key Responsibilities Verify medication orders accurately and efficiently Supervise and support pharmacy technicians Consult with nurses and physicians to optimize patient care Assist with chemotherapy medications, if experienced Ensure compliance with hospital policies and regulatory requirements Required Qualifications Active California Pharmacist license Hospital pharmacy experience preferred Full-time availability for the assignment Familiarity with Cerner and Omnicell systems preferred This is an excellent opportunity for a pharmacist seeking hands-on hospital experience in a travel assignment, with supportive teamwork and a consistent weekday schedule. or reach out for further inquiry: 281-848-7415 Equal Opportunity Employer Minorities/Women/Veterans/Disabled</p>	

# Kitchen Cooks – Ukiah Natural Foods in Ukiah, CA (Dec 2025 - Active)

<b>KITCHEN COOK</b>	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Ukiah, CA	O*NET: 35-2014.00
Company: Ukiah Natural Foods	Job Title: Kitchen Cooks
<b>KITCHEN COOK 3.1 3.1</b>	
out of 5 stars	
<b>Description:</b>	
<p>At the Co-op, our mission is simple: To sell trusted food, with knowledge and compassion. It's always fast-paced and upbeat. You share your day with a community of wonderful people. You're a vital part of the incredible, local food system If you enjoy food preparation, have excellent customer service skills and want to be part of something new and exciting we have an open position for you. We are looking to fill a full-time position in our new updated deli department: Cook positions are available in our fast-paced kitchen. Pay ranges between \$17.80-\$19.00/hr. depending on experience. We are looking for one position:</p>	
<b>Requirements:</b>	
<b>Required:</b>	
Knife Skills Culinary Training Ability to accurately follow recipes and portion controls	

## Full Charge Bookkeeper

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: Fort Bragg, CA

O\*NET: 43-3031.00

Company: Parents And Friends

Job Title: Full Charge Bookkeepers

Full Charge Bookkeeper 3.7 3.7 out of 5 stars Parents & Friends, Inc.

### Job Description Full Charge Bookkeeper FLSA Status:

Non-Exempt Job Summary Provide essential bookkeeping and financial management principles to achieve accurate records and compliance of all regulatory requirements. This individual is approachable, adaptable, possesses integrity and confidentiality and can navigate relevant PFI systems to complete primary functions such as: payroll, accounts receivable and accounts payable, vendor billing and authorizations and other necessary processes. Candidates should display strong data skills including strong data entry skills. Position includes both managerial and financial accounting.

### Job Responsibilities:

- Assist with budgeting and forecasting activities
- Collaborate with external auditors to ensure timely completion of annual audits
- Ensure compliance with regulatory requirements, including Title 17 and working with the Regional Center
- Manage accounts payable and receivable, including invoicing, payments, and collections
- Manage payroll processing, including employee benefits deductions and employment verifications
- Maintain accurate financial records including journal entries, general ledger, and account reconciliations
- Maintain financial security through compliance with internal controls and ensuring financial data is backed up regularly as well as financial oversight.
- Maintain confidentiality and follow HIPAA guidelines and regulations
- Prepare monthly financial reports, including income statements, balance sheets, and cash flow statements
- Work with the CEO to provide financial information and analysis for decision-making
- Other Duties as assigned

### Job Requirements:

Ability to work accurately, independently and manage multiple priorities in a fast-paced environment Ability to work with technology including Zoom, Smart Phones and related technologies. Bachelor's degree in Accounting, Finance, or related field preferred Cooperative attitude Excellent attention to detail and organizational skills Minimum of 3-5 years of bookkeeping or accounting experience, preferably in a nonprofit organization, with experience in accrual accounting Proficient in QuickBooks or other accounting software, Office software especially Excel Strong communication and interpersonal skills Strong knowledge of accounting principles and practices, as well as GAAP Type 75 WP+ and 10 key touch.

### Reports to:

### Chief Executive Officer Supervises:

None I have read and understand the above Job Description. \_\_\_\_\_ Signature  
of Employee Date S Drive/Managers/Managers Job Descriptions (Revised 12/2025)

Job Type:

Full-time Pay:

\$25.00 - \$35.00 per hour Expected hours: 40 per week

Benefits:

403(b) Dental insurance Disability insurance Employee discount Flexible schedule Flexible spending account Gym membership Health insurance Life insurance Paid time off Paid training Parental leave Referral program Tuition reimbursement Vision insurance

Experience:

Bookkeeping:

2 years (Preferred)

Work Location:

In person

# Disabilities Managers – Unclassified in Ukiah, CA (Dec 2025 - Jan 2026)

## Disabilities Program Supervisor

Link to Live Job Posting: Posting is no longer active

Location: Ukiah, CA

O\*NET: 41-4012.00

Company: Unclassified

Job Title: Disabilities Managers

Disabilities Program Supervisor 4.2 4.2 out of 5 stars

## ILS & CFS

Supervisor – Ukiah, CA (Full-Time | OT-Exempt) Compass is hiring an

## ILS & CFS

Supervisor based in Ukiah to support high-quality services across Independent Living Services (ILS) and Coordinated Family Supports (CFS) – this role is for a steady, people-first leader who loves building strong teams and helping adults with disabilities reach meaningful goals. Pay (Salary) Starting range: \$81,120-\$87,360 Full range: \$81,120-\$104,000 What you'll do Supervise, coach, and develop staff through strong case management leadership Oversee scheduling/staffing, quality assurance, and day-to-day program operations Support client success through ISP outcomes (and CFS monthly goals), audits/action items, and use of generic resources Ensure excellent documentation and compliance—accurate, complete, and on time Communicate clearly with clients, families, Regional Center teams, staff, and internal departments Use sound judgment in hiring, performance management, overtime/expenses, and client/staff matching Help the program grow and align with Compass mission and strategic goals What we're looking for Bachelor's degree (minimum) 3 years social work experience 1 year supervisory/management experience (or equivalent combination) Knowledge of disabilities + Regional Center systems/laws; strong communication + tech skills Valid CA driver's license + driving/insurance/DMV requirements Pre-employment requirements Drug screen, DOJ/FBI clearance, acceptable DMV report, and I-9 eligibility CPR/First Aid required (per CFS requirements) How to apply Apply through Indeed.

### Job Type:

### Full-time Pay:

\$81,120.00 - \$87,360.00 per year

### Benefits:

401(k) 401(k) matching Dental insurance Employee assistance program Employee discount Health insurance Health savings account Life insurance Paid time off Professional development assistance Referral program Relocation assistance Vision insurance People with a criminal record are encouraged to apply

### Education:

Bachelor's (Required)

### License/Certification:

Driver's License (Required) Ability to

### Relocate:

Ukiah, CA 95482: Relocate before starting work (Required)

### Work Location:

In person

# Industrial Millwrights – Lignetics in Ukiah, CA (Dec 2025 - Jan 2026)

## Industrial Millwright

Link to Live Job Posting: Posting is no longer active

Location: Ukiah, CA

O\*NET: 49-9044.00

Company: Lignetics

Job Title: Industrial Millwrights

Industrial Millwright 3.0 3.0 out of 5 stars

### Millwright Job Type:

### Full Time Shift Schedule :

M-Th, 6p - 6a - At least 8 weeks of training on day shift.

### Salary :

\$27-30/hour Pre-employment background check and drug screen required.

### Millwright Job Duties:

#### Equipment Diagnosis and Repair:

Diagnose issues with malfunctioning mechanical/electrical equipment and complete required repairs Perform minor building plumbing, electrical and painting repairs as needed Execute preventive maintenance procedures and assist maintenance lead/manager in outage planning Other accountabilities as required

#### Equipment Installation and Oversight:

Install and setup of manufacturing equipment. Lead project planning efforts on installation of new equipment or major repairs. Demonstrate expertise in the operation of required hand and power tools including, but not limited to: drill, saw, torch, and jacks, as well as ladders, cranes, high lift, and other maintenance equipment.

#### Communication and Recordkeeping:

Maintain clear communication with supervisor and with production regarding equipment status of repair, and release to production. Provide proper record keeping, documentation, and information for, but not limited to; Machine, equipment and facility files, using Microsoft Office/CMMS. Maintain equipment, parts, and supplies inventory by checking stock to determine inventory level; anticipating needed equipment, parts, and supplies; placing and expediting orders; verifying receipt.

#### Millwright Job Requirements:

High School diploma or GED required with vocational training highly preferred. Five years mechanical and electrical troubleshooting skills at a Journeyman level in Industrial Plant Maintenance. Five to seven years preferred. Must be familiar with the scope and limitation of the state licensing requirements in Millwright and Electrical work. Limited Maintenance Electrician (LME) card preferred. Journeyman Millwright card preferred. PLC knowledge a plus. Basic understanding of electrical concepts. Project planning/implementation/oversight. Experience developing/implementation/managing PM programs. Requires having the ability to read blueprints and interpret electrical and mechanical schematics. Requires being able to troubleshoot and repair equipment in a safe and efficient manner. Requires experience using all forms of

power and hand tools, welding, forklift and heavy equipment operation. Will need to be in good physical condition with the ability to lift up to 50 lbs occasionally, stand and work for long periods of time, climb ladders, work at high elevations, and in small, confined spaces. Will need to have computer experience and be proficient with Microsoft Office/CMMS.

### Millwright Benefits:

Employee referral bonus program. 2 weeks paid time off + 2 floating holidays. Medical, Dental, and Vision Insurance (FSA & HSA options). Educational assistance. Life insurance, short term & long-term disability. 401(k) with employer match & immediate vesting. Employee heating pellet program. Lignetics SWAG gear to include an annual pair of work boots & other PPE. About Lignetics, Inc.: Lignetics, Inc. offers clean, renewable solutions. We have 30 years of experience innovating eco-friendly essentials for everyday life. Lignetics manufactures a variety of consumer brands in several different categories including wood pellets for home heating, BBQ pellets for grilling, wood pellets and shavings for animal bedding, and a wood fiber-based cat litter. Each of our products have unique features and benefits but are all linked with a wonderful recycled, renewable, sustainable, and carbon neutral story. We turn recycled sawdust into value-add, branded consumer products.

# 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.