



# JOB MARKET TRACKER

May 2017



The Sonoma County Economic Development Board prepares the **Sonoma County Job Market Tracker** Monthly Report to provide insights into current workforce demands of the local economy by analyzing *online job posting data and historical job data.*

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*Disclaimer:* Data used to inform the development of this report was collected on 5/12/17 from the data provider Economic Modeling Specialists, Inc. (Emsi), a labor market database that compiles job postings from national, public, and corporate sources. Data may not be a comprehensive set of all online job postings because of continued data processing by Emsi. The EDB is confident of the accuracy of the data at the time it was collected.

# HIGHLIGHTS

## OVERALL JOB POSTINGS

More than 10,600 job postings were advertised in March 2017, an increase of 6.1% compared to the same period in 2016.

## POSTINGS BY OCCUPATION GROUP

With 1,545 and 1,475 postings, the *Sales and Related Occupations* and *Transportation and Material Moving Occupations* had the most job postings in March 2017.

## POSTINGS BY LOCATION

In the two-month period from February 1, 2017 to March 31, 2017, Santa Rosa had 8,845 public online job postings and continues to have nearly double the number of job postings of any other Sonoma County city.

# LOCAL EMPLOYERS

Data for the top 20 employers was aggregated from online public job postings provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

The top 20 Sonoma County employers are highlighted here.

## TOP 20 BY JOB POSTING VOLUME

TWO MONTH PERIOD: February 1, 2017 - March 31, 2017

Rank	Employer	Posting Volume
1	Santa Rosa Junior College	361
2	St. Joseph's Healthcare System, Inc.	263
3	Kaiser Permanente	256
4	Manpowergroup Inc.	233
5	Soliant Health, Inc.	223
6	CVS Health Corporation	213
7	Santa Rosa City School Dist.	174
8	Brookdale Senior Living	166
9	County of Sonoma	165
10	Nelson	162

Rank	Employer	Posting Volume
11	Sutter Health	145
12	24 Hour Fitness Worldwide, Inc.	139
13	Medtronic, Inc.	139
14	Calix, Inc.	131
15	Sears Holdings Corporation	130
16	Keysight Technologies, Inc.	129
17	Santa Rosa Memorial Hospital	123
18	Target Corporation	118
19	Aerotek, Inc.	108
20	The Home Depot, Inc.	98

# OCCUPATION GROUPS

The Bureau of Labor Statistics Standard Occupational Classification (SOC) System organizes more than 700 occupations, placing each occupation into one of 23 distinct groups. Data for the top five occupational groups in Sonoma County based on the volume of online job postings for February 2017 and March 2017 was provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

Highlighted below are the top five occupational groups by job posting volume and on page 4 the top 10 by job posting volume percentage.

## TOP 5 BY JOB POSTING VOLUME

*February 2017*

	Occupation Group	Posting Volume	Prior Year
1	Transportation and Material Moving Occupations	1,787	158.24%
2	Healthcare Practitioners and Technical Occupations	1,622	12.95%
3	Sales and Related Occupations	1,593	7.13%
4	Office and Administrative Support Occupations	1,198	18.73%
5	Food Preparation and Serving Related Occupations	811	75.16%

*March 2017*

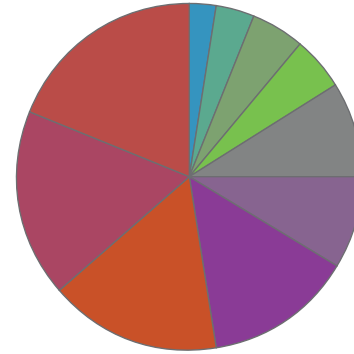
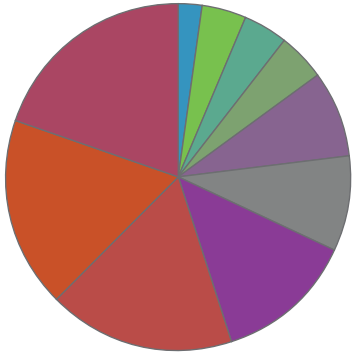
	Occupation Group	Posting Volume	Prior Year
1	Sales and Related Occupations	1,545	0.0%
2	Transportation and Material Moving Occupations	1,475	97.72%
3	Healthcare Practitioners and Technical Occupations	1,413	-11.63%
4	Office and Administrative Support Occupations	1,128	-3.51%
5	Management Occupations	791	-2.35%

# OCCUPATION GROUPS, cont.

## TOP 10 BY JOB POSTING VOLUME PERCENTAGE

February 2017

March 2017



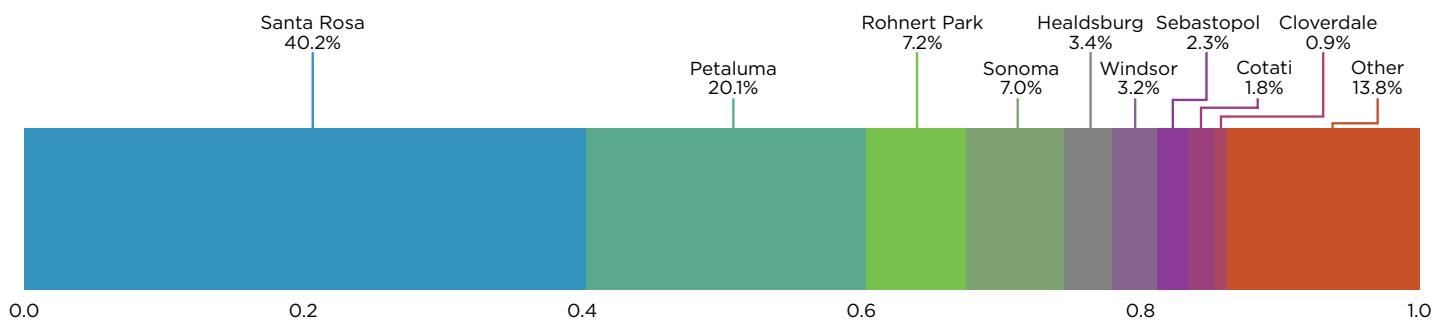
■ Transportation and Material Moving Occupations	15.7%	■ Sales and Related Occupations	14.6%
■ Healthcare Practitioners and Technical Occupations	14.2%	■ Transportation and Material Moving Occupations	13.9%
■ Sales and Related Occupations	14.0%	■ Healthcare Practitioners and Technical Occupations	13.3%
■ Office and Administrative Support Occupations	10.5%	■ Office and Administrative Support Occupations	10.6%
■ Food Preparation and Serving Related Occupations	7.1%	■ Management Occupations	7.5%
■ Management Occupations	6.6%	■ Food Preparation and Serving Related Occupations	7.2%
■ Business and Financial Operations Occupations	3.5%	■ Computer and Mathematical Occupations	4.0%
■ Installation, Maintenance, and Repair Occupations	3.4%	■ Business and Financial Operations Occupations	3.6%
■ Computer and Mathematical Occupations	3.3%	■ Installation, Maintenance, and Repair Occupations	2.8%
■ Healthcare Support Occupations	1.9%	■ Healthcare Support Occupations	2.1%
All Others	19.8%	All Others	20.4%

# OCCUPATIONS

The Bureau of Labor Statistics Standard Occupational Classification (SOC) System is the federal standard by which more than 700 different occupations are organized. Data for the following section on occupation location, job posting volume and median salary was provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

## CITY JOB POSTING PERCENTAGE

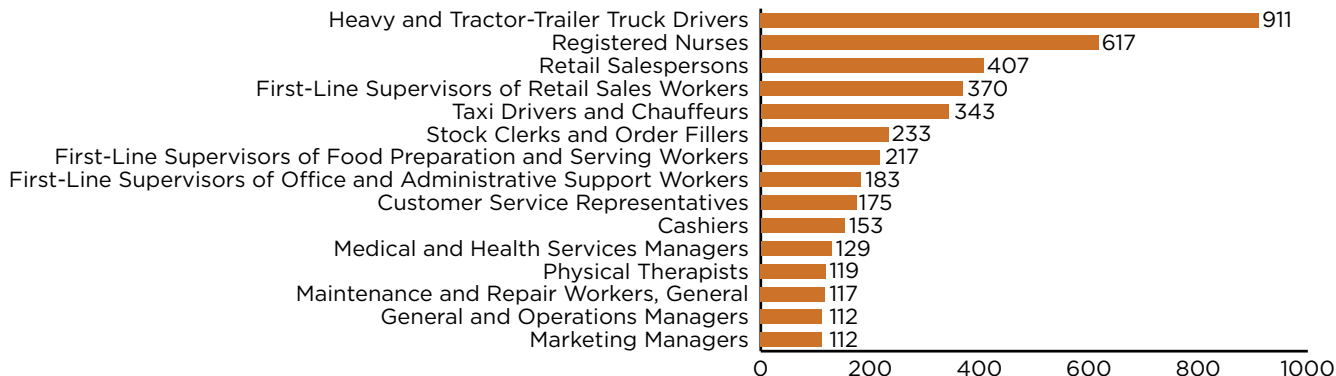
*TWO MONTH PERIOD: February 1, 2017 - March 31, 2017*



# OCCUPATIONS, cont.

## TOP 15 OCCUPATIONS BY JOB POSTING VOLUME

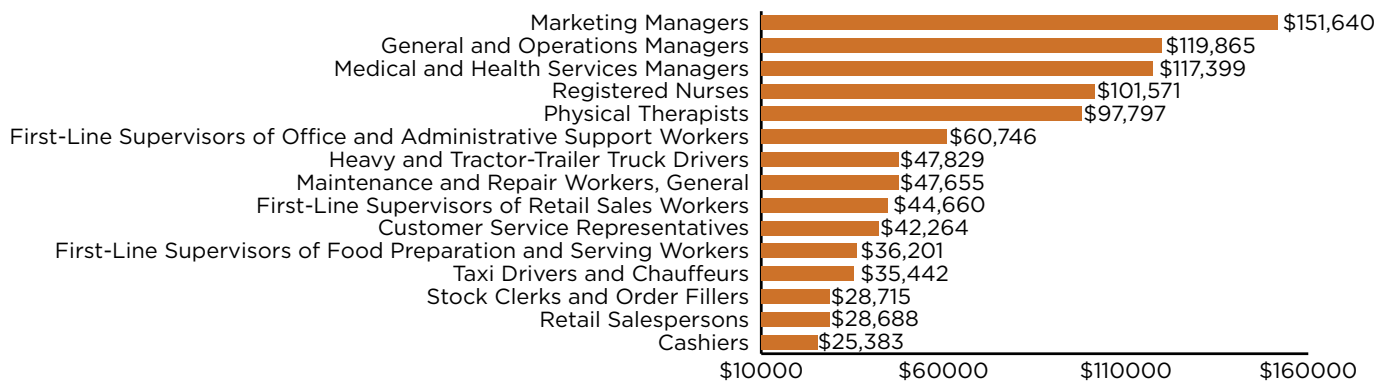
March 2017



## TOP 15 OCCUPATIONS BY MEDIAN SALARY

Job Posting Occupations ~ March 2017

Median Salary Data ~ 2016 Q1



# SKILLS & CERTIFICATIONS

The hard skills, soft skills, and certifications listed below are organized by the frequency of their occurrences in online public job postings for Sonoma County from February 1, 2017 to March 31, 2017. Data was provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

The top 10 skills and certifications are highlighted here.

## HARD & SOFT SKILLS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: February 1, 2017 - March 31, 2017

	Hard Skills	Posting Volume	Prior Year
1	Management	5,076	2.7%
2	Sales	4,425	4.9%
3	Customer Service	3,794	8.7%
4	Retailing	3,386	35.5%
5	Recruitment	3,140	15.3%
6	Training	3,058	15.3%
7	Communications	2,957	2.3%
8	Insurance	2,491	58.0%
9	Operations	2,372	18.2%
10	Finance	1,916	5.8%

	Soft Skills	Posting Volume	Prior Year
1	Scheduling (Project Management)	4,892	36.2%
2	Leadership	1,920	11.2%
3	Leading	1,040	-2.5%
4	Learning	736	15.5%
5	Listening	578	20.7%
6	Cleanliness	514	31.8%
7	Coordinating	513	-6.0%
8	Ethics	468	20.3%
9	Creativity	238	-6.3%
10	Career Development	163	-23.8%

## CERTIFICATIONS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: February 1, 2017 - March 31, 2017

	Certifications	Posting Volume	Prior Year
1	Commercial Driver's License (CDL)	1,109	69.6%
2	Registered Nurse	811	-2.2%
3	Nurse Practitioner	145	39.4%
4	Licensed Vocational Nurses	91	1.1%
5	Licensed Practical Nurse	82	13.9%
6	Certified Nursing Assistant	61	-67.6%
7	Master Of Business Administration (MBA)	55	-6.8%
8	Registered Dental Assistant	55	0.0%
9	Board Certified	51	-8.9%
10	Certified Benefits Professional	40	122.2%

# INDUSTRY SPOTLIGHT ~ MANUFACTURING

Each month, the EDB focuses on a specific industry to highlight job posting and occupation patterns. The Industry Spotlight for May 2017 is manufacturing.

The set of occupations used to analyze the manufacturing industry was chosen by selecting the top occupations with the highest employment in the manufacturing industry in 2016. The complete list of occupations on pages 10-14 highlights the earnings quartiles for each occupation.

Data was provided by Economic Modeling Specialists, Inc. (Emsi). Emsi is unable to access any non-publicly posted jobs, so data may not reflect the exact hiring demands of Sonoma County employers.

## LOCAL EMPLOYERS: TOP 20 BY JOB POSTING VOLUME

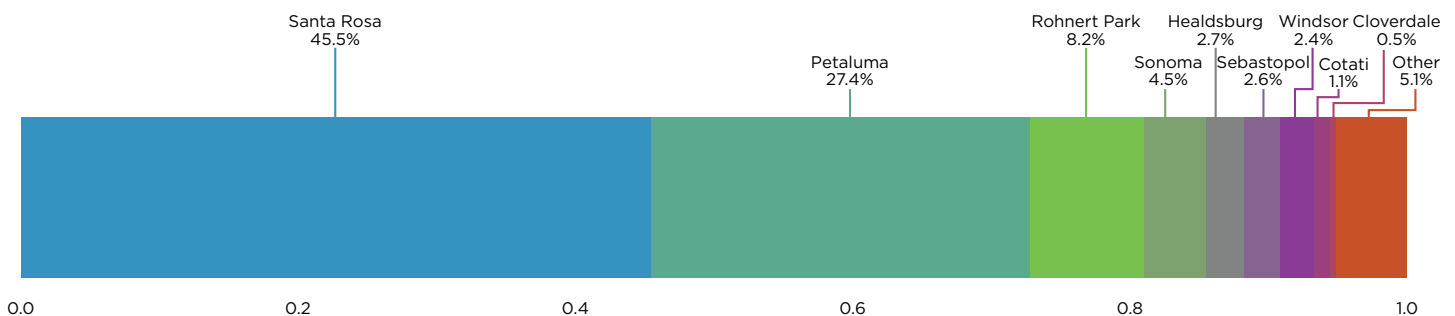
TWO MONTH PERIOD: February 1, 2017 - March 31, 2017

Rank	Employer	Posting Volume
1	Keysight Technologies, Inc.	83
2	Manpowergroup	68
3	E & J Gallo Winery	65
4	United Parcel Service, Inc.	56
5	Kelly Services, Inc.	43
6	Volt	40
7	AMF Bowling Inc.	36
8	Perdue Farms Inc.	36
9	Robert Half International Inc.	26
10	Calix, Inc.	25

Rank	Employer	Posting Volume
11	Constellation Brands, Inc.	25
12	Ryder System, Inc.	25
13	Aerotek, Inc.	22
14	AlSCO Inc.	22
15	Medtronic	21
16	The Home Depot Inc	19
17	The Schwan Food Company	18
18	Target Corporation	16
19	ATW Companies, Inc.	15
20	Cintas Corporation	15

## CITY JOB POSTING PERCENTAGE

TWO MONTH PERIOD: February 1, 2017 - March 31, 2017





# INDUSTRY SPOTLIGHT ~ MANUFACTURING, cont.

## HARD & SOFT SKILLS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: February 1, 2017 - March 31, 2017

	Hard Skills	Posting Volume	Prior Year
1	Management	534	0.6%
2	Testing	428	2.4%
3	Lifting	422	61.1%
4	Maintenance	409	15.2%
5	Engineering	370	-17.8%
6	Repairing (Computer Systems)	320	20.8%
7	Communications	309	-12.7%
8	Manufacturing	301	-14.5%
9	Operations	276	7.0%
10	Training	255	19.2%

	Soft Skills	Posting Volume	Prior Year
1	Scheduling (Project Management)	229	-15.2%
2	Leadership	193	9.7%
3	Leading	61	-27.4%
4	Learning	59	-7.8%
5	Coordinating	58	48.7%
6	Listening	54	0.0%
7	Cleanliness	35	25.0%
8	Reliability	30	-41.2%
9	Ethics	28	-17.6%
10	Creativity	26	100.0%

## CERTIFICATIONS: TOP 10 BY JOB POSTING VOLUME

TWO MONTH PERIOD: February 1, 2017 - March 31, 2017

	Certifications	Posting Volume
1	Commercial Driver's License (CDL)	58
2	Microsoft Certified Professional	20
3	Microsoft Certified Systems Administrator (MCSA)	19
4	Cisco Certified Network Professional	15
5	Cisco Certified Network Associate	14
6	A+ Certification	13
7	Certified Purchasing Professional	12
8	CompTIA A+ Certification	12
9	Microsoft Certified Systems Engineer	11
10	Microsoft Certified Desktop Support Technician	11

# INDUSTRY SPOTLIGHT ~ MANUFACTURING

## MANUFACTURING OCCUPATIONS AND EARNING QUARTILES

Q1 2016

Data provided by the CA EDD Labor Market Information Division can be found here:  
<http://www.labormarketinfo.edd.ca.gov/data/oes-employment-and-wages.html>

SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
15-1121	Computer Systems Analysts	\$30.49	\$36.65	\$48.36
15-1131	Computer Programmers	\$23.44	\$39.28	\$51.02
15-1132	Software Developers, Applications	\$43.75	\$52.23	\$64.28
15-1133	Software Developers, Systems Software	\$47.22	\$59.85	\$75.66
15-1134	Web Developers	\$24.79	\$35.15	\$48.14
15-1142	Network and Computer Systems Administrators	\$32.83	\$42.32	\$55.85
15-1151	Computer User Support Specialists	\$20.77	\$28.32	\$35.70
17-2011	Aerospace Engineers	\$39.71	\$49.65	\$58.67
17-2031	Biomedical Engineers	\$42.81	\$53.33	\$66.87
17-2061	Computer Hardware Engineers	\$48.12	\$55.61	\$66.03
17-2071	Electrical Engineers	\$43.56	\$51.60	\$63.38
17-2072	Electronics Engineers, Except Computer	\$42.03	\$51.69	\$64.08
17-2112	Industrial Engineers	\$38.22	\$44.02	\$51.93
17-2131	Materials Engineers	\$43.92	\$54.69	\$63.41
17-2141	Mechanical Engineers	\$36.26	\$45.92	\$55.58
17-2199	Engineers, All Other	\$39.29	\$47.35	\$57.22
17-3012	Electrical and Electronics Drafters	\$27.78	\$33.09	\$39.36
17-3013	Mechanical Drafters	\$21.66	\$33.54	\$43.28
17-3023	Electrical and Electronics Engineering Technicians	\$25.83	\$31.83	\$37.05
17-3024	Electro-Mechanical Technicians	\$21.52	\$26.15	\$30.09
17-3026	Industrial Engineering Technicians	\$30.54	\$33.28	\$35.99
17-3027	Mechanical Engineering Technicians	\$23.74	\$29.19	\$33.91
17-3029	Engineering Technicians, Except Drafters, All Other	\$17.15	\$22.80	\$33.58
19-1012	Food Scientists and Technologists	\$22.99	\$28.24	\$36.51
19-2031	Chemists	\$26.45	\$39.25	\$52.84
19-4011	Agricultural and Food Science Technicians	\$17.28	\$20.22	\$25.94
19-4031	Chemical Technicians	\$15.22	\$19.95	\$25.92

**MANUFACTURING OCCUPATIONS AND EARNING QUARTILES, *Continued***

Q1 2016

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SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
27-1021	Commercial and Industrial Designers	\$23.12	\$29.78	\$34.02
27-1024	Graphic Designers	\$22.79	\$28.24	\$34.91
45-2041	Graders and Sorters, Agricultural Products	\$11.53	\$12.82	\$14.42
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$10.35	\$11.53	\$13.65
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$29.99	\$36.25	\$45.66
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$24.37	\$30.04	\$35.97
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$21.38	\$26.01	\$30.54
49-9041	Industrial Machinery Mechanics	\$19.29	\$23.82	\$28.81
49-9043	Maintenance Workers, Machinery	\$17.67	\$24.51	\$29.36
49-9071	Maintenance and Repair Workers, General	\$16.80	\$21.63	\$28.45
49-9099	Installation, Maintenance, and Repair Workers, All Other	\$14.23	\$18.84	\$25.14
51-1011	First-Line Supervisors of Production and Operating Workers	\$22.39	\$28.24	\$34.75
51-2022	Electrical and Electronic Equipment Assemblers	\$16.01	\$20.32	\$25.58
51-2023	Electromechanical Equipment Assemblers	\$10.46	\$14.02	\$17.07
51-2041	Structural Metal Fabricators and Fitters	\$21.79	\$26.10	\$28.45
51-2092	Team Assemblers	\$13.00	\$16.55	\$20.59
51-2099	Assemblers and Fabricators, All Other	\$10.75	\$13.12	\$17.27
51-3011	Bakers	\$10.86	\$13.76	\$17.46
51-3021	Butchers and Meat Cutters	\$9.95	\$11.32	\$17.05
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	\$11.33	\$13.24	\$15.01
51-3023	Slaughterers and Meat Packers	\$10.04	\$11.59	\$13.66
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	\$10.69	\$11.96	\$14.52
51-3092	Food Batchmakers	\$10.71	\$12.98	\$14.67
51-3093	Food Cooking Machine Operators and Tenders	\$12.02	\$15.98	\$18.18
51-3099	Food Processing Workers, All Other	\$10.69	\$11.95	\$13.75
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$12.23	\$14.86	\$18.31

**MANUFACTURING OCCUPATIONS AND EARNING QUARTILES, *Continued***

Q1 2016

Data provided by the CA EDD Labor Market Information Division can be found here:  
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SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	\$21.32	\$25.91	\$31.87
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.85	\$18.02	\$23.51
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.25	\$18.65	\$23.52
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$12.35	\$15.19	\$18.68
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$14.29	\$17.88	\$22.15
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.36	\$19.68	\$24.06
51-4041	Machinists	\$19.97	\$24.68	\$28.40
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$11.14	\$13.14	\$16.94
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$15.18	\$19.53	\$24.40
51-4111	Tool and Die Makers	\$18.60	\$24.03	\$29.34
51-4121	Welders, Cutters, Solderers, and Brazers	\$15.85	\$20.04	\$25.22
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	\$11.22	\$15.48	\$25.07
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.44	\$16.38	\$20.60
51-4194	Tool Grinders, Filers, and Sharpeners	\$14.72	\$19.12	\$24.27
51-4199	Metal Workers and Plastic Workers, All Other	\$11.17	\$14.70	\$19.16
51-5111	Prepress Technicians and Workers	\$16.59	\$22.16	\$28.02
51-5112	Printing Press Operators	\$11.84	\$17.58	\$22.48
51-5113	Print Binding and Finishing Workers	\$10.61	\$13.80	\$17.69
51-6031	Sewing Machine Operators	\$12.36	\$14.26	\$16.53
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	\$11.85	\$14.96	\$17.99
51-7011	Cabinetmakers and Bench Carpenters	\$18.32	\$24.33	\$27.69
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	\$13.52	\$16.31	\$18.78

**MANUFACTURING OCCUPATIONS AND EARNING QUARTILES, *Continued***

Q1 2016

Data provided by the CA EDD Labor Market Information Division can be found here:  
<http://www.labormarketinfo.edd.ca.gov/data/oes-employment-and-wages.html>

SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	\$12.51	\$14.72	\$18.27
51-8021	Stationary Engineers and Boiler Operators	\$27.22	\$31.96	\$40.90
51-8091	Chemical Plant and System Operators	\$20.90	\$26.24	\$30.68
51-9011	Chemical Equipment Operators and Tenders	\$15.27	\$20.10	\$26.58
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	\$14.35	\$17.80	\$22.14
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	\$13.64	\$17.66	\$22.12
51-9022	Grinding and Polishing Workers, Hand	\$10.37	\$12.59	\$15.67
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	\$12.56	\$15.63	\$18.93
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	\$12.46	\$14.03	\$17.22
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	\$11.76	\$13.75	\$16.12
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	\$15.06	\$18.77	\$24.76
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$15.50	\$20.15	\$27.83
51-9081	Dental Laboratory Technicians	\$16.48	\$18.66	\$24.13
51-9082	Medical Appliance Technicians	\$16.91	\$21.75	\$29.91
51-9083	Ophthalmic Laboratory Technicians	\$14.40	\$17.50	\$20.94
51-9111	Packaging and Filling Machine Operators and Tenders	\$11.36	\$14.37	\$18.07
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	\$12.79	\$16.07	\$19.91
51-9141	Semiconductor Processors	\$13.90	\$16.79	\$20.42
51-9191	Adhesive Bonding Machine Operators and Tenders	\$13.05	\$15.92	\$19.54
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	\$13.91	\$16.08	\$18.27
51-9193	Cooling and Freezing Equipment Operators and Tenders	\$12.34	\$14.81	\$18.82
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	\$14.94	\$17.05	\$19.95

**MANUFACTURING OCCUPATIONS AND EARNING QUANTILES, *Continued***

Q1 2016

Data provided by the CA EDD Labor Market Information Division can be found here:  
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SOC Code	Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
51-9198	Helpers--Production Workers	\$10.66	\$11.91	\$14.07
51-9199	Production Workers, All Other	\$11.28	\$14.23	\$17.19
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	\$17.31	\$21.54	\$28.17
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	\$20.76	\$24.71	\$32.61
53-3031	Driver/Sales Workers	\$9.62	\$14.67	\$20.53
53-3033	Light Truck or Delivery Services Drivers	\$12.23	\$15.95	\$20.92
53-7011	Conveyor Operators and Tenders	\$14.67	\$18.12	\$23.33
53-7051	Industrial Truck and Tractor Operators	\$13.76	\$16.49	\$19.74
53-7061	Cleaners of Vehicles and Equipment	\$10.26	\$11.29	\$12.77
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.00	\$13.37	\$16.72
53-7063	Machine Feeders and Offbearers	\$10.00	\$13.95	\$17.05
53-7064	Packers and Packagers, Hand	\$9.44	\$10.72	\$12.71

# WORKFORCE RESOURCES

## TALENT ATTRACTION WEBSITE

SonomaCountyConnections.org showcases what makes Sonoma county such an inspiring place to grow, both personally and professionally. The site is available to help your business attract and hire the workforce it needs.

**CONTACT:** Tim Ricard ~ (707) 565-7257 or [tim.ricard@sonoma-county.org](mailto:tim.ricard@sonoma-county.org)

## SONOMA COUNTY WAGE DATA

The most current wage data available for specific Sonoma County occupations is provided by the California Employment Development Department and can be found here:

[http://www.labormarketinfo.edd.ca.gov/file/occup\\$/oeswages/satr\\$oes2016.xls](http://www.labormarketinfo.edd.ca.gov/file/occup$/oeswages/satr$oes2016.xls)

## HIRING ASSISTANCE

The EDB can assist in your hiring process by providing current salary information, developing job descriptions and identifying potential candidates.

**CONTACT:** Heather LoBue ~ (707) 565-6415 or [heather.lobue@sonoma-county.org](mailto:heather.lobue@sonoma-county.org)

## EMPLOYEE TRAINING REIMBURSEMENT FUNDS

The EDB is working with Job Link to connect Sonoma County employers with funds to offset the cost of employee training. Funding is available for a wide range of training subjects.

**CONTACT:** Heather LoBue ~ (707) 565-6415 or [heather.lobue@sonoma-county.org](mailto:heather.lobue@sonoma-county.org)

## CALJOBS ONLINE JOB POSTING RESOURCES

The CalJOBS ([www.caljobs.ca.gov](http://www.caljobs.ca.gov)) website is available for posting job listings, searching for qualified employees, analyzing labor market information, and locating local business services. The Employment Development Department can assist you with creating a business account and posting open positions.

**CONTACT:** Valerie Nagle ~ (707) 576-2015 or [valerie.nagle@edd.ca.gov](mailto:valerie.nagle@edd.ca.gov)

## SONOMA COUNTY EMPLOYER ADVISORY COUNCIL (EAC)

The EAC assists employers in conducting their business more effectively and efficiently and provides information on employment-related issues. They offer seminars throughout the year related to Employment law.

**CONTACT:** Valerie Nagle ~ (707) 576-2015 or [valerie.nagle@edd.ca.gov](mailto:valerie.nagle@edd.ca.gov)

# EDB JOB MARKET TRACKER

The Sonoma County Economic Development Board produces the monthly EDB Job Market Tracker as a resource to help inform hiring, wage and staffing decisions. Custom reports are available upon request. For more information, please contact Heather LoBue at 707-565-6415 or heather.lobue@sonoma-county.org.

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