



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: December 1 - 31, 2024

Berrien, Branch, Calhoun, Cass,

Kalamazoo, Saint Joseph, and

Van Buren Counties, Michigan

Parameters

Select Timeframe: Dec 2024 - Dec 2024

Occupations:

Results should include

Code	Description
29-1141	Registered Nurses
29-1171	Nurse Practitioners
29-1249	Surgeons, All Other
29-2034	Radiologic Technologists and Technicians
29-2099	Health Technologists and Technicians, All Other

Code	Description
31-1131	Nursing Assistants
31-9092	Medical Assistants
35-2014	Cooks, Restaurant
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
41-2011	Cashiers

Regions:

Code	Description
26021	Berrien County, MI
26023	Branch County, MI
26025	Calhoun County, MI
26027	Cass County, MI

Code	Description
26077	Kalamazoo County, MI
26149	St. Joseph County, MI
26159	Van Buren County, MI

Job Title:

Results should include

Description
Medical Assistants
Family Medicine Medical Assistants
Family Nurse Practitioners
Environmental Services Technicians
Registered Nurses

Description
Medical Surgical Registered Nurses
X-Ray Technologists
Cashiers
Requisition Sales Associates
Cooks

Company:

Results should include

Description
Pfizer
Fast Pace Health

Description
Walmart
Bronson Healthcare

Ascension

Meijer

Border Foods

Corewell Health

Stryker

Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

143

Unique Postings
634 Total Postings


6

Employers Competing
1,941 Total Employers

24 Days

Median Posting Duration
Regional Average: 31 Days

4 : 1

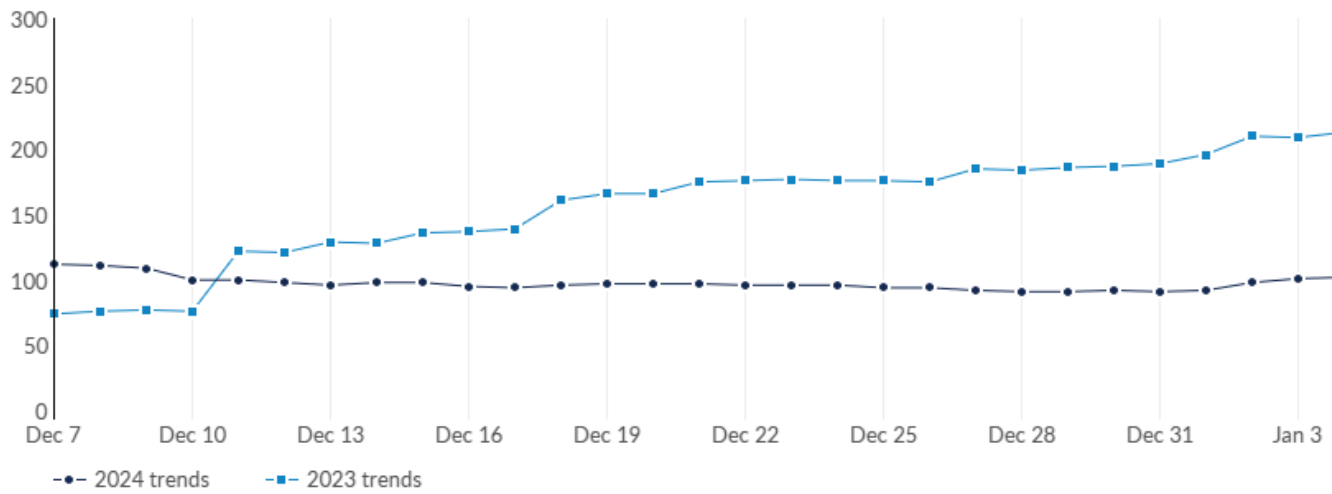
Posting Intensity

Regional Average: 3 : 1

Advertised Salary

Not enough data for this chart.

Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
December 7, 2024	112	74	+51.4%
December 8, 2024	111	76	+46.1%
December 9, 2024	109	77	+41.6%
December 10, 2024	100	76	+31.6%
December 11, 2024	100	122	-18.0%
December 12, 2024	98	121	-19.0%
December 13, 2024	96	129	-25.6%
December 14, 2024	98	128	-23.4%
December 15, 2024	98	136	-27.9%
December 16, 2024	95	137	-30.7%
December 17, 2024	94	139	-32.4%
December 18, 2024	96	161	-40.4%
December 19, 2024	97	166	-41.6%
December 20, 2024	97	166	-41.6%
December 21, 2024	97	175	-44.6%
December 22, 2024	96	176	-45.5%
December 23, 2024	96	177	-45.8%
December 24, 2024	96	176	-45.5%

December 25, 2024	94	176	-46.6%
December 26, 2024	94	175	-46.3%
December 27, 2024	92	185	-50.3%
December 28, 2024	91	184	-50.5%
December 29, 2024	91	186	-51.1%
December 30, 2024	92	187	-50.8%
December 31, 2024	91	189	-51.9%
January 1, 2025	92	196	-53.1%
January 2, 2025	98	210	-53.3%
January 3, 2025	101	209	-51.7%
January 4, 2025	102	213	-52.1%
January 5, 2025	101	215	-53.0%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	28	20%
High school or GED	66	46%
Associate's degree	23	16%
Bachelor's degree	32	22%
Master's degree	0	0%
Ph.D. or professional degree	0	0%







Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	66	0	46%
Associate's degree	20	3	14%
Bachelor's degree	29	3	20%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%







Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	100	70%
0 - 1 Years	37	26%
2 - 3 Years	6	4%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







Top Companies Posting

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	178 / 39	5 : 1 	n/a
Border Foods	199 / 32	6 : 1 	n/a
Corewell Health	107 / 25	4 : 1 	19 days
Ascension	91 / 22	4 : 1 	25 days
Bronson Healthcare	33 / 19	2 : 1 	32 days
Meijer	26 / 6	4 : 1 	21 days

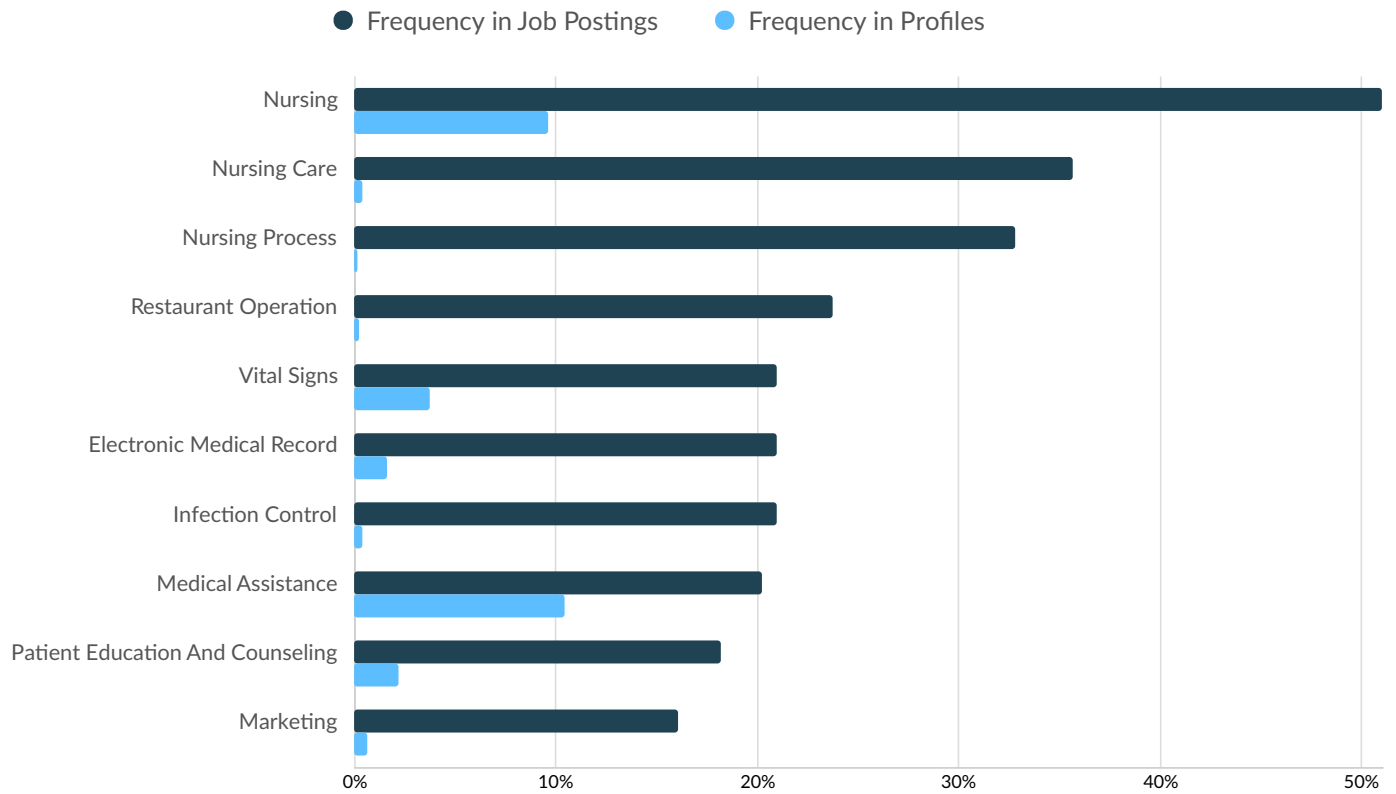
Top Posted Occupations

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	213 / 55	4 : 1 	19 days
Medical Assistants	135 / 29	5 : 1 	44 days
Cashiers	151 / 22	7 : 1 	21 days
Cooks, Restaurant	82 / 18	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	42 / 17	2 : 1 	32 days
Nursing Assistants	11 / 2	6 : 1 	n/a

Top Posted Occupations

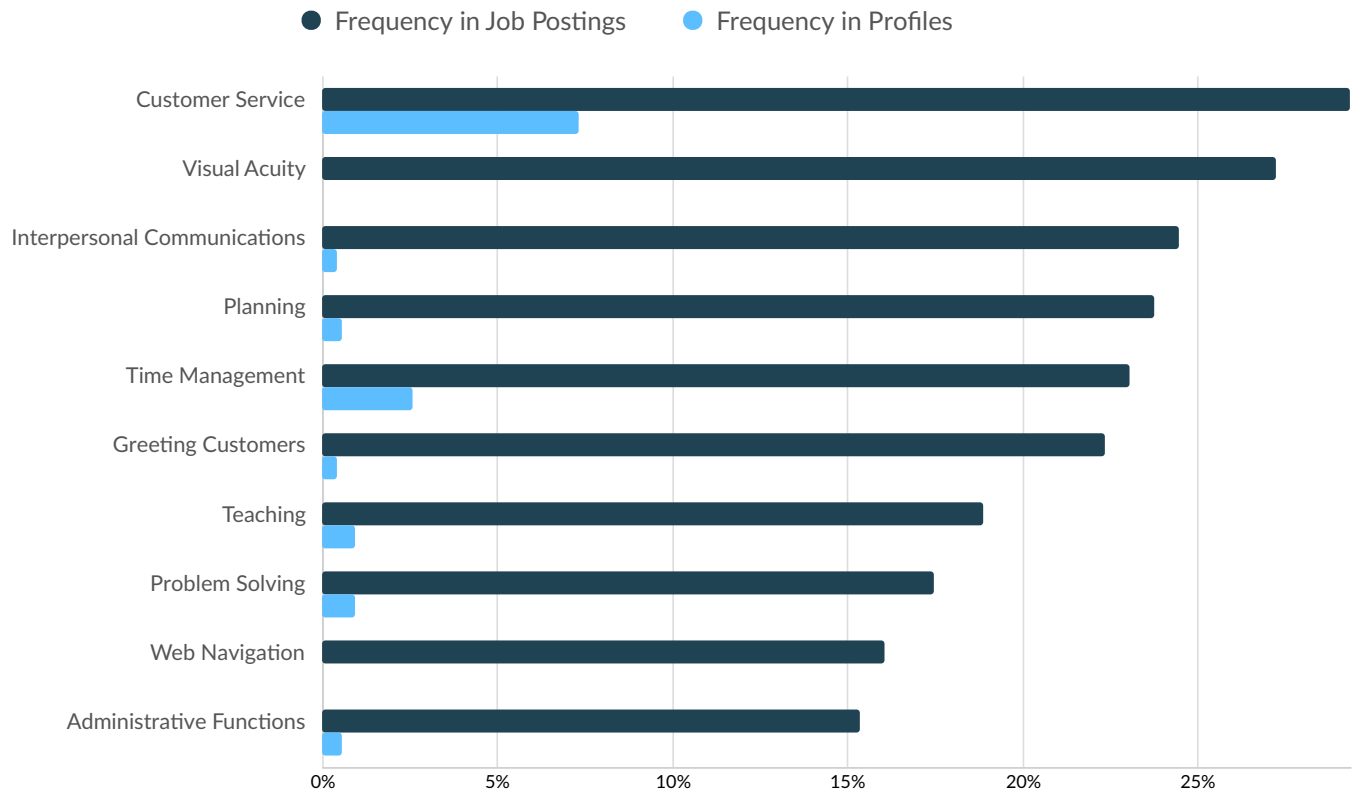
Occupation (O*NET)	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	213 / 55	4 : 1 	19 days
Medical Assistants	135 / 29	5 : 1 	44 days
Cashiers	151 / 22	7 : 1 	21 days
Cooks, Restaurant	82 / 18	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	42 / 17	2 : 1 	32 days
Nursing Assistants	11 / 2	6 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	73	51%	71	10%	+20.1%	Rapidly Growing
Nursing Care	51	36%	3	0%	+19.1%	Growing
Nursing Process	47	33%	1	0%	+24.2%	Rapidly Growing
Restaurant Operation	34	24%	2	0%	+28.0%	Rapidly Growing
Vital Signs	30	21%	28	4%	+17.2%	Growing
Electronic Medical Record	30	21%	12	2%	+12.1%	Growing
Infection Control	30	21%	3	0%	+17.1%	Growing
Medical Assistance	29	20%	77	10%	+11.9%	Growing
Patient Education And Counseling	26	18%	16	2%	+11.6%	Growing
Marketing	23	16%	5	1%	+23.0%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	42	29%	54	7%	+5.2%	Stable
Visual Acuity	39	27%	0	0%	+18.9%	Growing
Interpersonal Communications	35	24%	3	0%	+12.5%	Growing
Planning	34	24%	4	1%	+10.9%	Growing
Time Management	33	23%	19	3%	+14.5%	Growing
Greeting Customers	32	22%	3	0%	+4.6%	Stable
Teaching	27	19%	7	1%	+18.8%	Growing
Problem Solving	25	17%	7	1%	+11.3%	Growing
Web Navigation	23	16%	0	0%	+10.2%	Growing
Administrative Functions	22	15%	4	1%	+13.6%	Growing

Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	76
Registered Nurse (RN)	72
American Red Cross (ARC) Certification	48
Certified Medical Assistant (CMA)	20
Advanced Cardiovascular Life Support (ACLS) Certification	18
Valid Driver's License	17
Advanced Life Support	17
Basic Cardiac Life Support	14
Licensed Practical Nurse (LPN)	14
Certified Clinical Medical Assistant (CCMA)	10

Appendix A - 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.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: December 1 - 31, 2024

Branch, Calhoun, Kalamazoo, and

Saint Joseph Counties, Michigan

Parameters

Select Timeframe: Dec 2024 - Dec 2024

Occupations:

Results should include

Code	Description
11-9051	Food Service Managers
11-9111	Medical and Health Services Managers
29-1141	Registered Nurses
29-2061	Licensed Practical and Licensed Vocational Nurses
29-2099	Health Technologists and Technicians, All Other

Code	Description
31-1131	Nursing Assistants
31-9092	Medical Assistants
35-3023	Fast Food and Counter Workers
41-2011	Cashiers
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive

Regions:

Code	Description
26023	Branch County, MI
26025	Calhoun County, MI

Code	Description
26077	Kalamazoo County, MI
26149	St. Joseph County, MI

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

482

Unique Postings
1,826 Total Postings

9

Employers Competing
1,593 Total Employers

29 Days

Median Posting Duration
Regional Average: 31 Days

4 : 1

Posting Intensity



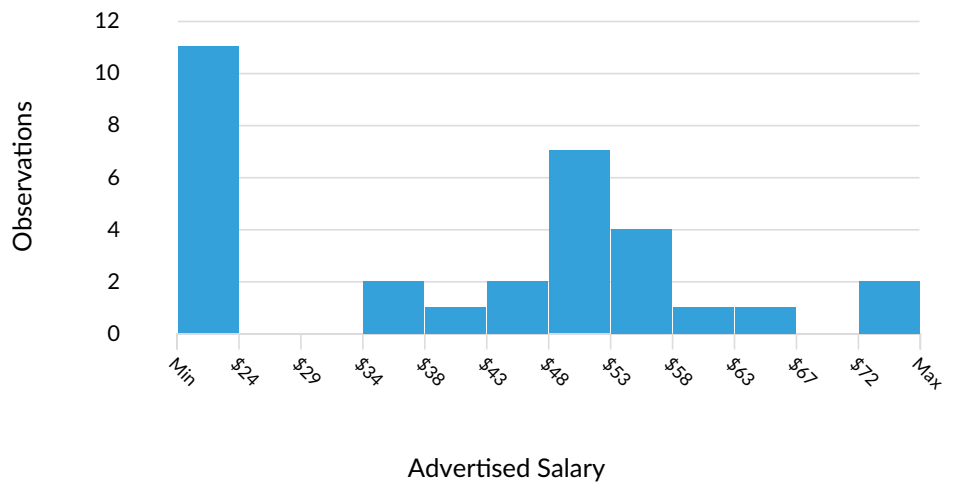
Regional Average: 3 : 1

Advertised Salary

There are 31 advertised salary observations (6% of the 482 matching postings).

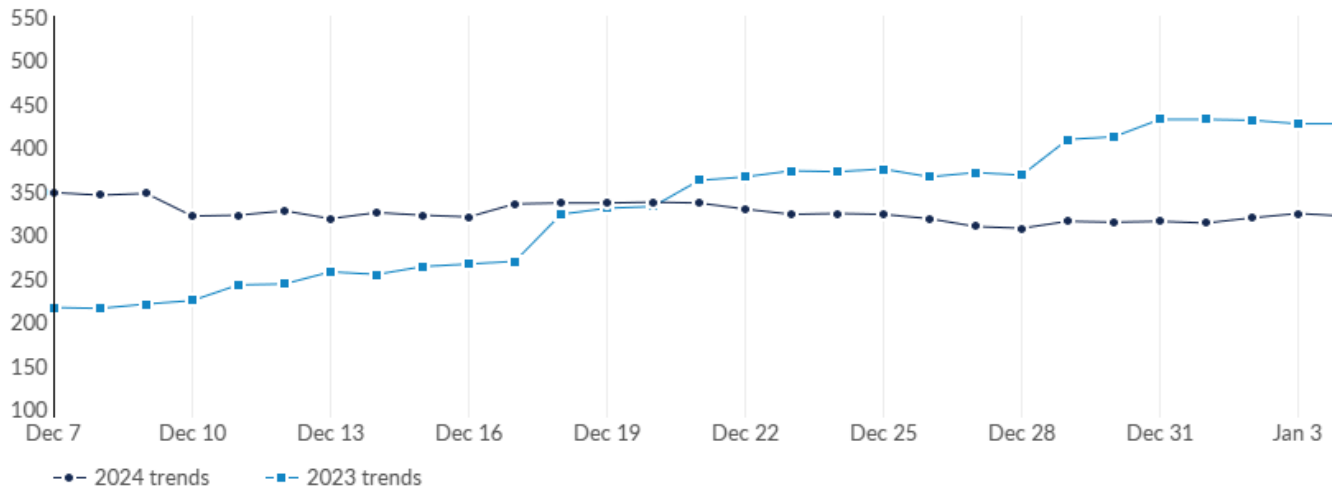
\$46.89/hr

Median Advertised Salary



Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
December 7, 2024	348	216	+61.1%
December 8, 2024	345	215	+60.5%
December 9, 2024	347	220	+57.7%
December 10, 2024	321	224	+43.3%
December 11, 2024	322	242	+33.1%
December 12, 2024	327	243	+34.6%
December 13, 2024	318	257	+23.7%
December 14, 2024	325	254	+28.0%
December 15, 2024	322	263	+22.4%
December 16, 2024	320	266	+20.3%
December 17, 2024	335	269	+24.5%
December 18, 2024	336	323	+4.0%
December 19, 2024	336	330	+1.8%
December 20, 2024	337	332	+1.5%
December 21, 2024	336	362	-7.2%
December 22, 2024	329	366	-10.1%
December 23, 2024	323	373	-13.4%
December 24, 2024	324	372	-12.9%

December 25, 2024	323	375	-13.9%
December 26, 2024	318	366	-13.1%
December 27, 2024	309	371	-16.7%
December 28, 2024	307	368	-16.6%
December 29, 2024	315	409	-23.0%
December 30, 2024	314	412	-23.8%
December 31, 2024	315	432	-27.1%
January 1, 2025	313	432	-27.5%
January 2, 2025	319	431	-26.0%
January 3, 2025	324	427	-24.1%
January 4, 2025	321	427	-24.8%
January 5, 2025	318	435	-26.9%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	81	17%
High school or GED	190	39%
Associate's degree	148	31%
Bachelor's degree	158	33%
Master's degree	29	6%
Ph.D. or professional degree	2	0%










Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	190	0	39%
Associate's degree	112	30	23%
Bachelor's degree	96	53	20%
Master's degree	3	24	1%
Ph.D. or professional degree	0	2	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	330	68%
0 - 1 Years	52	11%
2 - 3 Years	85	18%
4 - 6 Years	12	2%
7 - 9 Years	0	0%
10+ Years	3	1%















Top Companies Posting

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Ascension	642 / 125	5 : 1 	28 days
Bronson Healthcare	188 / 110	2 : 1 	31 days
Oaklawn Hospital	446 / 106	4 : 1 	50 days
Border Foods	435 / 95	5 : 1 	33 days
Meijer	77 / 24	3 : 1 	23 days
Walmart	18 / 12	2 : 1 	33 days
Stryker	9 / 5	2 : 1 	21 days
Corewell Health	7 / 4	2 : 1 	31 days
Zoetis	4 / 1	4 : 1 	n/a

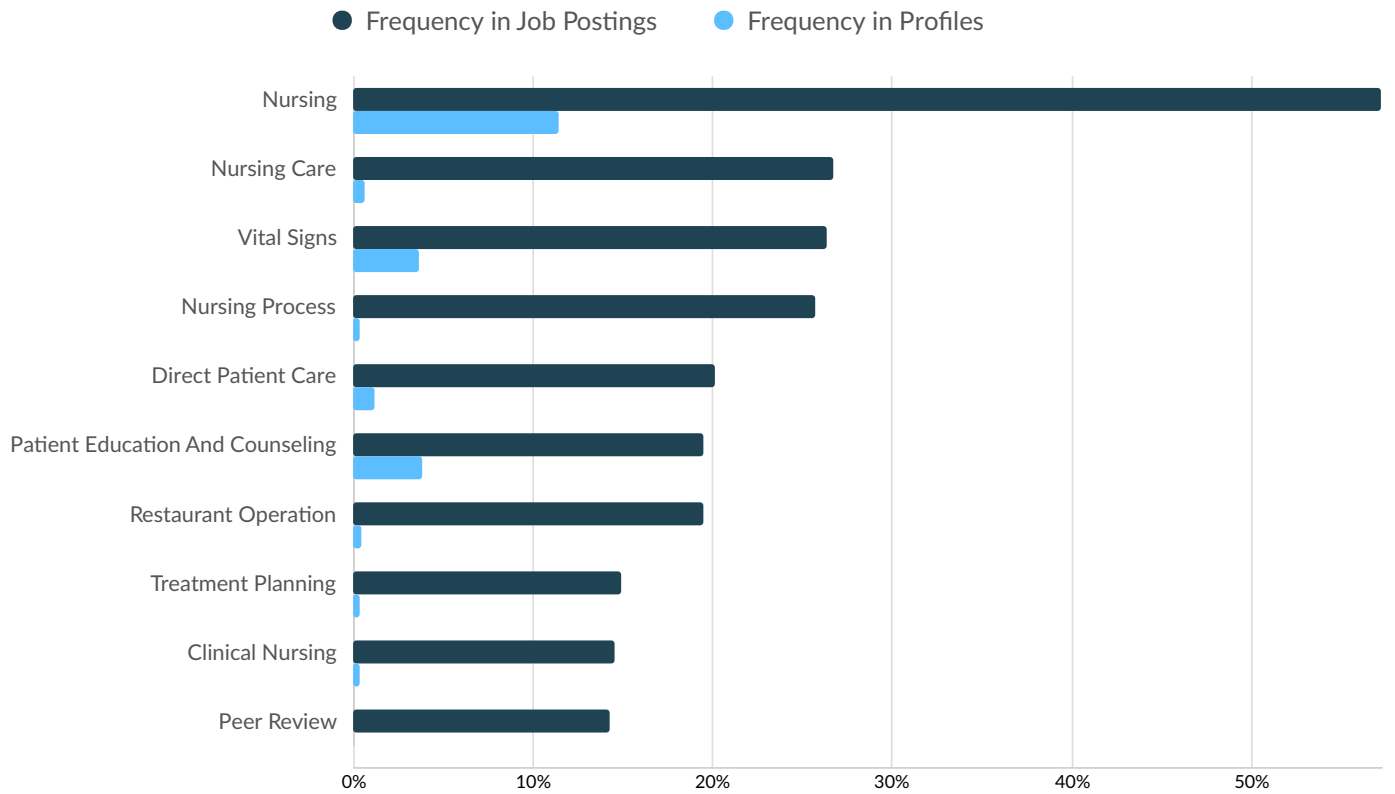
Top Posted Occupations

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	812 / 197	4 : 1 	29 days
Medical Assistants	222 / 67	3 : 1 	29 days
Fast Food and Counter Workers	195 / 50	4 : 1 	23 days
Cashiers	198 / 41	5 : 1 	33 days
Food Service Managers	137 / 40	3 : 1 	33 days
Health Technologists and Technicians, All Other	70 / 26	3 : 1 	26 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	84 / 23	4 : 1 	45 days
Medical and Health Services Managers	35 / 17	2 : 1 	29 days
Nursing Assistants	51 / 11	5 : 1 	31 days
Licensed Practical and Licensed Vocational Nurses	22 / 10	2 : 1 	29 days

Top Posted Occupations

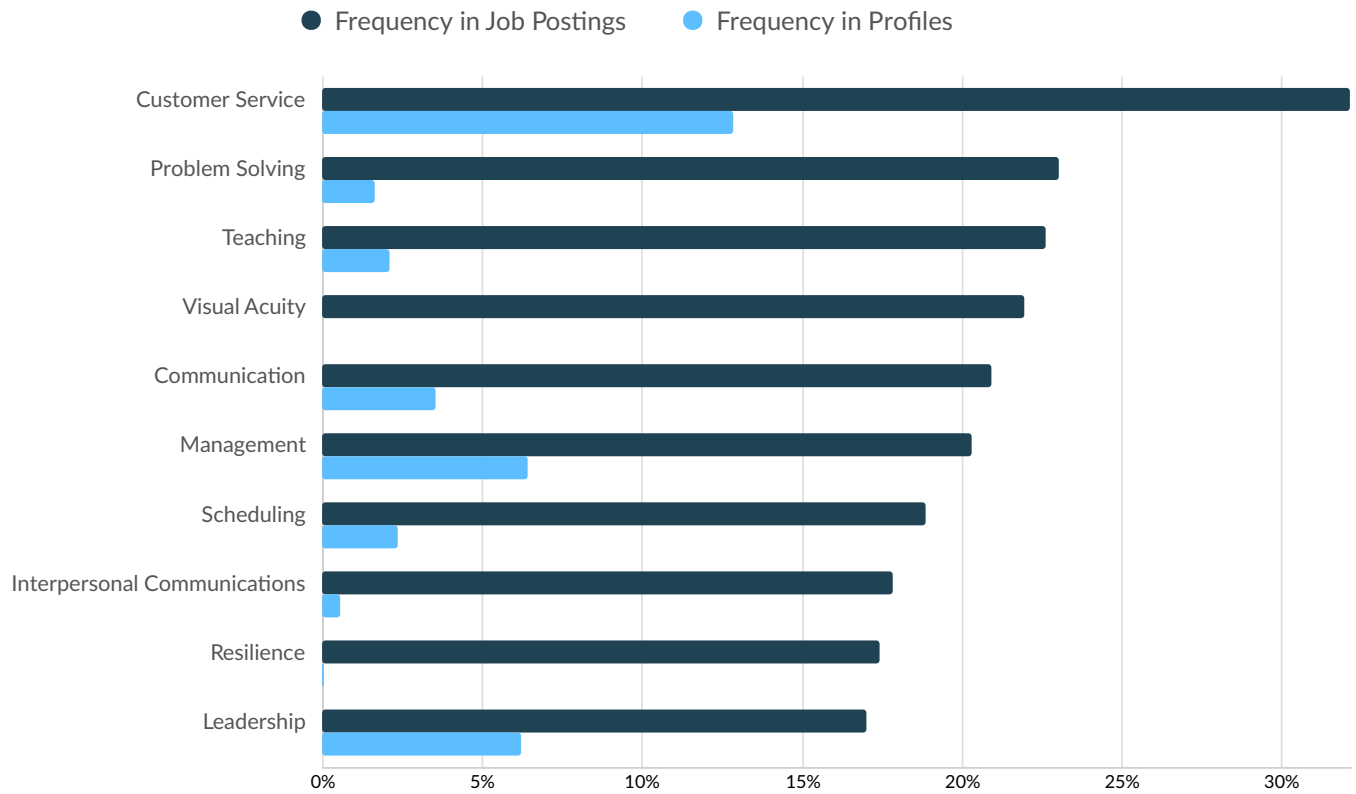
Occupation (O*NET)	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	751 / 186	4 : 1 	28 days
Medical Assistants	222 / 67	3 : 1 	29 days
Fast Food and Counter Workers	195 / 50	4 : 1 	23 days
Cashiers	198 / 41	5 : 1 	33 days
Food Service Managers	137 / 40	3 : 1 	33 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	84 / 23	4 : 1 	45 days
Medical and Health Services Managers	35 / 17	2 : 1 	29 days
Health Technologists and Technicians, All Other	40 / 13	3 : 1 	21 days
Nursing Assistants	51 / 11	5 : 1 	31 days
Critical Care Nurses	56 / 10	6 : 1 	29 days
Licensed Practical and Licensed Vocational Nurses	22 / 10	2 : 1 	29 days
Patient Representatives	15 / 9	2 : 1 	37 days
Neurodiagnostic Technologists	15 / 4	4 : 1 	n/a
Acute Care Nurses	5 / 1	5 : 1 	n/a

Top Specialized Skills



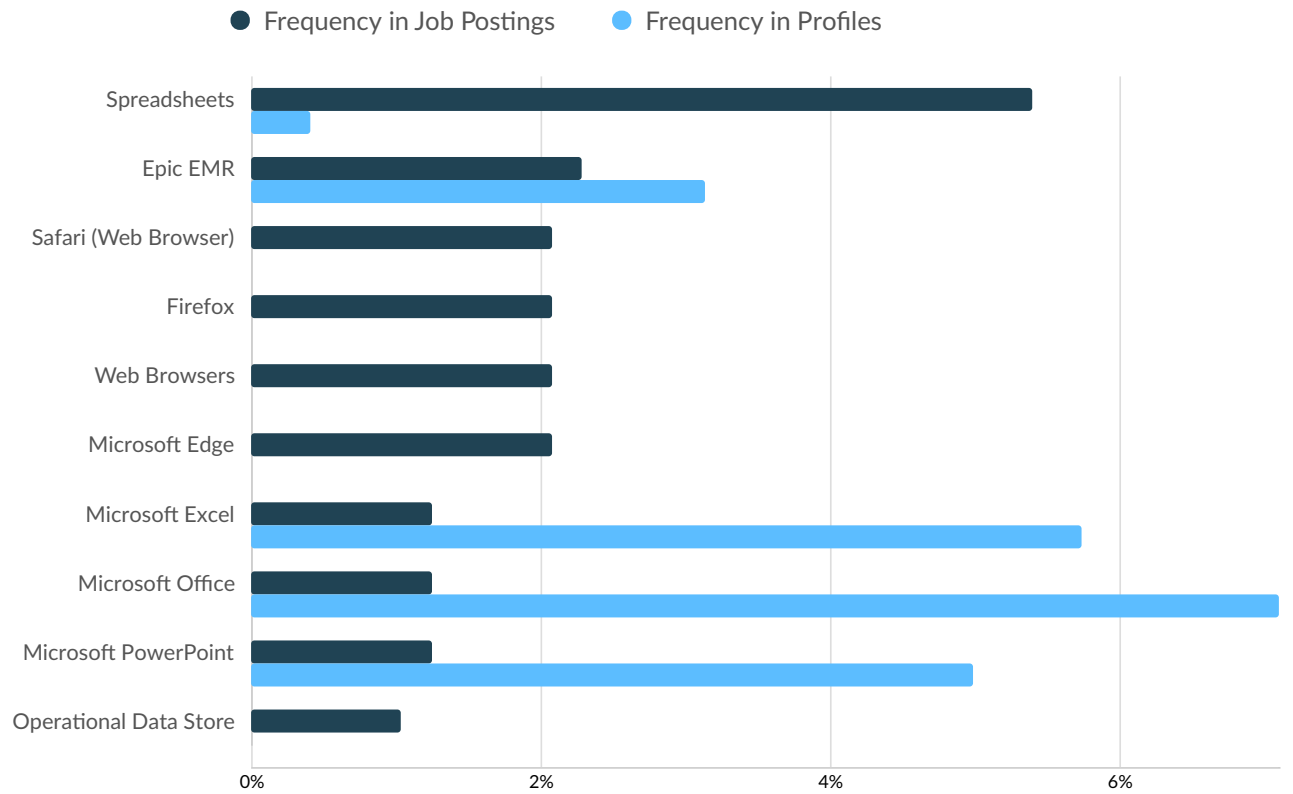
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	276	57%	167	11%	+20.1%	Rapidly Growing
Nursing Care	129	27%	10	1%	+19.1%	Growing
Vital Signs	127	26%	54	4%	+17.2%	Growing
Nursing Process	124	26%	5	0%	+24.2%	Rapidly Growing
Direct Patient Care	97	20%	17	1%	+16.6%	Growing
Patient Education And Counseling	94	20%	56	4%	+11.6%	Growing
Restaurant Operation	94	20%	7	0%	+28.0%	Rapidly Growing
Treatment Planning	72	15%	5	0%	+6.7%	Stable
Clinical Nursing	70	15%	6	0%	+14.3%	Growing
Peer Review	69	14%	0	0%	+18.4%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	155	32%	188	13%	+5.2%	Stable
Problem Solving	111	23%	24	2%	+11.3%	Growing
Teaching	109	23%	31	2%	+18.8%	Growing
Visual Acuity	106	22%	0	0%	+18.9%	Growing
Communication	101	21%	52	4%	+3.6%	Lagging
Management	98	20%	94	6%	+5.3%	Stable
Scheduling	91	19%	35	2%	+16.4%	Growing
Interpersonal Communications	86	18%	8	1%	+12.5%	Growing
Resilience	84	17%	1	0%	+12.7%	Growing
Leadership	82	17%	91	6%	+8.5%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	26	5%	6	0%	+22.2%	Rapidly Growing
Epic EMR	11	2%	46	3%	+16.4%	Growing
Safari (Web Browser)	10	2%	0	0%	+16.7%	Growing
Firefox	10	2%	0	0%	+7.9%	Stable
Web Browsers	10	2%	0	0%	+9.5%	Growing
Microsoft Edge	10	2%	0	0%	+8.0%	Stable
Microsoft Excel	6	1%	84	6%	+17.7%	Growing
Microsoft Office	6	1%	104	7%	+18.5%	Growing
Microsoft PowerPoint	6	1%	73	5%	+26.1%	Rapidly Growing
Operational Data Store	5	1%	0	0%	+7.0%	Stable

Appendix A - 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.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: December 1 - 31, 2024

Branch County, Michigan

Parameters

Select Timeframe: Dec 2024 - Dec 2024

Occupations:

Results should include

Code	Description
11-1021	General and Operations Managers
11-9051	Food Service Managers
13-1199	Business Operations Specialists, All Other
17-2081	Environmental Engineers
29-1141	Registered Nurses

Code	Description
29-2099	Health Technologists and Technicians, All Other
35-3023	Fast Food and Counter Workers
41-1011	First-Line Supervisors of Retail Sales Workers
41-2011	Cashiers
41-2031	Retail Salespersons

Regions:

Code	Description
26023	Branch County, MI

Company:

Results should include

Description	Description
ProMedica	Bronson Healthcare
Border Foods	Bob Evans Restaurants
Walmart	Clemens Food Group
Dollar General	

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

21

Unique Postings
57 Total Postings


4

Employers Competing
133 Total Employers

19 Days

Median Posting Duration
Regional Average: 31 Days

3 : 1

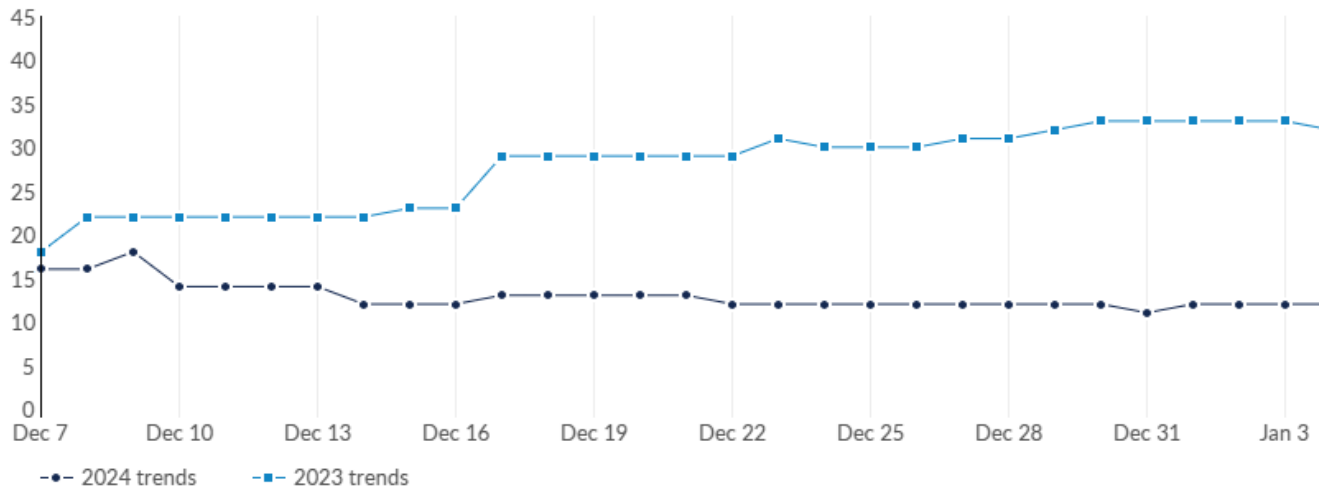
Posting Intensity

Regional Average: 4 : 1

Advertised Salary

Not enough data for this chart.

Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
December 7, 2024	16	18	-11.1%
December 8, 2024	16	22	-27.3%
December 9, 2024	18	22	-18.2%
December 10, 2024	14	22	-36.4%
December 11, 2024	14	22	-36.4%
December 12, 2024	14	22	-36.4%
December 13, 2024	14	22	-36.4%
December 14, 2024	12	22	-45.5%
December 15, 2024	12	23	-47.8%
December 16, 2024	12	23	-47.8%
December 17, 2024	13	29	-55.2%
December 18, 2024	13	29	-55.2%
December 19, 2024	13	29	-55.2%
December 20, 2024	13	29	-55.2%
December 21, 2024	13	29	-55.2%
December 22, 2024	12	29	-58.6%
December 23, 2024	12	31	-61.3%
December 24, 2024	12	30	-60.0%

December 25, 2024	12	30	-60.0%
December 26, 2024	12	30	-60.0%
December 27, 2024	12	31	-61.3%
December 28, 2024	12	31	-61.3%
December 29, 2024	12	32	-62.5%
December 30, 2024	12	33	-63.6%
December 31, 2024	11	33	-66.7%
January 1, 2025	12	33	-63.6%
January 2, 2025	12	33	-63.6%
January 3, 2025	12	33	-63.6%
January 4, 2025	12	32	-62.5%
January 5, 2025	12	32	-62.5%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	3	14%
High school or GED	12	57%
Associate's degree	5	24%
Bachelor's degree	6	29%
Master's degree	0	0%
Ph.D. or professional degree	0	0%





Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	12	0	57%
Associate's degree	5	0	24%
Bachelor's degree	1	5	5%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%









Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	13	62%
0 - 1 Years	1	5%
2 - 3 Years	7	33%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%









Top Companies Posting

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Border Foods	36 / 12	3 : 1 	33 days
Walmart	16 / 6	3 : 1 	n/a
ProMedica	4 / 2	2 : 1 	19 days
Clemens Food Group	1 / 1	1 : 1 	n/a

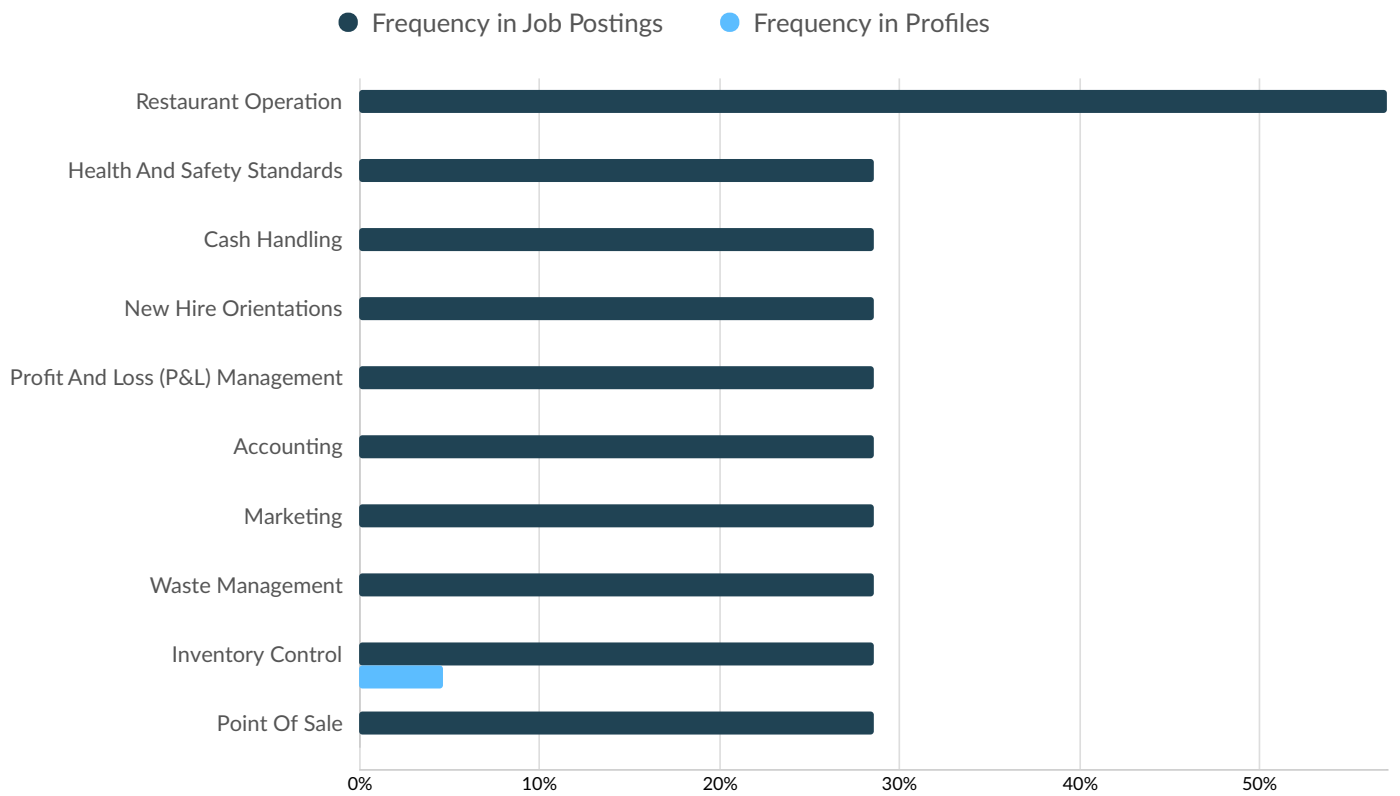
Top Posted Occupations

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	8 / 5	2 : 1 	33 days
Fast Food and Counter Workers	13 / 4	3 : 1 	n/a
Cashiers	17 / 4	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	5 / 3	2 : 1 	n/a
General and Operations Managers	7 / 2	4 : 1 	n/a
Registered Nurses	3 / 1	3 : 1 	n/a
Health Technologists and Technicians, All Other	1 / 1	1 : 1 	19 days
Retail Salespersons	3 / 1	3 : 1 	n/a

Top Posted Occupations

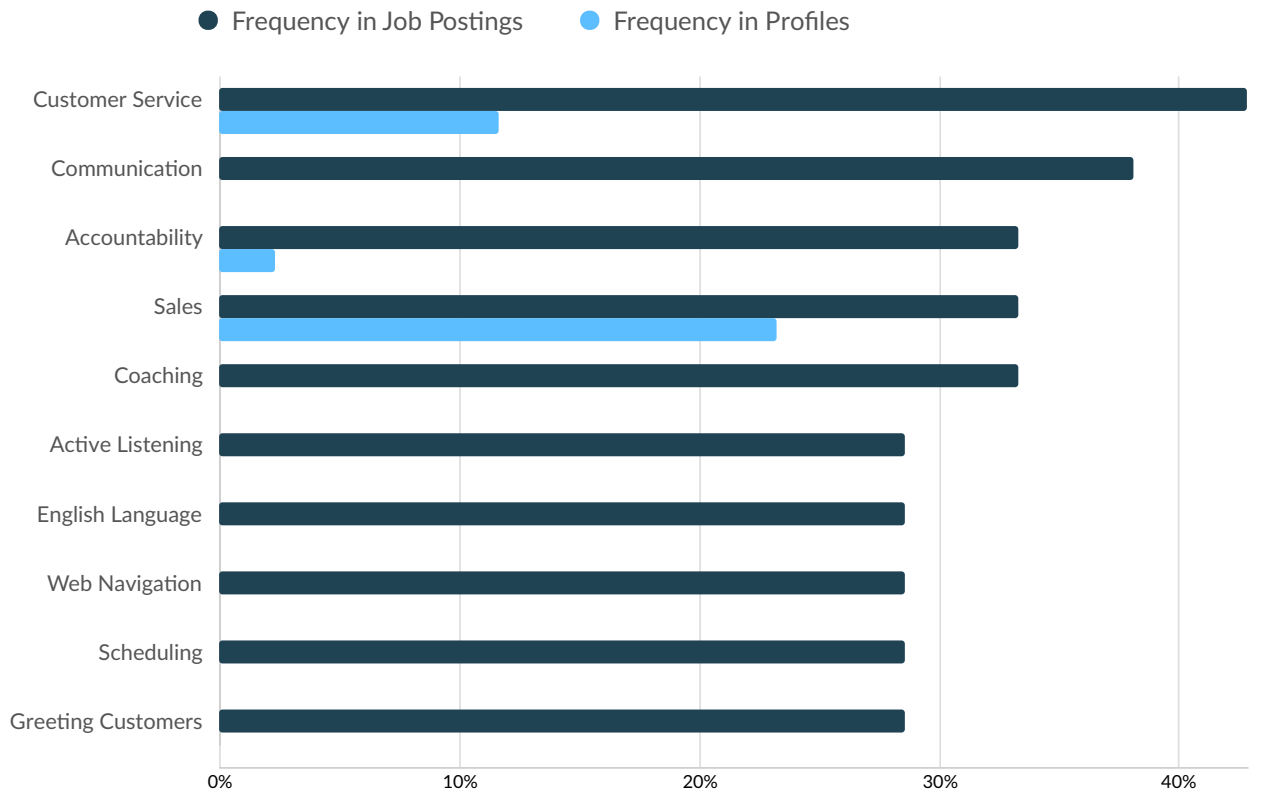
Occupation (O*NET)	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	8 / 5	2 : 1 	33 days
Fast Food and Counter Workers	13 / 4	3 : 1 	n/a
Cashiers	17 / 4	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	5 / 3	2 : 1 	n/a
General and Operations Managers	7 / 2	4 : 1 	n/a
Critical Care Nurses	3 / 1	3 : 1 	n/a
Health Technologists and Technicians, All Other	1 / 1	1 : 1 	19 days
Retail Salespersons	3 / 1	3 : 1 	n/a

Top Specialized Skills



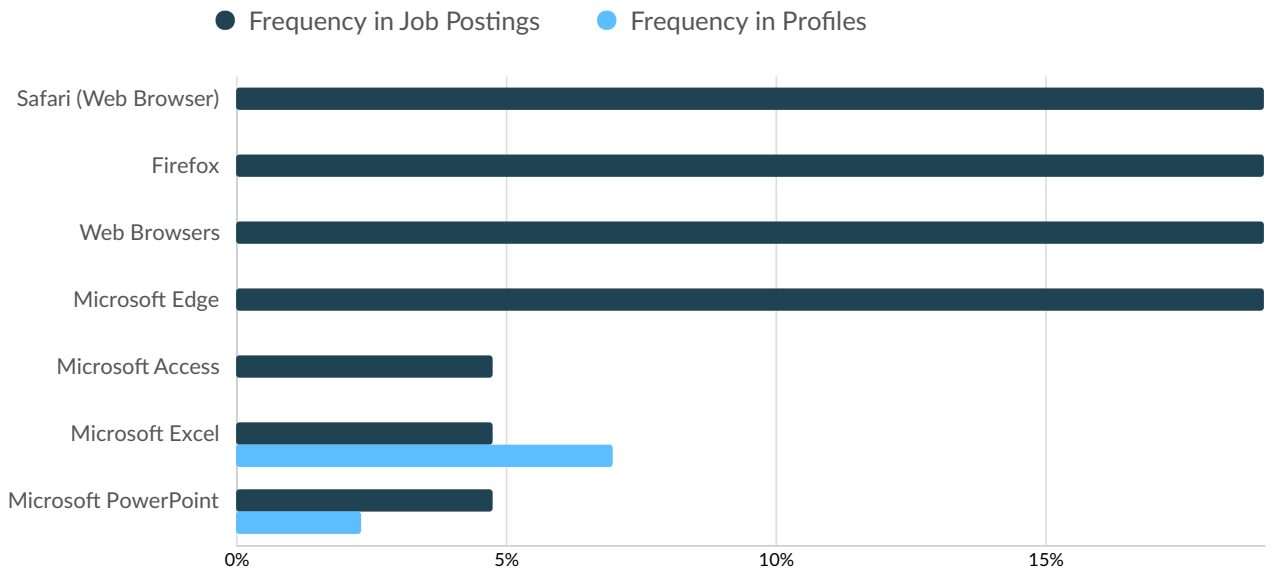
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	12	57%	0	0%	+28.0%	Rapidly Growing
Health And Safety Standards	6	29%	0	0%	+19.0%	Growing
Cash Handling	6	29%	0	0%	+8.9%	Growing
New Hire Orientations	6	29%	0	0%	+12.1%	Growing
Profit And Loss (P&L) Management	6	29%	0	0%	+18.3%	Growing
Accounting	6	29%	0	0%	+24.0%	Rapidly Growing
Marketing	6	29%	0	0%	+23.0%	Rapidly Growing
Waste Management	6	29%	0	0%	+11.7%	Growing
Inventory Control	6	29%	2	5%	+11.6%	Growing
Point Of Sale	6	29%	0	0%	+13.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	9	43%	5	12%	+5.2%	Stable
Communication	8	38%	0	0%	+3.6%	Lagging
Accountability	7	33%	1	2%	+18.7%	Growing
Sales	7	33%	10	23%	+7.8%	Stable
Coaching	7	33%	0	0%	+16.4%	Growing
Active Listening	6	29%	0	0%	+10.0%	Growing
English Language	6	29%	0	0%	+15.3%	Growing
Web Navigation	6	29%	0	0%	+10.2%	Growing
Scheduling	6	29%	0	0%	+16.4%	Growing
Greeting Customers	6	29%	0	0%	+4.6%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Safari (Web Browser)	4	19%	0	0%	+16.7%	Growing
Firefox	4	19%	0	0%	+7.9%	Stable
Web Browsers	4	19%	0	0%	+9.5%	Growing
Microsoft Edge	4	19%	0	0%	+8.0%	Stable
Microsoft Access	1	5%	0	0%	+3.9%	Lagging
Microsoft Excel	1	5%	3	7%	+17.7%	Growing
Microsoft PowerPoint	1	5%	1	2%	+26.1%	Rapidly Growing

Appendix A - 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.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: December 1 - 31, 2024

Calhoun County, Michigan

Parameters

Select Timeframe: Dec 2024 - Dec 2024

Occupations:

Results should include

Code	Description	Code	Description
11-9051	Food Service Managers	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
29-1141	Registered Nurses	41-1011	First-Line Supervisors of Retail Sales Workers
31-1128	Home Health and Personal Care Aides	41-2031	Retail Salespersons
31-9092	Medical Assistants	49-9071	Maintenance and Repair Workers, General
35-3023	Fast Food and Counter Workers	53-3032	Heavy and Tractor-Trailer Truck Drivers

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

Description	Description
Clean Team	Taco Bell
Hogan	Oaklawn Hospital
Border Foods	Subway
Dollar General	Select Medical
Bronson Healthcare	Elara Caring

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

190

Unique Postings
747 Total Postings

10

Employers Competing
722 Total Employers

32 Days

Median Posting Duration
Regional Average: 31 Days

4 : 1

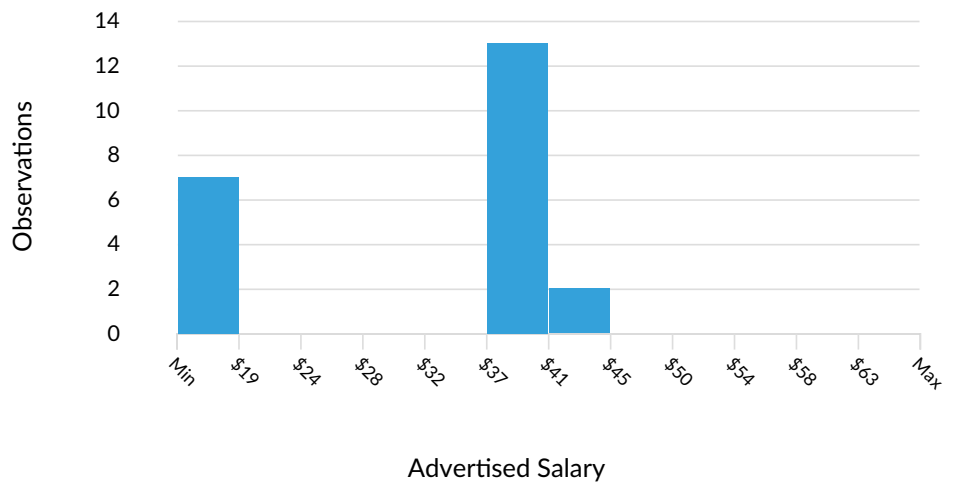
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 22 advertised salary observations (12% of the 190 matching postings).

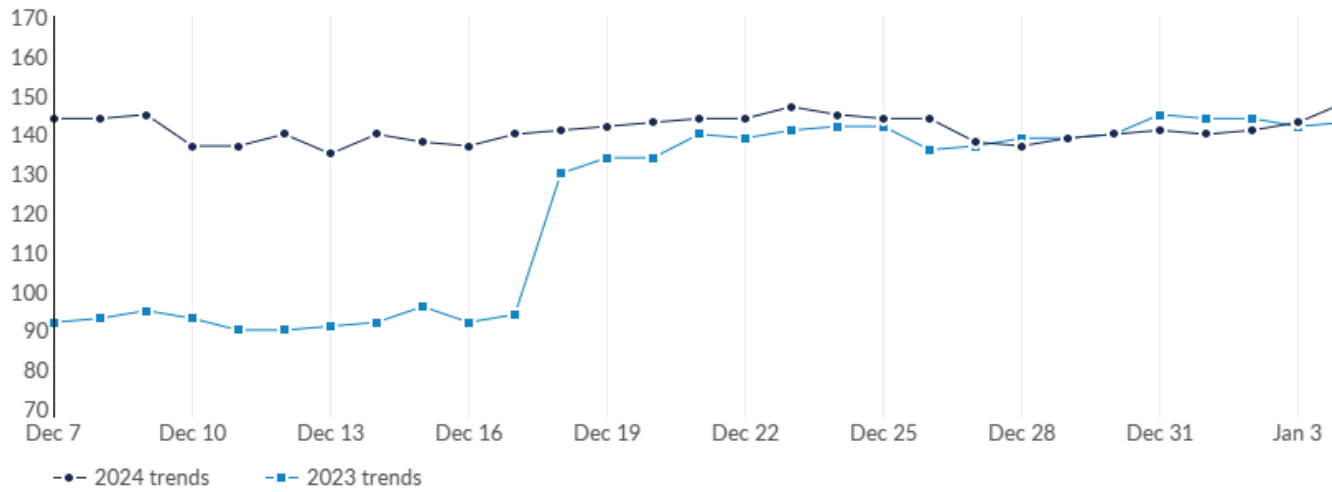
\$39.82/hr

Median Advertised Salary



Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
December 7, 2024	144	92	+56.5%
December 8, 2024	144	93	+54.8%
December 9, 2024	145	95	+52.6%
December 10, 2024	137	93	+47.3%
December 11, 2024	137	90	+52.2%
December 12, 2024	140	90	+55.6%
December 13, 2024	135	91	+48.4%
December 14, 2024	140	92	+52.2%
December 15, 2024	138	96	+43.8%
December 16, 2024	137	92	+48.9%
December 17, 2024	140	94	+48.9%
December 18, 2024	141	130	+8.5%
December 19, 2024	142	134	+6.0%
December 20, 2024	143	134	+6.7%
December 21, 2024	144	140	+2.9%
December 22, 2024	144	139	+3.6%
December 23, 2024	147	141	+4.3%
December 24, 2024	145	142	+2.1%

December 25, 2024	144	142	+1.4%
December 26, 2024	144	136	+5.9%
December 27, 2024	138	137	+0.7%
December 28, 2024	137	139	-1.4%
December 29, 2024	139	139	0.0%
December 30, 2024	140	140	0.0%
December 31, 2024	141	145	-2.8%
January 1, 2025	140	144	-2.8%
January 2, 2025	141	144	-2.1%
January 3, 2025	143	142	+0.7%
January 4, 2025	148	143	+3.5%
January 5, 2025	147	145	+1.4%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	63	33%
High school or GED	61	32%
Associate's degree	61	32%
Bachelor's degree	28	15%
Master's degree	3	2%
Ph.D. or professional degree	0	0%







Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	61	0	32%
Associate's degree	58	3	31%
Bachelor's degree	8	18	4%
Master's degree	0	3	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	141	74%
0 - 1 Years	13	7%
2 - 3 Years	34	18%
4 - 6 Years	2	1%
7 - 9 Years	0	0%
10+ Years	0	0%









Top Companies Posting

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	369 / 79	5 : 1 	50 days
Border Foods	147 / 36	4 : 1 	33 days
Bronson Healthcare	53 / 32	2 : 1 	29 days
Taco Bell	99 / 13	8 : 1 	n/a
Subway	24 / 11	2 : 1 	n/a
Hogan	27 / 10	3 : 1 	34 days
Select Medical	18 / 4	5 : 1 	n/a
Clean Team	7 / 2	4 : 1 	n/a
Dollar General	2 / 2	1 : 1 	n/a
Elara Caring	1 / 1	1 : 1 	n/a

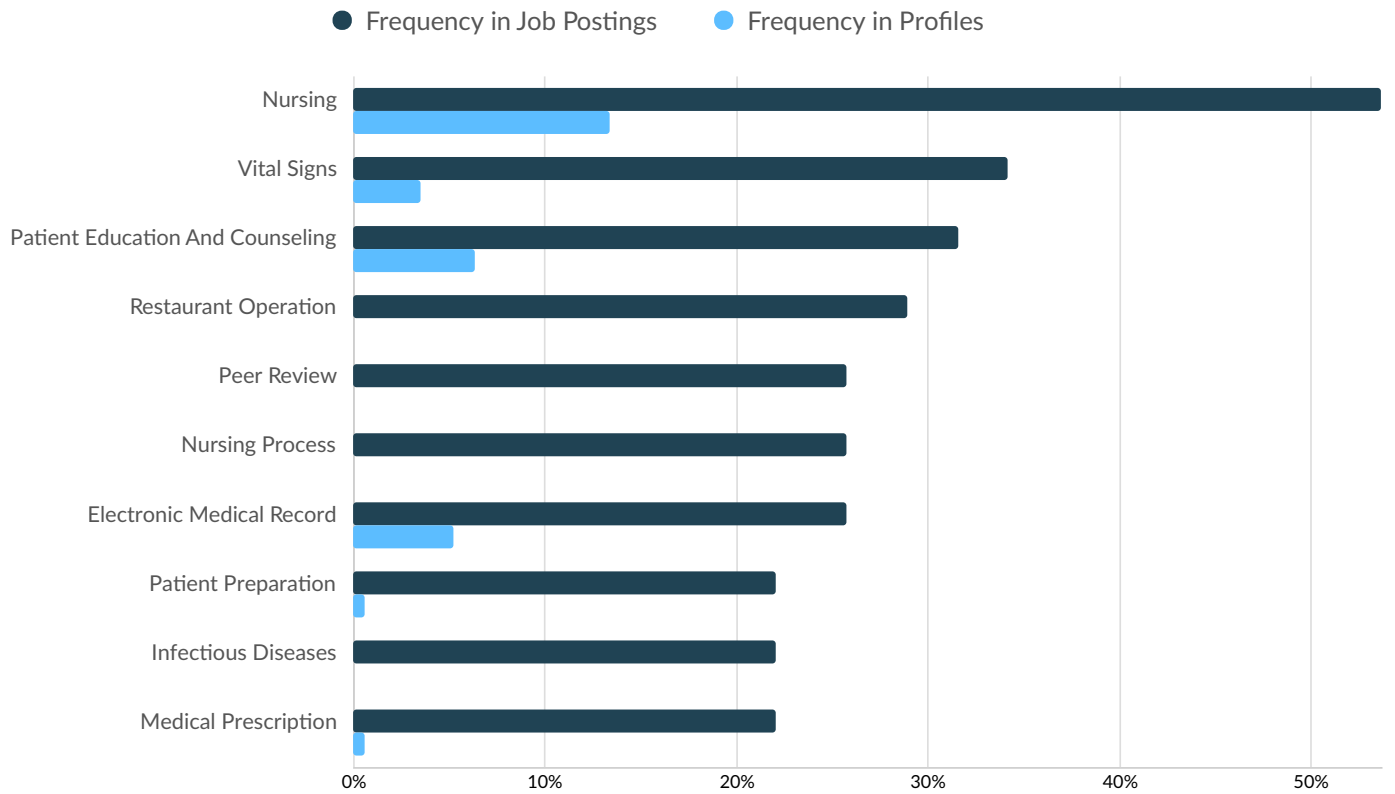
Top Posted Occupations

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	238 / 70	3 : 1 	31 days
Medical Assistants	168 / 41	4 : 1 	44 days
Fast Food and Counter Workers	138 / 31	4 : 1 	n/a
Food Service Managers	122 / 24	5 : 1 	33 days
Heavy and Tractor-Trailer Truck Drivers	28 / 11	3 : 1 	34 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	16 / 6	3 : 1 	24 days
First-Line Supervisors of Retail Sales Workers	11 / 6	2 : 1 	33 days
Maintenance and Repair Workers, General	26 / 1	26 : 1 	n/a

Top Posted Occupations

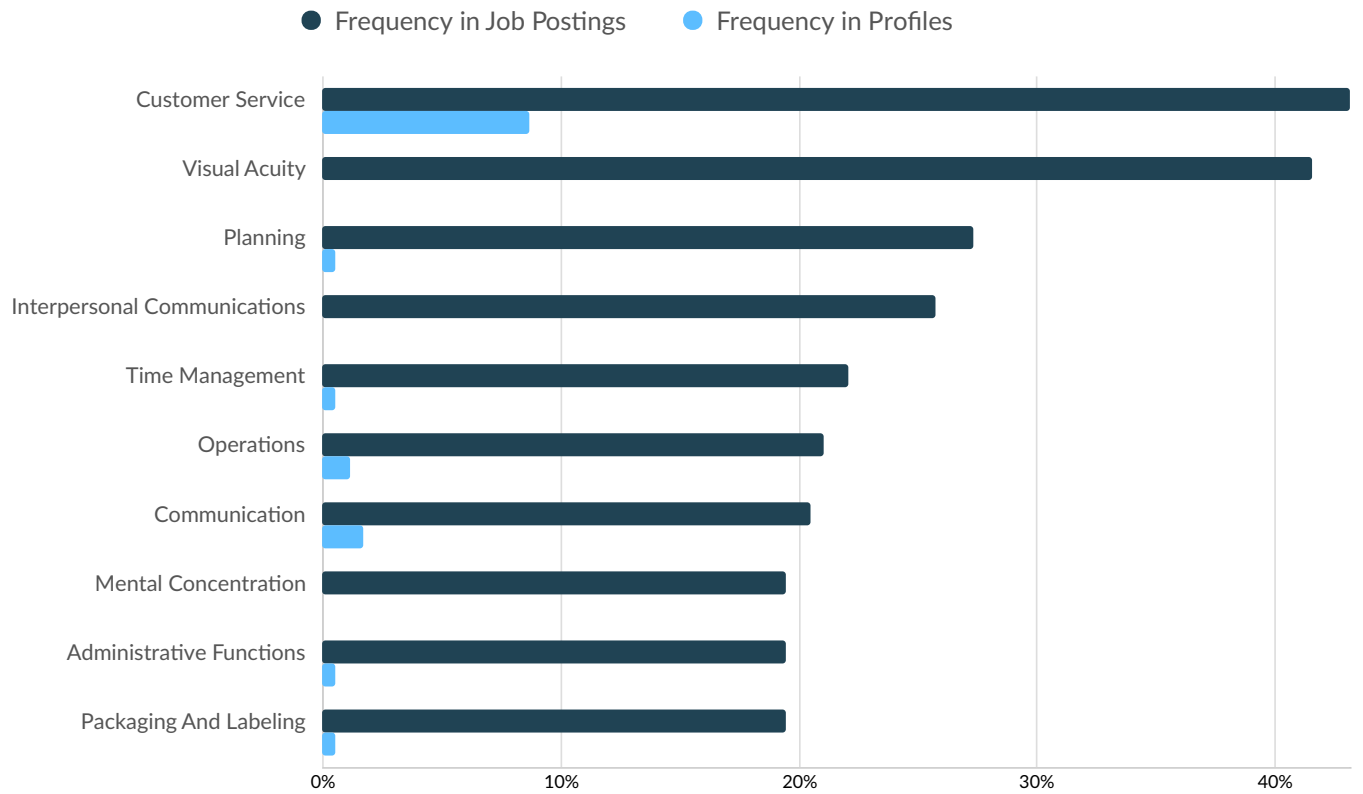
Occupation (O*NET)	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	238 / 70	3 : 1 	31 days
Medical Assistants	168 / 41	4 : 1 	44 days
Fast Food and Counter Workers	138 / 31	4 : 1 	n/a
Food Service Managers	122 / 24	5 : 1 	33 days
Heavy and Tractor-Trailer Truck Drivers	28 / 11	3 : 1 	34 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	16 / 6	3 : 1 	24 days
First-Line Supervisors of Retail Sales Workers	11 / 6	2 : 1 	33 days
Maintenance and Repair Workers, General	26 / 1	26 : 1 	n/a

Top Specialized Skills



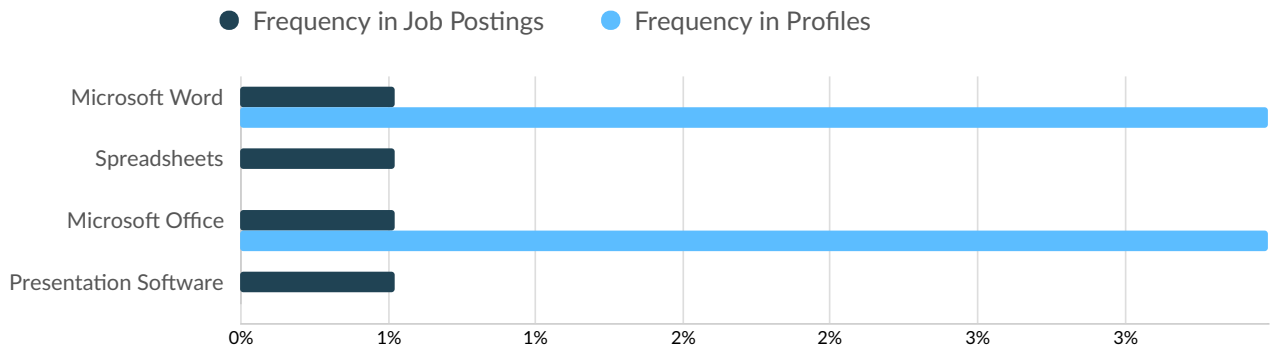
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	102	54%	23	13%	+20.1%	Rapidly Growing
Vital Signs	65	34%	6	3%	+17.2%	Growing
Patient Education And Counseling	60	32%	11	6%	+11.6%	Growing
Restaurant Operation	55	29%	0	0%	+28.0%	Rapidly Growing
Peer Review	49	26%	0	0%	+18.4%	Growing
Nursing Process	49	26%	0	0%	+24.2%	Rapidly Growing
Electronic Medical Record	49	26%	9	5%	+12.1%	Growing
Patient Preparation	42	22%	1	1%	+15.8%	Growing
Infectious Diseases	42	22%	0	0%	+9.2%	Growing
Medical Prescription	42	22%	1	1%	+8.5%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	82	43%	15	9%	+5.2%	Stable
Visual Acuity	79	42%	0	0%	+18.9%	Growing
Planning	52	27%	1	1%	+10.9%	Growing
Interpersonal Communications	49	26%	0	0%	+12.5%	Growing
Time Management	42	22%	1	1%	+14.5%	Growing
Operations	40	21%	2	1%	+8.1%	Stable
Communication	39	21%	3	2%	+3.6%	Lagging
Mental Concentration	37	19%	0	0%	+12.7%	Growing
Administrative Functions	37	19%	1	1%	+13.6%	Growing
Packaging And Labeling	37	19%	1	1%	+14.8%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Word	1	1%	6	3%	+7.2%	Stable
Spreadsheets	1	1%	0	0%	+22.2%	Rapidly Growing
Microsoft Office	1	1%	6	3%	+18.5%	Growing
Presentation Software	1	1%	0	0%	+21.0%	Rapidly Growing

Appendix A - 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.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: December 1 - 31, 2024

Kalamazoo County, Michigan

Parameters

Select Timeframe: Dec 2024 - Dec 2024

Occupations:

Results should include

Code	Description
11-9199	Managers, All Other
15-1252	Software Developers
15-1299	Computer Occupations, All Other
17-3026	Industrial Engineering Technologists and Technicians
29-1141	Registered Nurses

Code	Description
29-2061	Licensed Practical and Licensed Vocational Nurses
29-2099	Health Technologists and Technicians, All Other
31-1131	Nursing Assistants
31-9092	Medical Assistants
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

Description	Description
Pfizer	Capital One
Ascension	Western Michigan University
Meijer	Zoetis
Bronson Healthcare	Stryker
Corewell Health	Kalamazoo County Government

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

187

Unique Postings
762 Total Postings

7

Employers Competing
1,224 Total Employers

28 Days

Median Posting Duration
Regional Average: 31 Days

4 : 1

Posting Intensity



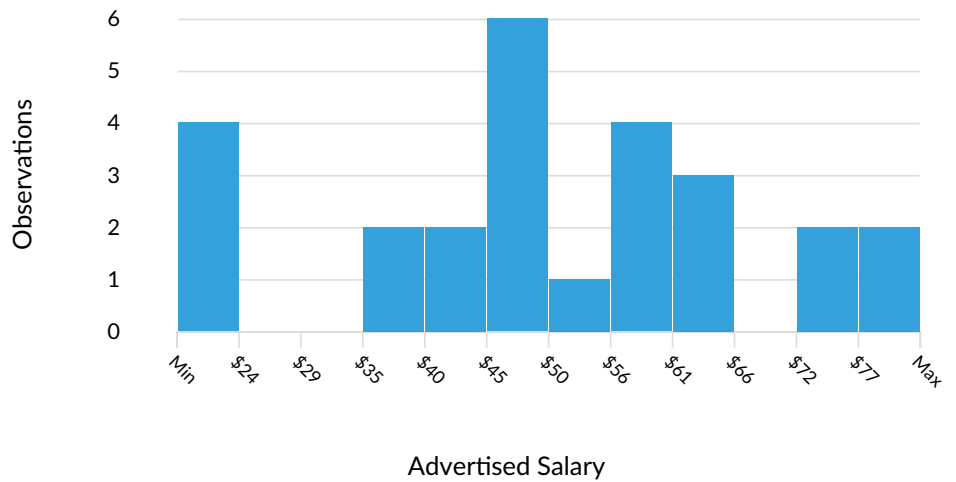
Regional Average: 3 : 1

Advertised Salary

There are 26 advertised salary observations (14% of the 187 matching postings).

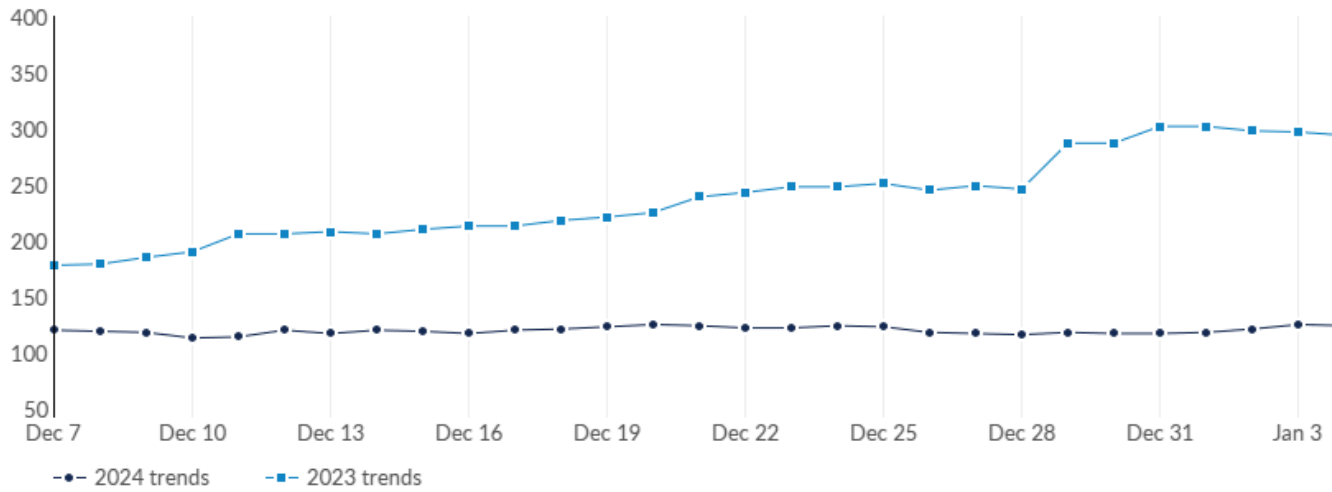
\$49.85/hr

Median Advertised Salary



Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
December 7, 2024	120	178	-32.6%
December 8, 2024	119	179	-33.5%
December 9, 2024	118	185	-36.2%
December 10, 2024	113	190	-40.5%
December 11, 2024	114	206	-44.7%
December 12, 2024	120	206	-41.7%
December 13, 2024	117	208	-43.8%
December 14, 2024	120	206	-41.7%
December 15, 2024	119	210	-43.3%
December 16, 2024	117	213	-45.1%
December 17, 2024	120	213	-43.7%
December 18, 2024	121	218	-44.5%
December 19, 2024	123	221	-44.3%
December 20, 2024	125	225	-44.4%
December 21, 2024	124	239	-48.1%
December 22, 2024	122	243	-49.8%
December 23, 2024	122	248	-50.8%
December 24, 2024	124	248	-50.0%

December 25, 2024	123	251	-51.0%
December 26, 2024	118	245	-51.8%
December 27, 2024	117	249	-53.0%
December 28, 2024	116	246	-52.8%
December 29, 2024	118	287	-58.9%
December 30, 2024	117	287	-59.2%
December 31, 2024	117	302	-61.3%
January 1, 2025	118	302	-60.9%
January 2, 2025	121	298	-59.4%
January 3, 2025	125	297	-57.9%
January 4, 2025	124	294	-57.8%
January 5, 2025	121	297	-59.3%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	24	13%
High school or GED	53	28%
Associate's degree	50	27%
Bachelor's degree	107	57%
Master's degree	23	12%
Ph.D. or professional degree	4	2%








Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	53	0	28%
Associate's degree	29	18	16%
Bachelor's degree	79	25	42%
Master's degree	2	18	1%
Ph.D. or professional degree	0	4	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	109	58%
0 - 1 Years	30	16%
2 - 3 Years	33	18%
4 - 6 Years	12	6%
7 - 9 Years	2	1%
10+ Years	1	1%




















Top Companies Posting

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Ascension	576 / 95	6 : 1 	28 days
Bronson Healthcare	108 / 59	2 : 1 	30 days
Stryker	28 / 14	2 : 1 	24 days
Western Michigan University	17 / 6	3 : 1 	n/a
Kalamazoo County Government	14 / 5	3 : 1 	n/a
Corewell Health	7 / 4	2 : 1 	31 days
Zoetis	12 / 4	3 : 1 	n/a

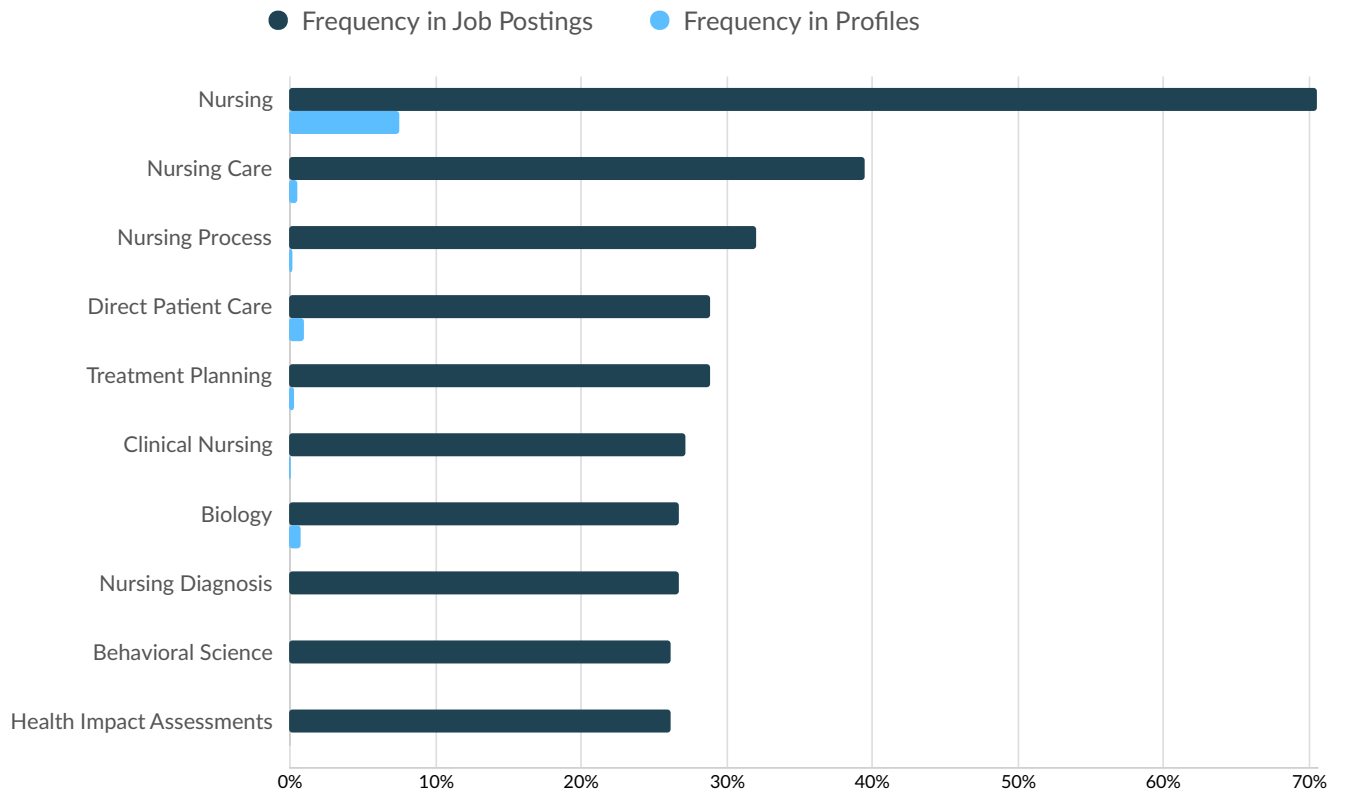
Top Posted Occupations

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	559 / 114	5 : 1 	26 days
Medical Assistants	51 / 25	2 : 1 	29 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	35 / 11	3 : 1 	45 days
Managers, All Other	17 / 8	2 : 1 	23 days
Computer Occupations, All Other	12 / 7	2 : 1 	24 days
Health Technologists and Technicians, All Other	26 / 7	4 : 1 	21 days
Nursing Assistants	35 / 6	6 : 1 	31 days
Licensed Practical and Licensed Vocational Nurses	16 / 5	3 : 1 	29 days
Software Developers	7 / 3	2 : 1 	44 days
Industrial Engineering Technologists and Technicians	4 / 1	4 : 1 	n/a

Top Posted Occupations

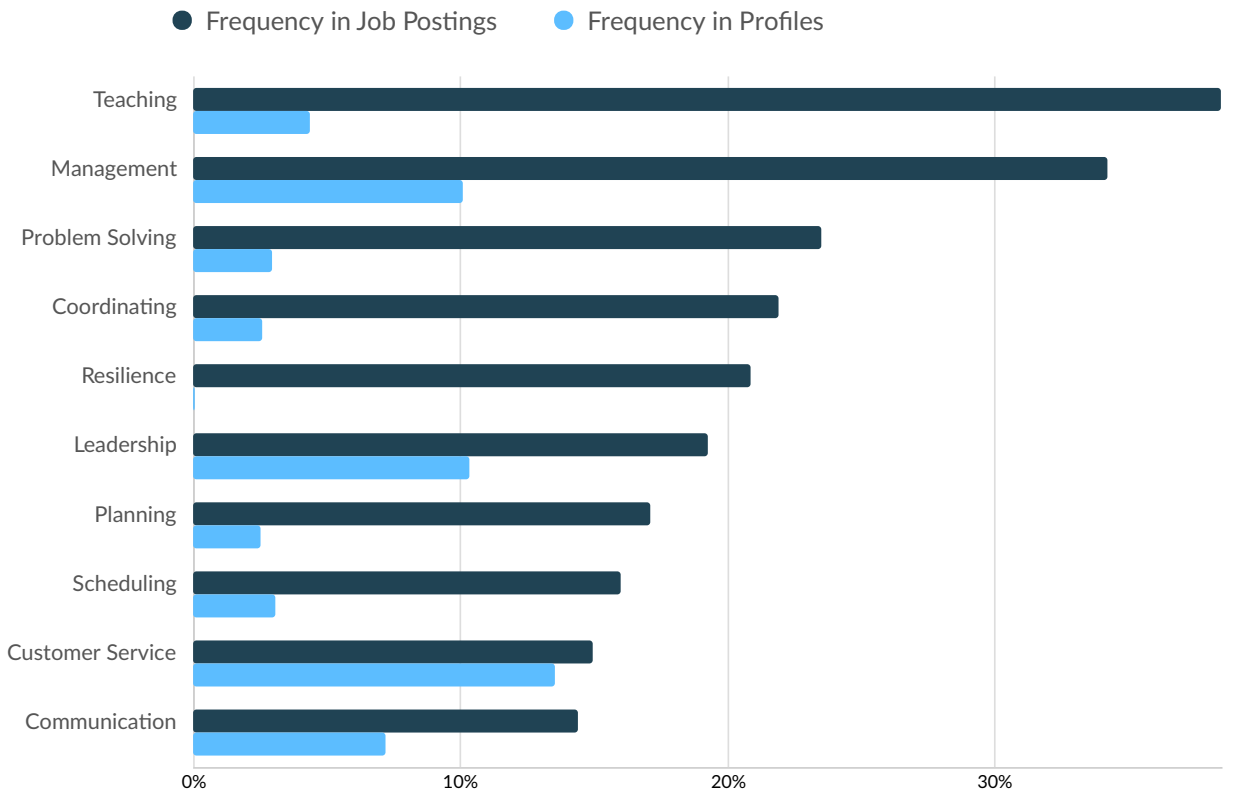
Occupation (O*NET)	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	502 / 105	5 : 1 	26 days
Medical Assistants	51 / 25	2 : 1 	29 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	35 / 11	3 : 1 	45 days
Critical Care Nurses	52 / 8	7 : 1 	24 days
Managers, All Other	11 / 6	2 : 1 	23 days
Nursing Assistants	35 / 6	6 : 1 	31 days
Licensed Practical and Licensed Vocational Nurses	16 / 5	3 : 1 	29 days
Health Technologists and Technicians, All Other	22 / 5	4 : 1 	21 days
Software Developers	7 / 3	2 : 1 	44 days
Computer Systems Engineers/Architects	6 / 3	2 : 1 	24 days
Information Technology Project Managers	2 / 2	1 : 1 	28 days
Regulatory Affairs Managers	3 / 1	3 : 1 	n/a
Compliance Managers	3 / 1	3 : 1 	n/a
Document Management Specialists	2 / 1	2 : 1 	n/a
Information Security Engineers	2 / 1	2 : 1 	n/a
Industrial Engineering Technologists and Technicians	4 / 1	4 : 1 	n/a
Acute Care Nurses	5 / 1	5 : 1 	n/a
Neurodiagnostic Technologists	1 / 1	1 : 1 	n/a
Patient Representatives	3 / 1	3 : 1 	n/a

Top Specialized Skills



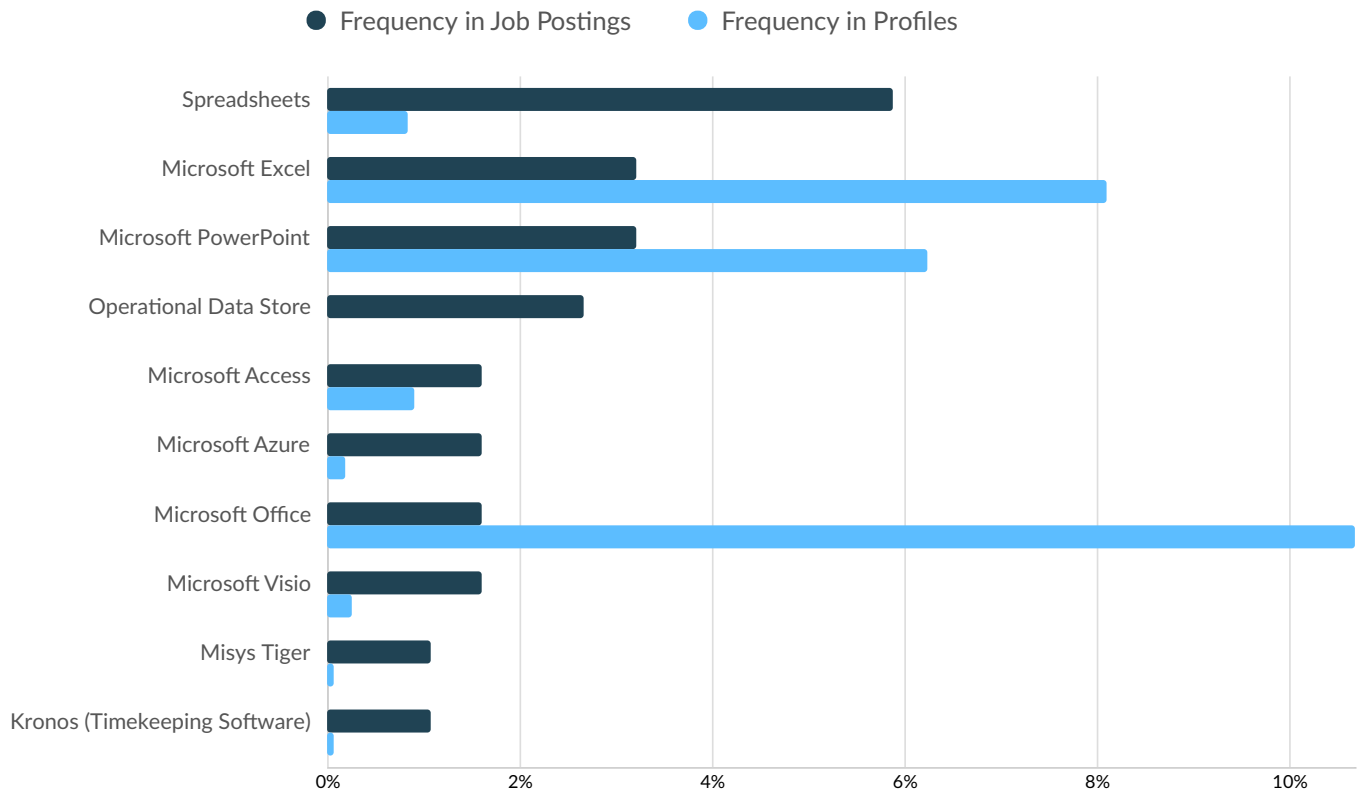
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	132	71%	118	8%	+20.1%	Rapidly Growing
Nursing Care	74	40%	8	1%	+19.1%	Growing
Nursing Process	60	32%	3	0%	+24.2%	Rapidly Growing
Direct Patient Care	54	29%	16	1%	+16.6%	Growing
Treatment Planning	54	29%	5	0%	+6.7%	Stable
Clinical Nursing	51	27%	2	0%	+14.3%	Growing
Biology	50	27%	12	1%	+25.7%	Rapidly Growing
Nursing Diagnosis	50	27%	0	0%	+14.5%	Growing
Behavioral Science	49	26%	0	0%	+22.0%	Rapidly Growing
Health Impact Assessments	49	26%	0	0%	+11.2%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	72	39%	68	4%	+18.8%	Growing
Management	64	34%	157	10%	+5.3%	Stable
Problem Solving	44	24%	46	3%	+11.3%	Growing
Coordinating	41	22%	40	3%	+14.7%	Growing
Resilience	39	21%	1	0%	+12.7%	Growing
Leadership	36	19%	161	10%	+8.5%	Stable
Planning	32	17%	39	3%	+10.9%	Growing
Scheduling	30	16%	48	3%	+16.4%	Growing
Customer Service	28	15%	211	14%	+5.2%	Stable
Communication	27	14%	112	7%	+3.6%	Lagging

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	11	6%	13	1%	+22.2%	Rapidly Growing
Microsoft Excel	6	3%	126	8%	+17.7%	Growing
Microsoft PowerPoint	6	3%	97	6%	+26.1%	Rapidly Growing
Operational Data Store	5	3%	0	0%	+7.0%	Stable
Microsoft Access	3	2%	14	1%	+3.9%	Lagging
Microsoft Azure	3	2%	3	0%	+28.9%	Rapidly Growing
Microsoft Office	3	2%	166	11%	+18.5%	Growing
Microsoft Visio	3	2%	4	0%	+7.7%	Stable
Misys Tiger	2	1%	1	0%	+66.7%	Rapidly Growing
Kronos (Timekeeping Software)	2	1%	1	0%	+12.8%	Growing

Appendix A - 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.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: December 1 - 31, 2024

St. Joseph County, Michigan

Parameters

Select Timeframe: Dec 2024 - Dec 2024

Occupations:

Results should include

Code	Description
11-9051	Food Service Managers
29-1141	Registered Nurses
31-1128	Home Health and Personal Care Aides
35-3023	Fast Food and Counter Workers
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners

Code	Description
41-1011	First-Line Supervisors of Retail Sales Workers
41-2011	Cashiers
41-2031	Retail Salespersons
49-9071	Maintenance and Repair Workers, General
51-9199	Production Workers, All Other

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

Description	Description
Enviro-Clean Services	Dollar General
Birch Meadows Senior Care	Arby's
Meijer	Taco Bell
Admiral Group Plc	State of Michigan
Border Foods	Compass Group

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

56

Unique Postings
184 Total Postings


8

Employers Competing
281 Total Employers

33 Days

Median Posting Duration
Regional Average: 30 Days

3 : 1

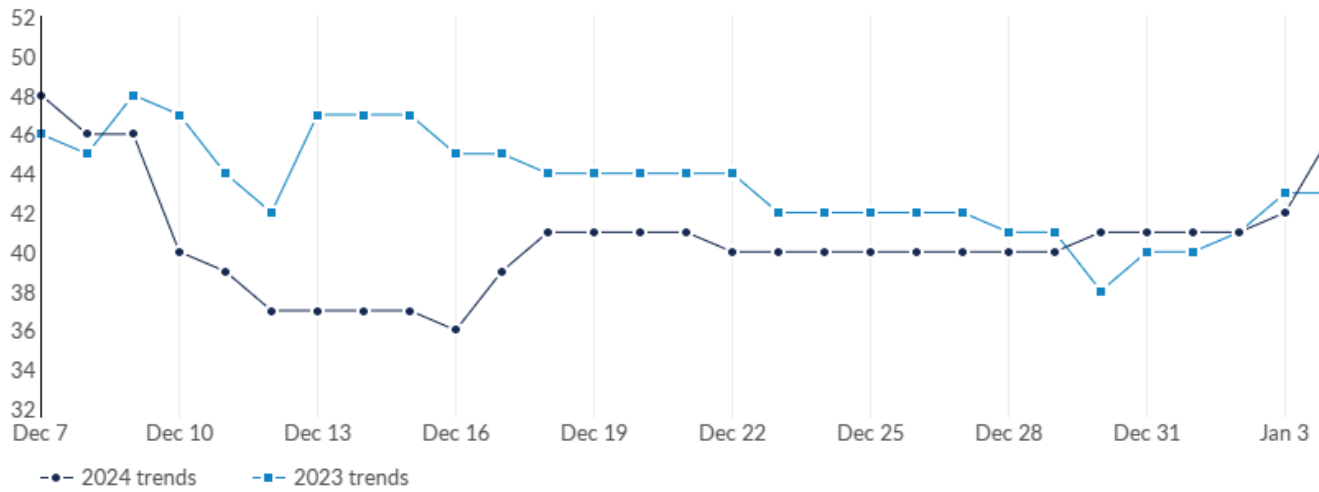
Posting Intensity

Regional Average: 3 : 1

Advertised Salary

Not enough data for this chart.

Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
December 7, 2024	48	46	+4.3%
December 8, 2024	46	45	+2.2%
December 9, 2024	46	48	-4.2%
December 10, 2024	40	47	-14.9%
December 11, 2024	39	44	-11.4%
December 12, 2024	37	42	-11.9%
December 13, 2024	37	47	-21.3%
December 14, 2024	37	47	-21.3%
December 15, 2024	37	47	-21.3%
December 16, 2024	36	45	-20.0%
December 17, 2024	39	45	-13.3%
December 18, 2024	41	44	-6.8%
December 19, 2024	41	44	-6.8%
December 20, 2024	41	44	-6.8%
December 21, 2024	41	44	-6.8%
December 22, 2024	40	44	-9.1%
December 23, 2024	40	42	-4.8%
December 24, 2024	40	42	-4.8%

December 25, 2024	40	42	-4.8%
December 26, 2024	40	42	-4.8%
December 27, 2024	40	42	-4.8%
December 28, 2024	40	41	-2.4%
December 29, 2024	40	41	-2.4%
December 30, 2024	41	38	+7.9%
December 31, 2024	41	40	+2.5%
January 1, 2025	41	40	+2.5%
January 2, 2025	41	41	0.0%
January 3, 2025	42	43	-2.3%
January 4, 2025	46	43	+7.0%
January 5, 2025	46	43	+7.0%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	14	25%
High school or GED	41	73%
Associate's degree	0	0%
Bachelor's degree	1	2%
Master's degree	0	0%
Ph.D. or professional degree	0	0%









Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	41	0	73%
Associate's degree	0	0	0%
Bachelor's degree	1	0	2%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	36	64%
0 - 1 Years	2	4%
2 - 3 Years	17	30%
4 - 6 Years	1	2%
7 - 9 Years	0	0%
10+ Years	0	0%








Top Companies Posting

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Border Foods	56 / 26	2 : 1 	33 days
Taco Bell	50 / 11	5 : 1 	n/a
Meijer	32 / 9	4 : 1 	37 days
Arby's	30 / 4	8 : 1 	n/a
Birch Meadows Senior Care	3 / 2	2 : 1 	n/a
Admiral Group Plc	9 / 2	5 : 1 	n/a
Enviro-Clean Services	3 / 1	3 : 1 	n/a
Dollar General	1 / 1	1 : 1 	n/a

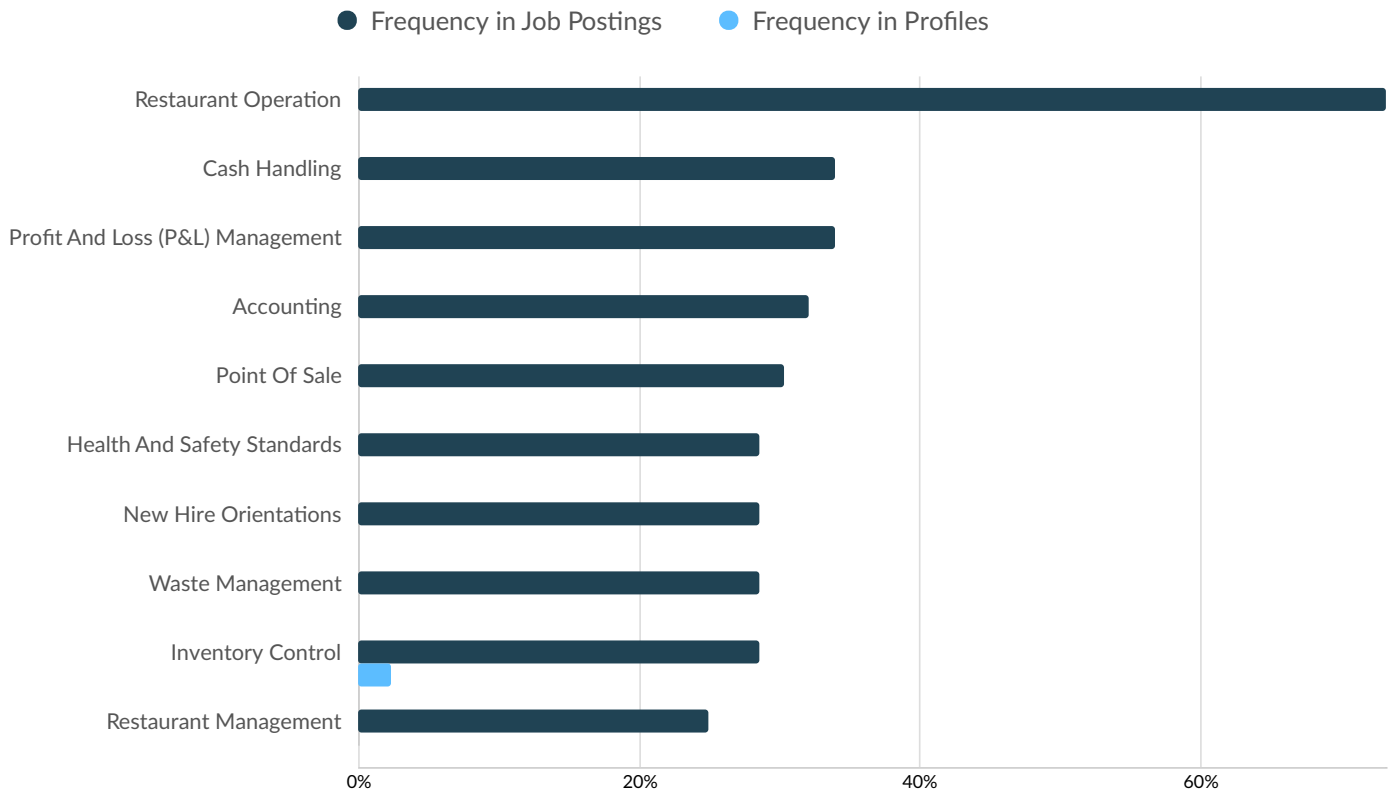
Top Posted Occupations

	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	72 / 20	4 : 1 	33 days
Food Service Managers	52 / 16	3 : 1 	n/a
Cashiers	29 / 9	3 : 1 	19 days
First-Line Supervisors of Retail Sales Workers	7 / 5	1 : 1 	33 days
Retail Salespersons	18 / 3	6 : 1 	37 days
Home Health and Personal Care Aides	3 / 2	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3 / 1	3 : 1 	n/a

Top Posted Occupations

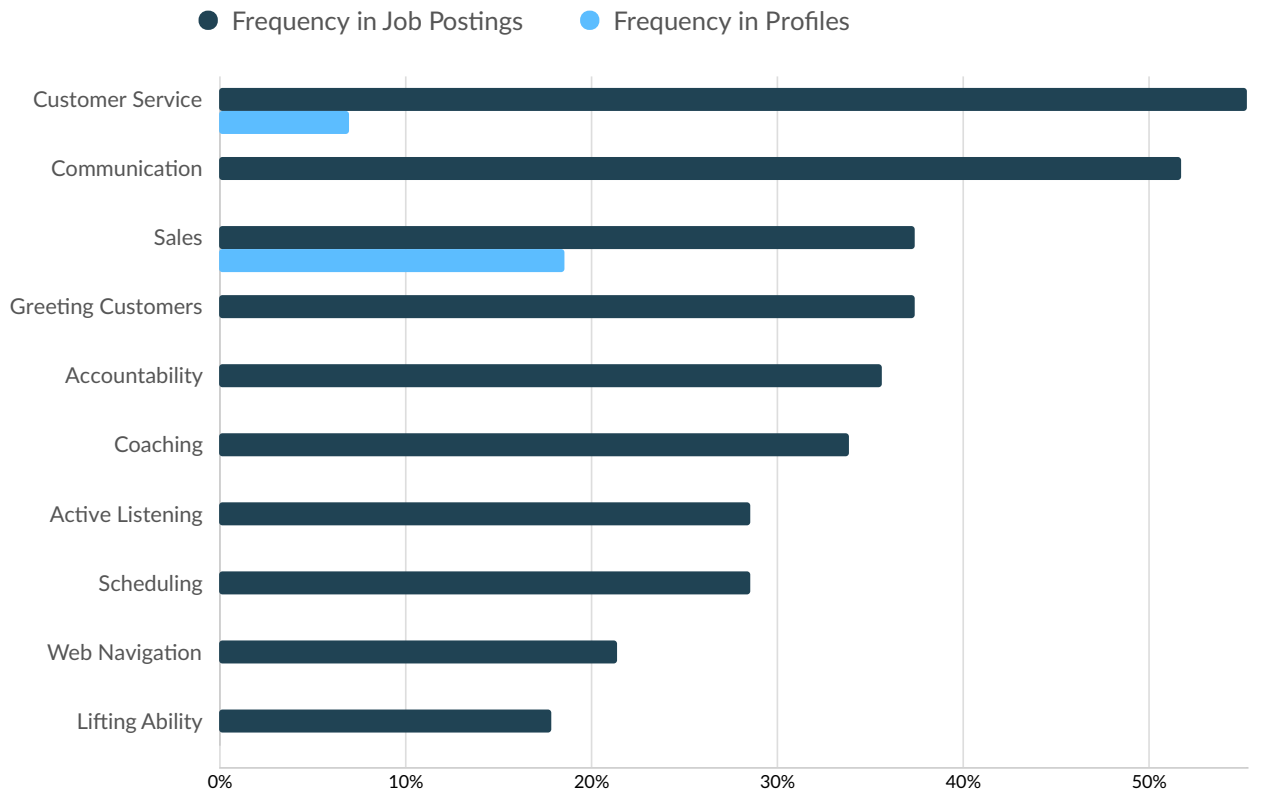
Occupation (O*NET)	Total/Unique (Dec 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	72 / 20	4 : 1 	33 days
Food Service Managers	52 / 16	3 : 1 	n/a
Cashiers	29 / 9	3 : 1 	19 days
First-Line Supervisors of Retail Sales Workers	7 / 5	1 : 1 	33 days
Retail Salespersons	18 / 3	6 : 1 	37 days
Personal Care Aides	3 / 2	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3 / 1	3 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	41	73%	0	0%	+28.0%	Rapidly Growing
Cash Handling	19	34%	0	0%	+8.9%	Growing
Profit And Loss (P&L) Management	19	34%	0	0%	+18.3%	Growing
Accounting	18	32%	0	0%	+24.0%	Rapidly Growing
Point Of Sale	17	30%	0	0%	+13.3%	Growing
Health And Safety Standards	16	29%	0	0%	+19.0%	Growing
New Hire Orientations	16	29%	0	0%	+12.1%	Growing
Waste Management	16	29%	0	0%	+11.7%	Growing
Inventory Control	16	29%	1	2%	+11.6%	Growing
Restaurant Management	14	25%	0	0%	+12.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	31	55%	3	7%	+5.2%	Stable
Communication	29	52%	0	0%	+3.6%	Lagging
Sales	21	38%	8	19%	+7.8%	Stable
Greeting Customers	21	38%	0	0%	+4.6%	Stable
Accountability	20	36%	0	0%	+18.7%	Growing
Coaching	19	34%	0	0%	+16.4%	Growing
Active Listening	16	29%	0	0%	+10.0%	Growing
Scheduling	16	29%	0	0%	+16.4%	Growing
Web Navigation	12	21%	0	0%	+10.2%	Growing
Lifting Ability	10	18%	0	0%	+10.6%	Growing

Top Software Skills

There is not enough data to display this section.

Appendix A - 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.