



Job Posting Analytics

Lightcast Q1 2025 Data Set

For Period: January 1 - 31, 2025

Berrien, Branch, Calhoun, Cass,

Kalamazoo, Saint Joseph, and

Van Buren Counties, Michigan

Parameters

Select Timeframe: Jan 2025 - Jan 2025

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

134

Unique Postings
606 Total Postings


6

Employers Competing
2,494 Total Employers

29 Days

Median Posting Duration
Regional Average: 36 Days

5 : 1

Posting Intensity

Regional Average: 3 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	35	26%
High school or GED	54	40%
Associate's degree	29	22%
Bachelor's degree	23	17%
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	54	0	40%
Associate's degree	28	1	21%
Bachelor's degree	17	6	13%
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	95	71%
0 - 1 Years	30	22%
2 - 3 Years	9	7%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







Top Companies Posting

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	236 / 50	5 : 1 	n/a
Border Foods	142 / 25	6 : 1 	n/a
Corewell Health	110 / 20	6 : 1 	34 days
Ascension	67 / 18	4 : 1 	9 days
Bronson Healthcare	26 / 15	2 : 1 	29 days
Meijer	25 / 6	4 : 1 	34 days

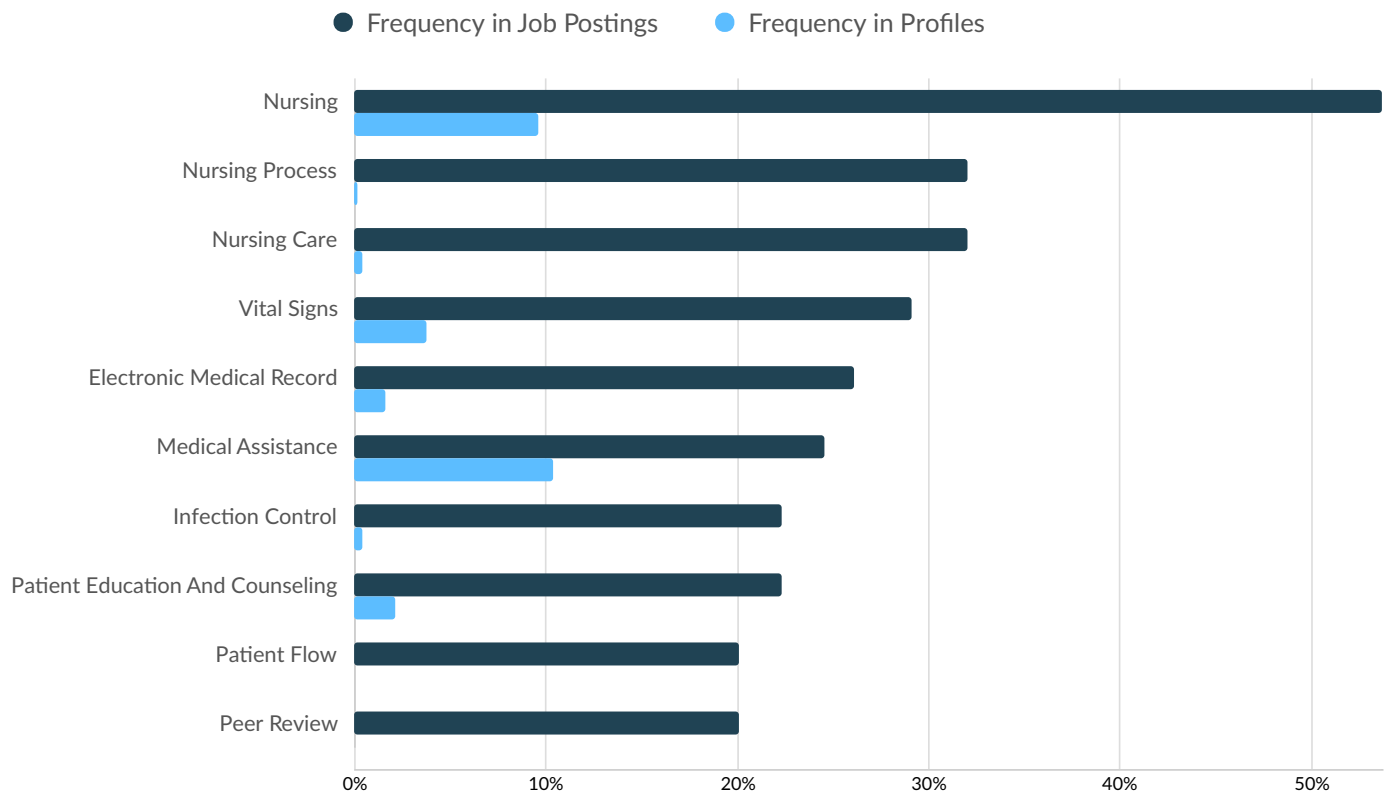
Top Posted Occupations

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	222 / 52	4 : 1 	35 days
Medical Assistants	157 / 33	5 : 1 	9 days
Cashiers	117 / 19	6 : 1 	34 days
Cooks, Restaurant	58 / 14	4 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	33 / 12	3 : 1 	28 days
Nursing Assistants	19 / 4	5 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	222 / 52	4 : 1 	35 days
Medical Assistants	157 / 33	5 : 1 	9 days
Cashiers	117 / 19	6 : 1 	34 days
Cooks, Restaurant	58 / 14	4 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	33 / 12	3 : 1 	28 days
Nursing Assistants	19 / 4	5 : 1 	n/a

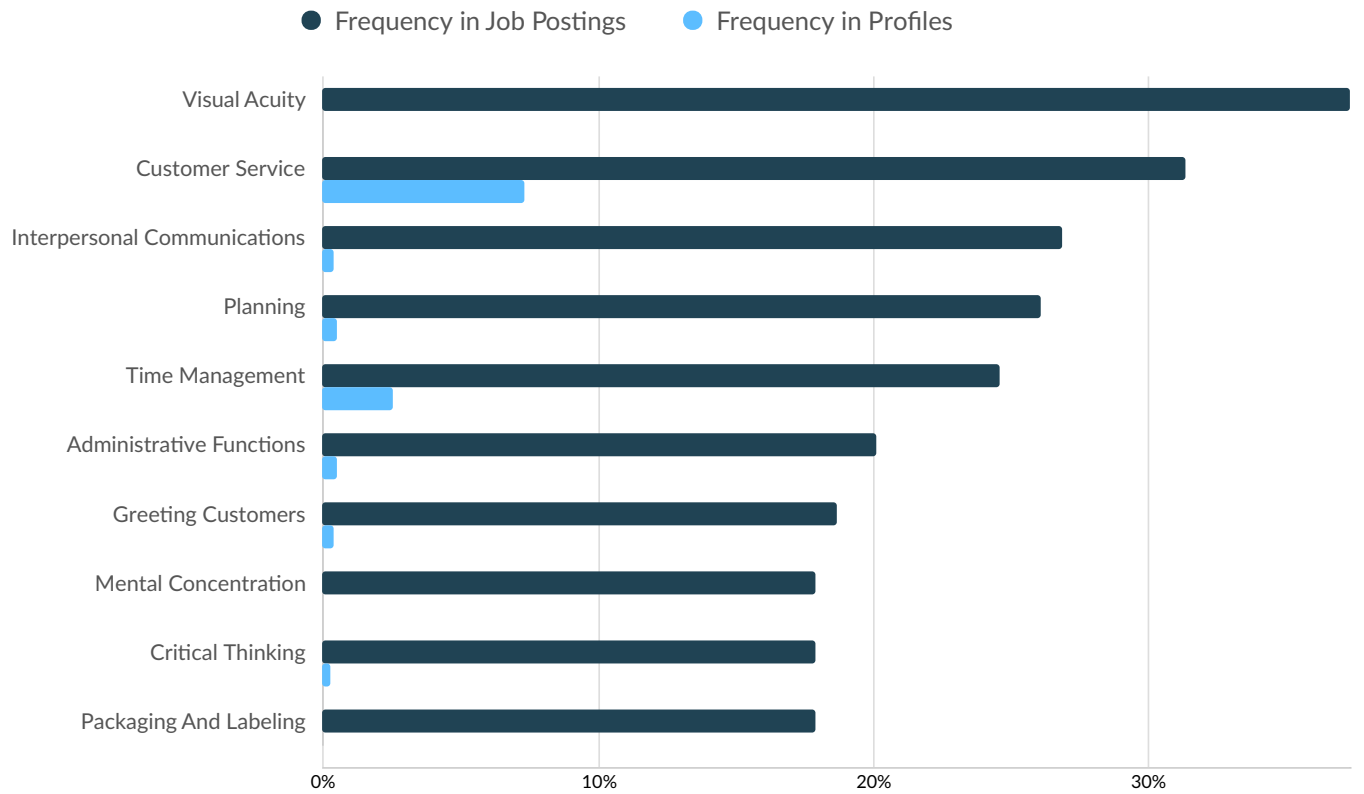
Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	72	54%	71	10%	+20.1%	Rapidly Growing
Nursing Process	43	32%	1	0%	+24.2%	Rapidly Growing
Nursing Care	43	32%	3	0%	+19.1%	Growing
Vital Signs	39	29%	28	4%	+17.2%	Growing
Electronic Medical Record	35	26%	12	2%	+12.1%	Growing
Medical Assistance	33	25%	77	10%	+11.9%	Growing
Infection Control	30	22%	3	0%	+17.1%	Growing
Patient Education And Counseling	30	22%	16	2%	+11.6%	Growing
Patient Flow	27	20%	0	0%	+13.3%	Growing
Peer Review	27	20%	0	0%	+18.4%	Growing
Infectious Diseases	27	20%	1	0%	+9.2%	Growing
Restaurant Operation	25	19%	2	0%	+28.0%	Rapidly Growing
Information Ordering	24	18%	0	0%	+26.6%	Rapidly Growing

Calculations	24	18%	1	0%	+16.8%	Growing
Performance Improvement	24	18%	1	0%	+19.3%	Growing
Safety Standards	24	18%	0	0%	+5.9%	Stable
Patient Preparation	23	17%	2	0%	+15.8%	Growing
Medical Prescription	23	17%	3	0%	+8.5%	Growing
Setting Appointments	23	17%	4	1%	+10.9%	Growing
Specimen Collection	22	16%	1	0%	+13.7%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	50	37%	0	0%	+18.9%	Growing
Customer Service	42	31%	54	7%	+5.2%	Stable
Interpersonal Communications	36	27%	3	0%	+12.5%	Growing
Planning	35	26%	4	1%	+10.9%	Growing
Time Management	33	25%	19	3%	+14.5%	Growing
Administrative Functions	27	20%	4	1%	+13.6%	Growing
Greeting Customers	25	19%	3	0%	+4.6%	Stable
Mental Concentration	24	18%	0	0%	+12.7%	Growing
Critical Thinking	24	18%	2	0%	+23.4%	Rapidly Growing
Packaging And Labeling	24	18%	0	0%	+14.8%	Growing
Inductive Reasoning	24	18%	0	0%	+23.8%	Rapidly Growing
Mathematics	24	18%	1	0%	+20.2%	Rapidly Growing
Operations	24	18%	9	1%	+8.1%	Stable

Problem Solving	21	16%	7	1%	+11.3%	Growing
Teaching	19	14%	7	1%	+18.8%	Growing
Fine Motor Skills	19	14%	0	0%	+10.4%	Growing
Web Navigation	17	13%	0	0%	+10.2%	Growing
Coordinating	13	10%	4	1%	+14.7%	Growing
Management	10	7%	21	3%	+5.3%	Stable
Communication	10	7%	20	3%	+3.6%	Lagging

Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	81
Registered Nurse (RN)	67
American Red Cross (ARC) Certification	60
Certified Medical Assistant (CMA)	23
Basic Cardiac Life Support	21
Advanced Cardiovascular Life Support (ACLS) Certification	18
Licensed Practical Nurse (LPN)	17
Valid Driver's License	15
Advanced Life Support	12
Pediatric Advanced Life Support (PALS)	8
Trauma Nurse Core Course (TNCC)	7
Certified Clinical Medical Assistant (CCMA)	7
National Affordable Housing Professional	6
National Council Licensure Examination	6
NHA Certified	6
American Medical Technologists (AMT) Certification	6
Certification In Electronic Fetal Monitoring (C-EFM)	6
NIH Stroke Scale (NIHSS)	4
Critical Care Registered Nurse (CCRN)	4
Certified Nursing Assistant (CNA)	4

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 Q1 2025 Data Set

For Period: January 1 - 31, 2025

Branch, Calhoun, Kalamazoo, and
Saint Joseph Counties, Michigan

Parameters

Select Timeframe: Jan 2025 - Jan 2025

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

473

Unique Postings
1,876 Total Postings

9

Employers Competing
1,953 Total Employers

35 Days

Median Posting Duration
Regional Average: 36 Days

4 : 1

Posting Intensity



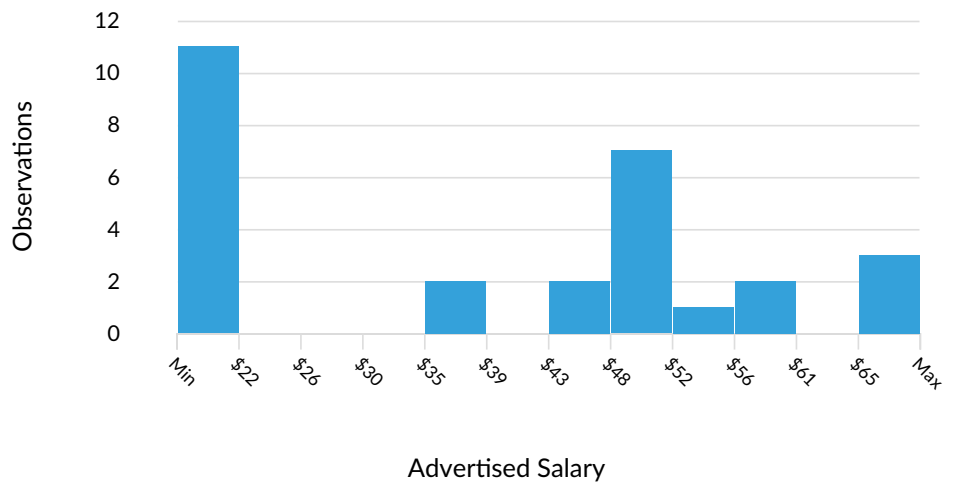
Regional Average: 3 : 1

Advertised Salary

There are 28 advertised salary observations (6% of the 473 matching postings).

\$43.45/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	80	17%
High school or GED	162	34%
Associate's degree	147	31%
Bachelor's degree	160	34%
Master's degree	27	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	162	0	34%
Associate's degree	118	24	25%
Bachelor's degree	109	44	23%
Master's degree	4	21	1%
Ph.D. or professional degree	0	2	0%















Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	322	68%
0 - 1 Years	56	12%
2 - 3 Years	79	17%
4 - 6 Years	14	3%
7 - 9 Years	0	0%
10+ Years	2	0%







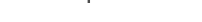



Top Companies Posting

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	560 / 131	4 : 1 	45 days
Ascension	649 / 123	5 : 1 	28 days
Bronson Healthcare	150 / 98	2 : 1 	36 days
Border Foods	384 / 77	5 : 1 	40 days
Meijer	67 / 19	4 : 1 	37 days
Walmart	19 / 10	2 : 1 	n/a
Corewell Health	26 / 7	4 : 1 	18 days
Stryker	15 / 6	3 : 1 	45 days
Zoetis	6 / 2	3 : 1 	n/a















Top Cities Posting

City	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	887 / 196	5 : 1 	31 days
Marshall, MI	542 / 129	4 : 1 	45 days
Battle Creek, MI	231 / 62	4 : 1 	39 days
Portage, MI	66 / 20	3 : 1 	28 days
Sturgis, MI	49 / 19	3 : 1 	31 days
Three Rivers, MI	29 / 15	2 : 1 	40 days
Coldwater, MI	33 / 12	3 : 1 	49 days
Albion, MI	25 / 10	3 : 1 	n/a
Comstock Township, MI	3 / 3	1 : 1 	n/a
Richland, MI	4 / 2	2 : 1 	n/a
Climax, MI	1 / 1	1 : 1 	39 days
Galesburg, MI	1 / 1	1 : 1 	18 days
Parchment, MI	2 / 1	2 : 1 	n/a
Vicksburg, MI	2 / 1	2 : 1 	n/a

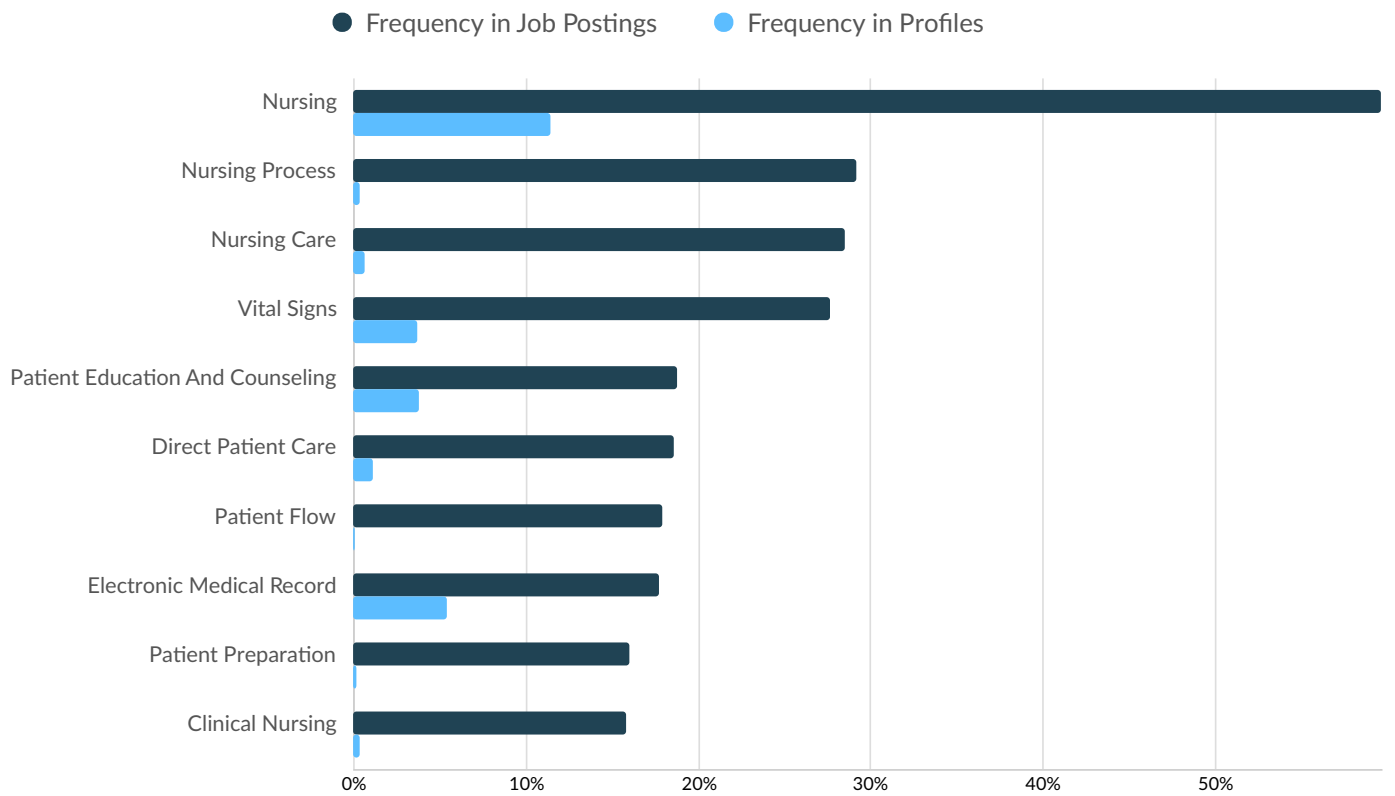
Top Posted Occupations

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	856 / 198	4 : 1 	31 days
Medical Assistants	260 / 77	3 : 1 	29 days
Fast Food and Counter Workers	200 / 38	5 : 1 	40 days
Food Service Managers	115 / 34	3 : 1 	6 days
Cashiers	155 / 34	5 : 1 	34 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	107 / 31	3 : 1 	36 days
Health Technologists and Technicians, All Other	65 / 24	3 : 1 	40 days
Medical and Health Services Managers	37 / 16	2 : 1 	37 days
Nursing Assistants	62 / 15	4 : 1 	31 days
Licensed Practical and Licensed Vocational Nurses	19 / 6	3 : 1 	n/a

Top Posted Occupations

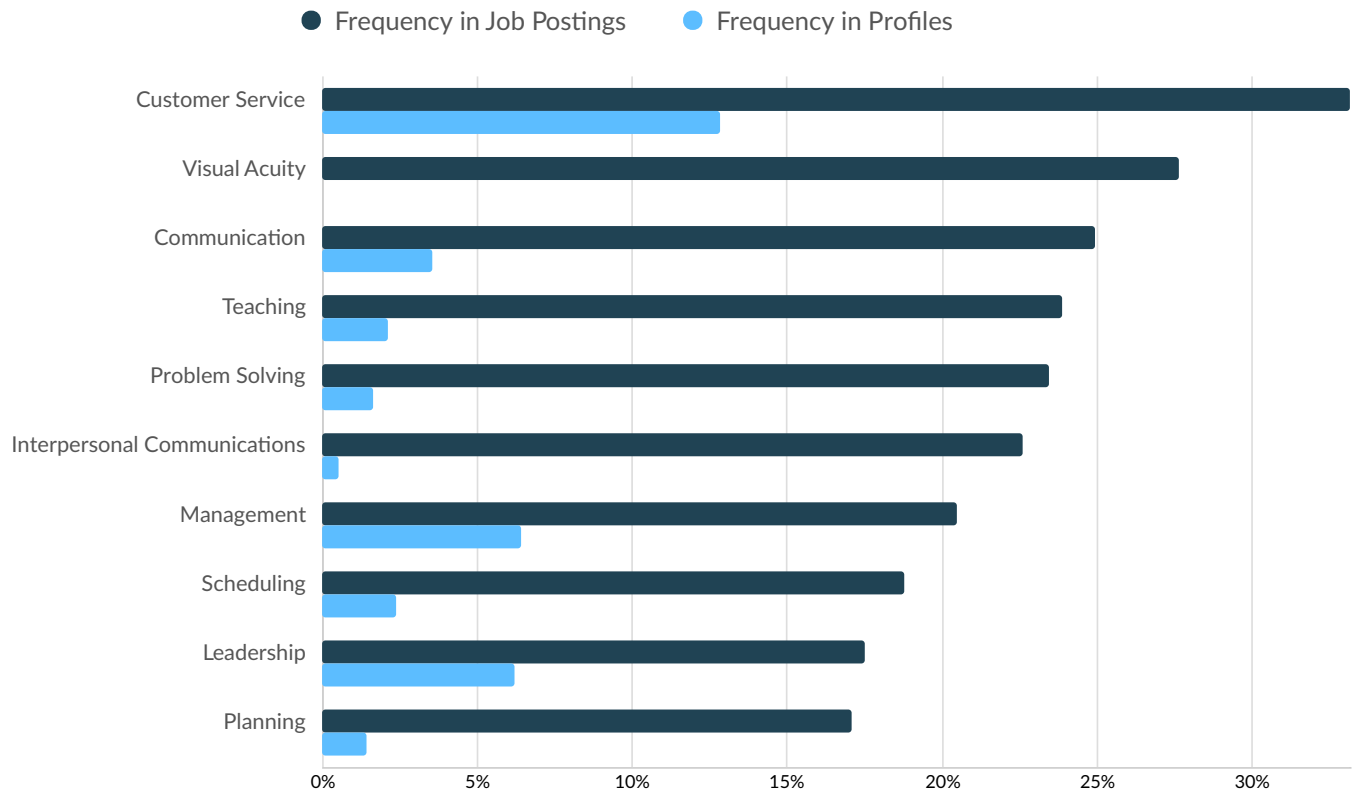
Occupation (O*NET)	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	806 / 187	4 : 1 	31 days
Medical Assistants	260 / 77	3 : 1 	29 days
Fast Food and Counter Workers	200 / 38	5 : 1 	40 days
Food Service Managers	115 / 34	3 : 1 	6 days
Cashiers	155 / 34	5 : 1 	34 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	107 / 31	3 : 1 	36 days
Medical and Health Services Managers	37 / 16	2 : 1 	37 days
Nursing Assistants	62 / 15	4 : 1 	31 days
Patient Representatives	22 / 11	2 : 1 	48 days
Critical Care Nurses	45 / 10	5 : 1 	20 days
Health Technologists and Technicians, All Other	30 / 9	3 : 1 	39 days
Licensed Practical and Licensed Vocational Nurses	19 / 6	3 : 1 	n/a
Neurodiagnostic Technologists	13 / 4	3 : 1 	22 days
Acute Care Nurses	5 / 1	5 : 1 	n/a

Top Specialized Skills



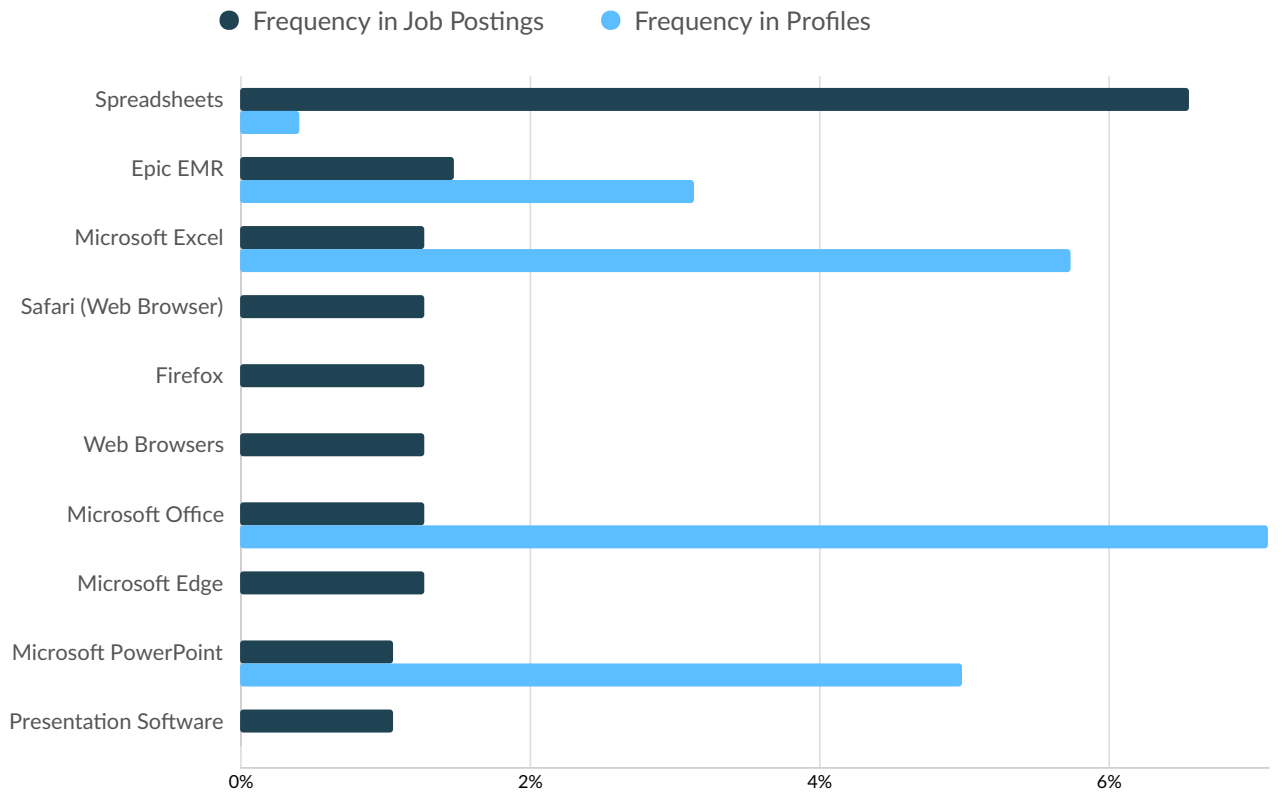
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	282	60%	167	11%	+20.1%	Rapidly Growing
Nursing Process	138	29%	5	0%	+24.2%	Rapidly Growing
Nursing Care	135	29%	10	1%	+19.1%	Growing
Vital Signs	131	28%	54	4%	+17.2%	Growing
Patient Education And Counseling	89	19%	56	4%	+11.6%	Growing
Direct Patient Care	88	19%	17	1%	+16.6%	Growing
Patient Flow	85	18%	1	0%	+13.3%	Growing
Electronic Medical Record	84	18%	79	5%	+12.1%	Growing
Patient Preparation	76	16%	3	0%	+15.8%	Growing
Clinical Nursing	75	16%	6	0%	+14.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	157	33%	188	13%	+5.2%	Stable
Visual Acuity	131	28%	0	0%	+18.9%	Growing
Communication	118	25%	52	4%	+3.6%	Lagging
Teaching	113	24%	31	2%	+18.8%	Growing
Problem Solving	111	23%	24	2%	+11.3%	Growing
Interpersonal Communications	107	23%	8	1%	+12.5%	Growing
Management	97	21%	94	6%	+5.3%	Stable
Scheduling	89	19%	35	2%	+16.4%	Growing
Leadership	83	18%	91	6%	+8.5%	Stable
Planning	81	17%	21	1%	+10.9%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	31	7%	6	0%	+22.2%	Rapidly Growing
Epic EMR	7	1%	46	3%	+16.4%	Growing
Microsoft Excel	6	1%	84	6%	+17.7%	Growing
Safari (Web Browser)	6	1%	0	0%	+16.7%	Growing
Firefox	6	1%	0	0%	+7.9%	Stable
Web Browsers	6	1%	0	0%	+9.5%	Growing
Microsoft Office	6	1%	104	7%	+18.5%	Growing
Microsoft Edge	6	1%	0	0%	+8.0%	Stable
Microsoft PowerPoint	5	1%	73	5%	+26.1%	Rapidly Growing
Presentation Software	5	1%	0	0%	+21.0%	Rapidly Growing
Microsoft Outlook	4	1%	23	2%	+25.0%	Rapidly Growing
Operational Data Store	4	1%	0	0%	+7.0%	Stable
Microsoft Access	3	1%	7	0%	+3.9%	Lagging

Microsoft Visio	3	1%	4	0%	+7.7%	Stable
Workday (Software)	2	0%	0	0%	+11.3%	Growing
Apache Airflow	2	0%	0	0%	+11.3%	Growing
Business Software	2	0%	0	0%	+9.5%	Growing
Operating Systems	2	0%	0	0%	+22.6%	Rapidly Growing
Misys Tiger	1	0%	1	0%	+66.7%	Rapidly Growing
Microsoft Word	1	0%	86	6%	+7.2%	Stable
Dashboard	1	0%	0	0%	+25.3%	Rapidly Growing
Clinical Trial Management Systems	1	0%	1	0%	+7.0%	Stable
Document Management Systems	1	0%	0	0%	+12.7%	Growing
Document-Oriented Databases	1	0%	1	0%	+12.2%	Growing
PostgreSQL	1	0%	0	0%	+14.1%	Growing
SAP Applications	1	0%	2	0%	+21.6%	Rapidly Growing
Microsoft SharePoint	1	0%	4	0%	+2.4%	Lagging

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 Q1 2025 Data Set

For Period: January 1 - 31, 2025

Branch County, Michigan

Parameters

Select Timeframe: Jan 2025 - Jan 2025

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

14

Unique Postings
36 Total Postings


5

Employers Competing
154 Total Employers

N/A

Median Posting Duration
Regional Average: 34 Days

3 : 1

Posting Intensity

Regional Average: 4 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	2	14%
High school or GED	9	64%
Associate's degree	2	14%
Bachelor's degree	3	21%
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	9	0	64%
Associate's degree	2	0	14%
Bachelor's degree	1	2	7%
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	9	64%
0 - 1 Years	1	7%
2 - 3 Years	4	29%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%



Top Companies Posting

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Border Foods	23 / 8	3 : 1 	n/a
Walmart	9 / 3	3 : 1 	n/a
Dollar General	1 / 1	1 : 1 	n/a
Bronson Healthcare	2 / 1	2 : 1 	n/a
Clemens Food Group	1 / 1	1 : 1 	n/a

Top Posted Occupations

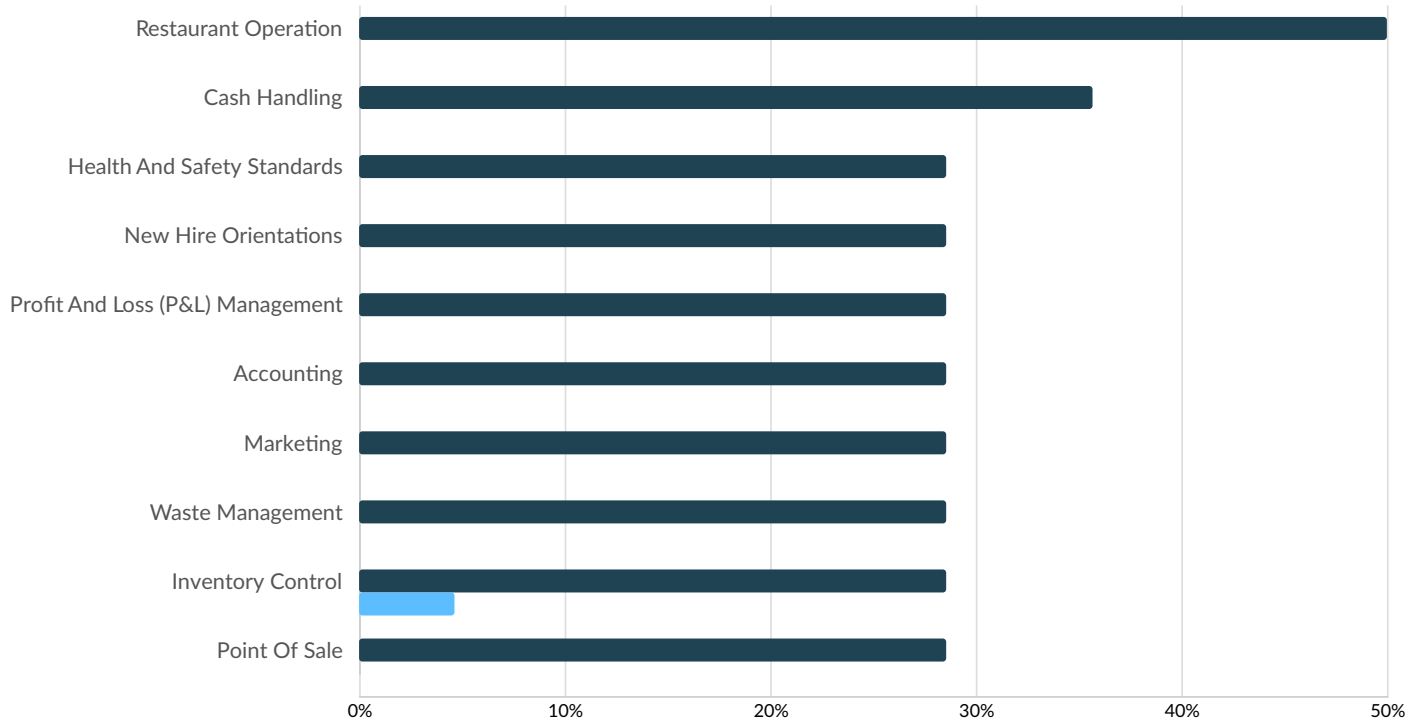
	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Food Service Managers	5 / 3	2 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	6 / 3	2 : 1 	n/a
Cashiers	11 / 3	4 : 1 	n/a
Fast Food and Counter Workers	8 / 2	4 : 1 	n/a
General and Operations Managers	1 / 1	1 : 1 	n/a
Registered Nurses	2 / 1	2 : 1 	n/a
Retail Salespersons	3 / 1	3 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Food Service Managers	5 / 3	2 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	6 / 3	2 : 1 	n/a
Cashiers	11 / 3	4 : 1 	n/a
Fast Food and Counter Workers	8 / 2	4 : 1 	n/a
General and Operations Managers	1 / 1	1 : 1 	n/a
Registered Nurses	2 / 1	2 : 1 	n/a
Retail Salespersons	3 / 1	3 : 1 	n/a

Top Specialized Skills

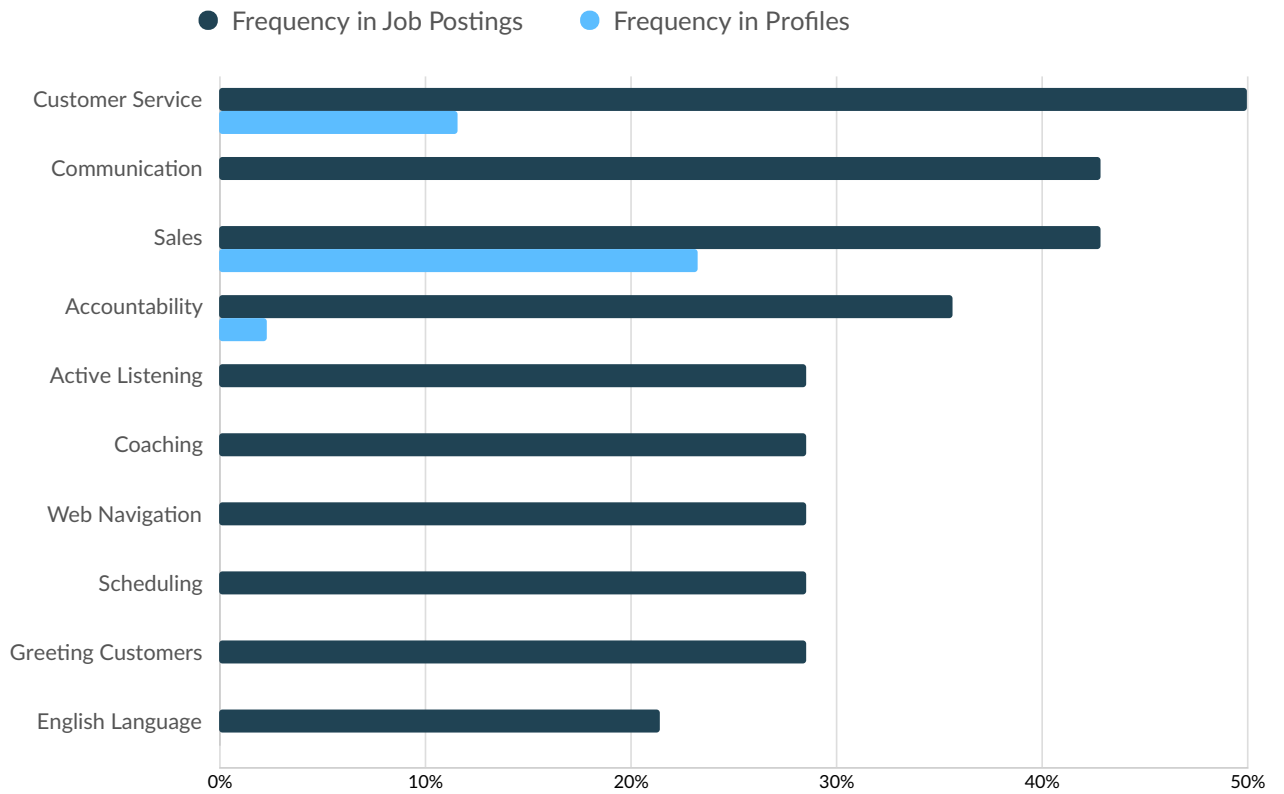
● Frequency in Job Postings ● Frequency in Profiles



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	7	50%	0	0%	+28.0%	Rapidly Growing
Cash Handling	5	36%	0	0%	+8.9%	Growing
Health And Safety Standards	4	29%	0	0%	+19.0%	Growing
New Hire Orientations	4	29%	0	0%	+12.1%	Growing
Profit And Loss (P&L) Management	4	29%	0	0%	+18.3%	Growing
Accounting	4	29%	0	0%	+24.0%	Rapidly Growing
Marketing	4	29%	0	0%	+23.0%	Rapidly Growing
Waste Management	4	29%	0	0%	+11.7%	Growing
Inventory Control	4	29%	2	5%	+11.6%	Growing
Point Of Sale	4	29%	0	0%	+13.3%	Growing
Restaurant Management	3	21%	0	0%	+12.3%	Growing
Safari (Web Browser)	2	14%	0	0%	+16.7%	Growing
Firefox	2	14%	0	0%	+7.9%	Stable

Merchandising	2	14%	2	5%	+15.0%	Growing
Microsoft Edge	2	14%	0	0%	+8.0%	Stable
Inventory Staging	1	7%	0	0%	+15.7%	Growing
Cash Control	1	7%	0	0%	+25.1%	Rapidly Growing
Stocking Merchandise	1	7%	1	2%	+18.0%	Growing
Medical Oncology	1	7%	0	0%	+20.6%	Rapidly Growing
Bagging Merchandise	1	7%	0	0%	+18.0%	Growing

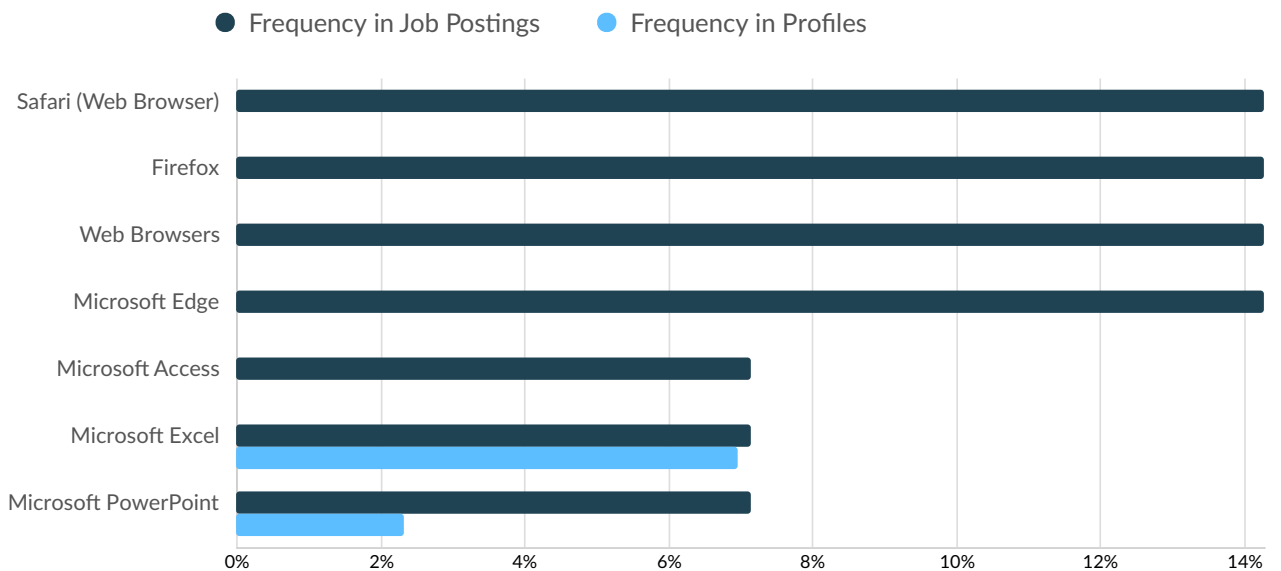
Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	7	50%	5	12%	+5.2%	Stable
Communication	6	43%	0	0%	+3.6%	Lagging
Sales	6	43%	10	23%	+7.8%	Stable
Accountability	5	36%	1	2%	+18.7%	Growing
Active Listening	4	29%	0	0%	+10.0%	Growing
Coaching	4	29%	0	0%	+16.4%	Growing
Web Navigation	4	29%	0	0%	+10.2%	Growing
Scheduling	4	29%	0	0%	+16.4%	Growing
Greeting Customers	4	29%	0	0%	+4.6%	Stable
English Language	3	21%	0	0%	+15.3%	Growing
Leadership	2	14%	2	5%	+8.5%	Stable
Web Browsers	2	14%	0	0%	+9.5%	Growing
Interpersonal Communications	2	14%	0	0%	+12.5%	Growing

Detail Oriented	2	14%	1	2%	+7.1%	Stable
Dollies	1	7%	0	0%	+16.7%	Growing
Tactfulness	1	7%	0	0%	+13.9%	Growing
Organizational Skills	1	7%	0	0%	+14.3%	Growing
Positivity	1	7%	0	0%	+18.4%	Growing
Microsoft Excel	1	7%	3	7%	+17.7%	Growing
Arithmetic	1	7%	0	0%	+17.0%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Safari (Web Browser)	2	14%	0	0%	+16.7%	Growing
Firefox	2	14%	0	0%	+7.9%	Stable
Web Browsers	2	14%	0	0%	+9.5%	Growing
Microsoft Edge	2	14%	0	0%	+8.0%	Stable
Microsoft Access	1	7%	0	0%	+3.9%	Lagging
Microsoft Excel	1	7%	3	7%	+17.7%	Growing
Microsoft PowerPoint	1	7%	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 Q1 2025 Data Set

For Period: January 1 - 31, 2025

Calhoun County, Michigan

Parameters

Select Timeframe: Jan 2025 - Jan 2025

Occupations:

Results should include

Code	Description
11-9051	Food Service Managers
29-1141	Registered Nurses
31-1128	Home Health and Personal Care Aides
31-9092	Medical Assistants
35-3023	Fast Food and Counter Workers

Code	Description
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
41-1011	First-Line Supervisors of Retail Sales Workers
41-2031	Retail Salespersons
49-9071	Maintenance and Repair Workers, General
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

213

Unique Postings
896 Total Postings

10

Employers Competing
789 Total Employers

36 Days

Median Posting Duration
Regional Average: 36 Days

4 : 1

Posting Intensity



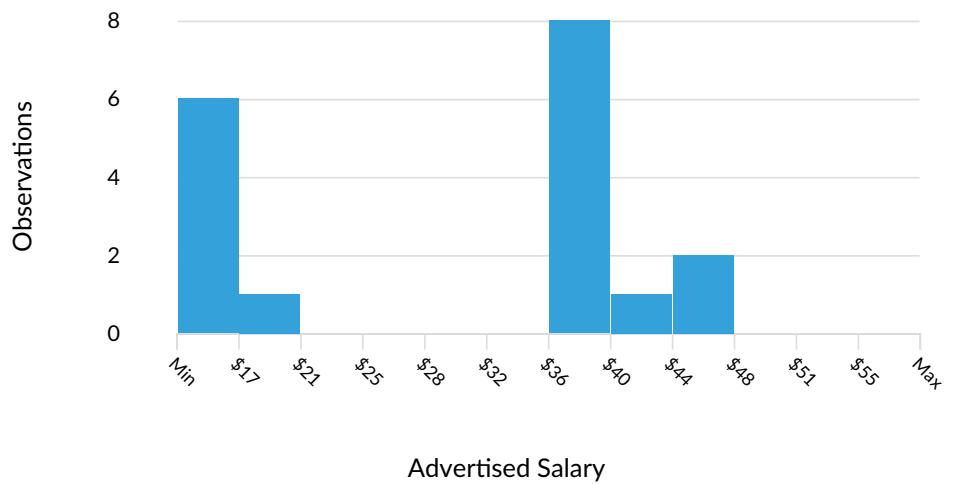
Regional Average: 3 : 1

Advertised Salary

There are 18 advertised salary observations (8% of the 213 matching postings).

\$37.11/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	65	31%
High school or GED	78	37%
Associate's degree	66	31%
Bachelor's degree	22	10%
Master's degree	2	1%
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	78	0	37%
Associate's degree	63	3	30%
Bachelor's degree	7	15	3%
Master's degree	0	2	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	158	74%
0 - 1 Years	19	9%
2 - 3 Years	36	17%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%










Top Companies Posting

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	424 / 94	5 : 1 	n/a
Border Foods	142 / 28	5 : 1 	40 days
Bronson Healthcare	42 / 28	2 : 1 	34 days
Taco Bell	207 / 26	8 : 1 	27 days
Subway	28 / 13	2 : 1 	45 days
Dollar General	15 / 11	1 : 1 	12 days
Select Medical	26 / 6	4 : 1 	18 days
Hogan	7 / 4	2 : 1 	48 days
Clean Team	4 / 2	2 : 1 	n/a
Elara Caring	1 / 1	1 : 1 	39 days

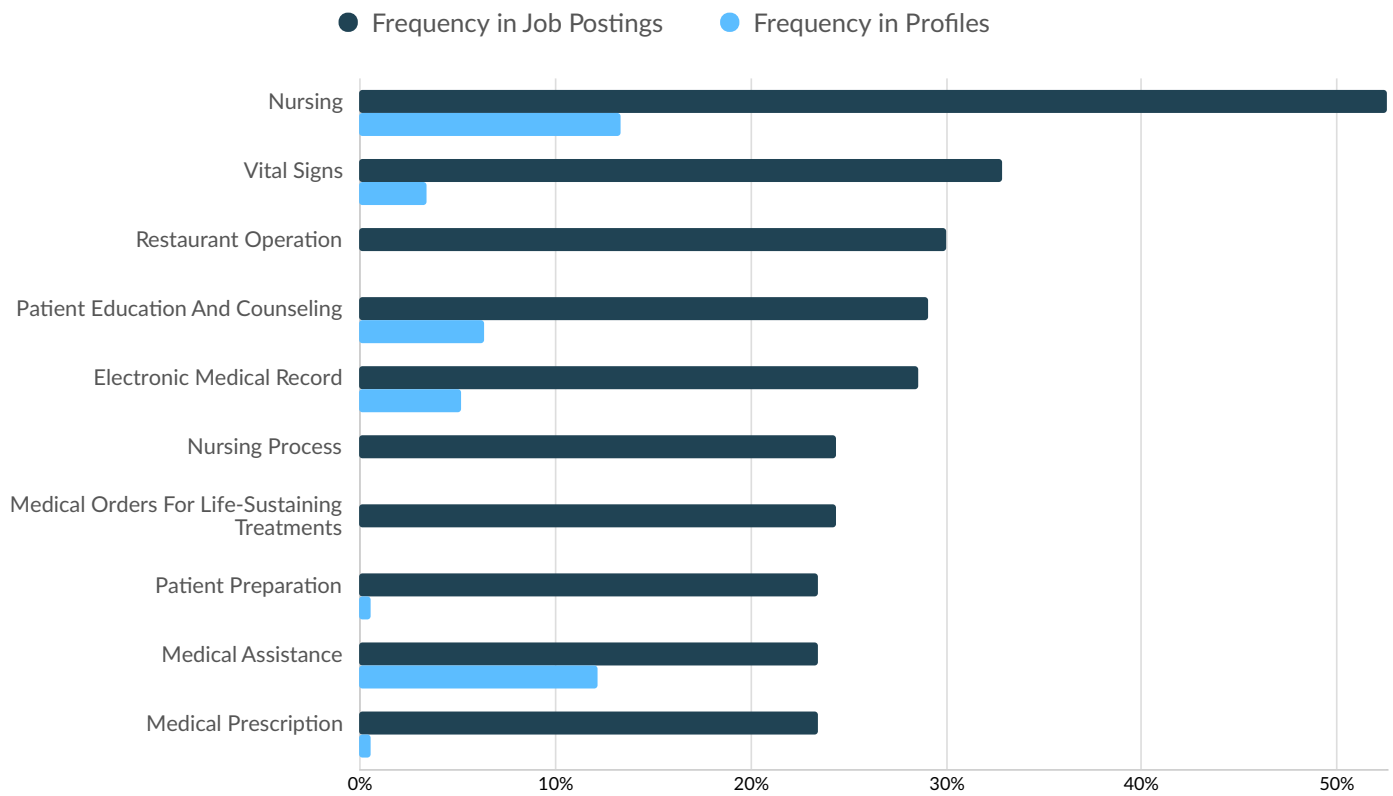
Top Posted Occupations

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	275 / 72	4 : 1 	39 days
Medical Assistants	208 / 50	4 : 1 	34 days
Food Service Managers	186 / 34	5 : 1 	28 days
Fast Food and Counter Workers	183 / 30	6 : 1 	40 days
First-Line Supervisors of Retail Sales Workers	17 / 11	2 : 1 	12 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9 / 6	2 : 1 	28 days
Heavy and Tractor-Trailer Truck Drivers	10 / 5	2 : 1 	48 days
Maintenance and Repair Workers, General	6 / 3	2 : 1 	n/a
Retail Salespersons	2 / 2	1 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	275 / 72	4 : 1 	39 days
Medical Assistants	208 / 50	4 : 1 	34 days
Food Service Managers	186 / 34	5 : 1 	28 days
Fast Food and Counter Workers	183 / 30	6 : 1 	40 days
First-Line Supervisors of Retail Sales Workers	17 / 11	2 : 1 	12 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9 / 6	2 : 1 	28 days
Heavy and Tractor-Trailer Truck Drivers	10 / 5	2 : 1 	48 days
Maintenance and Repair Workers, General	6 / 3	2 : 1 	n/a
Retail Salespersons	2 / 2	1 : 1 	n/a

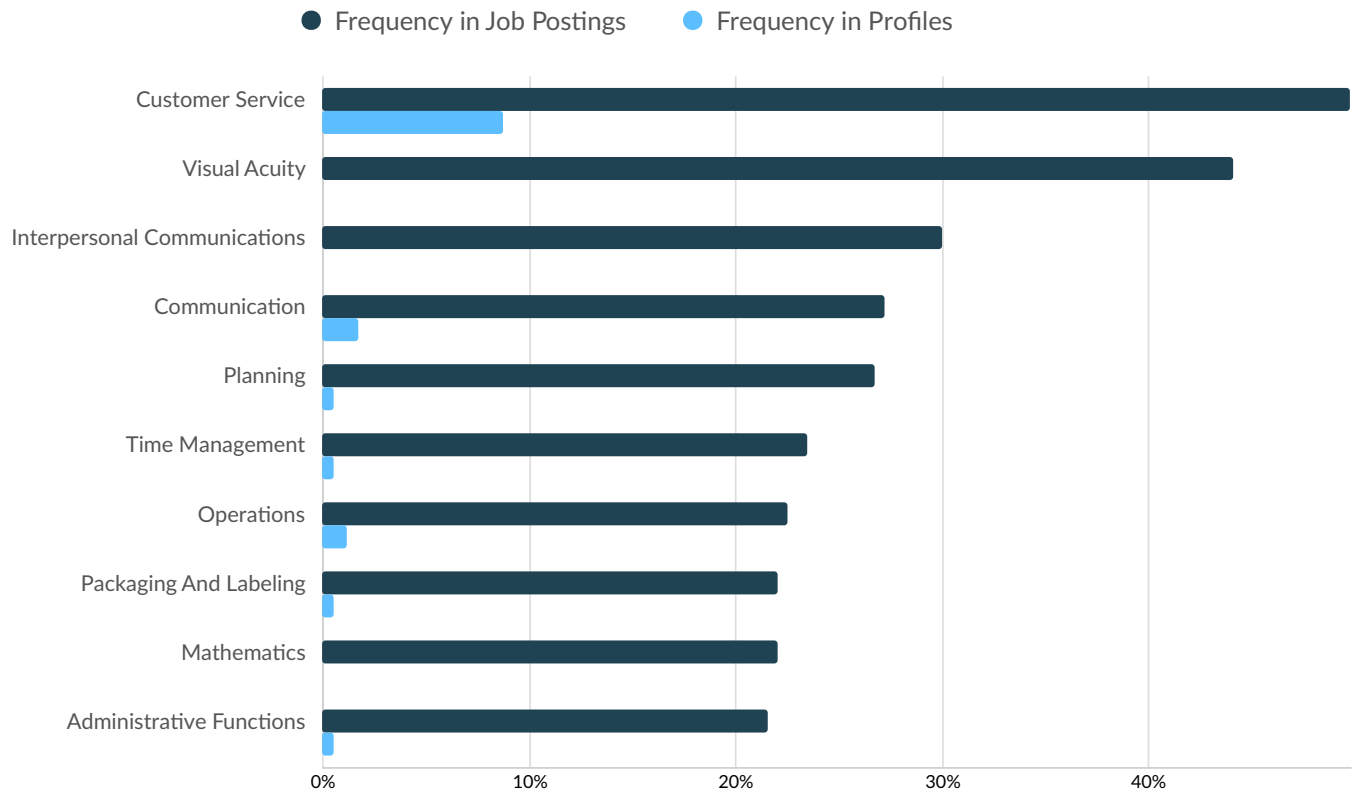
Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	112	53%	23	13%	+20.1%	Rapidly Growing
Vital Signs	70	33%	6	3%	+17.2%	Growing
Restaurant Operation	64	30%	0	0%	+28.0%	Rapidly Growing
Patient Education And Counseling	62	29%	11	6%	+11.6%	Growing
Electronic Medical Record	61	29%	9	5%	+12.1%	Growing
Nursing Process	52	24%	0	0%	+24.2%	Rapidly Growing
Medical Orders For Life-Sustaining Treatments	52	24%	0	0%	+8.8%	Growing
Patient Preparation	50	23%	1	1%	+15.8%	Growing
Medical Assistance	50	23%	21	12%	+11.9%	Growing
Medical Prescription	50	23%	1	1%	+8.5%	Growing
Setting Appointments	50	23%	3	2%	+10.9%	Growing
Peer Review	49	23%	0	0%	+18.4%	Growing
Infectious Diseases	48	23%	0	0%	+9.2%	Growing

Patient Flow	47	22%	0	0%	+13.3%	Growing
Specimen Collection	46	22%	1	1%	+13.7%	Growing
Medical Ethics	46	22%	1	1%	+1.6%	Lagging
Health Information Management	46	22%	0	0%	+7.5%	Stable
Vaccination Administration	46	22%	1	1%	+9.3%	Growing
Medical Office Procedures	46	22%	0	0%	+5.0%	Stable
Patient Registration	46	22%	0	0%	+5.0%	Stable

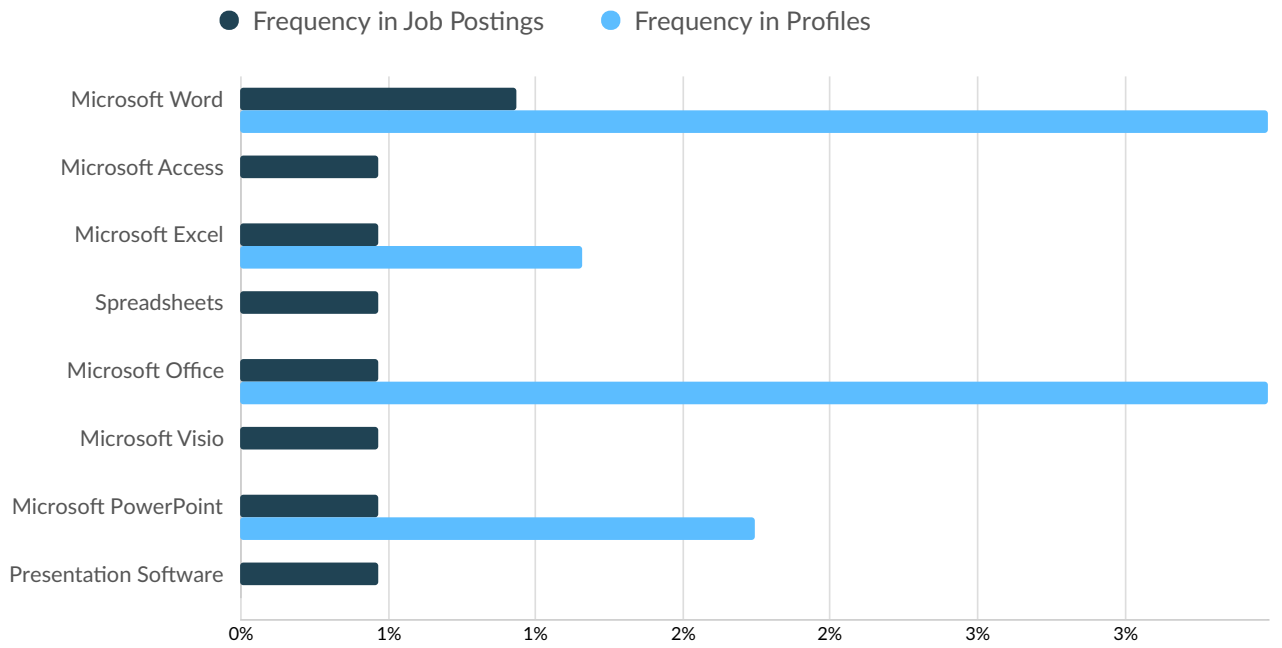
Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	106	50%	15	9%	+5.2%	Stable
Visual Acuity	94	44%	0	0%	+18.9%	Growing
Interpersonal Communications	64	30%	0	0%	+12.5%	Growing
Communication	58	27%	3	2%	+3.6%	Lagging
Planning	57	27%	1	1%	+10.9%	Growing
Time Management	50	23%	1	1%	+14.5%	Growing
Operations	48	23%	2	1%	+8.1%	Stable
Packaging And Labeling	47	22%	1	1%	+14.8%	Growing
Mathematics	47	22%	0	0%	+20.2%	Rapidly Growing
Administrative Functions	46	22%	1	1%	+13.6%	Growing
Mental Concentration	43	20%	0	0%	+12.7%	Growing
Inductive Reasoning	43	20%	0	0%	+23.8%	Rapidly Growing
Scheduling	41	19%	6	3%	+16.4%	Growing

Critical Thinking	40	19%	0	0%	+23.4%	Rapidly Growing
Sales	39	18%	8	5%	+7.8%	Stable
Accountability	38	18%	2	1%	+18.7%	Growing
Coaching	36	17%	0	0%	+16.4%	Growing
Fine Motor Skills	35	16%	0	0%	+10.4%	Growing
Greeting Customers	31	15%	0	0%	+4.6%	Stable
Active Listening	30	14%	1	1%	+10.0%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Word	2	1%	6	3%	+7.2%	Stable
Microsoft Access	1	0%	0	0%	+3.9%	Lagging
Microsoft Excel	1	0%	2	1%	+17.7%	Growing
Spreadsheets	1	0%	0	0%	+22.2%	Rapidly Growing
Microsoft Office	1	0%	6	3%	+18.5%	Growing
Microsoft Visio	1	0%	0	0%	+7.7%	Stable
Microsoft PowerPoint	1	0%	3	2%	+26.1%	Rapidly Growing
Presentation Software	1	0%	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 Q1 2025 Data Set

For Period: January 1 - 31, 2025

Kalamazoo County, Michigan

Parameters

Select Timeframe: Jan 2025 - Jan 2025

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

203

Unique Postings
800 Total Postings

7

Employers Competing
1,466 Total Employers

31 Days

Median Posting Duration
Regional Average: 36 Days

4 : 1

Posting Intensity



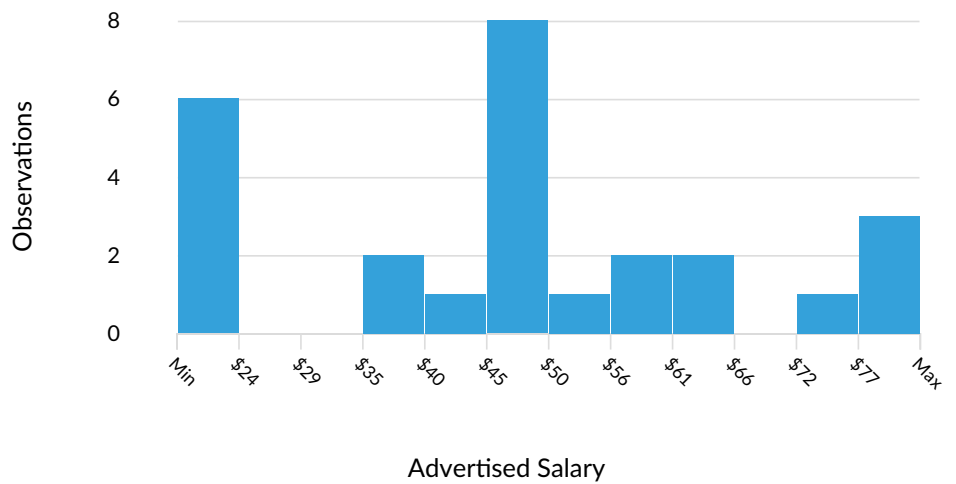
Regional Average: 3 : 1

Advertised Salary

There are 26 advertised salary observations (13% of the 203 matching postings).

\$49.85/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	21	10%
High school or GED	53	26%
Associate's degree	52	26%
Bachelor's degree	122	60%
Master's degree	23	11%
Ph.D. or professional degree	6	3%








Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	53	0	26%
Associate's degree	32	17	16%
Bachelor's degree	94	24	46%
Master's degree	3	15	1%
Ph.D. or professional degree	0	6	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	115	57%
0 - 1 Years	40	20%
2 - 3 Years	33	16%
4 - 6 Years	12	6%
7 - 9 Years	3	1%
10+ Years	0	0%




















Top Companies Posting

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Ascension	616 / 111	6 : 1 	23 days
Bronson Healthcare	87 / 55	2 : 1 	36 days
Stryker	29 / 13	2 : 1 	41 days
Corewell Health	26 / 7	4 : 1 	18 days
Kalamazoo County Government	18 / 7	3 : 1 	41 days
Western Michigan University	12 / 5	2 : 1 	39 days
Zoetis	12 / 5	2 : 1 	n/a

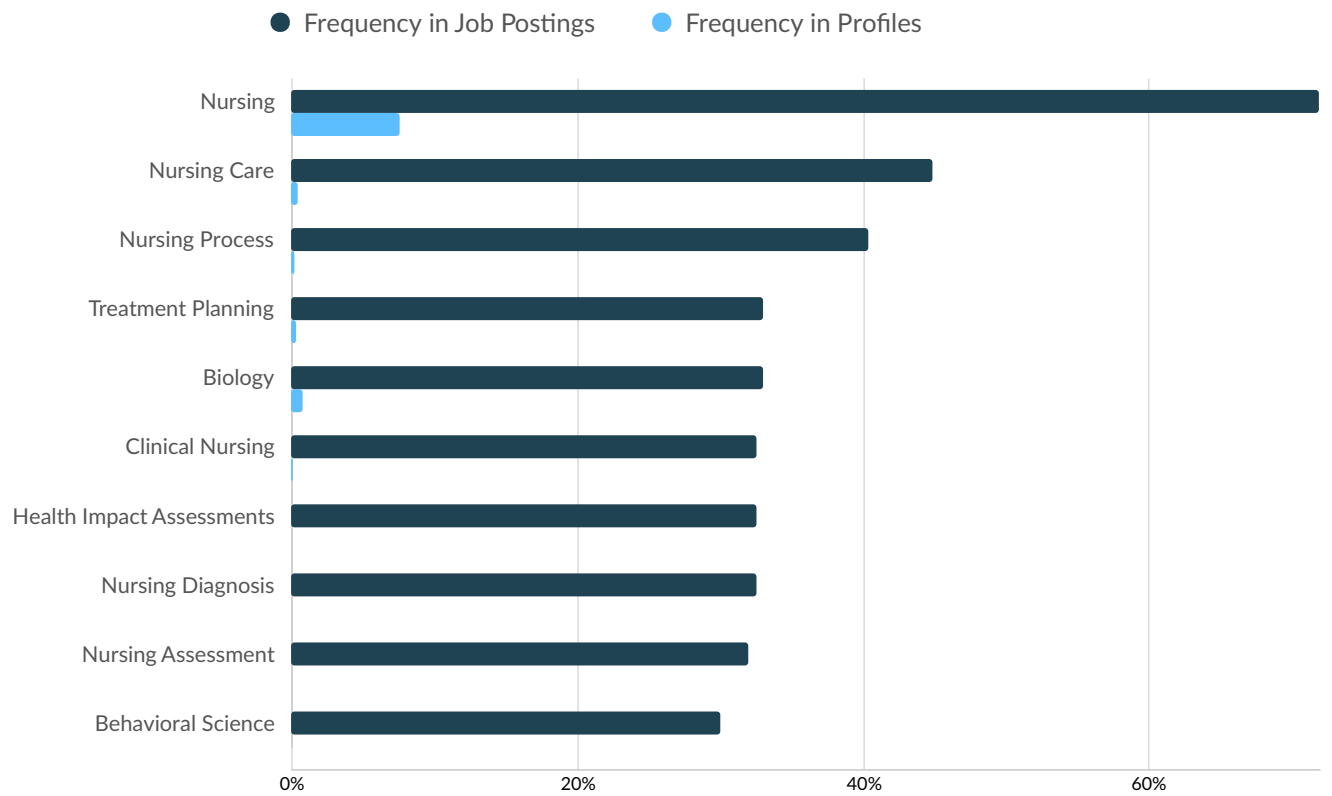
Top Posted Occupations

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	602 / 129	5 : 1 	23 days
Medical Assistants	50 / 26	2 : 1 	28 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	34 / 14	2 : 1 	36 days
Health Technologists and Technicians, All Other	26 / 8	3 : 1 	22 days
Managers, All Other	15 / 7	2 : 1 	41 days
Nursing Assistants	36 / 6	6 : 1 	31 days
Computer Occupations, All Other	12 / 5	2 : 1 	40 days
Software Developers	6 / 3	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	14 / 3	5 : 1 	n/a
Industrial Engineering Technologists and Technicians	5 / 2	3 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	552 / 118	5 : 1 	31 days
Medical Assistants	50 / 26	2 : 1 	28 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	34 / 14	2 : 1 	36 days
Critical Care Nurses	45 / 10	5 : 1 	20 days
Nursing Assistants	36 / 6	6 : 1 	31 days
Health Technologists and Technicians, All Other	21 / 5	4 : 1 	9 days
Managers, All Other	8 / 4	2 : 1 	41 days
Software Developers	6 / 3	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	14 / 3	5 : 1 	n/a
Compliance Managers	4 / 2	2 : 1 	3 days
Information Security Engineers	6 / 2	3 : 1 	40 days
Industrial Engineering Technologists and Technicians	5 / 2	3 : 1 	n/a
Neurodiagnostic Technologists	2 / 2	1 : 1 	22 days
Regulatory Affairs Managers	3 / 1	3 : 1 	n/a
Document Management Specialists	4 / 1	4 : 1 	n/a
Computer Systems Engineers/Architects	1 / 1	1 : 1 	n/a
Information Technology Project Managers	1 / 1	1 : 1 	n/a
Acute Care Nurses	5 / 1	5 : 1 	n/a
Patient Representatives	3 / 1	3 : 1 	52 days

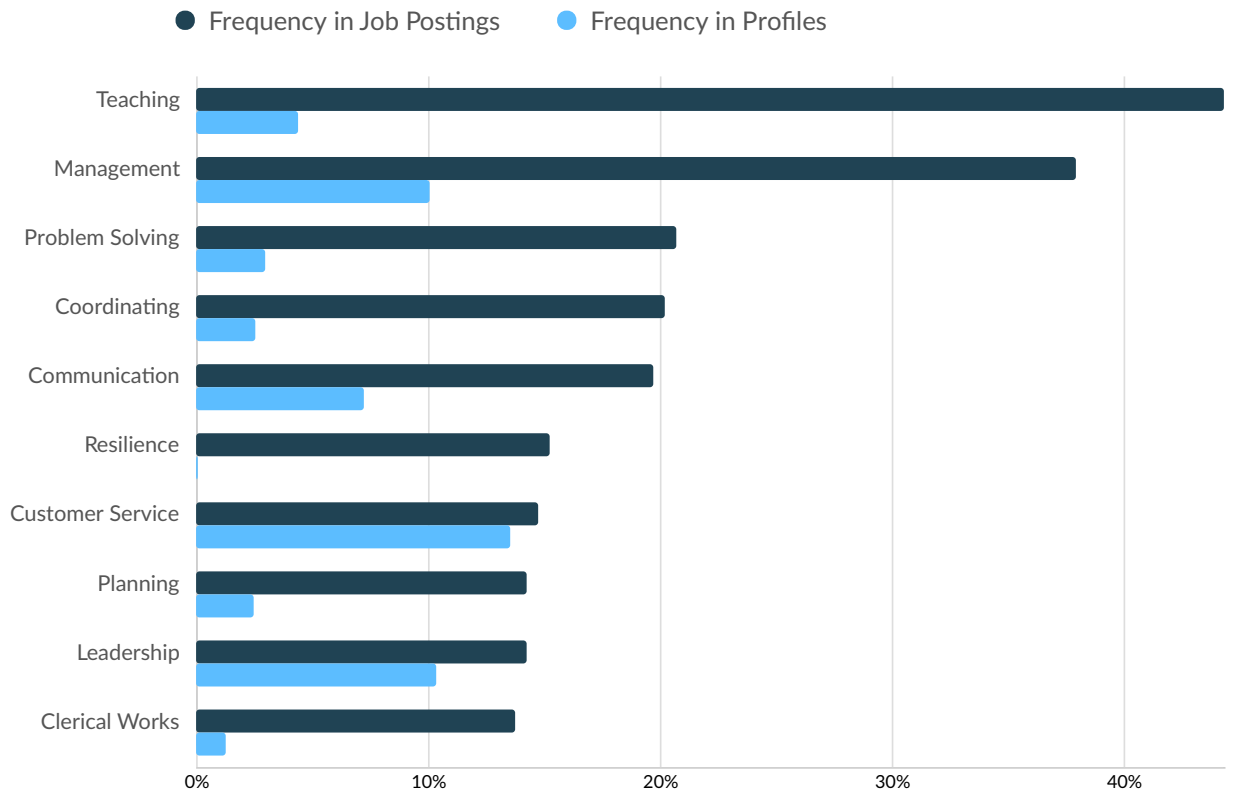
Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	146	72%	118	8%	+20.1%	Rapidly Growing
Nursing Care	91	45%	8	1%	+19.1%	Growing
Nursing Process	82	40%	3	0%	+24.2%	Rapidly Growing
Treatment Planning	67	33%	5	0%	+6.7%	Stable
Biology	67	33%	12	1%	+25.7%	Rapidly Growing
Clinical Nursing	66	33%	2	0%	+14.3%	Growing
Health Impact Assessments	66	33%	0	0%	+11.2%	Growing
Nursing Diagnosis	66	33%	0	0%	+14.5%	Growing
Nursing Assessment	65	32%	0	0%	+9.5%	Growing
Behavioral Science	61	30%	0	0%	+22.0%	Rapidly Growing
Nursing Interventions Classification	56	28%	0	0%	+18.2%	Growing
Applied Science	55	27%	0	0%	+6.6%	Stable
Direct Patient Care	53	26%	16	1%	+16.6%	Growing

Vital Signs	49	24%	50	3%	+17.2%	Growing
Medical Records	45	22%	43	3%	+12.5%	Growing
Nursing Practices	38	19%	0	0%	+19.6%	Rapidly Growing
Discharge Planning	36	18%	4	0%	+14.6%	Growing
Critical Care	36	18%	45	3%	+4.1%	Lagging
Pain Management	32	16%	6	0%	+9.5%	Growing
Patient Education And Counseling	27	13%	34	2%	+11.6%	Growing

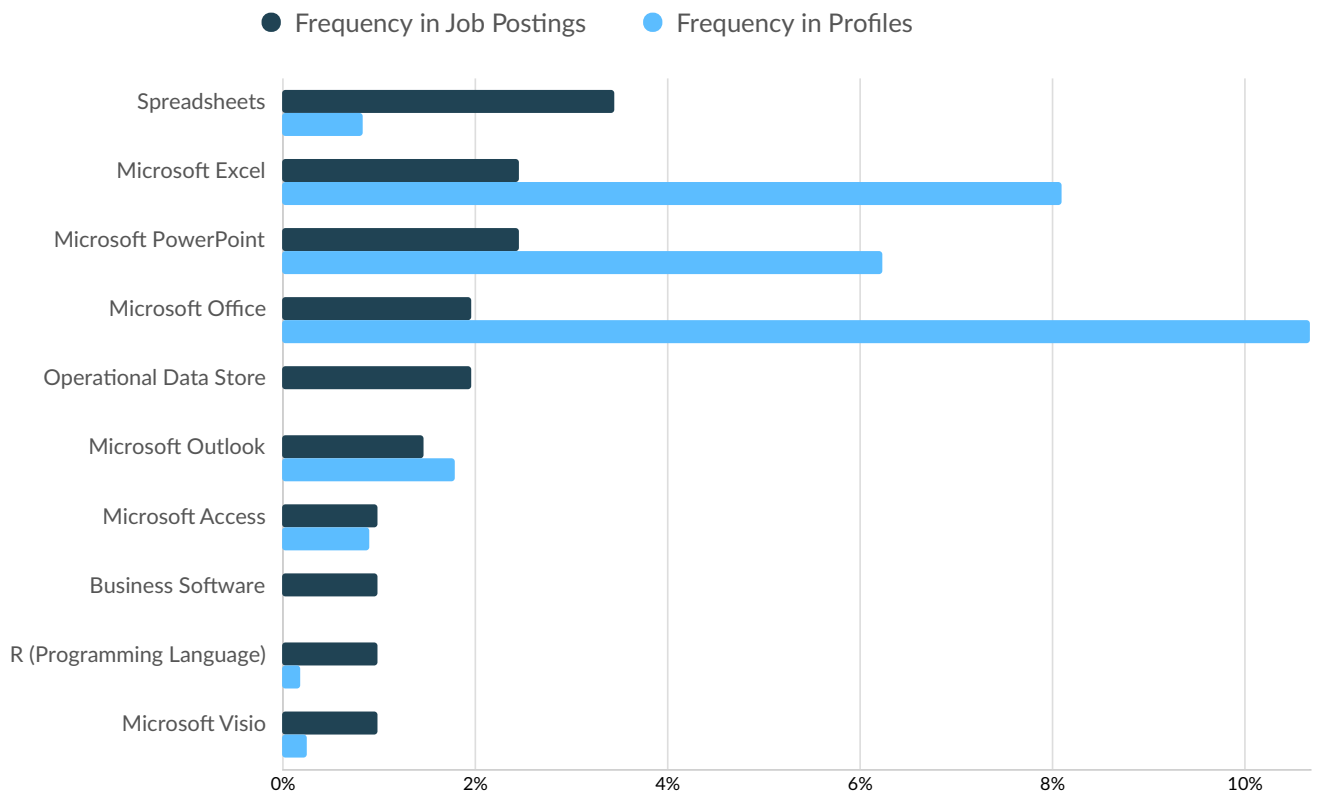
Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	90	44%	68	4%	+18.8%	Growing
Management	77	38%	157	10%	+5.3%	Stable
Problem Solving	42	21%	46	3%	+11.3%	Growing
Coordinating	41	20%	40	3%	+14.7%	Growing
Communication	40	20%	112	7%	+3.6%	Lagging
Resilience	31	15%	1	0%	+12.7%	Growing
Customer Service	30	15%	211	14%	+5.2%	Stable
Planning	29	14%	39	3%	+10.9%	Growing
Leadership	29	14%	161	10%	+8.5%	Stable
Clerical Works	28	14%	20	1%	+19.3%	Growing
Research	27	13%	192	12%	+17.2%	Growing
Scheduling	27	13%	48	3%	+16.4%	Growing
Writing	24	12%	36	2%	+11.8%	Growing

Prioritization	22	11%	5	0%	+20.5%	Rapidly Growing
Ethical Standards And Conduct	20	10%	7	0%	+18.3%	Growing
Interpersonal Communications	20	10%	13	1%	+12.5%	Growing
Innovation	18	9%	67	4%	+25.8%	Rapidly Growing
Operations	17	8%	92	6%	+8.1%	Stable
Self Evaluation	16	8%	0	0%	+2.5%	Lagging
Filing	16	8%	23	1%	+20.2%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	7	3%	13	1%	+22.2%	Rapidly Growing
Microsoft Excel	5	2%	126	8%	+17.7%	Growing
Microsoft PowerPoint	5	2%	97	6%	+26.1%	Rapidly Growing
Microsoft Office	4	2%	166	11%	+18.5%	Growing
Operational Data Store	4	2%	0	0%	+7.0%	Stable
Microsoft Outlook	3	1%	28	2%	+25.0%	Rapidly Growing
Microsoft Access	2	1%	14	1%	+3.9%	Lagging
Business Software	2	1%	0	0%	+9.5%	Growing
R (Programming Language)	2	1%	3	0%	+20.3%	Rapidly Growing
Microsoft Visio	2	1%	4	0%	+7.7%	Stable
Power BI	2	1%	4	0%	+20.4%	Rapidly Growing
SAP Applications	2	1%	19	1%	+21.6%	Rapidly Growing
TrackWise	1	0%	3	0%	+8.3%	Stable

Misys Tiger	1	0%	1	0%	+66.7%	Rapidly Growing
Oracle Demantra	1	0%	0	0%	+14.1%	Growing
BlackLine (Accounting Software)	1	0%	0	0%	+3.2%	Lagging
Low-Code Development Platform (LCDP)	1	0%	0	0%	+4.0%	Lagging
Kronos (Timekeeping Software)	1	0%	1	0%	+12.8%	Growing
Appian (Software)	1	0%	0	0%	+5.5%	Stable
C (Programming Language)	1	0%	23	1%	+10.1%	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 Q1 2025 Data Set

For Period: January 1 - 31, 2025

St. Joseph County, Michigan

Parameters

Select Timeframe: Jan 2025 - Jan 2025

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

61

Unique Postings
216 Total Postings


8

Employers Competing
311 Total Employers

40 Days

Median Posting Duration
Regional Average: 36 Days

4 : 1

Posting Intensity

Regional Average: 3 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	14	23%
High school or GED	47	77%
Associate's degree	0	0%
Bachelor's degree	0	0%
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	47	0	77%
Associate's degree	0	0	0%
Bachelor's degree	0	0	0%
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	39	64%
0 - 1 Years	3	5%
2 - 3 Years	19	31%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%








Top Companies Posting

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Border Foods	51 / 22	2 : 1 	40 days
Taco Bell	91 / 21	4 : 1 	n/a
Meijer	36 / 7	5 : 1 	40 days
Arby's	15 / 3	5 : 1 	n/a
Enviro-Clean Services	5 / 2	3 : 1 	50 days
Birch Meadows Senior Care	5 / 2	3 : 1 	n/a
Admiral Group Plc	11 / 2	6 : 1 	58 days
Dollar General	2 / 2	1 : 1 	n/a

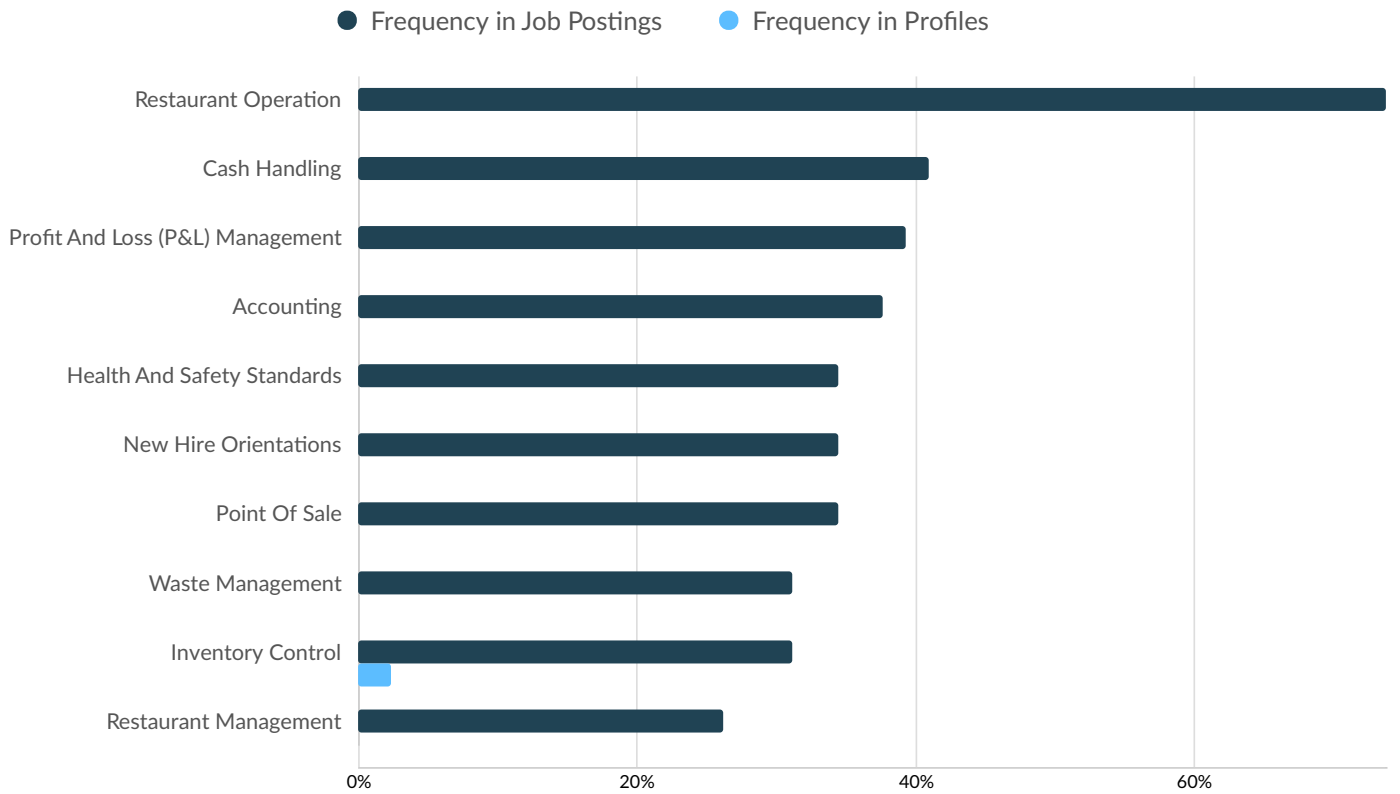
Top Posted Occupations

	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Food Service Managers	66 / 22	3 : 1 	6 days
Fast Food and Counter Workers	66 / 18	4 : 1 	40 days
Cashiers	36 / 8	5 : 1 	n/a
Retail Salespersons	30 / 5	6 : 1 	58 days
First-Line Supervisors of Retail Sales Workers	8 / 4	2 : 1 	n/a
Home Health and Personal Care Aides	5 / 2	3 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5 / 2	3 : 1 	50 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2025)	Posting Intensity	Median Posting Duration
Food Service Managers	66 / 22	3 : 1 	6 days
Fast Food and Counter Workers	66 / 18	4 : 1 	40 days
Cashiers	36 / 8	5 : 1 	n/a
Retail Salespersons	30 / 5	6 : 1 	58 days
First-Line Supervisors of Retail Sales Workers	8 / 4	2 : 1 	n/a
Personal Care Aides	5 / 2	3 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5 / 2	3 : 1 	50 days

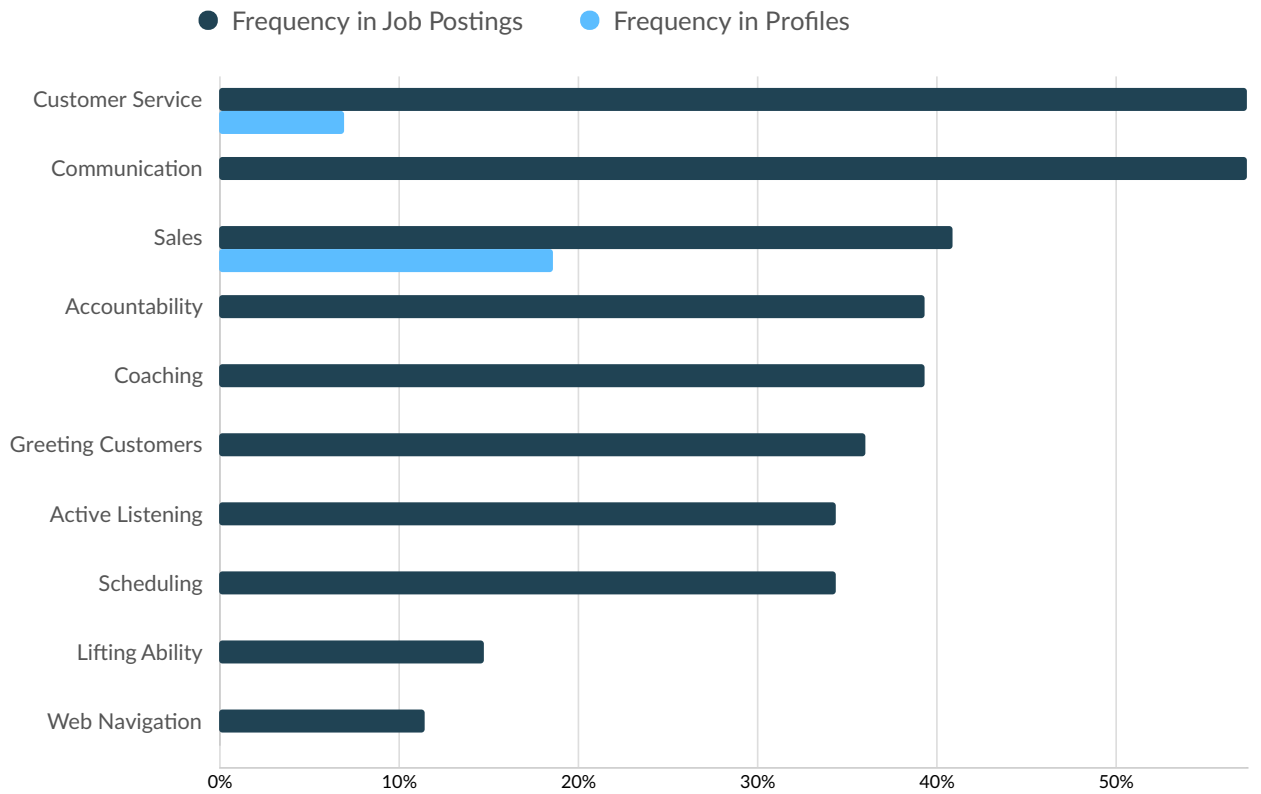
Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	45	74%	0	0%	+28.0%	Rapidly Growing
Cash Handling	25	41%	0	0%	+8.9%	Growing
Profit And Loss (P&L) Management	24	39%	0	0%	+18.3%	Growing
Accounting	23	38%	0	0%	+24.0%	Rapidly Growing
Health And Safety Standards	21	34%	0	0%	+19.0%	Growing
New Hire Orientations	21	34%	0	0%	+12.1%	Growing
Point Of Sale	21	34%	0	0%	+13.3%	Growing
Waste Management	19	31%	0	0%	+11.7%	Growing
Inventory Control	19	31%	1	2%	+11.6%	Growing
Restaurant Management	16	26%	0	0%	+12.3%	Growing
Marketing	9	15%	0	0%	+23.0%	Rapidly Growing
Merchandising	6	10%	1	2%	+15.0%	Growing
Product Knowledge	4	7%	0	0%	+17.6%	Growing

Food Services	4	7%	2	5%	+16.4%	Growing
Labor Law	4	7%	0	0%	+8.9%	Growing
Process Driven Development	4	7%	0	0%	+6.5%	Stable
Cash Register	3	5%	0	0%	+21.4%	Rapidly Growing
Housekeeping	3	5%	0	0%	+13.3%	Growing
Mopping	3	5%	0	0%	+16.9%	Growing
Food Safety And Sanitation	3	5%	0	0%	+11.7%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	35	57%	3	7%	+5.2%	Stable
Communication	35	57%	0	0%	+3.6%	Lagging
Sales	25	41%	8	19%	+7.8%	Stable
Accountability	24	39%	0	0%	+18.7%	Growing
Coaching	24	39%	0	0%	+16.4%	Growing
Greeting Customers	22	36%	0	0%	+4.6%	Stable
Active Listening	21	34%	0	0%	+10.0%	Growing
Scheduling	21	34%	0	0%	+16.4%	Growing
Lifting Ability	9	15%	0	0%	+10.6%	Growing
Web Navigation	7	11%	0	0%	+10.2%	Growing
Detail Oriented	7	11%	0	0%	+7.1%	Stable
Rapport Building	5	8%	0	0%	+10.4%	Growing
Willingness To Learn	5	8%	0	0%	+12.0%	Growing

Management	5	8%	0	0%	+5.3%	Stable
Leadership	5	8%	0	0%	+8.5%	Stable
Problem Solving	5	8%	0	0%	+11.3%	Growing
Operations	5	8%	0	0%	+8.1%	Stable
Body Language	4	7%	0	0%	+21.9%	Rapidly Growing
Eye Contact	4	7%	0	0%	+7.2%	Stable
Troubleshooting (Problem Solving)	4	7%	0	0%	+19.0%	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.