



Job Posting Analytics

Lightcast Q2 2024 Data Set

For Period: May 1 - 31, 2024

Berrien, Branch, Calhoun, Cass,
Kalamazoo, Saint Joseph, and
Van Buren Counties, Michigan

Parameters

Select Timeframe: May 2024 - May 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

158

Unique Postings
530 Total Postings

9

Employers Competing
2,845 Total Employers

21 Days

Median Posting Duration
Regional Average: 19 Days

3 : 1

Posting Intensity



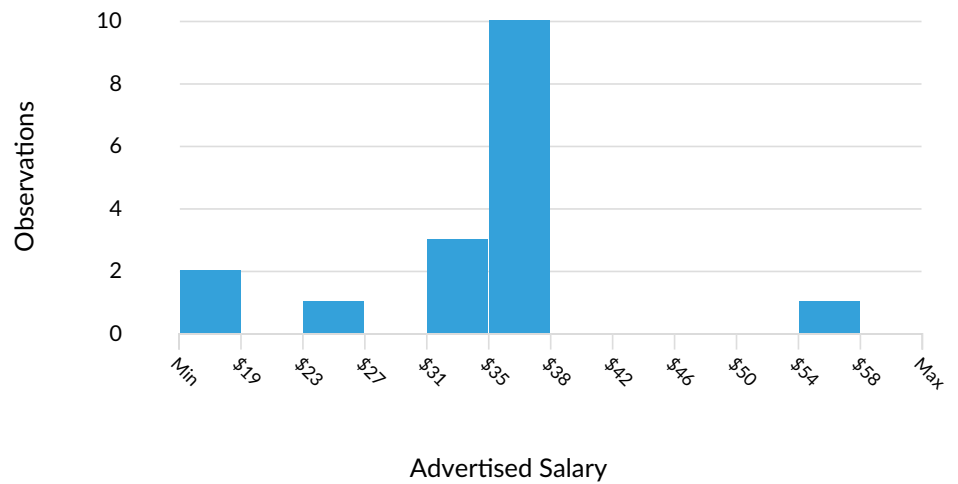
Regional Average: 2 : 1

Advertised Salary

There are 17 advertised salary observations (11% of the 158 matching postings).

\$37.60/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	20	13%
High school or GED	108	68%
Associate degree	34	22%
Bachelor's degree	16	10%
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	108	0	68%
Associate degree	20	14	13%
Bachelor's degree	8	7	5%
Master's degree	2	1	1%
Ph.D. or professional degree	0	0	0%








Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	112	71%
0 - 1 Years	40	25%
2 - 3 Years	6	4%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%








Top Companies Posting

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Border Foods	205 / 39	5 : 1 	n/a
Bronson Healthcare	71 / 36	2 : 1 	n/a
Oaklawn Hospital	38 / 25	2 : 1 	n/a
Fast Pace Health	84 / 24	4 : 1 	n/a
Corewell Health	72 / 15	5 : 1 	8 days
Ascension	40 / 11	4 : 1 	10 days
Meijer	13 / 5	3 : 1 	24 days
Stryker	5 / 2	3 : 1 	n/a
Walmart	2 / 1	2 : 1 	n/a

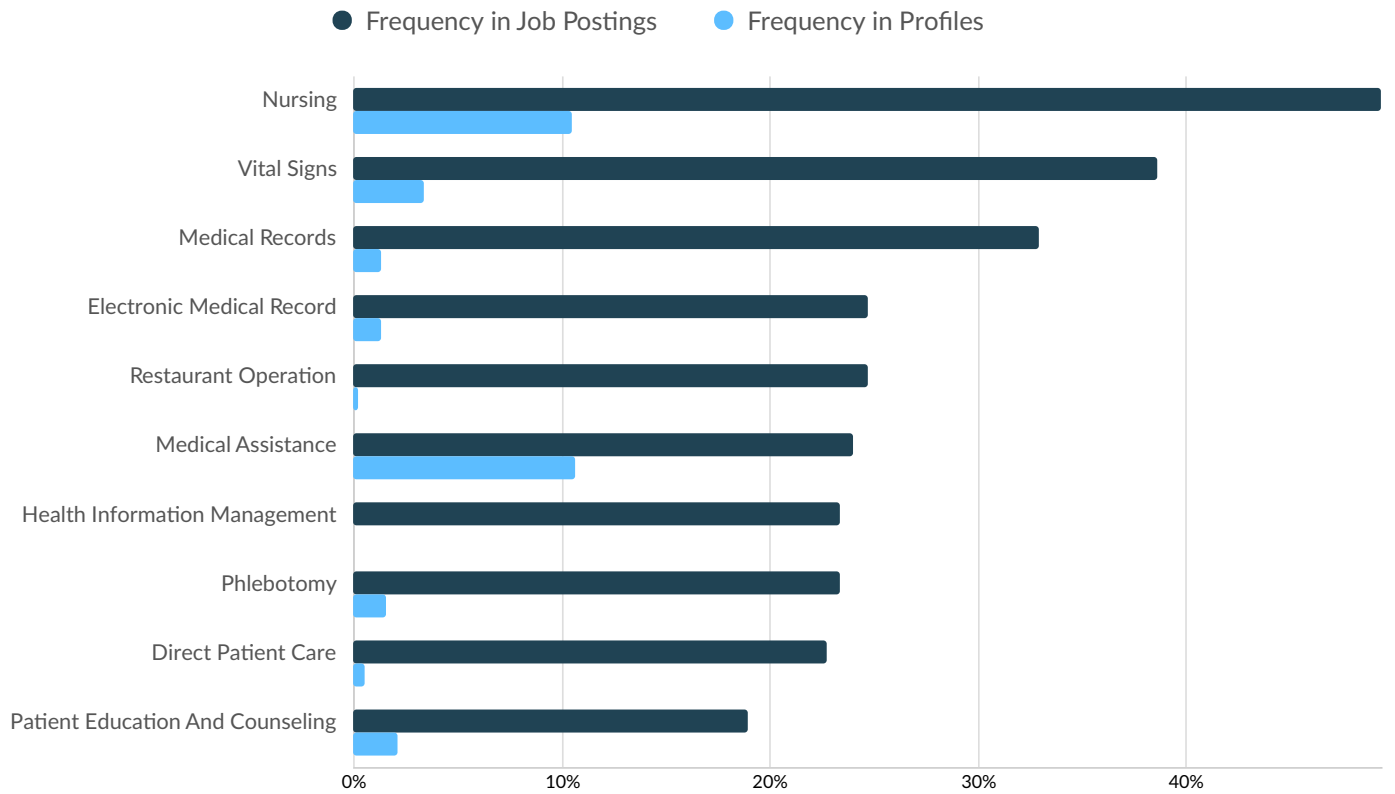
Top Posted Occupations

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Medical Assistants	86 / 39	2 : 1 	8 days
Registered Nurses	71 / 30	2 : 1 	10 days
Cashiers	128 / 26	5 : 1 	24 days
Radiologic Technologists and Technicians	84 / 24	4 : 1 	n/a
Cooks, Restaurant	92 / 19	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	68 / 19	4 : 1 	21 days
Nursing Assistants	1 / 1	1 : 1 	n/a

Top Posted Occupations

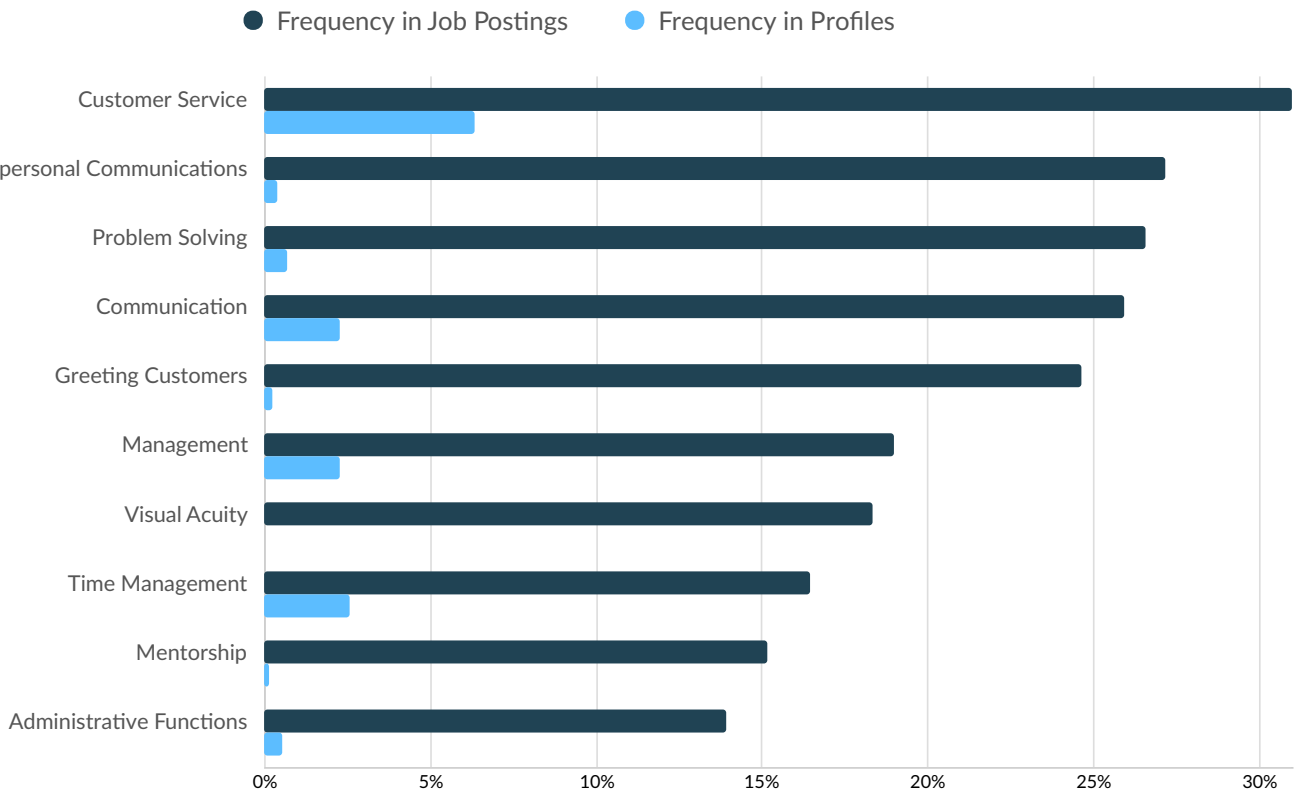
Occupation (O*NET)	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Medical Assistants	86 / 39	2 : 1 	8 days
Registered Nurses	71 / 30	2 : 1 	10 days
Cashiers	128 / 26	5 : 1 	24 days
Radiologic Technologists and Technicians	84 / 24	4 : 1 	n/a
Cooks, Restaurant	92 / 19	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	68 / 19	4 : 1 	21 days
Nursing Assistants	1 / 1	1 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	78	49%	78	11%	+20.1%	Rapidly Growing
Vital Signs	61	39%	25	3%	+17.2%	Growing
Medical Records	52	33%	10	1%	+12.5%	Growing
Electronic Medical Record	39	25%	10	1%	+12.1%	Growing
Restaurant Operation	39	25%	2	0%	+28.0%	Rapidly Growing
Medical Assistance	38	24%	79	11%	+11.9%	Growing
Health Information Management	37	23%	0	0%	+7.5%	Stable
Phlebotomy	37	23%	12	2%	+12.7%	Growing
Direct Patient Care	36	23%	4	1%	+16.6%	Growing
Patient Education And Counseling	30	19%	16	2%	+11.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	49	31%	47	6%	+5.2%	Stable
Interpersonal Communications	43	27%	3	0%	+12.5%	Growing
Problem Solving	42	27%	5	1%	+11.3%	Growing
Communication	41	26%	17	2%	+3.6%	Lagging
Greeting Customers	39	25%	2	0%	+4.6%	Stable
Management	30	19%	17	2%	+5.3%	Stable
Visual Acuity	29	18%	0	0%	+18.9%	Growing
Time Management	26	16%	19	3%	+14.5%	Growing
Mentorship	24	15%	1	0%	+16.5%	Growing
Administrative Functions	22	14%	4	1%	+13.6%	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 Q2 2024 Data Set

For Period: May 1 - 31, 2024

Branch, Calhoun,
Kalamazoo, and St. Joseph, Counties,
Michigan

Parameters

Select Timeframe: May 2024 - May 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

433

Unique Postings
1,235 Total Postings

8

Employers Competing
2,344 Total Employers

18 Days

Median Posting Duration
Regional Average: 19 Days

3 : 1

Posting Intensity



Regional Average: 2 : 1

Advertised Salary

There are 78 advertised salary observations (18% of the 433 matching postings).

\$33.42/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	94	22%
High school or GED	199	46%
Associate degree	148	34%
Bachelor's degree	102	24%
Master's degree	26	6%
Ph.D. or professional degree	1	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	199	0	46%
Associate degree	84	62	19%
Bachelor's degree	48	48	11%
Master's degree	8	18	2%
Ph.D. or professional degree	0	1	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	298	69%
0 - 1 Years	45	10%
2 - 3 Years	87	20%
4 - 6 Years	2	0%
7 - 9 Years	0	0%
10+ Years	1	0%







Top Companies Posting

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	221 / 142	2 : 1	18 days
Border Foods	504 / 89	6 : 1	n/a
Ascension	335 / 80	4 : 1	10 days
Oaklawn Hospital	91 / 72	1 : 1	22 days
Meijer	40 / 25	2 : 1	27 days
Walmart	20 / 13	2 : 1	5 days
Stryker	22 / 11	2 : 1	n/a
Corewell Health	2 / 1	2 : 1	n/a

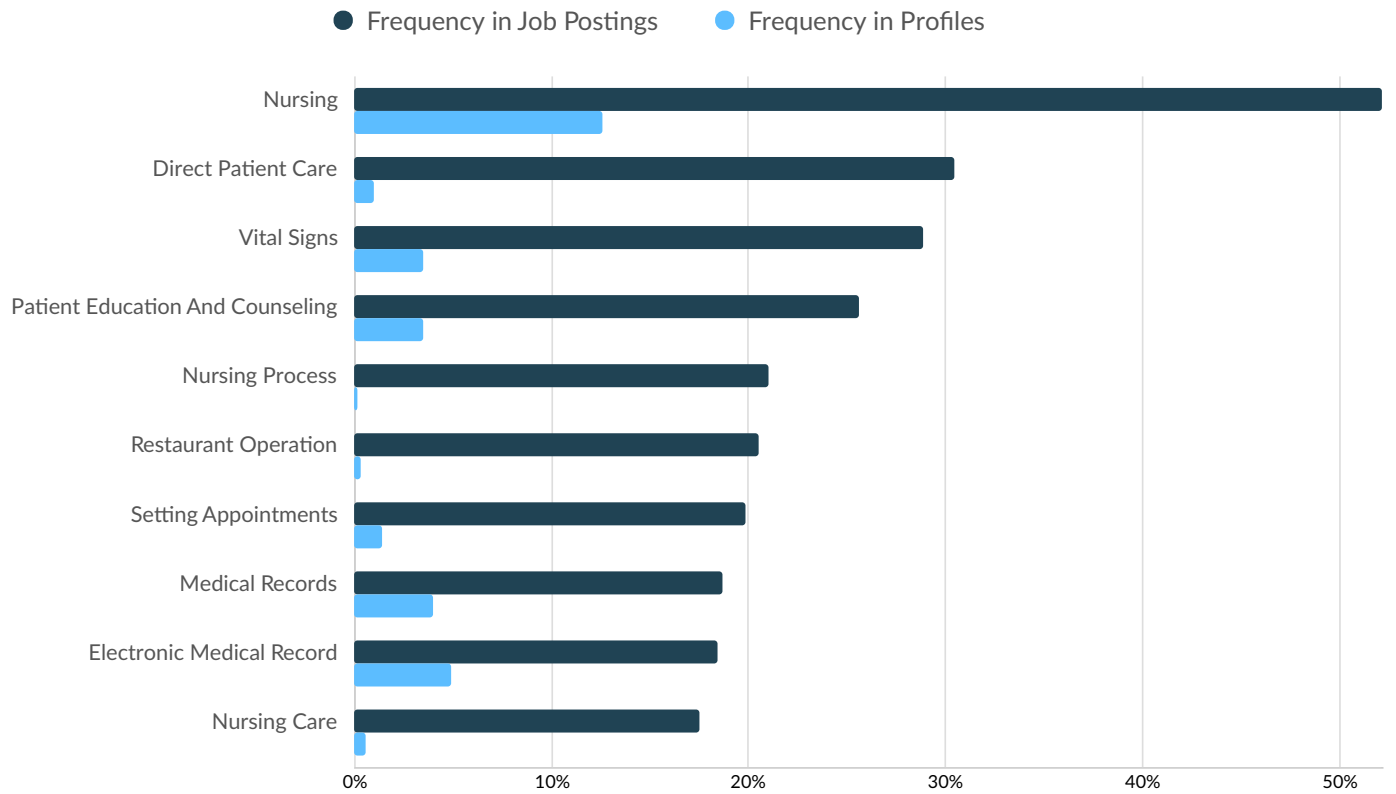
Top Posted Occupations

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	388 / 150	3 : 1	13 days
Medical Assistants	136 / 73	2 : 1	21 days
Fast Food and Counter Workers	222 / 49	5 : 1	27 days
Food Service Managers	208 / 40	5 : 1	n/a
Cashiers	133 / 38	4 : 1	22 days
Health Technologists and Technicians, All Other	28 / 21	1 : 1	17 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	31 / 20	2 : 1	5 days
Nursing Assistants	50 / 18	3 : 1	8 days
Medical and Health Services Managers	17 / 12	1 : 1	n/a
Licensed Practical and Licensed Vocational Nurses	22 / 12	2 : 1	30 days

Top Posted Occupations

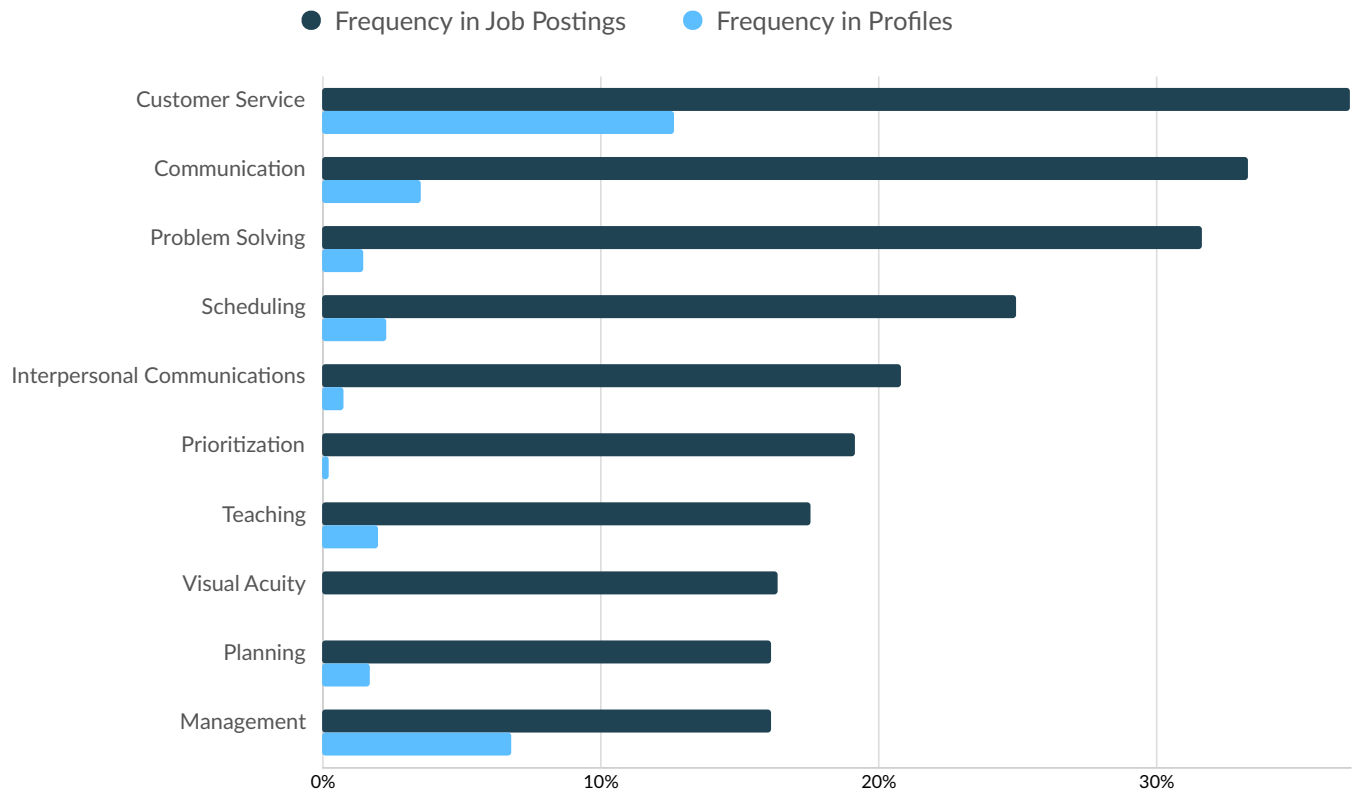
Occupation (O*NET)	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	307 / 136	2 : 1 	10 days
Medical Assistants	136 / 73	2 : 1 	21 days
Fast Food and Counter Workers	222 / 49	5 : 1 	27 days
Food Service Managers	208 / 40	5 : 1 	n/a
Cashiers	133 / 38	4 : 1 	22 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	31 / 20	2 : 1 	5 days
Nursing Assistants	50 / 18	3 : 1 	8 days
Patient Representatives	18 / 14	1 : 1 	17 days
Critical Care Nurses	78 / 13	6 : 1 	18 days
Medical and Health Services Managers	17 / 12	1 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	226	52%	182	13%	+20.1%	Rapidly Growing
Direct Patient Care	132	30%	14	1%	+16.6%	Growing
Vital Signs	125	29%	51	4%	+17.2%	Growing
Patient Education And Counseling	111	26%	51	4%	+11.6%	Growing
Nursing Process	91	21%	3	0%	+24.2%	Rapidly Growing
Restaurant Operation	89	21%	5	0%	+28.0%	Rapidly Growing
Setting Appointments	86	20%	20	1%	+10.9%	Growing
Medical Records	81	19%	58	4%	+12.5%	Growing
Electronic Medical Record	80	18%	71	5%	+12.1%	Growing
Nursing Care	76	18%	9	1%	+19.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	160	37%	182	13%	+5.2%	Stable
Communication	144	33%	51	4%	+3.6%	Lagging
Problem Solving	137	32%	21	1%	+11.3%	Growing
Scheduling	108	25%	33	2%	+16.4%	Growing
Interpersonal Communications	90	21%	11	1%	+12.5%	Growing
Prioritization	83	19%	3	0%	+20.5%	Rapidly Growing
Teaching	76	18%	29	2%	+18.8%	Growing
Visual Acuity	71	16%	0	0%	+18.9%	Growing
Planning	70	16%	25	2%	+10.9%	Growing
Management	70	16%	98	7%	+5.3%	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 Q2 2024 Data Set

For Period: May 1 - 31, 2024

Branch County, Michigan

Michigan

Parameters

Select Timeframe: May 2024 - May 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

40

Unique Postings
96 Total Postings


5

Employers Competing
111 Total Employers

N/A

Median Posting Duration
Regional Average: 17 Days

2 : 1

Posting Intensity

Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	6	15%
High school or GED	24	60%
Associate degree	5	13%
Bachelor's degree	10	25%
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	24	0	60%
Associate degree	5	0	13%
Bachelor's degree	5	5	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	20	50%
0 - 1 Years	10	25%
2 - 3 Years	10	25%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%









Top Companies Posting

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
ProMedica	43 / 13	3 : 1	n/a
Border Foods	29 / 12	2 : 1	n/a
Walmart	12 / 6	2 : 1	n/a
Dollar General	6 / 6	1 : 1	n/a
Bob Evans Restaurants	6 / 3	2 : 1	n/a

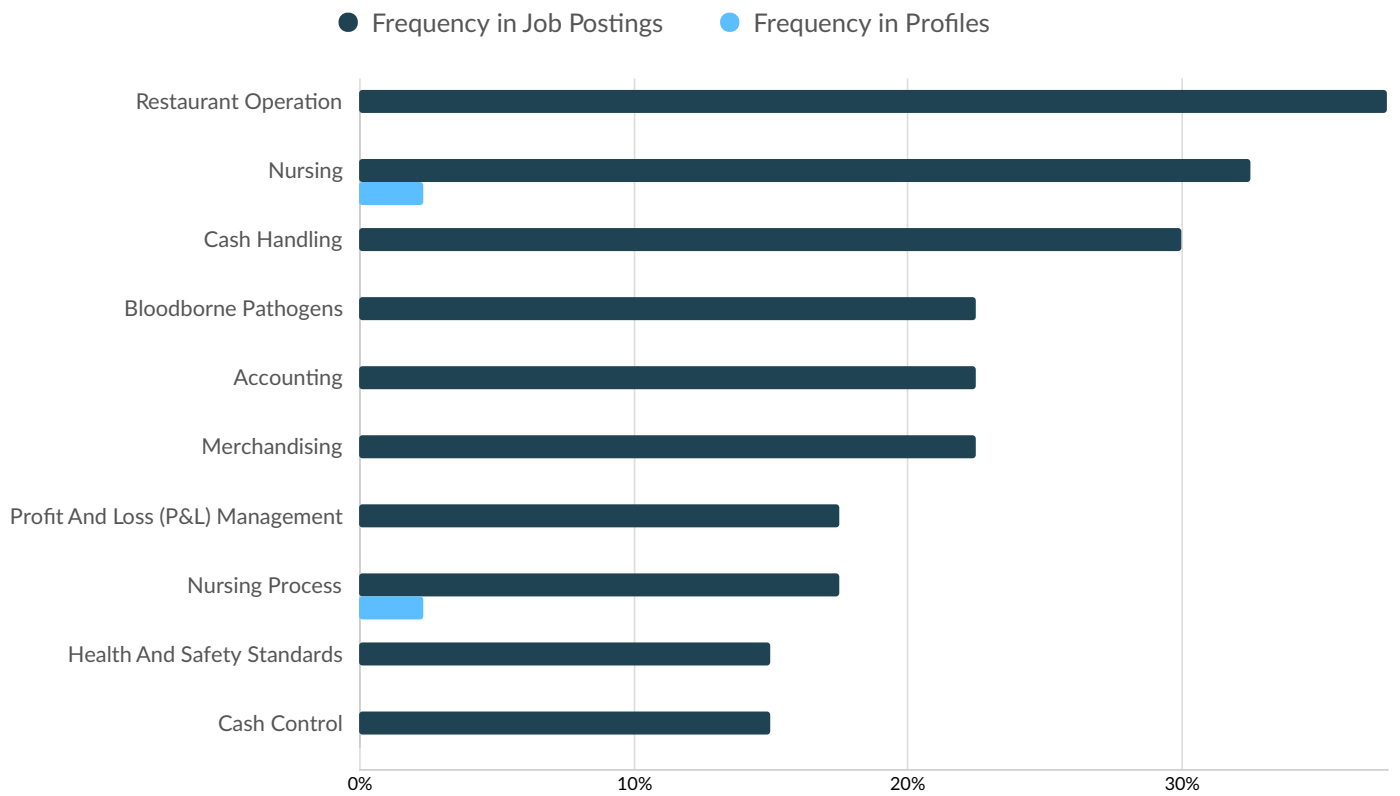
Top Posted Occupations

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	19 / 12	2 : 1 	n/a
Registered Nurses	37 / 11	3 : 1 	n/a
Food Service Managers	12 / 6	2 : 1 	n/a
Fast Food and Counter Workers	11 / 4	3 : 1 	n/a
Cashiers	9 / 3	3 : 1 	n/a
Health Technologists and Technicians, All Other	6 / 2	3 : 1 	n/a
Retail Salespersons	2 / 2	1 : 1 	n/a

Top Posted Occupations

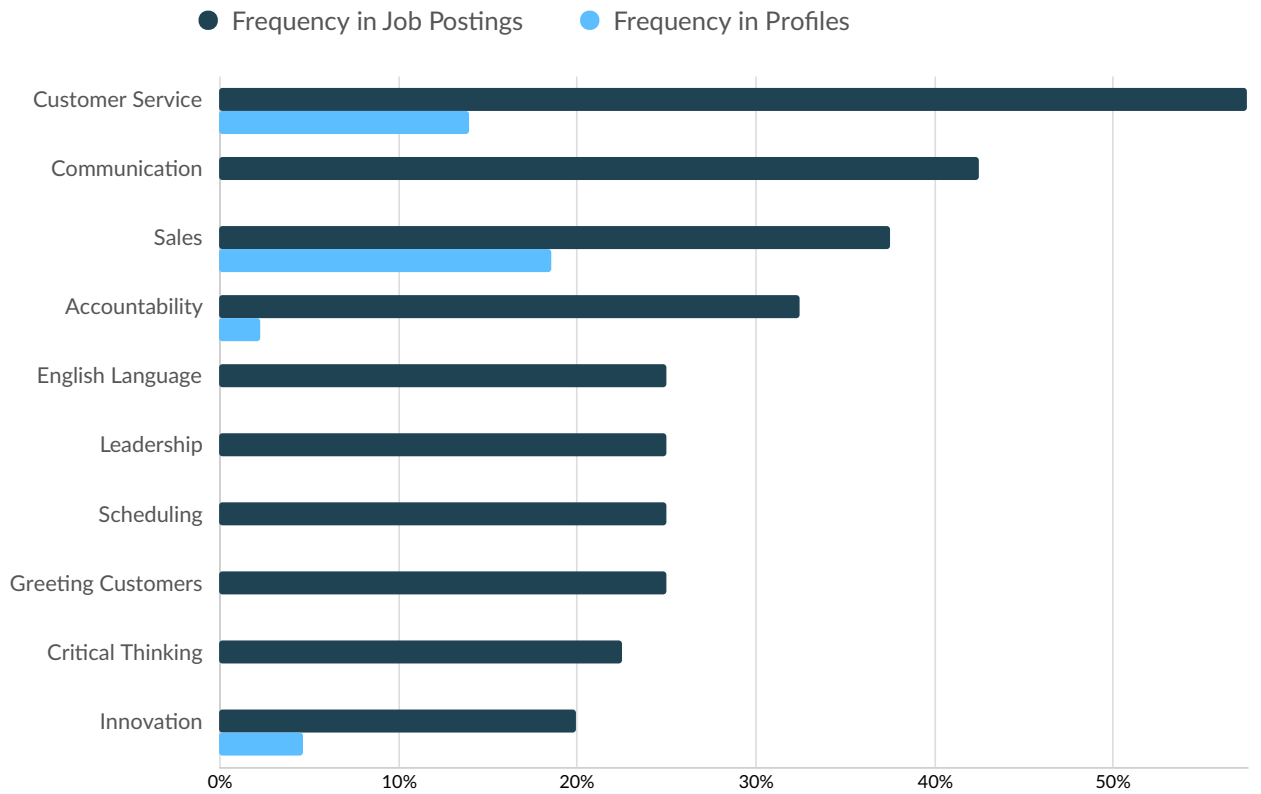
Occupation (O*NET)	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	19 / 12	2 : 1 	n/a
Registered Nurses	29 / 9	3 : 1 	n/a
Food Service Managers	12 / 6	2 : 1 	n/a
Fast Food and Counter Workers	11 / 4	3 : 1 	n/a
Cashiers	9 / 3	3 : 1 	n/a
Critical Care Nurses	8 / 2	4 : 1 	n/a
Health Technologists and Technicians, All Other	6 / 2	3 : 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
Restaurant Operation	15	38%	0	0%	+28.0%	Rapidly Growing
Nursing	13	33%	1	2%	+20.1%	Rapidly Growing
Cash Handling	12	30%	0	0%	+8.9%	Growing
Bloodborne Pathogens	9	23%	0	0%	+12.9%	Growing
Accounting	9	23%	0	0%	+24.0%	Rapidly Growing
Merchandising	9	23%	0	0%	+15.0%	Growing
Profit And Loss (P&L) Management	7	18%	0	0%	+18.3%	Growing
Nursing Process	7	18%	1	2%	+24.2%	Rapidly Growing
Health And Safety Standards	6	15%	0	0%	+19.0%	Growing
Cash Control	6	15%	0	0%	+25.1%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	23	58%	6	14%	+5.2%	Stable
Communication	17	43%	0	0%	+3.6%	Lagging
Sales	15	38%	8	19%	+7.8%	Stable
Accountability	13	33%	1	2%	+18.7%	Growing
English Language	10	25%	0	0%	+15.3%	Growing
Leadership	10	25%	0	0%	+8.5%	Stable
Scheduling	10	25%	0	0%	+16.4%	Growing
Greeting Customers	10	25%	0	0%	+4.6%	Stable
Critical Thinking	9	23%	0	0%	+23.4%	Rapidly Growing
Innovation	8	20%	2	5%	+25.8%	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 Q2 2024 Data Set

For Period: May 1 - 31, 2024

Calhoun County, Michigan

Parameters

Select Timeframe: May 2024 - May 2024

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

190

Unique Postings
512 Total Postings

10

Employers Competing
726 Total Employers

22 Days

Median Posting Duration
Regional Average: 19 Days

3 : 1

Posting Intensity



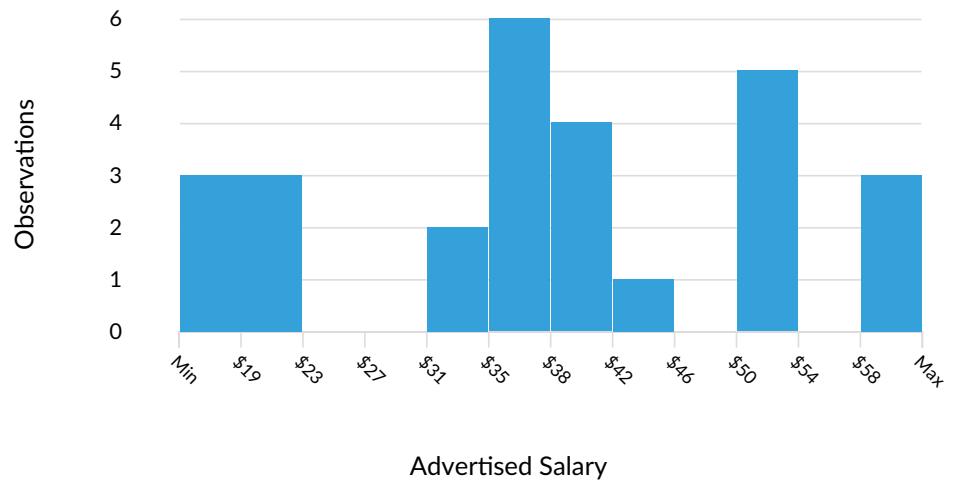
Regional Average: 2 : 1

Advertised Salary

There are 27 advertised salary observations (14% of the 190 matching postings).

\$37.60/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	60	32%
High school or GED	86	45%
Associate degree	45	24%
Bachelor's degree	27	14%
Master's degree	5	3%
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	86	0	45%
Associate degree	37	8	19%
Bachelor's degree	7	18	4%
Master's degree	0	5	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	127	67%
0 - 1 Years	24	13%
2 - 3 Years	36	19%
4 - 6 Years	3	2%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	66 / 51	1 : 1	22 days
Bronson Healthcare	84 / 50	2 : 1	n/a
Border Foods	180 / 30	6 : 1	n/a
Dollar General	33 / 16	2 : 1	n/a
Taco Bell	39 / 12	3 : 1	n/a
Select Medical	36 / 11	3 : 1	6 days
Clean Team	49 / 7	7 : 1	30 days
Elara Caring	11 / 6	2 : 1	12 days
Hogan	9 / 4	2 : 1	55 days
Subway	5 / 3	2 : 1	10 days

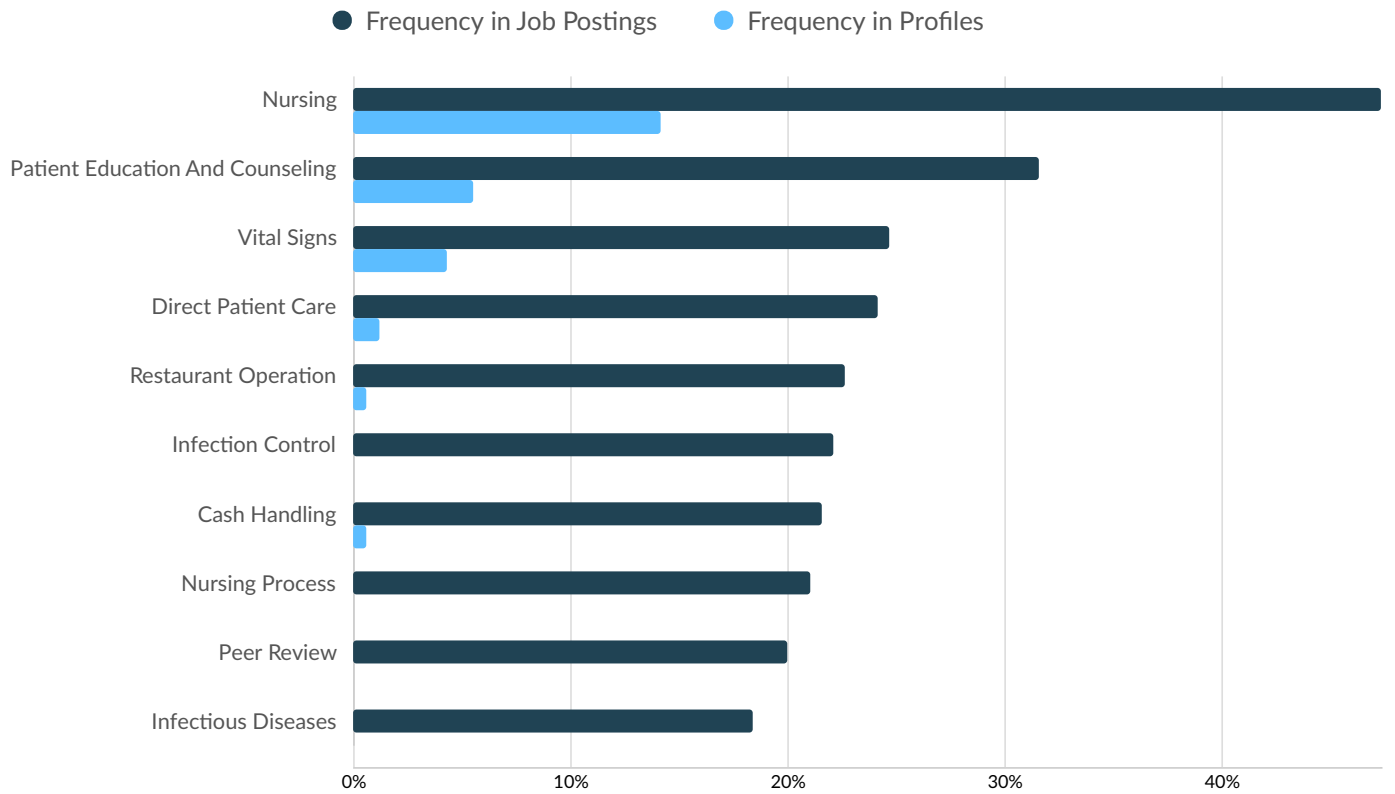
Top Posted Occupations

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	123 / 74	2 : 1	19 days
Medical Assistants	41 / 25	2 : 1	n/a
Food Service Managers	122 / 22	6 : 1	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	78 / 22	4 : 1	30 days
Fast Food and Counter Workers	92 / 20	5 : 1	10 days
First-Line Supervisors of Retail Sales Workers	33 / 16	2 : 1	n/a
Retail Salespersons	12 / 5	2 : 1	n/a
Heavy and Tractor-Trailer Truck Drivers	9 / 4	2 : 1	55 days
Home Health and Personal Care Aides	2 / 2	1 : 1	n/a

Top Posted Occupations

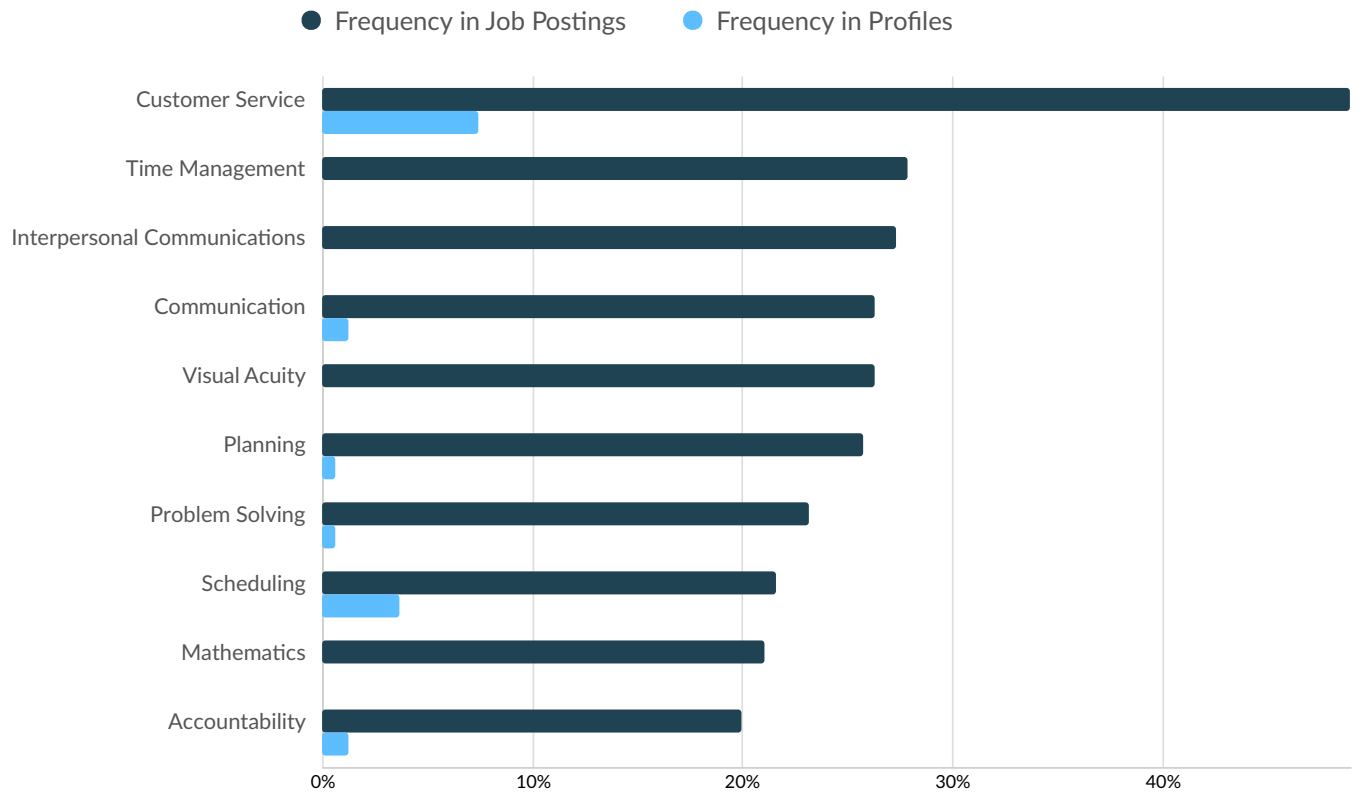
Occupation (O*NET)	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	120 / 72	2 : 1 	19 days
Medical Assistants	41 / 25	2 : 1 	n/a
Food Service Managers	122 / 22	6 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	78 / 22	4 : 1 	30 days
Fast Food and Counter Workers	92 / 20	5 : 1 	10 days
First-Line Supervisors of Retail Sales Workers	33 / 16	2 : 1 	n/a
Retail Salespersons	12 / 5	2 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	9 / 4	2 : 1 	55 days
Critical Care Nurses	3 / 2	2 : 1 	n/a
Home Health Aides	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	90	47%	23	14%	+20.1%	Rapidly Growing
Patient Education And Counseling	60	32%	9	6%	+11.6%	Growing
Vital Signs	47	25%	7	4%	+17.2%	Growing
Direct Patient Care	46	24%	2	1%	+16.6%	Growing
Restaurant Operation	43	23%	1	1%	+28.0%	Rapidly Growing
Infection Control	42	22%	0	0%	+17.1%	Growing
Cash Handling	41	22%	1	1%	+8.9%	Growing
Nursing Process	40	21%	0	0%	+24.2%	Rapidly Growing
Peer Review	38	20%	0	0%	+18.4%	Growing
Infectious Diseases	35	18%	0	0%	+9.2%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	93	49%	12	7%	+5.2%	Stable
Time Management	53	28%	0	0%	+14.5%	Growing
Interpersonal Communications	52	27%	0	0%	+12.5%	Growing
Communication	50	26%	2	1%	+3.6%	Lagging
Visual Acuity	50	26%	0	0%	+18.9%	Growing
Planning	49	26%	1	1%	+10.9%	Growing
Problem Solving	44	23%	1	1%	+11.3%	Growing
Scheduling	41	22%	6	4%	+16.4%	Growing
Mathematics	40	21%	0	0%	+20.2%	Rapidly Growing
Accountability	38	20%	2	1%	+18.7%	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 Q2 2024 Data Set

For Period: May 1 - 31, 2024

Kalamazoo County, Michigan

Parameters

Select Timeframe: May 2024 - May 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

239

Unique Postings
719 Total Postings

8

Employers Competing
1,664 Total Employers

10 Days

Median Posting Duration
Regional Average: 18 Days

3 : 1

Posting Intensity



Regional Average: 2 : 1

Advertised Salary

There are 79 advertised salary observations (33% of the 239 matching postings).

\$37.60/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	32	13%
High school or GED	80	33%
Associate degree	77	32%
Bachelor's degree	123	51%
Master's degree	39	16%
Ph.D. or professional degree	2	1%









Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	80	0	33%
Associate degree	40	36	17%
Bachelor's degree	80	40	33%
Master's degree	7	31	3%
Ph.D. or professional degree	0	2	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	133	56%
0 - 1 Years	18	8%
2 - 3 Years	36	15%
4 - 6 Years	33	14%
7 - 9 Years	16	7%
10+ Years	3	1%











Top Companies Posting

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	137 / 82	2 : 1 	18 days
Ascension	334 / 79	4 : 1 	10 days
Capital One	168 / 44	4 : 1 	8 days
Stryker	39 / 20	2 : 1 	6 days
Western Michigan University	24 / 7	3 : 1 	17 days
Kalamazoo County Government	5 / 4	1 : 1 	n/a
Pfizer	10 / 2	5 : 1 	n/a
Corewell Health	2 / 1	2 : 1 	n/a











Top Posted Occupations

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	311 / 93	3 : 1 	8 days
Medical Assistants	95 / 48	2 : 1 	21 days
Software Developers	153 / 45	3 : 1 	8 days
Nursing Assistants	42 / 12	4 : 1 	8 days
Computer Occupations, All Other	27 / 10	3 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	32 / 10	3 : 1 	5 days
Managers, All Other	23 / 8	3 : 1 	17 days
Health Technologists and Technicians, All Other	13 / 7	2 : 1 	17 days
Licensed Practical and Licensed Vocational Nurses	13 / 4	3 : 1 	30 days
Industrial Engineering Technologists and Technicians	10 / 2	5 : 1 	n/a

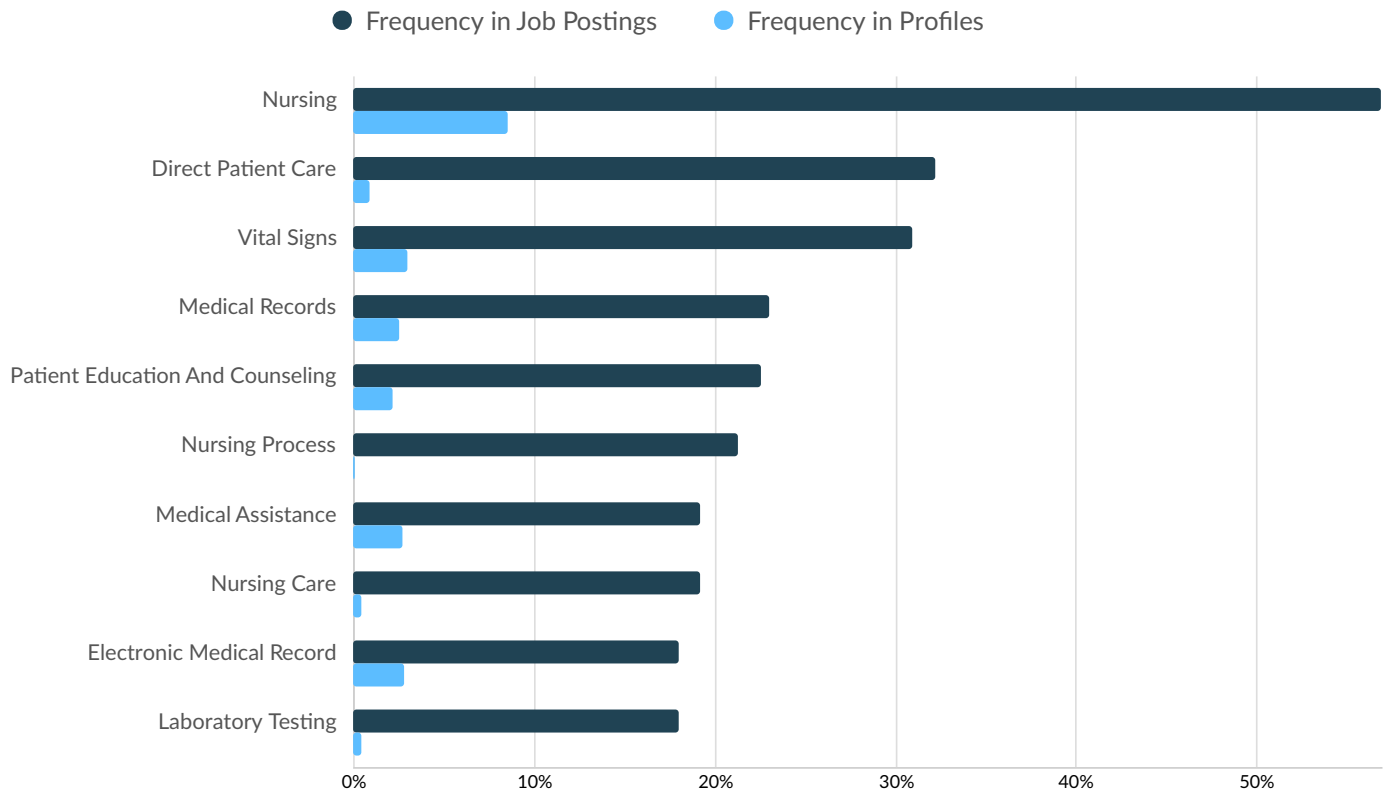
Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	233 / 81	3 : 1 	6 days
Medical Assistants	95 / 48	2 : 1 	21 days
Software Developers	153 / 45	3 : 1 	8 days
Nursing Assistants	42 / 12	4 : 1 	8 days
Critical Care Nurses	75 / 11	7 : 1 	18 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	32 / 10	3 : 1 	5 days
Managers, All Other	19 / 6	3 : 1 	17 days
Licensed Practical and Licensed Vocational Nurses	13 / 4	3 : 1 	30 days
Health Technologists and Technicians, All Other	7 / 4	2 : 1 	n/a
Information Security Engineers	12 / 3	4 : 1 	n/a

Top Posted Job Titles

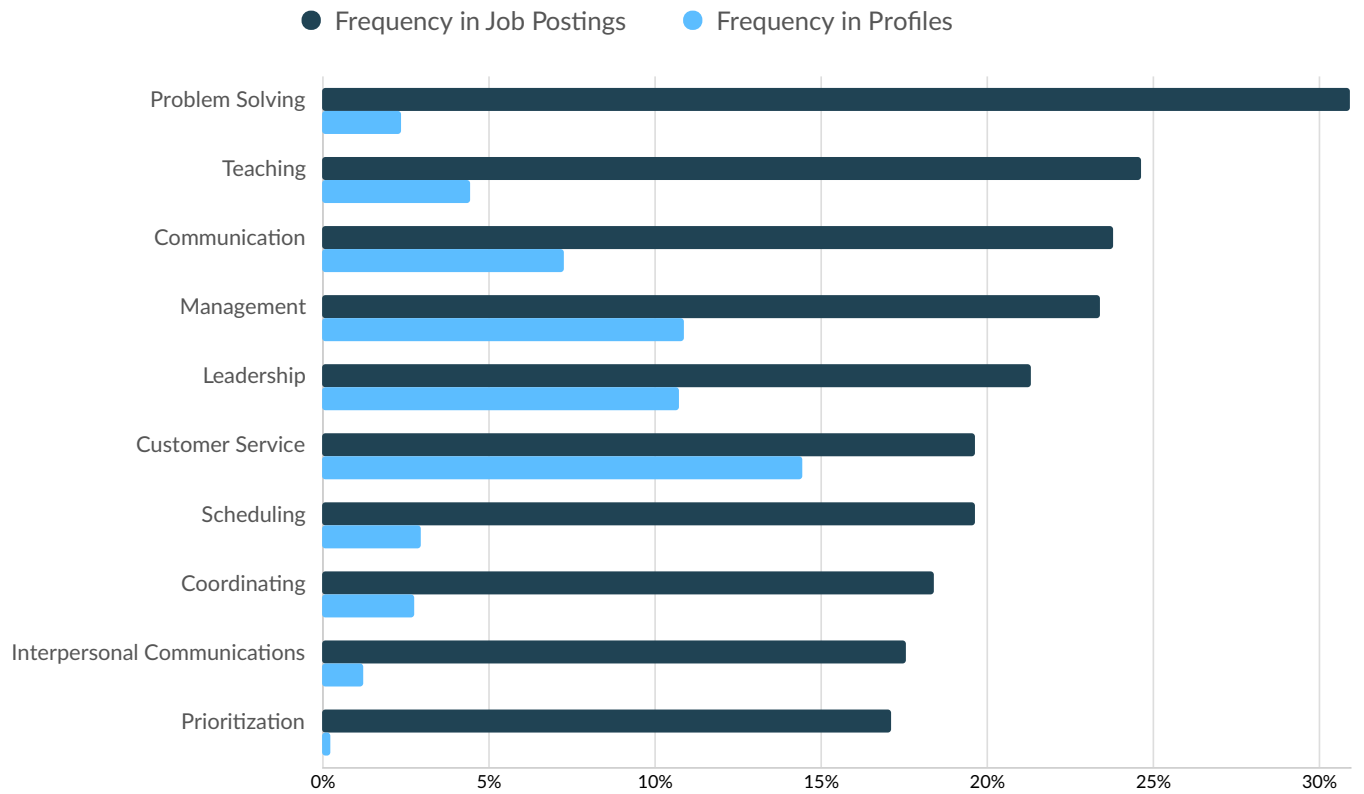
	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Full Stack Java Software Engineers	27 / 9	3 : 1 	8 days
Full Stack Software Engineers	41 / 8	5 : 1 	n/a
Registered Nurses	25 / 8	3 : 1 	5 days
Gastroenterology Registered Nurses	15 / 5	3 : 1 	51 days
Administrative Assistants	20 / 5	4 : 1 	5 days
Primary Care Medical Assistants	13 / 4	3 : 1 	n/a
Emergency Department Registered Nurses	10 / 4	3 : 1 	n/a
Python Software Engineers	13 / 4	3 : 1 	n/a
Full Stack Python Engineers	12 / 4	3 : 1 	n/a
Progressive Care Registered Nurses	30 / 4	8 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	136	57%	132	9%	+20.1%	Rapidly Growing
Direct Patient Care	77	32%	14	1%	+16.6%	Growing
Vital Signs	74	31%	47	3%	+17.2%	Growing
Medical Records	55	23%	39	3%	+12.5%	Growing
Patient Education And Counseling	54	23%	33	2%	+11.6%	Growing
Nursing Process	51	21%	2	0%	+24.2%	Rapidly Growing
Medical Assistance	46	19%	42	3%	+11.9%	Growing
Nursing Care	46	19%	7	0%	+19.1%	Growing
Electronic Medical Record	43	18%	44	3%	+12.1%	Growing
Laboratory Testing	43	18%	7	0%	+14.4%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Problem Solving	74	31%	37	2%	+11.3%	Growing
Teaching	59	25%	69	4%	+18.8%	Growing
Communication	57	24%	112	7%	+3.6%	Lagging
Management	56	23%	168	11%	+5.3%	Stable
Leadership	51	21%	166	11%	+8.5%	Stable
Customer Service	47	20%	223	14%	+5.2%	Stable
Scheduling	47	20%	46	3%	+16.4%	Growing
Coordinating	44	18%	43	3%	+14.7%	Growing
Interpersonal Communications	42	18%	19	1%	+12.5%	Growing
Prioritization	41	17%	4	0%	+20.5%	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 Q2 2024 Data Set

For Period: May 1 - 31, 2024

St. Joseph County, Michigan

Parameters

Select Timeframe: May 2024 - May 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

84

Unique Postings
204 Total Postings

8

Employers Competing
273 Total Employers

14 Days

Median Posting Duration
Regional Average: 21 Days

2 : 1

Posting Intensity

Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	23	27%
High school or GED	59	70%
Associate degree	1	1%
Bachelor's degree	2	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	59	0	70%
Associate degree	1	0	1%
Bachelor's degree	1	1	1%
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	51	61%
0 - 1 Years	12	14%
2 - 3 Years	20	24%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%









Top Companies Posting

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Border Foods	59 / 26	2 : 1 	n/a
Dollar General	21 / 17	1 : 1 	n/a
Taco Bell	38 / 13	3 : 1 	5 days
Meijer	24 / 12	2 : 1 	17 days
Birch Meadows Senior Care	13 / 7	2 : 1 	n/a
Arby's	30 / 5	6 : 1 	n/a
Admiral Group Plc	18 / 3	6 : 1 	n/a
Enviro-Clean Services	1 / 1	1 : 1 	12 days

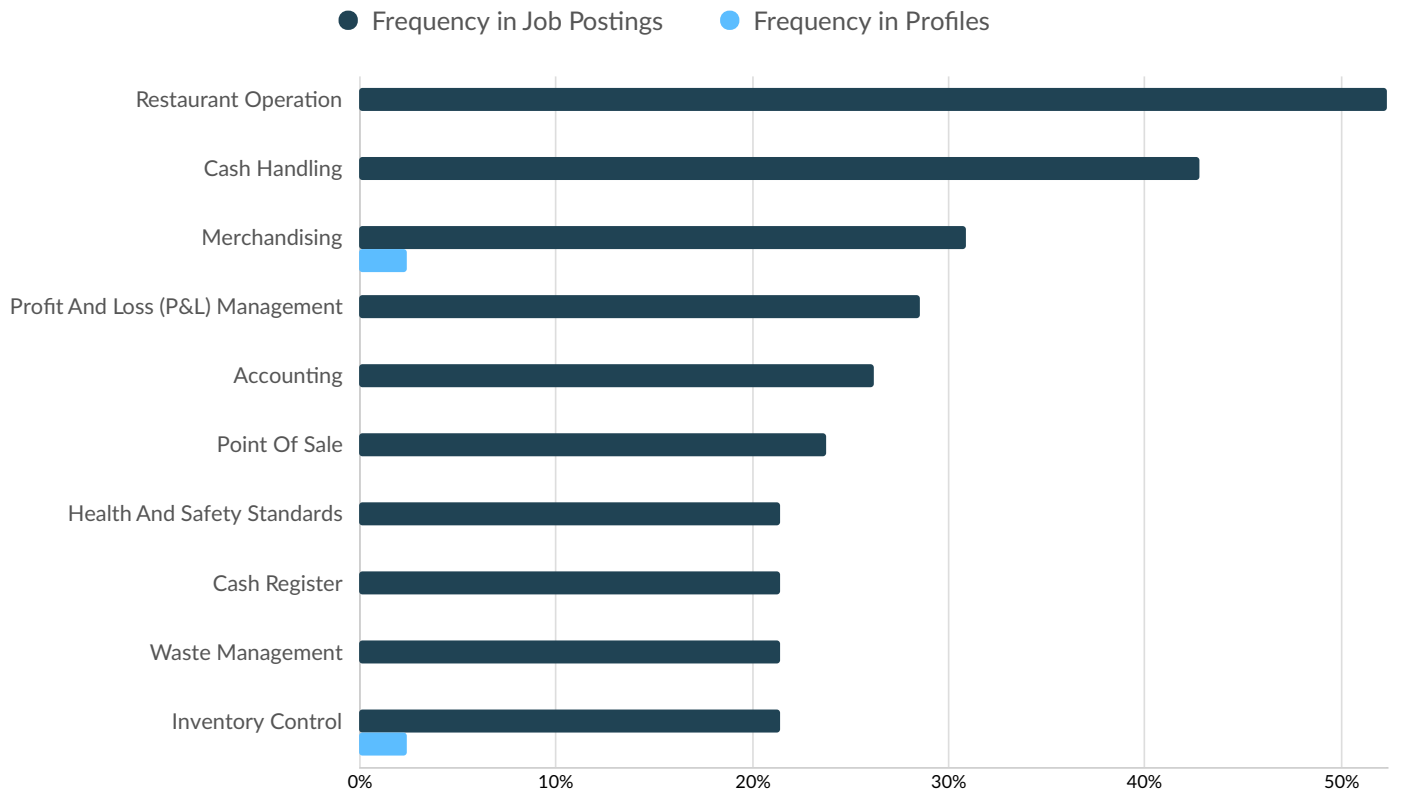
Top Posted Occupations

	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	60 / 19	3 : 1 	n/a
Fast Food and Counter Workers	54 / 18	3 : 1 	5 days
First-Line Supervisors of Retail Sales Workers	21 / 14	2 : 1 	n/a
Retail Salespersons	27 / 14	2 : 1 	17 days
Cashiers	28 / 11	3 : 1 	27 days
Home Health and Personal Care Aides	12 / 6	2 : 1 	n/a
Registered Nurses	1 / 1	1 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1 / 1	1 : 1 	12 days

Top Posted Occupations

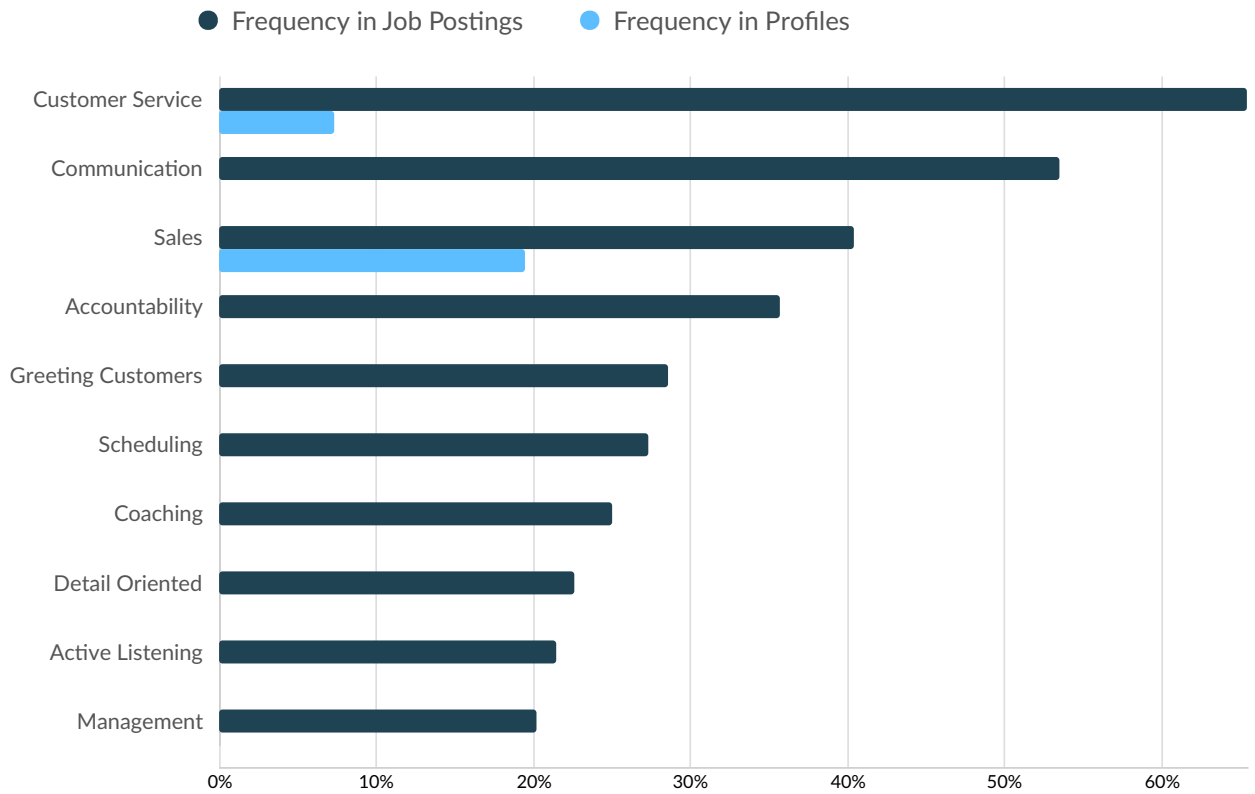
Occupation (O*NET)	Total/Unique (May 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	60 / 19	3 : 1 	n/a
Fast Food and Counter Workers	54 / 18	3 : 1 	5 days
First-Line Supervisors of Retail Sales Workers	21 / 14	2 : 1 	n/a
Retail Salespersons	27 / 14	2 : 1 	17 days
Cashiers	28 / 11	3 : 1 	27 days
Personal Care Aides	12 / 6	2 : 1 	n/a
Registered Nurses	1 / 1	1 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1 / 1	1 : 1 	12 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	44	52%	0	0%	+28.0%	Rapidly Growing
Cash Handling	36	43%	0	0%	+8.9%	Growing
Merchandising	26	31%	1	2%	+15.0%	Growing
Profit And Loss (P&L) Management	24	29%	0	0%	+18.3%	Growing
Accounting	22	26%	0	0%	+24.0%	Rapidly Growing
Point Of Sale	20	24%	0	0%	+13.3%	Growing
Health And Safety Standards	18	21%	0	0%	+19.0%	Growing
Cash Register	18	21%	0	0%	+21.4%	Rapidly Growing
Waste Management	18	21%	0	0%	+11.7%	Growing
Inventory Control	18	21%	1	2%	+11.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	55	65%	3	7%	+5.2%	Stable
Communication	45	54%	0	0%	+3.6%	Lagging
Sales	34	40%	8	20%	+7.8%	Stable
Accountability	30	36%	0	0%	+18.7%	Growing
Greeting Customers	24	29%	0	0%	+4.6%	Stable
Scheduling	23	27%	0	0%	+16.4%	Growing
Coaching	21	25%	0	0%	+16.4%	Growing
Detail Oriented	19	23%	0	0%	+7.1%	Stable
Active Listening	18	21%	0	0%	+10.0%	Growing
Management	17	20%	0	0%	+5.3%	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.