



Job Posting Analytics

Lightcast Q2 2024 Data Set

For Period: June 1 - 30, 2024

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

Parameters

Select Timeframe: Jun 2024 - Jun 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

128

Unique Postings
478 Total Postings

8

Employers Competing
2,786 Total Employers

11 Days

Median Posting Duration
Regional Average: 16 Days

4 : 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	17	13%
High school or GED	81	63%
Associate's degree	27	21%
Bachelor's degree	17	13%
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	81	0	63%
Associate's degree	17	10	13%
Bachelor's degree	11	5	9%
Master's degree	2	1	2%
Ph.D. or professional degree	0	0	0%







Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	101	79%
0 - 1 Years	21	16%
2 - 3 Years	6	5%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







Top Companies Posting

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Border Foods	209 / 36	6 : 1 	n/a
Bronson Healthcare	67 / 35	2 : 1 	n/a
Oaklawn Hospital	38 / 22	2 : 1 	10 days
Corewell Health	122 / 21	6 : 1 	10 days
Ascension	28 / 7	4 : 1 	n/a
Meijer	6 / 3	2 : 1 	n/a
Walmart	3 / 2	2 : 1 	11 days
Stryker	5 / 2	3 : 1 	n/a

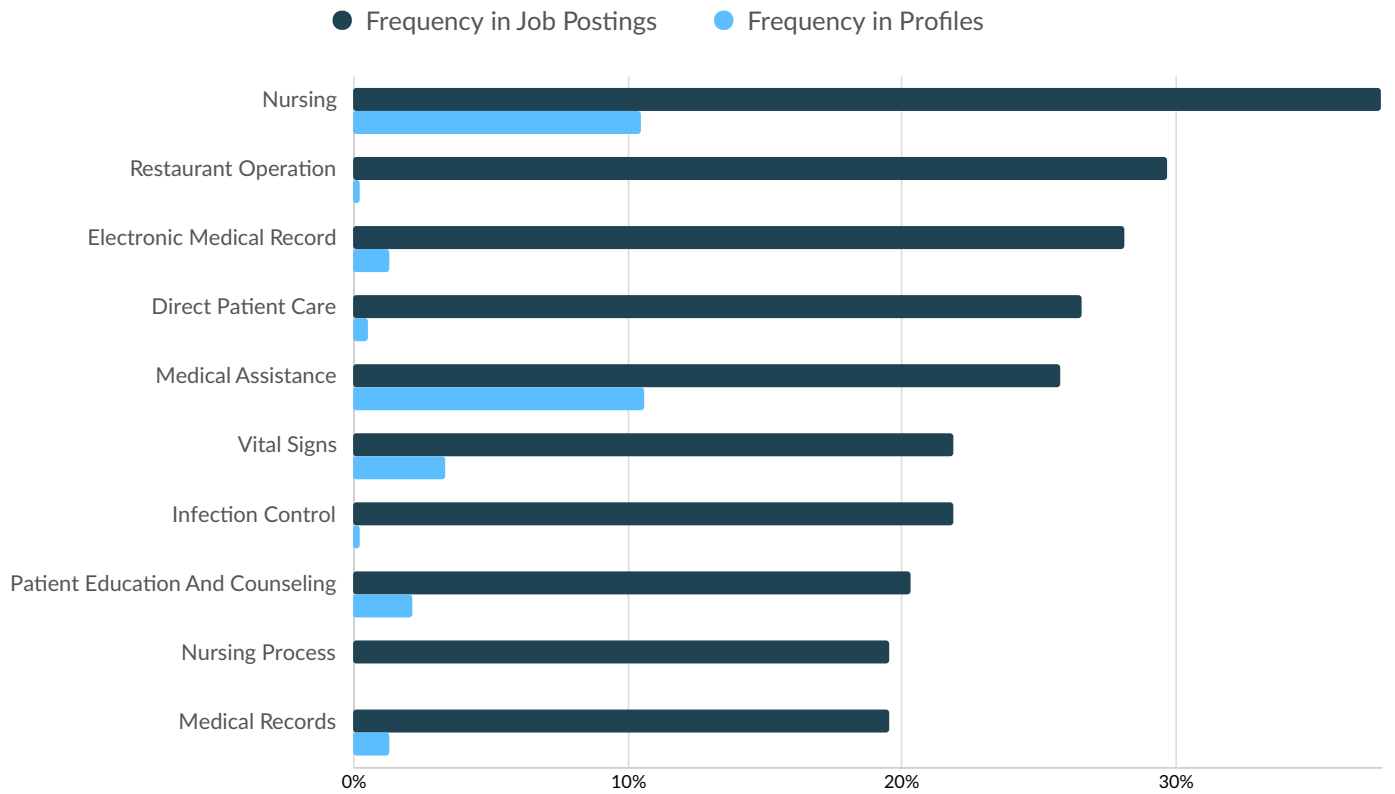
Top Posted Occupations

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Medical Assistants	93 / 34	3 : 1 	10 days
Registered Nurses	79 / 29	3 : 1 	n/a
Cashiers	123 / 23	5 : 1 	11 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	83 / 21	4 : 1 	n/a
Cooks, Restaurant	99 / 20	5 : 1 	10 days
Nursing Assistants	1 / 1	1 : 1 	n/a

Top Posted Occupations

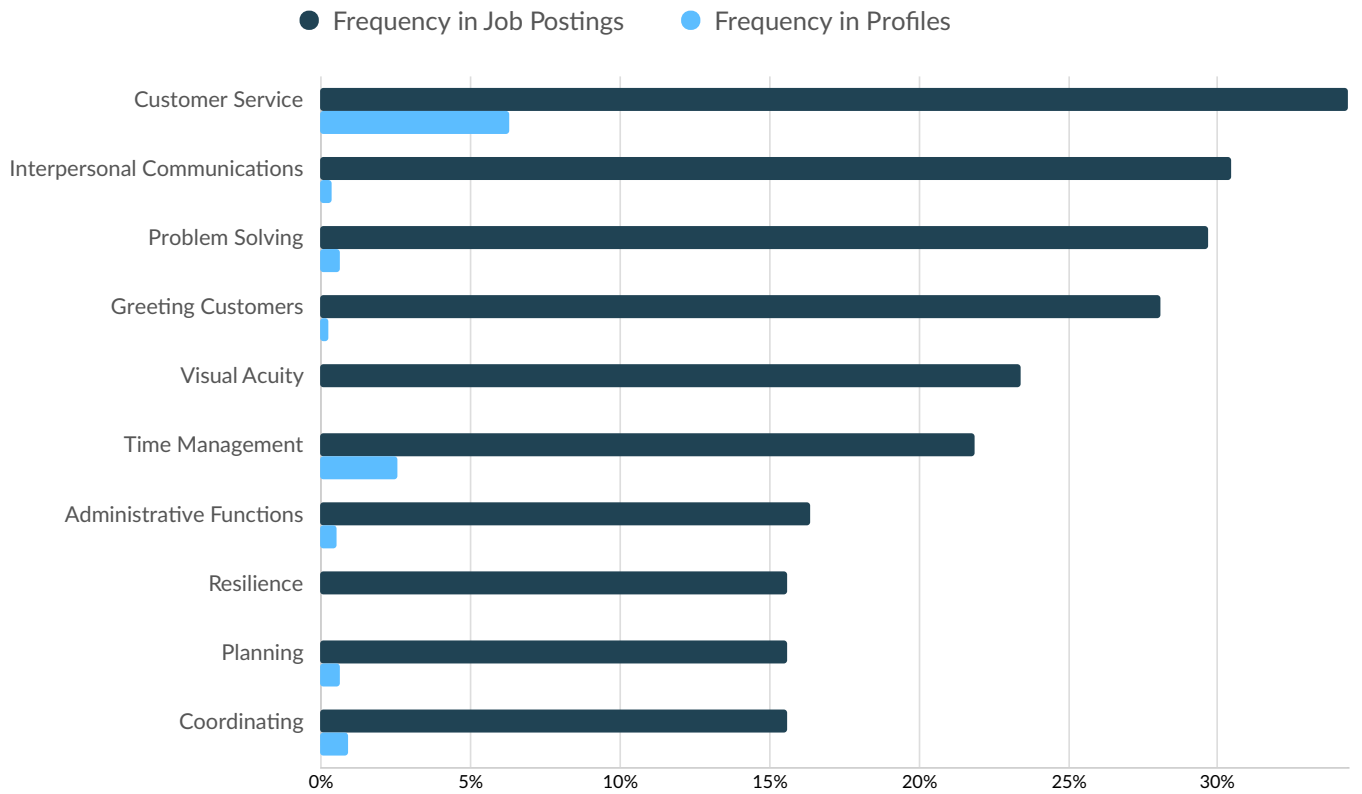
Occupation (O*NET)	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Medical Assistants	93 / 34	3 : 1 	10 days
Registered Nurses	79 / 29	3 : 1 	n/a
Cashiers	123 / 23	5 : 1 	11 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	83 / 21	4 : 1 	n/a
Cooks, Restaurant	99 / 20	5 : 1 	10 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	48	38%	78	11%	+20.1%	Rapidly Growing
Restaurant Operation	38	30%	2	0%	+28.0%	Rapidly Growing
Electronic Medical Record	36	28%	10	1%	+12.1%	Growing
Direct Patient Care	34	27%	4	1%	+16.6%	Growing
Medical Assistance	33	26%	79	11%	+11.9%	Growing
Vital Signs	28	22%	25	3%	+17.2%	Growing
Infection Control	28	22%	2	0%	+17.1%	Growing
Patient Education And Counseling	26	20%	16	2%	+11.6%	Growing
Nursing Process	25	20%	0	0%	+24.2%	Rapidly Growing
Medical Records	25	20%	10	1%	+12.5%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	44	34%	47	6%	+5.2%	Stable
Interpersonal Communications	39	30%	3	0%	+12.5%	Growing
Problem Solving	38	30%	5	1%	+11.3%	Growing
Greeting Customers	36	28%	2	0%	+4.6%	Stable
Visual Acuity	30	23%	0	0%	+18.9%	Growing
Time Management	28	22%	19	3%	+14.5%	Growing
Administrative Functions	21	16%	4	1%	+13.6%	Growing
Resilience	20	16%	0	0%	+12.7%	Growing
Planning	20	16%	5	1%	+10.9%	Growing
Coordinating	20	16%	7	1%	+14.7%	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: June 1 - 30, 2024

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

Michigan

Parameters

Select Timeframe: Jun 2024 - Jun 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

413

Unique Postings
1,192 Total Postings

9

Employers Competing
2,146 Total Employers

17 Days

Median Posting Duration
Regional Average: 16 Days

3 : 1

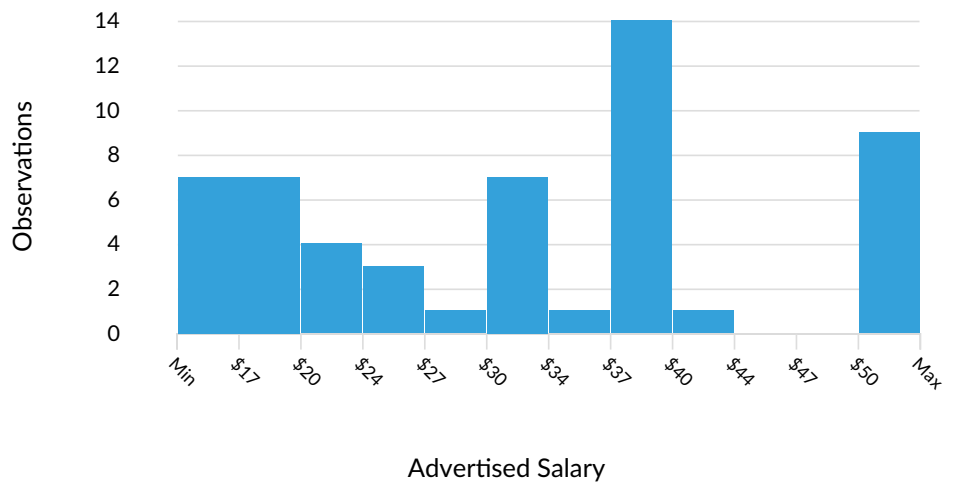
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 54 advertised salary observations (13% of the 413 matching postings).

\$33.42/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	84	20%
High school or GED	191	46%
Associate's degree	151	37%
Bachelor's degree	88	21%
Master's degree	28	7%
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	191	0	46%
Associate's degree	83	68	20%
Bachelor's degree	44	39	11%
Master's degree	11	17	3%
Ph.D. or professional degree	0	2	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	289	70%
0 - 1 Years	34	8%
2 - 3 Years	86	21%
4 - 6 Years	3	1%
7 - 9 Years	0	0%
10+ Years	1	0%














Top Companies Posting

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	251 / 146	2 : 1 	28 days
Border Foods	464 / 89	5 : 1 	33 days
Oaklawn Hospital	97 / 77	1 : 1 	10 days
Ascension	279 / 56	5 : 1 	23 days
Meijer	34 / 18	2 : 1 	17 days
Stryker	24 / 12	2 : 1 	10 days
Walmart	35 / 10	4 : 1 	12 days
Corewell Health	7 / 4	2 : 1 	8 days
Zoetis	1 / 1	1 : 1 	n/a

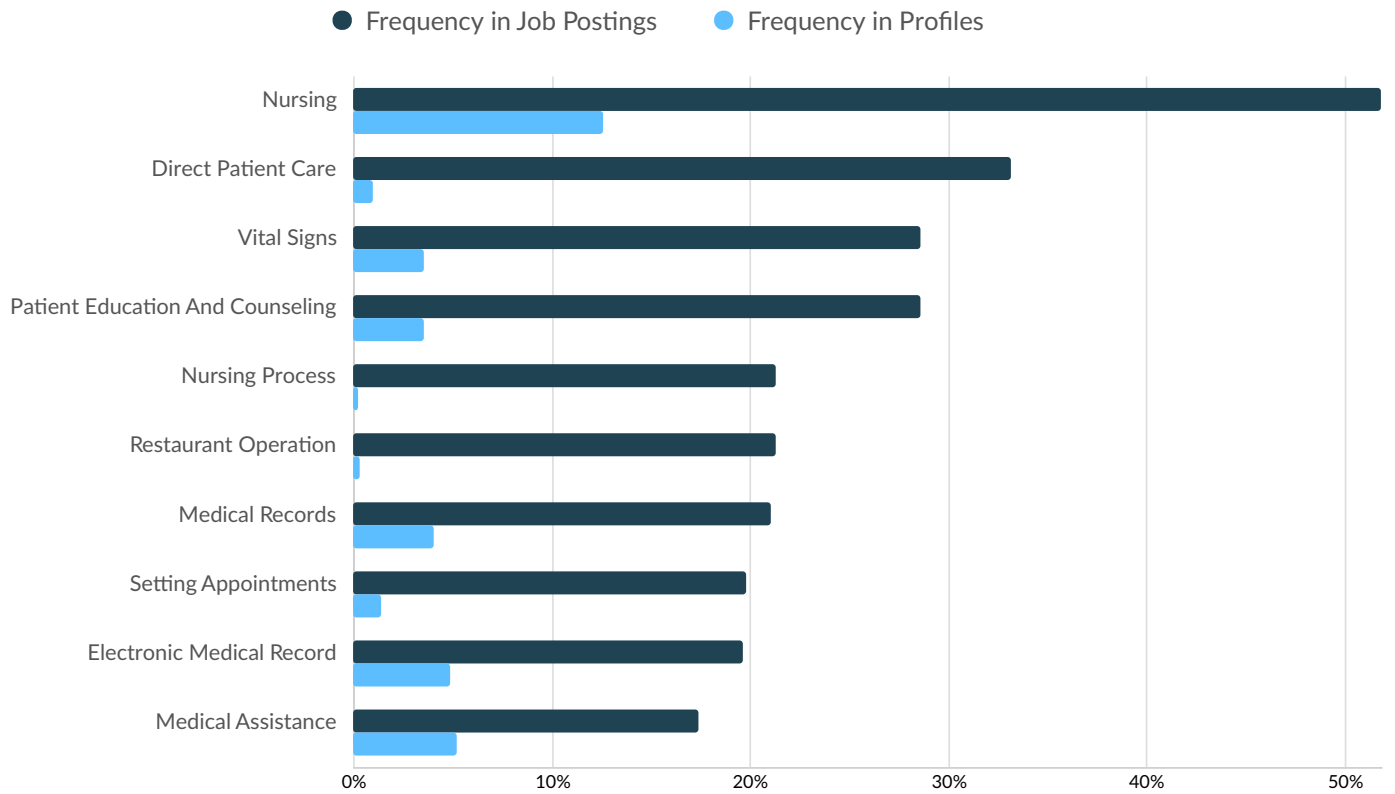
Top Posted Occupations

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	392 / 134	3 : 1 	13 days
Medical Assistants	132 / 72	2 : 1 	18 days
Fast Food and Counter Workers	231 / 48	5 : 1 	10 days
Food Service Managers	153 / 40	4 : 1 	33 days
Cashiers	146 / 30	5 : 1 	17 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	39 / 27	1 : 1 	6 days
Health Technologists and Technicians, All Other	33 / 20	2 : 1 	26 days
Medical and Health Services Managers	24 / 18	1 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	18 / 13	1 : 1 	10 days
Nursing Assistants	24 / 11	2 : 1 	38 days

Top Posted Occupations

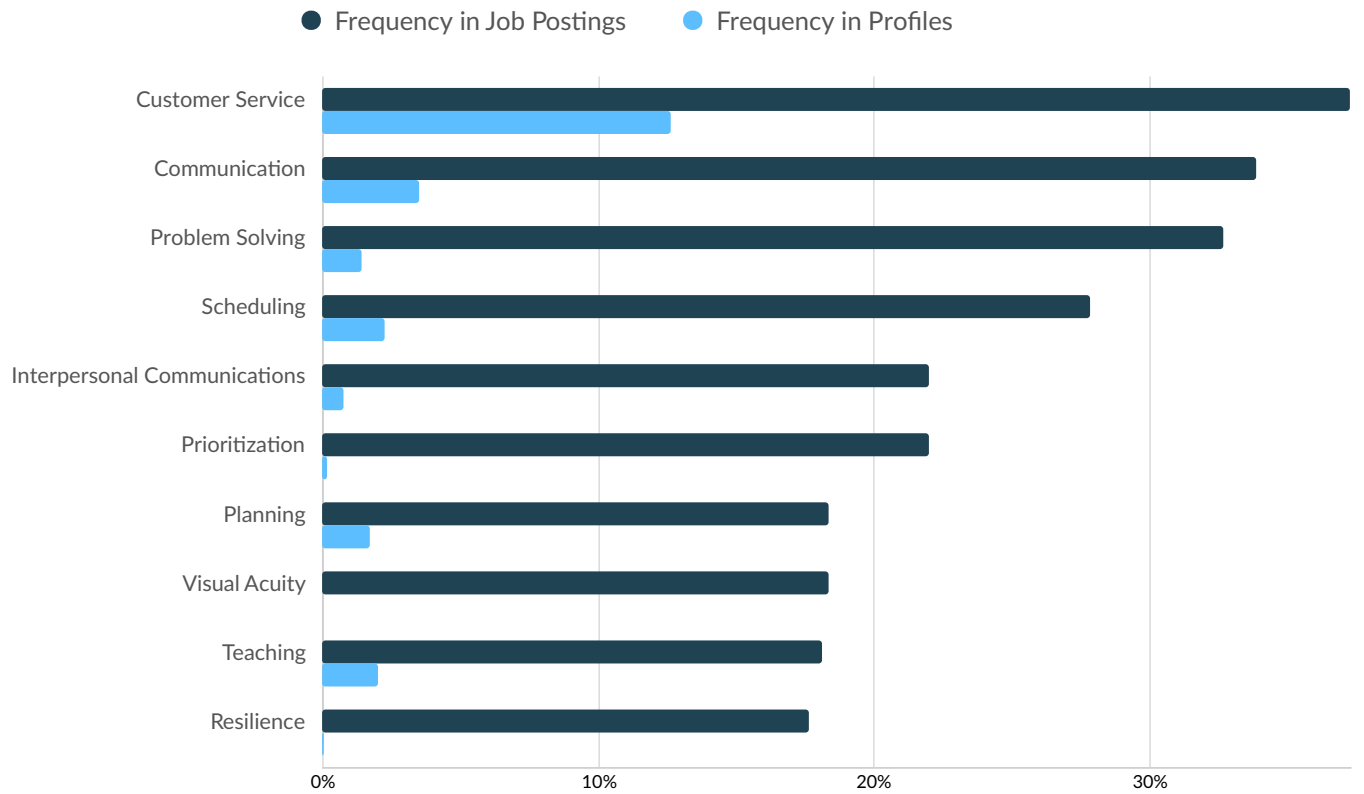
Occupation (O*NET)	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	330 / 126	3 : 1 	13 days
Medical Assistants	132 / 72	2 : 1 	18 days
Fast Food and Counter Workers	231 / 48	5 : 1 	10 days
Food Service Managers	153 / 40	4 : 1 	33 days
Cashiers	146 / 30	5 : 1 	17 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	39 / 27	1 : 1 	6 days
Medical and Health Services Managers	24 / 18	1 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	18 / 13	1 : 1 	10 days
Patient Representatives	16 / 13	1 : 1 	10 days
Nursing Assistants	24 / 11	2 : 1 	38 days
Critical Care Nurses	62 / 8	8 : 1 	n/a
Health Technologists and Technicians, All Other	15 / 6	3 : 1 	26 days
Neurodiagnostic Technologists	2 / 1	2 : 1 	n/a

Top Specialized Skills



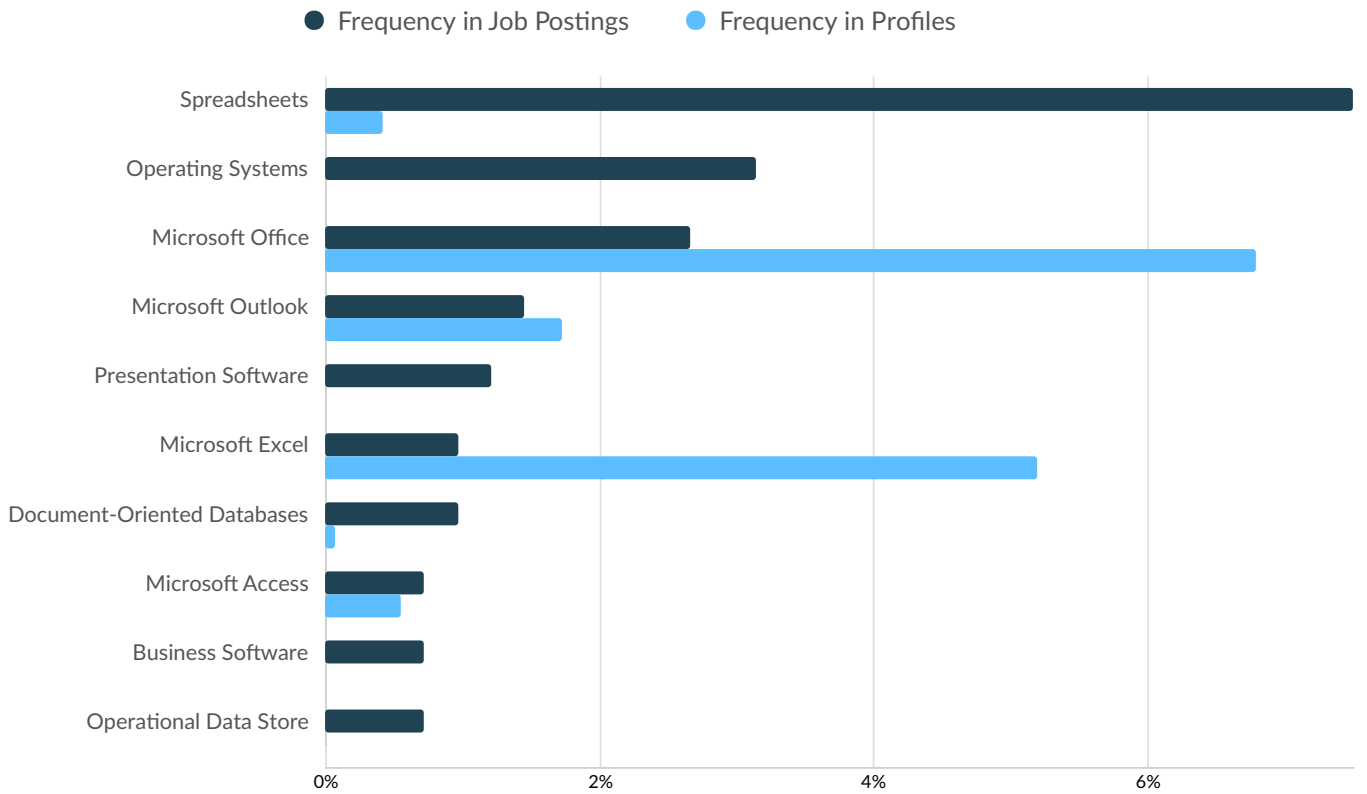
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	214	52%	182	13%	+20.1%	Rapidly Growing
Direct Patient Care	137	33%	14	1%	+16.6%	Growing
Vital Signs	118	29%	51	4%	+17.2%	Growing
Patient Education And Counseling	118	29%	51	4%	+11.6%	Growing
Nursing Process	88	21%	3	0%	+24.2%	Rapidly Growing
Restaurant Operation	88	21%	5	0%	+28.0%	Rapidly Growing
Medical Records	87	21%	58	4%	+12.5%	Growing
Setting Appointments	82	20%	20	1%	+10.9%	Growing
Electronic Medical Record	81	20%	71	5%	+12.1%	Growing
Medical Assistance	72	17%	75	5%	+11.9%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	154	37%	182	13%	+5.2%	Stable
Communication	140	34%	51	4%	+3.6%	Lagging
Problem Solving	135	33%	21	1%	+11.3%	Growing
Scheduling	115	28%	33	2%	+16.4%	Growing
Interpersonal Communications	91	22%	11	1%	+12.5%	Growing
Prioritization	91	22%	3	0%	+20.5%	Rapidly Growing
Planning	76	18%	25	2%	+10.9%	Growing
Visual Acuity	76	18%	0	0%	+18.9%	Growing
Teaching	75	18%	29	2%	+18.8%	Growing
Resilience	73	18%	1	0%	+12.7%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	31	8%	6	0%	+22.2%	Rapidly Growing
Operating Systems	13	3%	0	0%	+22.6%	Rapidly Growing
Microsoft Office	11	3%	98	7%	+18.5%	Growing
Microsoft Outlook	6	1%	25	2%	+25.0%	Rapidly Growing
Presentation Software	5	1%	0	0%	+21.0%	Rapidly Growing
Microsoft Excel	4	1%	75	5%	+17.7%	Growing
Document-Oriented Databases	4	1%	1	0%	+12.2%	Growing
Microsoft Access	3	1%	8	1%	+3.9%	Lagging
Business Software	3	1%	0	0%	+9.5%	Growing
Operational Data Store	3	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 Q2 2024 Data Set

For Period: June 1 - 30, 2024

Branch County, Michigan

Parameters

Select Timeframe: Jun 2024 - Jun 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

54

Unique Postings
144 Total Postings


5

Employers Competing
114 Total Employers

10 Days

Median Posting Duration
Regional Average: 15 Days

3 : 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	12	22%
High school or GED	32	59%
Associate's degree	3	6%
Bachelor's degree	9	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	32	0	59%
Associate's degree	3	0	6%
Bachelor's degree	7	2	13%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%






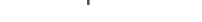


Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	23	43%
0 - 1 Years	19	35%
2 - 3 Years	12	22%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
ProMedica	80 / 23	3 : 1 	n/a
Border Foods	30 / 13	2 : 1 	33 days
Dollar General	16 / 13	1 : 1 	10 days
Walmart	15 / 4	4 : 1 	n/a
Bob Evans Restaurants	3 / 1	3 : 1 	n/a

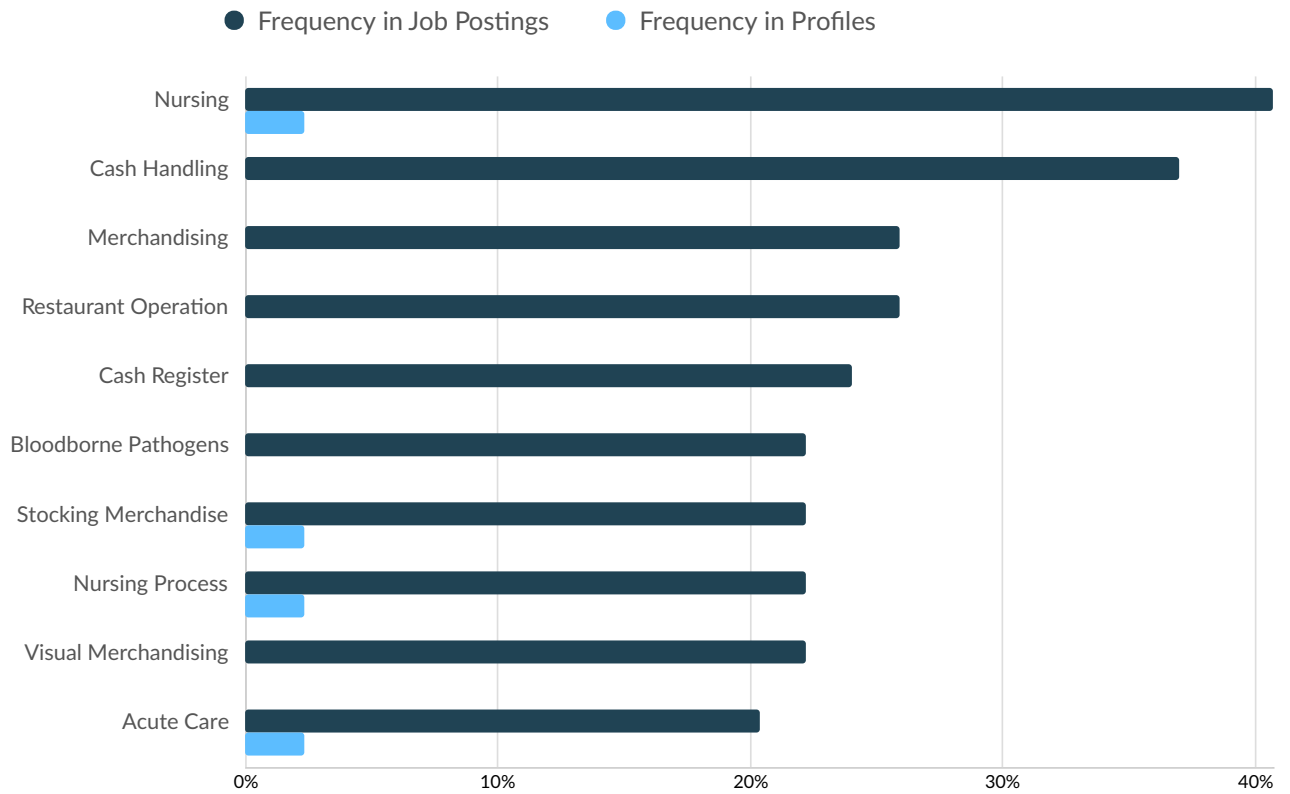
Top Posted Occupations

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	68 / 18	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	22 / 14	2 : 1 	10 days
Food Service Managers	10 / 5	2 : 1 	33 days
Health Technologists and Technicians, All Other	12 / 5	2 : 1 	n/a
Fast Food and Counter Workers	9 / 4	2 : 1 	n/a
Retail Salespersons	7 / 4	2 : 1 	n/a
Cashiers	12 / 3	4 : 1 	n/a
General and Operations Managers	4 / 1	4 : 1 	n/a

Top Posted Occupations

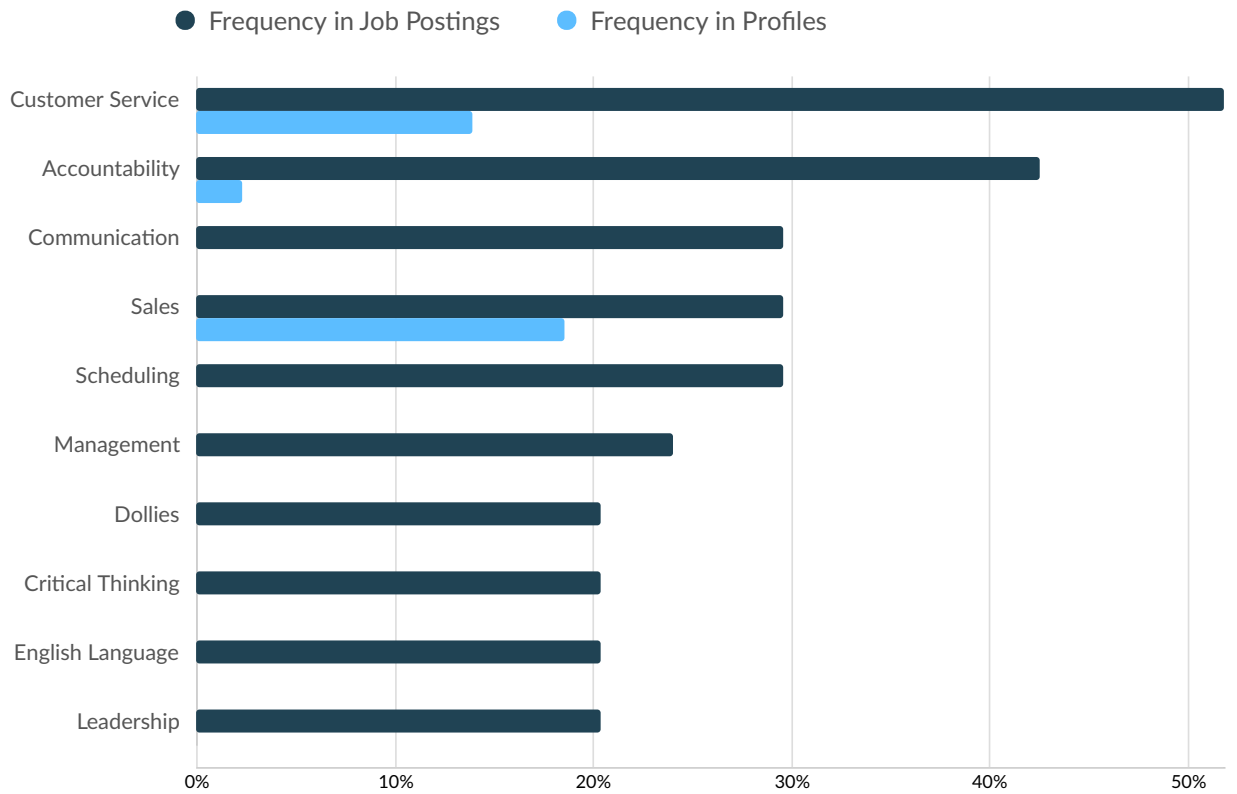
Occupation (O*NET)	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	53 / 14	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	22 / 14	2 : 1 	10 days
Food Service Managers	10 / 5	2 : 1 	33 days
Critical Care Nurses	15 / 4	4 : 1 	n/a
Health Technologists and Technicians, All Other	11 / 4	3 : 1 	n/a
Fast Food and Counter Workers	9 / 4	2 : 1 	n/a
Retail Salespersons	7 / 4	2 : 1 	n/a
Cashiers	12 / 3	4 : 1 	n/a
General and Operations Managers	4 / 1	4 : 1 	n/a
Patient Representatives	1 / 1	1 : 1 	n/a

Top Specialized Skills



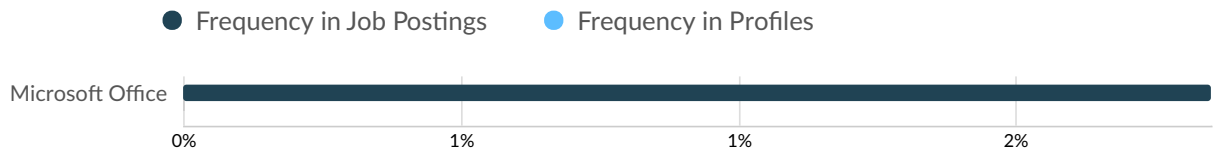
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	22	41%	1	2%	+20.1%	Rapidly Growing
Cash Handling	20	37%	0	0%	+8.9%	Growing
Merchandising	14	26%	0	0%	+15.0%	Growing
Restaurant Operation	14	26%	0	0%	+28.0%	Rapidly Growing
Cash Register	13	24%	0	0%	+21.4%	Rapidly Growing
Bloodborne Pathogens	12	22%	0	0%	+12.9%	Growing
Stocking Merchandise	12	22%	1	2%	+18.0%	Growing
Nursing Process	12	22%	1	2%	+24.2%	Rapidly Growing
Visual Merchandising	12	22%	0	0%	+12.9%	Growing
Acute Care	11	20%	1	2%	+12.8%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	28	52%	6	14%	+5.2%	Stable
Accountability	23	43%	1	2%	+18.7%	Growing
Communication	16	30%	0	0%	+3.6%	Lagging
Sales	16	30%	8	19%	+7.8%	Stable
Scheduling	16	30%	0	0%	+16.4%	Growing
Management	13	24%	0	0%	+5.3%	Stable
Dollies	11	20%	0	0%	+16.7%	Growing
Critical Thinking	11	20%	0	0%	+23.4%	Rapidly Growing
English Language	11	20%	0	0%	+15.3%	Growing
Leadership	11	20%	0	0%	+8.5%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	1	2%	0	0%	+18.5%	Growing

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	19
National Council Licensure Examination	11
ServSafe Certification	7
Valid Driver's License	7
Basic Life Support (BLS) Certification	7
Advanced Cardiovascular Life Support (ACLS) Certification	5
Certified Nursing Assistant (CNA)	4
Certified Patient Care Technician (CPCT)	4
Cardiopulmonary Resuscitation (CPR) Certification	3
American Registry Of Radiologic Technologists (ARRT) Certified	3

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: June 1 - 30, 2024

Calhoun County, Michigan

Parameters

Select Timeframe: Jun 2024 - Jun 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

177

Unique Postings
432 Total Postings

10

Employers Competing
692 Total Employers

32 Days

Median Posting Duration
Regional Average: 14 Days

2 : 1

Posting Intensity



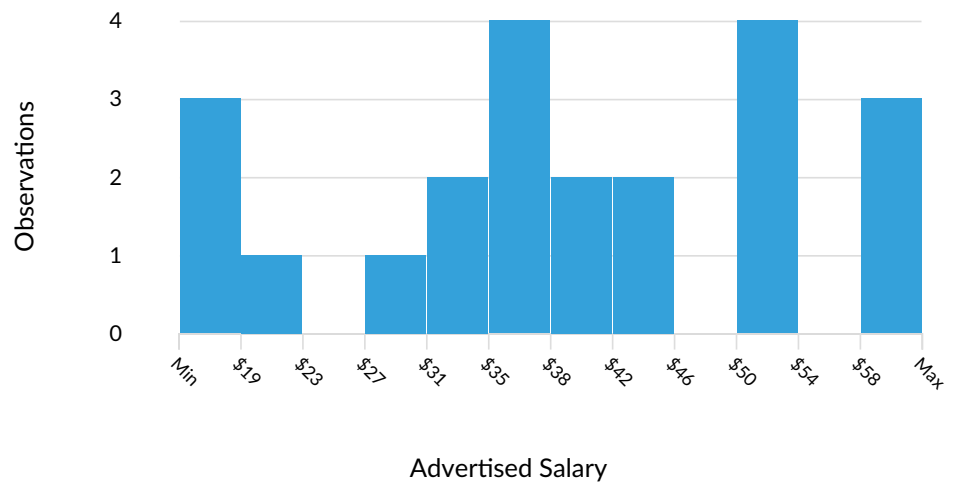
Regional Average: 3 : 1

Advertised Salary

There are 22 advertised salary observations (12% of the 177 matching postings).

\$37.60/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	55	31%
High school or GED	82	46%
Associate's degree	41	23%
Bachelor's degree	25	14%
Master's degree	4	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	82	0	46%
Associate's degree	33	8	19%
Bachelor's degree	7	16	4%
Master's degree	0	4	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	114	64%
0 - 1 Years	26	15%
2 - 3 Years	35	20%
4 - 6 Years	2	1%
7 - 9 Years	0	0%
10+ Years	0	0%










Top Companies Posting

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	69 / 51	1 : 1	10 days
Bronson Healthcare	83 / 42	2 : 1	n/a
Border Foods	165 / 33	5 : 1	33 days
Dollar General	37 / 20	2 : 1	32 days
Taco Bell	34 / 9	4 : 1	n/a
Select Medical	20 / 8	3 : 1	n/a
Subway	7 / 4	2 : 1	n/a
Elara Caring	7 / 4	2 : 1	50 days
Clean Team	6 / 3	2 : 1	n/a
Hogan	4 / 3	1 : 1	34 days

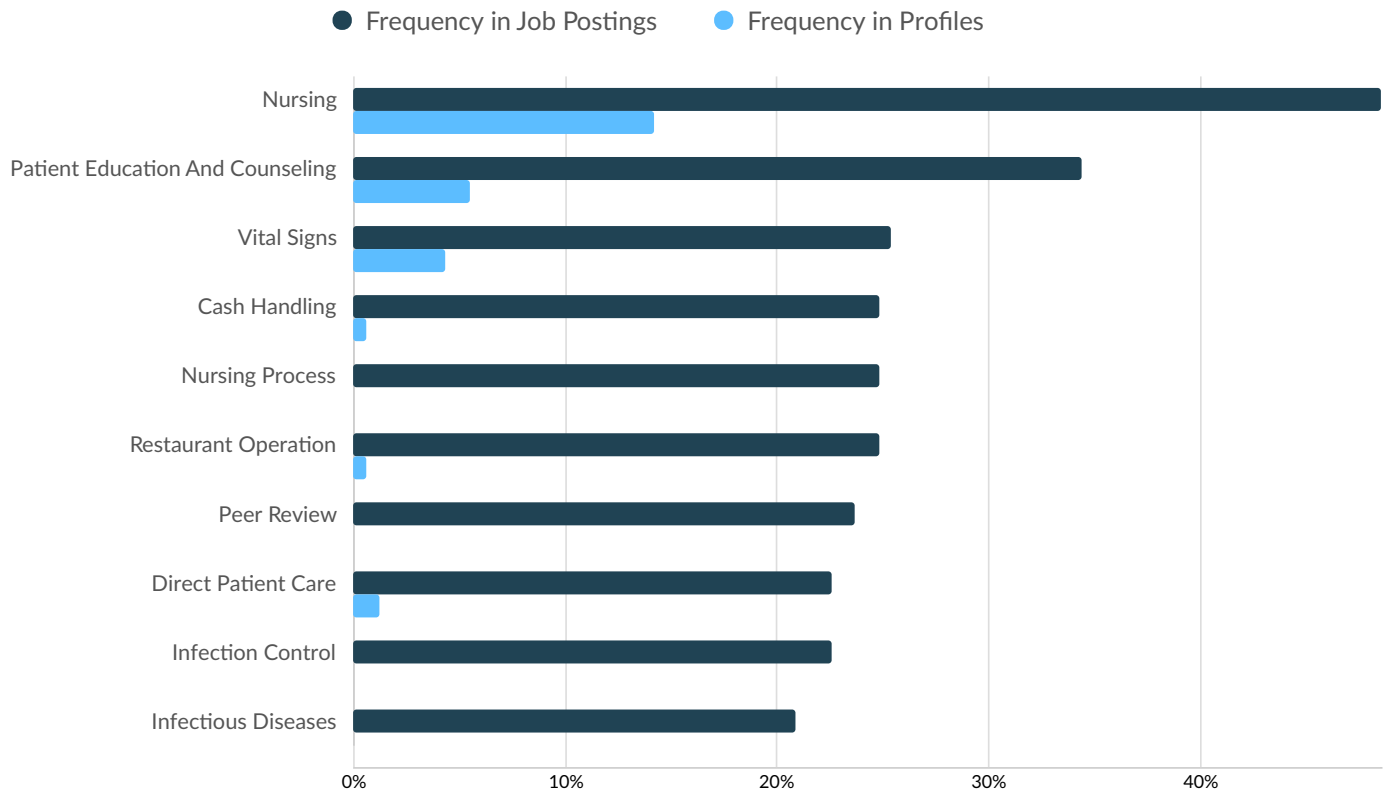
Top Posted Occupations

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	118 / 70	2 : 1	50 days
Medical Assistants	39 / 24	2 : 1	10 days
Food Service Managers	83 / 22	4 : 1	n/a
Fast Food and Counter Workers	110 / 20	6 : 1	n/a
First-Line Supervisors of Retail Sales Workers	39 / 20	2 : 1	32 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	26 / 12	2 : 1	n/a
Retail Salespersons	13 / 6	2 : 1	n/a
Heavy and Tractor-Trailer Truck Drivers	4 / 3	1 : 1	34 days

Top Posted Occupations

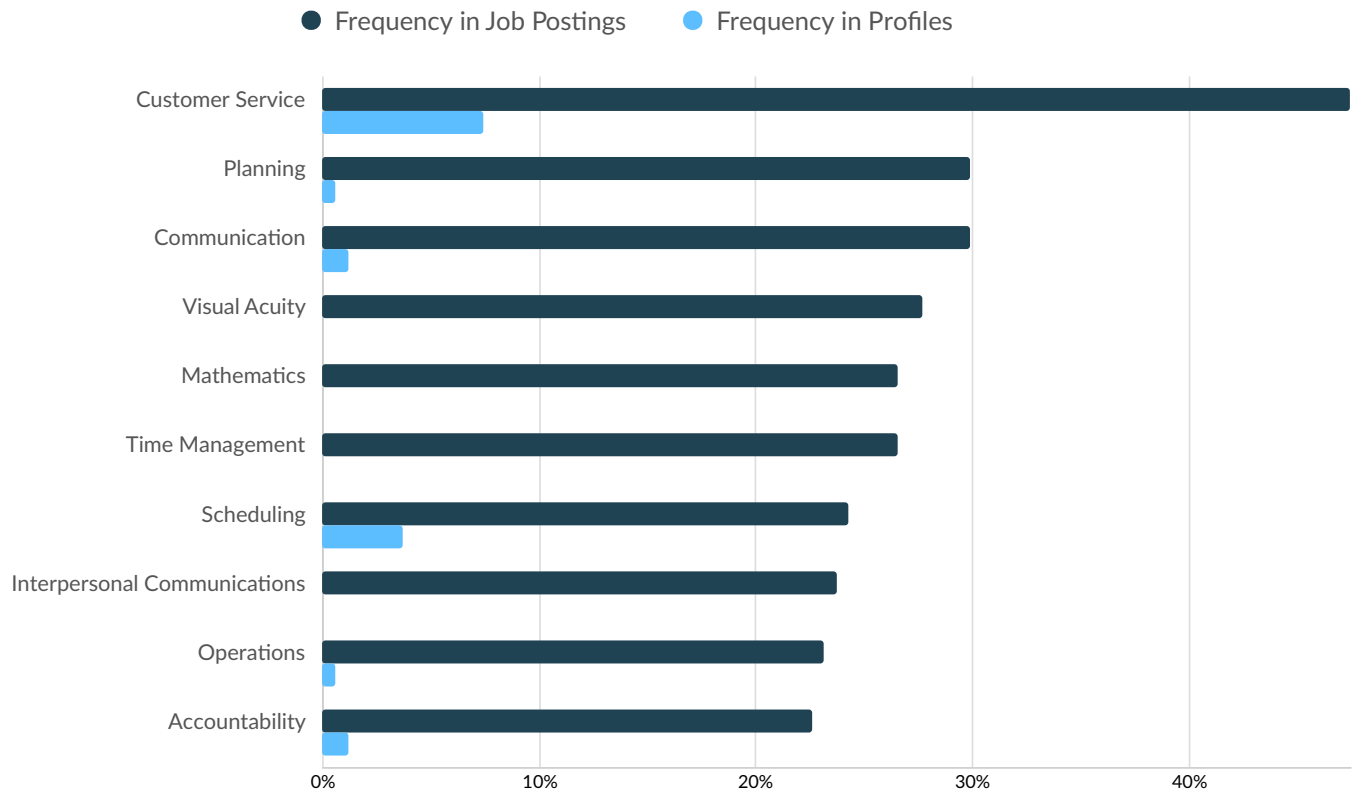
Occupation (O*NET)	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	117 / 69	2 : 1 	50 days
Medical Assistants	39 / 24	2 : 1 	10 days
Food Service Managers	83 / 22	4 : 1 	n/a
Fast Food and Counter Workers	110 / 20	6 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	39 / 20	2 : 1 	32 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	26 / 12	2 : 1 	n/a
Retail Salespersons	13 / 6	2 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	4 / 3	1 : 1 	34 days
Critical Care Nurses	1 / 1	1 : 1 	n/a

Top Specialized Skills



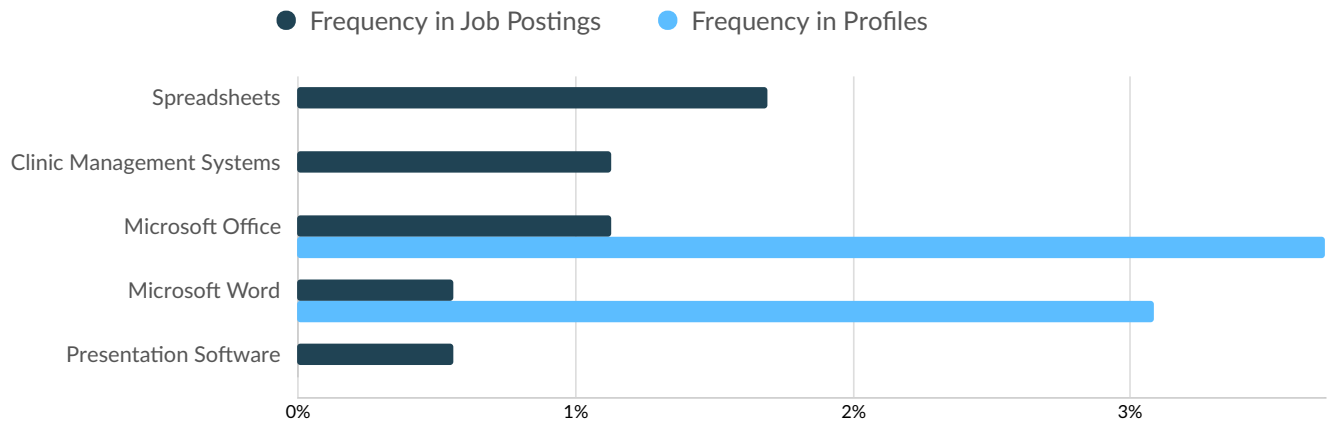
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	86	49%	23	14%	+20.1%	Rapidly Growing
Patient Education And Counseling	61	34%	9	6%	+11.6%	Growing
Vital Signs	45	25%	7	4%	+17.2%	Growing
Cash Handling	44	25%	1	1%	+8.9%	Growing
Nursing Process	44	25%	0	0%	+24.2%	Rapidly Growing
Restaurant Operation	44	25%	1	1%	+28.0%	Rapidly Growing
Peer Review	42	24%	0	0%	+18.4%	Growing
Direct Patient Care	40	23%	2	1%	+16.6%	Growing
Infection Control	40	23%	0	0%	+17.1%	Growing
Infectious Diseases	37	21%	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	84	47%	12	7%	+5.2%	Stable
Planning	53	30%	1	1%	+10.9%	Growing
Communication	53	30%	2	1%	+3.6%	Lagging
Visual Acuity	49	28%	0	0%	+18.9%	Growing
Mathematics	47	27%	0	0%	+20.2%	Rapidly Growing
Time Management	47	27%	0	0%	+14.5%	Growing
Scheduling	43	24%	6	4%	+16.4%	Growing
Interpersonal Communications	42	24%	0	0%	+12.5%	Growing
Operations	41	23%	1	1%	+8.1%	Stable
Accountability	40	23%	2	1%	+18.7%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	3	2%	0	0%	+22.2%	Rapidly Growing
Clinic Management Systems	2	1%	0	0%	+9.6%	Growing
Microsoft Office	2	1%	6	4%	+18.5%	Growing
Microsoft Word	1	1%	5	3%	+7.2%	Stable
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 Q2 2024 Data Set

For Period: June 1 - 30, 2024

Kalamazoo County, Michigan

Parameters

Select Timeframe: Jun 2024 - Jun 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

215

Unique Postings
654 Total Postings

7

Employers Competing
1,586 Total Employers

15 Days

Median Posting Duration
Regional Average: 16 Days

3 : 1

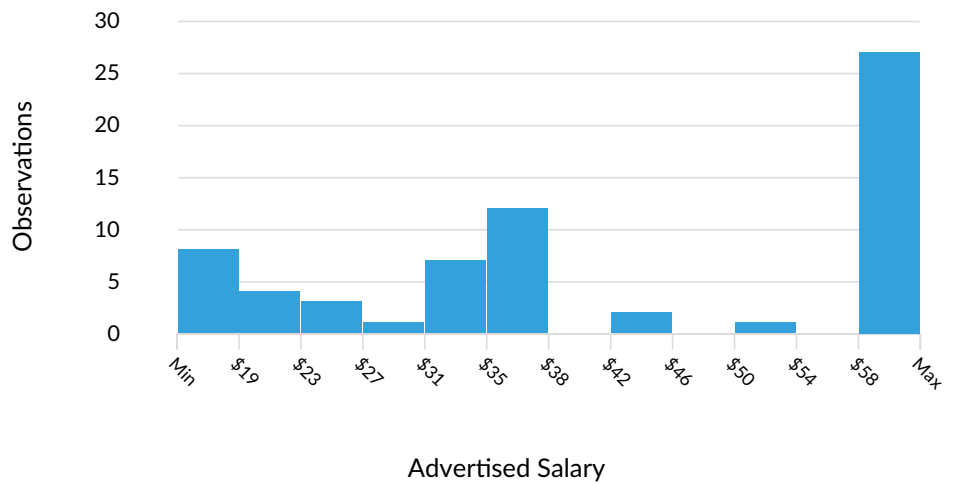
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 65 advertised salary observations (30% of the 215 matching postings).

\$37.60/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	26	12%
High school or GED	75	35%
Associate's degree	73	34%
Bachelor's degree	108	50%
Master's degree	42	20%
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	75	0	35%
Associate's degree	31	41	14%
Bachelor's degree	76	29	35%
Master's degree	7	34	3%
Ph.D. or professional degree	0	2	0%










Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	120	56%
0 - 1 Years	14	7%
2 - 3 Years	33	15%
4 - 6 Years	25	12%
7 - 9 Years	17	8%
10+ Years	6	3%











Top Companies Posting

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	151 / 83	2 : 1 	28 days
Ascension	275 / 54	5 : 1 	23 days
Capital One	137 / 41	3 : 1 	15 days
Stryker	51 / 22	2 : 1 	37 days
Western Michigan University	30 / 8	4 : 1 	19 days
Kalamazoo County Government	7 / 5	1 : 1 	30 days
Corewell Health	3 / 2	2 : 1 	8 days

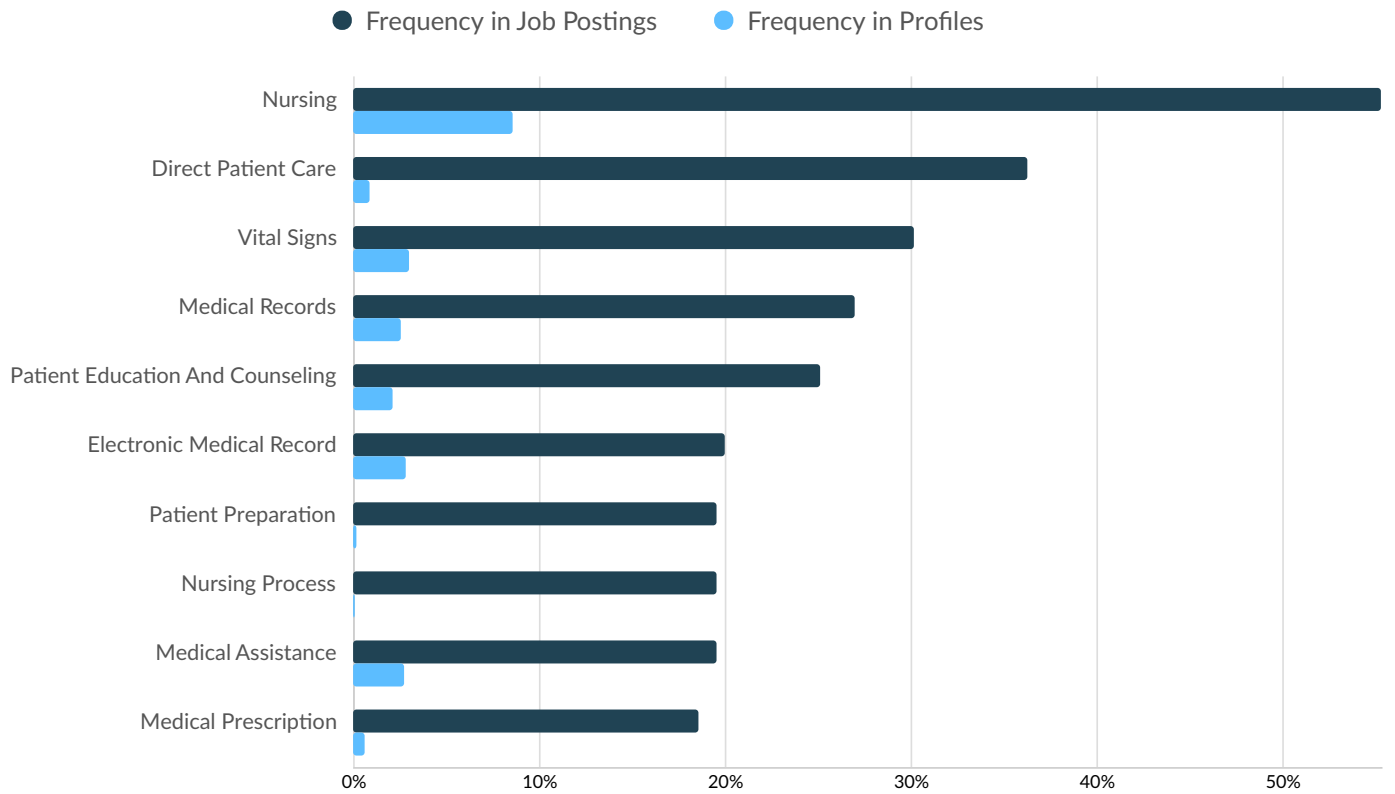
Top Posted Occupations

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	297 / 74	4 : 1 	13 days
Medical Assistants	89 / 46	2 : 1 	28 days
Software Developers	133 / 40	3 : 1 	15 days
Computer Occupations, All Other	30 / 13	2 : 1 	3 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	34 / 11	3 : 1 	6 days
Managers, All Other	22 / 9	2 : 1 	15 days
Health Technologists and Technicians, All Other	20 / 9	2 : 1 	19 days
Nursing Assistants	21 / 8	3 : 1 	38 days
Licensed Practical and Licensed Vocational Nurses	8 / 5	2 : 1 	30 days

Top Posted Occupations

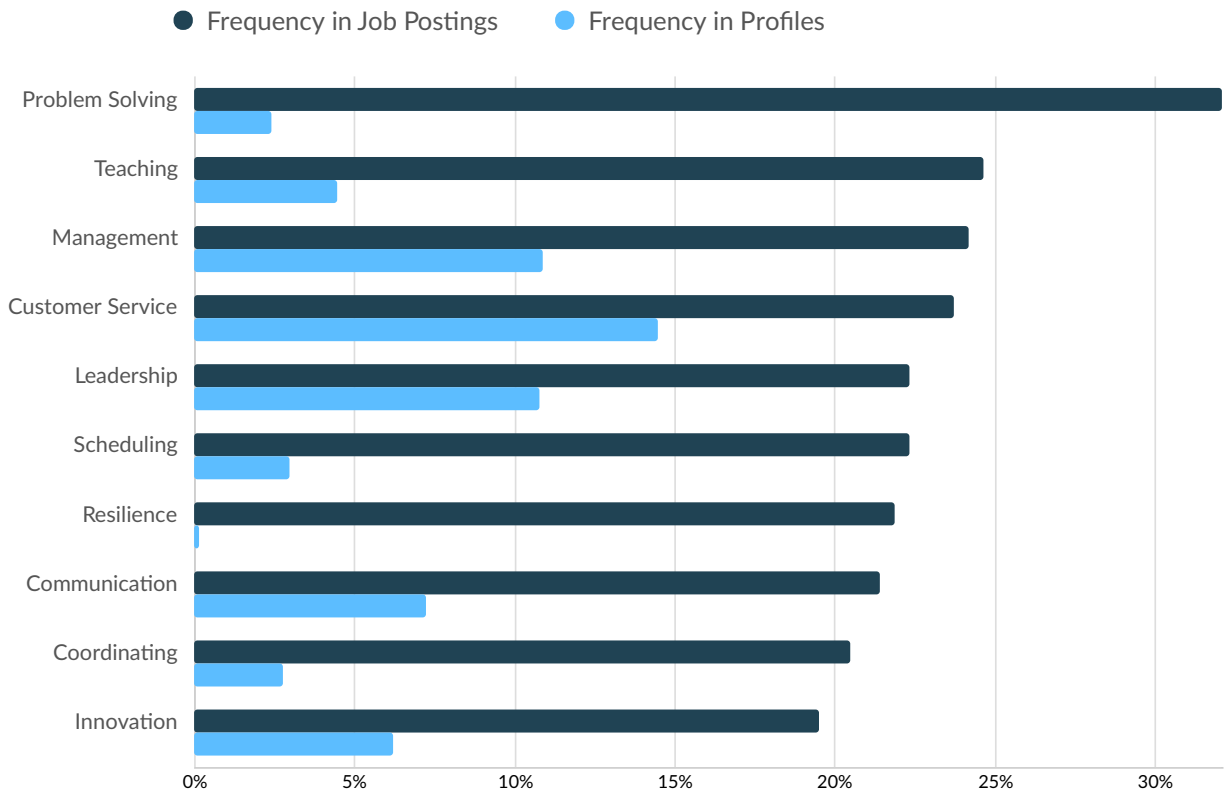
Occupation (O*NET)	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	236 / 67	4 : 1 	13 days
Medical Assistants	89 / 46	2 : 1 	28 days
Software Developers	133 / 40	3 : 1 	15 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	34 / 11	3 : 1 	6 days
Nursing Assistants	21 / 8	3 : 1 	38 days
Critical Care Nurses	61 / 7	9 : 1 	n/a
Managers, All Other	16 / 6	3 : 1 	15 days
Health Technologists and Technicians, All Other	15 / 6	3 : 1 	26 days
Information Technology Project Managers	11 / 5	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	8 / 5	2 : 1 	30 days

Top Specialized Skills



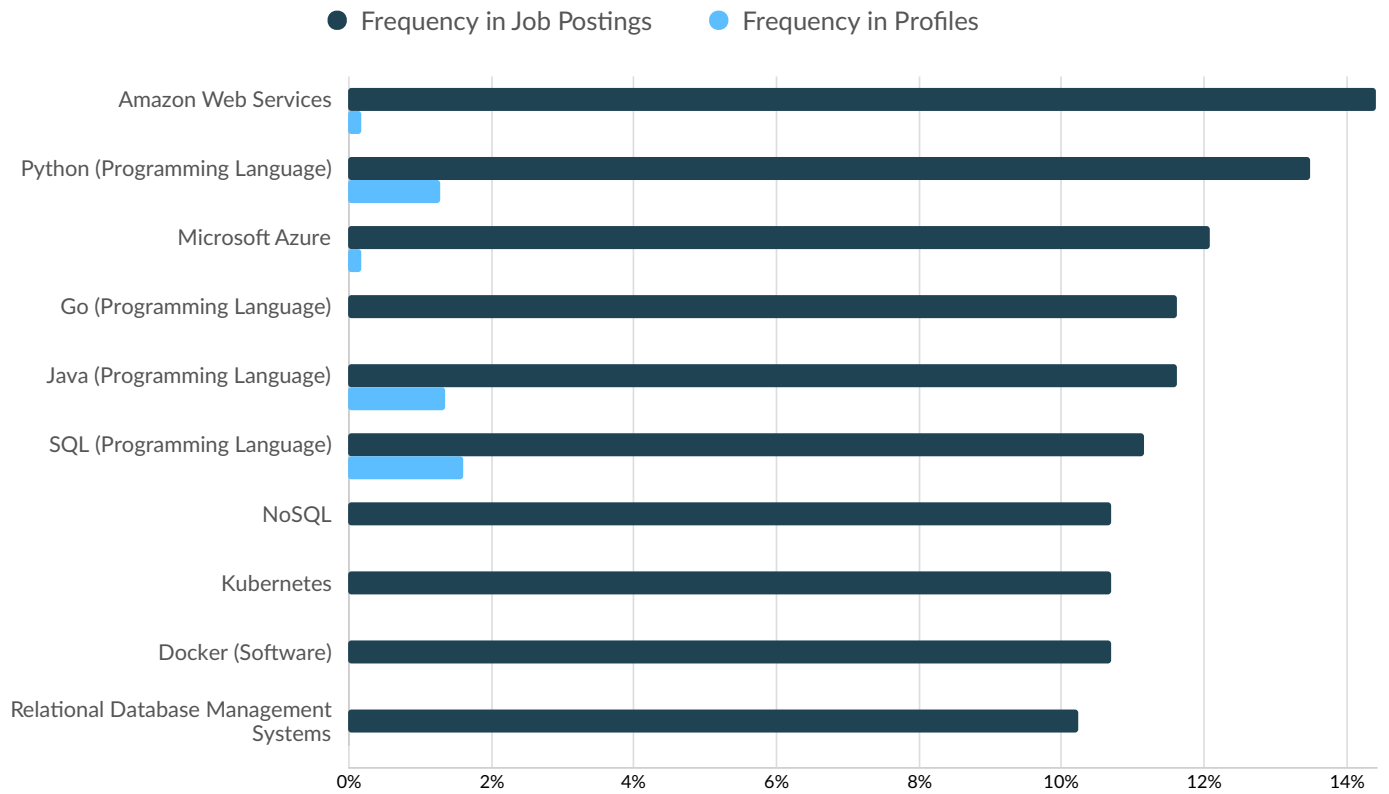
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	119	55%	132	9%	+20.1%	Rapidly Growing
Direct Patient Care	78	36%	14	1%	+16.6%	Growing
Vital Signs	65	30%	47	3%	+17.2%	Growing
Medical Records	58	27%	39	3%	+12.5%	Growing
Patient Education And Counseling	54	25%	33	2%	+11.6%	Growing
Electronic Medical Record	43	20%	44	3%	+12.1%	Growing
Patient Preparation	42	20%	3	0%	+15.8%	Growing
Nursing Process	42	20%	2	0%	+24.2%	Rapidly Growing
Medical Assistance	42	20%	42	3%	+11.9%	Growing
Medical Prescription	40	19%	10	1%	+8.5%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Problem Solving	69	32%	37	2%	+11.3%	Growing
Teaching	53	25%	69	4%	+18.8%	Growing
Management	52	24%	168	11%	+5.3%	Stable
Customer Service	51	24%	223	14%	+5.2%	Stable
Leadership	48	22%	166	11%	+8.5%	Stable
Scheduling	48	22%	46	3%	+16.4%	Growing
Resilience	47	22%	2	0%	+12.7%	Growing
Communication	46	21%	112	7%	+3.6%	Lagging
Coordinating	44	20%	43	3%	+14.7%	Growing
Innovation	42	20%	96	6%	+25.8%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Amazon Web Services	31	14%	3	0%	+24.0%	Rapidly Growing
Python (Programming Language)	29	13%	20	1%	+24.5%	Rapidly Growing
Microsoft Azure	26	12%	3	0%	+28.9%	Rapidly Growing
Go (Programming Language)	25	12%	0	0%	+17.2%	Growing
Java (Programming Language)	25	12%	21	1%	+17.4%	Growing
SQL (Programming Language)	24	11%	25	2%	+6.4%	Stable
NoSQL	23	11%	0	0%	+17.8%	Growing
Kubernetes	23	11%	0	0%	+22.0%	Rapidly Growing
Docker (Software)	23	11%	0	0%	+19.9%	Rapidly Growing
Relational Database Management Systems	22	10%	0	0%	+9.8%	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 Q2 2024 Data Set

For Period: June 1 - 30, 2024

St. JosephCounty. Michigan

Parameters

Select Timeframe: Jun 2024 - Jun 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

73

Unique Postings
171 Total Postings


7

Employers Competing
276 Total Employers

25 Days

Median Posting Duration
Regional Average: 16 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	18	25%
High school or GED	53	73%
Associate's degree	1	1%
Bachelor's degree	2	3%
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	53	0	73%
Associate's 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	42	58%
0 - 1 Years	14	19%
2 - 3 Years	16	22%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%






Top Companies Posting

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Border Foods	54 / 25	2 : 1 	31 days
Dollar General	18 / 17	1 : 1 	25 days
Meijer	24 / 10	2 : 1 	10 days
Taco Bell	41 / 10	4 : 1 	n/a
Birch Meadows Senior Care	13 / 6	2 : 1 	n/a
Arby's	19 / 4	5 : 1 	n/a
State of Michigan	2 / 1	2 : 1 	n/a

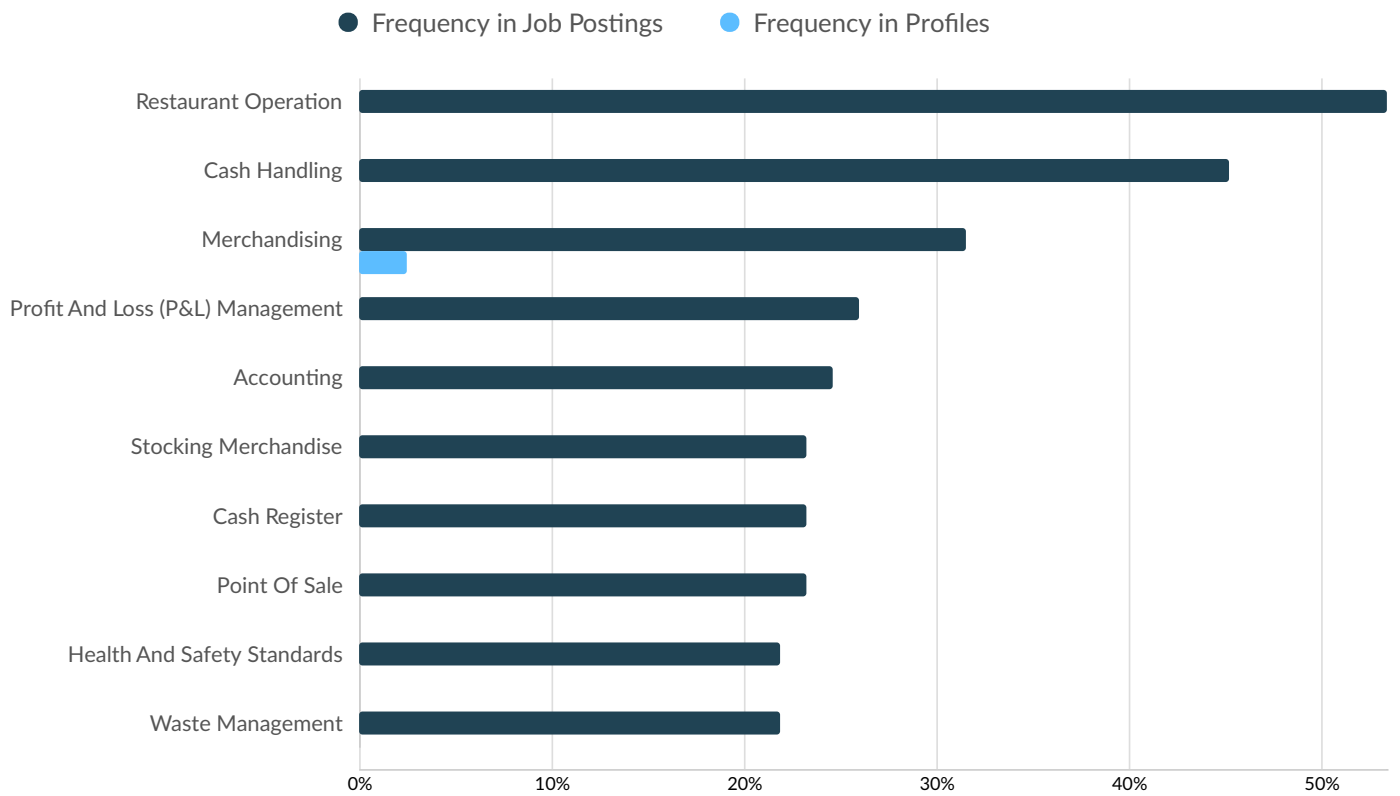
Top Posted Occupations

	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	61 / 21	3 : 1 	10 days
Food Service Managers	44 / 15	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	15 / 14	1 : 1 	31 days
Retail Salespersons	10 / 9	1 : 1 	10 days
Cashiers	26 / 7	4 : 1 	31 days
Home Health and Personal Care Aides	11 / 5	2 : 1 	n/a
Registered Nurses	2 / 1	2 : 1 	n/a
Maintenance and Repair Workers, General	2 / 1	2 : 1 	n/a

Top Posted Occupations

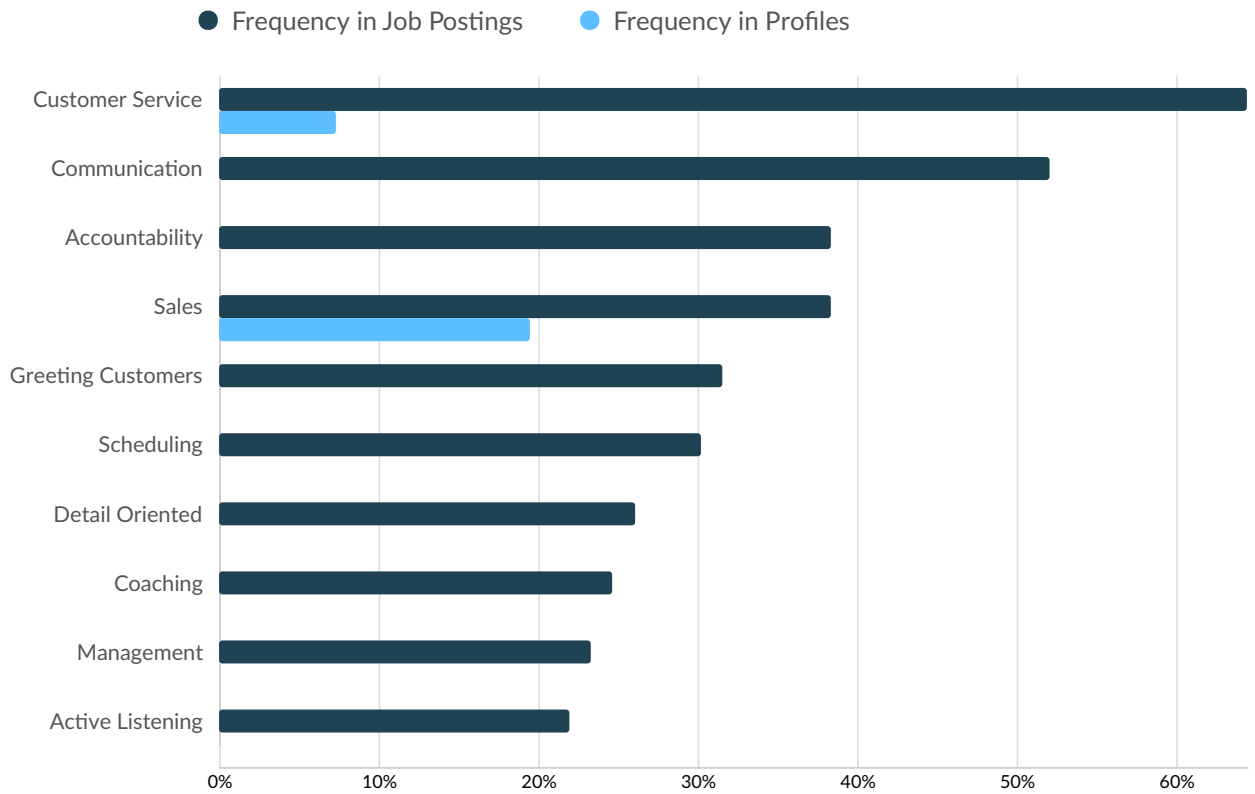
Occupation (O*NET)	Total/Unique (Jun 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	61 / 21	3 : 1 	10 days
Food Service Managers	44 / 15	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	15 / 14	1 : 1 	31 days
Retail Salespersons	10 / 9	1 : 1 	10 days
Cashiers	26 / 7	4 : 1 	31 days
Personal Care Aides	11 / 5	2 : 1 	n/a
Registered Nurses	2 / 1	2 : 1 	n/a
Maintenance and Repair Workers, General	2 / 1	2 : 1 	n/a

Top Specialized Skills



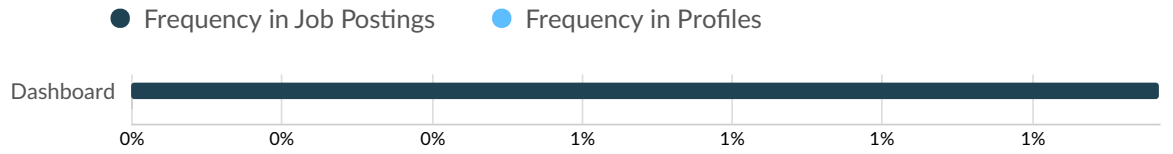
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	39	53%	0	0%	+28.0%	Rapidly Growing
Cash Handling	33	45%	0	0%	+8.9%	Growing
Merchandising	23	32%	1	2%	+15.0%	Growing
Profit And Loss (P&L) Management	19	26%	0	0%	+18.3%	Growing
Accounting	18	25%	0	0%	+24.0%	Rapidly Growing
Stocking Merchandise	17	23%	0	0%	+18.0%	Growing
Cash Register	17	23%	0	0%	+21.4%	Rapidly Growing
Point Of Sale	17	23%	0	0%	+13.3%	Growing
Health And Safety Standards	16	22%	0	0%	+19.0%	Growing
Waste Management	16	22%	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	47	64%	3	7%	+5.2%	Stable
Communication	38	52%	0	0%	+3.6%	Lagging
Accountability	28	38%	0	0%	+18.7%	Growing
Sales	28	38%	8	20%	+7.8%	Stable
Greeting Customers	23	32%	0	0%	+4.6%	Stable
Scheduling	22	30%	0	0%	+16.4%	Growing
Detail Oriented	19	26%	0	0%	+7.1%	Stable
Coaching	18	25%	0	0%	+16.4%	Growing
Management	17	23%	0	0%	+5.3%	Stable
Active Listening	16	22%	0	0%	+10.0%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Dashboard	1	1%	0	0%	+25.3%	Rapidly Growing

Top Qualifications

	Postings with Qualification
ServSafe Certification	18
Valid Driver's License	18
Registered Nurse (RN)	1

Appendix A

Top Posting Sources

Website	Postings on Website (Jun 2024)
mitalent.org	24
dejobs.org	20
borderfoodsjobs.com	18
indeed.com	17
latpro.com	12
careerarc.com	11
dollargeneral.com	6
arbys.com	4

Appendix B - 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.