



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: November 1 - 30, 2024

Berrien, Branch, Calhoun, Cass,

Kalamazoo, Saint Joseph, and

Van Buren Counties, Michigan

Parameters

Select Timeframe: Nov 2024 - Nov 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

164

Unique Postings
663 Total Postings

6

Employers Competing
2,478 Total Employers

24 Days

Median Posting Duration
Regional Average: 30 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	37	23%
High school or GED	76	46%
Associate's degree	36	22%
Bachelor's degree	31	19%
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	76	0	46%
Associate's degree	30	6	18%
Bachelor's degree	21	10	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	121	74%
0 - 1 Years	34	21%
2 - 3 Years	9	5%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	202 / 48	4 : 1 	29 days
Border Foods	158 / 32	5 : 1 	n/a
Bronson Healthcare	47 / 31	2 : 1 	23 days
Corewell Health	128 / 22	6 : 1 	23 days
Ascension	79 / 20	4 : 1 	41 days
Meijer	49 / 11	4 : 1 	23 days

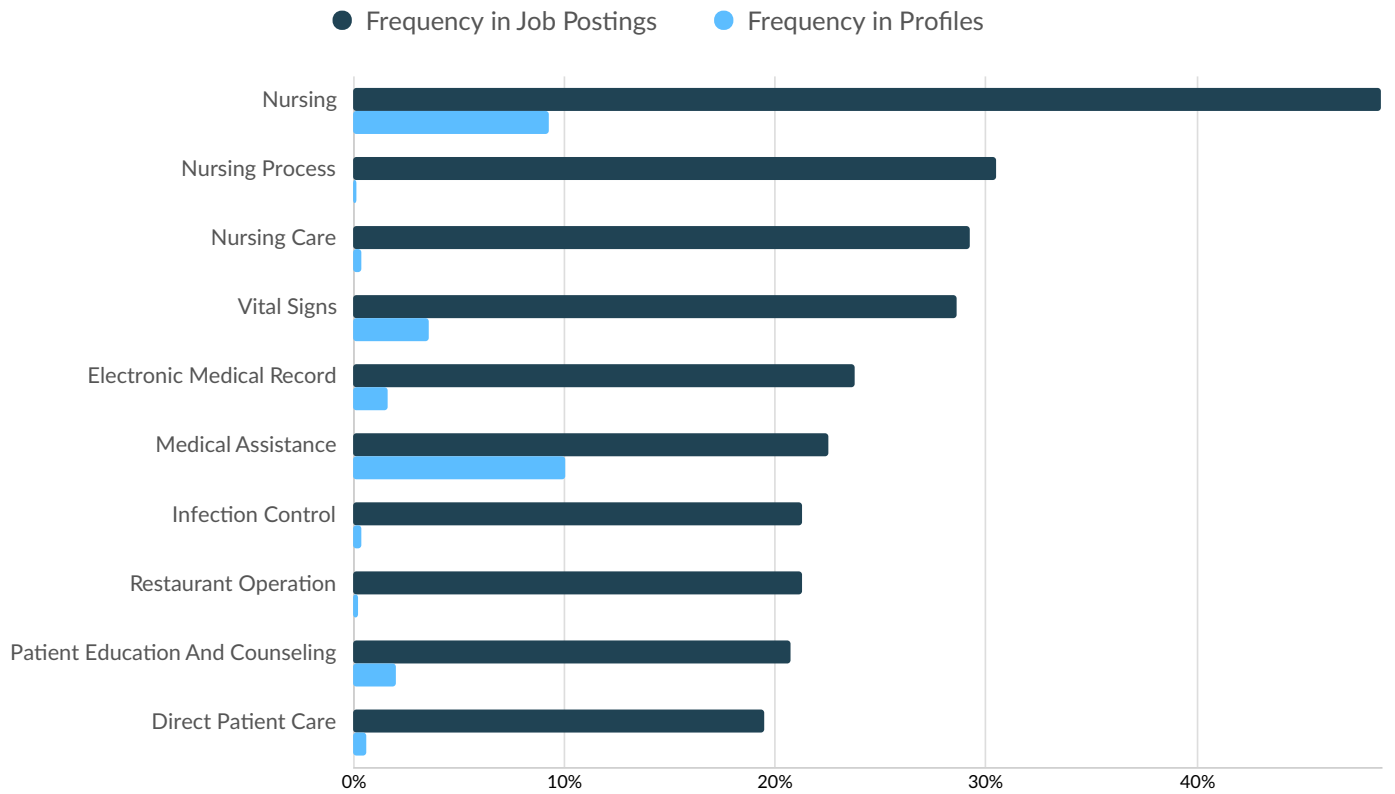
Top Posted Occupations

	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	199 / 58	3 : 1	28 days
Medical Assistants	146 / 37	4 : 1	29 days
Cashiers	136 / 27	5 : 1	23 days
Cooks, Restaurant	85 / 19	4 : 1	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	81 / 19	4 : 1	21 days
Nursing Assistants	16 / 4	4 : 1	n/a

Top Posted Occupations

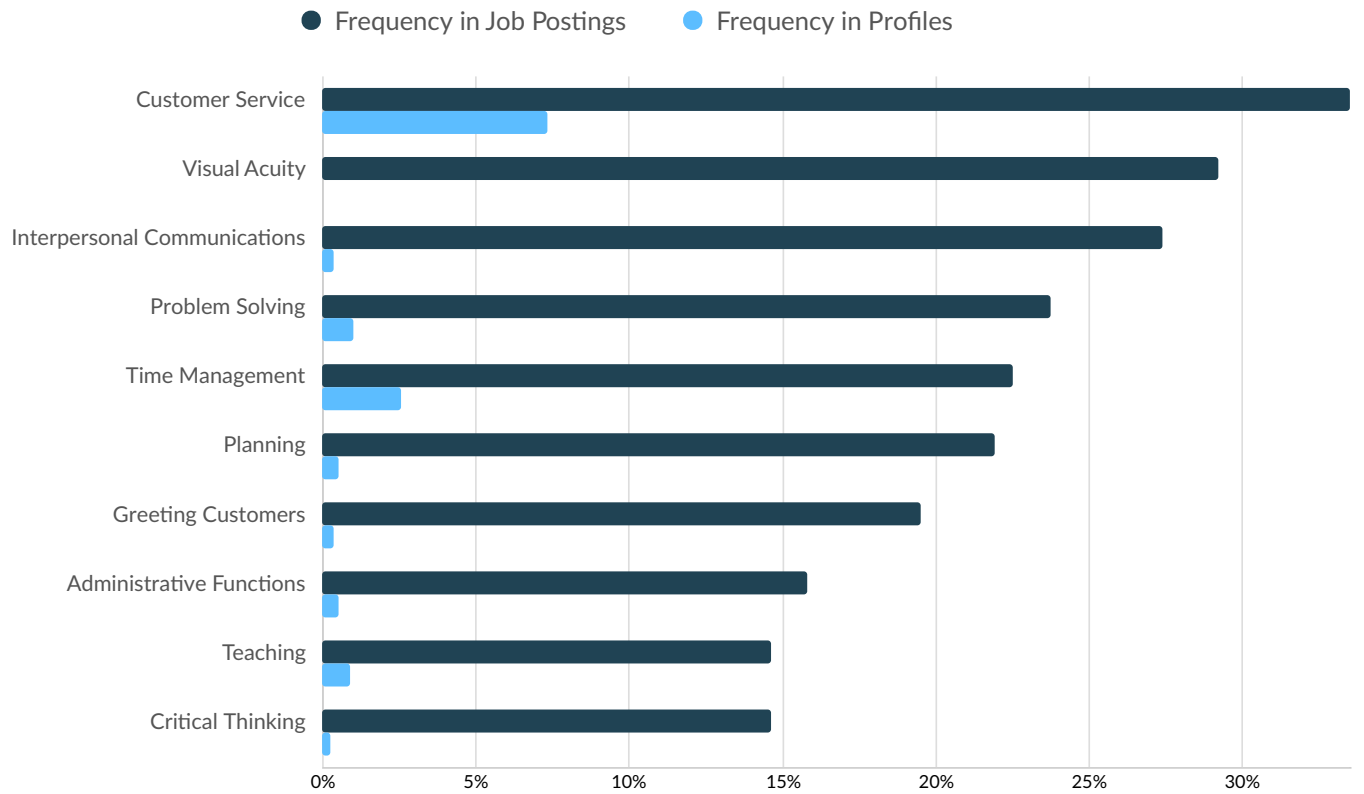
Occupation (O*NET)	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	199 / 58	3 : 1	28 days
Medical Assistants	146 / 37	4 : 1	29 days
Cashiers	136 / 27	5 : 1	23 days
Cooks, Restaurant	85 / 19	4 : 1	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	81 / 19	4 : 1	21 days
Nursing Assistants	16 / 4	4 : 1	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	80	49%	72	9%	+20.1%	Rapidly Growing
Nursing Process	50	30%	1	0%	+24.2%	Rapidly Growing
Nursing Care	48	29%	3	0%	+19.1%	Growing
Vital Signs	47	29%	28	4%	+17.2%	Growing
Electronic Medical Record	39	24%	13	2%	+12.1%	Growing
Medical Assistance	37	23%	78	10%	+11.9%	Growing
Infection Control	35	21%	3	0%	+17.1%	Growing
Restaurant Operation	35	21%	2	0%	+28.0%	Rapidly Growing
Patient Education And Counseling	34	21%	16	2%	+11.6%	Growing
Direct Patient Care	32	20%	5	1%	+16.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	55	34%	57	7%	+5.2%	Stable
Visual Acuity	48	29%	0	0%	+18.9%	Growing
Interpersonal Communications	45	27%	3	0%	+12.5%	Growing
Problem Solving	39	24%	8	1%	+11.3%	Growing
Time Management	37	23%	20	3%	+14.5%	Growing
Planning	36	22%	4	1%	+10.9%	Growing
Greeting Customers	32	20%	3	0%	+4.6%	Stable
Administrative Functions	26	16%	4	1%	+13.6%	Growing
Teaching	24	15%	7	1%	+18.8%	Growing
Critical Thinking	24	15%	2	0%	+23.4%	Rapidly Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: November 1 - 30, 2024

Branch, Calhoun, Kalamazoo, and

Saint Joseph Counties, Michigan

Parameters

Select Timeframe: Nov 2024 - Nov 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

523

Unique Postings
1,740 Total Postings

10

Employers Competing
2,012 Total Employers

33 Days

Median Posting Duration
Regional Average: 30 Days

3 : 1

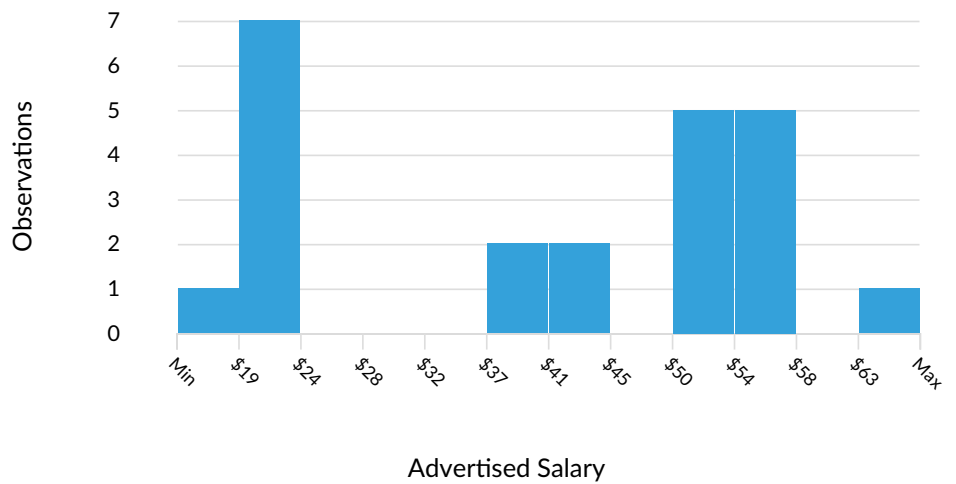
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 23 advertised salary observations (4% of the 523 matching postings).

\$41.48/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	95	18%
High school or GED	194	37%
Associate's degree	180	34%
Bachelor's degree	163	31%
Master's degree	34	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	194	0	37%
Associate's degree	131	44	25%
Bachelor's degree	98	60	19%
Master's degree	5	28	1%
Ph.D. or professional degree	0	2	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	358	68%
0 - 1 Years	57	11%
2 - 3 Years	96	18%
4 - 6 Years	8	2%
7 - 9 Years	1	0%
10+ Years	3	1%















Top Companies Posting

	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	235 / 147	2 : 1 	33 days
Oaklawn Hospital	458 / 122	4 : 1 	29 days
Ascension	514 / 108	5 : 1 	20 days
Border Foods	388 / 92	4 : 1 	n/a
Meijer	94 / 30	3 : 1 	39 days
Stryker	20 / 10	2 : 1 	49 days
Walmart	14 / 9	2 : 1 	n/a
Corewell Health	6 / 3	2 : 1 	n/a
Pfizer	6 / 1	6 : 1 	45 days
Zoetis	5 / 1	5 : 1 	n/a

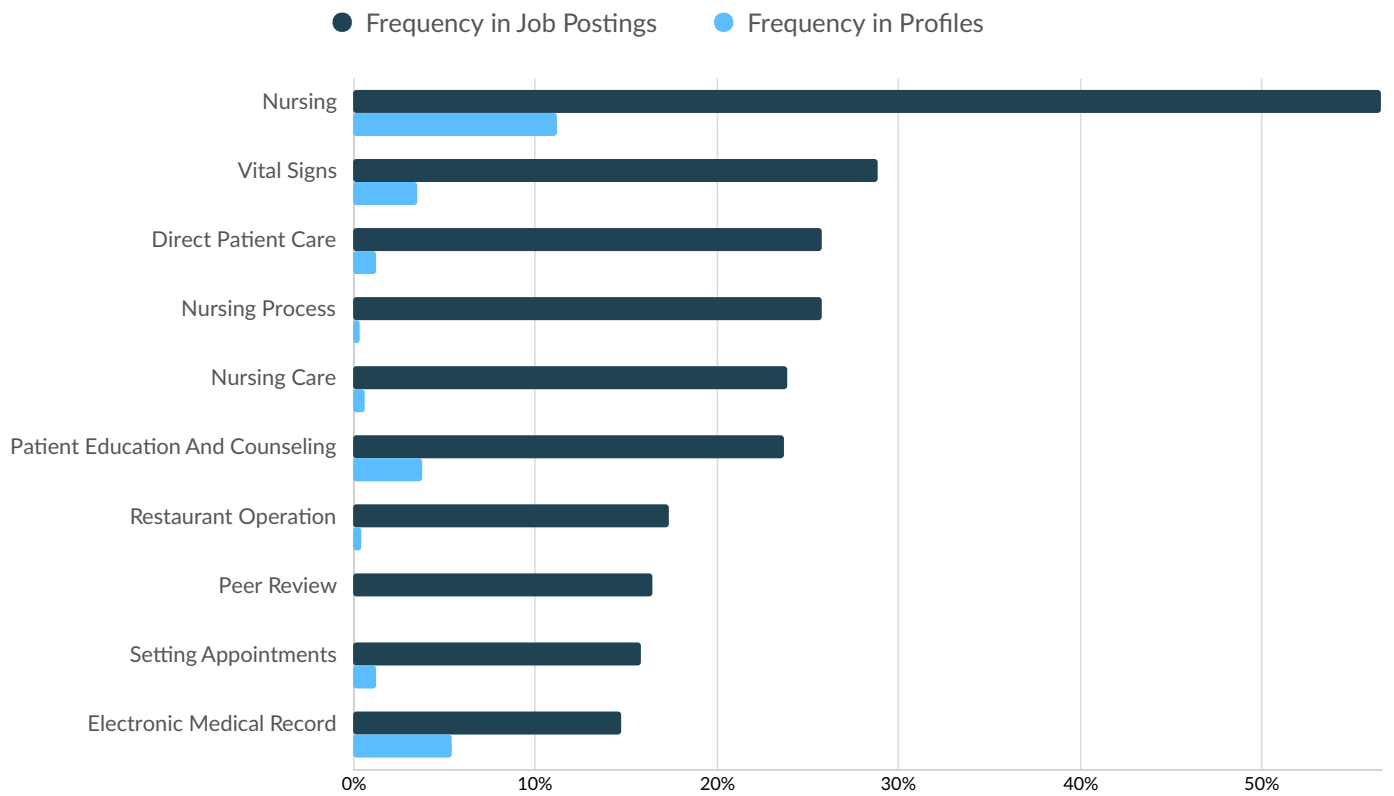
Top Posted Occupations

	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	729 / 207	4 : 1 	35 days
Medical Assistants	215 / 74	3 : 1 	32 days
Fast Food and Counter Workers	207 / 48	4 : 1 	39 days
Cashiers	170 / 42	4 : 1 	37 days
Food Service Managers	117 / 40	3 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	119 / 37	3 : 1 	46 days
Health Technologists and Technicians, All Other	58 / 23	3 : 1 	17 days
Medical and Health Services Managers	32 / 19	2 : 1 	30 days
Nursing Assistants	66 / 17	4 : 1 	11 days
Licensed Practical and Licensed Vocational Nurses	27 / 16	2 : 1 	24 days

Top Posted Occupations

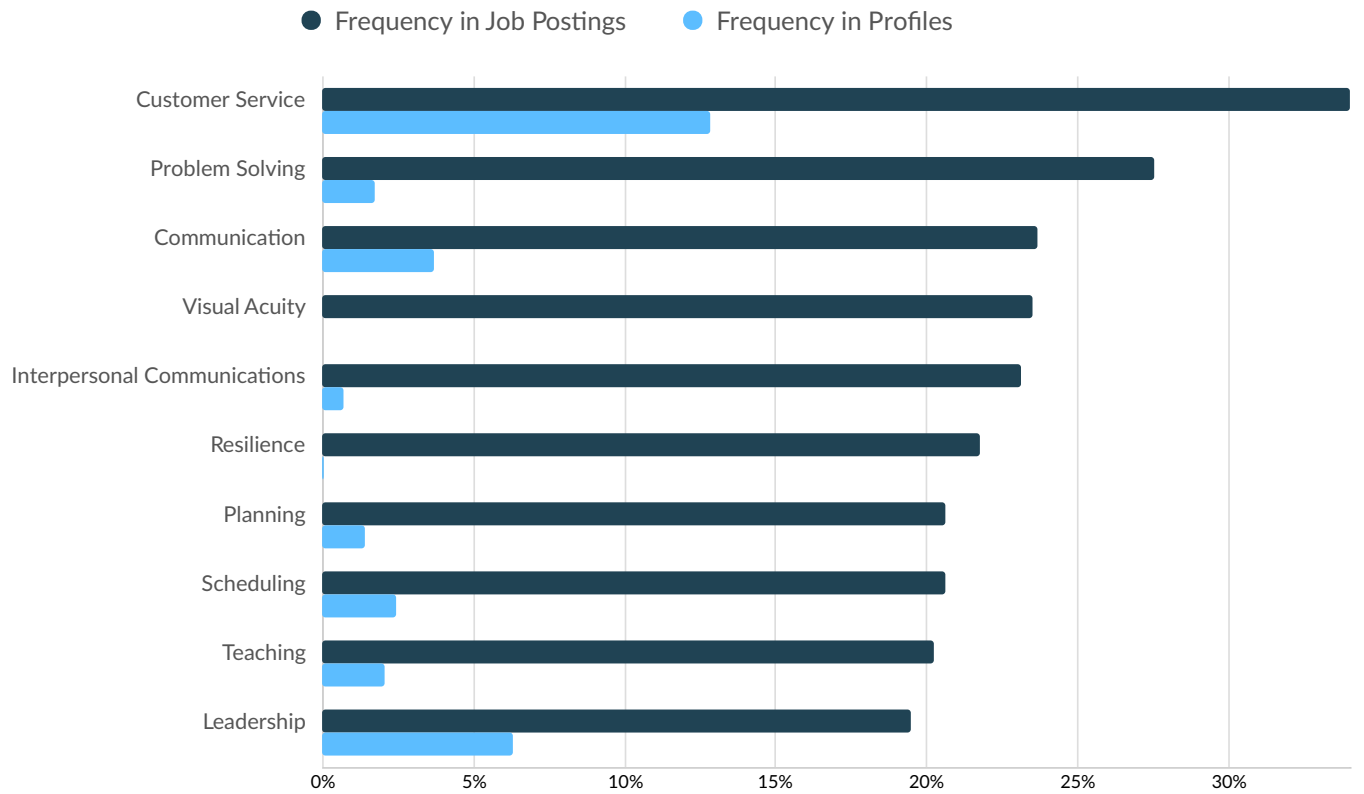
Occupation (O*NET)	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	673 / 192	4 : 1 	31 days
Medical Assistants	215 / 74	3 : 1 	32 days
Fast Food and Counter Workers	207 / 48	4 : 1 	39 days
Cashiers	170 / 42	4 : 1 	37 days
Food Service Managers	117 / 40	3 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	119 / 37	3 : 1 	46 days
Medical and Health Services Managers	32 / 19	2 : 1 	30 days
Nursing Assistants	66 / 17	4 : 1 	11 days
Licensed Practical and Licensed Vocational Nurses	27 / 16	2 : 1 	24 days
Health Technologists and Technicians, All Other	34 / 14	2 : 1 	17 days
Critical Care Nurses	49 / 13	4 : 1 	46 days
Patient Representatives	13 / 7	2 : 1 	n/a
Acute Care Nurses	7 / 2	4 : 1 	40 days
Neurodiagnostic Technologists	11 / 2	6 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	296	57%	173	11%	+20.1%	Rapidly Growing
Vital Signs	151	29%	55	4%	+17.2%	Growing
Direct Patient Care	135	26%	19	1%	+16.6%	Growing
Nursing Process	135	26%	5	0%	+24.2%	Rapidly Growing
Nursing Care	125	24%	10	1%	+19.1%	Growing
Patient Education And Counseling	124	24%	58	4%	+11.6%	Growing
Restaurant Operation	91	17%	7	0%	+28.0%	Rapidly Growing
Peer Review	86	16%	0	0%	+18.4%	Growing
Setting Appointments	83	16%	20	1%	+10.9%	Growing
Electronic Medical Record	77	15%	84	5%	+12.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	178	34%	198	13%	+5.2%	Stable
Problem Solving	144	28%	27	2%	+11.3%	Growing
Communication	124	24%	57	4%	+3.6%	Lagging
Visual Acuity	123	24%	0	0%	+18.9%	Growing
Interpersonal Communications	121	23%	11	1%	+12.5%	Growing
Resilience	114	22%	1	0%	+12.7%	Growing
Planning	108	21%	22	1%	+10.9%	Growing
Scheduling	108	21%	38	2%	+16.4%	Growing
Teaching	106	20%	32	2%	+18.8%	Growing
Leadership	102	20%	97	6%	+8.5%	Stable

Appendix A - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: November 1 - 30, 2024

Branch County, Michigan

Parameters

Select Timeframe: Nov 2024 - Nov 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

22

Unique Postings
67 Total Postings


3

Employers Competing
133 Total Employers

4 Days

Median Posting Duration
Regional Average: 28 Days

3 : 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	4	18%
High school or GED	13	59%
Associate's degree	4	18%
Bachelor's degree	5	23%
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	13	0	59%
Associate's degree	4	0	18%
Bachelor's degree	1	4	5%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%









Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	11	50%
0 - 1 Years	3	14%
2 - 3 Years	8	36%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Border Foods	28 / 12	2 : 1 	n/a
ProMedica	15 / 5	3 : 1 	4 days
Walmart	24 / 5	5 : 1 	n/a

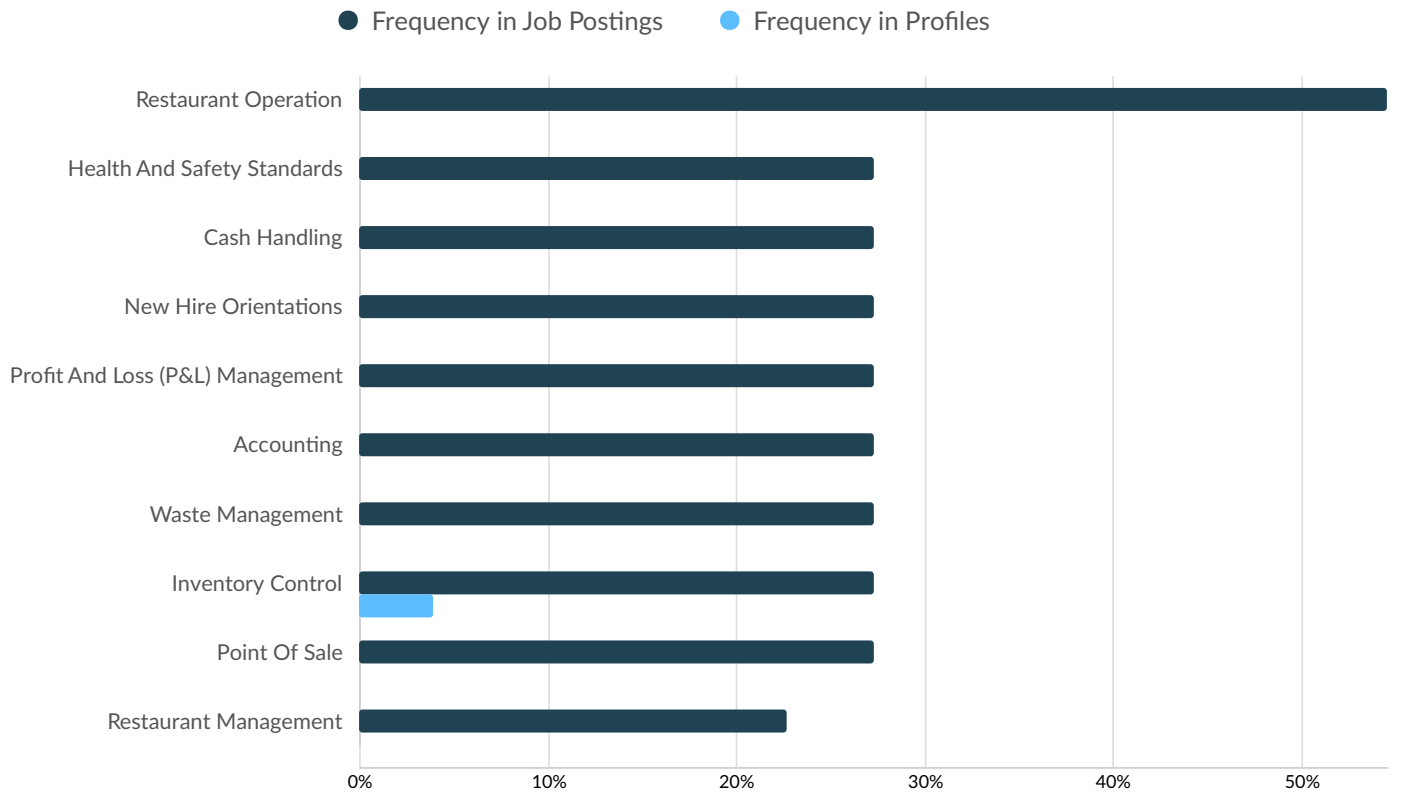
Top Posted Occupations

	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	8 / 5	2 : 1 	n/a
Fast Food and Counter Workers	10 / 4	3 : 1 	n/a
Registered Nurses	5 / 3	2 : 1 	4 days
First-Line Supervisors of Retail Sales Workers	15 / 3	5 : 1 	n/a
Cashiers	11 / 3	4 : 1 	n/a
Health Technologists and Technicians, All Other	10 / 2	5 : 1 	n/a
General and Operations Managers	6 / 1	6 : 1 	n/a
Retail Salespersons	2 / 1	2 : 1 	n/a

Top Posted Occupations

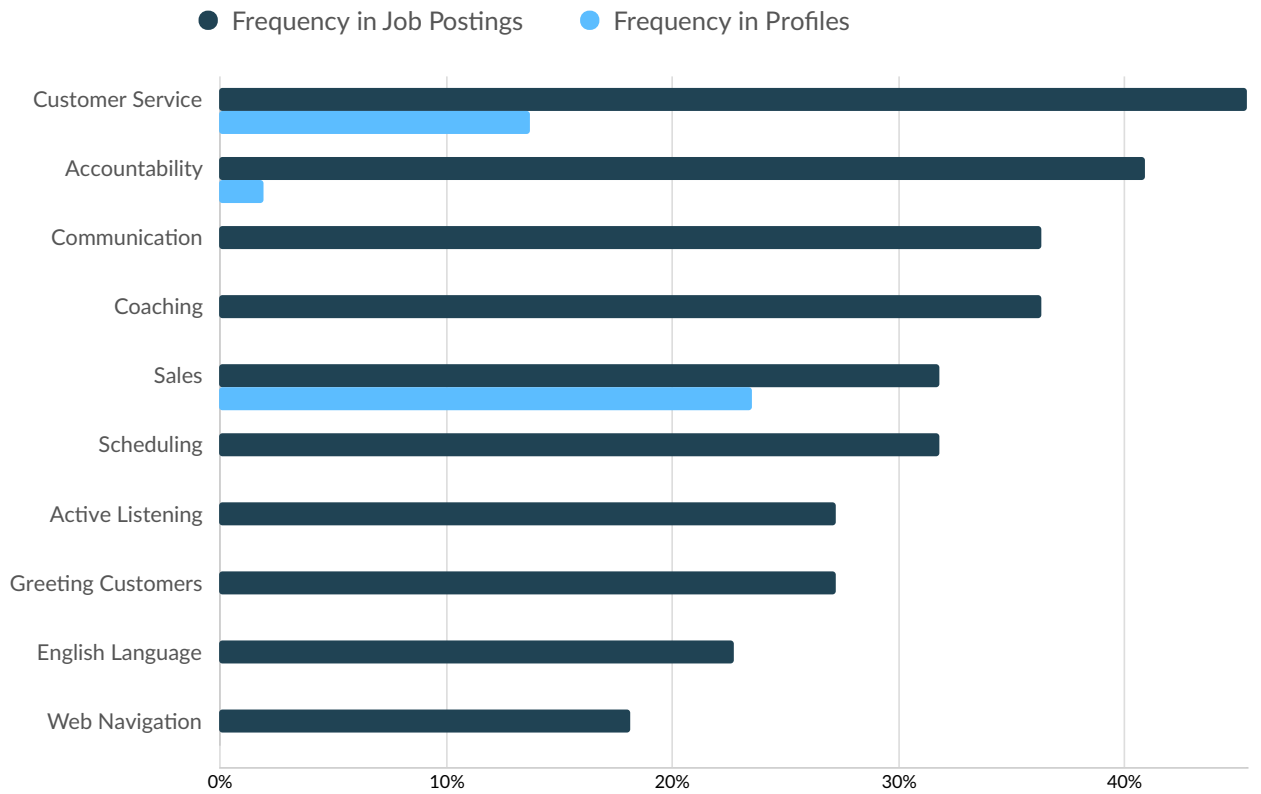
Occupation (O*NET)	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	8 / 5	2 : 1 	n/a
Fast Food and Counter Workers	10 / 4	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	15 / 3	5 : 1 	n/a
Cashiers	11 / 3	4 : 1 	n/a
Registered Nurses	2 / 2	1 : 1 	4 days
Health Technologists and Technicians, All Other	10 / 2	5 : 1 	n/a
General and Operations Managers	6 / 1	6 : 1 	n/a
Critical Care Nurses	3 / 1	3 : 1 	n/a
Retail Salespersons	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	12	55%	0	0%	+28.0%	Rapidly Growing
Health And Safety Standards	6	27%	0	0%	+19.0%	Growing
Cash Handling	6	27%	0	0%	+8.9%	Growing
New Hire Orientations	6	27%	0	0%	+12.1%	Growing
Profit And Loss (P&L) Management	6	27%	0	0%	+18.3%	Growing
Accounting	6	27%	0	0%	+24.0%	Rapidly Growing
Waste Management	6	27%	0	0%	+11.7%	Growing
Inventory Control	6	27%	2	4%	+11.6%	Growing
Point Of Sale	6	27%	0	0%	+13.3%	Growing
Restaurant Management	5	23%	0	0%	+12.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	10	45%	7	14%	+5.2%	Stable
Accountability	9	41%	1	2%	+18.7%	Growing
Communication	8	36%	0	0%	+3.6%	Lagging
Coaching	8	36%	0	0%	+16.4%	Growing
Sales	7	32%	12	24%	+7.8%	Stable
Scheduling	7	32%	0	0%	+16.4%	Growing
Active Listening	6	27%	0	0%	+10.0%	Growing
Greeting Customers	6	27%	0	0%	+4.6%	Stable
English Language	5	23%	0	0%	+15.3%	Growing
Web Navigation	4	18%	0	0%	+10.2%	Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: November 1 - 30, 2024

Calhoun County, Michigan

Parameters

Select Timeframe: Aug 2024 - Aug 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

191

Unique Postings
641 Total Postings

10

Employers Competing
731 Total Employers

26 Days

Median Posting Duration
Regional Average: 23 Days

3 : 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	68	36%
High school or GED	60	31%
Associate's degree	54	28%
Bachelor's degree	31	16%
Master's degree	9	5%
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	60	0	31%
Associate's degree	49	5	26%
Bachelor's degree	14	15	7%
Master's degree	0	9	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	138	72%
0 - 1 Years	18	9%
2 - 3 Years	34	18%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	291 / 76	4 : 1	17 days
Bronson Healthcare	92 / 51	2 : 1	15 days
Border Foods	134 / 20	7 : 1	32 days
Taco Bell	50 / 13	4 : 1	35 days
Select Medical	33 / 9	4 : 1	34 days
Clean Team	15 / 7	2 : 1	22 days
Subway	16 / 7	2 : 1	26 days
Elara Caring	4 / 4	1 : 1	26 days
Hogan	3 / 2	2 : 1	n/a
Dollar General	3 / 2	2 : 1	15 days

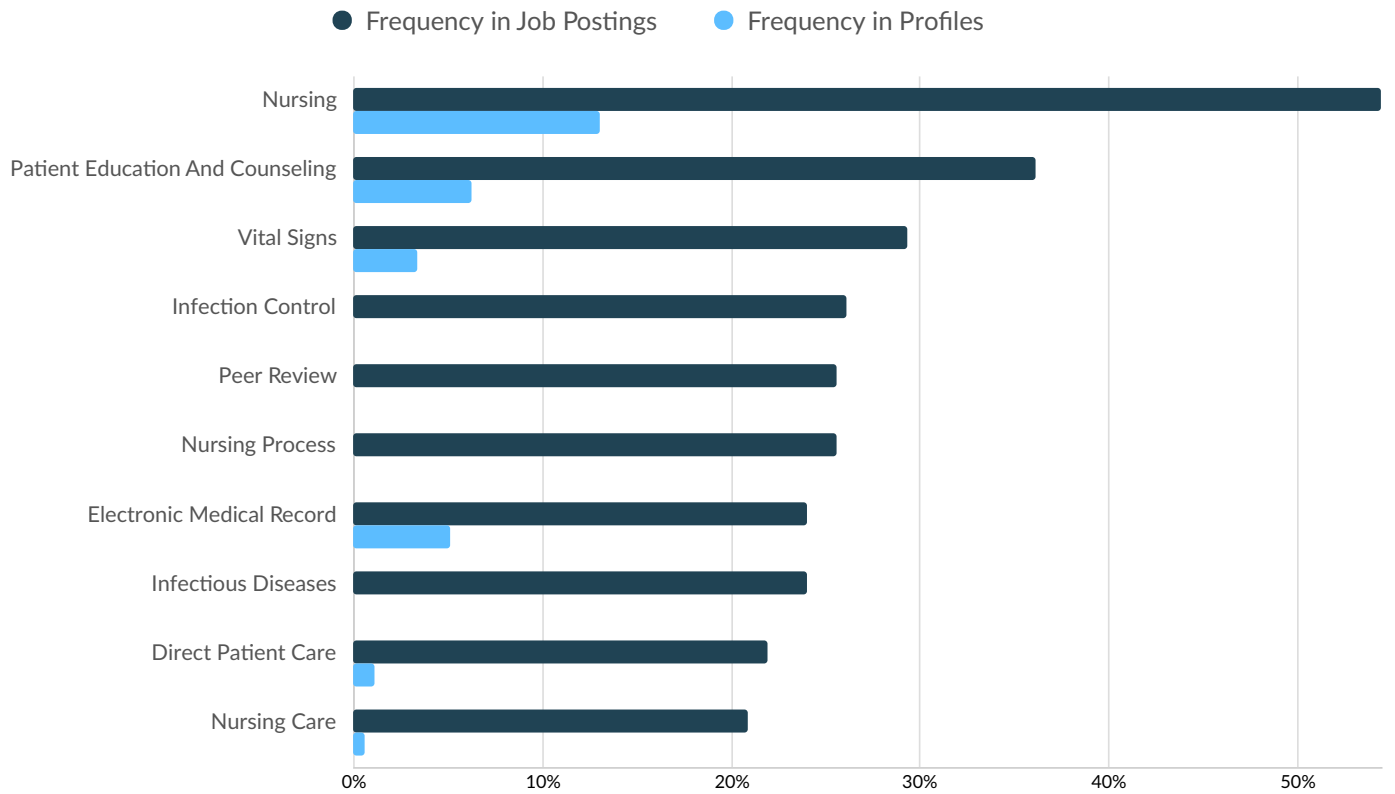
Top Posted Occupations

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	229 / 83	3 : 1	34 days
Medical Assistants	125 / 39	3 : 1	28 days
Food Service Managers	78 / 19	4 : 1	26 days
Fast Food and Counter Workers	115 / 19	6 : 1	32 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	34 / 19	2 : 1	15 days
First-Line Supervisors of Retail Sales Workers	12 / 6	2 : 1	15 days
Home Health and Personal Care Aides	2 / 2	1 : 1	26 days
Maintenance and Repair Workers, General	43 / 2	22 : 1	n/a
Heavy and Tractor-Trailer Truck Drivers	3 / 2	2 : 1	n/a

Top Posted Occupations

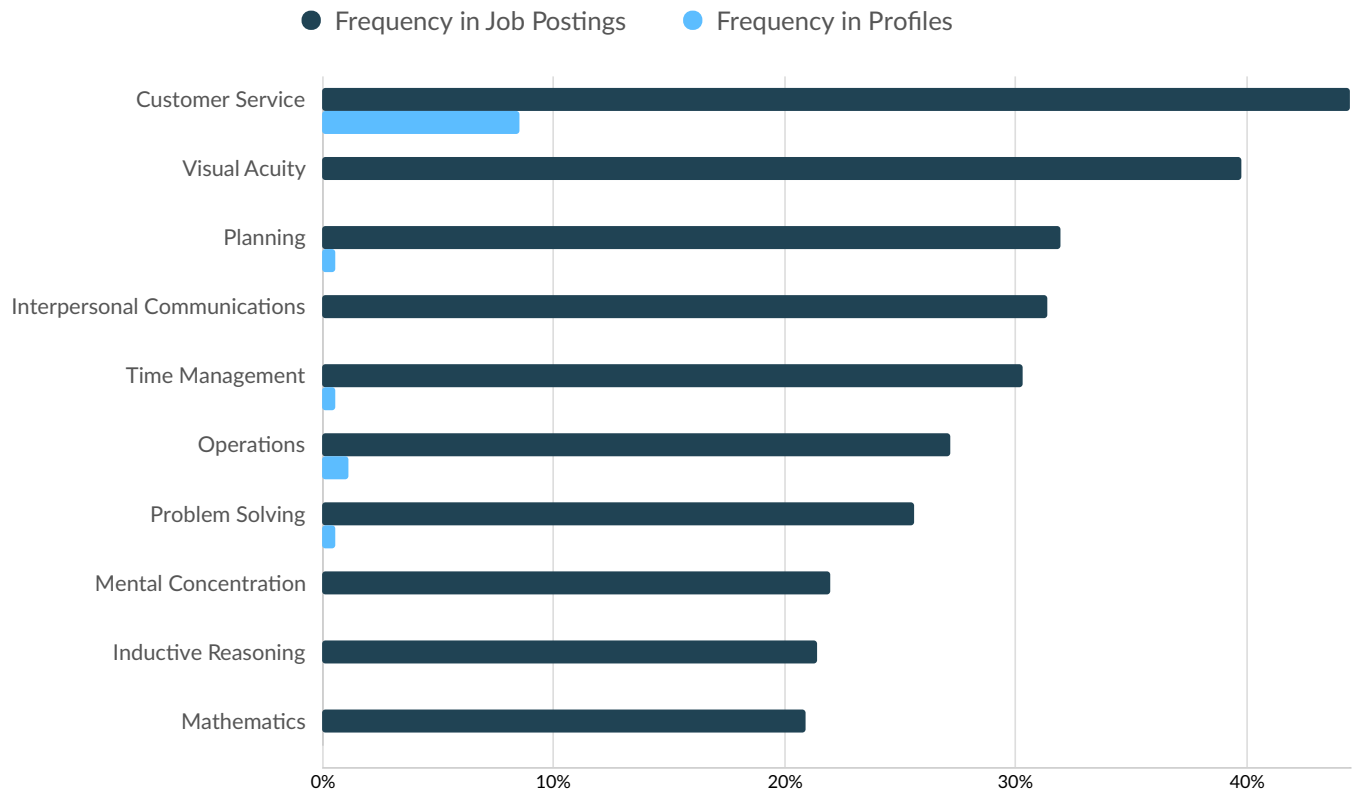
Occupation (O*NET)	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	228 / 82	3 : 1 	34 days
Medical Assistants	125 / 39	3 : 1 	28 days
Food Service Managers	78 / 19	4 : 1 	26 days
Fast Food and Counter Workers	115 / 19	6 : 1 	32 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	34 / 19	2 : 1 	15 days
First-Line Supervisors of Retail Sales Workers	12 / 6	2 : 1 	15 days
Personal Care Aides	2 / 2	1 : 1 	26 days
Maintenance and Repair Workers, General	43 / 2	22 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	3 / 2	2 : 1 	n/a
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	104	54%	23	13%	+20.1%	Rapidly Growing
Patient Education And Counseling	69	36%	11	6%	+11.6%	Growing
Vital Signs	56	29%	6	3%	+17.2%	Growing
Infection Control	50	26%	0	0%	+17.1%	Growing
Peer Review	49	26%	0	0%	+18.4%	Growing
Nursing Process	49	26%	0	0%	+24.2%	Rapidly Growing
Electronic Medical Record	46	24%	9	5%	+12.1%	Growing
Infectious Diseases	46	24%	0	0%	+9.2%	Growing
Direct Patient Care	42	22%	2	1%	+16.6%	Growing
Nursing Care	40	21%	1	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	85	45%	15	9%	+5.2%	Stable
Visual Acuity	76	40%	0	0%	+18.9%	Growing
Planning	61	32%	1	1%	+10.9%	Growing
Interpersonal Communications	60	31%	0	0%	+12.5%	Growing
Time Management	58	30%	1	1%	+14.5%	Growing
Operations	52	27%	2	1%	+8.1%	Stable
Problem Solving	49	26%	1	1%	+11.3%	Growing
Mental Concentration	42	22%	0	0%	+12.7%	Growing
Inductive Reasoning	41	21%	0	0%	+23.8%	Rapidly Growing
Mathematics	40	21%	0	0%	+20.2%	Rapidly Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: November 1 - 30, 2024

Kalamazoo County, Michigan

Parameters

Select Timeframe: Nov 2024 - Nov 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

203

Unique Postings
714 Total Postings

8

Employers Competing
1,441 Total Employers

37 Days

Median Posting Duration
Regional Average: 30 Days

4 : 1

Posting Intensity



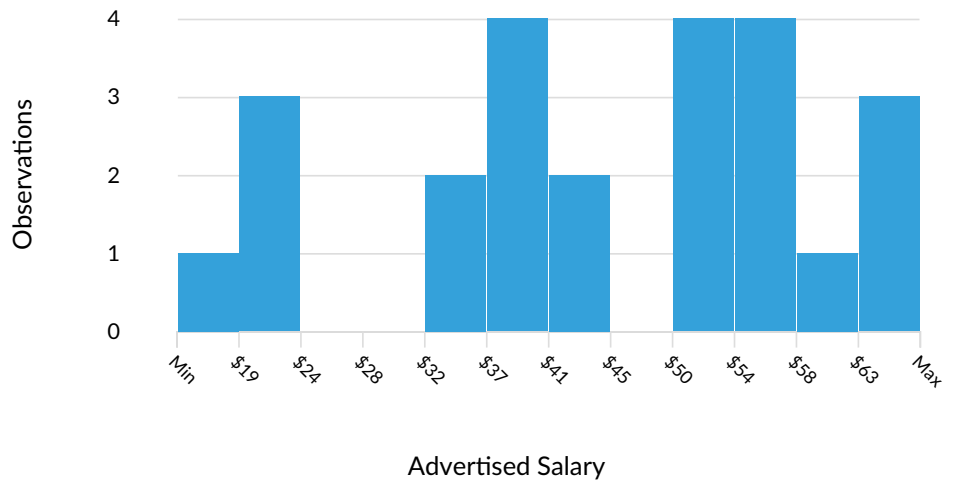
Regional Average: 3 : 1

Advertised Salary

There are 24 advertised salary observations (12% of the 203 matching postings).

\$41.48/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	20	10%
High school or GED	53	26%
Associate's degree	69	34%
Bachelor's degree	118	58%
Master's degree	28	14%
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	53	0	26%
Associate's degree	44	21	22%
Bachelor's degree	81	35	40%
Master's degree	5	22	2%
Ph.D. or professional degree	0	2	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	118	58%
0 - 1 Years	26	13%
2 - 3 Years	38	19%
4 - 6 Years	14	7%
7 - 9 Years	6	3%
10+ Years	1	0%

Top Companies Posting

	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Ascension	470 / 84	6 : 1 	29 days
Bronson Healthcare	136 / 77	2 : 1 	37 days
Stryker	55 / 23	2 : 1 	49 days
Kalamazoo County Government	12 / 6	2 : 1 	40 days
Zoetis	10 / 5	2 : 1 	n/a
Corewell Health	6 / 3	2 : 1 	n/a
Western Michigan University	12 / 3	4 : 1 	21 days
Pfizer	13 / 2	7 : 1 	32 days

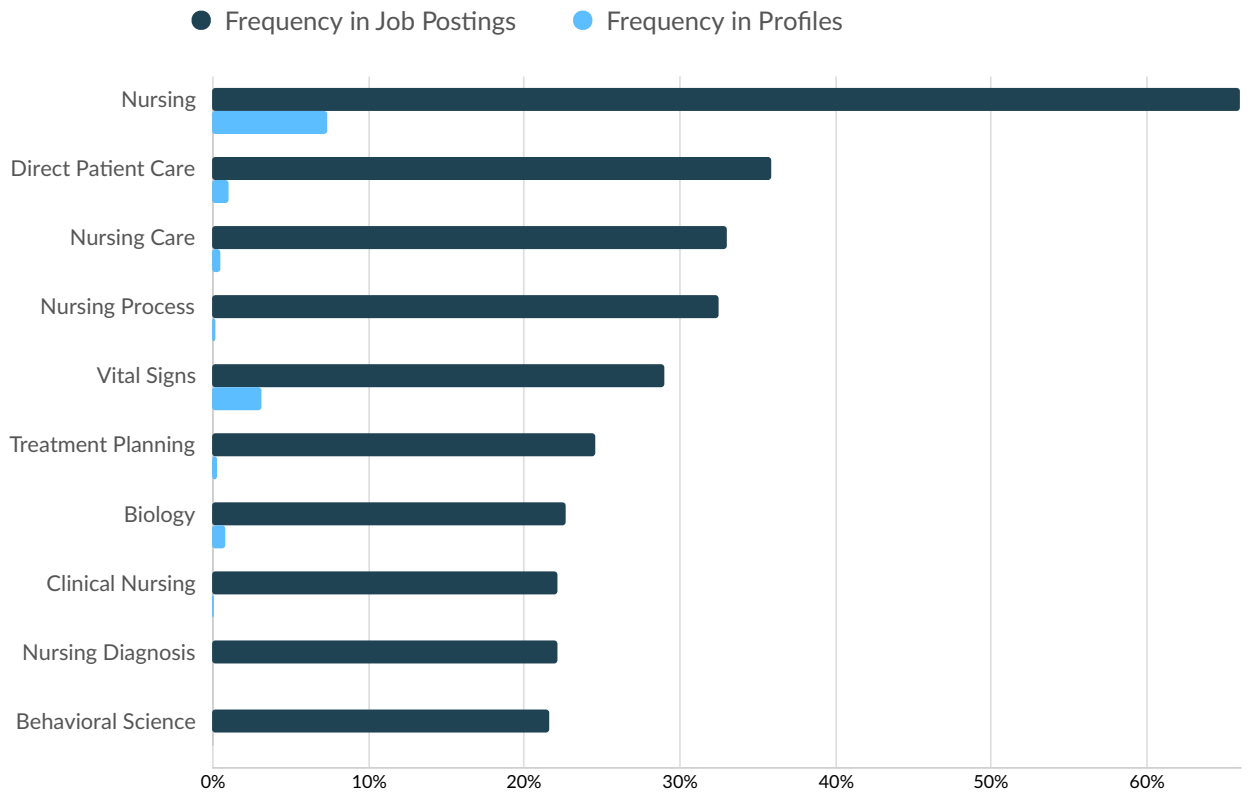
Top Posted Occupations

	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	480 / 118	4 : 1 	35 days
Medical Assistants	52 / 26	2 : 1 	39 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	45 / 15	3 : 1 	49 days
Computer Occupations, All Other	27 / 10	3 : 1 	27 days
Licensed Practical and Licensed Vocational Nurses	16 / 8	2 : 1 	9 days
Nursing Assistants	36 / 7	5 : 1 	11 days
Health Technologists and Technicians, All Other	22 / 6	4 : 1 	17 days
Managers, All Other	13 / 5	3 : 1 	21 days
Software Developers	12 / 5	2 : 1 	40 days
Industrial Engineering Technologists and Technicians	11 / 3	4 : 1 	32 days

Top Posted Occupations

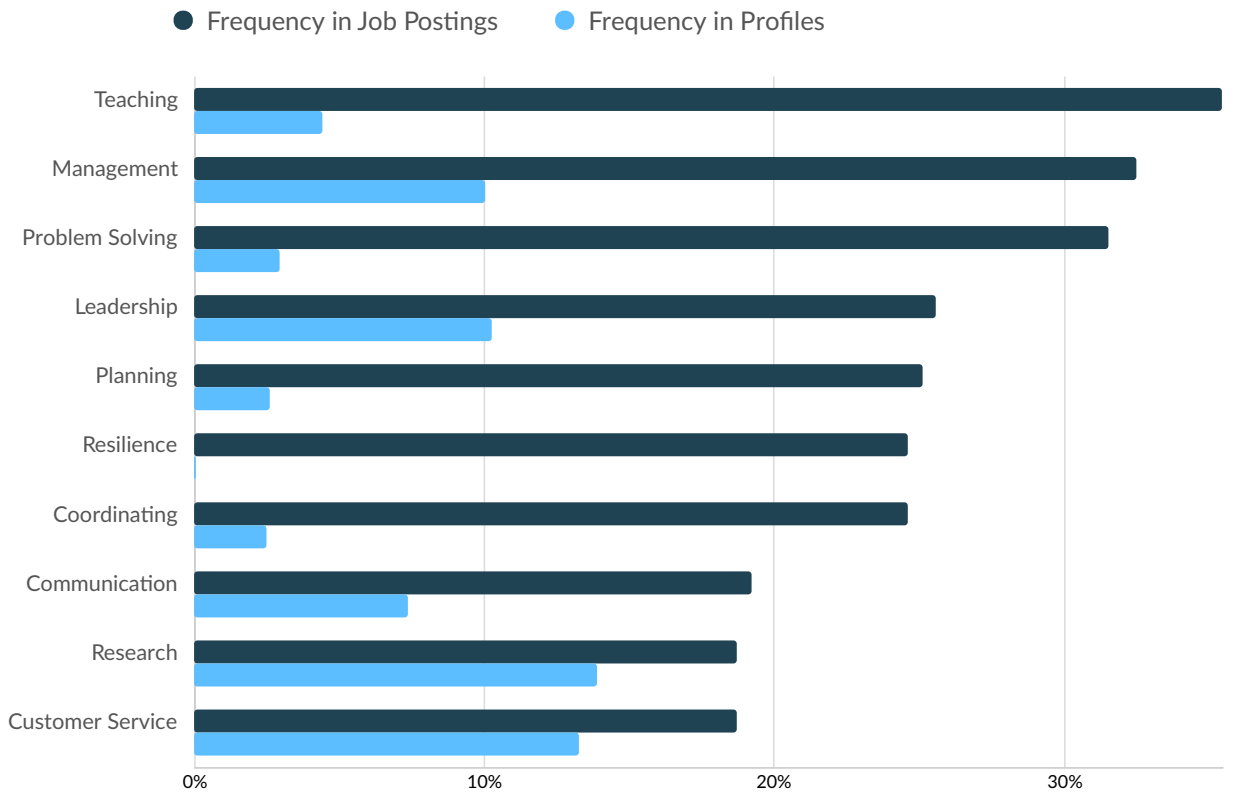
Occupation (O*NET)	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	429 / 106	4 : 1	34 days
Medical Assistants	52 / 26	2 : 1	39 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	45 / 15	3 : 1	49 days
Critical Care Nurses	47 / 11	4 : 1	46 days
Licensed Practical and Licensed Vocational Nurses	16 / 8	2 : 1	9 days
Nursing Assistants	36 / 7	5 : 1	11 days
Software Developers	12 / 5	2 : 1	40 days
Health Technologists and Technicians, All Other	19 / 5	4 : 1	17 days
Managers, All Other	10 / 4	3 : 1	21 days
Computer Systems Engineers/Architects	10 / 4	3 : 1	51 days
Information Technology Project Managers	8 / 3	3 : 1	n/a
Industrial Engineering Technologists and Technicians	11 / 3	4 : 1	32 days
Information Security Engineers	4 / 2	2 : 1	n/a
Regulatory Affairs Managers	3 / 1	3 : 1	n/a
Document Management Specialists	5 / 1	5 : 1	27 days
Acute Care Nurses	4 / 1	4 : 1	n/a
Patient Representatives	3 / 1	3 : 1	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	134	66%	121	7%	+20.1%	Rapidly Growing
Direct Patient Care	73	36%	18	1%	+16.6%	Growing
Nursing Care	67	33%	8	0%	+19.1%	Growing
Nursing Process	66	33%	3	0%	+24.2%	Rapidly Growing
Vital Signs	59	29%	51	3%	+17.2%	Growing
Treatment Planning	50	25%	5	0%	+6.7%	Stable
Biology	46	23%	14	1%	+25.7%	Rapidly Growing
Clinical Nursing	45	22%	2	0%	+14.3%	Growing
Nursing Diagnosis	45	22%	0	0%	+14.5%	Growing
Behavioral Science	44	22%	0	0%	+22.0%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	72	35%	72	4%	+18.8%	Growing
Management	66	33%	164	10%	+5.3%	Stable
Problem Solving	64	32%	48	3%	+11.3%	Growing
Leadership	52	26%	168	10%	+8.5%	Stable
Planning	51	25%	43	3%	+10.9%	Growing
Resilience	50	25%	1	0%	+12.7%	Growing
Coordinating	50	25%	41	3%	+14.7%	Growing
Communication	39	19%	121	7%	+3.6%	Lagging
Research	38	19%	227	14%	+17.2%	Growing
Customer Service	38	19%	217	13%	+5.2%	Stable

Appendix A - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.



Job Posting Analytics

Lightcast Q4 2024 Data Set

For Period: November 1 - 30, 2024

St. Joseph County, Michigan

Parameters

Select Timeframe: Nov 2024 - Nov 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

61

Unique Postings
160 Total Postings


8

Employers Competing
270 Total Employers

31 Days

Median Posting Duration
Regional Average: 28 Days

3 : 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	16	26%
High school or GED	43	70%
Associate's degree	0	0%
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	43	0	70%
Associate's degree	0	0	0%
Bachelor's degree	2	0	3%
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	38	62%
0 - 1 Years	2	3%
2 - 3 Years	19	31%
4 - 6 Years	2	3%
7 - 9 Years	0	0%
10+ Years	0	0%








Top Companies Posting

	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Border Foods	47 / 24	2 : 1 	n/a
Taco Bell	52 / 15	3 : 1 	n/a
Meijer	25 / 11	2 : 1 	32 days
Birch Meadows Senior Care	5 / 4	1 : 1 	31 days
Arby's	24 / 4	6 : 1 	n/a
Enviro-Clean Services	2 / 1	2 : 1 	n/a
Admiral Group Plc	4 / 1	4 : 1 	n/a
Dollar General	1 / 1	1 : 1 	n/a

Top Posted Occupations

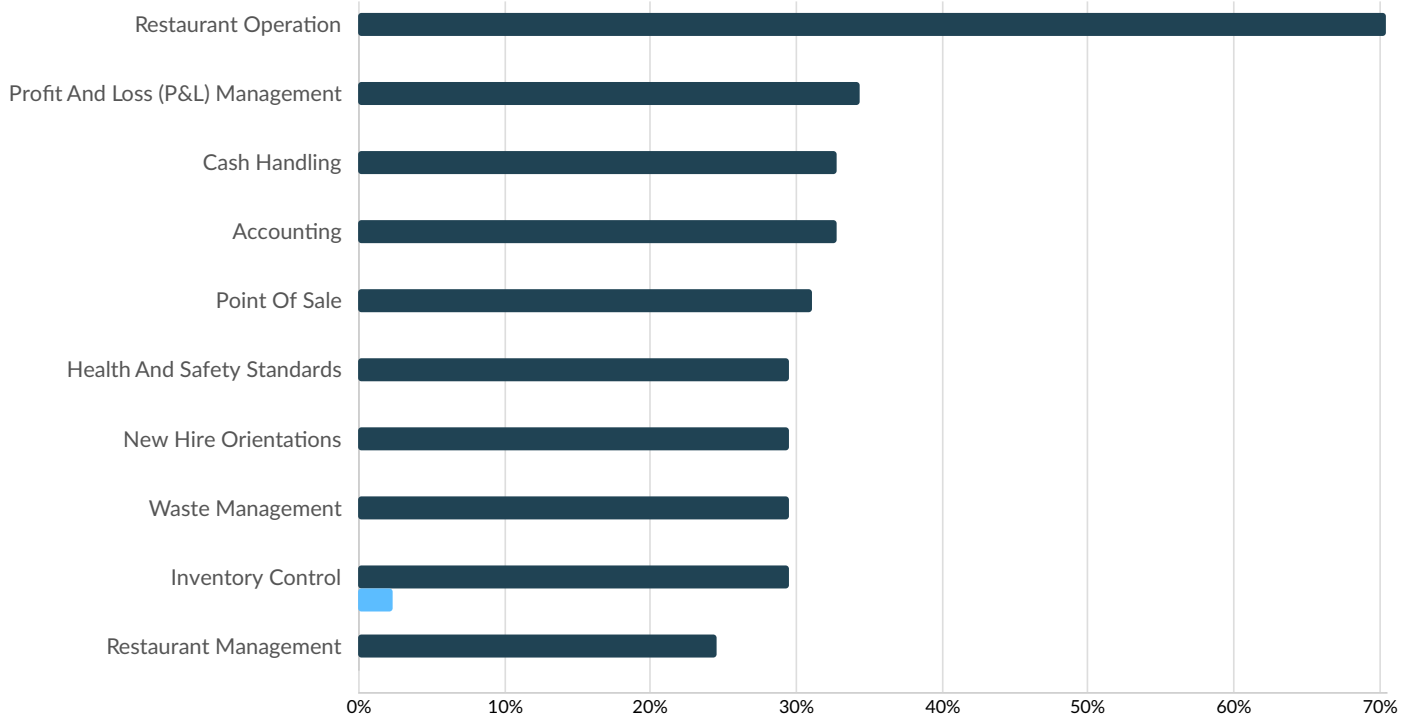
	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	47 / 18	3 : 1 	n/a
Fast Food and Counter Workers	51 / 17	3 : 1 	n/a
Cashiers	35 / 11	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	9 / 6	2 : 1 	32 days
Home Health and Personal Care Aides	5 / 4	1 : 1 	31 days
Retail Salespersons	11 / 4	3 : 1 	32 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2 / 1	2 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Nov 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	47 / 18	3 : 1 	n/a
Fast Food and Counter Workers	51 / 17	3 : 1 	n/a
Cashiers	35 / 11	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	9 / 6	2 : 1 	32 days
Personal Care Aides	5 / 4	1 : 1 	31 days
Retail Salespersons	11 / 4	3 : 1 	32 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2 / 1	2 : 1 	n/a

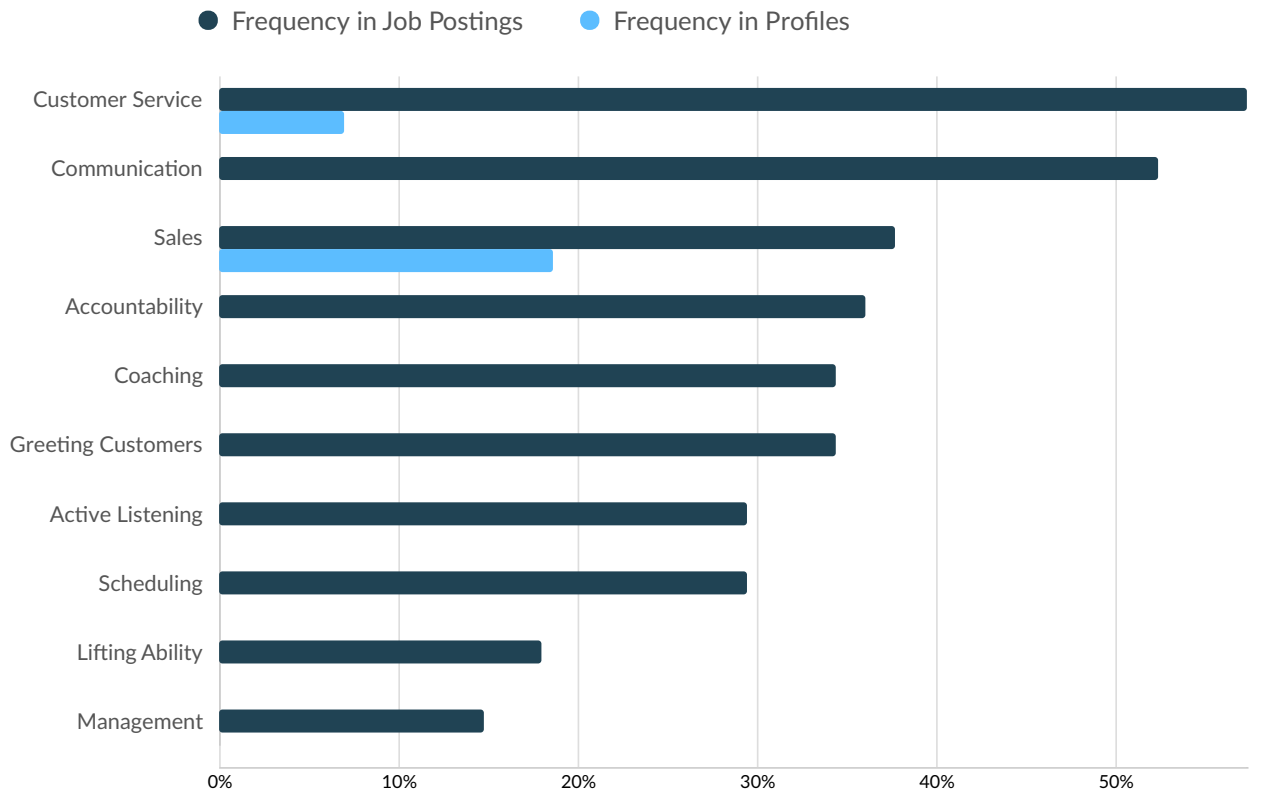
Top Specialized Skills

● 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	43	70%	0	0%	+28.0%	Rapidly Growing
Profit And Loss (P&L) Management	21	34%	0	0%	+18.3%	Growing
Cash Handling	20	33%	0	0%	+8.9%	Growing
Accounting	20	33%	0	0%	+24.0%	Rapidly Growing
Point Of Sale	19	31%	0	0%	+13.3%	Growing
Health And Safety Standards	18	30%	0	0%	+19.0%	Growing
New Hire Orientations	18	30%	0	0%	+12.1%	Growing
Waste Management	18	30%	0	0%	+11.7%	Growing
Inventory Control	18	30%	1	2%	+11.6%	Growing
Restaurant Management	15	25%	0	0%	+12.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	35	57%	3	7%	+5.2%	Stable
Communication	32	52%	0	0%	+3.6%	Lagging
Sales	23	38%	8	19%	+7.8%	Stable
Accountability	22	36%	0	0%	+18.7%	Growing
Coaching	21	34%	0	0%	+16.4%	Growing
Greeting Customers	21	34%	0	0%	+4.6%	Stable
Active Listening	18	30%	0	0%	+10.0%	Growing
Scheduling	18	30%	0	0%	+16.4%	Growing
Lifting Ability	11	18%	0	0%	+10.6%	Growing
Management	9	15%	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.