Job Posting Analytics

Lightcast Q3 2024 Data

For Period: October 1 - 31, 2024

Berrien, Branch, Calhoun, Cass,

Kalamazoo, Saint Joseph, and

Van Buren Counties, Michigan

Parameters

Select Timeframe: Jul 2024 - Oct 2024

Occupations:

Results should include

Code	Description
41-2000	Retail Sales Workers

Regions:

Code	Description		Code	Description
26021	Berrien County, MI		26077	Kalamazoo County, MI
26023	Branch County, MI		26149	St. Joseph County, MI
26025	Calhoun County, MI		26159	Van Buren County, MI
26027	Cass County, MI			

Job Title:

Results should include

Description
Retail Sales Associates

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

147
Unique Postings
480 Total Postings

42
Employers Competing
4,073 Total Employers

27 Days
Median Posting Duration
Regional Average: 25 Days
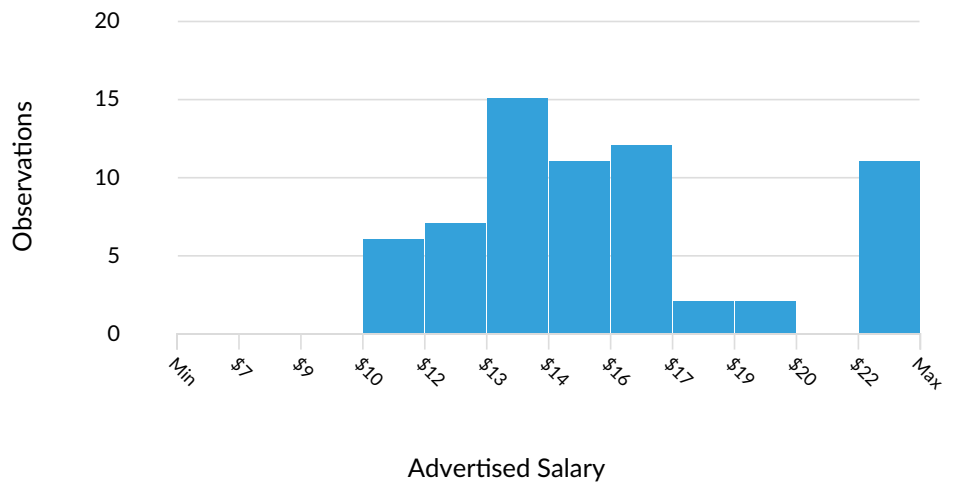
3 : 1
Posting Intensity

Regional Average: 2 : 1

Advertised Salary

There are 66 advertised salary observations (45% of the 147 matching postings).

$14.95/hr
Median Advertised Salary

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	62	42%
High school or GED	76	52%
Associate's degree	9	6%
Bachelor's degree	0	0%
Master's degree	1	1%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	76	0	52%
Associate's degree	9	0	6%
Bachelor's degree	0	0	0%
Master's degree	0	1	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	123	84%
0 - 1 Years	18	12%
2 - 3 Years	6	4%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Jul 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
AutoZone	47 / 24	2 : 1	27 days
Harbor Freight Tools	45 / 11	4 : 1	18 days
Ollie's Bargain Outlet	31 / 10	3 : 1	3 days
Best Buy	125 / 9	14 : 1	n/a
Verizon Communications	29 / 7	4 : 1	46 days
Goodwill	10 / 6	2 : 1	n/a
Old Navy	14 / 4	4 : 1	n/a
Maurices	8 / 4	2 : 1	6 days
Romantix	11 / 4	3 : 1	46 days
Tmobile	10 / 4	3 : 1	6 days

Top Posted Occupations

Occupation (SOC)	Total/Unique (Jul 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Retail Salespersons	480 / 147	3 : 1	27 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Retail Salespersons	480 / 147	3 : 1	27 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Retail Sales Associate	480 / 147	3 : 1	27 days

Top Posted Job Titles

	Total/Unique (Jul 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Retail Sales Associates	480 / 147	3 : 1	27 days

Top Specialized Skills
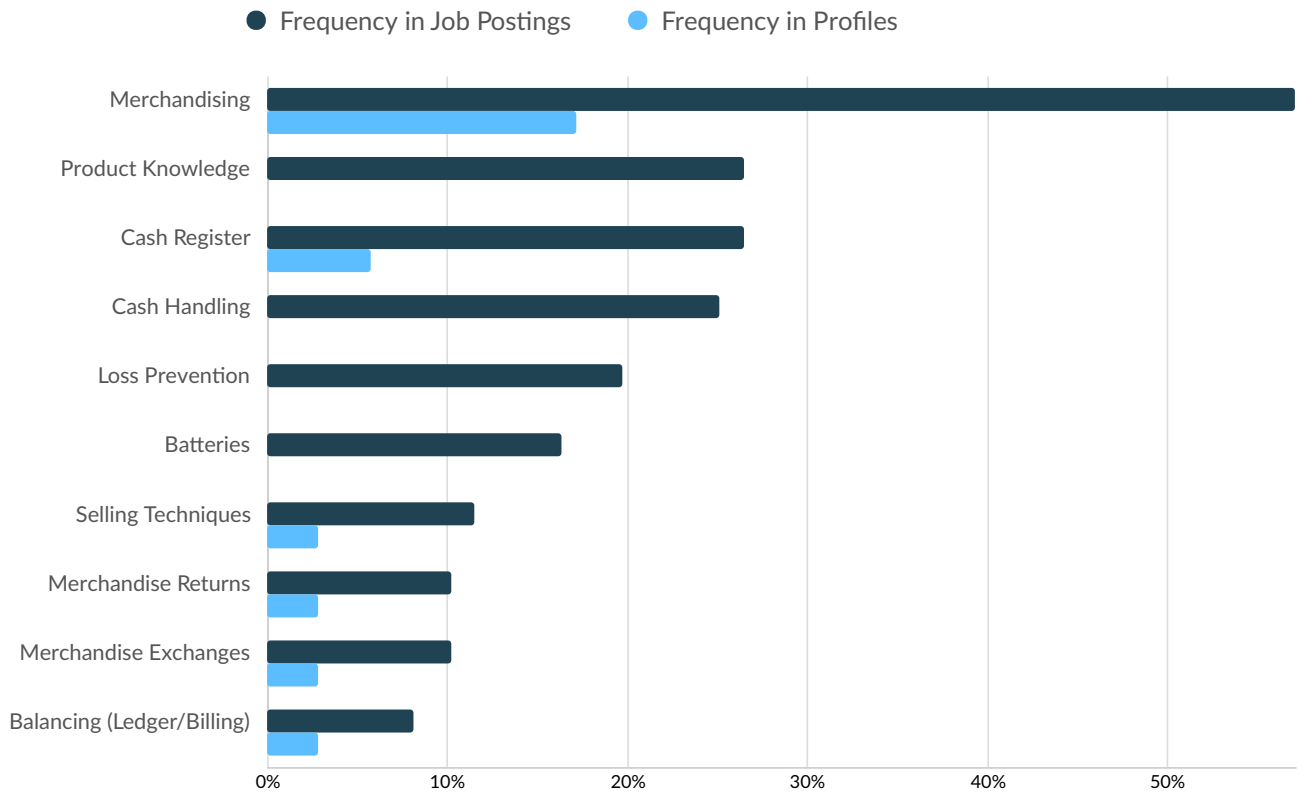
Legend: ● Frequency in Job Postings ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	84	57%	6	17%	+15.0%	Growing
Product Knowledge	39	27%	0	0%	+17.6%	Growing
Cash Register	39	27%	2	6%	+21.4%	Rapidly Growing
Cash Handling	37	25%	0	0%	+8.9%	Growing
Loss Prevention	29	20%	0	0%	+10.4%	Growing
Batteries	24	16%	0	0%	+16.8%	Growing
Selling Techniques	17	12%	1	3%	-1.2%	Lagging
Merchandise Returns	15	10%	1	3%	+14.1%	Growing
Merchandise Exchanges	15	10%	1	3%	+25.3%	Rapidly Growing
Balancing (Ledger/Billing)	12	8%	1	3%	+9.0%	Growing

Top Common Skills
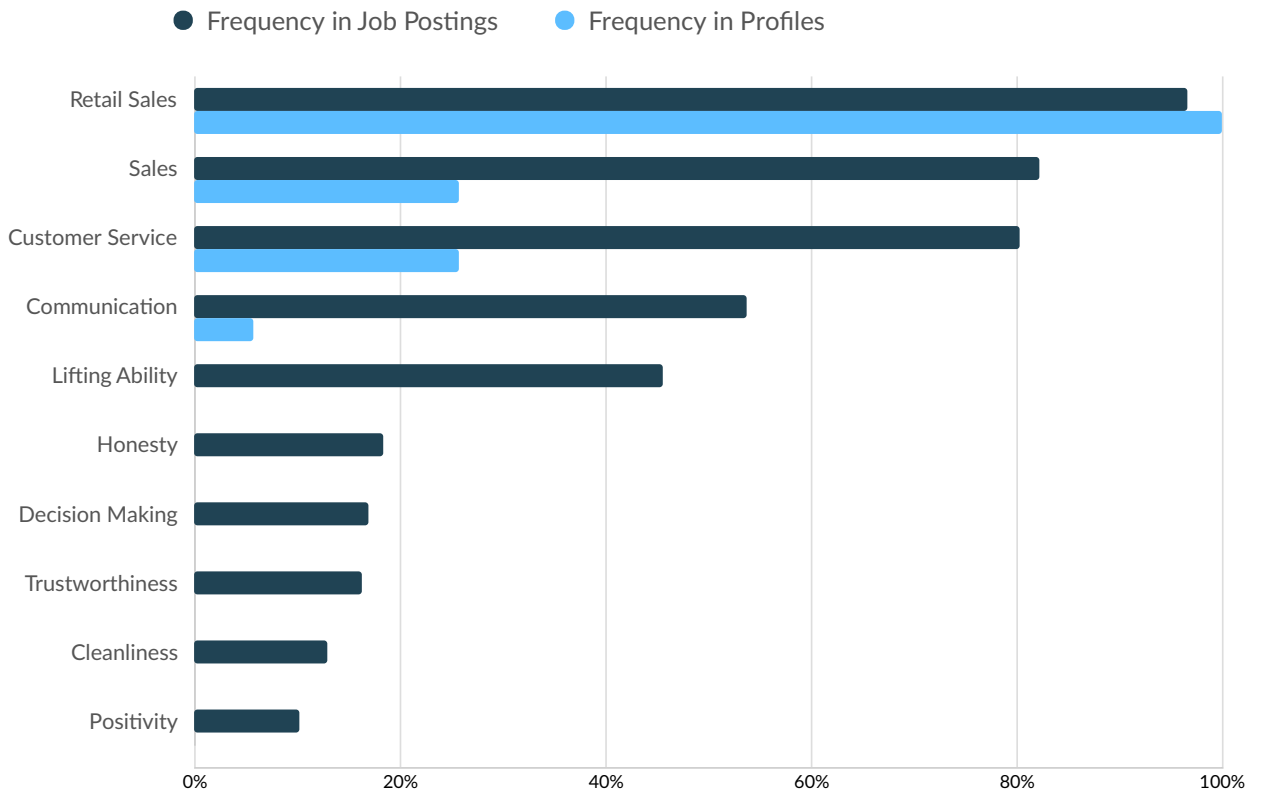
Legend: ● Frequency in Job Postings ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Retail Sales	142	97%	35	100%	+0.1%	Lagging
Sales	121	82%	9	26%	+7.8%	Stable
Customer Service	118	80%	9	26%	+5.2%	Stable
Communication	79	54%	2	6%	+3.6%	Lagging
Lifting Ability	67	46%	0	0%	+10.6%	Growing
Honesty	27	18%	0	0%	+9.9%	Growing
Decision Making	25	17%	0	0%	+13.5%	Growing
Trustworthiness	24	16%	0	0%	+23.2%	Rapidly Growing
Cleanliness	19	13%	0	0%	+11.1%	Growing
Positivity	15	10%	0	0%	+18.4%	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 Q3 2024 Data Set

For Period: October 1 - 31, 2024

Branch, Calhoun, Kalamazoo, and

Saint Joseph Counties, Michigan

Parameters

Select Timeframe: Sep 2024 - Oct 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

698
Unique Postings

2,128 Total Postings

10
Employers Competing

2,692 Total Employers

22 Days
Median Posting Duration

Regional Average: 25 Days

3 : 1
Posting Intensity

Regional Average: 3 : 1

Advertised Salary

There are 45 advertised salary observations (6% of the 698 matching postings).

$37.54/hr
Median Advertised Salary
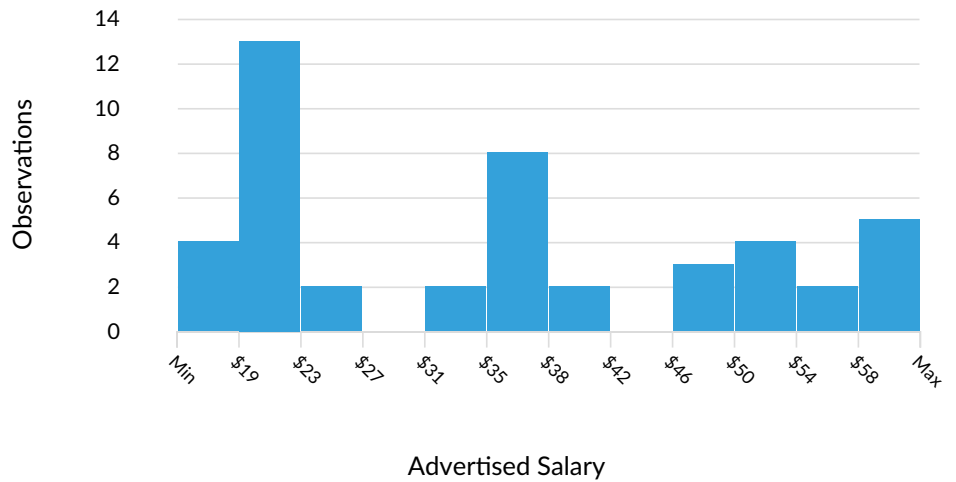
Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	111	16%
High school or GED	280	40%
Associate's degree	275	39%
Bachelor's degree	220	32%
Master's degree	48	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	280	0	40%
Associate's degree	173	97	25%
Bachelor's degree	123	92	18%
Master's degree	11	36	2%
Ph.D. or professional degree	0	2	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	476	68%
0 - 1 Years	76	11%
2 - 3 Years	129	18%
4 - 6 Years	11	2%
7 - 9 Years	2	0%
10+ Years	4	1%

Top Companies Posting

	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	402 / 250	2 : 1	22 days
Oaklawn Hospital	470 / 145	3 : 1	21 days
Ascension	514 / 129	4 : 1	21 days
Border Foods	560 / 103	5 : 1	28 days
Meijer	83 / 28	3 : 1	15 days
Walmart	42 / 15	3 : 1	19 days
Stryker	31 / 15	2 : 1	29 days
Corewell Health	10 / 8	1 : 1	20 days
Zoetis	10 / 4	3 : 1	54 days
Pfizer	6 / 1	6 : 1	n/a

Top Posted Occupations

	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	766 / 257	3 : 1	21 days
Medical Assistants	281 / 126	2 : 1	22 days
Fast Food and Counter Workers	283 / 53	5 : 1	19 days
Health Technologists and Technicians, All Other	94 / 49	2 : 1	12 days
Cashiers	232 / 48	5 : 1	23 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	113 / 46	2 : 1	25 days
Food Service Managers	163 / 42	4 : 1	19 days
Medical and Health Services Managers	52 / 26	2 : 1	37 days
Nursing Assistants	101 / 26	4 : 1	21 days
Licensed Practical and Licensed Vocational Nurses	43 / 25	2 : 1	45 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity		Median Posting Duration
Registered Nurses	688 / 237	3 : 1		21 days
Medical Assistants	281 / 126	2 : 1		22 days
Fast Food and Counter Workers	283 / 53	5 : 1		19 days
Cashiers	232 / 48	5 : 1		23 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	113 / 46	2 : 1		25 days
Food Service Managers	163 / 42	4 : 1		19 days
Medical and Health Services Managers	52 / 26	2 : 1		37 days
Nursing Assistants	101 / 26	4 : 1		21 days
Licensed Practical and Licensed Vocational Nurses	43 / 25	2 : 1		45 days
Patient Representatives	30 / 23	1 : 1		12 days
Health Technologists and Technicians, All Other	51 / 22	2 : 1		18 days
Critical Care Nurses	73 / 18	4 : 1		11 days
Neurodiagnostic Technologists	13 / 4	3 : 1		n/a
Acute Care Nurses	3 / 1	3 : 1		n/a
Clinical Nurse Specialists	2 / 1	2 : 1		n/a

Top Specialized Skills
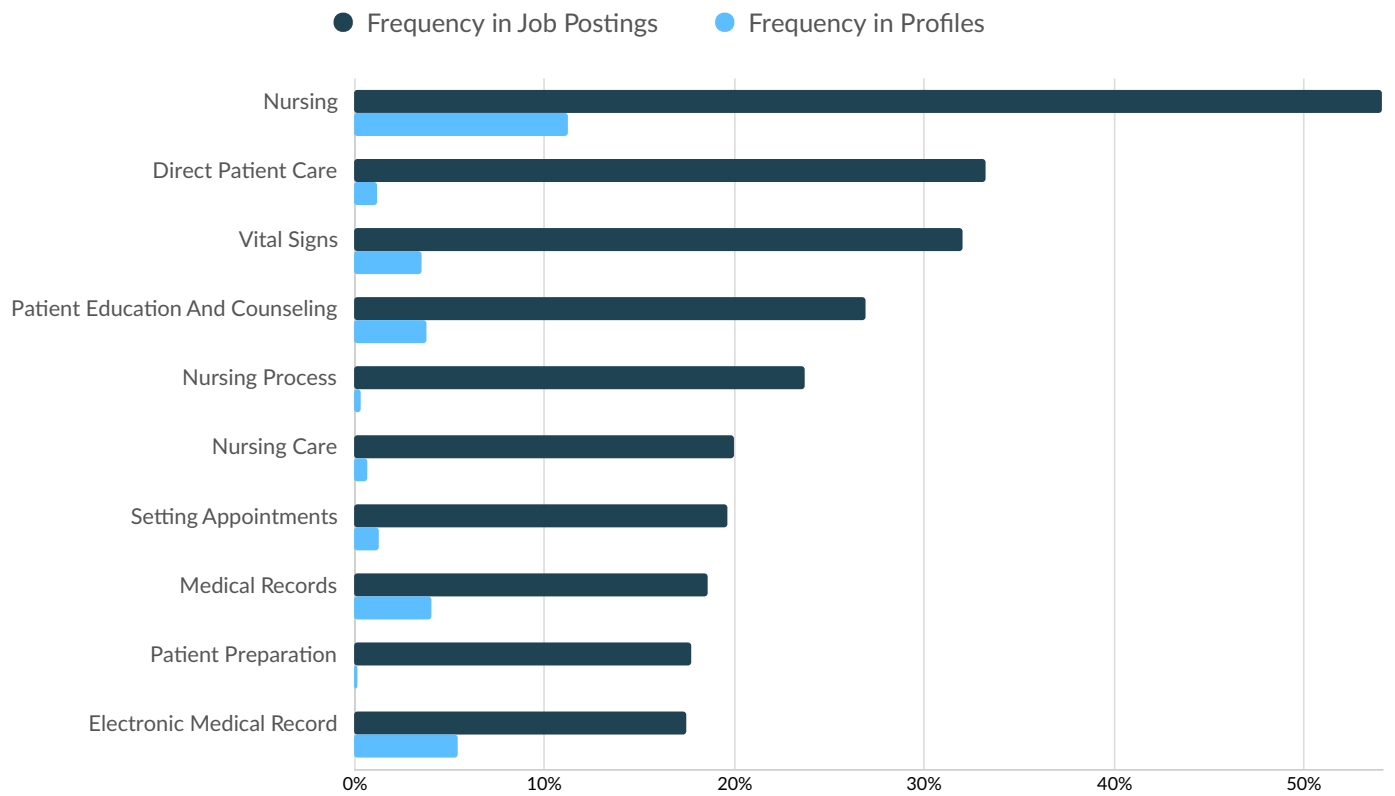
- ● Frequency in Job Postings
- ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	378	54%	173	11%	+20.1%	Rapidly Growing
Direct Patient Care	232	33%	19	1%	+16.6%	Growing
Vital Signs	224	32%	55	4%	+17.2%	Growing
Patient Education And Counseling	188	27%	58	4%	+11.6%	Growing
Nursing Process	166	24%	5	0%	+24.2%	Rapidly Growing
Nursing Care	140	20%	10	1%	+19.1%	Growing
Setting Appointments	137	20%	20	1%	+10.9%	Growing
Medical Records	130	19%	63	4%	+12.5%	Growing
Patient Preparation	124	18%	3	0%	+15.8%	Growing
Electronic Medical Record	122	17%	84	5%	+12.1%	Growing

Top Common Skills
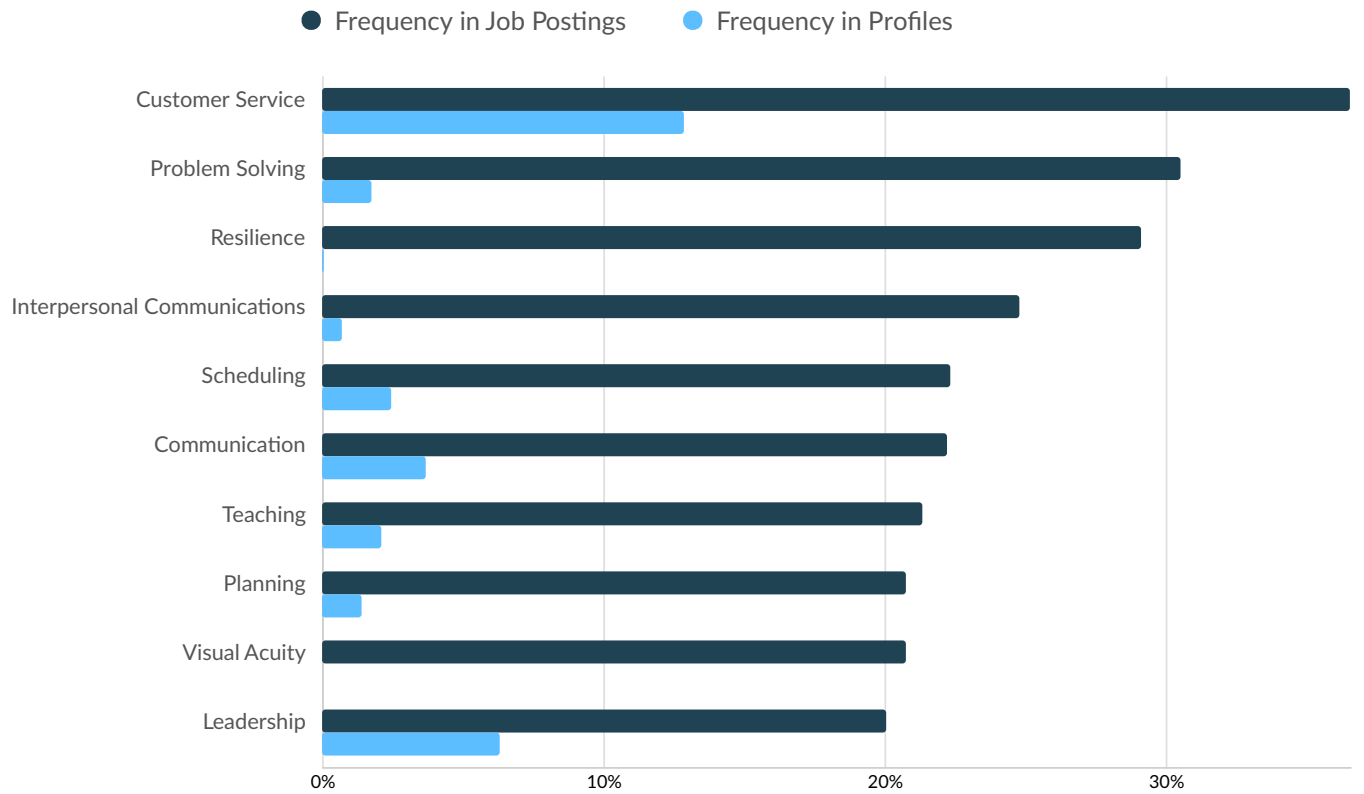
Legend: ● Frequency in Job Postings ● Frequency in Profiles

Chart categories (top to bottom): Customer Service, Problem Solving, Resilience, Interpersonal Communications, Scheduling, Communication, Teaching, Planning, Visual Acuity, Leadership. X-axis: 0% to 30%+.

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	255	37%	198	13%	+5.2%	Stable
Problem Solving	213	31%	27	2%	+11.3%	Growing
Resilience	203	29%	1	0%	+12.7%	Growing
Interpersonal Communications	173	25%	11	1%	+12.5%	Growing
Scheduling	156	22%	38	2%	+16.4%	Growing
Communication	155	22%	57	4%	+3.6%	Lagging
Teaching	149	21%	32	2%	+18.8%	Growing
Planning	145	21%	22	1%	+10.9%	Growing
Visual Acuity	145	21%	0	0%	+18.9%	Growing
Leadership	140	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 Q3 2024 Data Set

For Period: October 1 - 31, 2024

Branch County, Michigan

Parameters

Select Timeframe: Sep 2024 - Oct 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
ProMedica
Border Foods
Walmart
Dollar General

Description
Bronson Healthcare
Bob Evans Restaurants
Clemens Food Group

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

32	**4**
Unique Postings	**Employers Competing**
98 Total Postings	171 Total Employers
18 Days	**3 : 1**
Median Posting Duration	**Posting Intensity**
Regional Average: 28 Days	Regional Average: 3 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	10	31%
High school or GED	14	44%
Associate's degree	7	22%
Bachelor's degree	9	28%
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	14	0	44%
Associate's degree	6	0	19%
Bachelor's degree	2	7	6%
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	15	47%
0 - 1 Years	8	25%
2 - 3 Years	9	28%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Border Foods	40 / 12	3 : 1	18 days
ProMedica	24 / 9	3 : 1	5 days
Walmart	32 / 9	4 : 1	32 days
Clemens Food Group	2 / 2	1 : 1	n/a

Top Posted Occupations

	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	22 / 7	3 : 1	5 days
Food Service Managers	9 / 5	2 : 1	18 days
First-Line Supervisors of Retail Sales Workers	16 / 5	3 : 1	18 days
General and Operations Managers	13 / 4	3 : 1	33 days
Fast Food and Counter Workers	13 / 4	3 : 1	n/a
Cashiers	22 / 4	6 : 1	n/a
Health Technologists and Technicians, All Other	2 / 2	1 : 1	n/a
Retail Salespersons	1 / 1	1 : 1	32 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	17 / 6	3 : 1	5 days
Food Service Managers	9 / 5	2 : 1	18 days
First-Line Supervisors of Retail Sales Workers	16 / 5	3 : 1	18 days
General and Operations Managers	13 / 4	3 : 1	33 days
Fast Food and Counter Workers	13 / 4	3 : 1	n/a
Cashiers	22 / 4	6 : 1	n/a
Health Technologists and Technicians, All Other	2 / 2	1 : 1	n/a
Critical Care Nurses	5 / 1	5 : 1	n/a
Retail Salespersons	1 / 1	1 : 1	32 days

Top Specialized Skills
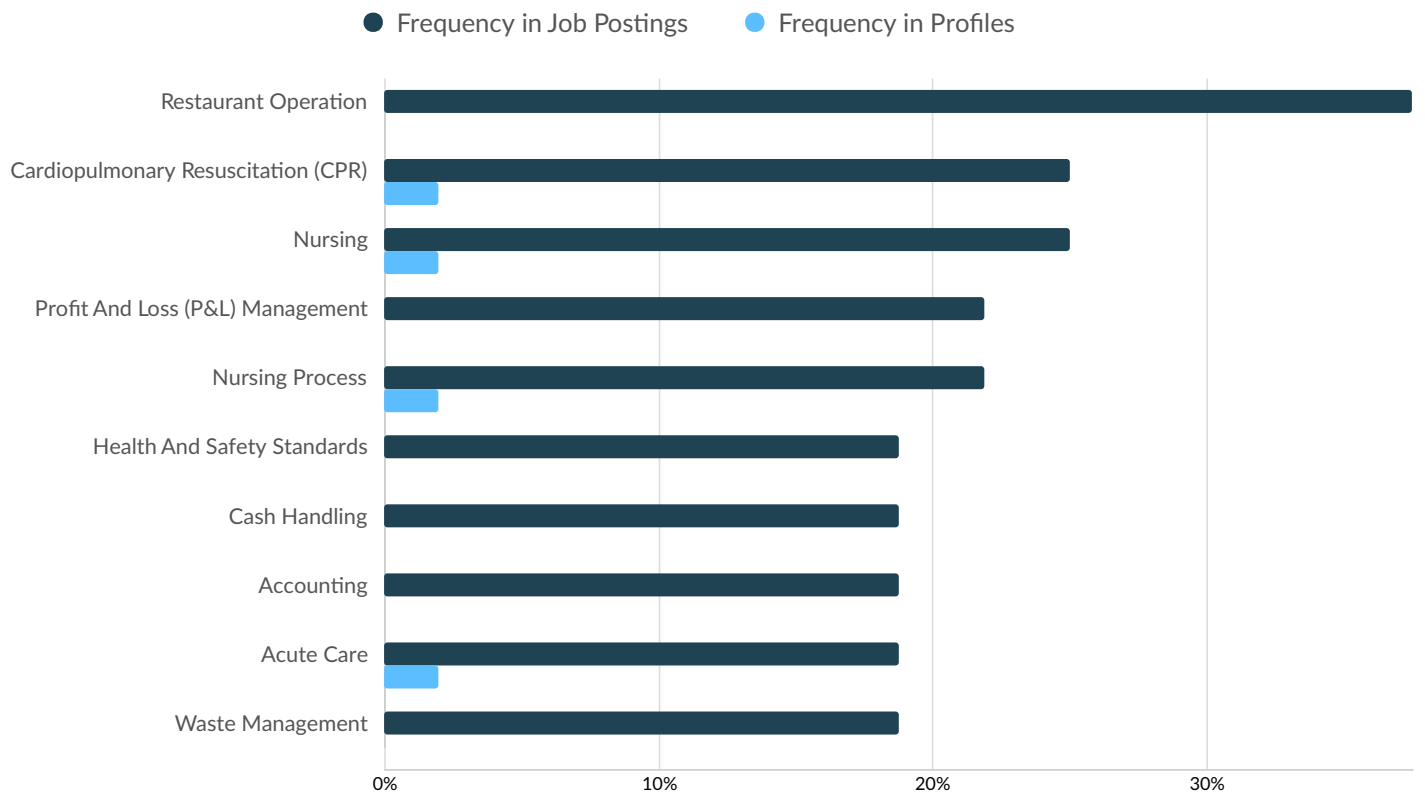
● Frequency in Job Postings   ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	12	38%	0	0%	+28.0%	Rapidly Growing
Cardiopulmonary Resuscitation (CPR)	8	25%	1	2%	+14.8%	Growing
Nursing	8	25%	1	2%	+20.1%	Rapidly Growing
Profit And Loss (P&L) Management	7	22%	0	0%	+18.3%	Growing
Nursing Process	7	22%	1	2%	+24.2%	Rapidly Growing
Health And Safety Standards	6	19%	0	0%	+19.0%	Growing
Cash Handling	6	19%	0	0%	+8.9%	Growing
Accounting	6	19%	0	0%	+24.0%	Rapidly Growing
Acute Care	6	19%	1	2%	+12.8%	Growing
Waste Management	6	19%	0	0%	+11.7%	Growing

Top Common Skills
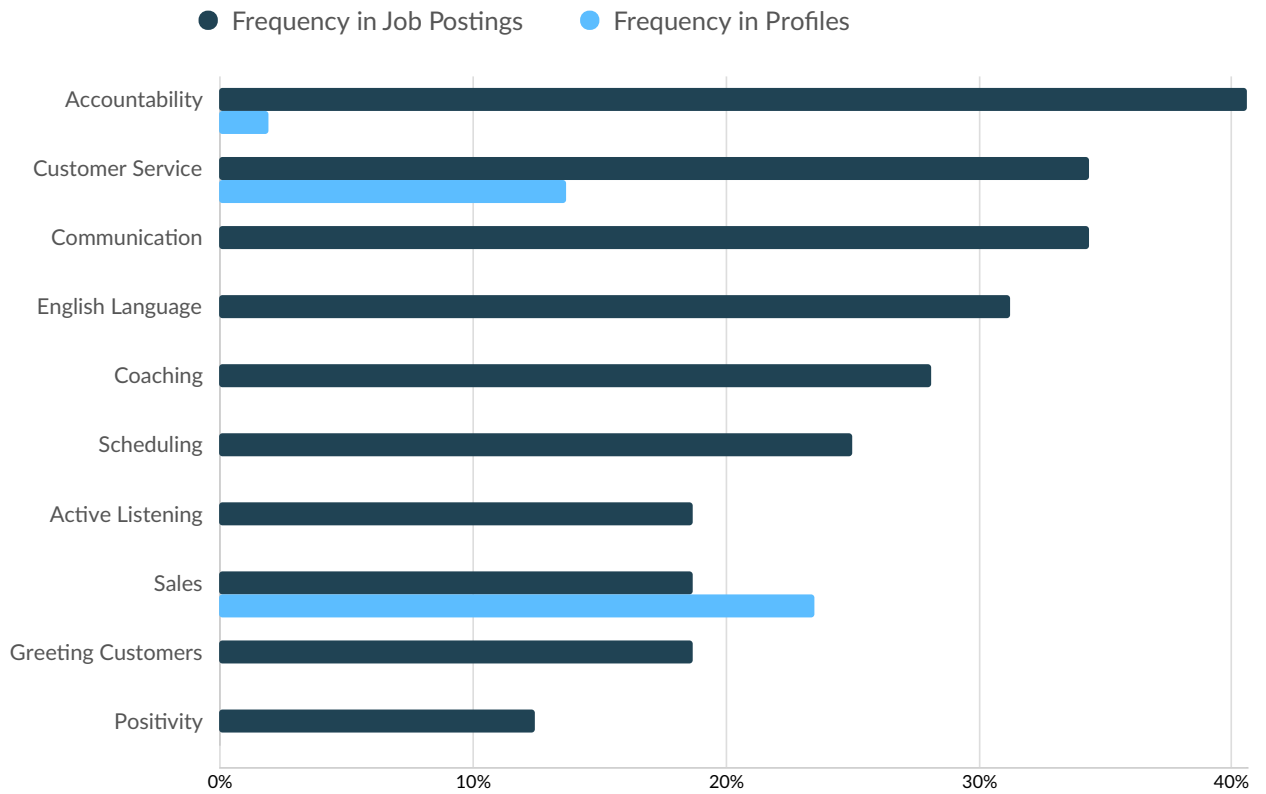
Legend: ● Frequency in Job Postings ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Accountability	13	41%	1	2%	+18.7%	Growing
Customer Service	11	34%	7	14%	+5.2%	Stable
Communication	11	34%	0	0%	+3.6%	Lagging
English Language	10	31%	0	0%	+15.3%	Growing
Coaching	9	28%	0	0%	+16.4%	Growing
Scheduling	8	25%	0	0%	+16.4%	Growing
Active Listening	6	19%	0	0%	+10.0%	Growing
Sales	6	19%	12	24%	+7.8%	Stable
Greeting Customers	6	19%	0	0%	+4.6%	Stable
Positivity	4	13%	0	0%	+18.4%	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 Q3 2024 Data Set

For Period: October 1 - 31, 2024

Calhoun County, Michigan

Parameters

Select Timeframe: Sep 2024 - Oct 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
Clean Team
Hogan
Border Foods
Dollar General
Bronson Healthcare

Description
Taco Bell
Oaklawn Hospital
Subway
Select Medical
Elara Caring

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

270

Unique Postings

892 Total Postings

10

Employers Competing

873 Total Employers

28 Days

Median Posting Duration

Regional Average: 24 Days

3 : 1

Posting Intensity

Regional Average: 3 : 1

Advertised Salary

There are 20 advertised salary observations (7% of the 270 matching postings).

$39.82/hr

Median Advertised Salary
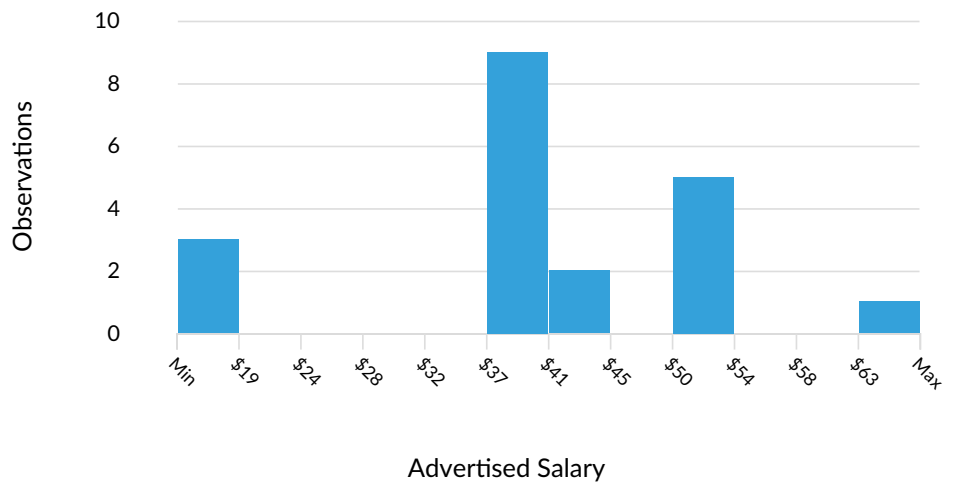
Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	81	30%
High school or GED	98	36%
Associate's degree	86	32%
Bachelor's degree	47	17%
Master's degree	10	4%
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	98	0	36%
Associate's degree	74	12	27%
Bachelor's degree	17	27	6%
Master's degree	0	10	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	192	71%
0 - 1 Years	25	9%
2 - 3 Years	53	20%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	377 / 99	4 : 1	n/a
Bronson Healthcare	125 / 72	2 : 1	20 days
Border Foods	203 / 38	5 : 1	28 days
Taco Bell	89 / 24	4 : 1	n/a
Select Medical	40 / 10	4 : 1	32 days
Clean Team	16 / 7	2 : 1	41 days
Subway	14 / 7	2 : 1	19 days
Hogan	19 / 6	3 : 1	40 days
Elara Caring	7 / 5	1 : 1	15 days
Dollar General	2 / 2	1 : 1	31 days

Top Posted Occupations

	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	317 / 110	3 : 1	20 days
Medical Assistants	161 / 57	3 : 1	22 days
Fast Food and Counter Workers	174 / 35	5 : 1	19 days
Food Service Managers	120 / 29	4 : 1	51 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	36 / 19	2 : 1	34 days
First-Line Supervisors of Retail Sales Workers	15 / 8	2 : 1	28 days
Heavy and Tractor-Trailer Truck Drivers	19 / 6	3 : 1	40 days
Home Health and Personal Care Aides	7 / 4	2 : 1	n/a
Maintenance and Repair Workers, General	43 / 2	22 : 1	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity		Median Posting Duration
Registered Nurses	313 / 108	3 : 1		20 days
Medical Assistants	161 / 57	3 : 1		22 days
Fast Food and Counter Workers	174 / 35	5 : 1		19 days
Food Service Managers	120 / 29	4 : 1		51 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	36 / 19	2 : 1		34 days
First-Line Supervisors of Retail Sales Workers	15 / 8	2 : 1		28 days
Heavy and Tractor-Trailer Truck Drivers	19 / 6	3 : 1		40 days
Home Health Aides	5 / 2	3 : 1		n/a
Personal Care Aides	2 / 2	1 : 1		n/a
Maintenance and Repair Workers, General	43 / 2	22 : 1		n/a
Acute Care Nurses	3 / 1	3 : 1		n/a
Critical Care Nurses	1 / 1	1 : 1		n/a

Top Specialized Skills
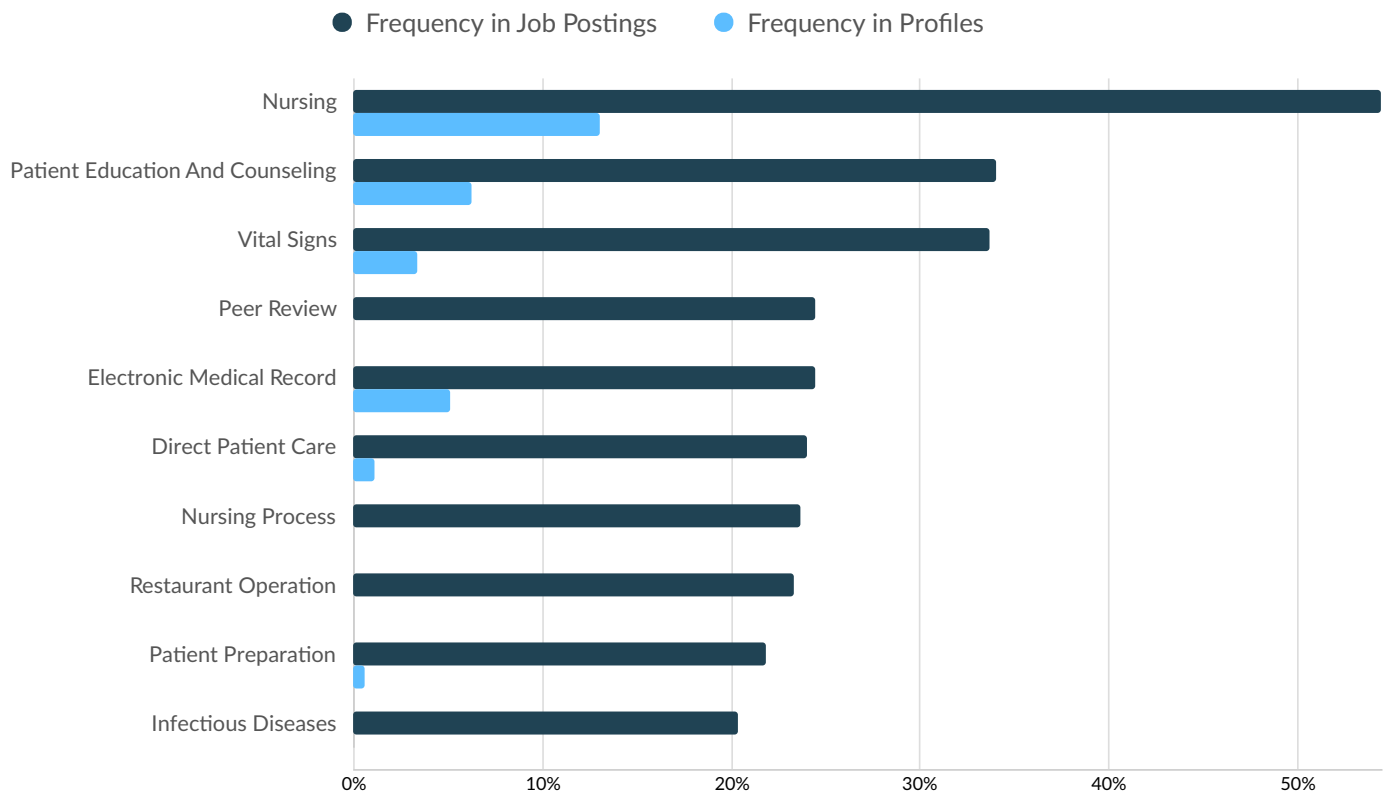
● Frequency in Job Postings   ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	147	54%	23	13%	+20.1%	Rapidly Growing
Patient Education And Counseling	92	34%	11	6%	+11.6%	Growing
Vital Signs	91	34%	6	3%	+17.2%	Growing
Peer Review	66	24%	0	0%	+18.4%	Growing
Electronic Medical Record	66	24%	9	5%	+12.1%	Growing
Direct Patient Care	65	24%	2	1%	+16.6%	Growing
Nursing Process	64	24%	0	0%	+24.2%	Rapidly Growing
Restaurant Operation	63	23%	0	0%	+28.0%	Rapidly Growing
Patient Preparation	59	22%	1	1%	+15.8%	Growing
Infectious Diseases	55	20%	0	0%	+9.2%	Growing

Top Common Skills
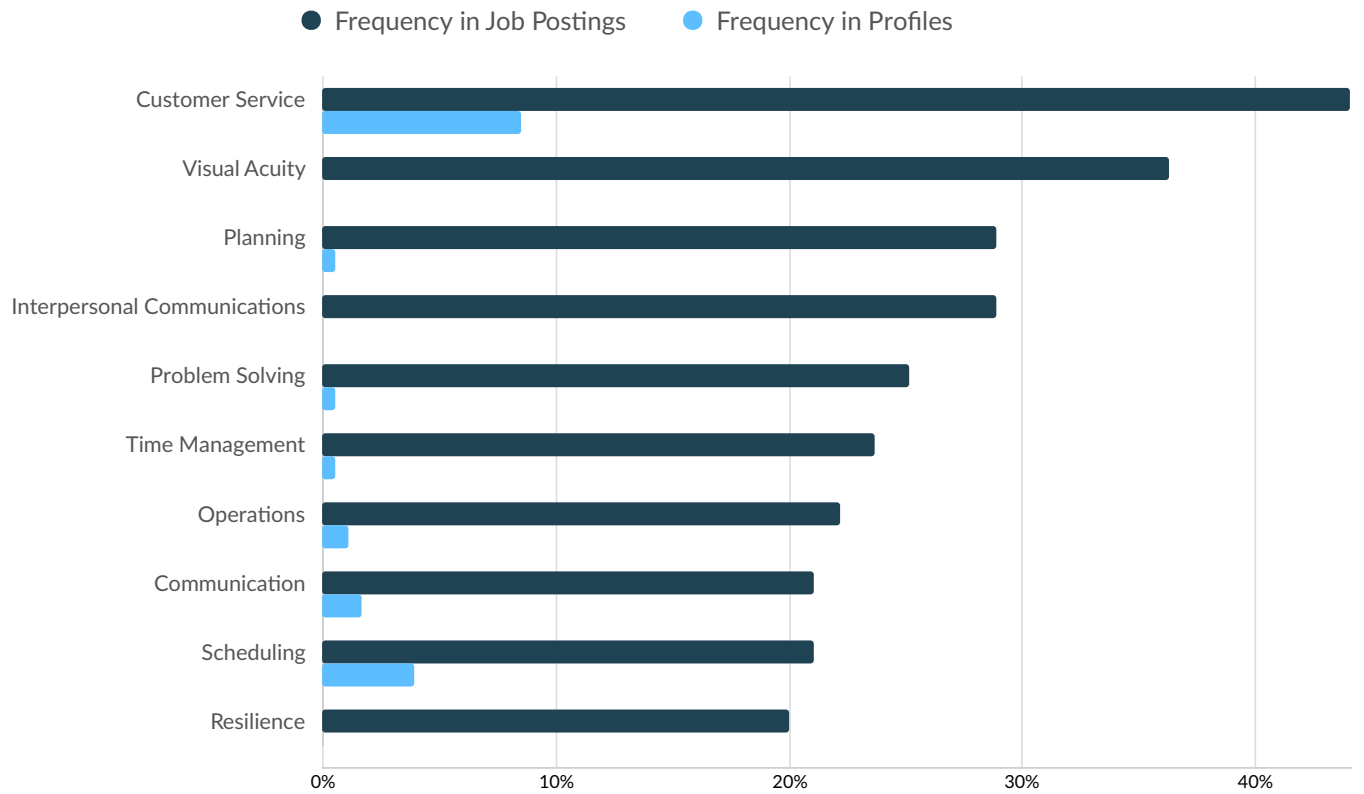
Legend: ● Frequency in Job Postings ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	119	44%	15	9%	+5.2%	Stable
Visual Acuity	98	36%	0	0%	+18.9%	Growing
Planning	78	29%	1	1%	+10.9%	Growing
Interpersonal Communications	78	29%	0	0%	+12.5%	Growing
Problem Solving	68	25%	1	1%	+11.3%	Growing
Time Management	64	24%	1	1%	+14.5%	Growing
Operations	60	22%	2	1%	+8.1%	Stable
Communication	57	21%	3	2%	+3.6%	Lagging
Scheduling	57	21%	7	4%	+16.4%	Growing
Resilience	54	20%	0	0%	+12.7%	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 Q3 2024 Data Set

For Period: October 1 - 31, 2024

Kalamazoo County, Michigan

Parameters

Select Timeframe: Sep 2024 - Oct 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
Pfizer
Ascension
Meijer
Bronson Healthcare
Corewell Health

Description
Capital One
Western Michigan University
Zoetis
Stryker
Kalamazoo County Government

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

317
Unique Postings
851 Total Postings

8
Employers Competing
1,842 Total Employers

22 Days
Median Posting Duration
Regional Average: 26 Days

3 : 1
Posting Intensity

Regional Average: 3 : 1

Advertised Salary

There are 39 advertised salary observations (12% of the 317 matching postings).

$40.00/hr
Median Advertised Salary
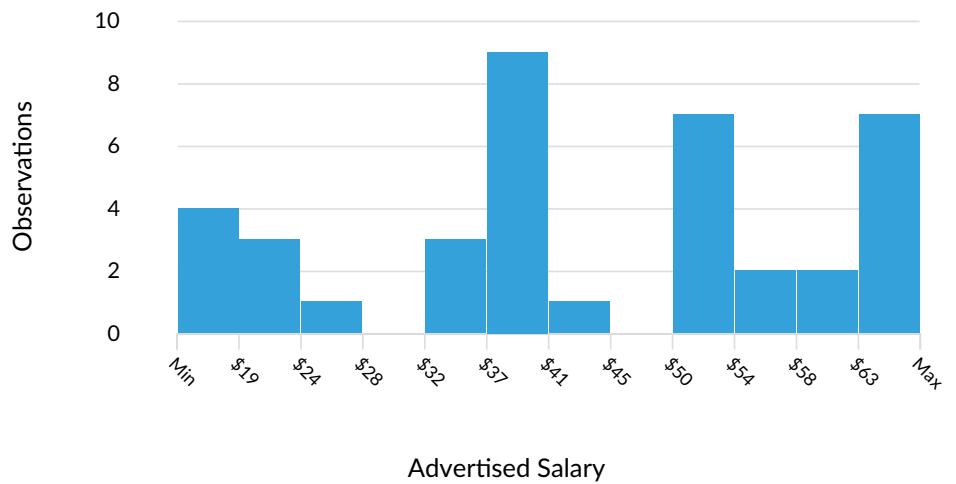
Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	27	9%
High school or GED	104	33%
Associate's degree	123	39%
Bachelor's degree	171	54%
Master's degree	39	12%
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	104	0	33%
Associate's degree	65	52	21%
Bachelor's degree	112	58	35%
Master's degree	9	30	3%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	195	62%
0 - 1 Years	42	13%
2 - 3 Years	50	16%
4 - 6 Years	20	6%
7 - 9 Years	8	3%
10+ Years	2	1%

Top Companies Posting

	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	214 / 133	2 : 1	23 days
Ascension	502 / 123	4 : 1	21 days
Stryker	60 / 30	2 : 1	29 days
Zoetis	22 / 11	2 : 1	32 days
Corewell Health	9 / 7	1 : 1	16 days
Western Michigan University	20 / 6	3 : 1	10 days
Kalamazoo County Government	11 / 5	2 : 1	n/a
Pfizer	13 / 2	7 : 1	n/a

Top Posted Occupations

|	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	498 / 163	3 : 1	21 days
Medical Assistants	117 / 68	2 : 1	21 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	50 / 19	3 : 1	25 days
Health Technologists and Technicians, All Other	36 / 15	2 : 1	9 days
Computer Occupations, All Other	29 / 13	2 : 1	10 days
Software Developers	19 / 11	2 : 1	40 days
Licensed Practical and Licensed Vocational Nurses	24 / 11	2 : 1	33 days
Nursing Assistants	55 / 10	6 : 1	24 days
Managers, All Other	14 / 5	3 : 1	32 days
Industrial Engineering Technologists and Technicians	9 / 2	5 : 1	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	424 / 145	3 : 1	21 days
Medical Assistants	117 / 68	2 : 1	21 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	50 / 19	3 : 1	25 days
Critical Care Nurses	72 / 17	4 : 1	11 days
Software Developers	19 / 11	2 : 1	40 days
Licensed Practical and Licensed Vocational Nurses	24 / 11	2 : 1	33 days
Health Technologists and Technicians, All Other	30 / 11	3 : 1	18 days
Nursing Assistants	55 / 10	6 : 1	24 days
Information Technology Project Managers	14 / 6	2 : 1	10 days
Regulatory Affairs Managers	8 / 3	3 : 1	32 days
Computer Systems Engineers/Architects	8 / 3	3 : 1	n/a
Patient Representatives	5 / 3	2 : 1	6 days
Managers, All Other	6 / 2	3 : 1	n/a
Information Security Engineers	4 / 2	2 : 1	n/a
Industrial Engineering Technologists and Technicians	9 / 2	5 : 1	n/a
Document Management Specialists	1 / 1	1 : 1	17 days
Digital Forensics Analysts	2 / 1	2 : 1	n/a
Clinical Nurse Specialists	2 / 1	2 : 1	n/a
Neurodiagnostic Technologists	1 / 1	1 : 1	n/a

Top Specialized Skills
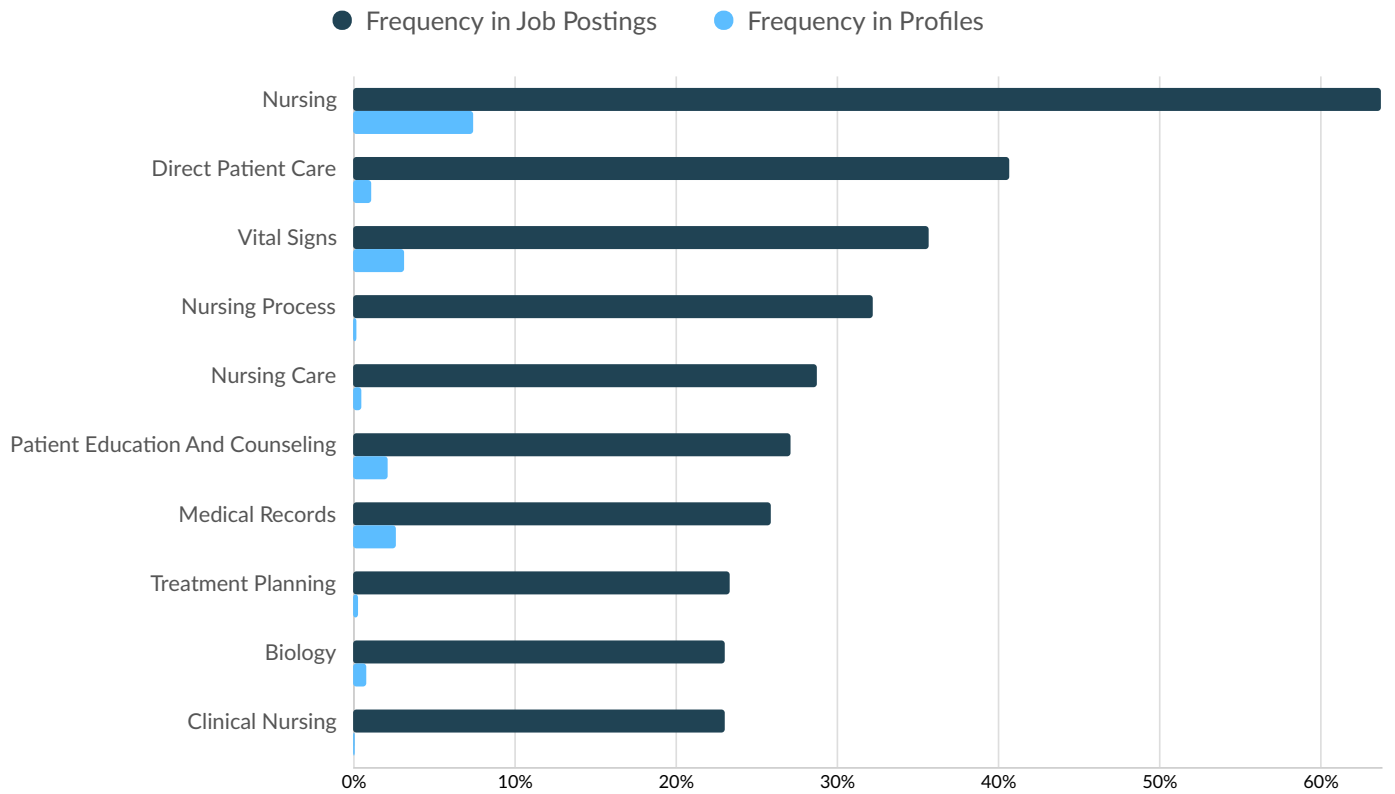
● Frequency in Job Postings   ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	202	64%	121	7%	+20.1%	Rapidly Growing
Direct Patient Care	129	41%	18	1%	+16.6%	Growing
Vital Signs	113	36%	51	3%	+17.2%	Growing
Nursing Process	102	32%	3	0%	+24.2%	Rapidly Growing
Nursing Care	91	29%	8	0%	+19.1%	Growing
Patient Education And Counseling	86	27%	35	2%	+11.6%	Growing
Medical Records	82	26%	44	3%	+12.5%	Growing
Treatment Planning	74	23%	5	0%	+6.7%	Stable
Biology	73	23%	14	1%	+25.7%	Rapidly Growing
Clinical Nursing	73	23%	2	0%	+14.3%	Growing

Top Common Skills
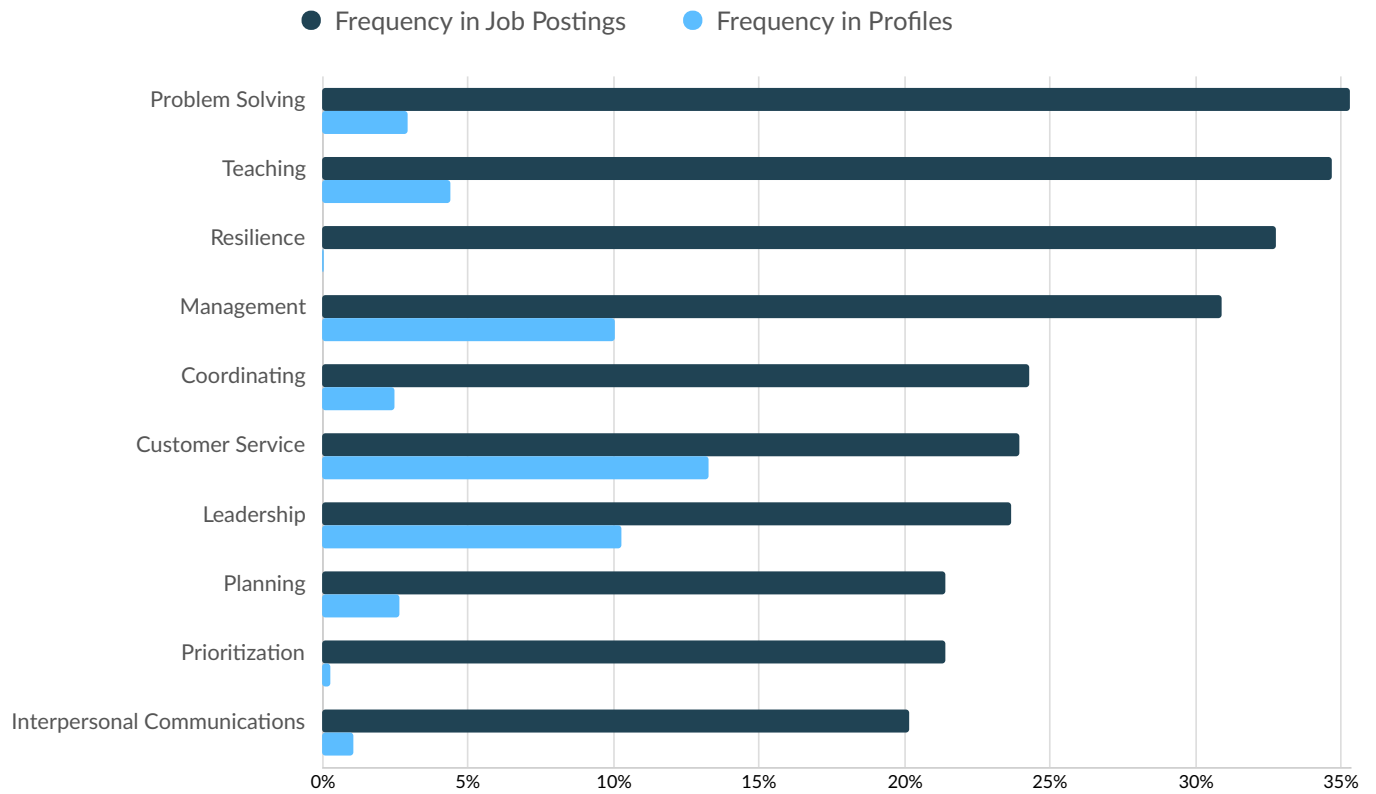
Legend: ● Frequency in Job Postings ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Problem Solving	112	35%	48	3%	+11.3%	Growing
Teaching	110	35%	72	4%	+18.8%	Growing
Resilience	104	33%	1	0%	+12.7%	Growing
Management	98	31%	164	10%	+5.3%	Stable
Coordinating	77	24%	41	3%	+14.7%	Growing
Customer Service	76	24%	217	13%	+5.2%	Stable
Leadership	75	24%	168	10%	+8.5%	Stable
Planning	68	21%	43	3%	+10.9%	Growing
Prioritization	68	21%	5	0%	+20.5%	Rapidly Growing
Interpersonal Communications	64	20%	18	1%	+12.5%	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 Q3 2024 Data Set

For Period: October 1 - 31, 2024

St. Joseph County, Michigan

Parameters

Select Timeframe: Sep 2024 - Oct 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
Enviro-Clean Services
Birch Meadows Senior Care
Meijer
Admiral Group Plc
Border Foods

Description
Dollar General
Arby's
Taco Bell
State of Michigan
Compass Group

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

71	**7**
Unique Postings	**Employers Competing**
173 Total Postings	370 Total Employers

28 Days	**2 : 1**
Median Posting Duration	**Posting Intensity**
Regional Average: 21 Days	Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	16	23%
High school or GED	52	73%
Associate's degree	0	0%
Bachelor's degree	3	4%
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	52	0	73%
Associate's degree	0	0	0%
Bachelor's degree	3	0	4%
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	43	61%
0 - 1 Years	2	3%
2 - 3 Years	23	32%
4 - 6 Years	3	4%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity		Median Posting Duration
Border Foods	60 / 26	2 : 1		28 days
Taco Bell	57 / 20	3 : 1		38 days
Meijer	22 / 10	2 : 1		36 days
Birch Meadows Senior Care	8 / 6	1 : 1		31 days
Dollar General	4 / 4	1 : 1		6 days
Arby's	18 / 4	5 : 1		n/a
Admiral Group Plc	4 / 1	4 : 1		n/a

Top Posted Occupations

	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity		Median Posting Duration
Fast Food and Counter Workers	59 / 21	3 : 1		28 days
Food Service Managers	50 / 20	3 : 1		28 days
Cashiers	36 / 11	3 : 1		28 days
First-Line Supervisors of Retail Sales Workers	15 / 10	2 : 1		21 days
Home Health and Personal Care Aides	8 / 6	1 : 1		31 days
Retail Salespersons	5 / 3	2 : 1		n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2024 - Oct 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	59 / 21	3 : 1	28 days
Food Service Managers	50 / 20	3 : 1	28 days
Cashiers	36 / 11	3 : 1	28 days
First-Line Supervisors of Retail Sales Workers	15 / 10	2 : 1	21 days
Personal Care Aides	8 / 6	1 : 1	31 days
Retail Salespersons	5 / 3	2 : 1	n/a

Top Specialized Skills
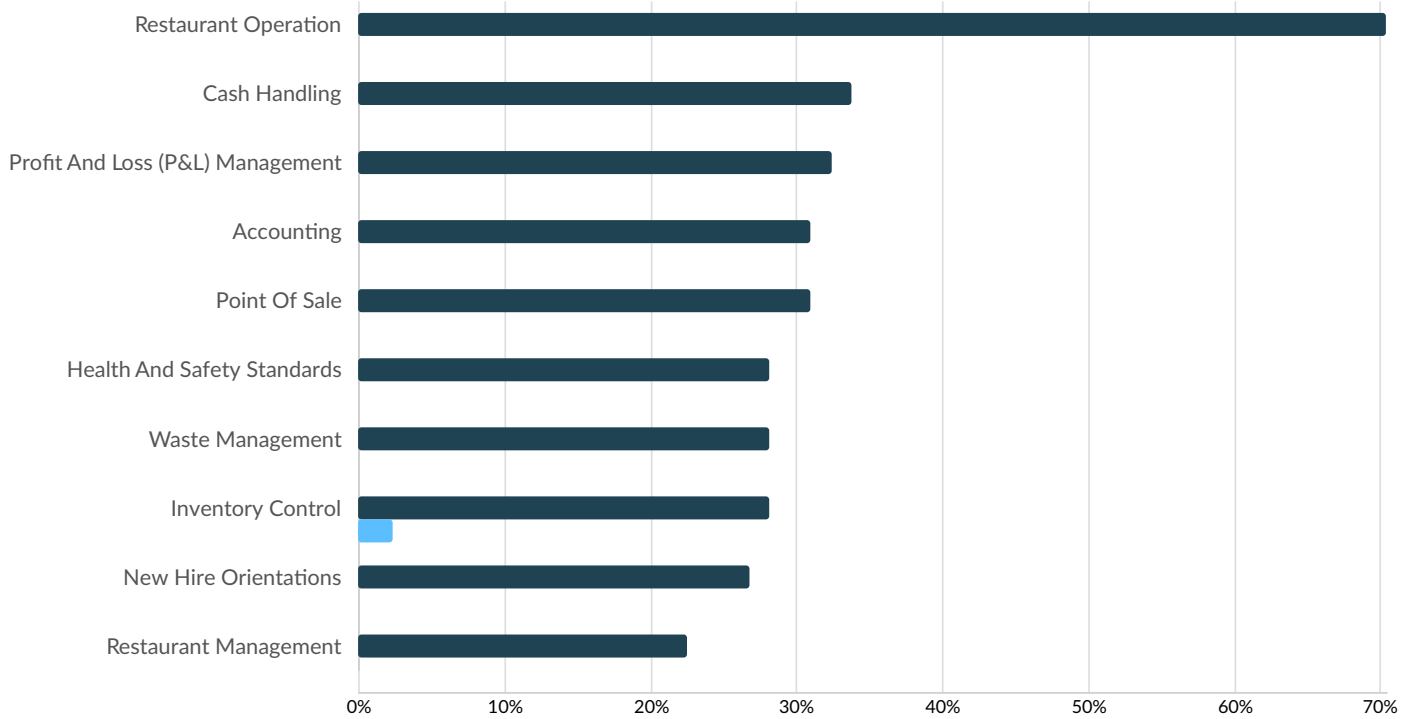
● Frequency in Job Postings   ● Frequency in Profiles

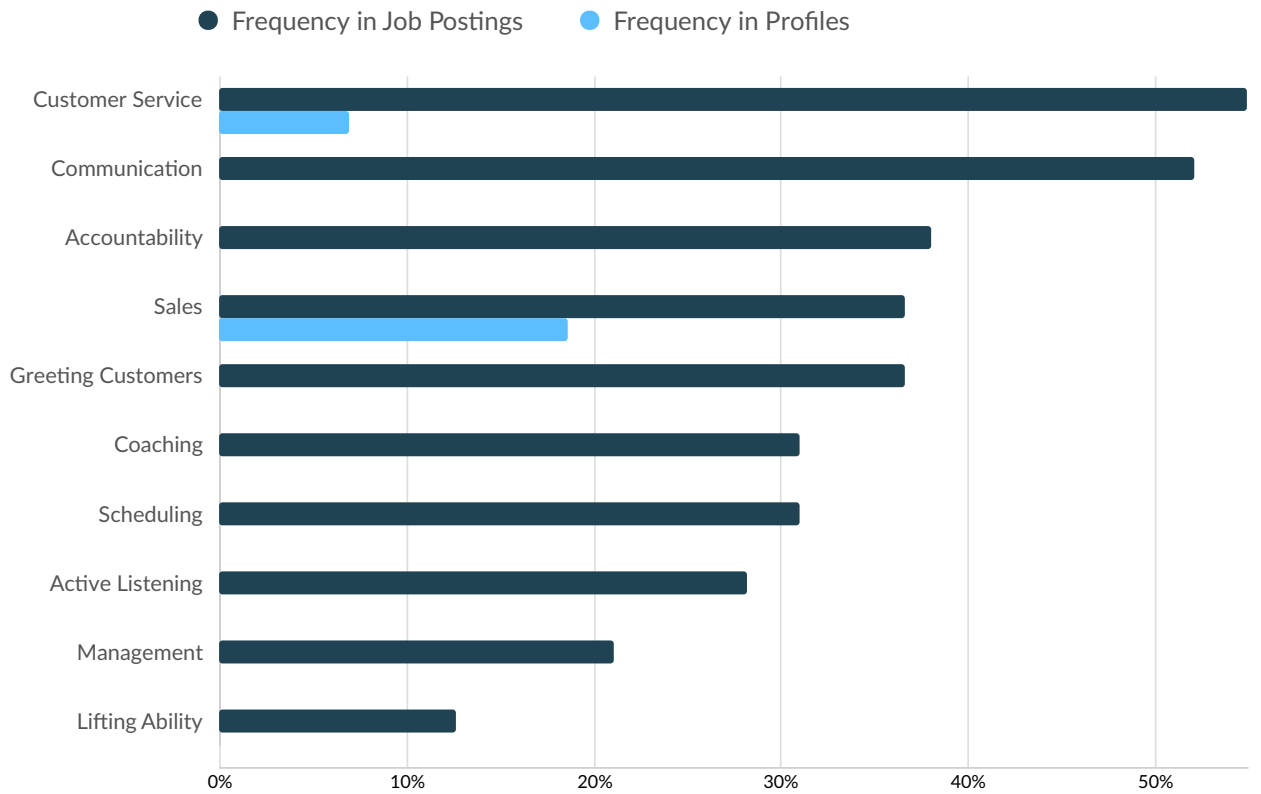|	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	50	70%	0	0%	+28.0%	Rapidly Growing
Cash Handling	24	34%	0	0%	+8.9%	Growing
Profit And Loss (P&L) Management	23	32%	0	0%	+18.3%	Growing
Accounting	22	31%	0	0%	+24.0%	Rapidly Growing
Point Of Sale	22	31%	0	0%	+13.3%	Growing
Health And Safety Standards	20	28%	0	0%	+19.0%	Growing
Waste Management	20	28%	0	0%	+11.7%	Growing
Inventory Control	20	28%	1	2%	+11.6%	Growing
New Hire Orientations	19	27%	0	0%	+12.1%	Growing
Restaurant Management	16	23%	0	0%	+12.3%	Growing

Top Common Skills

● Frequency in Job Postings   ● Frequency in Profiles

	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	39	55%	3	7%	+5.2%	Stable
Communication	37	52%	0	0%	+3.6%	Lagging
Accountability	27	38%	0	0%	+18.7%	Growing
Sales	26	37%	8	19%	+7.8%	Stable
Greeting Customers	26	37%	0	0%	+4.6%	Stable
Coaching	22	31%	0	0%	+16.4%	Growing
Scheduling	22	31%	0	0%	+16.4%	Growing
Active Listening	20	28%	0	0%	+10.0%	Growing
Management	15	21%	0	0%	+5.3%	Stable
Lifting Ability	9	13%	0	0%	+10.6%	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.