



Job Posting Analytics

Lightcast Q3 2024 Data

For Period: September 1 - 30, 2024

Berrien, Branch, Calhoun, Cass,

Kalamazoo, Saint Joseph, and

Van Buren Counties, Michigan

Parameters

Select Timeframe: Sep 2024 - Sep 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

150

Unique Postings
663 Total Postings

7

Employers Competing
3,101 Total Employers

10 Days

Median Posting Duration
Regional Average: 23 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	28	19%
High school or GED	77	51%
Associate's degree	39	26%
Bachelor's degree	29	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	77	0	51%
Associate's degree	23	16	15%
Bachelor's degree	22	7	15%
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	109	73%
0 - 1 Years	29	19%
2 - 3 Years	12	8%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

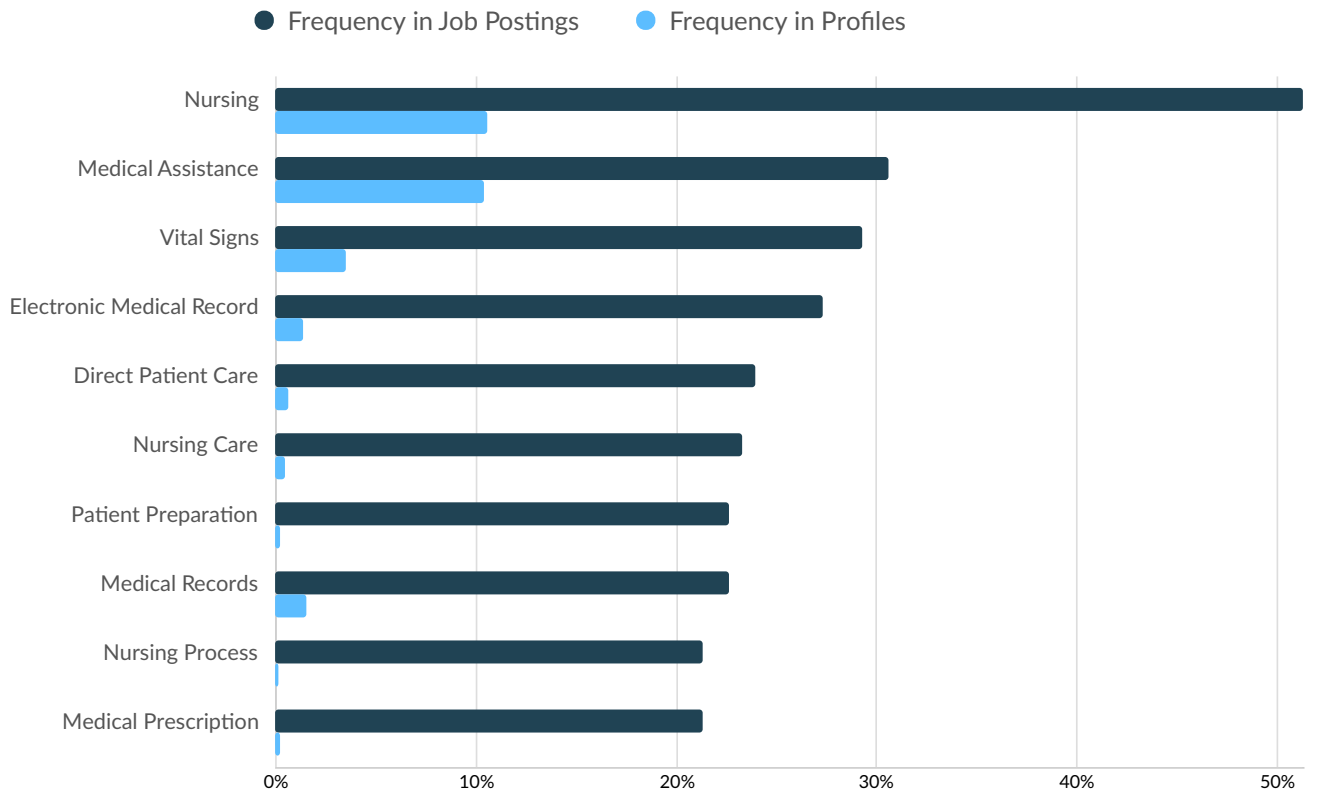
Top Companies Posting

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	65 / 35	2 : 1	10 days
Oaklawn Hospital	112 / 33	3 : 1	n/a
Ascension	96 / 30	3 : 1	14 days
Corewell Health	208 / 22	9 : 1	24 days
Border Foods	157 / 21	7 : 1	n/a
Meijer	24 / 8	3 : 1	5 days
Walmart	1 / 1	1 : 1	n/a

Top Posted Occupations

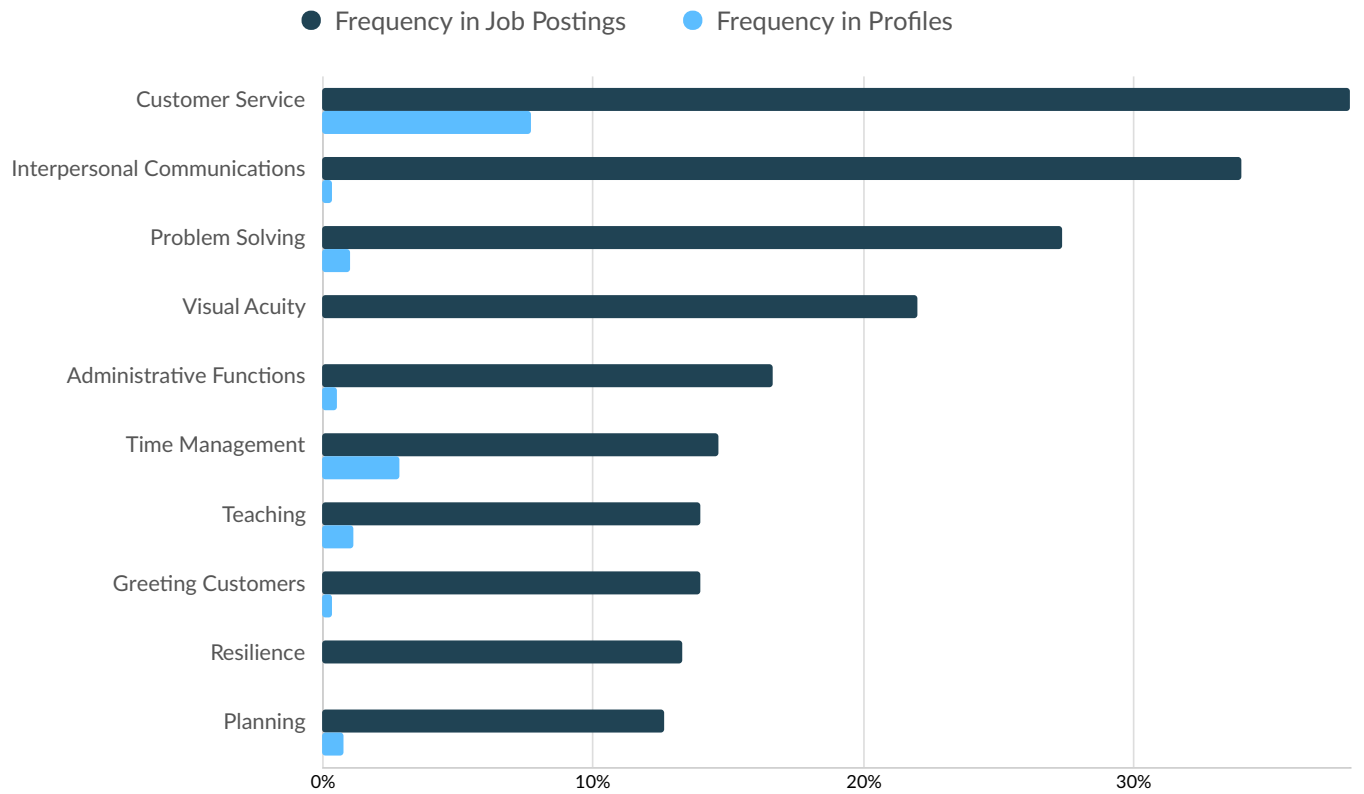
Occupation (O*NET)	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	161 / 47	3 : 1	51 days
Medical Assistants	194 / 46	4 : 1	10 days
Cashiers	103 / 19	5 : 1	5 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	82 / 17	5 : 1	10 days
Cooks, Restaurant	103 / 15	7 : 1	24 days
Nursing Assistants	20 / 6	3 : 1	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	77	51%	81	11%	+20.1%	Rapidly Growing
Medical Assistance	46	31%	80	10%	+11.9%	Growing
Vital Signs	44	29%	27	4%	+17.2%	Growing
Electronic Medical Record	41	27%	11	1%	+12.1%	Growing
Direct Patient Care	36	24%	5	1%	+16.6%	Growing
Nursing Care	35	23%	4	1%	+19.1%	Growing
Patient Preparation	34	23%	2	0%	+15.8%	Growing
Medical Records	34	23%	12	2%	+12.5%	Growing
Nursing Process	32	21%	1	0%	+24.2%	Rapidly Growing
Medical Prescription	32	21%	2	0%	+8.5%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	57	38%	59	8%	+5.2%	Stable
Interpersonal Communications	51	34%	3	0%	+12.5%	Growing
Problem Solving	41	27%	8	1%	+11.3%	Growing
Visual Acuity	33	22%	0	0%	+18.9%	Growing
Administrative Functions	25	17%	4	1%	+13.6%	Growing
Time Management	22	15%	22	3%	+14.5%	Growing
Teaching	21	14%	9	1%	+18.8%	Growing
Greeting Customers	21	14%	3	0%	+4.6%	Stable
Resilience	20	13%	0	0%	+12.7%	Growing
Planning	19	13%	6	1%	+10.9%	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: September 1 - 30, 2024

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

Parameters

Select Timeframe: Sep 2024 - Sep 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

552

Unique Postings
1,574 Total Postings

9

Employers Competing
2,315 Total Employers

18 Days

Median Posting Duration
Regional Average: 23 Days

3 : 1

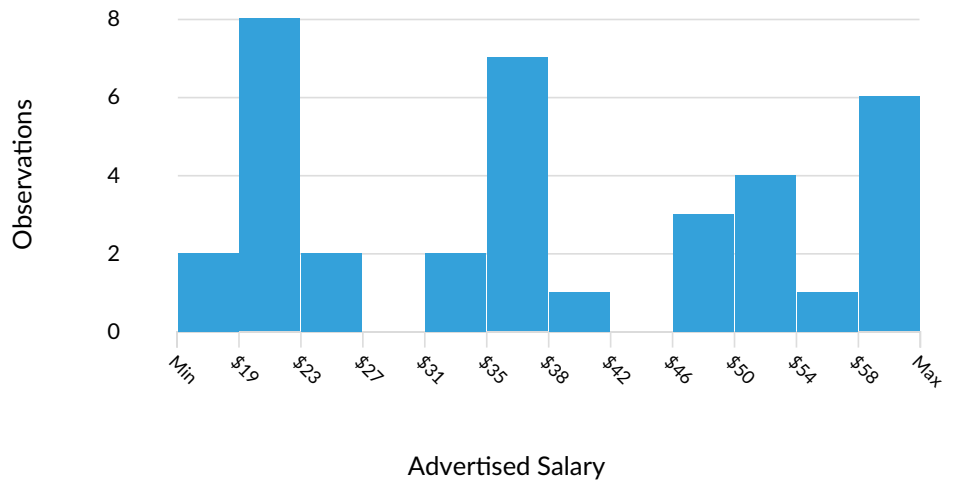
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 36 advertised salary observations (7% of the 552 matching postings).

\$37.54/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	102	18%
High school or GED	220	40%
Associate's degree	197	36%
Bachelor's degree	167	30%
Master's degree	33	6%
Ph.D. or professional degree	2	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	220	0	40%
Associate's degree	118	77	21%
Bachelor's degree	105	62	19%
Master's degree	7	25	1%
Ph.D. or professional degree	0	2	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	370	67%
0 - 1 Years	65	12%
2 - 3 Years	104	19%
4 - 6 Years	9	2%
7 - 9 Years	1	0%
10+ Years	3	1%











Top Companies Posting

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	330 / 189	2 : 1	13 days
Ascension	350 / 115	3 : 1	16 days
Oaklawn Hospital	351 / 112	3 : 1	23 days
Border Foods	420 / 87	5 : 1	n/a
Meijer	45 / 17	3 : 1	17 days
Walmart	37 / 10	4 : 1	19 days
Stryker	22 / 10	2 : 1	n/a
Corewell Health	9 / 8	1 : 1	25 days
Zoetis	10 / 4	3 : 1	n/a

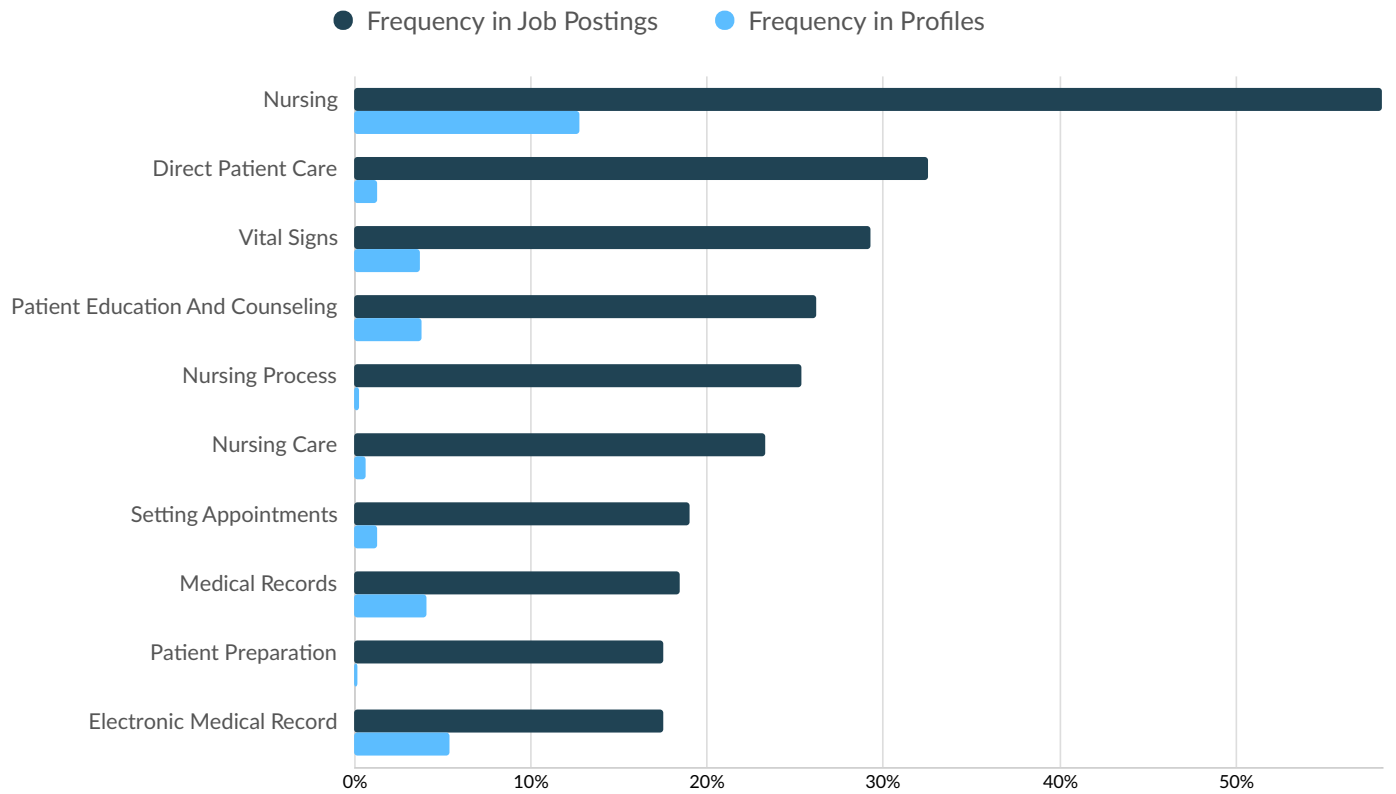
Top Posted Occupations

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	555 / 211	3 : 1	25 days
Medical Assistants	207 / 92	2 : 1	10 days
Health Technologists and Technicians, All Other	76 / 44	2 : 1	18 days
Fast Food and Counter Workers	205 / 44	5 : 1	17 days
Food Service Managers	123 / 35	4 : 1	19 days
Cashiers	168 / 33	5 : 1	5 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	70 / 29	2 : 1	23 days
Nursing Assistants	90 / 25	4 : 1	n/a
Licensed Practical and Licensed Vocational Nurses	34 / 20	2 : 1	51 days
Medical and Health Services Managers	46 / 19	2 : 1	n/a

Top Posted Occupations

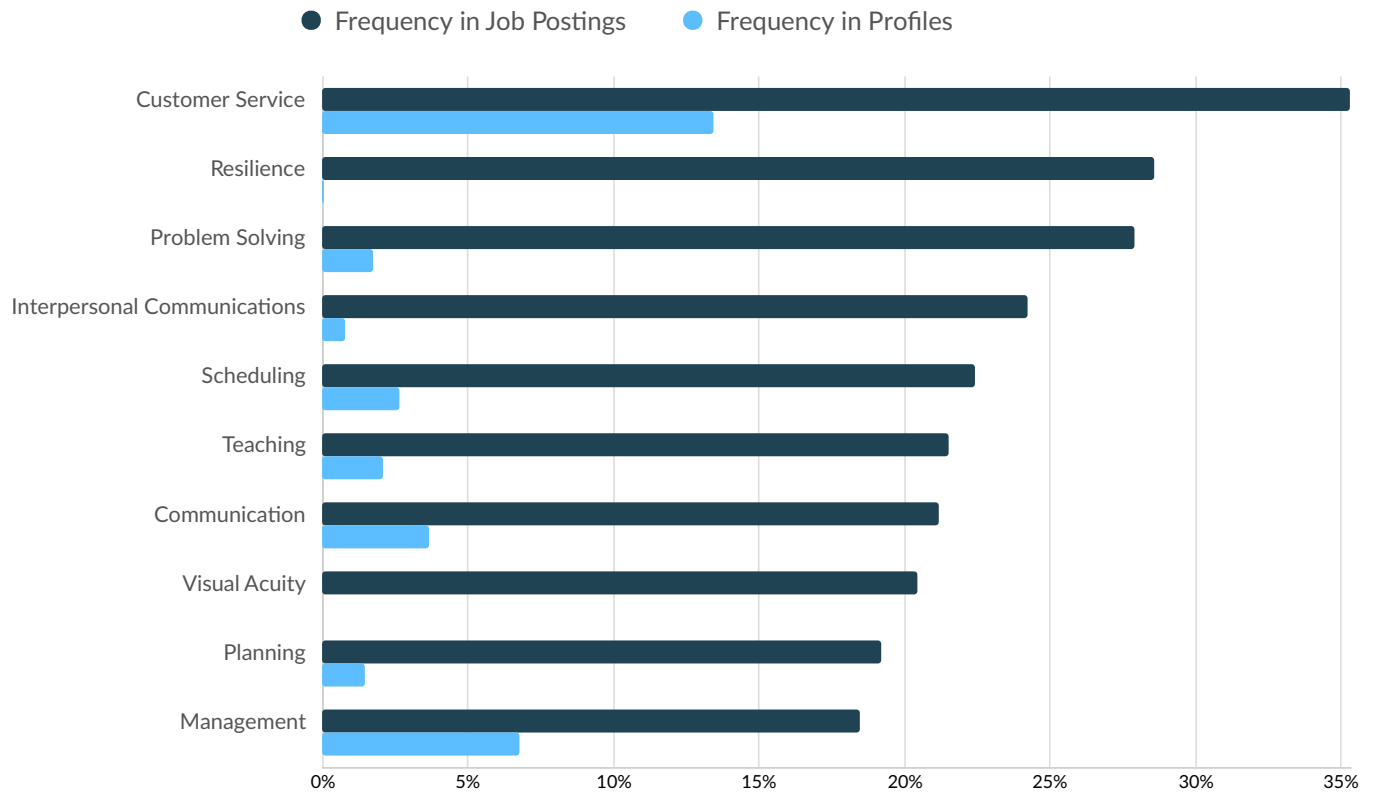
Occupation (O*NET)	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	490 / 192	3 : 1 	25 days
Medical Assistants	207 / 92	2 : 1 	10 days
Fast Food and Counter Workers	205 / 44	5 : 1 	17 days
Food Service Managers	123 / 35	4 : 1 	19 days
Cashiers	168 / 33	5 : 1 	5 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	70 / 29	2 : 1 	23 days
Nursing Assistants	90 / 25	4 : 1 	n/a
Health Technologists and Technicians, All Other	42 / 23	2 : 1 	18 days
Licensed Practical and Licensed Vocational Nurses	34 / 20	2 : 1 	51 days
Medical and Health Services Managers	46 / 19	2 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	322	58%	189	13%	+20.1%	Rapidly Growing
Direct Patient Care	180	33%	19	1%	+16.6%	Growing
Vital Signs	162	29%	55	4%	+17.2%	Growing
Patient Education And Counseling	145	26%	57	4%	+11.6%	Growing
Nursing Process	140	25%	4	0%	+24.2%	Rapidly Growing
Nursing Care	129	23%	9	1%	+19.1%	Growing
Setting Appointments	105	19%	19	1%	+10.9%	Growing
Medical Records	102	18%	61	4%	+12.5%	Growing
Patient Preparation	97	18%	3	0%	+15.8%	Growing
Electronic Medical Record	97	18%	80	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	195	35%	199	13%	+5.2%	Stable
Resilience	158	29%	1	0%	+12.7%	Growing
Problem Solving	154	28%	26	2%	+11.3%	Growing
Interpersonal Communications	134	24%	12	1%	+12.5%	Growing
Scheduling	124	22%	39	3%	+16.4%	Growing
Teaching	119	22%	31	2%	+18.8%	Growing
Communication	117	21%	54	4%	+3.6%	Lagging
Visual Acuity	113	20%	0	0%	+18.9%	Growing
Planning	106	19%	22	1%	+10.9%	Growing
Management	102	18%	100	7%	+5.3%	Stable

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q3 2024 Data Set

For Period: September 1 - 30, 2024

Branch County, Michigan

Parameters

Select Timeframe: Sep 2024 - Sep 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

28

Unique Postings

81 Total Postings

4

Employers Competing

162 Total Employers

N/A

Median Posting Duration

Regional Average: 22 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	10	36%
High school or GED	13	46%
Associate's degree	3	11%
Bachelor's degree	6	21%
Master's degree	0	0%
Ph.D. or professional degree	0	0%





Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	13	0	46%
Associate's degree	2	0	7%
Bachelor's degree	3	3	11%
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	12	43%
0 - 1 Years	9	32%
2 - 3 Years	7	25%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Border Foods	33 / 11	3 : 1 	n/a
ProMedica	25 / 10	3 : 1 	n/a
Walmart	21 / 5	4 : 1 	n/a
Clemens Food Group	2 / 2	1 : 1 	n/a

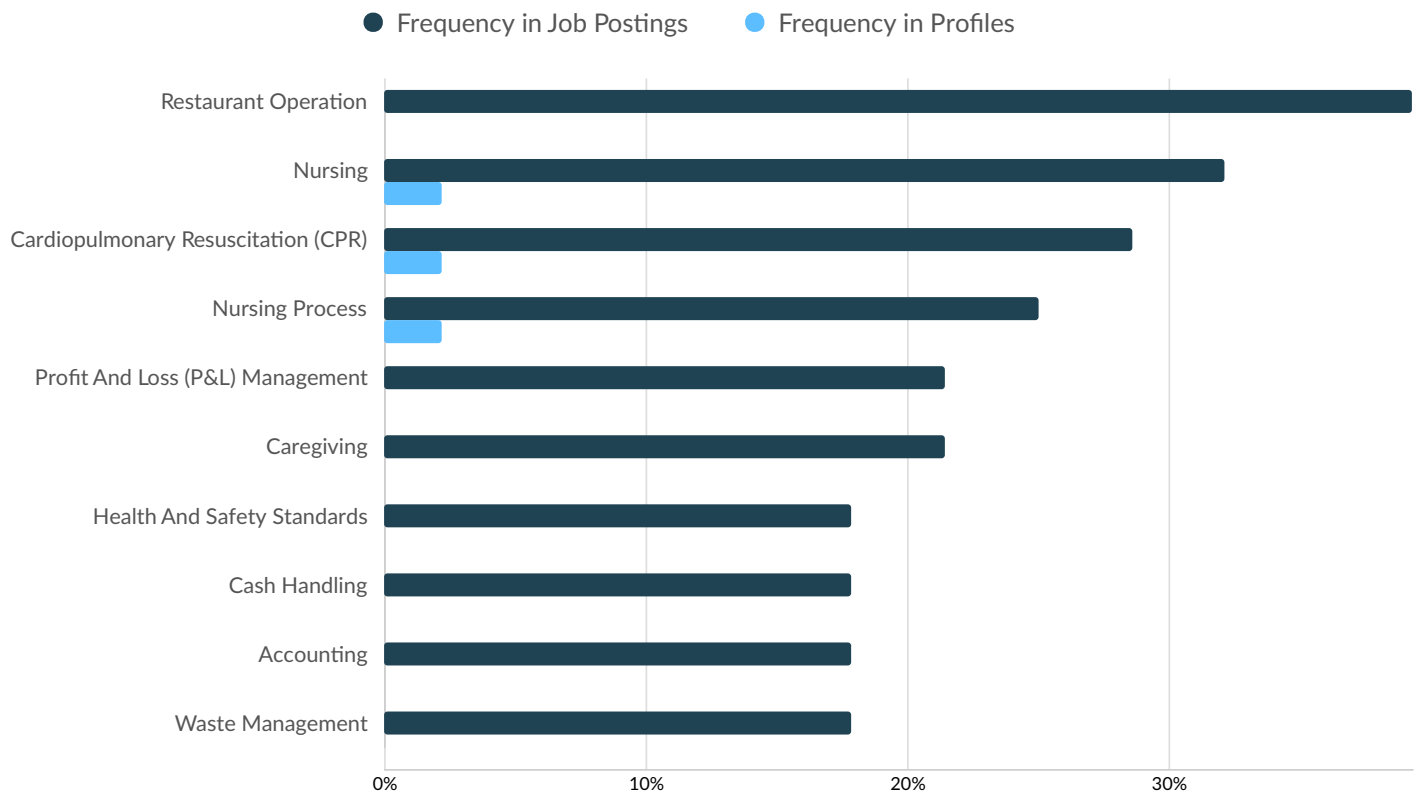
Top Posted Occupations

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	22 / 8	3 : 1	n/a
Food Service Managers	7 / 4	2 : 1	n/a
Fast Food and Counter Workers	10 / 4	3 : 1	n/a
General and Operations Managers	7 / 3	2 : 1	n/a
First-Line Supervisors of Retail Sales Workers	12 / 3	4 : 1	n/a
Cashiers	19 / 3	6 : 1	n/a
Health Technologists and Technicians, All Other	3 / 2	2 : 1	n/a
Retail Salespersons	1 / 1	1 : 1	n/a

Top Posted Occupations

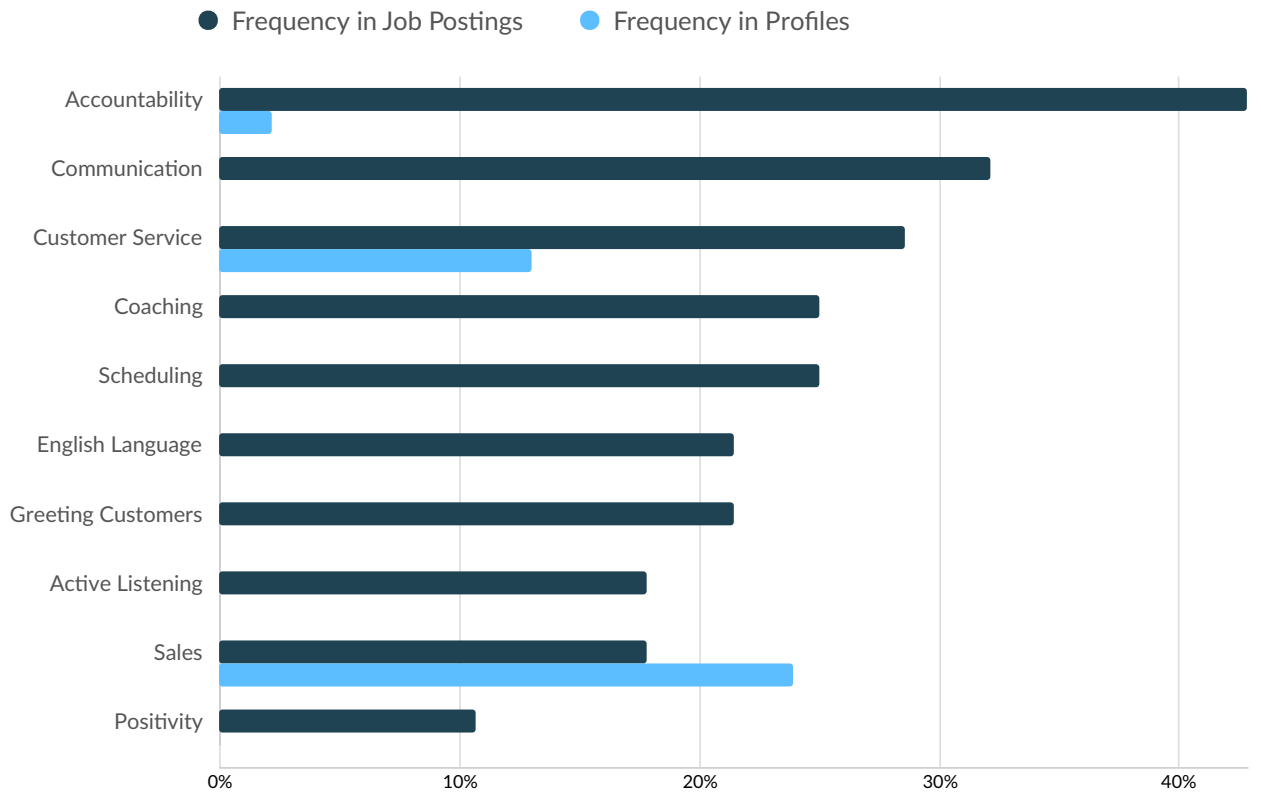
Occupation (O*NET)	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	18 / 6	3 : 1	n/a
Food Service Managers	7 / 4	2 : 1	n/a
Fast Food and Counter Workers	10 / 4	3 : 1	n/a
General and Operations Managers	7 / 3	2 : 1	n/a
First-Line Supervisors of Retail Sales Workers	12 / 3	4 : 1	n/a
Cashiers	19 / 3	6 : 1	n/a
Critical Care Nurses	4 / 2	2 : 1	n/a
Health Technologists and Technicians, All Other	3 / 2	2 : 1	n/a
Retail Salespersons	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
Restaurant Operation	11	39%	0	0%	+28.0%	Rapidly Growing
Nursing	9	32%	1	2%	+20.1%	Rapidly Growing
Cardiopulmonary Resuscitation (CPR)	8	29%	1	2%	+14.8%	Growing
Nursing Process	7	25%	1	2%	+24.2%	Rapidly Growing
Profit And Loss (P&L) Management	6	21%	0	0%	+18.3%	Growing
Caregiving	6	21%	0	0%	+23.1%	Rapidly Growing
Health And Safety Standards	5	18%	0	0%	+19.0%	Growing
Cash Handling	5	18%	0	0%	+8.9%	Growing
Accounting	5	18%	0	0%	+24.0%	Rapidly Growing
Waste Management	5	18%	0	0%	+11.7%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Accountability	12	43%	1	2%	+18.7%	Growing
Communication	9	32%	0	0%	+3.6%	Lagging
Customer Service	8	29%	6	13%	+5.2%	Stable
Coaching	7	25%	0	0%	+16.4%	Growing
Scheduling	7	25%	0	0%	+16.4%	Growing
English Language	6	21%	0	0%	+15.3%	Growing
Greeting Customers	6	21%	0	0%	+4.6%	Stable
Active Listening	5	18%	0	0%	+10.0%	Growing
Sales	5	18%	11	24%	+7.8%	Stable
Positivity	3	11%	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: September 1 - 30, 2024

Calhoun County, Michigan

Parameters

Select Timeframe: Sep 2024 - Sep 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

203

Unique Postings
636 Total Postings

10

Employers Competing
778 Total Employers

31 Days

Median Posting Duration
Regional Average: 23 Days

3 : 1

Posting Intensity



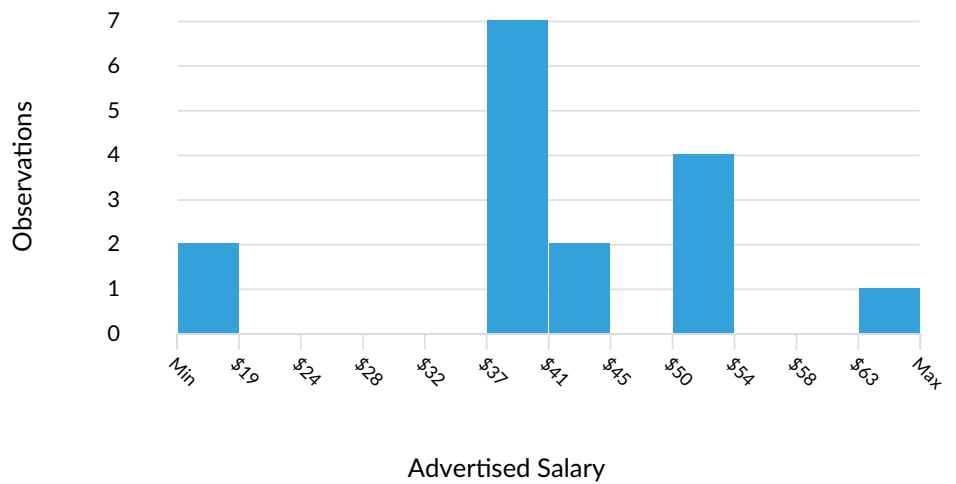
Regional Average: 2 : 1

Advertised Salary

There are 16 advertised salary observations (8% of the 203 matching postings).

\$39.82/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	69	34%
High school or GED	71	35%
Associate's degree	52	26%
Bachelor's degree	33	16%
Master's degree	7	3%
Ph.D. or professional degree	0	0%











Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	71	0	35%
Associate's degree	48	4	24%
Bachelor's degree	15	18	7%
Master's degree	0	7	0%
Ph.D. or professional degree	0	0	0%


Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	140	69%
0 - 1 Years	21	10%
2 - 3 Years	42	21%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	278 / 77	4 : 1 	n/a
Bronson Healthcare	91 / 48	2 : 1 	10 days
Border Foods	145 / 33	4 : 1 	n/a
Taco Bell	57 / 17	3 : 1 	n/a
Select Medical	30 / 8	4 : 1 	n/a
Clean Team	11 / 6	2 : 1 	35 days
Hogan	7 / 5	1 : 1 	n/a
Elara Caring	6 / 4	2 : 1 	n/a
Subway	9 / 3	3 : 1 	55 days
Dollar General	2 / 2	1 : 1 	n/a

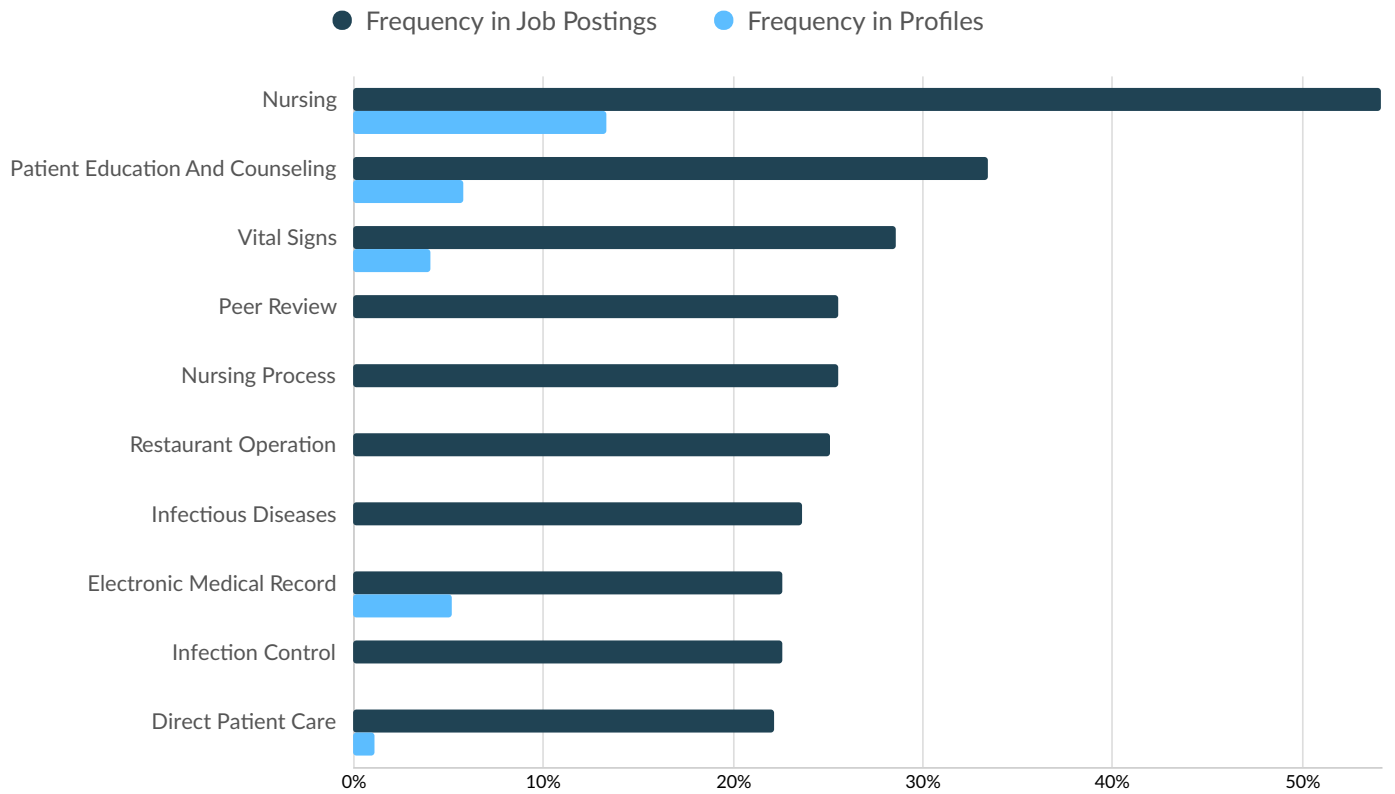
Top Posted Occupations

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	242 / 88	3 : 1 	20 days
Medical Assistants	109 / 36	3 : 1 	10 days
Fast Food and Counter Workers	119 / 26	5 : 1 	n/a
Food Service Managers	85 / 22	4 : 1 	55 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	25 / 14	2 : 1 	35 days
First-Line Supervisors of Retail Sales Workers	10 / 8	1 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	7 / 5	1 : 1 	n/a
Home Health and Personal Care Aides	4 / 2	2 : 1 	n/a
Maintenance and Repair Workers, General	35 / 2	18 : 1 	n/a

Top Posted Occupations

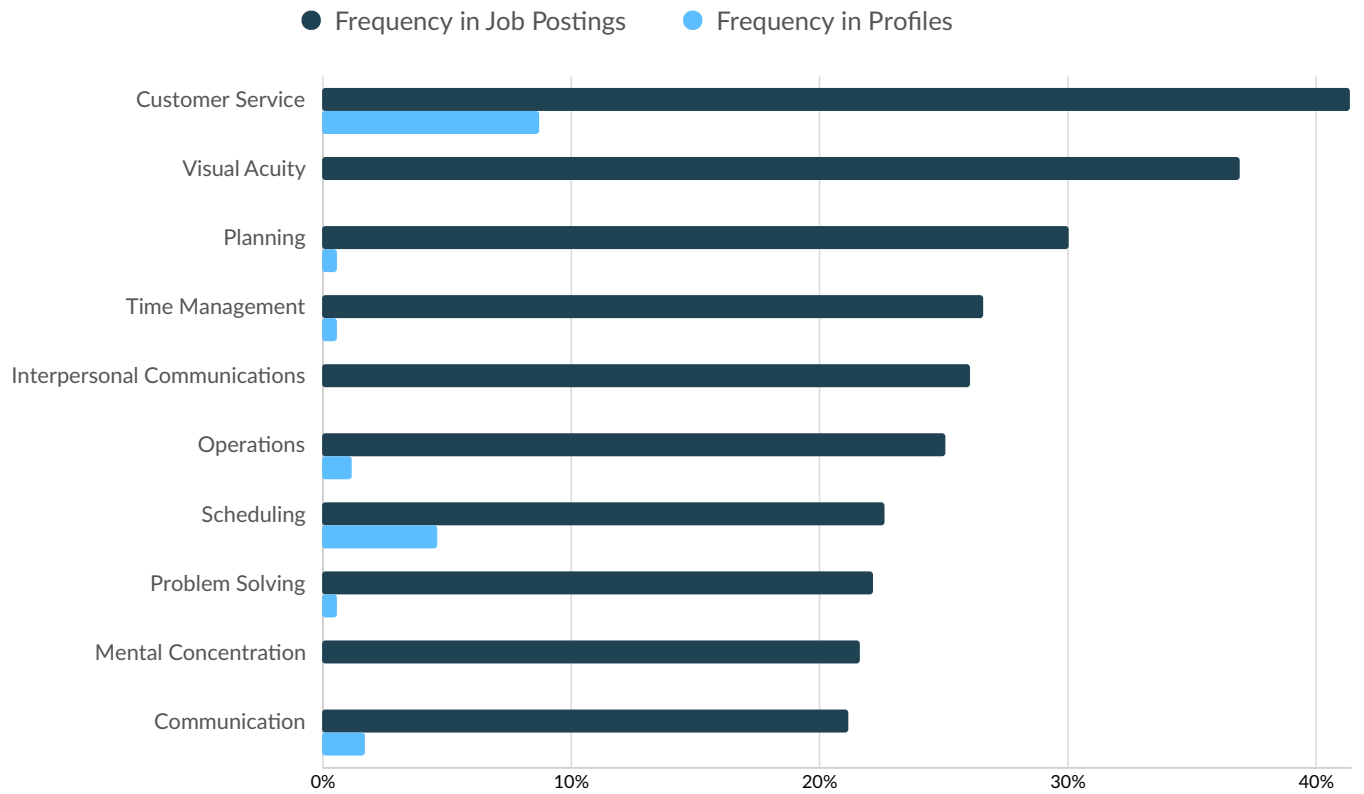
Occupation (O*NET)	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	239 / 86	3 : 1 	20 days
Medical Assistants	109 / 36	3 : 1 	10 days
Fast Food and Counter Workers	119 / 26	5 : 1 	n/a
Food Service Managers	85 / 22	4 : 1 	55 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	25 / 14	2 : 1 	35 days
First-Line Supervisors of Retail Sales Workers	10 / 8	1 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	7 / 5	1 : 1 	n/a
Maintenance and Repair Workers, General	35 / 2	18 : 1 	n/a
Acute Care Nurses	2 / 1	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	110	54%	23	13%	+20.1%	Rapidly Growing
Patient Education And Counseling	68	33%	10	6%	+11.6%	Growing
Vital Signs	58	29%	7	4%	+17.2%	Growing
Peer Review	52	26%	0	0%	+18.4%	Growing
Nursing Process	52	26%	0	0%	+24.2%	Rapidly Growing
Restaurant Operation	51	25%	0	0%	+28.0%	Rapidly Growing
Infectious Diseases	48	24%	0	0%	+9.2%	Growing
Electronic Medical Record	46	23%	9	5%	+12.1%	Growing
Infection Control	46	23%	0	0%	+17.1%	Growing
Direct Patient Care	45	22%	2	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	84	41%	15	9%	+5.2%	Stable
Visual Acuity	75	37%	0	0%	+18.9%	Growing
Planning	61	30%	1	1%	+10.9%	Growing
Time Management	54	27%	1	1%	+14.5%	Growing
Interpersonal Communications	53	26%	0	0%	+12.5%	Growing
Operations	51	25%	2	1%	+8.1%	Stable
Scheduling	46	23%	8	5%	+16.4%	Growing
Problem Solving	45	22%	1	1%	+11.3%	Growing
Mental Concentration	44	22%	0	0%	+12.7%	Growing
Communication	43	21%	3	2%	+3.6%	Lagging

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q3 2024 Data Set

For Period: September 1 - 30, 2024

Kalamazoo County, Michigan

Parameters

Select Timeframe: Sep 2024 - Sep 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

252

Unique Postings
604 Total Postings

7

Employers Competing
1,548 Total Employers

18 Days

Median Posting Duration
Regional Average: 25 Days

2 : 1

Posting Intensity



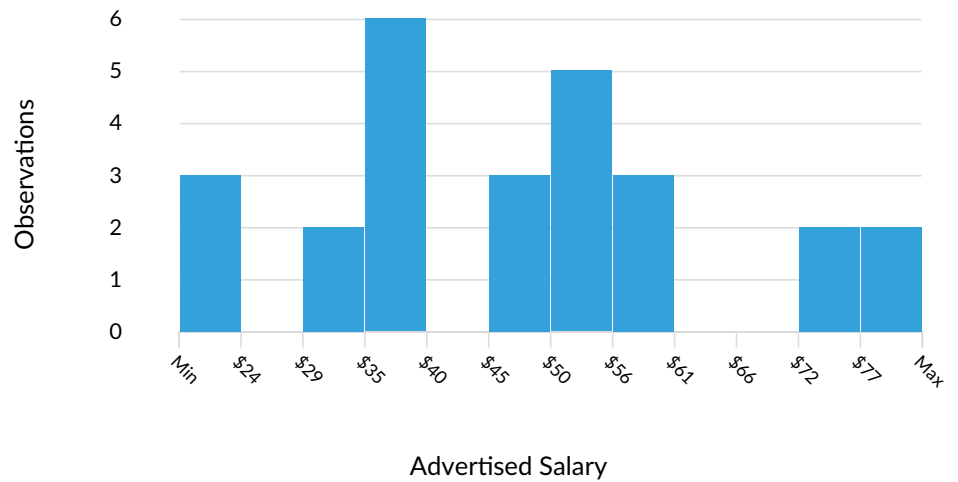
Regional Average: 3 : 1

Advertised Salary

There are 26 advertised salary observations (10% of the 252 matching postings).

\$49.85/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	26	10%
High school or GED	81	32%
Associate's degree	92	37%
Bachelor's degree	134	53%
Master's degree	26	10%
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	32%
Associate's degree	44	46	17%
Bachelor's degree	96	38	38%
Master's degree	5	21	2%
Ph.D. or professional degree	0	0	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	156	62%
0 - 1 Years	35	14%
2 - 3 Years	39	15%
4 - 6 Years	14	6%
7 - 9 Years	6	2%
10+ Years	2	1%



Top Companies Posting

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Ascension	343 / 112	3 : 1 	16 days
Bronson Healthcare	181 / 99	2 : 1 	13 days
Stryker	39 / 20	2 : 1 	31 days
Zoetis	19 / 9	2 : 1 	32 days
Corewell Health	8 / 7	1 : 1 	25 days
Western Michigan University	12 / 4	3 : 1 	6 days
Kalamazoo County Government	2 / 1	2 : 1 	n/a

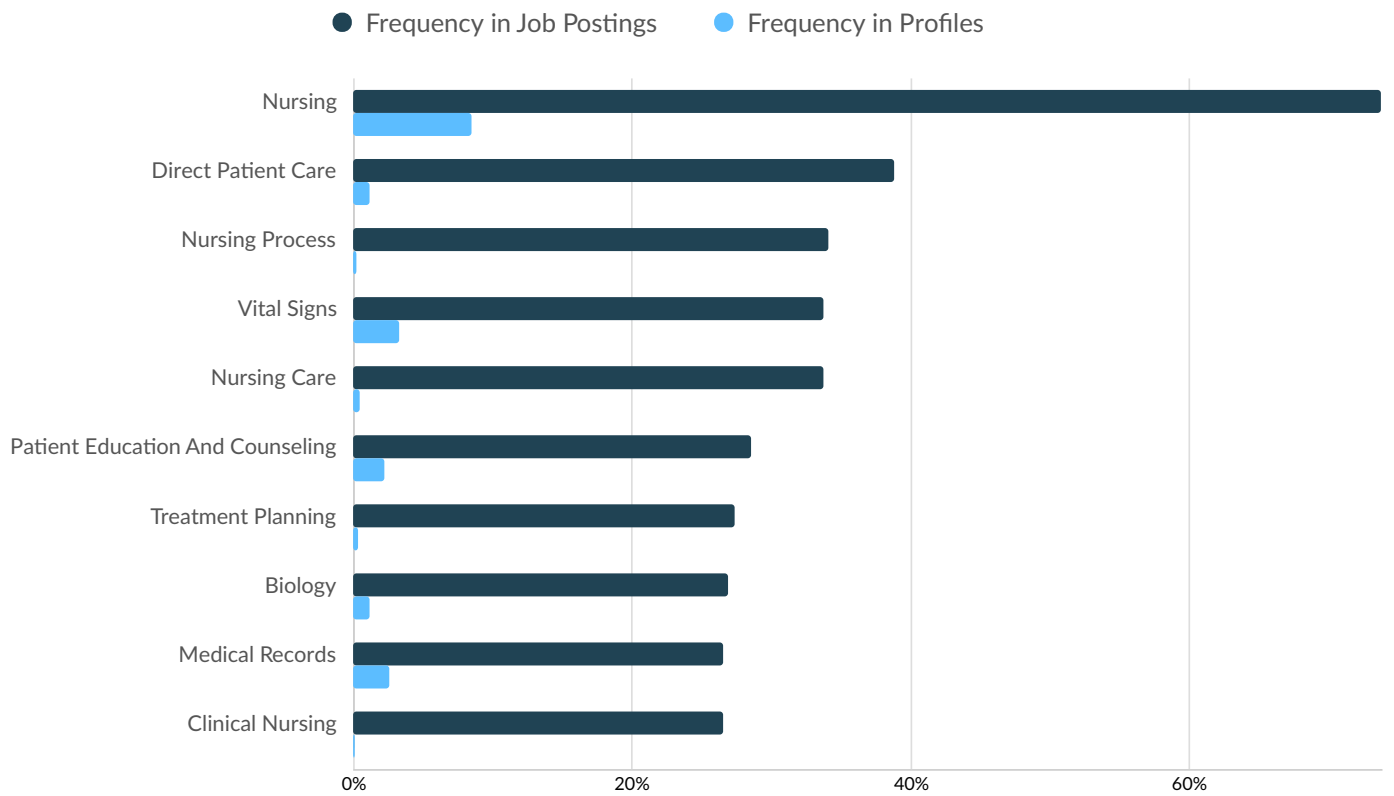
Top Posted Occupations

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	348 / 134	3 : 1 	25 days
Medical Assistants	96 / 55	2 : 1 	8 days
Health Technologists and Technicians, All Other	26 / 13	2 : 1 	18 days
Computer Occupations, All Other	25 / 11	2 : 1 	24 days
Licensed Practical and Licensed Vocational Nurses	20 / 10	2 : 1 	51 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	23 / 10	2 : 1 	6 days
Nursing Assistants	45 / 8	6 : 1 	n/a
Software Developers	10 / 6	2 : 1 	40 days
Managers, All Other	9 / 4	2 : 1 	32 days
Industrial Engineering Technologists and Technicians	2 / 1	2 : 1 	n/a

Top Posted Occupations

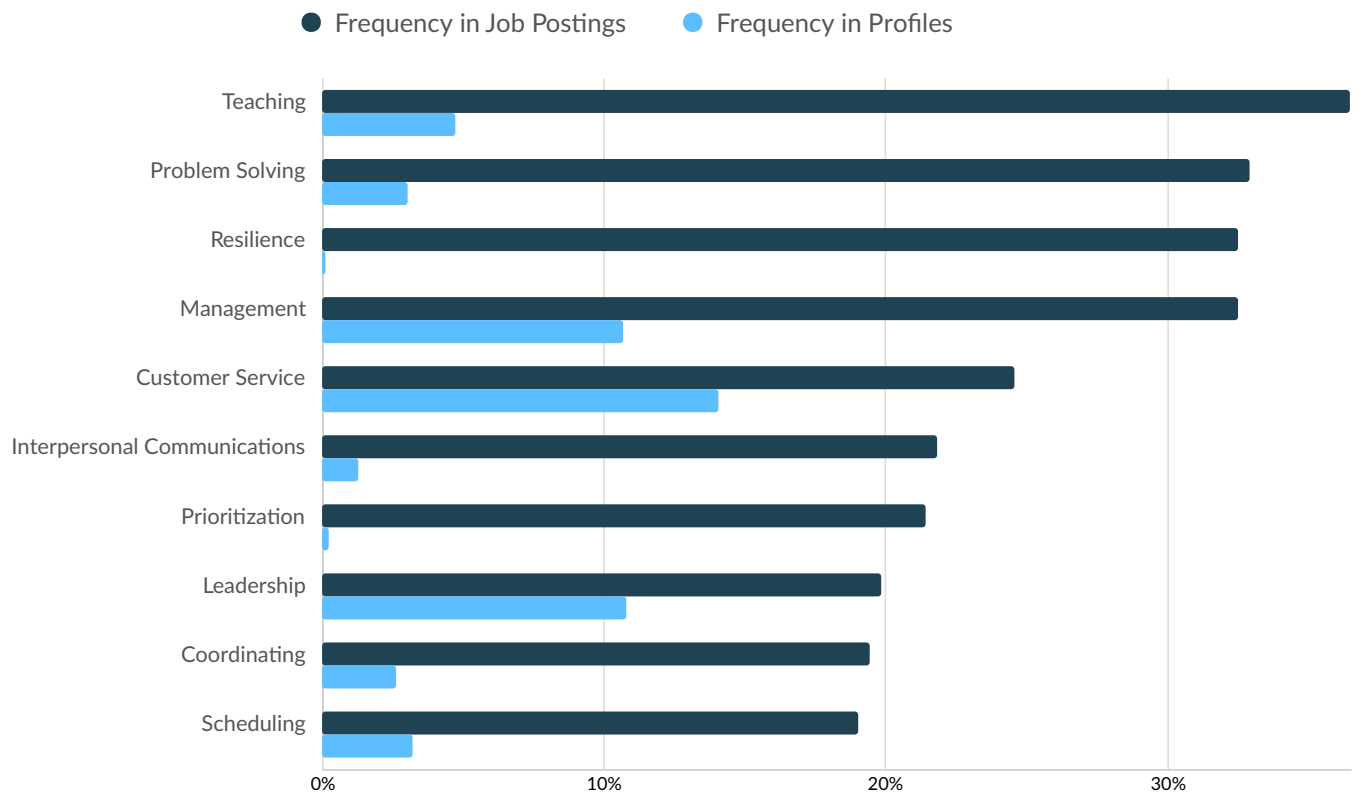
Occupation (O*NET)	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	286 / 117	2 : 1 	25 days
Medical Assistants	96 / 55	2 : 1 	8 days
Critical Care Nurses	60 / 16	4 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	20 / 10	2 : 1 	51 days
Health Technologists and Technicians, All Other	21 / 10	2 : 1 	18 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	23 / 10	2 : 1 	6 days
Nursing Assistants	45 / 8	6 : 1 	n/a
Software Developers	10 / 6	2 : 1 	40 days
Information Technology Project Managers	13 / 5	3 : 1 	10 days
Regulatory Affairs Managers	8 / 3	3 : 1 	32 days
Information Security Engineers	3 / 2	2 : 1 	n/a
Computer Systems Engineers/Architects	6 / 2	3 : 1 	n/a
Patient Representatives	4 / 2	2 : 1 	n/a
Managers, All Other	1 / 1	1 : 1 	n/a
Document Management Specialists	1 / 1	1 : 1 	24 days
Digital Forensics Analysts	2 / 1	2 : 1 	n/a
Industrial Engineering Technologists and Technicians	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



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	186	74%	132	8%	+20.1%	Rapidly Growing
Direct Patient Care	98	39%	19	1%	+16.6%	Growing
Nursing Process	86	34%	3	0%	+24.2%	Rapidly Growing
Vital Signs	85	34%	51	3%	+17.2%	Growing
Nursing Care	85	34%	7	0%	+19.1%	Growing
Patient Education And Counseling	72	29%	35	2%	+11.6%	Growing
Treatment Planning	69	27%	6	0%	+6.7%	Stable
Biology	68	27%	18	1%	+25.7%	Rapidly Growing
Medical Records	67	27%	41	3%	+12.5%	Growing
Clinical Nursing	67	27%	2	0%	+14.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	92	37%	74	5%	+18.8%	Growing
Problem Solving	83	33%	47	3%	+11.3%	Growing
Resilience	82	33%	2	0%	+12.7%	Growing
Management	82	33%	167	11%	+5.3%	Stable
Customer Service	62	25%	220	14%	+5.2%	Stable
Interpersonal Communications	55	22%	20	1%	+12.5%	Growing
Prioritization	54	21%	4	0%	+20.5%	Rapidly Growing
Leadership	50	20%	169	11%	+8.5%	Stable
Coordinating	49	19%	41	3%	+14.7%	Growing
Scheduling	48	19%	50	3%	+16.4%	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: September 1 - 30, 2024

St. Joseph County, Michigan

Parameters

Select Timeframe: Sep 2024 - Sep 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

54

Unique Postings
111 Total Postings


7

Employers Competing
324 Total Employers

36 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	9	17%
High school or GED	42	78%
Associate's degree	0	0%
Bachelor's degree	3	6%
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	42	0	78%
Associate's degree	0	0	0%
Bachelor's degree	3	0	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	30	56%
0 - 1 Years	2	4%
2 - 3 Years	19	35%
4 - 6 Years	3	6%
7 - 9 Years	0	0%
10+ Years	0	0%







Top Companies Posting

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Border Foods	41 / 23	2 : 1	n/a
Taco Bell	38 / 15	3 : 1	38 days
Meijer	16 / 6	3 : 1	36 days
Birch Meadows Senior Care	5 / 4	1 : 1	31 days
Dollar General	4 / 4	1 : 1	6 days
Admiral Group Plc	3 / 1	3 : 1	n/a
Arby's	4 / 1	4 : 1	n/a

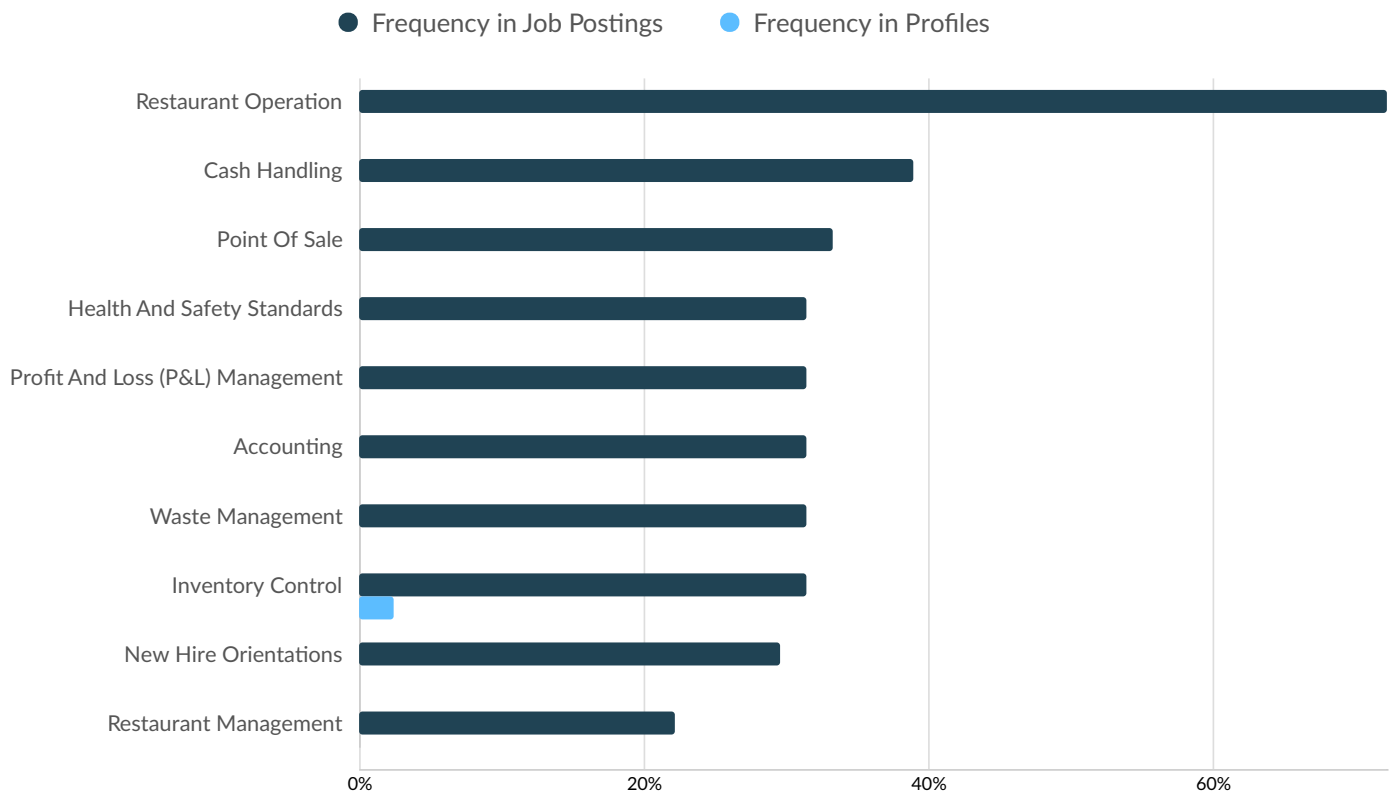
Top Posted Occupations

	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	37 / 16	2 : 1	n/a
Food Service Managers	28 / 15	2 : 1	38 days
First-Line Supervisors of Retail Sales Workers	15 / 10	2 : 1	36 days
Cashiers	24 / 8	3 : 1	n/a
Home Health and Personal Care Aides	5 / 4	1 : 1	31 days
Retail Salespersons	2 / 1	2 : 1	n/a

Top Posted Occupations

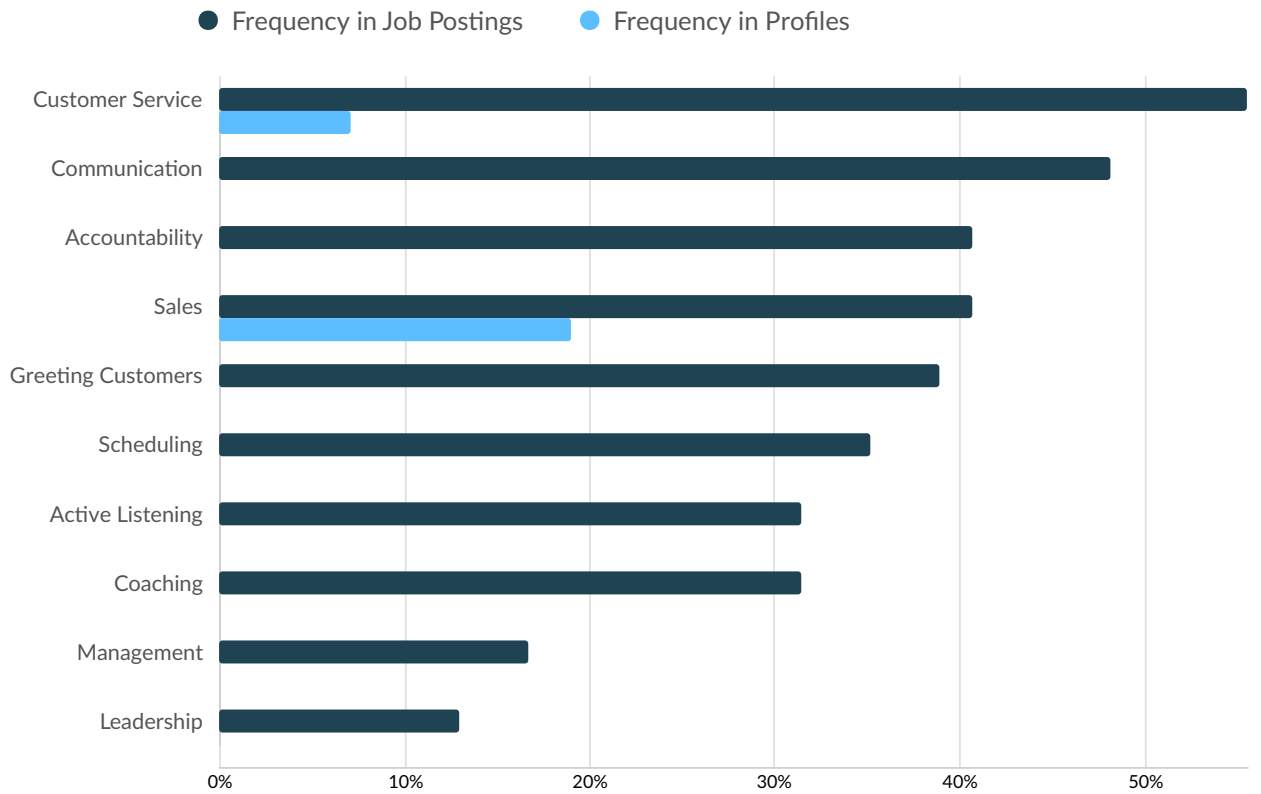
Occupation (O*NET)	Total/Unique (Sep 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	37 / 16	2 : 1 	n/a
Food Service Managers	28 / 15	2 : 1 	38 days
First-Line Supervisors of Retail Sales Workers	15 / 10	2 : 1 	36 days
Cashiers	24 / 8	3 : 1 	n/a
Personal Care Aides	5 / 4	1 : 1 	31 days
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	39	72%	0	0%	+28.0%	Rapidly Growing
Cash Handling	21	39%	0	0%	+8.9%	Growing
Point Of Sale	18	33%	0	0%	+13.3%	Growing
Health And Safety Standards	17	31%	0	0%	+19.0%	Growing
Profit And Loss (P&L) Management	17	31%	0	0%	+18.3%	Growing
Accounting	17	31%	0	0%	+24.0%	Rapidly Growing
Waste Management	17	31%	0	0%	+11.7%	Growing
Inventory Control	17	31%	1	2%	+11.6%	Growing
New Hire Orientations	16	30%	0	0%	+12.1%	Growing
Restaurant Management	12	22%	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	30	56%	3	7%	+5.2%	Stable
Communication	26	48%	0	0%	+3.6%	Lagging
Accountability	22	41%	0	0%	+18.7%	Growing
Sales	22	41%	8	19%	+7.8%	Stable
Greeting Customers	21	39%	0	0%	+4.6%	Stable
Scheduling	19	35%	0	0%	+16.4%	Growing
Active Listening	17	31%	0	0%	+10.0%	Growing
Coaching	17	31%	0	0%	+16.4%	Growing
Management	9	17%	0	0%	+5.3%	Stable
Leadership	7	13%	0	0%	+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.