



Job Posting Analytics

Lightcast Q1 2024 Data Set

For Period: February 1 - 29, 2024

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

Parameters

Select Timeframe: Feb 2024 - Feb 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

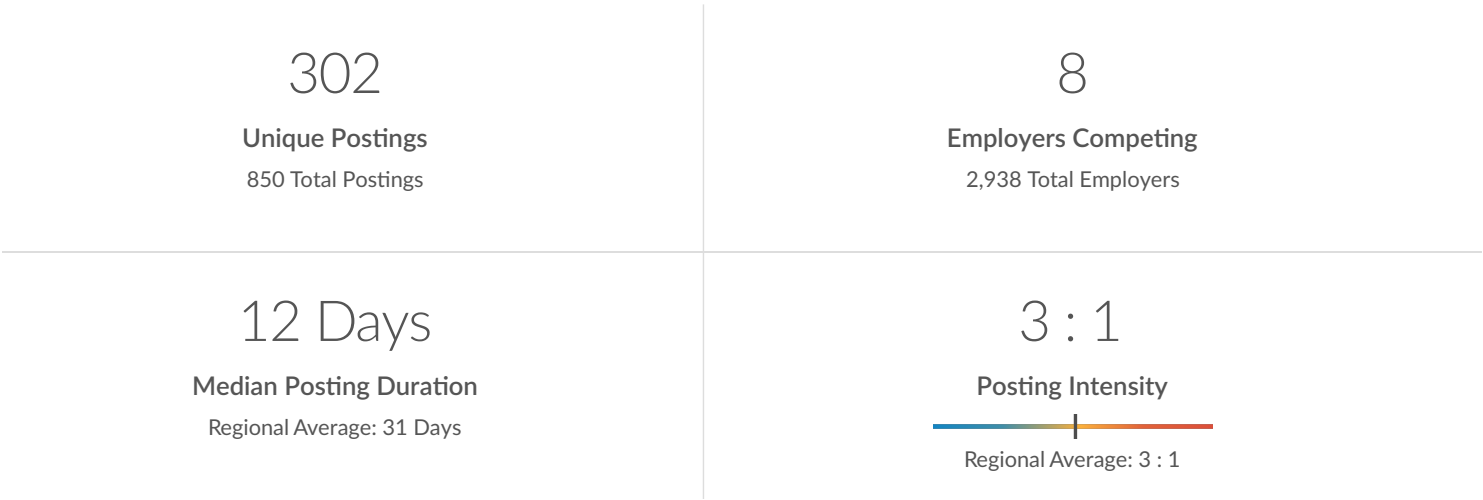
Education Level: Any

Job Type: Include Internships

Keyword Search:

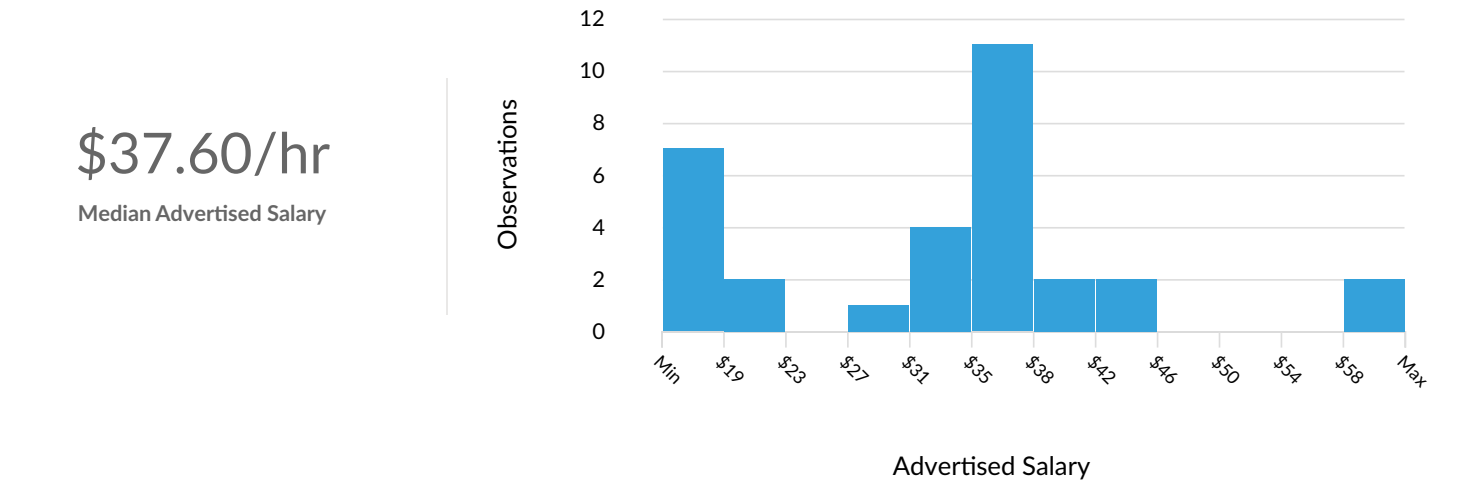
Posting Type: Active Postings

Job Postings Overview



Advertised Salary

There are 31 advertised salary observations (10% of the 302 matching postings).



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	25	8%
High school or GED	150	50%
Associate degree	72	24%
Bachelor's degree	52	17%
Master's degree	56	19%
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	150	0	50%
Associate degree	55	17	18%
Bachelor's degree	17	35	6%
Master's degree	55	1	18%
Ph.D. or professional degree	0	0	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	131	43%
0 - 1 Years	161	53%
2 - 3 Years	10	3%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Fast Pace Health	169 / 97	2 : 1 	12 days
Corewell Health	198 / 60	3 : 1 	11 days
Border Foods	182 / 38	5 : 1 	n/a
Oaklawn Hospital	56 / 37	2 : 1 	n/a
Bronson Healthcare	77 / 35	2 : 1 	n/a
Ascension	152 / 27	6 : 1 	41 days
Meijer	13 / 5	3 : 1 	7 days
Walmart	3 / 3	1 : 1 	36 days

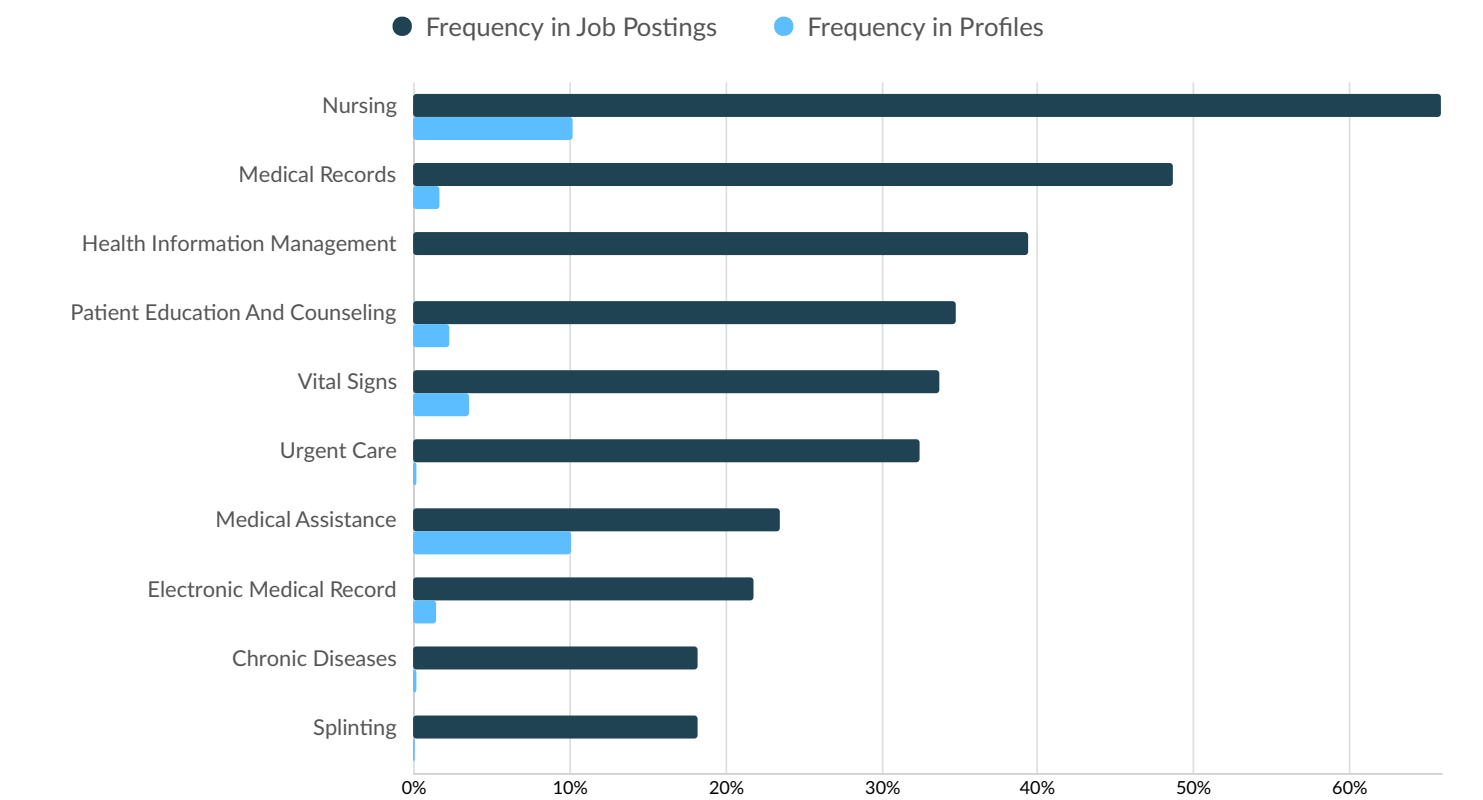
Top Posted Occupations

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Medical Assistants	169 / 74	2 : 1 	29 days
Registered Nurses	218 / 65	3 : 1 	11 days
Nurse Practitioners	87 / 55	2 : 1 	12 days
Radiologic Technologists and Technicians	82 / 42	2 : 1 	n/a
Cashiers	101 / 26	4 : 1 	35 days
Cooks, Restaurant	105 / 24	4 : 1 	54 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76 / 7	11 : 1 	54 days
Nursing Assistants	4 / 4	1 : 1 	n/a
Health Technologists and Technicians, All Other	6 / 3	2 : 1 	n/a
Surgeons, All Other	2 / 2	1 : 1 	n/a

Top Posted Occupations

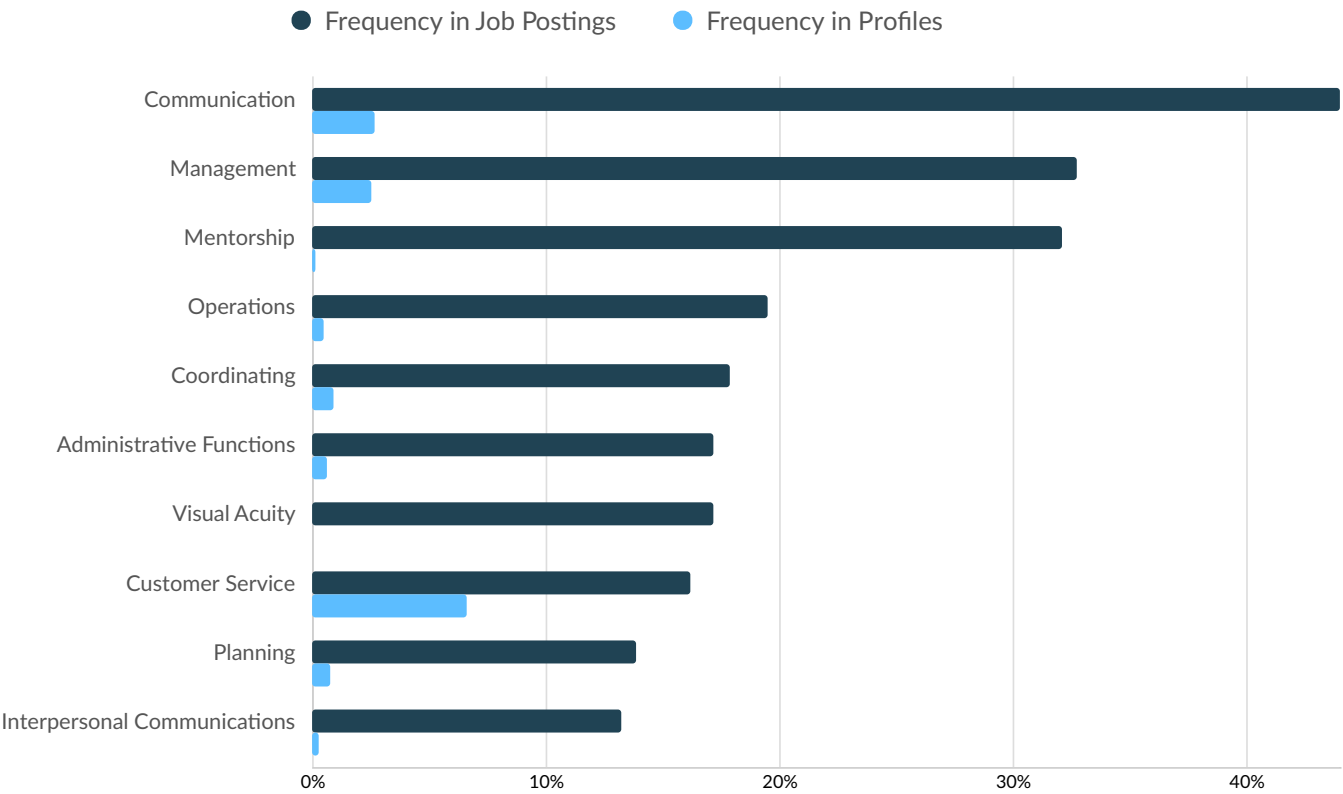
Occupation (O*NET)	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Medical Assistants	169 / 74	2 : 1 	29 days
Registered Nurses	208 / 64	3 : 1 	11 days
Nurse Practitioners	87 / 55	2 : 1 	12 days
Radiologic Technologists and Technicians	82 / 42	2 : 1 	n/a
Cashiers	101 / 26	4 : 1 	35 days
Cooks, Restaurant	105 / 24	4 : 1 	54 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	76 / 7	11 : 1 	54 days
Nursing Assistants	4 / 4	1 : 1 	n/a
Health Technologists and Technicians, All Other	6 / 3	2 : 1 	n/a
Surgeons, All Other	2 / 2	1 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	199	66%	81	10%	+20%	Growing
Medical Records	147	49%	13	2%	+13%	Growing
Health Information Management	119	39%	0	0%	+8%	Stable
Patient Education And Counseling	105	35%	18	2%	+12%	Growing
Vital Signs	102	34%	28	4%	+17%	Growing
Urgent Care	98	32%	2	0%	+15%	Growing
Medical Assistance	71	24%	80	10%	+12%	Growing
Electronic Medical Record	66	22%	12	2%	+12%	Growing
Chronic Diseases	55	18%	2	0%	+10%	Growing
Splinting	55	18%	1	0%	+5%	Lagging

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	133	44%	21	3%	+4%	Lagging
Management	99	33%	20	3%	+5%	Stable
Mentorship	97	32%	1	0%	+17%	Growing
Operations	59	20%	4	1%	+8%	Stable
Coordinating	54	18%	7	1%	+15%	Growing
Administrative Functions	52	17%	5	1%	+14%	Growing
Visual Acuity	52	17%	0	0%	+19%	Growing
Customer Service	49	16%	52	7%	+5%	Stable
Planning	42	14%	6	1%	+11%	Growing
Interpersonal Communications	40	13%	2	0%	+13%	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 Q1 2024 Data Set

For Period: February 1 - 29, 2024

Branch, Calhoun, Kalamazoo, and Saint
Joseph Counties

Parameters

Select Timeframe: Feb 2024 - Feb 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

Regions:

Code	Description
26023	Branch County, MI
26025	Calhoun County, MI

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

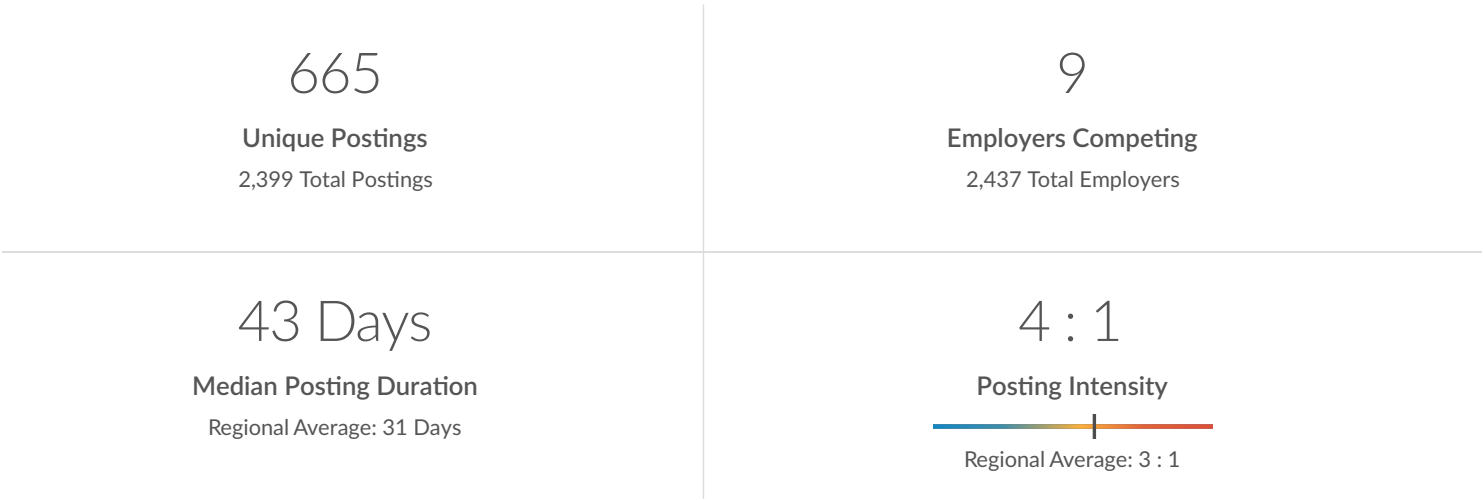
Posting Type: Active Postings

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

Code	Description
26077	Kalamazoo County, MI
26149	St. Joseph County, MI

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Job Postings Overview

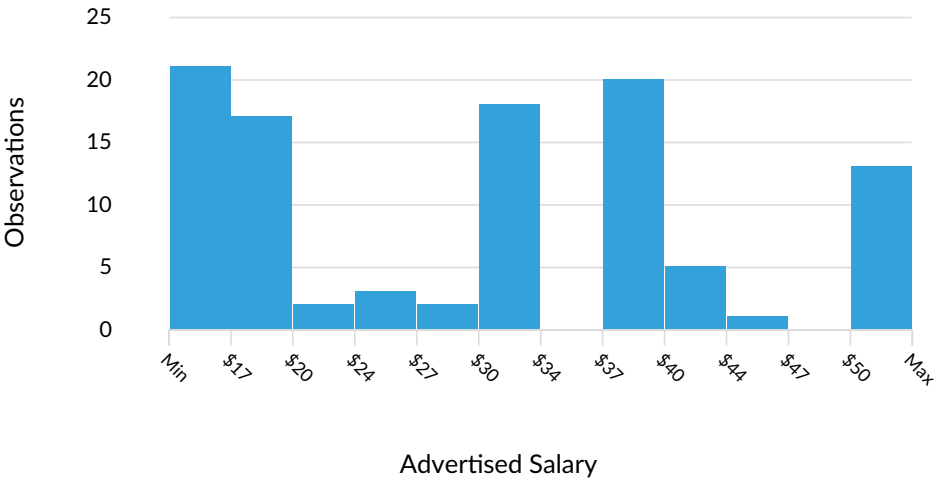


Advertised Salary

There are 102 advertised salary observations (15% of the 665 matching postings).

\$33.42/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	84	13%
High school or GED	316	48%
Associate degree	258	39%
Bachelor's degree	192	29%
Master's degree	32	5%
Ph.D. or professional degree	5	1%










Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	316	0	48%
Associate degree	171	81	26%
Bachelor's degree	80	109	12%
Master's degree	14	17	2%
Ph.D. or professional degree	0	5	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	451	68%
0 - 1 Years	103	15%
2 - 3 Years	97	15%
4 - 6 Years	9	1%
7 - 9 Years	1	0%
10+ Years	4	1%











Top Companies Posting

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	384 / 201	2 : 1 	38 days
Ascension	1,096 / 155	7 : 1 	29 days
Oaklawn Hospital	144 / 118	1 : 1 	35 days
Corewell Health	283 / 79	4 : 1 	51 days
Border Foods	419 / 76	6 : 1 	n/a
Meijer	36 / 20	2 : 1 	43 days
Stryker	27 / 9	3 : 1 	47 days
Walmart	4 / 4	1 : 1 	36 days
Pfizer	6 / 3	2 : 1 	n/a

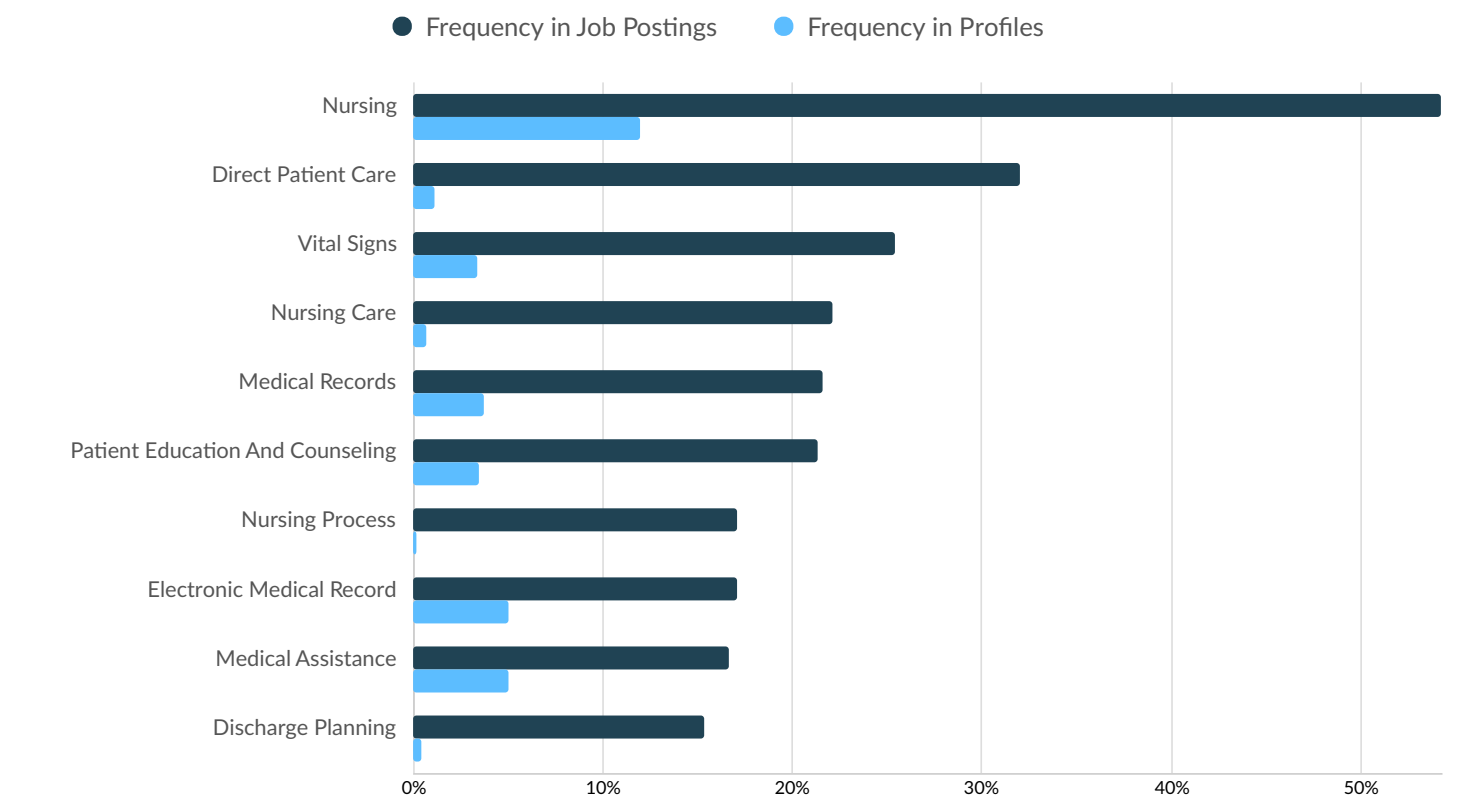
Top Posted Occupations

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	1,144 / 239	5 : 1 	51 days
Medical Assistants	233 / 126	2 : 1 	29 days
Nursing Assistants	182 / 50	4 : 1 	27 days
Health Technologists and Technicians, All Other	131 / 49	3 : 1 	n/a
Fast Food and Counter Workers	177 / 42	4 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	58 / 34	2 : 1 	30 days
Medical and Health Services Managers	65 / 32	2 : 1 	26 days
Cashiers	103 / 32	3 : 1 	36 days
Food Service Managers	185 / 31	6 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	121 / 30	4 : 1 	31 days

Top Posted Occupations

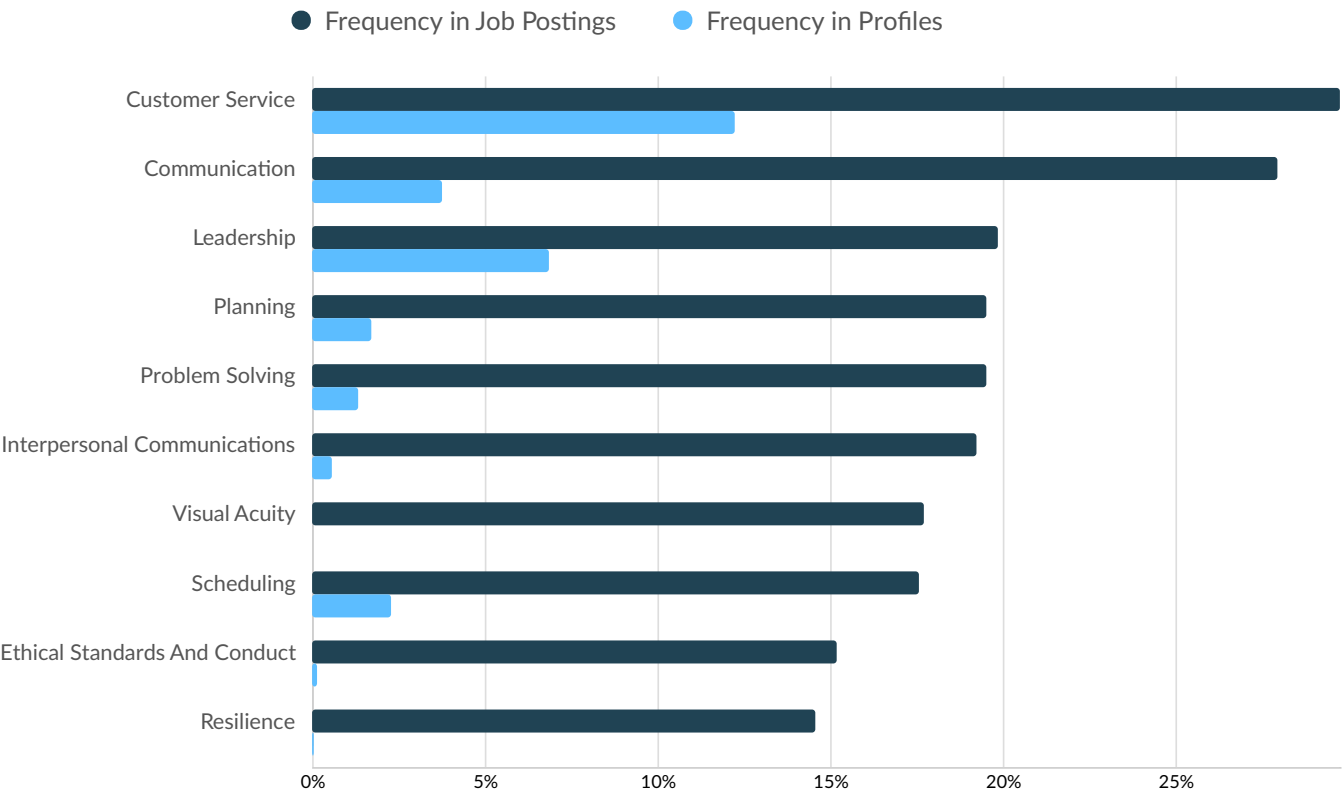
Occupation (O*NET)	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	945 / 213	4 : 1 	48 days
Medical Assistants	233 / 126	2 : 1 	29 days
Nursing Assistants	182 / 50	4 : 1 	27 days
Fast Food and Counter Workers	177 / 42	4 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	58 / 34	2 : 1 	30 days
Medical and Health Services Managers	65 / 32	2 : 1 	26 days
Cashiers	103 / 32	3 : 1 	36 days
Food Service Managers	185 / 31	6 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	121 / 30	4 : 1 	31 days
Critical Care Nurses	199 / 26	8 : 1 	51 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	361	54%	182	12%	+20%	Growing
Direct Patient Care	213	32%	17	1%	+17%	Growing
Vital Signs	169	25%	52	3%	+17%	Growing
Nursing Care	147	22%	10	1%	+19%	Growing
Medical Records	144	22%	57	4%	+13%	Growing
Patient Education And Counseling	142	21%	53	3%	+12%	Growing
Nursing Process	114	17%	3	0%	+24%	Rapidly Growing
Electronic Medical Record	114	17%	76	5%	+12%	Growing
Medical Assistance	111	17%	76	5%	+12%	Growing
Discharge Planning	102	15%	7	0%	+15%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	198	30%	186	12%	+5%	Stable
Communication	186	28%	57	4%	+4%	Lagging
Leadership	132	20%	104	7%	+8%	Stable
Planning	130	20%	26	2%	+11%	Growing
Problem Solving	130	20%	20	1%	+11%	Growing
Interpersonal Communications	128	19%	9	1%	+13%	Growing
Visual Acuity	118	18%	0	0%	+19%	Growing
Scheduling	117	18%	35	2%	+16%	Growing
Ethical Standards And Conduct	101	15%	2	0%	+18%	Growing
Resilience	97	15%	1	0%	+13%	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 Q1 2024 Data Set

For Period: February 1 - 29, 2024

Branch County

Parameters

Select Timeframe: Feb 2024 - Feb 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

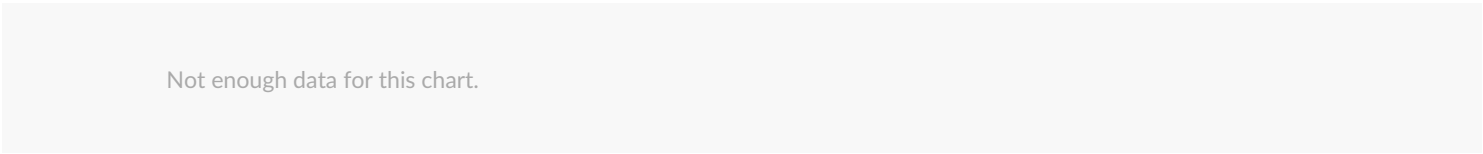
Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	10	20%
High school or GED	35	69%
Associate degree	4	8%
Bachelor's degree	5	10%
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	35	0	69%
Associate degree	4	0	8%
Bachelor's degree	2	3	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	34	67%
0 - 1 Years	10	20%
2 - 3 Years	7	14%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%














Top Companies Posting

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Dollar General	26 / 15	2 : 1 	35 days
ProMedica	39 / 10	4 : 1 	8 days
Border Foods	24 / 10	2 : 1 	n/a
Bronson Healthcare	8 / 7	1 : 1 	n/a
Clemens Food Group	5 / 4	1 : 1 	6 days
Walmart	3 / 3	1 : 1 	36 days
Bob Evans Restaurants	4 / 2	2 : 1 	n/a

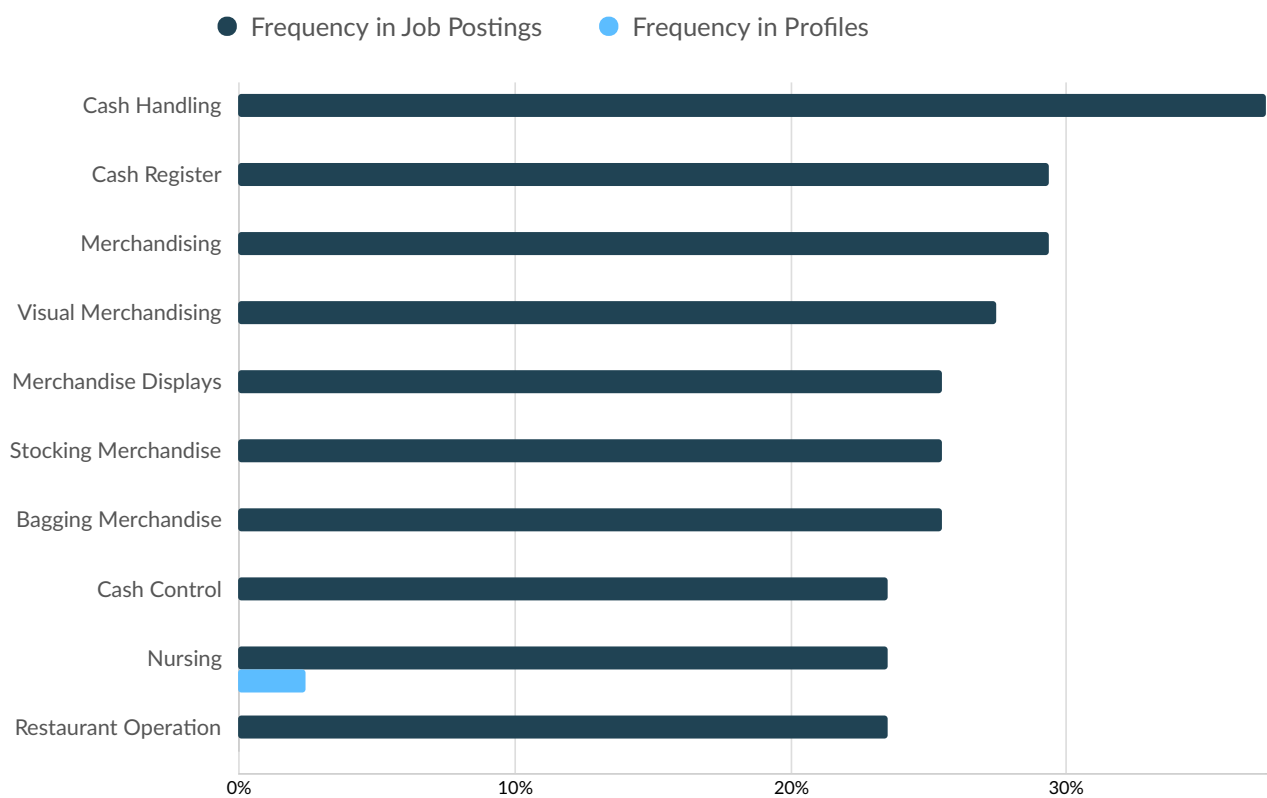
Top Posted Occupations

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	18 / 10	2 : 1 	8 days
Retail Salespersons	9 / 8	1 : 1 	n/a
Food Service Managers	13 / 6	2 : 1 	n/a
Health Technologists and Technicians, All Other	26 / 5	5 : 1 	29 days
General and Operations Managers	5 / 4	1 : 1 	6 days
Fast Food and Counter Workers	10 / 4	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	4 / 4	1 : 1 	35 days
Cashiers	7 / 4	2 : 1 	36 days
Business Operations Specialists, All Other	4 / 3	1 : 1 	n/a
Environmental Engineers	13 / 3	4 : 1 	n/a

Top Posted Occupations

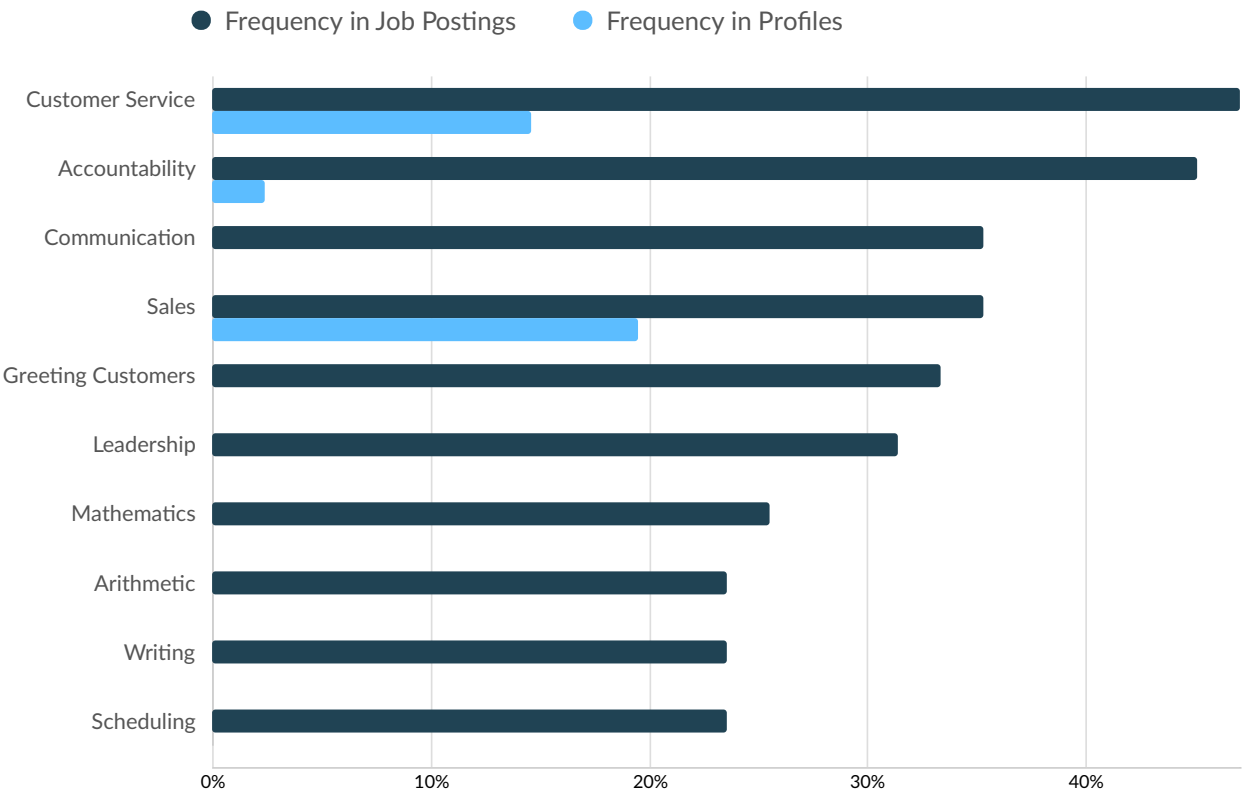
Occupation (O*NET)	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	15 / 9	2 : 1 	8 days
Retail Salespersons	9 / 8	1 : 1 	n/a
Food Service Managers	13 / 6	2 : 1 	n/a
General and Operations Managers	5 / 4	1 : 1 	6 days
Fast Food and Counter Workers	10 / 4	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	4 / 4	1 : 1 	35 days
Cashiers	7 / 4	2 : 1 	36 days
Environmental Engineers	13 / 3	4 : 1 	n/a
Health Technologists and Technicians, All Other	24 / 3	8 : 1 	n/a
Security Management Specialists	3 / 2	2 : 1 	n/a
Patient Representatives	2 / 2	1 : 1 	29 days
Online Merchants	1 / 1	1 : 1 	n/a
Critical Care Nurses	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
Cash Handling	19	37%	0	0%	+9%	Stable
Cash Register	15	29%	0	0%	+21%	Rapidly Growing
Merchandising	15	29%	0	0%	+15%	Growing
Visual Merchandising	14	27%	0	0%	+13%	Growing
Merchandise Displays	13	25%	0	0%	+22%	Rapidly Growing
Stocking Merchandise	13	25%	0	0%	+18%	Growing
Bagging Merchandise	13	25%	0	0%	+18%	Growing
Cash Control	12	24%	0	0%	+25%	Rapidly Growing
Nursing	12	24%	1	2%	+20%	Growing
Restaurant Operation	12	24%	0	0%	+28%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	24	47%	6	15%	+5%	Stable
Accountability	23	45%	1	2%	+19%	Growing
Communication	18	35%	0	0%	+4%	Lagging
Sales	18	35%	8	20%	+8%	Stable
Greeting Customers	17	33%	0	0%	+5%	Lagging
Leadership	16	31%	0	0%	+8%	Stable
Mathematics	13	25%	0	0%	+20%	Growing
Arithmetic	12	24%	0	0%	+17%	Growing
Writing	12	24%	0	0%	+12%	Growing
Scheduling	12	24%	0	0%	+16%	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 Q1 2024 Data Set

For Period: February 1 - 29, 2024

Calhoun County

Parameters

Select Timeframe: Feb 2024 - Feb 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

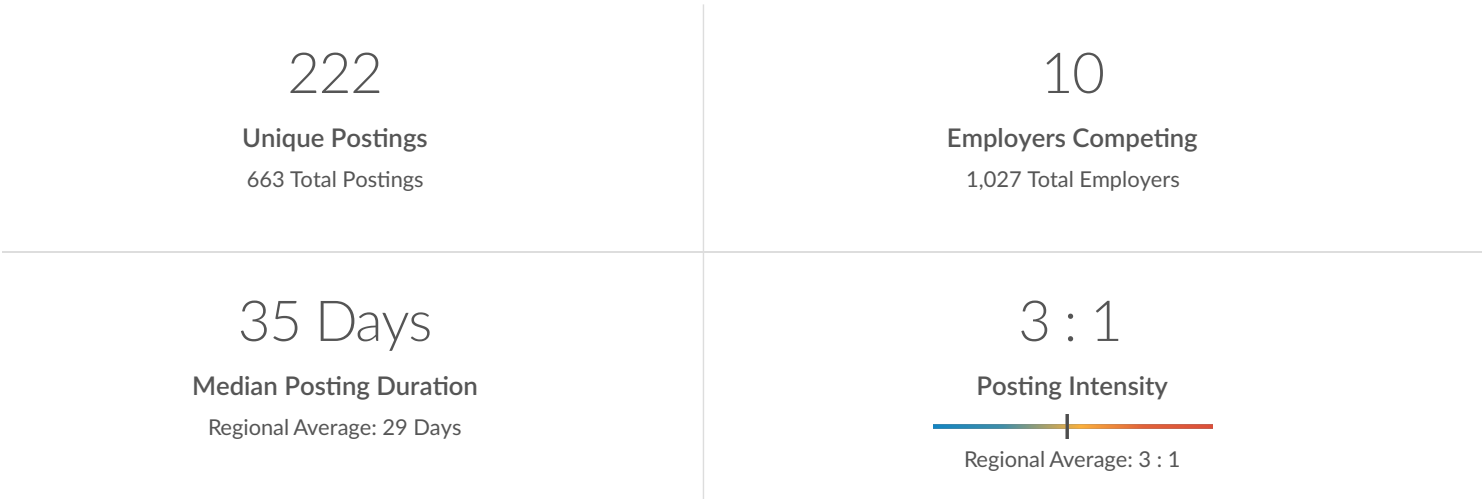
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

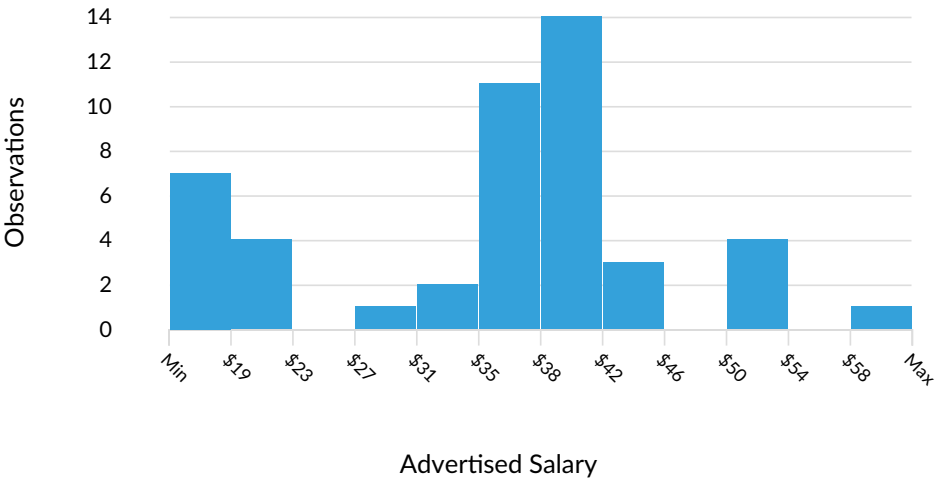


Advertised Salary

There are 47 advertised salary observations (21% of the 222 matching postings).

\$37.60/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	69	31%
High school or GED	70	32%
Associate degree	75	34%
Bachelor's degree	43	19%
Master's degree	9	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	70	0	32%
Associate degree	63	11	28%
Bachelor's degree	18	23	8%
Master's degree	2	7	1%
Ph.D. or professional degree	0	0	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	148	67%
0 - 1 Years	42	19%
2 - 3 Years	30	14%
4 - 6 Years	2	1%
7 - 9 Years	0	0%
10+ Years	0	0%












Top Companies Posting

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	92 / 72	1 : 1 	29 days
Bronson Healthcare	91 / 46	2 : 1 	46 days
Border Foods	154 / 24	6 : 1 	n/a
Taco Bell	41 / 13	3 : 1 	n/a
Elara Caring	15 / 13	1 : 1 	29 days
Clean Team	77 / 11	7 : 1 	n/a
Hogan	58 / 11	5 : 1 	n/a
Subway	44 / 11	4 : 1 	46 days
Select Medical	48 / 11	4 : 1 	n/a
Dollar General	43 / 10	4 : 1 	n/a

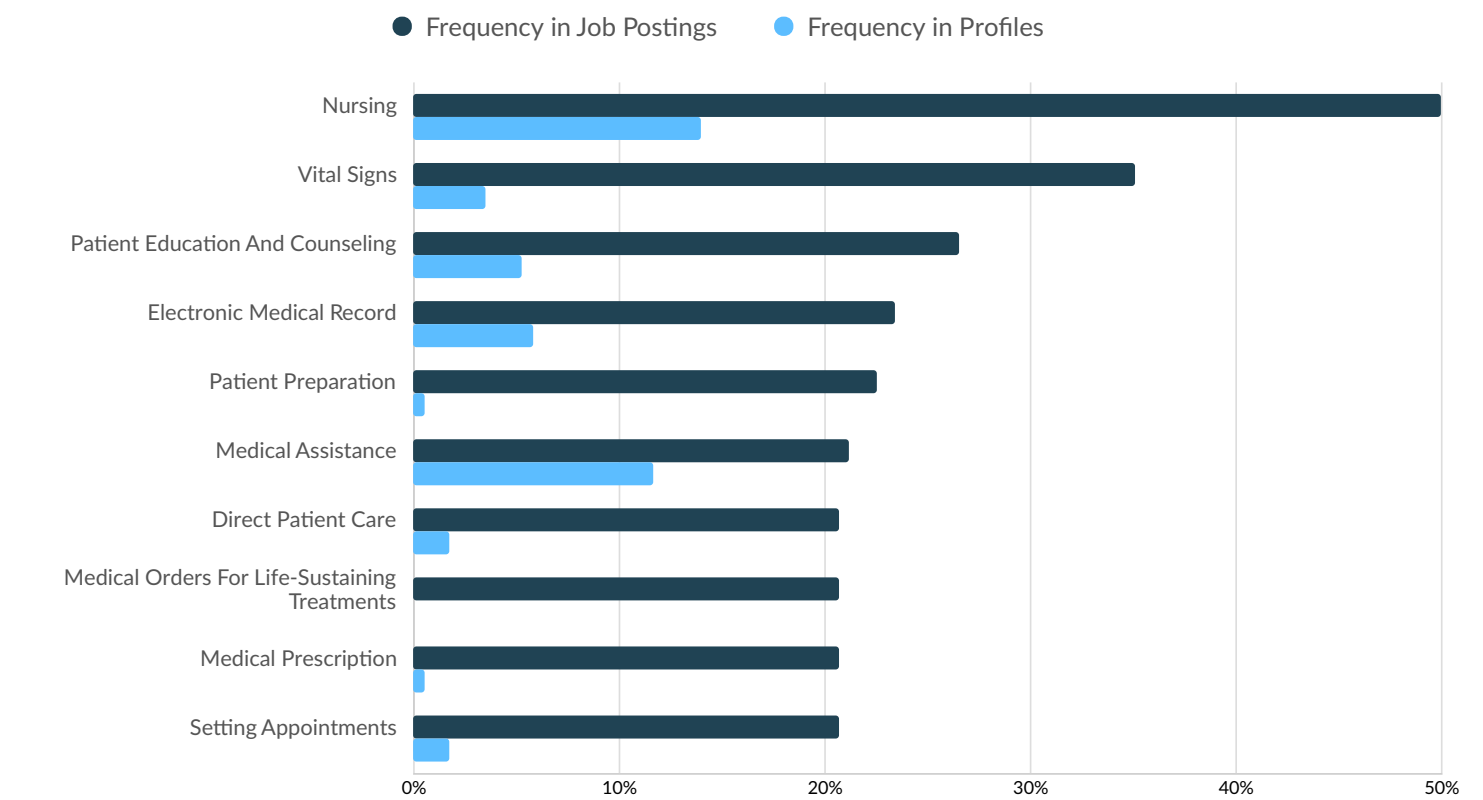
Top Posted Occupations

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	156 / 82	2 : 1 	29 days
Medical Assistants	76 / 49	2 : 1 	35 days
Fast Food and Counter Workers	127 / 29	4 : 1 	46 days
Food Service Managers	116 / 23	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	81 / 13	6 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	58 / 11	5 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	37 / 6	6 : 1 	n/a
Retail Salespersons	6 / 4	2 : 1 	n/a
Home Health and Personal Care Aides	4 / 3	1 : 1 	n/a
Maintenance and Repair Workers, General	2 / 2	1 : 1 	29 days

Top Posted Occupations

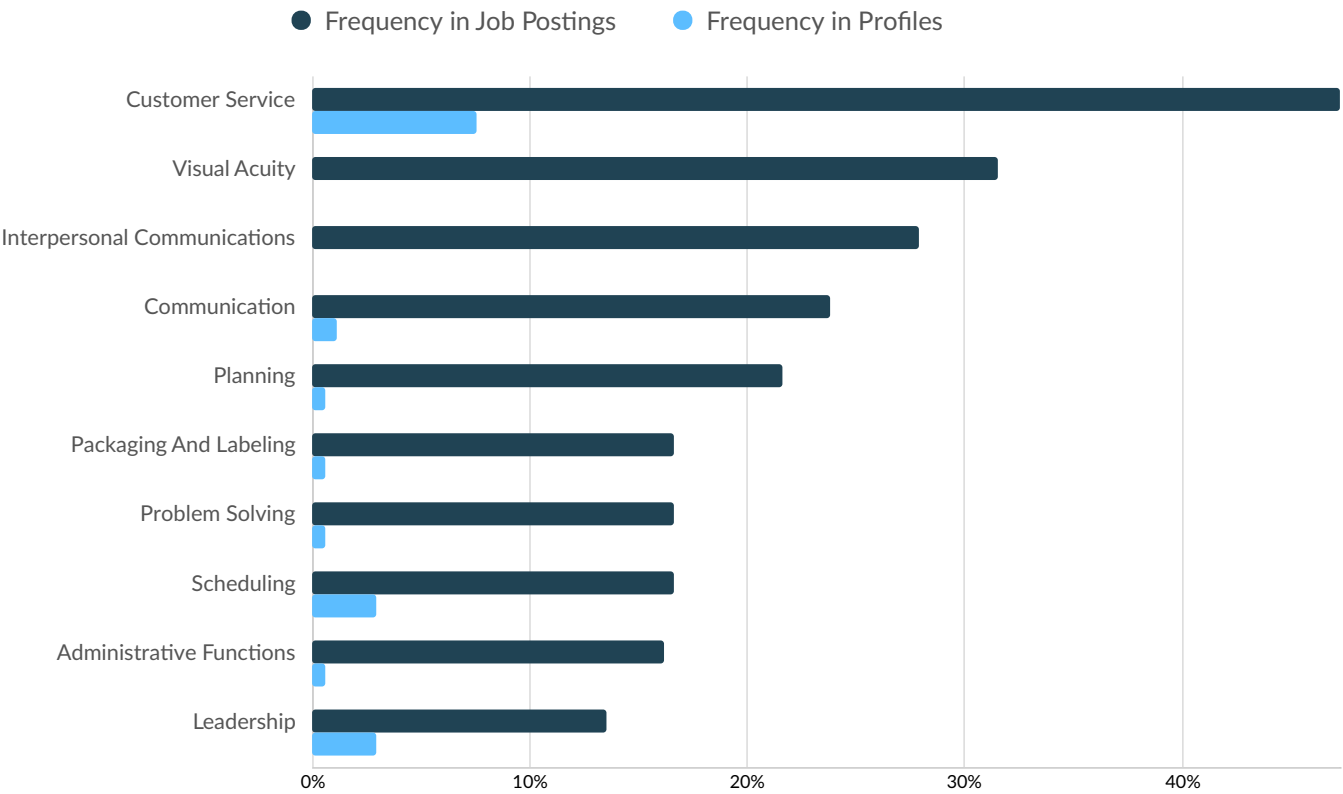
Occupation (O*NET)	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	142 / 74	2 : 1 	29 days
Medical Assistants	76 / 49	2 : 1 	35 days
Fast Food and Counter Workers	127 / 29	4 : 1 	46 days
Food Service Managers	116 / 23	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	81 / 13	6 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	58 / 11	5 : 1 	n/a
Critical Care Nurses	14 / 8	2 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	37 / 6	6 : 1 	n/a
Retail Salespersons	6 / 4	2 : 1 	n/a
Home Health Aides	4 / 3	1 : 1 	n/a
Maintenance and Repair Workers, General	2 / 2	1 : 1 	29 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	111	50%	24	14%	+20%	Growing
Vital Signs	78	35%	6	4%	+17%	Growing
Patient Education And Counseling	59	27%	9	5%	+12%	Growing
Electronic Medical Record	52	23%	10	6%	+12%	Growing
Patient Preparation	50	23%	1	1%	+16%	Growing
Medical Assistance	47	21%	20	12%	+12%	Growing
Direct Patient Care	46	21%	3	2%	+17%	Growing
Medical Orders For Life-Sustaining Treatments	46	21%	0	0%	+9%	Stable
Medical Prescription	46	21%	1	1%	+9%	Stable
Setting Appointments	46	21%	3	2%	+11%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	105	47%	13	8%	+5%	Stable
Visual Acuity	70	32%	0	0%	+19%	Growing
Interpersonal Communications	62	28%	0	0%	+13%	Growing
Communication	53	24%	2	1%	+4%	Lagging
Planning	48	22%	1	1%	+11%	Growing
Packaging And Labeling	37	17%	1	1%	+15%	Growing
Problem Solving	37	17%	1	1%	+11%	Growing
Scheduling	37	17%	5	3%	+16%	Growing
Administrative Functions	36	16%	1	1%	+14%	Growing
Leadership	30	14%	5	3%	+8%	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 Q1 2024 Data Set

For Period: February 1 - 29, 2024

Kalamazoo County

Parameters

Select Timeframe: Feb 2024 - Feb 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:

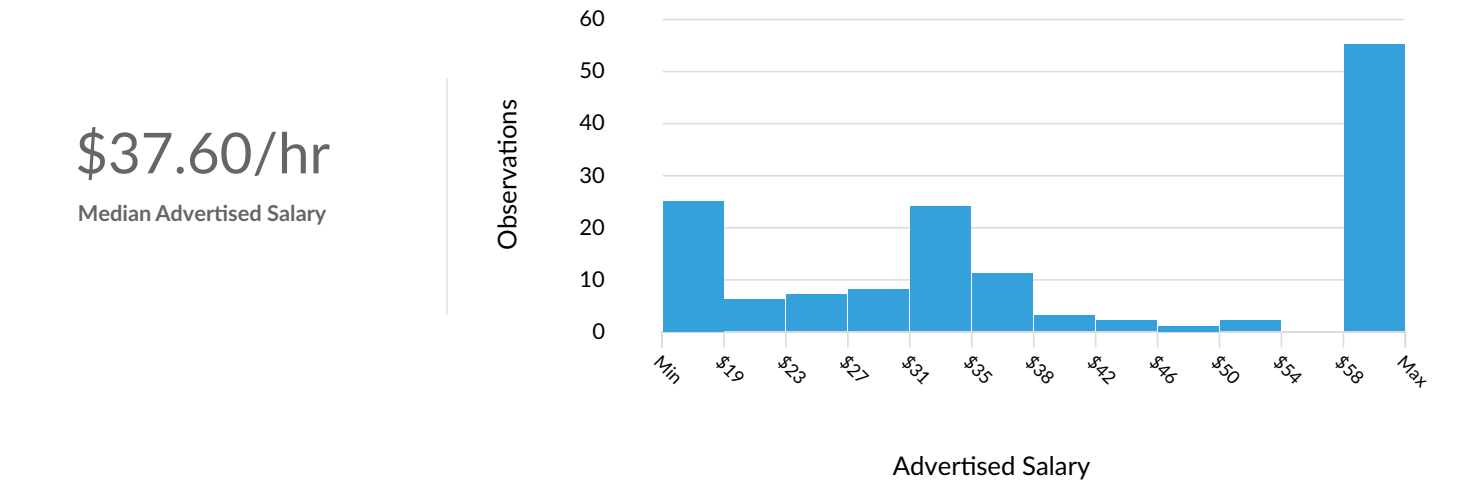
Posting Type: Active Postings

Job Postings Overview



Advertised Salary

There are 144 advertised salary observations (32% of the 457 matching postings).



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	41	9%
High school or GED	184	40%
Associate degree	169	37%
Bachelor's degree	216	47%
Master's degree	44	10%
Ph.D. or professional degree	10	2%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	184	0	40%
Associate degree	106	55	23%
Bachelor's degree	121	85	26%
Master's degree	5	29	1%
Ph.D. or professional degree	0	10	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	249	54%
0 - 1 Years	64	14%
2 - 3 Years	60	13%
4 - 6 Years	39	9%
7 - 9 Years	31	7%
10+ Years	14	3%











Top Companies Posting

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Ascension	1,068 / 146	7 : 1	31 days
Bronson Healthcare	232 / 118	2 : 1	33 days
Corewell Health	250 / 72	3 : 1	51 days
Stryker	77 / 41	2 : 1	8 days
Pfizer	106 / 31	3 : 1	n/a
Capital One	182 / 30	6 : 1	40 days
Kalamazoo County Government	25 / 9	3 : 1	35 days
Western Michigan University	23 / 6	4 : 1	n/a
Zoetis	5 / 3	2 : 1	n/a
Meijer	4 / 1	4 : 1	n/a

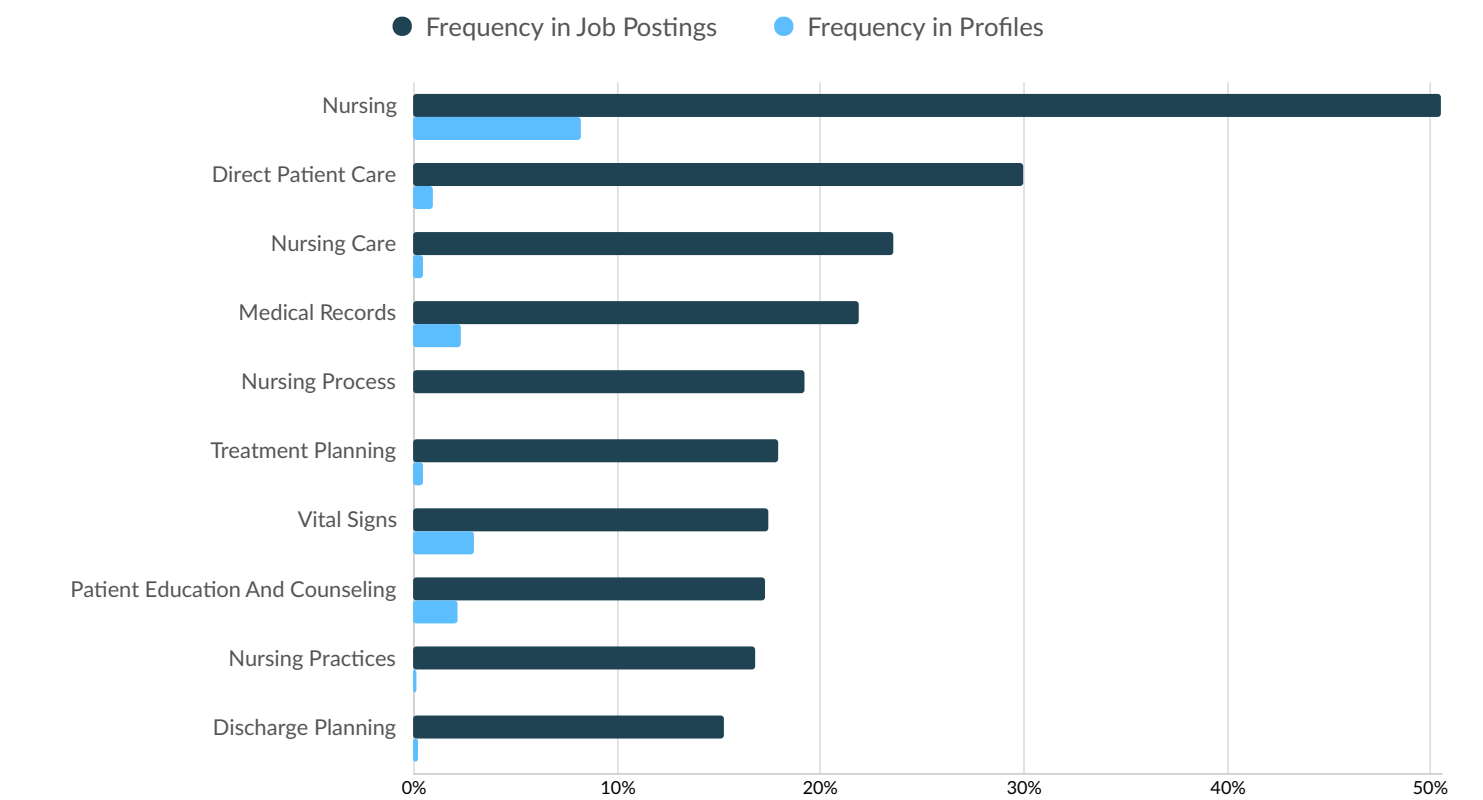
Top Posted Occupations

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	1,029 / 174	6 : 1	51 days
Medical Assistants	128 / 69	2 : 1	38 days
Nursing Assistants	168 / 38	4 : 1	27 days
Software Developers	191 / 37	5 : 1	28 days
Managers, All Other	54 / 26	2 : 1	41 days
Health Technologists and Technicians, All Other	102 / 26	4 : 1	n/a
Industrial Engineering Technologists and Technicians	71 / 25	3 : 1	n/a
Licensed Practical and Licensed Vocational Nurses	113 / 22	5 : 1	31 days
Computer Occupations, All Other	54 / 20	3 : 1	7 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	62 / 20	3 : 1	30 days

Top Posted Occupations

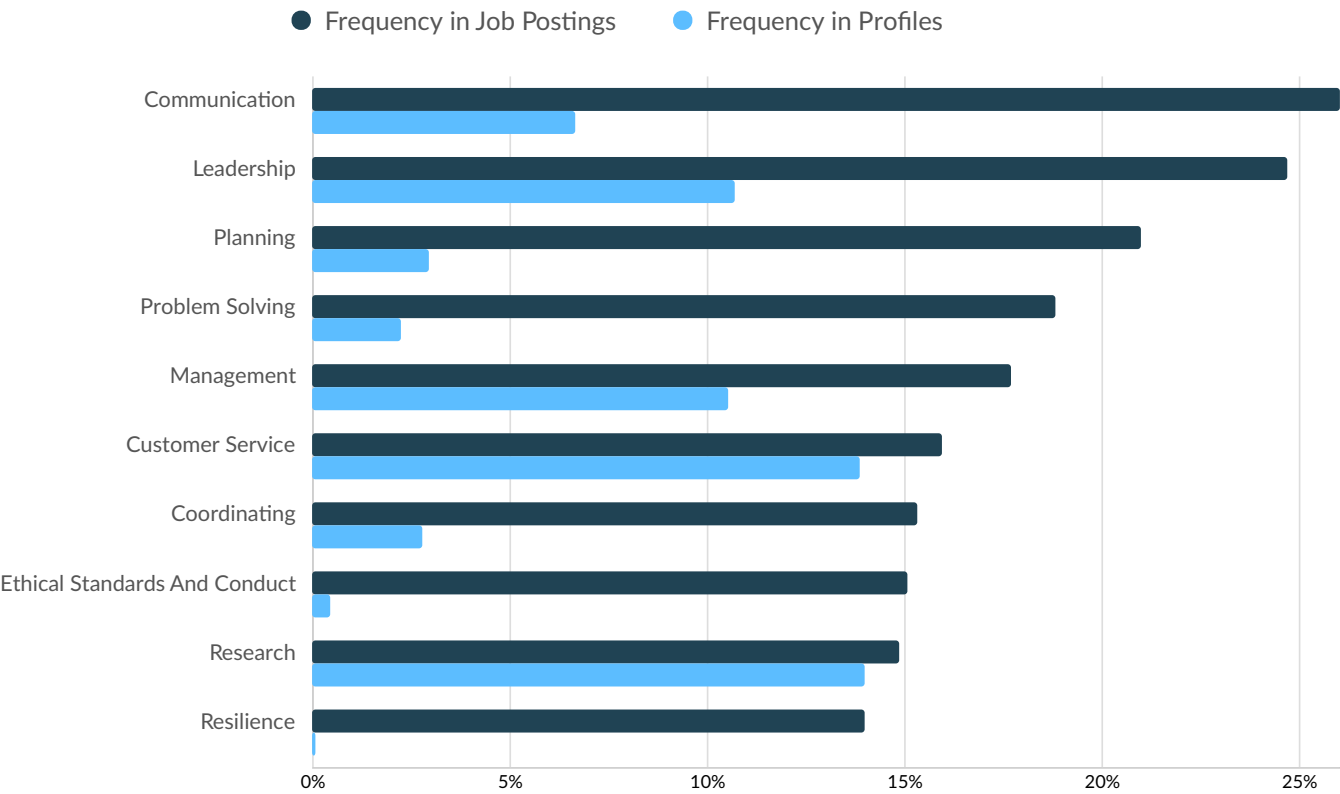
Occupation (O*NET)	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	838 / 155	5 : 1 	48 days
Medical Assistants	128 / 69	2 : 1 	38 days
Nursing Assistants	168 / 38	4 : 1 	27 days
Software Developers	191 / 37	5 : 1 	28 days
Industrial Engineering Technologists and Technicians	71 / 25	3 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	113 / 22	5 : 1 	31 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	62 / 20	3 : 1 	30 days
Critical Care Nurses	191 / 19	10 : 1 	51 days
Health Technologists and Technicians, All Other	81 / 18	5 : 1 	n/a
Managers, All Other	31 / 16	2 : 1 	41 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	231	51%	131	8%	+20%	Growing
Direct Patient Care	137	30%	16	1%	+17%	Growing
Nursing Care	108	24%	8	1%	+19%	Growing
Medical Records	100	22%	37	2%	+13%	Growing
Nursing Process	88	19%	0	0%	+24%	Rapidly Growing
Treatment Planning	82	18%	8	1%	+7%	Stable
Vital Signs	80	18%	48	3%	+17%	Growing
Patient Education And Counseling	79	17%	34	2%	+12%	Growing
Nursing Practices	77	17%	3	0%	+20%	Growing
Discharge Planning	70	15%	4	0%	+15%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	119	26%	106	7%	+4%	Lagging
Leadership	113	25%	170	11%	+8%	Stable
Planning	96	21%	47	3%	+11%	Growing
Problem Solving	86	19%	36	2%	+11%	Growing
Management	81	18%	167	11%	+5%	Stable
Customer Service	73	16%	220	14%	+5%	Stable
Coordinating	70	15%	44	3%	+15%	Growing
Ethical Standards And Conduct	69	15%	7	0%	+18%	Growing
Research	68	15%	222	14%	+17%	Growing
Resilience	64	14%	1	0%	+13%	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 Q1 2024 Data Set

For Period: February 1 - 29, 2024

St. Joseph County

Parameters

Select Timeframe: Feb 2024 - Feb 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:

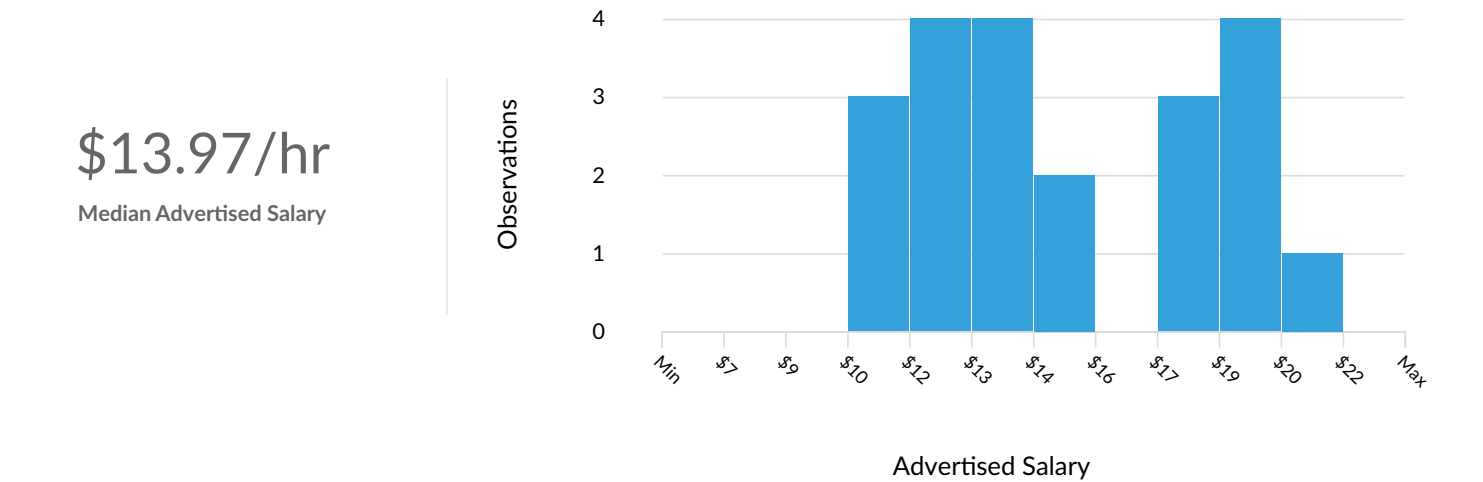
Posting Type: Active Postings

Job Postings Overview



Advertised Salary

There are 21 advertised salary observations (28% of the 74 matching postings).



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	28	38%
High school or GED	45	61%
Associate degree	0	0%
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	45	0	61%
Associate degree	0	0	0%
Bachelor's degree	0	0	0%
Master's degree	1	0	1%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	50	68%
0 - 1 Years	11	15%
2 - 3 Years	13	18%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%









Top Companies Posting

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Border Foods	44 / 18	2 : 1 	n/a
Taco Bell	45 / 13	3 : 1 	n/a
Dollar General	13 / 11	1 : 1 	28 days
Meijer	12 / 7	2 : 1 	7 days
Admiral Group Plc	23 / 5	5 : 1 	n/a
Enviro-Clean Services	13 / 4	3 : 1 	n/a
Birch Meadows Senior Care	4 / 4	1 : 1 	n/a
Arby's	9 / 4	2 : 1 	n/a
State of Michigan	7 / 4	2 : 1 	4 days
Compass Group	10 / 4	3 : 1 	n/a

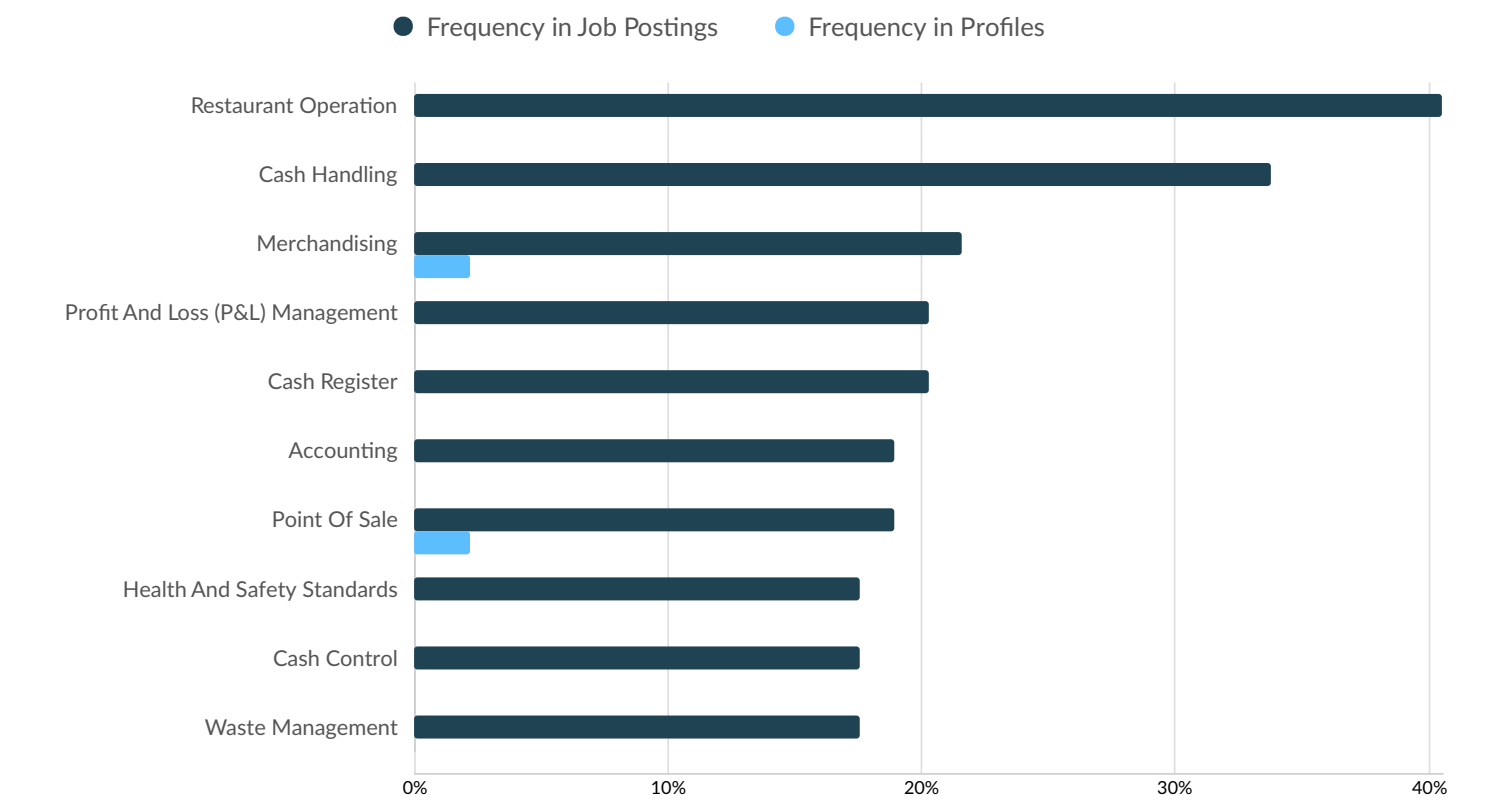
Top Posted Occupations

	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	45 / 17	3 : 1 	n/a
Food Service Managers	42 / 16	3 : 1 	n/a
Cashiers	33 / 13	3 : 1 	7 days
First-Line Supervisors of Retail Sales Workers	19 / 9	2 : 1 	28 days
Retail Salespersons	17 / 7	2 : 1 	n/a
Home Health and Personal Care Aides	4 / 4	1 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	13 / 4	3 : 1 	n/a
Production Workers, All Other	7 / 4	2 : 1 	4 days

Top Posted Occupations

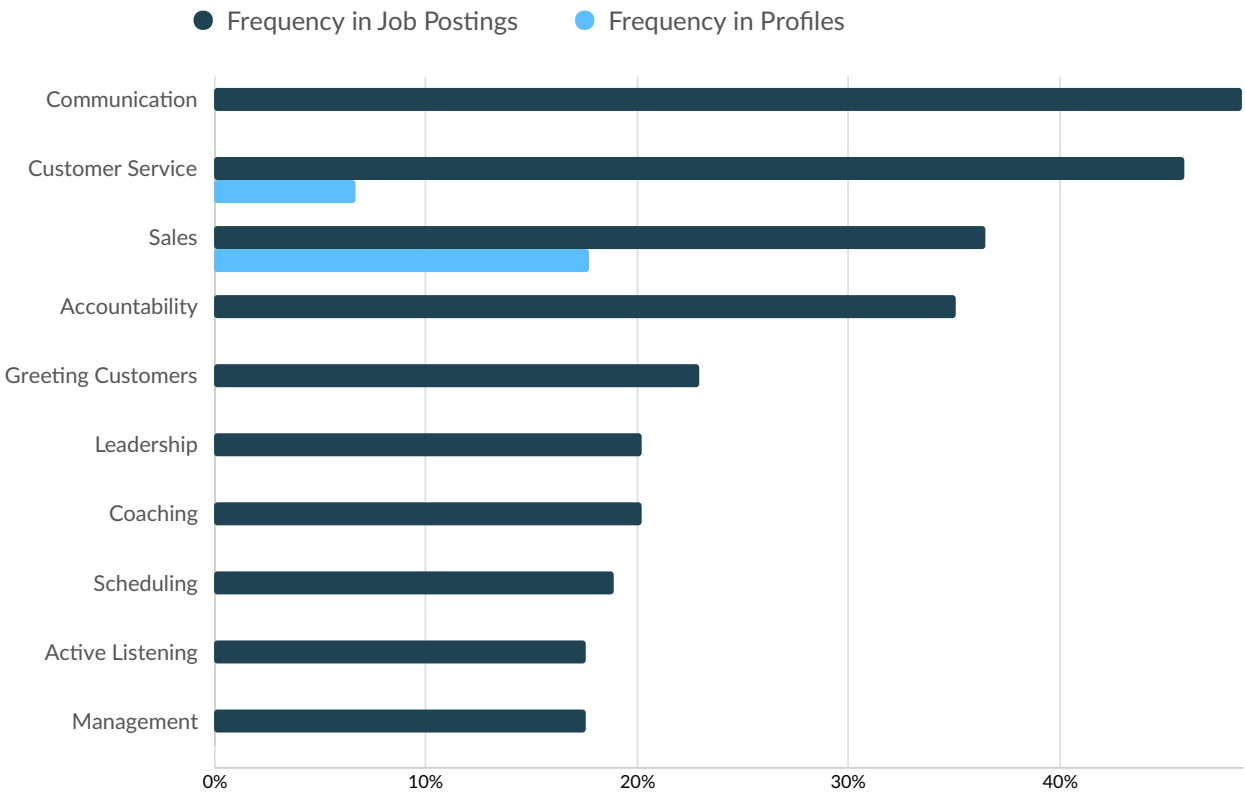
Occupation (O*NET)	Total/Unique (Feb 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	45 / 17	3 : 1 	n/a
Food Service Managers	42 / 16	3 : 1 	n/a
Cashiers	33 / 13	3 : 1 	7 days
First-Line Supervisors of Retail Sales Workers	19 / 9	2 : 1 	28 days
Retail Salespersons	17 / 7	2 : 1 	n/a
Personal Care Aides	4 / 4	1 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	13 / 4	3 : 1 	n/a
Production Workers, All Other	7 / 4	2 : 1 	4 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	30	41%	0	0%	+28%	Rapidly Growing
Cash Handling	25	34%	0	0%	+9%	Stable
Merchandising	16	22%	1	2%	+15%	Growing
Profit And Loss (P&L) Management	15	20%	0	0%	+18%	Growing
Cash Register	15	20%	0	0%	+21%	Rapidly Growing
Accounting	14	19%	0	0%	+24%	Rapidly Growing
Point Of Sale	14	19%	1	2%	+13%	Growing
Health And Safety Standards	13	18%	0	0%	+19%	Growing
Cash Control	13	18%	0	0%	+25%	Rapidly Growing
Waste Management	13	18%	0	0%	+12%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	36	49%	0	0%	+4%	Lagging
Customer Service	34	46%	3	7%	+5%	Stable
Sales	27	36%	8	18%	+8%	Stable
Accountability	26	35%	0	0%	+19%	Growing
Greeting Customers	17	23%	0	0%	+5%	Lagging
Leadership	15	20%	0	0%	+8%	Stable
Coaching	15	20%	0	0%	+16%	Growing
Scheduling	14	19%	0	0%	+16%	Growing
Active Listening	13	18%	0	0%	+10%	Growing
Management	13	18%	0	0%	+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.