

# April 2026 Lightcast Report



# Job Posting Analytics

Lightcast Q2 2026 Data Set

April 2026

Berrien, Branch, Calhoun, Cass, Kalamazoo, St. Joseph, and Van Buren Counties



Michigan

# Parameters

Select Timeframe: Apr 2026 - Apr 2026

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

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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

65

Unique Postings  
291 Total Postings

5

Companies Posting  
2,740 Total Companies

23 Days

Median Posting Duration  
Regional Average: 24 Days

4 : 1

Posting Intensity



Regional Average: 3 : 1

## Advertised Salary

Not enough data for this chart.

# Advertised Salary Trend

▼ 62.7% Nov 2025 - Apr 2026

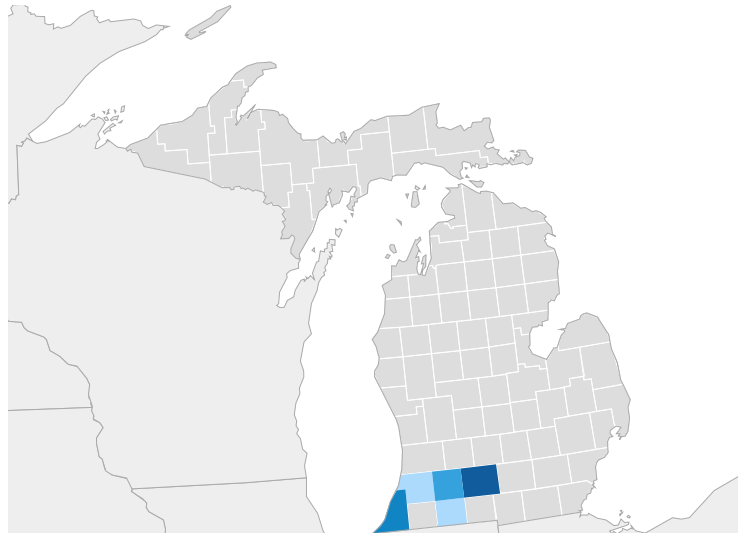
\$18.77 Median



10 Job Postings



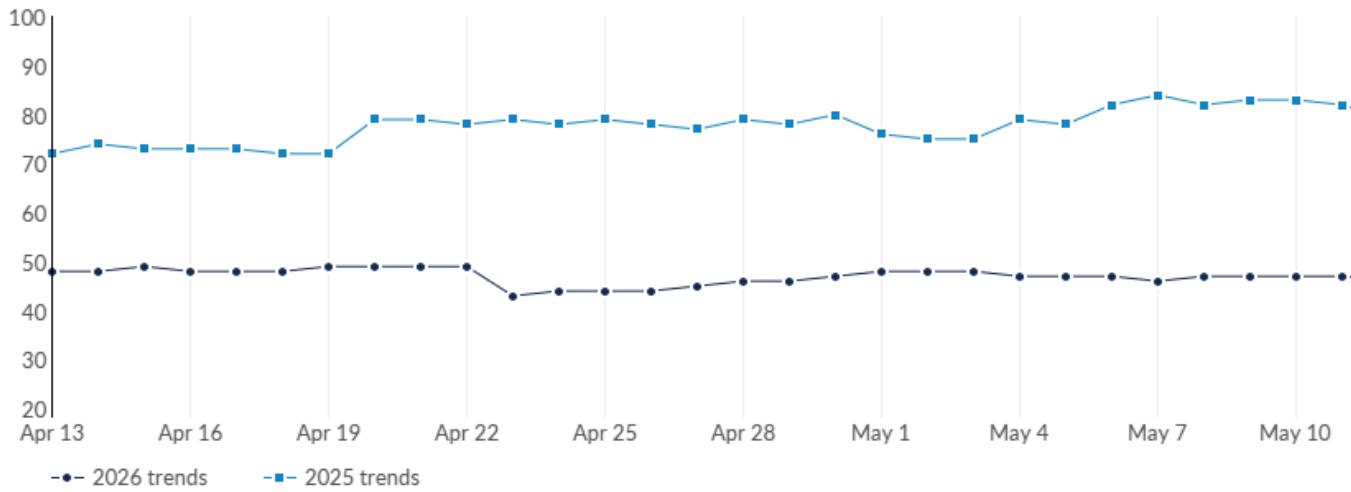
## Job Postings Regional Breakdown



County	Unique Postings (Apr 2026)
Calhoun County, MI	34
Berrien County, MI	17
Kalamazoo County, MI	9
Van Buren County, MI	4
St. Joseph County, MI	1

# Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
April 13, 2026	48	72	-33.3%
April 14, 2026	48	74	-35.1%
April 15, 2026	49	73	-32.9%
April 16, 2026	48	73	-34.2%
April 17, 2026	48	73	-34.2%
April 18, 2026	48	72	-33.3%
April 19, 2026	49	72	-31.9%
April 20, 2026	49	79	-38.0%
April 21, 2026	49	79	-38.0%
April 22, 2026	49	78	-37.2%
April 23, 2026	43	79	-45.6%
April 24, 2026	44	78	-43.6%
April 25, 2026	44	79	-44.3%
April 26, 2026	44	78	-43.6%
April 27, 2026	45	77	-41.6%
April 28, 2026	46	79	-41.8%
April 29, 2026	46	78	-41.0%
April 30, 2026	47	80	-41.3%

May 1, 2026	48	76	-36.8%
May 2, 2026	48	75	-36.0%
May 3, 2026	48	75	-36.0%
May 4, 2026	47	79	-40.5%
May 5, 2026	47	78	-39.7%
May 6, 2026	47	82	-42.7%
May 7, 2026	46	84	-45.2%
May 8, 2026	47	82	-42.7%
May 9, 2026	47	83	-43.4%
May 10, 2026	47	83	-43.4%
May 11, 2026	47	82	-42.7%
May 12, 2026	46	79	-41.8%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	30	46%
High school or GED	15	23%
Associate's degree	13	20%
Bachelor's degree	8	12%
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	15	0	23%
Associate's degree	13	0	20%
Bachelor's degree	7	1	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	44	68%
0 - 1 Years	16	25%
2 - 3 Years	5	8%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







## Top Companies Posting

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	141 / 32	4 : 1	n/a
Meijer	67 / 14	5 : 1	25 days
Corewell Health	77 / 13	6 : 1	23 days
Bronson Healthcare	5 / 5	1 : 1	10 days
Walmart	1 / 1	1 : 1	n/a







## Top Cities Posting

City	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	116 / 25	5 : 1 	n/a
Saint Joseph, MI	39 / 6	7 : 1 	n/a
Kalamazoo, MI	12 / 5	2 : 1 	10 days
Battle Creek, MI	17 / 4	4 : 1 	n/a
South Haven, MI	7 / 4	2 : 1 	13 days
Stevensville, MI	20 / 4	5 : 1 	23 days
Albion, MI	8 / 3	3 : 1 	n/a
Niles, MI	13 / 3	4 : 1 	9 days
Tekonsha, MI	8 / 2	4 : 1 	n/a
Watervliet, MI	10 / 2	5 : 1 	28 days







## Top Posted Occupations

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	105 / 22	5 : 1 	28 days
Medical Assistants	67 / 15	4 : 1 	23 days
Cashiers	68 / 15	5 : 1 	25 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	14 / 7	2 : 1 	10 days
Nursing Assistants	22 / 4	6 : 1 	n/a
Cooks, Restaurant	15 / 2	8 : 1 	n/a








## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	105 / 22	5 : 1 	28 days
Medical Assistants	67 / 15	4 : 1 	23 days
Cashiers	68 / 15	5 : 1 	25 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	14 / 7	2 : 1 	10 days
Nursing Assistants	22 / 4	6 : 1 	n/a
Cooks, Restaurant	15 / 2	8 : 1 	n/a




## Top Posted Occupations

Occupation	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	105 / 22	5 : 1 	28 days
Medical Assistant	67 / 15	4 : 1 	23 days
Cashier	68 / 15	5 : 1 	25 days
Janitor / Cleaner	14 / 7	2 : 1 	10 days
Nursing Assistant	22 / 4	6 : 1 	n/a
Cook	15 / 2	8 : 1 	n/a

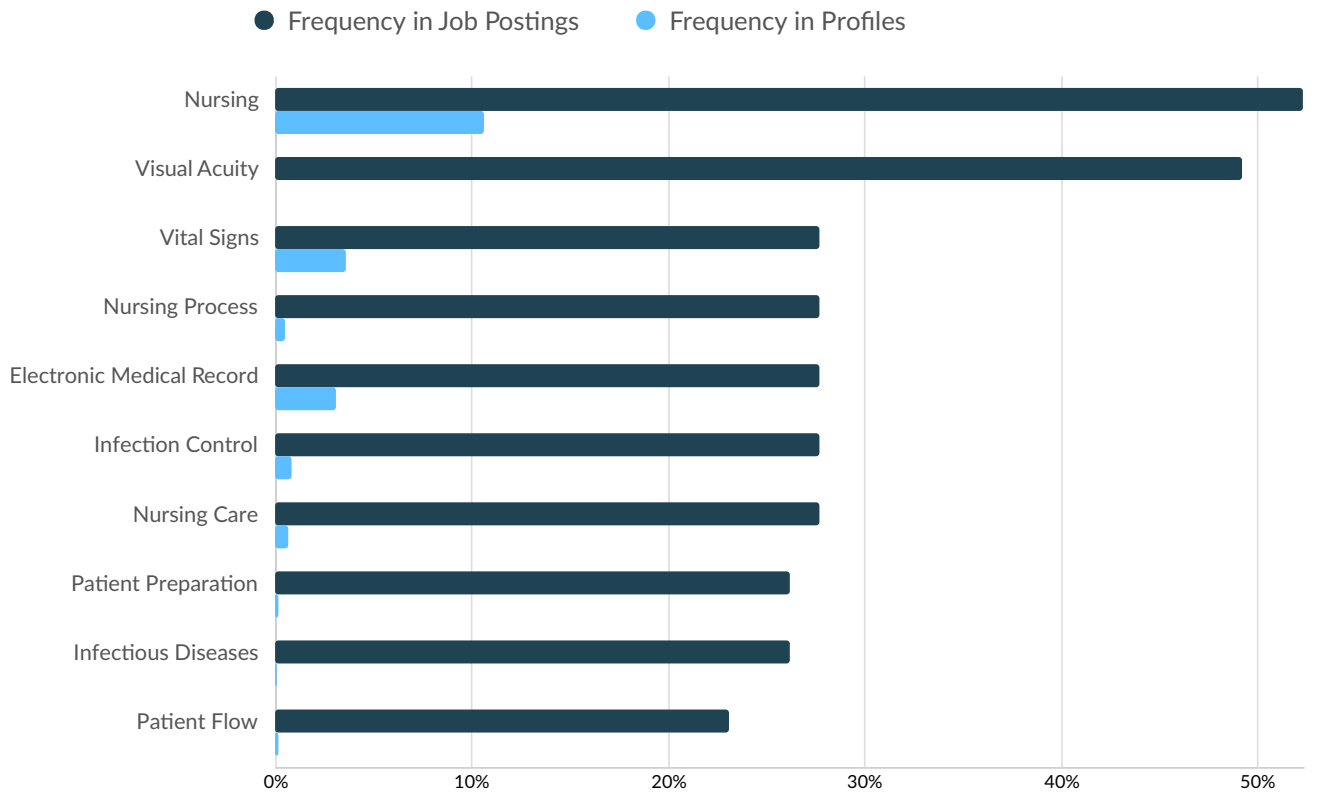
## Top Posted Job Titles

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	80 / 19	4 : 1 	28 days
Cashiers	68 / 15	5 : 1 	25 days
Requisition Sales Associates	68 / 15	5 : 1 	n/a
Environmental Services Technicians	14 / 7	2 : 1 	10 days
Medical Assistants	21 / 4	5 : 1 	23 days
Medical Surgical Registered Nurses	25 / 3	8 : 1 	n/a
Cooks	15 / 2	8 : 1 	n/a

## Top Industries

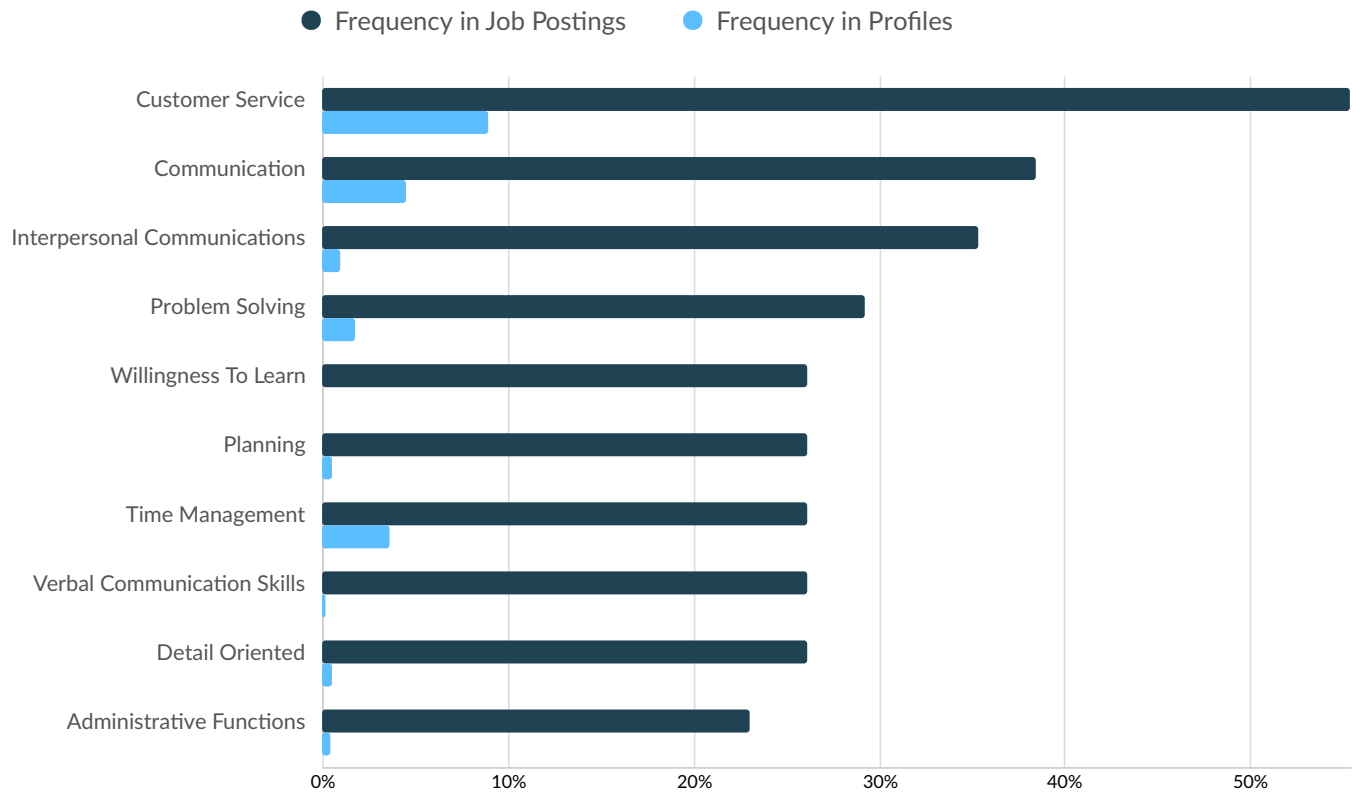
	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	223 / 50	4 : 1 	13 days
Department Stores	67 / 14	5 : 1 	25 days
Warehouse Clubs and Supercenters	1 / 1	1 : 1 	n/a

# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	34	52%	125	11%	+16.1%	Growing
Visual Acuity	32	49%	0	0%	+18.4%	Rapidly Growing
Vital Signs	18	28%	42	4%	+16.8%	Growing
Nursing Process	18	28%	6	1%	+19.7%	Rapidly Growing
Electronic Medical Record	18	28%	37	3%	+13.6%	Growing
Infection Control	18	28%	10	1%	+15.6%	Growing
Nursing Care	18	28%	8	1%	+15.3%	Growing
Patient Preparation	17	26%	2	0%	+16.1%	Growing
Infectious Diseases	17	26%	1	0%	+6.8%	Stable
Patient Flow	15	23%	2	0%	+13.8%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	36	55%	106	9%	+5.0%	Stable
Communication	25	38%	53	4%	+8.5%	Stable
Interpersonal Communications	23	35%	12	1%	+11.9%	Growing
Problem Solving	19	29%	21	2%	+11.1%	Growing
Willingness To Learn	17	26%	0	0%	+11.4%	Growing
Planning	17	26%	6	1%	+10.3%	Growing
Time Management	17	26%	43	4%	+12.7%	Growing
Verbal Communication Skills	17	26%	2	0%	+4.3%	Stable
Detail Oriented	17	26%	6	1%	+8.2%	Stable
Administrative Functions	15	23%	5	0%	+13.0%	Growing

## Top Software Skills

There is not enough data to display this section.

## Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	40
American Red Cross (ARC) Certification	38
Registered Nurse (RN)	25
Basic Cardiac Life Support	16
Licensed Practical Nurse (LPN)	13
Certified Medical Assistant (CMA)	12
Advanced Cardiovascular Life Support (ACLS) Certification	9
Certified Nursing Assistant (CNA)	5
Valid Driver's License	4
Certified Clinical Medical Assistant (CCMA)	3

## Top Advertised Benefits

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Paid Leave	68 / 15	5 : 1 	25 days
Education and Career Development	67 / 14	5 : 1 	25 days
Supplemental Pay	7 / 5	1 : 1 	6 days
Health and Wellness Benefits	3 / 3	1 : 1 	10 days
Insurance	1 / 1	1 : 1 	n/a
Other Benefits	1 / 1	1 : 1 	n/a
Retirement and Savings	1 / 1	1 : 1 	n/a

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2026)
peopleanswers.com	30
indeed.com	22
myworkdayjobs.com	22
diversityjobs.com	21
mitalent.org	21
simplyhired.com	1

# Appendix B

## Sample Postings

### Cashiers – Meijer in Benton Harbor, MI (Apr 2026 - Active)

<b>Cashier</b>	
Link to Live Job Posting: <a href="https://jobs.mitalent.org">jobs.mitalent.org</a>	
Location: Benton Harbor, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be</p> <p><b>Doing:</b></p> <p>Utilize technology to complete activities and tasks. You create 'WOW' moments that have a positive and lasting impact on our customers. Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases. Use good eye contact and body language, displaying a friendly and outgoing attitude. Be prepared to handle customer questions adequately and appropriately. Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Desire to work with customers. Previous retail or customer experience preferred but not required. Good verbal communication skills. Detail oriented and organized. Friendly outgoing attitude. Ability to operate cashier register system. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification. If you have a disability and require a reasonable accommodation to complete any part of your application, please click here to submit your request. Submissions that are not seeking help to complete the application due to a disability will not be responded to.</p>	

# Registered Nurses – Oaklawn Hospital in Marshall, MI (Apr 2026 - Active)

## Registered Nurse - Requisition #112460

Link to Live Job Posting: [mint.peopleanswers.com](https://mint.peopleanswers.com)

Location: Marshall, MI

O\*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Registered Nurses

## REGISTERED NURSE

### Job Summary:

Provides professional nursing care for the comfort and well-being of patients using critical thinking and independent judgment, and all phases of nursing process including assessment, diagnosis, planning, implementation and evaluation. Responsible for the direction and supervision of the nursing patient care team Collaborates with own team and other disciplines in the provision of care. Documents patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient. Provides and directs nursing care and evaluates outcomes. Uses technology appropriately including safety standards and measures; follows infection prevention standards. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Reports actual or potential occurrences according to Oaklawn Hospital procedures. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Participates in unit based performance improvement activities, staff meetings, supports change. Behaves in accordance with: Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets. Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision.

### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association, ACLS and PALS certification. TNCC certification within one year.

### Knowledge, Skills & Abilities:

Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

- able to concentrate for protracted periods; time sharing
- able to shift back and forth successfully between two or more activities; manual dexterity
- to manage IV tubing, syringes, and other equipment; information ordering skills
- patterns of numbers, pictures, words and mathematical operations including medication calculation.

Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

### Working Conditions:

Work in an unpredictable environment encountering stressful situations and exposure to body fluids and infectious diseases. May experience traumatic situations including deceased patients.

### Physical Requirements:

Constantly stand, walk, reach, push/pull, see/visual acuity, handle/grasp/feel, bend/twist, stoop/kneel/crouch, talk/hear, lift/carry 1 to 50+ lbs. Frequently sit. Marshall, 200 N. Madison, Marshall, MI 49068

## Cashiers – Walmart in Kalamazoo, MI (Apr 2026 - Active)

<b>Cashier</b>	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Kalamazoo, MI	O*NET: 41-2011.00
Company: Walmart	Job Title: Cashiers
<p>Scan items and, bag items properly, Operate cash register Smile, greet, and thank customers with a positive attitude Stand for long periods of time while checking out customers quickly and accurately Keep your area clean and presentable Answer customer questions and help them with their needs Be available to assist associates across the store as needed</p>	
<b>Job Types:</b>	
Part-time, Full-time Pay:	
\$14.00 per hour	
<b>Benefits:</b>	
401(k) Dental insurance Employee discount Health insurance Paid time off Vision insurance	
<b>Work Location:</b>	
In person	

## Cashiers — Meijer in Stevensville, MI (Apr 2026 - May 2026)

### Cashier Evenings and Weekends

Link to Live Job Posting: Posting is no longer active

Location: Stevensville, MI

O\*NET: 41-2011.00

Company: Meijer

Job Title: Cashiers

As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here ([https://www.youtube.com/watch?v=\\_x9Jc4zyQfM&feature=emb\\_logo](https://www.youtube.com/watch?v=_x9Jc4zyQfM&feature=emb_logo)) for an overview of the position. What You'll be

#### Doing:

Utilize technology to complete activities and tasks. You create 'WOW' moments that have a positive and lasting impact on our customers. Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases. Use good eye contact and body language, displaying a friendly and outgoing attitude. Be prepared to handle customer questions adequately and appropriately. Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Desire to work with customers. Previous retail or customer experience preferred but not required. Good verbal communication skills. Detail oriented and organized. Friendly outgoing attitude. Ability to operate cashier register system. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification. If you have a disability and require a reasonable accommodation to complete any part of your application, please click here to submit your request . Submissions that are not seeking help to complete the application due to a disability will not be responded to.

## Cashiers – Meijer in [Unknown City], MI (Apr 2026 - May 2026)

### Cashier Evenings and Weekends

Link to Live Job Posting: Posting is no longer active

Location: [Unknown City], MI

O\*NET: 41-2011.00

Company: Meijer

Job Title: Cashiers

As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be

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# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q2 2026 Data Set

April 2026

Branch, Calhoun, Kalamazoo, and St. Joseph Counties



Michigan

# Parameters

Select Timeframe: Apr 2026 - Apr 2026

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

186

Unique Postings  
614 Total Postings

7

Companies Posting  
2,083 Total Companies

23 Days

Median Posting Duration  
Regional Average: 24 Days

3 : 1

Posting Intensity  
  
Regional Average: 3 : 1

## Advertised Salary

Not enough data for this chart.

# Advertised Salary Trend

▲ 18.3% Nov 2025 - Apr 2026

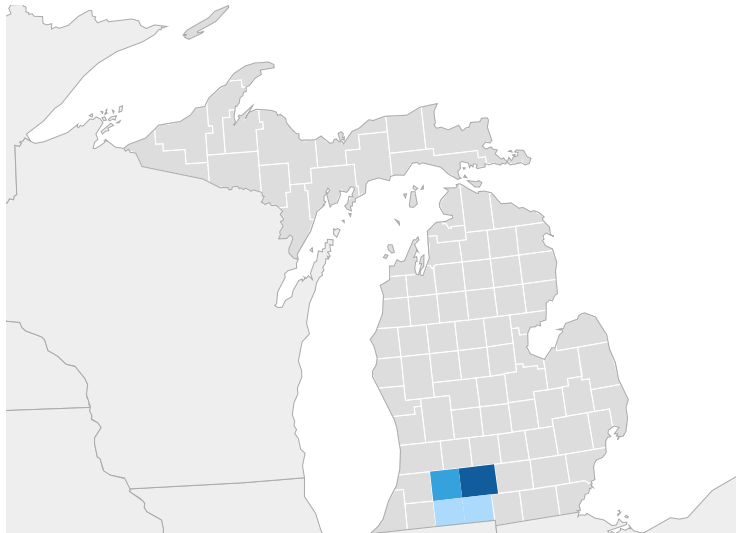
\$22.46 Median



81 Job Postings



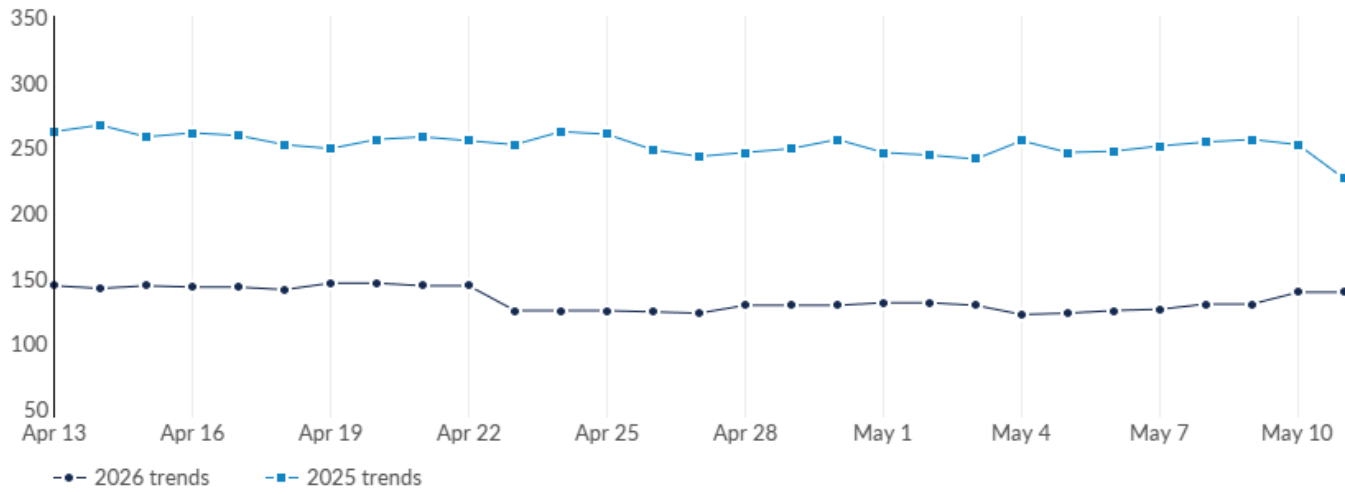
## Job Postings Regional Breakdown



County	Unique Postings (Apr 2026)
Calhoun County, MI	139
Kalamazoo County, MI	37
St. Joseph County, MI	6
Branch County, MI	4

# Unique Postings Trend

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Day	Unique Postings	Last Year's Unique Postings	% Change
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April 15, 2026	144	258	-44.2%
April 16, 2026	143	261	-45.2%
April 17, 2026	143	259	-44.8%
April 18, 2026	141	252	-44.0%
April 19, 2026	146	249	-41.4%
April 20, 2026	146	256	-43.0%
April 21, 2026	144	258	-44.2%
April 22, 2026	144	255	-43.5%
April 23, 2026	125	252	-50.4%
April 24, 2026	125	262	-52.3%
April 25, 2026	125	260	-51.9%
April 26, 2026	124	248	-50.0%
April 27, 2026	123	243	-49.4%
April 28, 2026	129	246	-47.6%
April 29, 2026	129	249	-48.2%
April 30, 2026	129	256	-49.6%

May 1, 2026	131	246	-46.7%
May 2, 2026	131	244	-46.3%
May 3, 2026	129	241	-46.5%
May 4, 2026	122	255	-52.2%
May 5, 2026	123	246	-50.0%
May 6, 2026	125	247	-49.4%
May 7, 2026	126	251	-49.8%
May 8, 2026	130	254	-48.8%
May 9, 2026	130	256	-49.2%
May 10, 2026	139	252	-44.8%
May 11, 2026	139	226	-38.5%
May 12, 2026	138	223	-38.1%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	100	54%
High school or GED	27	15%
Associate's degree	47	25%
Bachelor's degree	17	9%
Master's degree	5	3%
Ph.D. or professional degree	3	2%








## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	27	0	15%
Associate's degree	43	4	23%
Bachelor's degree	12	5	6%
Master's degree	3	2	2%
Ph.D. or professional degree	1	2	1%











## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	135	73%
0 - 1 Years	26	14%
2 - 3 Years	24	13%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%










## Top Companies Posting

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	432 / 121	4 : 1 	11 days
Meijer	108 / 22	5 : 1 	20 days
Bronson Healthcare	30 / 18	2 : 1 	23 days
Walmart	29 / 16	2 : 1 	47 days
Border Foods	10 / 5	2 : 1 	54 days
Stryker	3 / 3	1 : 1 	n/a
Corewell Health	2 / 1	2 : 1 	n/a












## Top Cities Posting

City	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	394 / 111	4 : 1 	11 days
Kalamazoo, MI	38 / 21	2 : 1 	23 days
Battle Creek, MI	59 / 20	3 : 1 	41 days
Portage, MI	28 / 5	6 : 1 	20 days
Albion, MI	11 / 4	3 : 1 	56 days
Coldwater, MI	12 / 4	3 : 1 	n/a
Three Rivers, MI	30 / 4	8 : 1 	19 days
Tekonsha, MI	13 / 3	4 : 1 	n/a
Sturgis, MI	11 / 2	6 : 1 	n/a
Augusta, MI	1 / 1	1 : 1 	n/a











## Top Posted Occupations

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	194 / 59	3 : 1 	18 days
Health Technologists and Technicians, All Other	109 / 37	3 : 1 	6 days
Medical Assistants	84 / 23	4 : 1 	23 days
Cashiers	93 / 19	5 : 1 	26 days
Fast Food and Counter Workers	40 / 17	2 : 1 	19 days
Medical and Health Services Managers	26 / 12	2 : 1 	20 days
Nursing Assistants	53 / 12	4 : 1 	n/a
Food Service Managers	10 / 5	2 : 1 	54 days
Licensed Practical and Licensed Vocational Nurses	5 / 2	3 : 1 	n/a











## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	189 / 56	3 : 1 	18 days
Patient Representatives	106 / 35	3 : 1 	6 days
Medical Assistants	84 / 23	4 : 1 	23 days
Cashiers	93 / 19	5 : 1 	26 days
Fast Food and Counter Workers	40 / 17	2 : 1 	19 days
Medical and Health Services Managers	26 / 12	2 : 1 	20 days
Nursing Assistants	53 / 12	4 : 1 	n/a
Food Service Managers	10 / 5	2 : 1 	54 days
Critical Care Nurses	5 / 3	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	5 / 2	3 : 1 	n/a
Health Technologists and Technicians, All Other	3 / 2	2 : 1 	16 days






## Top Posted Occupations

Occupation	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	190 / 55	3 : 1 	18 days
Registrar / Patient Service Representative	97 / 33	3 : 1 	6 days
Medical Assistant	84 / 23	4 : 1 	23 days
Cashier	88 / 18	5 : 1 	26 days
Fast Food / Counter Worker	40 / 17	2 : 1 	19 days
Nursing Assistant	53 / 12	4 : 1 	n/a
Healthcare Administrator	17 / 8	2 : 1 	22 days
Restaurant / Food Service Manager	10 / 5	2 : 1 	54 days
Nursing Manager / Supervisor	4 / 4	1 : 1 	32 days
Patient Advocate / Navigator	9 / 2	5 : 1 	n/a

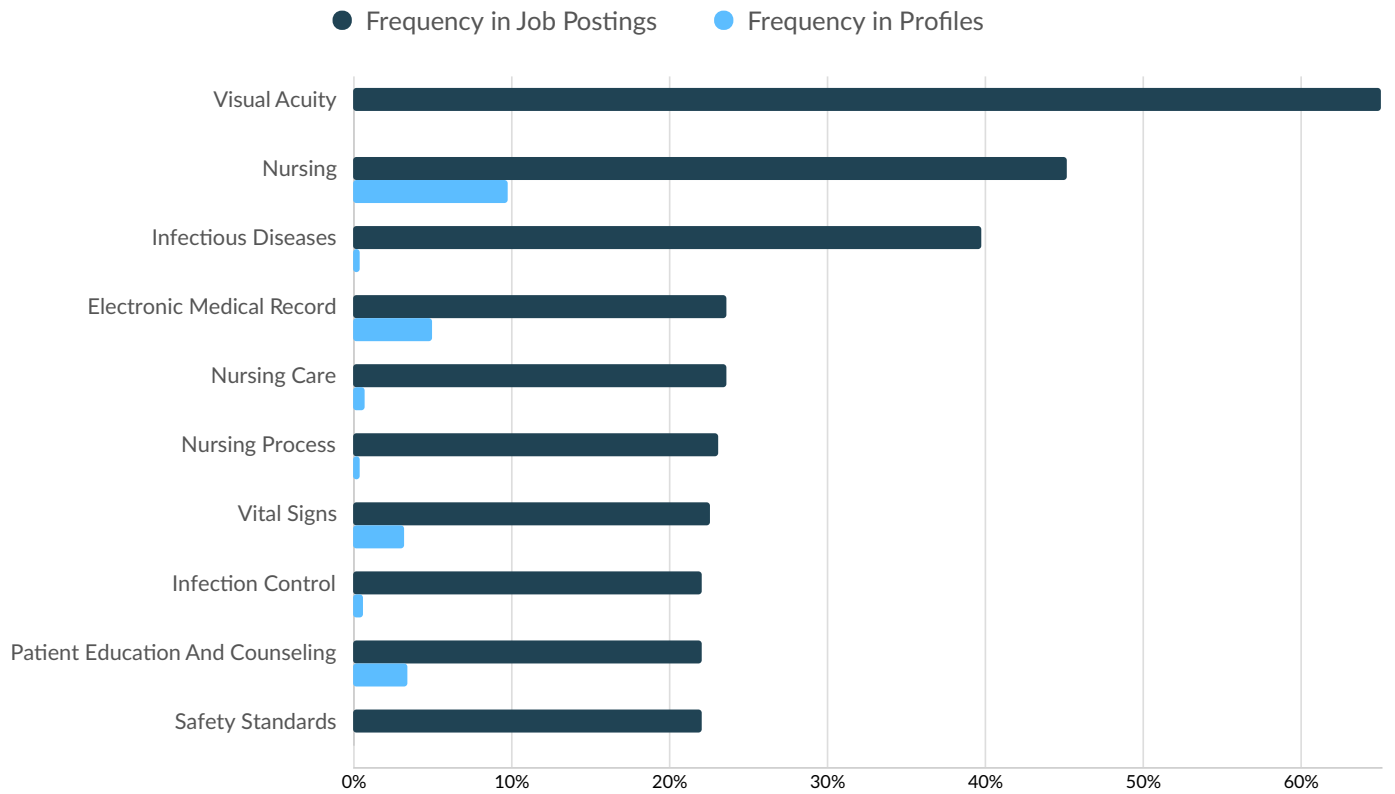
## Top Posted Job Titles

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	71 / 16	4 : 1 	n/a
Requisition Sales Associates	68 / 15	5 : 1 	n/a
Emergency Services Registered Nurses	37 / 13	3 : 1 	11 days
Cashiers	53 / 10	5 : 1 	25 days
Pre-Registration Representatives	19 / 8	2 : 1 	n/a
Third Mates	30 / 8	4 : 1 	n/a
Patient Account Representatives	24 / 7	3 : 1 	n/a
Department Assistants	17 / 6	3 : 1 	n/a
Deli/Bakery Associates	5 / 5	1 : 1 	n/a
OB/GYN Medical Assistants	7 / 5	1 : 1 	22 days

# Top Industries

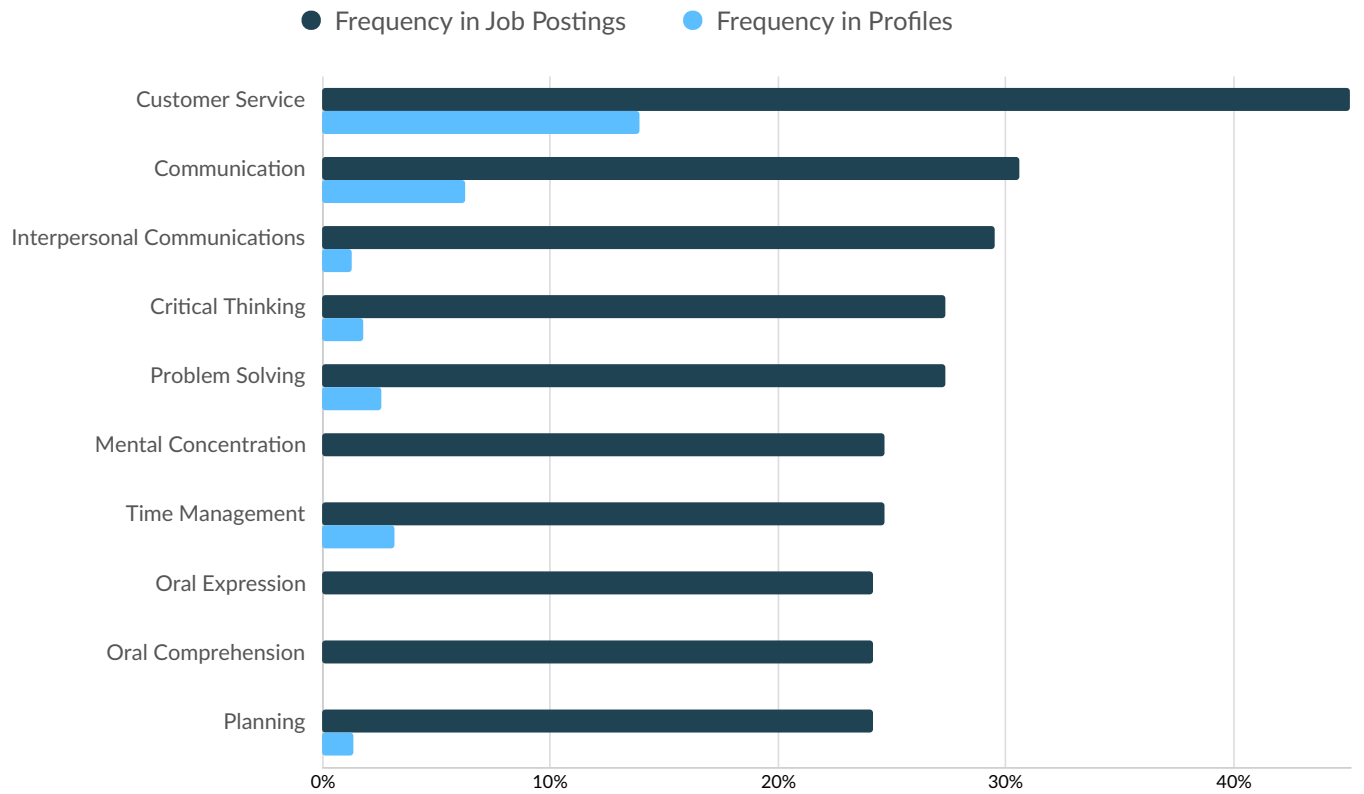
	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	464 / 140	3 : 1 	22 days
Department Stores	108 / 22	5 : 1 	20 days
Warehouse Clubs and Supercenters	29 / 16	2 : 1 	47 days
Limited-Service Restaurants	10 / 5	2 : 1 	54 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	3 / 3	1 : 1 	n/a

# Top Specialized Skills



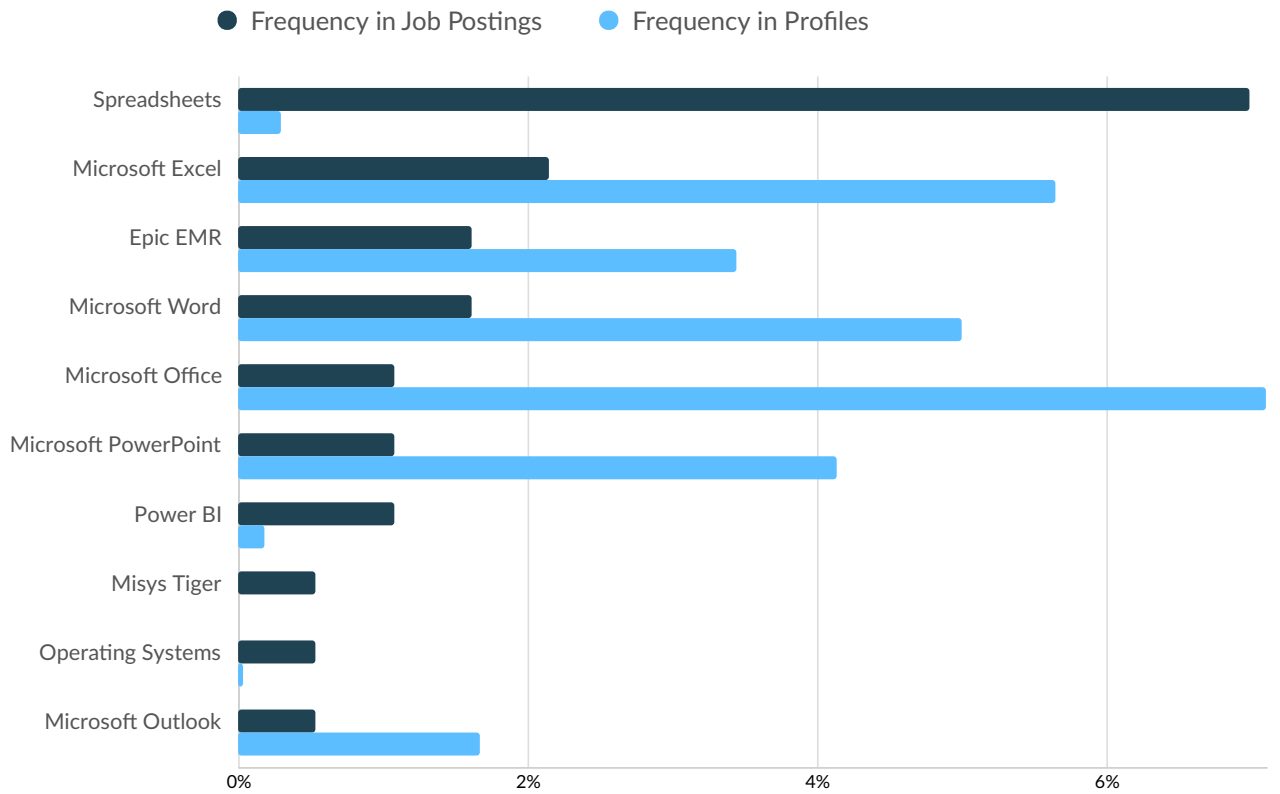
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	121	65%	0	0%	+18.4%	Rapidly Growing
Nursing	84	45%	271	10%	+16.1%	Growing
Infectious Diseases	74	40%	12	0%	+6.8%	Stable
Electronic Medical Record	44	24%	138	5%	+13.6%	Growing
Nursing Care	44	24%	21	1%	+15.3%	Growing
Nursing Process	43	23%	12	0%	+19.7%	Rapidly Growing
Vital Signs	42	23%	89	3%	+16.8%	Growing
Infection Control	41	22%	18	1%	+15.6%	Growing
Patient Education And Counseling	41	22%	96	3%	+15.1%	Growing
Safety Standards	41	22%	0	0%	+10.7%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	84	45%	384	14%	+5.0%	Stable
Communication	57	31%	173	6%	+8.5%	Stable
Interpersonal Communications	55	30%	35	1%	+11.9%	Growing
Critical Thinking	51	27%	49	2%	+19.3%	Rapidly Growing
Problem Solving	51	27%	71	3%	+11.1%	Growing
Mental Concentration	46	25%	0	0%	+12.7%	Growing
Time Management	46	25%	87	3%	+12.7%	Growing
Oral Expression	45	24%	0	0%	+4.5%	Stable
Oral Comprehension	45	24%	0	0%	+21.3%	Rapidly Growing
Planning	45	24%	38	1%	+10.3%	Growing

# Top Software Skills









	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	13	7%	8	0%	+15.6%	Growing
Microsoft Excel	4	2%	156	6%	+14.8%	Growing
Epic EMR	3	2%	95	3%	+20.8%	Rapidly Growing
Microsoft Word	3	2%	138	5%	+6.8%	Stable
Microsoft Office	2	1%	196	7%	+16.9%	Growing
Microsoft PowerPoint	2	1%	114	4%	+19.9%	Rapidly Growing
Power BI	2	1%	5	0%	+19.6%	Rapidly Growing
Misys Tiger	1	1%	0	0%	+65.5%	Rapidly Growing
Operating Systems	1	1%	1	0%	+14.7%	Growing
Microsoft Outlook	1	1%	46	2%	+22.2%	Rapidly Growing

# Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	97
American Red Cross (ARC) Certification	82
Registered Nurse (RN)	71
Basic Cardiac Life Support	37
Licensed Practical Nurse (LPN)	28
Advanced Cardiovascular Life Support (ACLS) Certification	26
Certified Medical Assistant (CMA)	24
Pediatric Advanced Life Support (PALS)	16
Valid Driver's License	15
Trauma Nurse Core Course (TNCC)	14

# Top Advertised Benefits

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Paid Leave	152 / 48	3 : 1 	26 days
Education and Career Development	123 / 32	4 : 1 	26 days
Retirement and Savings	34 / 21	2 : 1 	32 days
Insurance	33 / 20	2 : 1 	47 days
Supplemental Pay	18 / 10	2 : 1 	32 days
Other Benefits	1 / 1	1 : 1 	n/a

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2026)
peopleanswers.com	103
indeed.com	52
mitalent.org	24
myworkdayjobs.com	23
diversityjobs.com	13
walmart.com	13
dejobs.org	3
gr8jobs.net	3
craigslist.org	2
jobserve.com	2
healthjobsnationwide.com	1
westbloomfieldrecruiter.com	1

# Appendix B

## Sample Postings

# Requirements Managers – Oaklawn Hospital in Marshall, MI (Apr 2026 - Active)

## Nurse Extern, casual hours, 0700-1930, weekend requirements

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: Marshall, MI

O\*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Requirements Managers

Nurse Extern, casual hours, 0700-1930, weekend requirements 3.5 3.5 out of 5 stars 200 North Madison Street, Marshall, MI 49068 Oaklawn Hospital 138 reviews

### Job Summary:

Under the direct supervision of the Charge/Registered Nurse and/or Physician, provides direct care to an assigned patient population. Completes documentation of patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Assists in providing activities of daily living to an assigned patient population. Completes hourly rounds on assigned patient population. Communicates readily with patients and families and serves as a liaison between the patient and licensed staff. Assists in answering call lights in a timely manner. Performs duties within the realm of a nurse extern. Including but not limited to the following tasks, once competency achieved with nursing program AND direct RN over sight and co-signatures. Head to toe assessment Data collection for adult admission history Urinary Catheter insertion and/or discontinuation (includes straight catheterizations) Bladder scanning Simple Dressing Changes with wound assessment NG placement Monitors supplies and restocks accordingly. Assists in specimen collection, identification and transportation to lab. Assists clinically as needed. Performs rotation in CPR as needed. Assists patients in obtaining essential needs such as blankets, fluids and nutrition after verifying with attending or RN. Uses technology appropriately including safety standards and measures; follows infection prevention standards.

### Minimum Qualifications :

Completion of Nursing Fundamentals semester in an accredited school of nursing program; excellent written, verbal and interpersonal skills; BLS from American Red Cross or American Heart Association certification.

### Knowledge, Skills & Abilities :

Nurse aide certification preferred; Proficiency in computer documentation preferred. Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention - able to concentrate for protracted periods; time sharing - able to shift back and forth successfully between two or more activities; Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

### Working Conditions:

Work in an unpredictable environment encountering stressful situations and exposure to body fluids and infectious diseases. May experience traumatic situations including deceased patients.

### Physical Requirements:

Constantly stand, walk, reach, push/pull, see/visual acuity, handle/grasp/feel, bend/twist, talk/hear, lift/carry 50+ lbs. Frequently sit, stoop/kneel/crouch.

# Medical Staff Coordinators – Oaklawn Hospital in Marshall, MI (Apr 2026 - Active)

## Medical Staff Coordinator - Requisition #662064

Link to Live Job Posting: [mint.peopleanswers.com](https://mint.peopleanswers.com)

Location: Marshall, MI

O\*NET: 11-9111.00

Company: Oaklawn Hospital

Job Title: Medical Staff Coordinators

### MEDICAL STAFF COORDINATOR

#### Job Summary:

Accurate and timely coordination, monitoring and maintenance of the credentialing (appointment and reappointment) and privileging processes for medical staff members and allied health professionals in compliance with regulatory requirements and accreditation standards, Medical Staff Bylaws and Rules and Regulations.

#### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Processes and analyzes all medical and allied health applications. Responsible for the accuracy and integrity of the credentialing and privileging database. Responds to inquiries from other healthcare organizations, interfaces with internal and external customers on credentialing and privileging issues as they arise. Manages the precepting process. Maintains the computer database. Ensures time-limited documentation is current.

#### Minimum Qualifications:

High school diploma and two (2) years' experience in acute care hospital medical staff credentialing and privileging.

#### Knowledge, Skills & Abilities:

One (1) year of college or more preferred. Proficiency with credentialing and privileging processes required. Working knowledge of pertinent policies and procedures, accreditation standards, bylaws, regulations and laws. Ability to analyze and evaluate data, prioritize workload, and pay meticulous attention to detail. Must possess strong organizational skills and be proficient with Microsoft Word and Excel software. Strong written and oral communication skills, interpersonal skills, and ability to effectively multi-task are necessary.

#### Working Conditions:

Work is generally performed within an office environment, with standard office equipment available.

#### Physical Requirements:

Constantly sit, see/visual acuity, talk/hear. Frequently handle/grasp/feel. Occasionally lift/carry 1 to 25 lbs. Marshall, 200 N. Madison, Marshall, MI 49068

# Primary Care Assistants – Oaklawn Hospital in Marshall, MI (Apr 2026 - Active)

## Department Assistant - Marshall Primary Care - Requisition #964364

Link to Live Job Posting: [mint.peopleanswers.com](https://mint.peopleanswers.com)

Location: Marshall, MI

O\*NET: 11-9111.00

Company: Oaklawn Hospital

Job Title: Primary Care Assistants

## DEPARTMENT ASSISTANT - MARSHALL PRIMARY CARE

### Job Summary:

Handles administrative duties within a medical office and performs clerical duties to maintain an organized healthcare office and allow medical staff to focus on patient care. He or she also maintains a line of communication between the patient and clinical staff.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Answers incoming calls and routes to proper destination, creates appointments, creates messages on patient's behalf. Greets and checks in patients and visitors; Assists patients with registration and scheduling. Processes incoming mail and faxes. Prepares Electronic Medical Record by scanning necessary documents. Inventories, orders, and maintains all office supplies. Assists patients to complete documents such as intake and insurance forms. Directs patients when necessary. Confirms current patient information, ensures that the proper physician is listed. Verifies insurance eligibility. Contacts patients prior to visit for confirmation of visit, co-insurance, and copay. Collects copay and outstanding balances on patient accounts. Assists with quality assurance initiatives. Updates patient demographics including insurance information and scans insurance card into chart. Evaluates daily schedules to accommodate patient flow and minimize missed appointments. Coordinates scheduling of incoming referrals. Scheduling high tech imaging appointments. Communicates with the clinical staff to ensure all appropriate patient information is gathered.

### Minimum Qualifications:

18 years of age.

### Knowledge, Skills & Abilities:

Associate's degree or equivalent formal education is preferred; excellent telephone, written communication and interpersonal skills; ability to prioritize multiple tasks while maintaining focus and effectiveness, maintaining a high productivity level to maximize the productivity of the department leader and managers; excellent analytical and problem-solving skills; experience with data extraction from multiple information systems; proficiency in a variety of computer software programs and/or systems is required, experience using email, electronic calendar, word-processing, and spreadsheets; able to work independently.

### Working Conditions:

Must work in a busy office and public environment while maintaining a friendly demeanor during all interactions with diverse populations of physicians, nurses, patient family members, etc. Potential exposure to blood/body fluids and contagious disease.

### Physical Requirements:

Constantly sit, see/visual acuity, handle/grasp/feel, talk/hear, taste/smell. Frequently walk, bend/twist. Occasionally lift/carry 1 to 25 lbs. Marshall, 200 N. Madison, Marshall, MI 49068

<b>Representative - Registration - Requisition #414760</b>	
Link to Live Job Posting: <a href="https://mint.peopleanswers.com">mint.peopleanswers.com</a>	
Location: Marshall, MI	O*NET: 29-2099.08
Company: Oaklawn Hospital	Job Title: Pre-Registration Representatives
<p><b>REPRESENTATIVE - REGISTRATION</b></p> <p><b>Job Summary:</b></p> <p>The Registration Representative is responsible for the processing of inpatient and outpatient admissions in an accurate and efficient manner.</p> <p><b>Essential Functions:</b></p> <p>Consistently performs using an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Accurately gathers information and inputs data in all phases of the registration process as well as registers patients in a timely fashion. Assures that the patient or guardian, as outlined by procedure, signs all appropriate paper work. Assures all patients are offered Oaklawn Privacy Practices and the Patient Rights and Responsibilities brochure. Verifies all appropriate insurance coverage. Obtains and scans patient driver's license and insurance cards as applicable. Follows appropriate procedures for cash collections, asking for and collecting, to the extent possible, on all non-covered services and applicable co-pays and deductible at the point of service. Assures a payable diagnosis for all Medicare restricted tests or obtains an ABN from the patient if applicable. Handles patient inquiries promptly and appropriately. Balances cash receipts daily in a timely, accurate manner.</p> <p><b>Minimum Qualifications:</b></p> <p>High school diploma or equivalent.</p> <p><b>Knowledge Skills Abilities:</b></p> <p>Knowledge of medical terminology, computer experience and computer skills. Possess excellent verbal communication, interpersonal, organizational, customer service, and critical thinking skills. Ability to problem solve, handle conflict and adapt to frequent change. Previous hospital registration and insurance verification preferred. Possess the ability to work with patients with varying degrees of illness.</p> <p><b>Working Conditions:</b></p> <p>Work is generally performed within an office environment, with standard office equipment available. Work may include Emergency Department registration. Potentially exposed to infectious diseases.</p> <p><b>Physical Requirements:</b></p> <p>Constantly see/visual acuity, handle/grasp/feel, talk/hear. Frequently sit, walk, reach, bend/twist. Occasionally lift/carry 1 to 49 lbs. Marshall, 200 N. Madison, Marshall, MI 49068</p>	

## Registered Nurses – Oaklawn Hospital in Marshall, MI (Apr 2026 - Active)

### Registered Nurse - Requisition #112460

Link to Live Job Posting: [mint.peopleanswers.com](https://mint.peopleanswers.com)

Location: Marshall, MI

O\*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Registered Nurses

## REGISTERED NURSE

### Job Summary:

Provides professional nursing care for the comfort and well-being of patients using critical thinking and independent judgment, and all phases of nursing process including assessment, diagnosis, planning, implementation and evaluation. Responsible for the direction and supervision of the nursing patient care team Collaborates with own team and other disciplines in the provision of care. Documents patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient. Provides and directs nursing care and evaluates outcomes. Uses technology appropriately including safety standards and measures; follows infection prevention standards. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Reports actual or potential occurrences according to Oaklawn Hospital procedures. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Participates in unit based performance improvement activities, staff meetings, supports change. Behaves in accordance with: Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets. Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision.

### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association, ACLS and PALS certification. TNCC certification within one year.

### Knowledge, Skills & Abilities:

Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

- able to concentrate for protracted periods; time sharing
- able to shift back and forth successfully between two or more activities; manual dexterity
- to manage IV tubing, syringes, and other equipment; information ordering skills
- patterns of numbers, pictures, words and mathematical operations including medication calculation.

Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

### Working Conditions:

Work in an unpredictable environment encountering stressful situations and exposure to body fluids and infectious diseases. May experience traumatic situations including deceased patients.

### Physical Requirements:

Constantly stand, walk, reach, push/pull, see/visual acuity, handle/grasp/feel, bend/twist, stoop/kneel/crouch, talk/hear, lift/carry 1 to 50+ lbs. Frequently sit. Marshall, 200 N. Madison, Marshall, MI 49068

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q2 2026 Data Set

April 2026  
Branch County



Michigan

# Parameters

Select Timeframe: Apr 2026 - Apr 2026

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

31

Unique Postings  
53 Total Postings


4

Companies Posting  
253 Total Companies

14 Days

Median Posting Duration  
Regional Average: 24 Days

2 : 1

Posting Intensity  
  
Regional Average: 2 : 1

## Advertised Salary

Not enough data for this chart.

# Advertised Salary Trend

▲ 21.3% Nov 2025 - Apr 2026

\$26.52 Median



25 Job Postings



## Job Postings Regional Breakdown



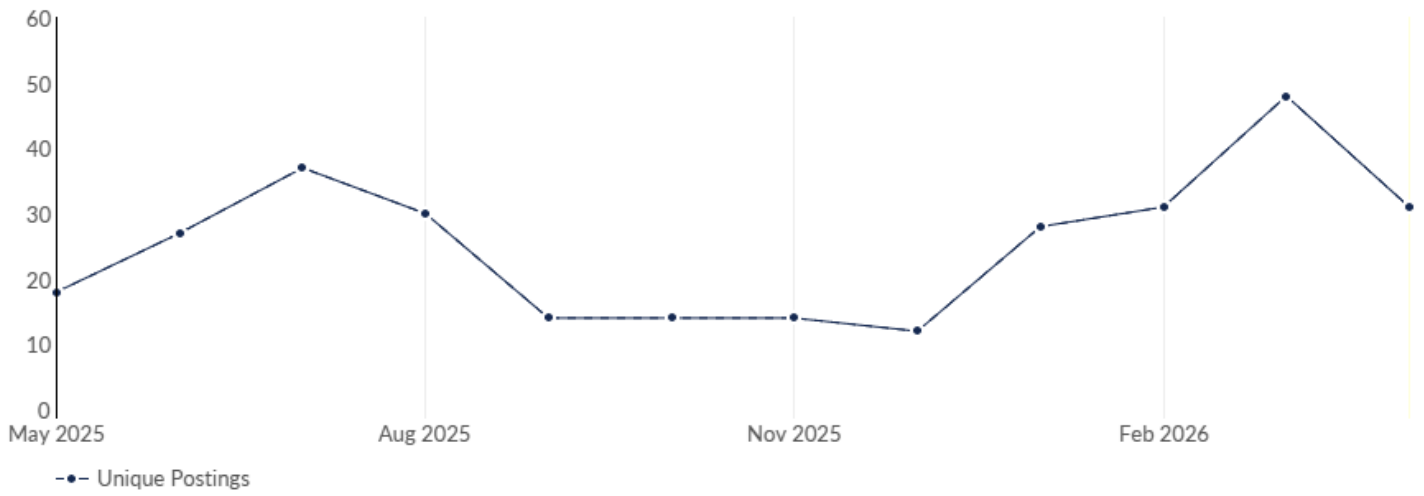
**County**

**Unique Postings (Apr 2026)**

Branch County, MI

31

## Unique Postings Trend



Month	Unique Postings	Posting Intensity
Apr 2026	31	2 : 1
Mar 2026	48	1 : 1
Feb 2026	31	2 : 1
Jan 2026	28	2 : 1
Dec 2025	12	3 : 1
Nov 2025	14	4 : 1
Oct 2025	14	4 : 1
Sep 2025	14	3 : 1
Aug 2025	30	2 : 1
Jul 2025	37	2 : 1
Jun 2025	27	2 : 1
May 2025	18	2 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	13	42%
High school or GED	18	58%
Associate's degree	0	0%
Bachelor's degree	0	0%
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	18	0	58%
Associate's degree	0	0	0%
Bachelor's degree	0	0	0%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%






## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	11	35%
0 - 1 Years	12	39%
2 - 3 Years	5	16%
4 - 6 Years	3	10%
7 - 9 Years	0	0%
10+ Years	0	0%






## Top Companies Posting

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Dollar General	20 / 16	1 : 1 	6 days
Walmart	21 / 9	2 : 1 	14 days
Bob Evans Restaurants	9 / 5	2 : 1 	39 days
Clemens Food Group	3 / 1	3 : 1 	n/a

## Top Cities Posting

City	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Coldwater, MI	35 / 17	2 : 1 	14 days
Montgomery, MI	9 / 6	2 : 1 	6 days
Bronson, MI	5 / 4	1 : 1 	n/a
Quincy, MI	2 / 2	1 : 1 	n/a
Union City, MI	2 / 2	1 : 1 	n/a

## Top Posted Occupations

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	26 / 16	2 : 1 	6 days
Retail Salespersons	11 / 7	2 : 1 	n/a
Fast Food and Counter Workers	8 / 4	2 : 1 	n/a
Food Service Managers	5 / 3	2 : 1 	39 days
General and Operations Managers	3 / 1	3 : 1 	n/a











## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	26 / 16	2 : 1	6 days
Retail Salespersons	11 / 7	2 : 1	n/a
Fast Food and Counter Workers	8 / 4	2 : 1	n/a
Food Service Managers	5 / 3	2 : 1	39 days
General and Operations Managers	3 / 1	3 : 1	n/a





## Top Posted Occupations

Occupation	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	26 / 16	2 : 1	6 days
Retail Sales Associate	11 / 7	2 : 1	n/a
Fast Food / Counter Worker	8 / 4	2 : 1	n/a
Restaurant / Food Service Manager	5 / 3	2 : 1	39 days
Operations Manager / Supervisor	3 / 1	3 : 1	n/a

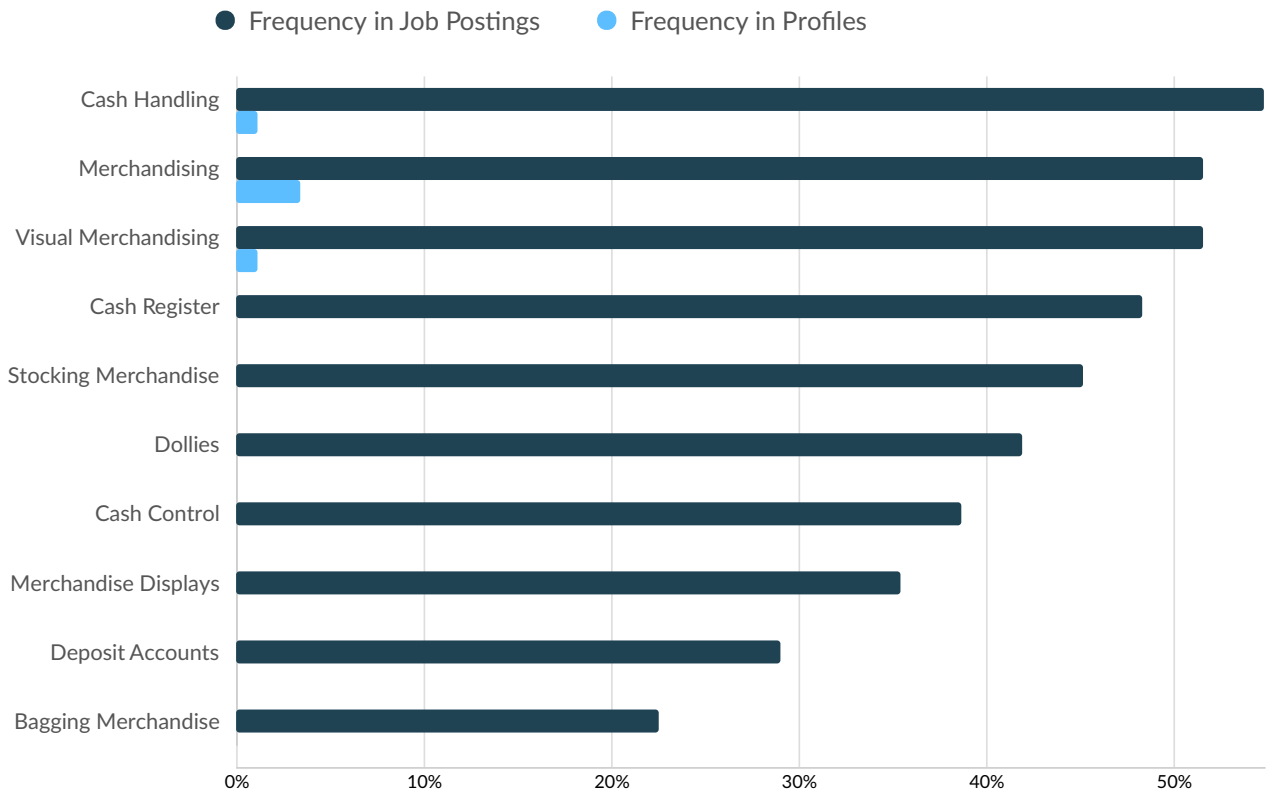
## Top Posted Job Titles

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Assistant Store Managers	6 / 6	1 : 1 	n/a
Sales Associates	6 / 5	1 : 1 	n/a
Complex Managers	8 / 3	3 : 1 	14 days
General Managers	4 / 2	2 : 1 	n/a
MBA Candidates	4 / 2	2 : 1 	n/a
Meat Associate Team Leaders	3 / 1	3 : 1 	n/a
Key Supervisors	1 / 1	1 : 1 	39 days
Retail Store Managers	1 / 1	1 : 1 	6 days
Store Managers In Training	2 / 1	2 : 1 	n/a
Deli/Bakery Associates	1 / 1	1 : 1 	n/a

## Top Industries

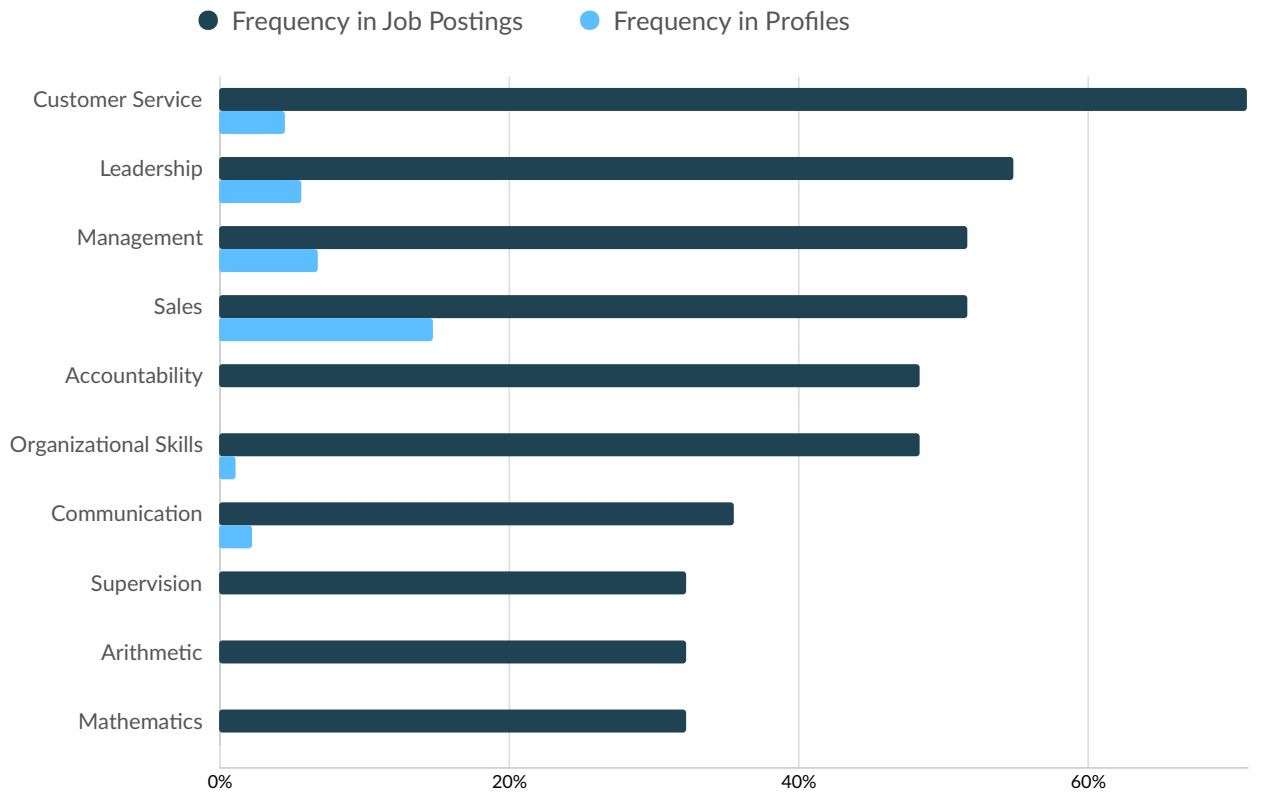
	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
All Other General Merchandise Retailers	20 / 16	1 : 1 	6 days
Warehouse Clubs and Supercenters	21 / 9	2 : 1 	14 days
Full-Service Restaurants	9 / 5	2 : 1 	39 days
Animal (except Poultry) Slaughtering	3 / 1	3 : 1 	n/a

# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Cash Handling	17	55%	1	1%	+9.8%	Growing
Merchandising	16	52%	3	3%	+12.7%	Growing
Visual Merchandising	16	52%	1	1%	+12.1%	Growing
Cash Register	15	48%	0	0%	+17.8%	Rapidly Growing
Stocking Merchandise	14	45%	0	0%	+14.6%	Growing
Dollies	13	42%	0	0%	+14.9%	Growing
Cash Control	12	39%	0	0%	+19.5%	Rapidly Growing
Merchandise Displays	11	35%	0	0%	+17.4%	Rapidly Growing
Deposit Accounts	9	29%	0	0%	+9.8%	Growing
Bagging Merchandise	7	23%	0	0%	+21.1%	Rapidly Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	22	71%	4	5%	+5.0%	Stable
Leadership	17	55%	5	6%	+9.5%	Growing
Management	16	52%	6	7%	+5.7%	Stable
Sales	16	52%	13	15%	+7.7%	Stable
Accountability	15	48%	0	0%	+15.1%	Growing
Organizational Skills	15	48%	1	1%	+13.3%	Growing
Communication	11	35%	2	2%	+8.5%	Stable
Supervision	10	32%	0	0%	+4.8%	Stable
Arithmetic	10	32%	0	0%	+14.0%	Growing
Mathematics	10	32%	0	0%	+17.2%	Rapidly Growing

# Top Software Skills






There is not enough data to display this section.

# Top Qualifications

Postings with Qualification

Bachelor Of Science In Business	4
---------------------------------	---

# Top Advertised Benefits

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	30 / 14	2 : 1 	14 days
Insurance	21 / 9	2 : 1 	14 days
Paid Leave	21 / 9	2 : 1 	14 days
Supplemental Pay	11 / 4	3 : 1 	14 days
Work-Life Balance	3 / 1	3 : 1 	n/a

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2026)
indeed.com	26
walmart.com	8
mitalent.org	7
dollargeneral.com	2
careerarc.com	1
ultipro.com	1

# Appendix B

## Sample Postings

# Store Managers In Training – Dollar General in Montgomery, MI (Apr 2026 - Active)

## STORE MANAGER IN MONTGOMERY, MI

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Montgomery, MI

O\*NET: 41-1011.00

Company: Dollar General

Job Title: Store Managers In Training

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

### GENERAL SUMMARY

Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and

### ESSENTIAL JOB FUNCTIONS

Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction and inventory management issues on a weekly basis; follow up on Basic Stock Replenishment (BSR)/cycle counts. Facilitate the efficient staging, stocking and storage of merchandise by following defined company work processes. Ensure that all merchandise is presented according to established practices; utilize merchandise fixtures properly including presentation, product pricing and signage. Maintain accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Ensure the financial integrity of the store through strict cashier accountability, key control, and adherence to stated company security practices and cash control procedures. Provide superior customer service leadership. Maintain a clean, well-organized store; facilitate a safe and secure working and shopping environment. Ensure that store is adequately equipped with tools necessary to perform required tasks. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications; ensure employee compliance. Complete all paperwork and documentation according to guidelines and deadlines.

### Qualifications KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals  
Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports.

Knowledge of inventory management and merchandising practices. Effective oral and written communication skills. Effective interpersonal skills. Knowledge of recruiting, interviewing, hiring, counseling and termination practices including legal compliance and internal processes. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Good organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

## EDUCATION

High school diploma or equivalent strongly preferred. One year of management experience in a retail environment preferred.

## COMPETENCIES

Aligns motives, values and beliefs with Dollar General values. Supports ownership by tapping into the potential of others. Acts as a liaison between the corporate office and store employees. Fosters cooperation and collaboration. Interacts with staff tactfully yet directly and maintains an open forum of exchange. Demonstrates responsiveness and sensitivity to customer needs. Applies basic principles of retail (i.e., ordering cycles, peak inventories, merchandise flow, etc.). Provides continuous attention to development of staff. Recruits, hires and trains qualified applicants to fulfill a store need. Ensures store compliance to federal labor laws and company policies and procedures. WORKING CONDITIONS and

## PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping and kneeling to run check out station, stock merchandise and unload trucks. Frequent handling of merchandise and equipment such as hand-held scanner, pricing guns, box cutters, merchandise containers, two-wheel dollies, and U-boats (six-wheel carts). Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds. Occasional climbing (using ladder). Regularly driving/providing own transportation to make bank deposits and occasionally to attend management meetings and to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions. Dollar General Corporation is an equal opportunity employer.

## Qualifications:

## KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals  
Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports. Knowledge of inventory management and merchandising practices. Effective oral and written communication skills. Effective interpersonal skills. Knowledge of recruiting, interviewing, hiring, counseling and termination practices including legal compliance and internal processes. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Good organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

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High school diploma or equivalent strongly preferred. One year of management experience in a retail environment preferred.

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# Night Stockers – Walmart in Coldwater, MI (Apr 2026 - Active)

## (USA) Overnight Stocking Coach, Non-Complex

Link to Live Job Posting: [careers.walmart.com](https://careers.walmart.com)

Location: Coldwater, MI

O\*NET: 41-1011.00

Company: Walmart

Job Title: Night Stockers

Position Summary... What you'll do... Leads and develops teams effectively by teaching training and actively listening to associates touring stores and providing feedback TourtoTeach communicating and collaborating with all levels of associates regarding store operations utilizing technology business initiativesmerchandising and company direction introducing and leading company change efforts providing clear expectations and guidance to implementbusiness solutions and communicating business objectives to teams effectively Models and demonstrates exceptional customer service standards to store associates by following and demonstrating the One Best Way OBWservice model managing and supporting customer service initiatives for example store of the community and community outreach programsensuring customer needs complaints and issues are successfully resolved developing and implementing action plans to correct deficiencies andproviding process improvement leadership to ensure a high quality customer experience Drives the financial performance and sales of the designated store area by reviewing and evaluating PL Profit Loss statements managing andassisting in budgeting forecasting and controlling expenses in designated business area to confirm they are indexed to sales monitoring andensuring effective merchandise presentation seasonal transitions inventory flow and operational processes and developing and implementingaction plans to mitigate shrink and ensure sales and profit goals are achieved for business area Provides supervision and development opportunities for hourly associates by hiring training and mentoring of associates assigning duties settingclear expectations providing associate recognition communicating expectations consistently and effectively ensuring promoting a belonging mindset in the workplace and recruiting and developing qualified associates to meet staffing needs and achieve company growth potential Coordinates completes and oversees jobrelated activities and assignments by developing and maintaining relationships with key stakeholdersupporting plans and initiatives to meet customer and business needs identifying and communicating goals and objectives building accountability forand measuring progress in achieving results identifying and addressing improvement opportunities and demonstrating adaptability and promotingcontinuous learning Provides supervision and development opportunities for associates by hiring and training mentoring assigning duties providing recognition andpromoting a belonging mindset in the workplace Ensures compliance with company policies and procedures and supports company mission values and standards of ethics and integrity byimplementing related action plans utilizing and supporting the Open Door Policy and providing direction and guidance on applying these in executingbusiness processes and practices Respect the Individual Builds highperforming teams embraces differences in people cultures ideas and experiences creates a workplace where associates feel seen supported and connected through a culture of belonging creates opportunities for all associates to thrive and performx000B Respect the Individual Works collaboratively builds strong and trusting relationships communicates with impact energy and positivity to motivate and influencex000B Respect the Individual Attracts and retains the best talent empowers and develops talent and recognizes others contributions and accomplishments Act with

### Integrity:

Maintains and promotes the highest standards of integrity ethics and compliance models the Walmart values to support and foster our culture holds oneself and others accountable supports Walmarts goal of becoming a regenerative company by making a positive impact for associates customers members and the world around useg creating a sense of belonging eliminating waste participating in local giving Act with

### Integrity:

Acts in a selfless manner and is consistently humble selfaware honest fair and transparent Serve Our Customers and Members Delivers results while putting the customer first considers and adapts to how where and when customers shop and applies the EDLP and EDLC business models to all plans Serve Our Customers and Members Makes decisions based on data insights and analysis balances short and longterm priorities and considers our customers fellow associates shareholders suppliers business partners and communities when making plans Strive

for

### Excellence:

Displays curiosity and a desire to learn takes calculated risks demonstrates courage and resilience and encourages learning from mistakes  
Strive for

### Excellence:

Drives continuous improvements adopts and encourages the use of new technologies and skills and supports others through change At Walmart, we offer competitive pay as well as performance-based bonus awards and other great benefits for a happier mind, body, and wallet. Health benefits include medical, vision and dental coverage. Financial benefits include 401(k), stock purchase and company-paid life insurance. Paid time off benefits include PTO (including sick leave), parental leave, family care leave, bereavement, jury duty, and voting. Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more. You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see <https://one.walmart.com/notices>. Live Better U is a Walmart-paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One.

Walmart. The annual salary range for this position is \$65,000.00 - \$80,000.00 Additional compensation includes annual or quarterly performance bonuses. Additional compensation for certain positions may also include : Regional Pay Zone (RPZ) (based on location) Complex Structure (based on external factors that create challenges) ■

### State Pay Differential:

■ This job has an additional differential to meet legislative requirements, where applicable. ■ ■ Minimum Qualifications... Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications. 2 years' of college; OR 1 year's retail experience and 1 year's supervisory experience; OR 2 years' general work experience and 1 year's supervisory experience. For facilities that sell firearms, I acknowledge that the position for which I am applying will require successful completion of a firearms- specific Criminal Background Check (CBC) and Firearms Authorized Training. For facilities that sell only ammunition and have state specific requirements, I acknowledge that the position for which I am applying may require a current state issued Certificate of Eligibility. Associates will be required to attend and successfully complete all job-required trainings and assessments (for example, Academy trainings, Open Door trainings, etc.). Preferred Qualifications... Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications. Bachelor of Science in Business Management and Leadership through Live Better U and Bellevue University, Certificate of Completion in People and Business Leadership through Live Better U and Bellevue University, General work experience supervising 5 or more direct reports to include the responsibility of performance management, mentoring, hiring, and firing Primary Location... 800 E

### CHICAGO ST, COLDWATER, MI

49036-2055, United States of America Walmart and its subsidiaries are committed to maintaining a drug-free workplace and has a no tolerance policy regarding the use of illegal drugs and alcohol on the job. This policy applies to all employees and aims to create a safe and productive work environment.

<b>Operations Superintendent</b>	
Link to Live Job Posting: <a href="https://recruiting.ultipro.com">recruiting.ultipro.com</a>	
Location: Coldwater, MI	O*NET: 11-1021.00
Company: Clemens Food Group	Job Title: Operations Superintendents
<p>Operations Superintendent (Operations Manager) -</p> <p>Fresh Pork Division Location:</p> <p>Onsite /</p> <p>Coldwater Schedule:</p> <p>Open /Weekend coverage as required Relocation Assistance Available Why Join Clemens Food Group? At Clemens Food Group, we are leaders in pork production and value-added foods, committed to excellence in food safety, operational performance, and continuous improvement. Our Hatfield facility spans 1.3 million square feet and processes more than 625 million pounds of hogs annually, making it one of the largest fresh pork plants in the United States. We invest in our people and provide clear career paths with opportunities to advance into senior plant leadership. This is more than a job; it is a chance to lead, make an impact, and grow with an industry leader. The Impact You Will Make As an Operations Superintendent (equivalent to an Operations Manager), you will oversee large-scale production in our Fresh Pork division. You will lead salaried supervisors and more than 200 hourly team members, ensuring safe, efficient, and cost-effective operations. Your leadership will drive performance on the floor, improve yields, reduce waste, and strengthen a culture of accountability. What You Will Do Lead and develop people by coaching, mentoring, and holding teams accountable for delivering results. Drive operational performance through production planning, scheduling, yields, throughput, and efficiency. Manage labor variance, cost savings initiatives, and performance against P&amp;L targets. Champion safety and compliance by upholding USDA, FDA, HACCP, and workplace safety standards. Deliver continuous improvement by applying Lean, Six Sigma, and other CI tools to streamline processes and boost productivity. Collaborate with FSQA, Maintenance, HR, and Supply Chain to ensure seamless plant operations.</p> <p>What We Are Looking For Experience:</p> <p>5 or more years in production or operations leadership, ideally in meat, protein, food manufacturing, or high-volume CPG.</p> <p>Leadership:</p> <p>Demonstrated ability to lead and develop large teams of 200 or more hourly and 5 or more salaried employees. Strong floor presence and ability to influence at all levels.</p> <p>Financial Acumen:</p> <p>Proven experience managing budgets, KPIs, yields, labor efficiency, and cost improvements.</p> <p>Operational Expertise:</p> <p>Knowledge of production planning, throughput management, and waste reduction strategies.</p> <p>Continuous Improvement Mindset:</p> <p>Ability to implement Lean, Six Sigma, or CI practices and drive measurable improvements</p>	

Ability to implement lean, six sigma, or 5S practices and drive measurable improvements.

### Scale and Scope:

Comfort working in large-scale facilities similar to our 1.3 million sq. ft. Hatfield plant, which processes 625 million pounds of hogs annually.

### Mindset:

Decisive, results-driven, and people-focused leader who thrives in a fast-paced, hands-on environment. Why This Role is Exciting Scope and impact by leading large teams and having direct accountability for operational results. Career growth with a pipeline to Plant Manager, Director of Operations, and other senior leadership opportunities. Your Future at Clemens This is not just another operations role. It is a leadership opportunity with visibility and impact. We develop our Superintendents into future plant leaders through hands-on experience, mentorship, and professional development.

### Application Note:

Clemens Food Group is not accepting unsolicited resumes from search or staffing firms. All resumes submitted by search or staffing firms to any employee at Clemens Food Group via email, the Internet, or directly without a valid written search agreement for this role and without having been asked to participate in this by Talent Acquisition will be deemed the sole property of Clemens Food Group. No fee will be paid in the event the candidate is hired. Firms not authorized to submit candidates will not be eligible for any fee or ownership claim.

# Sales Associates – Dollar General in Quincy, MI (Mar 2026 - Active)

## SALES ASSOCIATE

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: Quincy, MI

O\*NET: 41-2031.00

Company: Dollar General

Job Title: Sales Associates

### Work Where You Matter:

At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive.

### Company Overview:

Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html).

### Job Details:

#### GENERAL SUMMARY

The Sales Associate acts as a point of contact for our customers. The duties of the Sales Associate include assisting customers in locating and purchasing merchandise, operating the cash register, stocking merchandise, recovering merchandise, cleaning the store, and performing other duties as assigned by the Store Manager to maximize store profitability and customer satisfaction while protecting company assets. DUTIES and

#### ESSENTIAL JOB FUNCTIONS

Provide excellent customer service, greet and assist customers. Operate cash register and scanner to itemize and total customer's purchase, collect payment from customers and make change, bag merchandise, and assist customers with merchandise as necessary. Follow company merchandise processes; unpack, stock, restock, and rotate merchandise on shelves and build merchandise displays. Clean the store, take out trash, dust and mop store floors, clean restroom and receiving room, and help set up sidewalk displays.

### Qualifications:

#### KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow planogram and merchandise presentation guides. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform cash register functions. Ability to stock merchandise. WORK EXPERIENCE and/or

#### EDUCATION

## EDUCATION

High school diploma or equivalent preferred.

## WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds Occasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Dollar General Corporation is an equal opportunity employer.

# Retail Store Managers – Dollar General in Montgomery, MI (Apr 2026 - Apr 2026)

## Retail Store Manager Opportunity in Montgomery, MI

Link to Live Job Posting: Posting is no longer active

Location: Montgomery, MI

O\*NET: 41-1011.00

Company: Dollar General

Job Title: Retail Store Managers

Work Where You Matter! Dollar General is now hiring for the following position in Montgomery, MI!

## STORE MANAGER

Dollar General Store 984 E

COPELAND RD, MONTGOMERY, MI 49255-9613

To apply, please reference the location & position in the subject line of the email. OR Text DGJobs to 25000 to get a link with a map showing jobs in the area. Standard messaging rates apply. Dollar General offers exceptional opportunities for advancement, competitive pay and benefits including tuition-free degree and secondary education programs to you and your immediate family. At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive.

EOE M/F/D/V

### Work Location:

In person Retail Store Manager Opportunity in Montgomery, MI Dollar General 984 E Copeland Rd, Montgomery, MI 49255 Full-time Full-time Work Where You Matter! Dollar General is now hiring for the following position in Montgomery, MI!

## STORE MANAGER

Dollar General Store 984 E

COPELAND RD, MONTGOMERY, MI 49255-9613

To apply, please reference the location & position in the subject line of the email. OR Text DGJobs to 25000 to get a link with a map showing jobs in the area. Standard messaging rates apply. Dollar General offers exceptional opportunities for advancement, competitive pay and benefits including tuition-free degree and secondary education programs to you and your immediate family. At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive.

EOE M/F/D/V

### Work Location:

In person

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q2 2026 Data Set

April 2026  
Calhoun County



Michigan

# Parameters

Select Timeframe: Apr 2026 - Apr 2026

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

120

Unique Postings  
390 Total Postings


9

Companies Posting  
758 Total Companies

31 Days

Median Posting Duration  
Regional Average: 24 Days

3 : 1

Posting Intensity  
  
Regional Average: 3 : 1

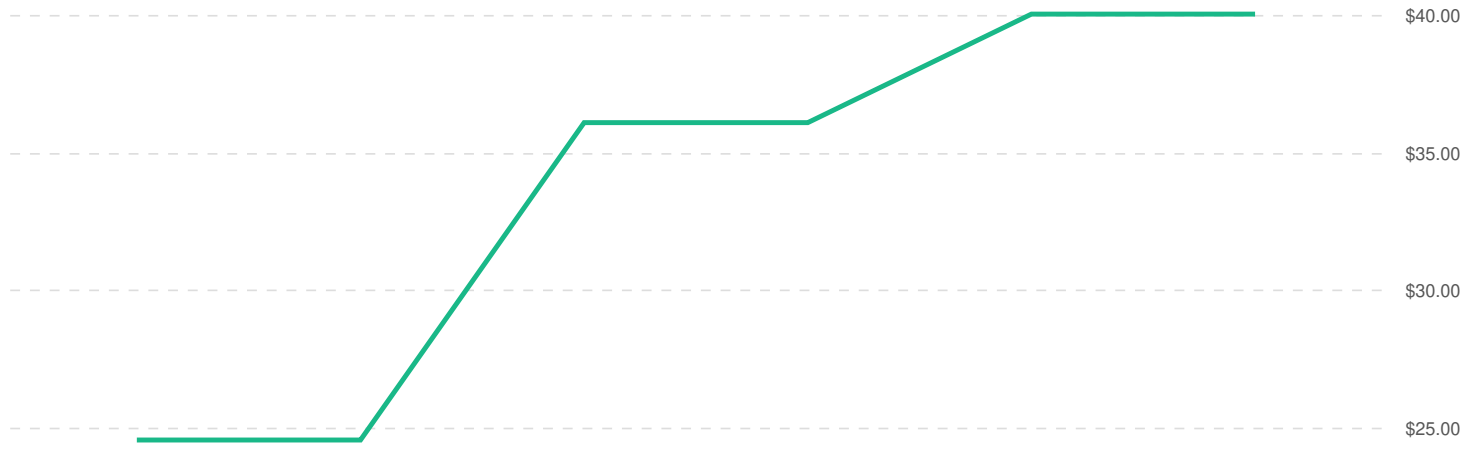
## Advertised Salary

Not enough data for this chart.

# Advertised Salary Trend

▲ 63.2% Nov 2025 - Apr 2026

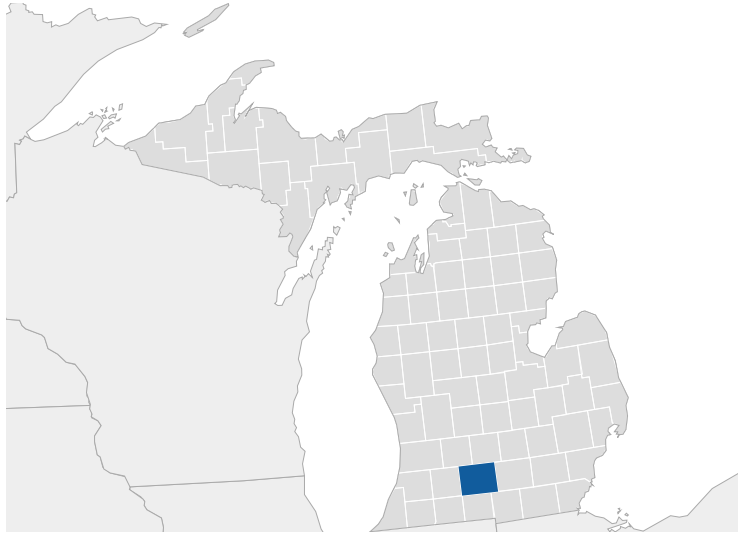
\$36.12 Median



66 Job Postings



## Job Postings Regional Breakdown



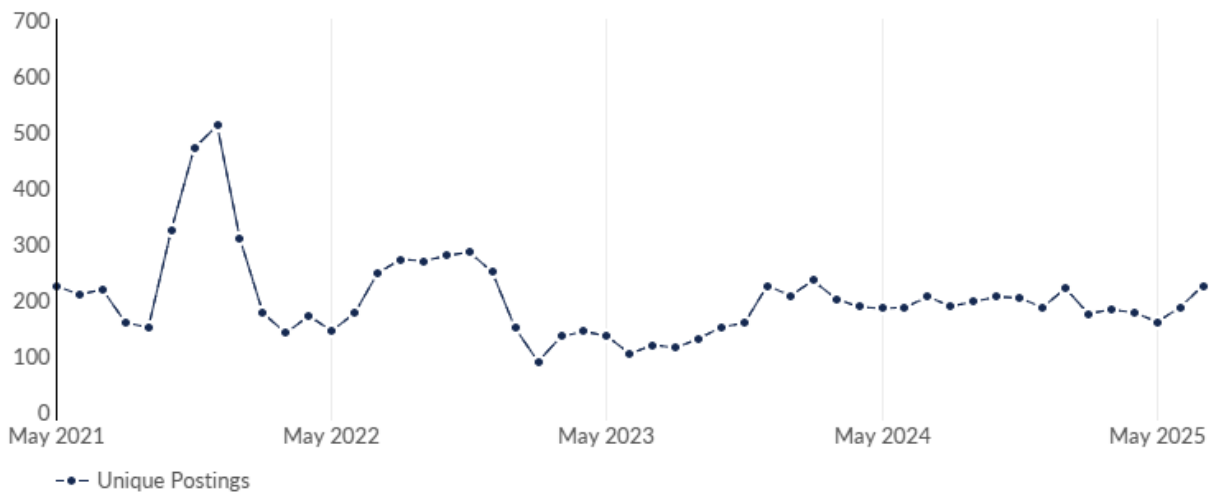
County

Unique Postings (Apr 2026)

Calhoun County, MI

120

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Apr 2026	120	3 : 1
Mar 2026	175	3 : 1
Feb 2026	182	3 : 1
Jan 2026	205	3 : 1
Dec 2025	189	4 : 1
Nov 2025	186	4 : 1
Oct 2025	201	5 : 1
Sep 2025	178	5 : 1
Aug 2025	218	4 : 1
Jul 2025	225	4 : 1
Jun 2025	186	4 : 1
May 2025	160	4 : 1
Apr 2025	177	4 : 1
Mar 2025	182	4 : 1
Feb 2025	175	4 : 1
Jan 2025	220	5 : 1
Dec 2024	186	5 : 1
Nov 2024	203	4 : 1
Oct 2024	205	4 : 1
Sep 2024	196	4 : 1

Aug 2024	188	3 : 1
Jul 2024	205	3 : 1
Jun 2024	186	3 : 1
May 2024	184	3 : 1
Apr 2024	187	3 : 1
Mar 2024	201	3 : 1
Feb 2024	234	3 : 1
Jan 2024	207	3 : 1
Dec 2023	225	3 : 1
Nov 2023	158	4 : 1
Oct 2023	151	4 : 1
Sep 2023	130	4 : 1
Aug 2023	114	3 : 1
Jul 2023	119	3 : 1
Jun 2023	103	3 : 1
May 2023	135	3 : 1
Apr 2023	143	3 : 1
Mar 2023	134	3 : 1
Feb 2023	89	4 : 1
Jan 2023	149	3 : 1
Dec 2022	249	2 : 1
Nov 2022	285	2 : 1
Oct 2022	278	2 : 1
Sep 2022	269	2 : 1
Aug 2022	272	2 : 1
Jul 2022	247	2 : 1
Jun 2022	176	2 : 1
May 2022	144	3 : 1
Apr 2022	171	3 : 1
Mar 2022	140	2 : 1
Feb 2022	176	2 : 1

Jan 2022	308	2 : 1
Dec 2021	511	2 : 1
Nov 2021	470	2 : 1
Oct 2021	324	2 : 1
Sep 2021	150	2 : 1
Aug 2021	159	2 : 1
Jul 2021	218	2 : 1
Jun 2021	209	2 : 1
May 2021	224	2 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	55	46%
High school or GED	32	27%
Associate's degree	25	21%
Bachelor's degree	10	8%
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	32	0	27%
Associate's degree	25	0	21%
Bachelor's degree	8	2	7%
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	78	65%
0 - 1 Years	29	24%
2 - 3 Years	12	10%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%










## Top Companies Posting

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	277 / 74	4 : 1 	11 days
Dollar General	38 / 23	2 : 1 	24 days
Select Medical	37 / 8	5 : 1 	20 days
Bronson Healthcare	5 / 4	1 : 1 	32 days
Hogan	10 / 3	3 : 1 	52 days
Border Foods	8 / 3	3 : 1 	54 days
Subway	4 / 2	2 : 1 	41 days
Elara Caring	9 / 2	5 : 1 	26 days
Clean Team	2 / 1	2 : 1 	n/a












## Top Cities Posting

City	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	260 / 73	4 : 1 	29 days
Battle Creek, MI	90 / 27	3 : 1 	32 days
Albion, MI	22 / 10	2 : 1 	14 days
Tekonsha, MI	13 / 5	3 : 1 	n/a
Athens, MI	2 / 2	1 : 1 	n/a
Springfield, MI	2 / 2	1 : 1 	n/a
Burlington, MI	1 / 1	1 : 1 	n/a











## Top Posted Occupations

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	224 / 60	4 : 1 	26 days
Medical Assistants	79 / 21	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	26 / 16	2 : 1 	14 days
Retail Salespersons	10 / 6	2 : 1 	n/a
Food Service Managers	12 / 5	2 : 1 	54 days
Home Health and Personal Care Aides	16 / 4	4 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	12 / 4	3 : 1 	52 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3 / 2	2 : 1 	n/a
Maintenance and Repair Workers, General	8 / 2	4 : 1 	n/a











# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	219 / 57	4 : 1 	26 days
Medical Assistants	79 / 21	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	26 / 16	2 : 1 	14 days
Retail Salespersons	10 / 6	2 : 1 	n/a
Food Service Managers	12 / 5	2 : 1 	54 days
Heavy and Tractor-Trailer Truck Drivers	12 / 4	3 : 1 	52 days
Critical Care Nurses	5 / 3	2 : 1 	n/a
Home Health Aides	10 / 3	3 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3 / 2	2 : 1 	n/a
Maintenance and Repair Workers, General	8 / 2	4 : 1 	n/a
Personal Care Aides	6 / 1	6 : 1 	n/a

## Top Posted Occupations

Occupation	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	223 / 59	4 : 1 	26 days
Medical Assistant	79 / 21	4 : 1 	n/a
Retail Store Manager / Supervisor	26 / 16	2 : 1 	14 days
Retail Sales Associate	10 / 6	2 : 1 	n/a
Restaurant / Food Service Manager	12 / 5	2 : 1 	54 days
Tractor-Trailer Truck Driver	12 / 4	3 : 1 	52 days
Home Health Aide	10 / 3	3 : 1 	n/a
Janitor / Cleaner	3 / 2	2 : 1 	n/a
Building and General Maintenance Technician	8 / 2	4 : 1 	n/a
Caregiver / Personal Care Aide	6 / 1	6 : 1 	n/a

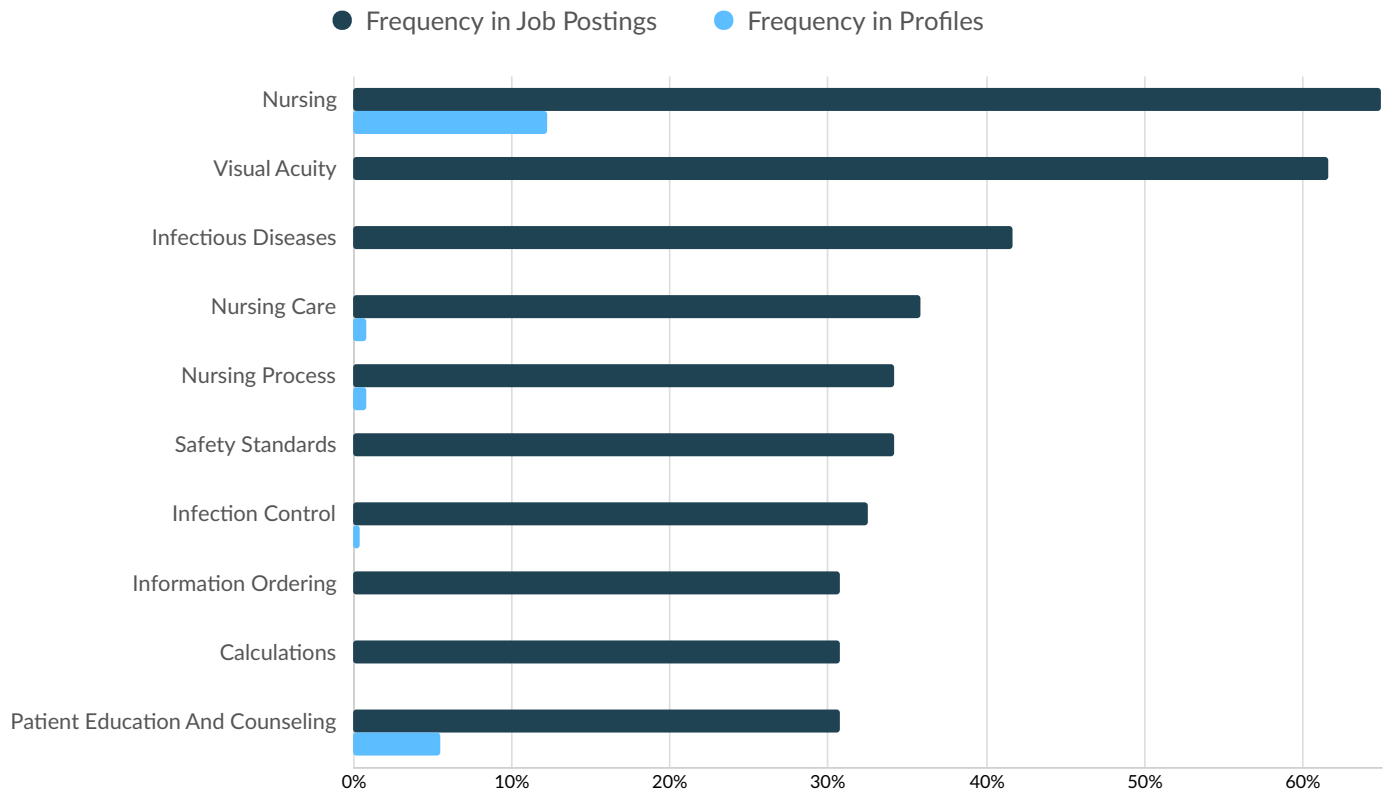
## Top Posted Job Titles

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	99 / 20	5 : 1 	n/a
Emergency Services Registered Nurses	37 / 13	3 : 1 	11 days
Requisition Sales Associates	46 / 11	4 : 1 	n/a
Assistant Store Managers	11 / 8	1 : 1 	n/a
Requirements Managers	20 / 6	3 : 1 	n/a
Sales Associates	10 / 6	2 : 1 	n/a
Occupational Medicine Registered Nurses	10 / 3	3 : 1 	n/a
Personal/Family Assistants	7 / 3	2 : 1 	n/a
Restaurant General Managers	8 / 3	3 : 1 	54 days
CDL-A Truck Drivers	10 / 3	3 : 1 	52 days

# Top Industries

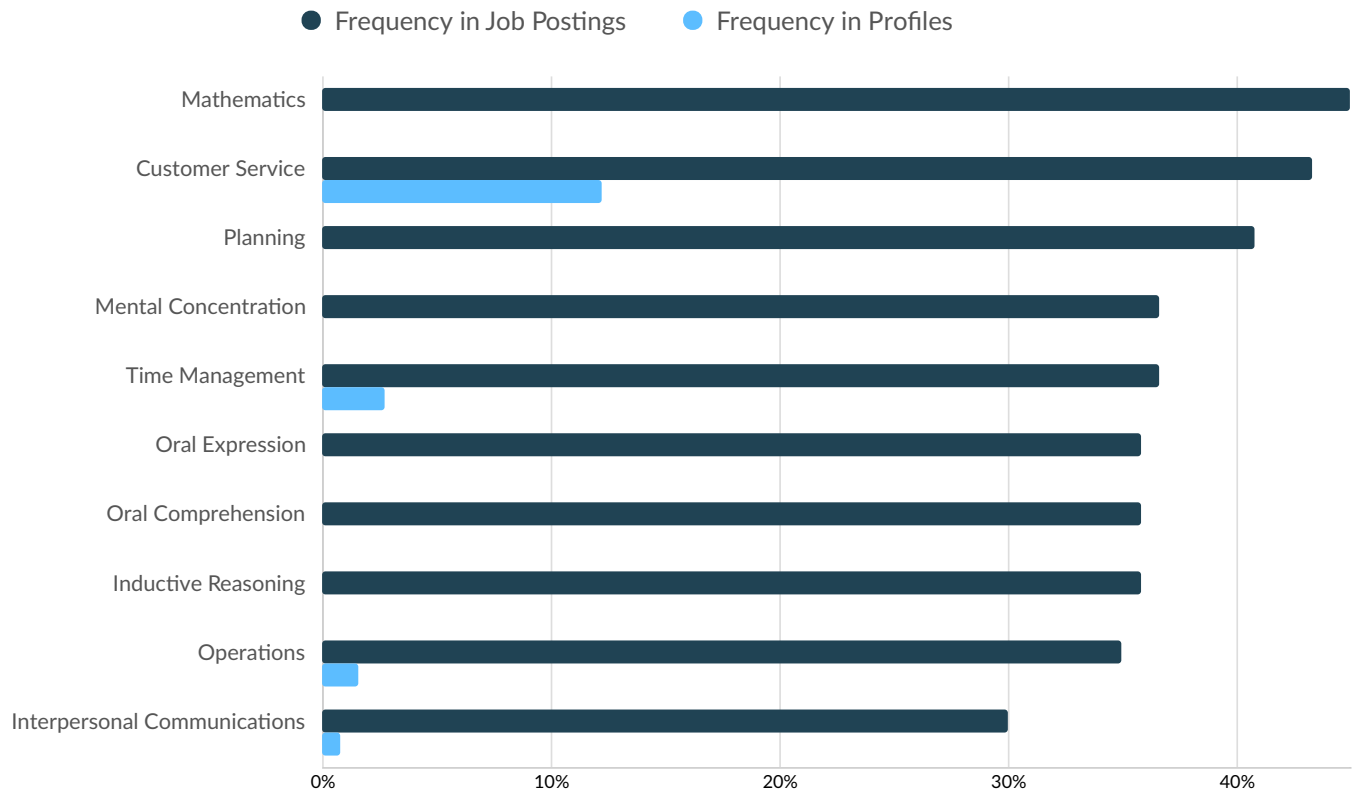
	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	282 / 78	4 : 1	11 days
All Other General Merchandise Retailers	38 / 23	2 : 1	24 days
All Other Outpatient Care Centers	37 / 8	5 : 1	20 days
Limited-Service Restaurants	12 / 5	2 : 1	54 days
Footwear Manufacturing	10 / 3	3 : 1	52 days
Home Health Care Services	9 / 2	5 : 1	26 days
Janitorial Services	2 / 1	2 : 1	n/a

# Top Specialized Skills



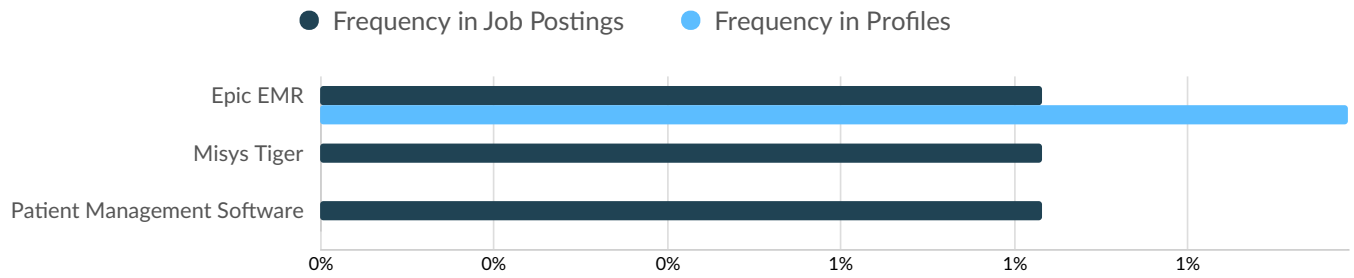
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	78	65%	31	12%	+16.1%	Growing
Visual Acuity	74	62%	0	0%	+18.4%	Rapidly Growing
Infectious Diseases	50	42%	0	0%	+6.8%	Stable
Nursing Care	43	36%	2	1%	+15.3%	Growing
Nursing Process	41	34%	2	1%	+19.7%	Rapidly Growing
Safety Standards	41	34%	0	0%	+10.7%	Growing
Infection Control	39	33%	1	0%	+15.6%	Growing
Information Ordering	37	31%	0	0%	+27.0%	Rapidly Growing
Calculations	37	31%	0	0%	+14.4%	Growing
Patient Education And Counseling	37	31%	14	6%	+15.1%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Mathematics	54	45%	0	0%	+17.2%	Rapidly Growing
Customer Service	52	43%	31	12%	+5.0%	Stable
Planning	49	41%	0	0%	+10.3%	Growing
Mental Concentration	44	37%	0	0%	+12.7%	Growing
Time Management	44	37%	7	3%	+12.7%	Growing
Oral Expression	43	36%	0	0%	+4.5%	Stable
Oral Comprehension	43	36%	0	0%	+21.3%	Rapidly Growing
Inductive Reasoning	43	36%	0	0%	+21.0%	Rapidly Growing
Operations	42	35%	4	2%	+8.8%	Stable
Interpersonal Communications	36	30%	2	1%	+11.9%	Growing

## Top Software Skills










	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Epic EMR	1	1%	3	1%	+20.8%	Rapidly Growing
Misys Tiger	1	1%	0	0%	+65.5%	Rapidly Growing
Patient Management Software	1	1%	0	0%	+17.8%	Rapidly Growing

## Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	77
American Red Cross (ARC) Certification	66
Registered Nurse (RN)	60
Advanced Cardiovascular Life Support (ACLS) Certification	28
Basic Cardiac Life Support	24
Licensed Practical Nurse (LPN)	22
Certified Medical Assistant (CMA)	20
Pediatric Advanced Life Support (PALS)	16
Trauma Nurse Core Course (TNCC)	14
Critical Care Registered Nurse (CCRN)	8

# Top Advertised Benefits

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Retirement and Savings	55 / 15	4 : 1 	31 days
Education and Career Development	46 / 12	4 : 1 	32 days
Supplemental Pay	43 / 12	4 : 1 	32 days
Insurance	42 / 11	4 : 1 	26 days
Paid Leave	40 / 11	4 : 1 	32 days
Health and Wellness Benefits	4 / 2	2 : 1 	n/a
Work-Life Balance	3 / 1	3 : 1 	26 days

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2026)
peopleanswers.com	61
indeed.com	41
mitalent.org	14
dejobs.org	7
careerarc.com	3
craigslist.org	3
dollargeneral.com	3
jobserve.com	3
gr8jobs.net	2
healthcareers.com	2
applicantpro.com	1
fortwaynerecruiter.com	1
icims.com	1
myworkdayjobs.com	1
westbloomfieldrecruiter.com	1

# Appendix B

## Sample Postings

## Requirements Managers – Oaklawn Hospital in Marshall, MI (Apr 2026 - Active)

### Nurse Extern, casual hours, 0700-1930, weekend requirements

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: Marshall, MI

O\*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Requirements Managers

Nurse Extern, casual hours, 0700-1930, weekend requirements 3.5 3.5 out of 5 stars 200 North Madison Street, Marshall, MI 49068 Oaklawn Hospital 138 reviews

### Job Summary:

Under the direct supervision of the Charge/Registered Nurse and/or Physician, provides direct care to an assigned patient population. Completes documentation of patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Assists in providing activities of daily living to an assigned patient population. Completes hourly rounds on assigned patient population. Communicates readily with patients and families and serves as a liaison between the patient and licensed staff. Assists in answering call lights in a timely manner. Performs duties within the realm of a nurse extern. Including but not limited to the following tasks, once competency achieved with nursing program AND direct RN over sight and co-signatures. Head to toe assessment Data collection for adult admission history Urinary Catheter insertion and/or discontinuation (includes straight catheterizations) Bladder scanning Simple Dressing Changes with wound assessment NG placement Monitors supplies and restocks accordingly. Assists in specimen collection, identification and transportation to lab. Assists clinically as needed. Performs rotation in CPR as needed. Assists patients in obtaining essential needs such as blankets, fluids and nutrition after verifying with attending or RN. Uses technology appropriately including safety standards and measures; follows infection prevention standards.

### Minimum Qualifications :

Completion of Nursing Fundamentals semester in an accredited school of nursing program; excellent written, verbal and interpersonal skills; BLS from American Red Cross or American Heart Association certification.

### Knowledge, Skills & Abilities :

Nurse aide certification preferred; Proficiency in computer documentation preferred. Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention - able to concentrate for protracted periods; time sharing - able to shift back and forth successfully between two or more activities; Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

### Working Conditions:

Work in an unpredictable environment encountering stressful situations and exposure to body fluids and infectious diseases. May experience traumatic situations including deceased patients.

### Physical Requirements:

Constantly stand, walk, reach, push/pull, see/visual acuity, handle/grasp/feel, bend/twist, talk/hear, lift/carry 50+ lbs. Frequently sit, stoop/kneel/crouch.

## Registered Nurses – Oaklawn Hospital in Marshall, MI (Apr 2026 - Active)

### Registered Nurse - Requisition #112460

Link to Live Job Posting: [mint.peopleanswers.com](https://mint.peopleanswers.com)

Location: Marshall, MI

O\*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Registered Nurses

## REGISTERED NURSE

### Job Summary:

Provides professional nursing care for the comfort and well-being of patients using critical thinking and independent judgment, and all phases of nursing process including assessment, diagnosis, planning, implementation and evaluation. Responsible for the direction and supervision of the nursing patient care team Collaborates with own team and other disciplines in the provision of care. Documents patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient. Provides and directs nursing care and evaluates outcomes. Uses technology appropriately including safety standards and measures; follows infection prevention standards. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Reports actual or potential occurrences according to Oaklawn Hospital procedures. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Participates in unit based performance improvement activities, staff meetings, supports change. Behaves in accordance with: Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets. Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision.

### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association, ACLS and PALS certification. TNCC certification within one year.

### Knowledge, Skills & Abilities:

Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

- able to concentrate for protracted periods; time sharing
- able to shift back and forth successfully between two or more activities; manual dexterity
- to manage IV tubing, syringes, and other equipment; information ordering skills
- patterns of numbers, pictures, words and mathematical operations including medication calculation.

Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

### Working Conditions:

Work in an unpredictable environment encountering stressful situations and exposure to body fluids and infectious diseases. May experience traumatic situations including deceased patients.

### Physical Requirements:

Constantly stand, walk, reach, push/pull, see/visual acuity, handle/grasp/feel, bend/twist, stoop/kneel/crouch, talk/hear, lift/carry 1 to 50+ lbs. Frequently sit. Marshall, 200 N. Madison, Marshall, MI 49068

## Nurse Extern Casual Emergency Services 7pm-7:30am

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: Marshall, MI

O\*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Emergency Services Registered Nurses

Nurse Extern Casual Emergency Services 7pm-7:30am 3.5 3.5 out of 5 stars 200 North Madison Street, Marshall, MI 49068 Oaklawn Hospital  
138 reviews

### POSITION TITLE

Nurse Extern

### DEPARTMENT

Emergency Department

### FLSA STATUS

: Non-exempt

### REPORTING RELATIONSHIP

Director, Emergency Department Job Summary:

Under the direct supervision of the Charge/Registered Nurse and/or Physician, provides direct care to an assigned patient population. Completes documentation of patient care, patient condition, reactions, and response to treatment in a timely manner and tracks patient progress.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Assists RN by rooming patients including gowning; provides assistance when needed. Places patients who present with cardiac, respiratory or dizziness complaints on the cardiac monitor. Assists RN with application of oxygen for applicable patients. Completes hourly rounds and documents vital signs. Communicates readily with patients and families and serves as a liaison between the patient and licensed staff. Assists in answering call lights in a timely manner. Performs duties within the realm of a nurse extern. Including but not limited to the following tasks once competency achieved with nursing program AND direct RN oversight and co-signatures. Head to toe assessment Urinary Catheter insertion and/or discontinuation (includes straight catheterizations) Bladder scanning Simple Dressing Changes with wound assessment NG placement Splinting patients with RN sign off and check prior to discharge Sets up and chaperones pelvic examinations Assists in specimen collection, identification, and transportation to lab. Confirms labeling with two patient identifiers (Name and Date of Birth) Performs rotation of compressions or bag valve mask respirations during CPR as needed. Assists patients in obtaining essential needs such as blankets, fluids, and nutrition after verifying with attending or RN. Uses technology appropriately including safety standards and measures; follows infection prevention standards. Cleans and returns equipment to proper location.

Prepares North Hall for closing:

clean and restock rooms and nursing station, plug in computers; prepares South Hall, as needed. Functions in the role of 1:1 sitter, as needed.

### Minimum Qualifications :

Completion of Nursing Fundamentals semester in an accredited school of nursing program or Graduate of an accredited school of practical nursing with current licensure by the State of Michigan Board of Nursing as a Licensed Practical Nurse; American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification. Completion of Handle with Care Basic Certification in physical and nonverbal patient management within two (2) months of hire and annual re-certification. Completion of Hard cuff Restraints and Soft Limb Restraints Certification within two (2) months of hire and annual re-certification.

### Knowledge, Skills & Abilities :

Nurse aide certification preferred; Proficiency in computer documentation preferred.

### Clear oral expression:

oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention - able to concentrate for protracted periods; time sharing - able to shift back and forth successfully between two or more activities; Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

### Working Conditions:

Work in an unpredictable environment encountering stressful situations and exposure to body fluids and infectious diseases. May experience traumatic situations including deceased patients.

### Physical Requirements:

Constantly stand, walk, reach, push/pull, see/visual acuity, handle/grasp/feel, bend/twist, talk/hear, lift/carry 50 lbs. Frequently sit, stoop/kneel/crouch.

# Nurse Managers – Bronson Healthcare in Battle Creek, MI (Apr 2026 - Active)

<b>Nurse Manager</b>	
Link to Live Job Posting: <a href="https://jobs.mitalent.org">jobs.mitalent.org</a>	
Location: Battle Creek, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Nurse Managers

About the Role Bronson Battle Creek Hospital is seeking an experienced Nurse Manager to lead our Birthplace inpatient services, including Labor & Delivery, Mother Baby, and Antepartum. This key leadership role is responsible for nursing operations, clinical excellence, employee engagement, quality outcomes, and an exceptional patient experience across our maternal-newborn services. The Nurse Manager partners closely with physicians and interdisciplinary teams and provides oversight of professional and ancillary staff, ensuring safe, high-quality, patient-centered care. Why Bronson? Bronson is known for a people-first culture and strong support for leaders.

**We offer:**

Day-one health benefits (medical, dental, vision) Competitive leadership compensation Generous paid time off 403(b) retirement plan with employer match Tuition reimbursement and leadership development programs Comprehensive wellness and work-life balance benefits Up to \$10,000 sign-on bonus About the Birthplace Bronson Battle Creek Birthplace delivers comprehensive maternal-newborn care in a modern inpatient setting, including: 15-bed unit 11 Labor/Delivery/Recovery/Postpartum (LDRP) beds 4 Antepartum/Post-Op beds 2 Operating Rooms 3 Triage bays Newborn nursery Patient populations include pregnant, laboring, and postpartum patients, as well as healthy newborns. Key Responsibilities Leadership & Operations Provide overall leadership and operational oversight for assigned nursing units Ensure compliance with organizational, regulatory, and accreditation standards Lead staffing, scheduling, and resource utilization to support safe, effective care Participate in short- and long-term planning and budget development Quality, Safety & Patient Experience Evaluate the quality, effectiveness, and appropriateness of nursing care Promote patient- and family-centered care, advocacy, and ethical treatment Ensure compliance with documentation, medication, and safety standards Investigate and resolve incidents, complaints, and service concerns Staff Engagement & Development Recruit, hire, orient, mentor, develop, and retain nursing and support staff Foster shared governance, unit councils, and staff participation in decision-making Conduct performance evaluations and support ongoing professional development Promote a positive, inclusive, and culturally competent work environment Collaboration & Clinical Practice Partner closely with physicians and interdisciplinary teams Support evidence-based practice, peer review, and clinical excellence Serve as a resource for complex or sensitive clinical situations Ensure care delivery aligns with professional nursing standards and scope of practice Qualifications Required Bachelor's degree in Nursing 3-5 years of progressively responsible clinical and supervisory nursing experience Current Michigan RN license in good standing BLS certification Strong communication, leadership, and data-analysis skills Proficiency with electronic health records and standard computer applications Preferred Master's degree in Nursing, MBA, or Master of Health Administration Prior leadership experience in women's health or maternal-newborn services Physical & Work Requirements Ability to stand, walk, and lift up to 20 pounds; assist with heavier tasks as needed Sustained mental focus and computer use up to 40-70% of the time Ability to manage physically and mentally demanding situations in a fast-paced clinical environment

**Shift:**

**First Shift Scheduled Weekly Hours:**

40

**Cost Center:**

6830 OB Mother/Baby Unit (BBC)

## Restaurant General Manager. Job in Burlington Gr8Jobs

Link to Live Job Posting: Posting is no longer active

Location: Burlington, MI

O\*NET: 11-9051.00

Company: Border Foods

Job Title: Restaurant General Managers

What began as an idea between two brothers to open a Mexican restaurant has since grown into one of the largest, privately held Taco Bell franchisees in America. At Border Foods, we work with a people-first mantra. From cooks to cashiers to restaurant managers and beyond, we work together to bring to life the Core Values of Border Foods. Welcome to our family where you will continue to learn, evolve, and shape what comes next on our mission of making lives better. As a General Manager your mission is to reinforce the Border Foods CORE values, to include Accountability, Integrity, Family, Excellence, Teamwork, and Empowerment. At Border Foods, we will unlock the full potential of our employees and guest's restaurant experience by creating safe welcoming and supportive environments where everyone can thrive. The purpose of the General Manager is to make the lives of the employees and the guests better by creating opportunities to positively impact life experiences. You are responsible for the operation of the entire restaurant and building a strong team that consistently provides customers great food and a friendly experience. What's in it for you?

- Top pay in the industry: Make up to \$100,000 a year with base pay plus top-tier bonus potential.
- Trip to Mexico! Every year, we reward our top performers on our Best of the Best trip to Mexico. In 2020, we'll be taking 85 General Managers!
- Bonus program! General Managers have the potential to make up to an extra forty thousand dollars annually in bonus alone.
- Education programs, including GED and Tuition Reimbursement offerings
- Scholarship opportunities
- Medical/Dental/Vision benefits offered for all positions
- even part-time!
- Free food!
- Vacation Time (Paid Time Off), Sick, and Holiday Pay
- Vacation Donation Program
- An incredible culture that encourages career growth and support

### General Manager Core Values:

#### Accountability & Integrity:

Consistently demonstrates integrity in actions and expectations Guides team members and Shift Leaders, ensuring they complete all assigned duties and serve safe, quality food in a friendly manner Scheduling and deploying the Team correctly Monitors the performance of each Team Member and hold them accountable for standards and expectations. Ensures a quality customer experience by driving fast and friendly service Maintains point of sale system by reporting all system failures and verifies download accuracy (e.g. pricing updates, menu changes). Ensure health and safety standards are met Adheres to all local, state, and federal laws and guidelines. Family & Teamwork Creates unity in the team by building cross functional relationships Respond to Team Member questions and resolves employee issues in a timely manner. Provide a restaurant that is a safe place for team members to work and customers to visit Able to navigate challenging situations and provide appropriate guidance Motivates and supports the team through active listening and the ability to communicate to a wide variety of audiences Represents Border Foods in handling customer complaints and/or issues; demonstrating a sincere approach and desire to find an effective solution. Instills a recognition culture that creates a positive work environment

#### Excellence:

Strategic planner creates short term and long-term strategies for restaurant success Delivers profit by utilizing and interpreting the P&L in order to make the appropriate financial adjustments Sourcing, hiring, and developing excellent Team Members Conducting New Hire orientation and developing the training plan for each new hire Minimizes loss through strict observance of cash handling policies, proper training of Team Members, and complying with all accounting/banking requirements. Demonstrates efficient labor control, inventory control, and waste management.

### Empowerment:

Builds the capabilities of their team while identifying teams' strengths and opportunities Provides learning and development opportunities for all Team Members. Offers guidance to Team Members regarding personal development opportunities and career path. Consistently demonstrates active and timely coaching capabilities. Seeks and shares ideas to help others succeed creating and leveraging tools, resources, and information that fosters personal and business growth. Bringing others along, operationally, through use of tools.

### Required or Preferred Experience:

Minimum of three years restaurant or retail experience, or combined experience and education. Experience with sales building, P&L statements, recruiting, and training. Proven track record of successful hiring and retention. Required when needed, the ability to work early morning, evenings, late night, weekends, and some holidays. Schedule demands may change. ServeSafe Certified Must be at least 18 years of age. Valid Driver's license and vehicle insurance. High school diploma or equivalent. What's in it for you?

- Top pay in the industry
- Trip to Mexico! Every year, we reward our top performers on our Best of the Best trip to Mexico. In 2020, we'll be taking 85 General Managers!
- Bonus program! General Managers have the potential to make up to an extra forty thousand dollars annually in bonus alone.
- Education programs, including GED and Tuition Reimbursement offerings
- Scholarship opportunities
- Medical/Dental/Vision benefits offered for all positions
- even part-time!
- Free food!
- Vacation Time (Paid Time Off), Sick, and Holiday Pay
- Vacation Donation Program
- An incredible culture that encourages career growth and support

### Physical Demands:

The physical demands for this position are sits, stands, bends, lifts, and moves intermittently during working hours. These physical requirements may be accomplished with or without reasonable accommodation. The duties of this position may change from time to time. Border Foods reserves the right to add or delete duties and responsibilities at the discretion of Border Foods or its managers. This job description is intended to describe the general level of work being performed. It is not intended to be all-inclusive. Border Foods is proud to be an Equal Opportunity Employer of Minorities, Women, Protected Veterans, and individuals with Disabilities and does not discriminate based on gender identity or sexual orientation. "You are applying for work with a franchisee of Taco Bell, not Taco Bell Corp. or any of its affiliates. If hired, the franchisee will be your only employer. Franchisees are independent business owners who set their own wage and benefit programs that can vary among franchisees." \$50000 per year

- \$100000 per year PandoLogic.

### Category:

Restaurant & Food Service,

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q2 2026 Data Set

April 2023  
Kalamazoo County



Michigan

# Parameters

Select Timeframe: Apr 2026 - Apr 2026

Occupations:

Results should include

Code	Description	Code	Description
11-9199	Managers, All Other	29-2061	Licensed Practical and Licensed Vocational Nurses
15-1252	Software Developers	29-2099	Health Technologists and Technicians, All Other
15-1299	Computer Occupations, All Other	31-1131	Nursing Assistants
17-3026	Industrial Engineering Technologists and Technicians	31-9092	Medical Assistants
29-1141	Registered Nurses	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

24

Unique Postings  
53 Total Postings


5

Companies Posting  
1,356 Total Companies

23 Days

Median Posting Duration  
Regional Average: 25 Days

2 : 1

Posting Intensity  
  
Regional Average: 3 : 1

## Advertised Salary

Not enough data for this chart.

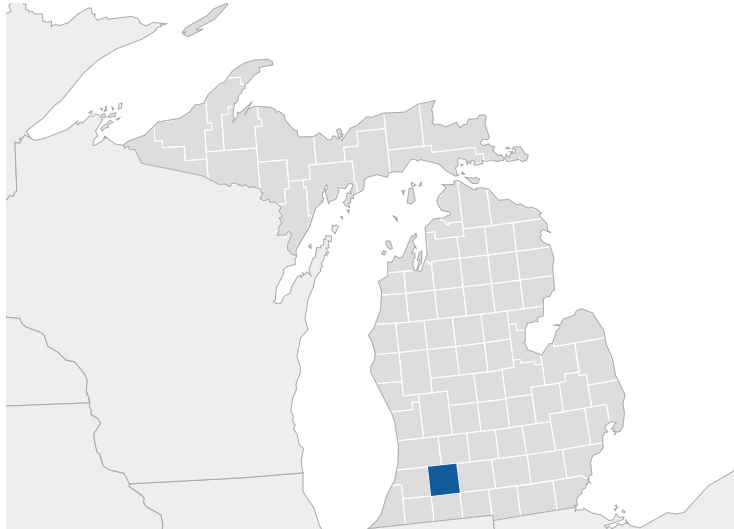
# Advertised Salary Trend

▲ 114.8% Nov 2025 - Apr 2026

\$37.54 Median



## Job Postings Regional Breakdown



**County**

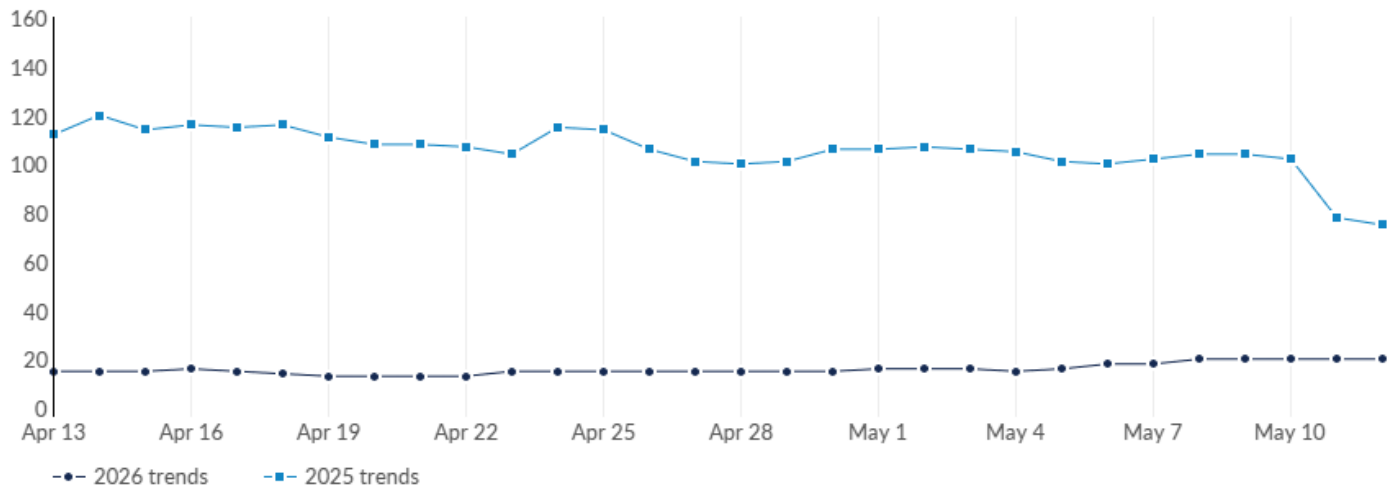
**Unique Postings (Apr 2026)**

Kalamazoo County, MI

24

# Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
April 13, 2026	15	112	-86.6%
April 14, 2026	15	120	-87.5%
April 15, 2026	15	114	-86.8%
April 16, 2026	16	116	-86.2%
April 17, 2026	15	115	-87.0%
April 18, 2026	14	116	-87.9%
April 19, 2026	13	111	-88.3%
April 20, 2026	13	108	-88.0%
April 21, 2026	13	108	-88.0%
April 22, 2026	13	107	-87.9%
April 23, 2026	15	104	-85.6%
April 24, 2026	15	115	-87.0%
April 25, 2026	15	114	-86.8%
April 26, 2026	15	106	-85.8%
April 27, 2026	15	101	-85.1%
April 28, 2026	15	100	-85.0%
April 29, 2026	15	101	-85.1%
April 30, 2026	15	106	-85.8%
May 1, 2026	16	106	-84.9%

May 2, 2026	16	107	-85.0%
May 3, 2026	16	106	-84.9%
May 4, 2026	15	105	-85.7%
May 5, 2026	16	101	-84.2%
May 6, 2026	18	100	-82.0%
May 7, 2026	18	102	-82.4%
May 8, 2026	20	104	-80.8%
May 9, 2026	20	104	-80.8%
May 10, 2026	20	102	-80.4%
May 11, 2026	20	78	-74.4%
May 12, 2026	20	75	-73.3%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	4	17%
High school or GED	8	33%
Associate's degree	10	42%
Bachelor's degree	7	29%
Master's degree	4	17%
Ph.D. or professional degree	2	8%






## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	8	0	33%
Associate's degree	4	6	17%
Bachelor's degree	3	4	13%
Master's degree	4	0	17%
Ph.D. or professional degree	1	1	4%


## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	10	42%
0 - 1 Years	5	21%
2 - 3 Years	6	25%
4 - 6 Years	2	8%
7 - 9 Years	1	4%
10+ Years	0	0%







## Top Companies Posting

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Bronson Healthcare	18 / 10	2 : 1 	18 days
Kalamazoo County Government	9 / 7	1 : 1 	n/a
Western Michigan University	22 / 3	7 : 1 	n/a
Stryker	3 / 3	1 : 1 	n/a
Zoetis	1 / 1	1 : 1 	32 days





## Top Cities Posting

City	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	53 / 24	2 : 1 	23 days

## Top Posted Occupations

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	17 / 11	2 : 1 	18 days
Licensed Practical and Licensed Vocational Nurses	5 / 3	2 : 1 	n/a
Medical Assistants	7 / 3	2 : 1 	23 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	18 / 3	6 : 1 	n/a
Managers, All Other	2 / 2	1 : 1 	32 days
Health Technologists and Technicians, All Other	4 / 2	2 : 1 	16 days

## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	17 / 11	2 : 1 	18 days
Licensed Practical and Licensed Vocational Nurses	5 / 3	2 : 1 	n/a
Medical Assistants	7 / 3	2 : 1 	23 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	18 / 3	6 : 1 	n/a
Managers, All Other	1 / 1	1 : 1 	n/a
Regulatory Affairs Managers	1 / 1	1 : 1 	32 days
Health Technologists and Technicians, All Other	2 / 1	2 : 1 	16 days
Patient Representatives	2 / 1	2 : 1 	n/a






## Top Posted Occupations

Occupation	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	14 / 8	2 : 1	18 days
Office / Administrative Assistant	18 / 3	6 : 1	n/a
Nursing Manager / Supervisor	3 / 3	1 : 1	32 days
Medical Assistant	7 / 3	2 : 1	23 days
Licensed Practical / Vocational Nurse	5 / 3	2 : 1	n/a
Program Manager	1 / 1	1 : 1	n/a
Registrar / Patient Service Representative	2 / 1	2 : 1	n/a
Health Technician / Technologist (Other)	2 / 1	2 : 1	16 days
Regulatory Affairs Manager	1 / 1	1 : 1	32 days

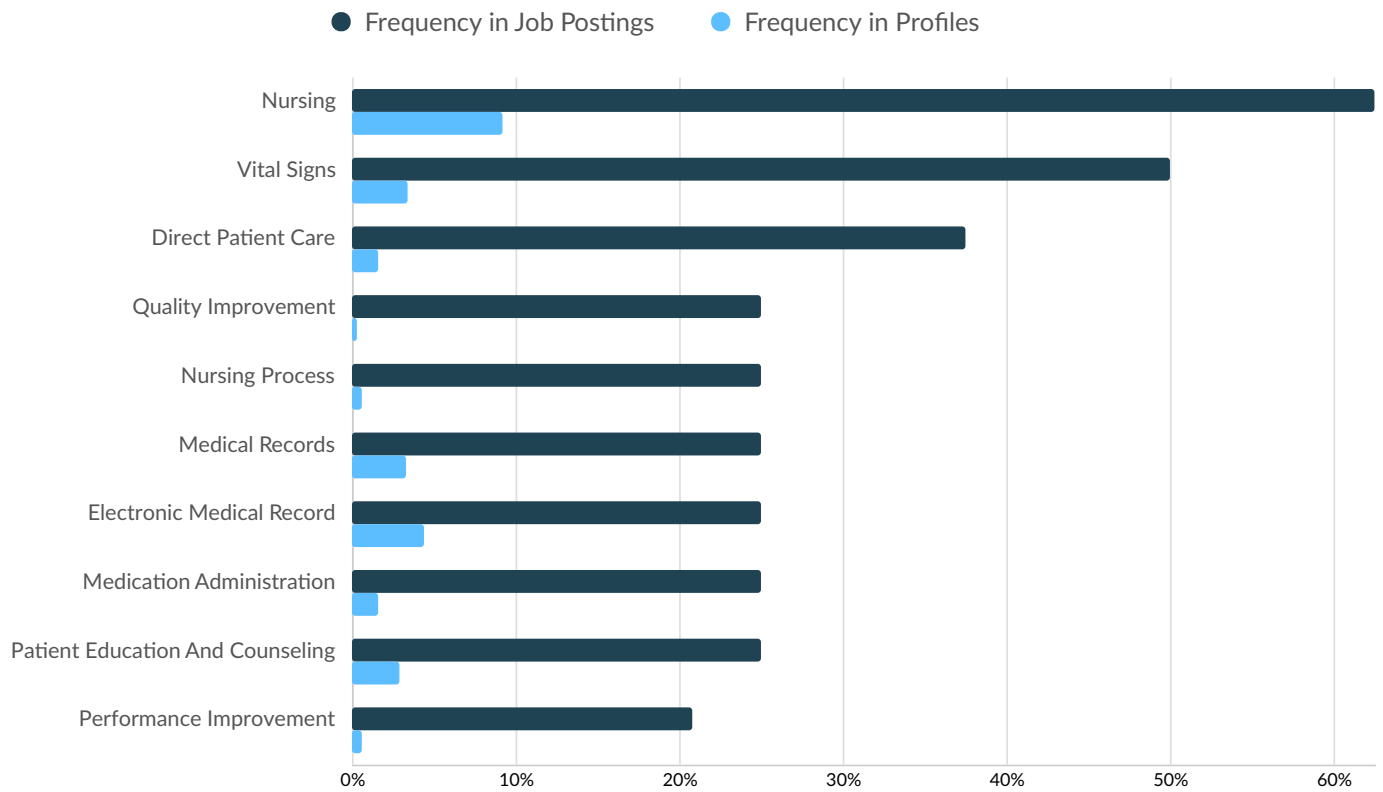
## Top Posted Job Titles

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Licensed Practical Nurses	5 / 3	2 : 1	n/a
Nurses	2 / 2	1 : 1	n/a
Administrative Assistants	17 / 2	9 : 1	n/a
Medical Assistants	2 / 1	2 : 1	n/a
Pediatric Medical Assistants	3 / 1	3 : 1	n/a
Hospital Registered Nurses	2 / 1	2 : 1	n/a
Care Nurses	1 / 1	1 : 1	n/a
Health Unit Clerks	2 / 1	2 : 1	16 days
Outpatient Surgery Registered Nurses	1 / 1	1 : 1	18 days
Specialty Clinic Registered Nurses	1 / 1	1 : 1	n/a

# Top Industries

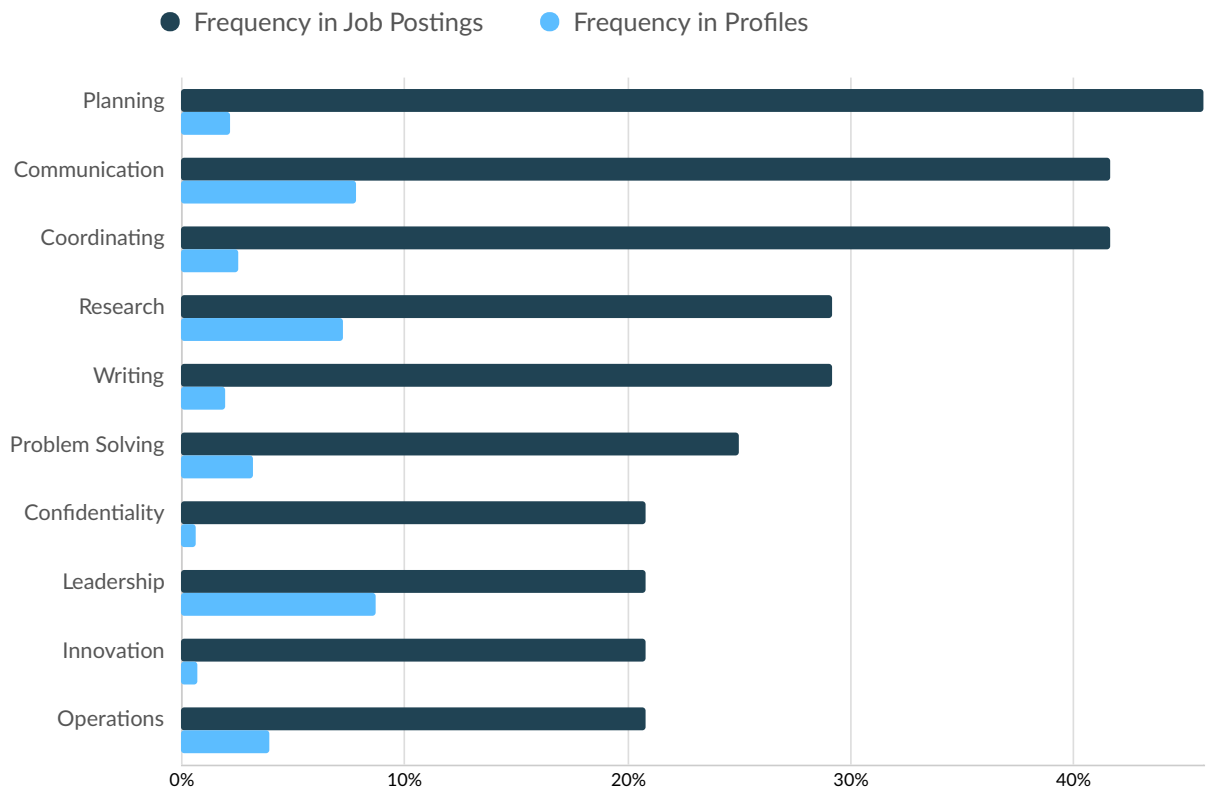
	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	18 / 10	2 : 1 	18 days
Other General Government Support	9 / 7	1 : 1 	n/a
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	3 / 3	1 : 1 	n/a
Colleges, Universities, and Professional Schools	22 / 3	7 : 1 	n/a
Pharmaceutical Preparation Manufacturing	1 / 1	1 : 1 	32 days

# Top Specialized Skills



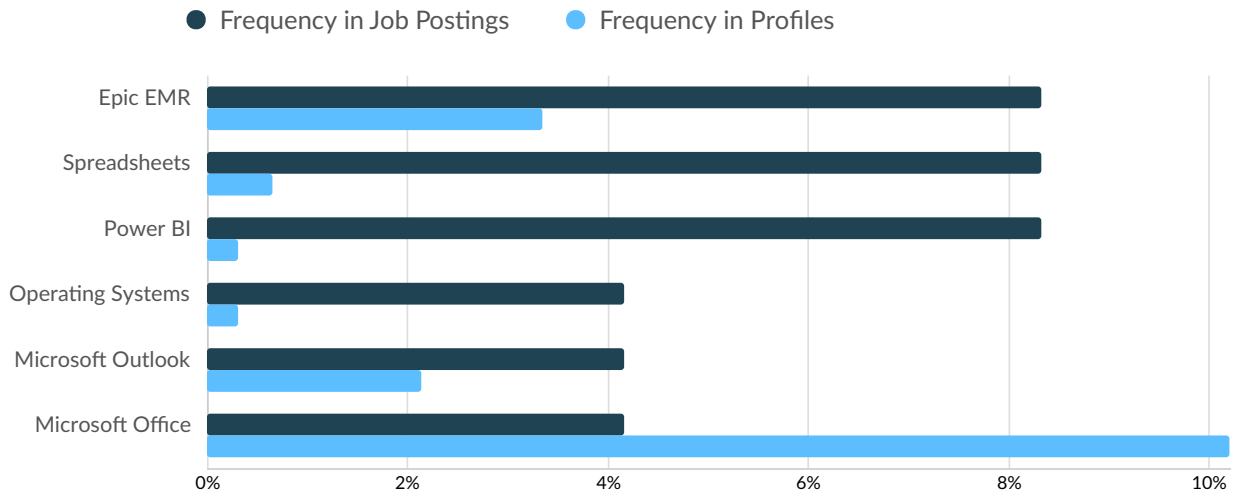
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	15	63%	181	9%	+16.1%	Growing
Vital Signs	12	50%	67	3%	+16.8%	Growing
Direct Patient Care	9	38%	31	2%	+15.4%	Growing
Quality Improvement	6	25%	6	0%	+15.1%	Growing
Nursing Process	6	25%	11	1%	+19.7%	Rapidly Growing
Medical Records	6	25%	65	3%	+13.1%	Growing
Electronic Medical Record	6	25%	86	4%	+13.6%	Growing
Medication Administration	6	25%	31	2%	+16.8%	Growing
Patient Education And Counseling	6	25%	57	3%	+15.1%	Growing
Performance Improvement	5	21%	11	1%	+15.8%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Planning	11	46%	43	2%	+10.3%	Growing
Communication	10	42%	154	8%	+8.5%	Stable
Coordinating	10	42%	51	3%	+12.8%	Growing
Research	7	29%	143	7%	+14.3%	Growing
Writing	7	29%	39	2%	+9.7%	Growing
Problem Solving	6	25%	64	3%	+11.1%	Growing
Confidentiality	5	21%	13	1%	+7.0%	Stable
Leadership	5	21%	172	9%	+9.5%	Growing
Innovation	5	21%	14	1%	+21.5%	Rapidly Growing
Operations	5	21%	78	4%	+8.8%	Stable

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Epic EMR	2	8%	66	3%	+20.8%	Rapidly Growing
Spreadsheets	2	8%	13	1%	+15.6%	Growing
Power BI	2	8%	6	0%	+19.6%	Rapidly Growing
Operating Systems	1	4%	6	0%	+14.7%	Growing
Microsoft Outlook	1	4%	42	2%	+22.2%	Rapidly Growing
Microsoft Office	1	4%	201	10%	+16.9%	Growing

# Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	10
Basic Life Support (BLS) Certification	8
Licensed Practical Nurse (LPN)	4
Registered Medical Assistant (RMA)	2
Valid Driver's License	2
Advanced Life Support	2
Certified Clinical Medical Assistant (CCMA)	2
Certified Medical Assistant (CMA)	2
Bachelor Of Science in Nursing (BSN)	1
Certified Healthcare Access Associate (CHAA)	1

# Top Advertised Benefits

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Insurance	12 / 7	2 : 1	n/a
Education and Career Development	7 / 6	1 : 1	n/a
Paid Leave	7 / 6	1 : 1	n/a
Retirement and Savings	7 / 6	1 : 1	n/a
Health and Wellness Benefits	4 / 3	1 : 1	n/a
Supplemental Pay	6 / 3	2 : 1	23 days

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2026)
indeed.com	18
myworkdayjobs.com	6
mitalent.org	5
hercjobs.org	3
scholarshipdb.net	3
wmujobs.org	2
disabledperson.com	1
diversityjobs.com	1
healthjobsnationwide.com	1

# Appendix B

## Sample Postings

# Primary Care Nurse Practitioners – Stryker in Kalamazoo, MI (Apr 2026 - Active)

## Primary Care Nurse Manager

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: Kalamazoo, MI

O\*NET: 29-1141.00

Company: Stryker

Job Title: Primary Care Nurse Practitioners

Western Michigan University Homer Stryker M.D. School of Medicine is searching for a Primary Care Nurse Manager. Responsible for the administration and management of nursing and other clinical care staff for primary care areas (Family Medicine, Internal Medicine, Medicine-Pediatrics and General Pediatrics). Serves as the direct supervisor of primary care teams, including medical assistants, registered nurses, social workers and phlebotomy team. Functions as a member of direct clinical care teams when needed. Works closely with the clinic teams to manage staffing levels for all primary care clinic services, using best practices for efficiency as well as benchmarks. Works with leadership to develop and monitor nursing CE and professional development. Fast-paced position requires the ability to work effectively and efficiently under tight deadlines, high volume, and multiple interruptions. To share this posting, please use this link

### BENEFITS

Wellness reimbursement. Continuing education and tuition reimbursement. Employer-funded retirement plan.

### Two medical plan options:

PPO and High Deductible Health Plan (HDHP) with employer HSA contribution. Flexible work solutions based on position and department. Up to four weeks of PTO accrual beginning in year one. Paid holidays. Paid volunteer time. Paid preferred holiday. No nights, no weekends.

### DUTIES AND RESPONSIBILITIES

Strategy & Growth Works with VP, Clinical Affairs, Director, Clinical Affairs Business Operations and medical directors in the implementation of annual clinical goals. With the VP, Clinical Affairs and Director, Clinical Affairs Business Operations develops and manages a cohesive, coordinated operating budget for primary care clinics. Manages expenses to budget and understands variances. Similarly assists in developing a well-planned capital budget. Reviews monthly primary care clinic performance data in Power BI and Epic. Supports primary care clinic marketing and promotions plans to build awareness of WMed Health and to increase new patient visits. Coordinates with physician leadership in establishing clinical components of new primary care provider practice setup. Operations & Patient Satisfaction Implements policies and standard operating procedures necessary to ensure workflow efficiency and high-quality outcomes. Collaborates with staff and other managers to identify operational problems and continuously look for ways to improve patient care access and service. Cultivates a culture of clinical excellence by enforcing staff compliance with policies, SOPs and workflows consistent with "Patients First". Responsible for ensuring that staff follow safe practices and procedures for the fair and ethical treatment of patients, families and other visitors. Demonstrates knowledge of and follows preventive measures to minimize exposure to blood and air borne pathogens. Responsible for supervision and administrative decision making for the care and coordination of primary care clinical services. Oversees clinical support staff productivity and assists the Director, Clinical Affairs Business Operations in staffing benchmarks and budget. Provides staff leadership via coordination of daily and monthly staff schedules, orientation for new team members, maintaining current job descriptions and completing timely performance evaluations. Works directly with VP, Clinical Affairs when needed regarding clinical staff scope of practice and medical management issues. Partners with VP, Clinical Affairs, and other clinical leadership, in the development and maintenance of clinical policies. Maintains procedures and documentation necessary for CLIA licenses in all WMed Health clinical sites. Oversight of ordering and maintaining appropriate levels of clinical supplies. Responsible for vaccine management, storage and handling processes for all clinical sites and departments. This includes maintaining the Vaccines for Children (VFC) program and ensuring its compliance with state and local regulations. Participates in patient care, if required, as part of a "Patients First" solution. Acquires knowledge of new technology and proposes ways to revise procedures accordingly to provide better patient care or access. Quality Improvement & Compliance Works collaboratively with VP, Clinical Affairs, Director, Clinical

to provide better patient care or access. Quality improvement & compliance works collaboratively with VP, Clinical Affairs, Director, Clinical Affairs Business Operations and medical directors in achieving clinical quality measures and outcomes. Ensures staff are fully engaged in these efforts. Coordinates with the Vice President of Clinical Affairs, or designee, and, when needed, the Director of Planning and Institutional Effectiveness to develop quality and patient safety performance improvement plan. Directly responsible for verification and submission of Clinical Competencies for all primary care clinical staff and assigned subordinates. Enforce compliance with all primary care clinical staff licensing and certification requirements. Partners with organizational leaders to develop and implement corrective action plans to improve overall patient experience. Creates staff education initiatives to enhance staff retention and the quality of patient care long-term. Supports Senior Director, Facilities as needed with monitoring of the alarm system on the clinical refrigerators/freezers. Works with Director, Clinical Affairs Business Operations and Senior Director, Facilities to ensure preparedness for all emergency situations that might impact the clinical environment of care. Works collaboratively with Director, Clinical Services to implement effective processes that positively impact the revenue cycle process. Responds to patient complaints and communicate trends and concerns with rest of leadership team. Proactively participate in problem solving to prevent issues from becoming larger. Participates in review, evaluation, and resolution of occurrence reports and communicates to Director, Clinical Affairs Business Operations and Chief Compliance Officer as needed. Understands the requirements of internal and external bodies, involving compliance, accreditation, auditing and other regulations required. Management & Leadership Promotes a "Patients First" team of clinical support staff, faculty, and residents in WMed Health outpatient clinics. Identifies positive and improvement opportunities related to this idea. Advises VP, Clinical Affairs on creating a staffing plan that optimizes WMed resources and allows for highest quality patient care delivery and access as part of "Patients First". Completes timely performance evaluations for assigned subordinate primary care clinical care support staff. Partners with the Manager, Clinical Operations for annual performance evaluations of subordinate staff with clinical roles. Chair or lead staff meetings, assigned committees and ad hoc workgroups as requested. Follows through on action items in a timely manner. Leads talent management for assigned clinical support staff, including recruitment, interviewing, selection, onboarding, and termination in alignment with WMed policies and unit needs. This includes making recommendations for promotion or job changes. Manages assigned primary care clinical staff and assigned support staff performance including goal setting, coaching, and when needed corrective action. Direct oversight of timekeeping for assigned primary care clinical staff and assigned support staff, including attendance, time card approval, PTO requests in accordance with WMed policy. Other Availability to work on weekends and evenings to complete time sensitive projects. All other duties as assigned.

## EDUCATION AND/OR EXPERIENCE

BSN required; Master's degree preferred. Minimum three years' experience in a Primary care ambulatory setting required. Minimum three years' experience supervising staff required.

## LICENSES, REGISTRATIONS, CERTIFICATIONS

Current Michigan Registered Nurse license required. Current BLS certification required.

## OTHER SKILLS AND ABILITIES

Proficiency with electronic health record, Epic preferred. Proven strong communication skills, both verbally and in writing. Proficiency with medical terminology. Demonstrates the ability to recognize priorities in organization of workflow. Able to perform duties independently, with a minimal need for direct supervision. Ability to accept, apply and give feedback. Regular and predictable attendance is expected. About Western Michigan University Homer Stryker M.D. School of Medicine (WMed) We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-centered care, innovative research, and community partnerships within a welcoming, supportive, and engaging culture. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems, Beacon and Bronson Healthcare. The medical school is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. WMed is the recipient of a \$100 million foundational gift and the Empowering Futures Gift, a philanthropic commitment of \$300 million to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide, as well as the creation of 1,600 new jobs, with an estimated annual economic impact of \$353 million in Kalamazoo and Calhoun counties. WMed is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program as well as a Master of Science degree program in Biomedical Sciences. We train physicians in 10 residencies and four fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional

Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for Interprofessional continuing education, which incorporates accreditation by the Accreditation Council for Continuing Medical Education. WMed Health is the clinical practice of the medical school with more than 300 providers offering comprehensive primary care and specialty services in several locations throughout the Kalamazoo and Battle Creek areas. Faculty in the Department of Pathology serve as the Office of the Medical Examiner for counties throughout Michigan and northern Indiana. The W.E. Upjohn M.D. Campus located in downtown Kalamazoo serves as the primary educational facility with student study and social spaces, team-based learning halls, faculty and administrative offices, a state-of-the-art Simulation Center accredited by the Society for Simulation in Healthcare, basic science research labs, as well as toxicology and forensic pathology labs. WMed builds upon Kalamazoo's century-long foundation of drug discovery and medical device development with a strategic investment in clinical, laboratory, community, and educational research. The Center for Immunobiology, Center for Clinical Research, Research Histology Lab, Innovation Center, and Human Research Protection Program contribute to the medical school's advancement of knowledge through innovation and discovery. Equal Employment Opportunity Employer in compliance with applicable State and Federal law. Primary Care Nurse Manager 2.3 2.3 out of 5 stars 1000 Oakland Dr, Kalamazoo, MI 49008 \$99,561.00 - \$116,175.30 a year WMU Homer Stryker, M.D. School of Medicine 6 reviews \$99,561.00 - \$116,175.30 a year Western Michigan University Homer Stryker M.D. School of Medicine is searching for a Primary Care Nurse Manager. Responsible for the administration and management of nursing and other clinical care staff for primary care areas (Family Medicine, Internal Medicine, Medicine-Pediatrics and General Pediatrics). Serves as the direct supervisor of primary care teams, including medical assistants, registered nurses, social workers and phlebotomy team. Functions as a member of direct clinical care teams when needed. Works closely with the clinic teams to manage staffing levels for all primary care clinic services, using best practices for efficiency as well as benchmarks. Works with leadership to develop and monitor nursing CE and professional development. Fast-paced position requires the ability to work effectively and efficiently under tight deadlines, high volume, and multiple interruptions. To share this posting, please use this link

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## LICENSES, REGISTRATIONS, CERTIFICATIONS

Current Michigan Registered Nurse license required. Current BLS certification required.

## OTHER SKILLS AND ABILITIES

Proficiency with electronic health record, Epic preferred. Proven strong communication skills, both verbally and in writing. Proficiency with medical terminology. Demonstrates the ability to recognize priorities in organization of workflow. Able to perform duties independently, with a minimal need for direct supervision. Ability to accept, apply and give feedback. Regular and predictable attendance is expected. About Western Michigan University Homer Stryker M.D. School of Medicine (WMed) We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-centered care, innovative research, and community partnerships within a welcoming, supportive, and engaging culture. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems, Beacon and Bronson Healthcare. The medical school is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. WMed is the recipient of a \$100 million foundational gift and the Empowering Futures Gift, a philanthropic commitment of \$300 million to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide, as well as the creation of 1,600 new jobs, with an estimated annual economic impact of \$353 million in Kalamazoo and Calhoun counties. WMed is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program as well as a

Master of Science degree program in Biomedical Sciences. We train physicians in 10 residencies and four fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional continuing education, which incorporates accreditation by the Accreditation Council for Continuing Medical Education. WMed Health is the clinical practice of the medical school with more than 300 providers offering comprehensive primary care and specialty services in several locations throughout the Kalamazoo and Battle Creek areas. Faculty in the Department of Pathology serve as the Office of the Medical Examiner for counties throughout Michigan and northern Indiana. The W.E. Upjohn M.D. Campus located in downtown Kalamazoo serves as the primary educational facility with student study and social spaces, team-based learning halls, faculty and administrative offices, a state-of-the-art Simulation Center accredited by the Society for Simulation in Healthcare, basic science research labs, as well as toxicology and forensic pathology labs. WMed builds upon Kalamazoo's century-long foundation of drug discovery and medical device development with a strategic investment in clinical, laboratory, community, and educational research. The Center for Immunobiology, Center for Clinical Research, Research Histology Lab, Innovation Center, and Human Research Protection Program contribute to the medical school's advancement of knowledge through innovation and discovery. Equal Employment Opportunity Employer in compliance with applicable State and Federal law.

# Care Nurses – Stryker in Kalamazoo, MI (Apr 2026 - Active)

## Specialty Care Nurse Manager

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: Kalamazoo, MI

O\*NET: 29-1141.00

Company: Stryker

Job Title: Care Nurses

Specialty Care Nurse Manager 2.3 2.3 out of 5 stars 1000 Oakland Dr, Kalamazoo, MI 49008 \$99,561.00 - \$116,175.30 a year WMU Homer Stryker, M.D. School of Medicine 6 reviews \$99,561.00 - \$116,175.30 a year Western Michigan University Homer Stryker M.D. School of Medicine is searching for a Specialty Care Nurse Manager. Responsible for the administration and management of nursing and other clinical care staff for specialty care areas. Serves as the direct supervisor of specialty clinical care teams, including pediatric subspecialty teams, OB/GYN, Infectious Disease, General Surgery, Orthopedics, as well as respiratory therapy and clinical dieticians. Works closely with the clinic teams to manage staffing levels for all specialty care services, excluding psychiatry, using best practices for efficiency as well as benchmarks. Functions as a member of direct clinical care teams when needed. Works with leadership to develop and monitor nursing continuing education (CE) and professional development. This fast-paced position requires the ability to work effectively and efficiently under tight deadlines, high volume, and multiple interruptions. To share this posting, please use this link

### BENEFITS

Wellness reimbursement. Continuing education and tuition reimbursement. Employer-funded retirement plan.

### Two medical plan options:

PPO and High Deductible Health Plan (HDHP) with employer HSA contribution. Flexible work solutions based on position and department. Up to four weeks of PTO accrual beginning in year one. Paid holidays. Paid volunteer time. Paid preferred holiday. No nights, no weekends.

### DUTIES AND RESPONSIBILITIES

Strategy & Growth Partners with VP, Clinical Affairs, Director, Clinical Affairs Business Operations and medical directors in the implementation of annual clinical goals. With the VP, Clinical Affairs and Director, Clinical Affairs Business Operations to develop and manage a cohesive, coordinated operating budget for specialty clinics. Manages expenses to budget, understands variances and identifies ways to enhance margins. Similarly assists in developing a well-planned capital budget. Leverages monthly specialty clinic performance data in Power BI and Epic to monitor trends, identify bottlenecks and drive evidence-based decision-making. Supports specialty clinic marketing and promotions plans to build awareness of WMed Health and to increase new patient visits. Coordinates with physician leadership in establishing clinical components of new specialty care provider practice setup. Operations & Patient Satisfaction Implements policies and standard operating procedures necessary to ensure workflow efficiency and high-quality outcomes. Collaborates with staff and other managers to identify operational problems and continuously look for ways to improve patient care access and service. Cultivates a culture of clinical excellence by enforcing staff compliance with policies, SOPs and workflows consistent with "Patients First" service philosophies. Responsible for ensuring that staff follow safe practices and procedures for the fair and ethical treatment of patients, families and other visitors. Demonstrates knowledge of and follows preventive measures to minimize exposure to blood and air borne pathogens. Responsible for supervision and administrative decision making for the care and coordination of specialty care clinical services. Oversees clinical support staff productivity using strategic benchmarking and assists the Director, Clinical Services in optimizing staffing models and resource allocation. Provides staff leadership via coordination of daily and monthly staff schedules, orientation for new team members, maintaining current job descriptions and completing timely performance evaluations. Works directly with VP, Clinical Affairs when needed regarding clinical staff scope of practice and medical management issues. Partners with VP, Clinical Affairs, and other clinical leadership, in the development and maintenance of clinical policies. Optimizes clinical supply chains. Participates in patient care, if required, as part of a "Patients First" solution. Evaluate and adopt emerging healthcare technologies and to modernize patient care delivery and streamline access. Quality Improvement & Compliance Works

emerging healthcare technologies and to modernize patient care delivery and streamline access. Quality improvement & compliance works collaboratively with VP, Clinical Affairs, Director, Clinical Affairs Business Operations and medical directors to surpass clinical quality measures and outcomes, ensuring staff are engaged in continuous improvement. Coordinates with the Vice President of Clinical Affairs, or designee, and, when needed, the Director of Planning and Institutional Effectiveness to design and champion quality and patient safety performance improvement plan to minimize clinical risk and elevate patient experience. Directly responsible for verification and submission of Clinical Competencies for all specialty care clinical staff and assigned subordinates. Enforce compliance with all specialty care clinical staff licensing and certification requirements. Partners with organizational leaders to develop and implement corrective action plans to improve overall patient experience. Creates staff education initiatives to enhance staff retention and the quality of patient care long-term. Supports Senior Director, Facilities as needed with monitoring of the alarm system on the clinical refrigerators/freezers. Works with Director, Clinical Services and Senior Director, Facilities to ensure preparedness for all emergency situations that might impact the clinical environment of care. Works collaboratively with Director, Clinical Affairs Business Operations to implement or refine processes that maximize revenue cycle efficiency and minimize claim denials. Directs the investigation and resolution of patient complaints and communicate trends and concerns with rest of leadership team, utilizing root cause analysis to prevent systemic issues. Participates in review, evaluation, and resolution of occurrence reports and communicates to Director, Clinical Affairs Business Operations and Chief Compliance Officer as needed. Understands the requirements of internal and external bodies, involving compliance, accreditation, auditing and other regulations required. Management & Leadership Fosters a collaborative, high-performance environment for faculty, residents and staff that prioritizes the "Patients First" mission. Identifies positive and improvement opportunities related to this idea. Acts as a key advisor to the VP, Clinical Affairs on organizational design, resource optimization and human capital strategy. Completes timely performance evaluations for assigned subordinate specialty care clinical care support staff. Chair or lead staff meetings, assigned committees and ad hoc work groups, driving accountability and ensuring the timely execution of high-priority action items. Leads talent management for assigned clinical support staff, including recruitment, interviewing, selection, onboarding, and termination in alignment with WMed policies and unit needs. This includes making recommendations for promotion or job changes. Manages assigned primary care clinical staff and assigned support staff performance including goal setting, coaching, and when needed corrective action. Direct oversight of timekeeping for assigned primary care clinical staff and assigned support staff, including attendance, time card approval, PTO requests in accordance with WMed policy. Other Availability to work on weekends and evenings to complete time sensitive projects. All other duties as assigned.

## EDUCATION AND/OR EXPERIENCE

BSN required; Master's degree preferred Minimum three years' experience in a Clinical Specialty ambulatory setting, required. Minimum three years' experience supervising staff required.

## LICENSES, REGISTRATIONS, CERTIFICATIONS

Current Michigan Registered Nurse license required. Current BLS certification required.

## OTHER SKILLS AND ABILITIES

Proficiency with electronic health records, Epic preferred. Proven strong communication skills, both verbally and in writing. Proficiency with medical terminology. Ability to accept, apply and give feedback. Regular and predictable attendance is expected. Demonstrates the ability to recognize priorities in organization of workflow. Able to perform duties independently, with a minimal need for direct supervision. About Western Michigan University Homer Stryker M.D. School of Medicine (WMed) We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-centered care, innovative research, and community partnerships within a welcoming, supportive, and engaging culture. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems, Beacon and Bronson Healthcare. The medical school is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. WMed is the recipient of a \$100 million foundational gift and the Empowering Futures Gift, a philanthropic commitment of \$300 million to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide, as well as the creation of 1,600 new jobs, with an estimated annual economic impact of \$353 million in Kalamazoo and Calhoun counties. WMed is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program as well as a Master of Science degree program in Biomedical Sciences. We train physicians in 10 residencies and four fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional

Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for Interprofessional Continuing Education, which incorporates accreditation by the Accreditation Council for Continuing Medical Education. WMed Health is the clinical practice of the medical school with more than 300 providers offering comprehensive primary care and specialty services in several locations throughout the Kalamazoo and Battle Creek areas. Faculty in the Department of Pathology serve as the Office of the Medical Examiner for counties throughout Michigan and northern Indiana. The W.E. Upjohn M.D. Campus located in downtown Kalamazoo serves as the primary educational facility with student study and social spaces, team-based learning halls, faculty and administrative offices, a state-of-the-art Simulation Center accredited by the Society for Simulation in Healthcare, basic science research labs, as well as toxicology and forensic pathology labs. WMed builds upon Kalamazoo's century-long foundation of drug discovery and medical device development with a strategic investment in clinical, laboratory, community, and educational research. The Center for Immunobiology, Center for Clinical Research, Research Histology Lab, Innovation Center, and Human Research Protection Program contribute to the medical school's advancement of knowledge through innovation and discovery. Equal Employment Opportunity Employer in compliance with applicable State and Federal law.

## Licensed Practical Nurse ( LPN ) Neuro Vascular Unit Full Time 12 hour shifts Kalamazoo

Link to Live Job Posting: [bronsonhg.wd1.myworkdayjobs.com](https://bronsonhg.wd1.myworkdayjobs.com)

Location: Kalamazoo, MI

O\*NET: 29-2061.00

Company: Bronson Healthcare

Job Title: Licensed Practical Nurses

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BMH Bronson Methodist Hospital Title Licensed Practical Nurse ( LPN ) Neuro Vascular Unit Full Time 12 hour shifts Kalamazoo Bronson Healthcare Group is a not-for-profit organization that serves patients and families throughout southwest and south central Michigan. We offer a full range of services from primary care to advanced critical care at more than 60 locations and three hospital facilities. Locally owned and governed, we are the region's leading healthcare system and one of the area's largest employers. Our physicians and staff are nationally recognized for many exceptional achievements in quality, safety and service. We currently have openings in our Neuro Vascular Unit at our largest hospital, Bronson Methodist, in Kalamazoo. This 434 bed hospital has been designated as a Magnet facility through the American Nurses Credentialing Center, an achievement reached by only 7% of hospitals nationwide. Additionally, we have been ranked as one of West Michigan's "Best and Brightest" companies to work for and are recognized as the area's Most Preferred Hospital. Neuro Vascular Unit (NVU) - 40 beds with focus on stroke, spine surgery and an epilepsy monitoring unit Under the supervision of the RN, provides prescribed medical treatment and personal care services which are within the scope of practice of practical nursing to ill, injured, convalescent, and disabled persons as delegated, appropriate to the patient's level of acuity and in accordance with established policies and procedures of the department and organization. The LPN will assist the Registered Nurse in collecting data, accompanying patients and responding to patient/family requests for services. The LPN may pass medications and administer IV therapy. Employees providing direct patient care must demonstrate competencies specific to the population served. High school diploma or general education degree (GED) and successful completion of an accredited program for Licensed Practical Nursing required. Experience in a health care delivery setting preferred. Licensed Practical Nurse in good standing with the State of Michigan BLS certification by the end of the core orientation period Ability to demonstrate specific clinical competencies required to perform the functions of the LPN within a general orientation period of approximately 3 months Ability to move and respond quickly to emergency situations Ability to input and retrieve data from computerized systems Ability to rotate within service line and related service areas Must be able to effectively communicate with patients, visitors, and all members of the care delivery team; speech is clear, easily understood and grammatically correct; writing is clear and legible, demeanor is comforting and positive. Work which produces very high levels of mental/visual fatigue, e.g. CRT work between 70 and 90 percent of the time, and work involving extremely close tolerances and considerable hand/eye coordination for sustained periods of time. Involves considerable standing or walking, regular lifting of light-weight objects (i.e., 20 pounds or less) and assisting with heavier tasks such as assisting in lifting and moving patients. Minor straining or fatiguing positions must be assumed, and some fatiguing physical motions are required. Admission and Preparation Admits patients to the emergency department and completes preparation tasks Coordinates with charge nurse when patient needs exceed scope of LPN practice, when census and acuity are high, and as needed. Documents all data gathered and care given. Follow additional ProHealth guidelines when appropriate. Communicates status of patient to the physician. Maintains patient flow through the area. Implementation Implements skilled technical care within the limits of the LPN license and unit-specific and generic structure guidelines Implements appropriate protocols per physician order or in consultation with the charge nurse. Documents all interventions implemented by members of the healthcare team. Implements skilled technical care within the limits of the LPN license and unit-specific and generic structure guidelines. Implements appropriate protocols per physician order or in consultation with the charge nurse. Documents all data gathered, care given, and interventions implemented by members of the healthcare team. Responds to call lights, monitor alarms providing assistance to patients and families. Collects and records patient data including food and fluid intake and output, weight, vital signs, caloric counts and demographic

families. Collects and records patient data including food and fluid intake and output, weight, vital signs, calorie counts and demographic information. Manages IV fluid and medication administration. Administers specified medication safely and appropriately, orally or by subcutaneous or intramuscular injection, and notes time and amount on patients' charts. Observes patients and reports adverse reactions to medication or treatment to medical personnel in charge. Dresses wounds, gives enemas, douches, alcohol rubs, and massages; applies compresses, ice bags, and hot water bottles. Bathes, dresses, and assists patients in walking and turning. Collects samples, such as urine, blood, and sputum, from patients for testing. Prepares or examines food trays for prescribed diet and feeds patients. Washes and dresses bodies of deceased persons. Assists in delivery, care, and feeding of infants. Assembles and uses such equipment as catheters, tracheotomy tubes, and oxygen suppliers. Sterilizes equipment and supplies. Inventories and requisitions supplies. Utilizes computerized systems to acquire needed supplies and to enter patient data as defined by role. Maintains a clean, orderly environment. Patient Education and Discharge: Provides teaching materials to patients based on identified patient needs, guidelines for care, and in coordination with physicians and RNs; documents completely. Follows through on discharge process, assists patient as needed with appointments for further definitive care, rechecks, and others; uses ProHealth guidelines and restrictions when appropriate. Completes entries in ExpressCare log for each patient. Teamwork: Participates appropriately and effectively as a member of the health care team. Professional Growth and Development: Develops and works toward achievement of own yearly professional goals and objectives. Meets organizational obligations professionally. Effectively precepts new employees, and other students in unit. Communicates with the Registered Nurse about patient status, interventions completed, data collected and pertinent input to facilitate care planning. Shift: 12 Hour Night Shift. Time Type: Full time. Scheduled Weekly Hours: 36. Cost Center: 6250. NVU Neuro Vascular Unit (BMH) Agency Use Policy and Agency Submittal Disclaimer: Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. Licensed Practical Nurse ( LPN ) Neuro Vascular Unit Full Time 12 hour shifts Kalamazoo 3.6 3.6 out of 5 stars Kalamazoo, MI Full-time Bronson Healthcare 158 reviews Full-time

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delivery team; speech is clear, easily understood and grammatically correct; writing is clear and legible, demeanor is comforting and positive. Work which produces very high levels of mental/visual fatigue, e.g. CRT work between 70 and 90 percent of the time, and work involving extremely close tolerances and considerable hand/eye coordination for sustained periods of time. Involves considerable standing or walking, regular lifting of light-weight objects (i.e., 20 pounds or less) and assisting with heavier tasks such as assisting in lifting and moving patients. Minor straining or fatiguing positions must be assumed, and some fatiguing physical motions are required. Admission and Preparation Admits patients to the emergency department and completes preparation tasks Coordinates with charge nurse when patient needs exceed scope of LPN practice, when census and acuity are high, and as needed. Documents all data gathered and care given. Follow additional ProHealth guidelines when appropriate. Communicates status of patient to the physician. Maintains patient flow through the area. Implementation Implements skilled technical care within the limits of the LPN license and unit-specific and generic structure guidelines Implements appropriate protocols per physician order or in consultation with the charge nurse. Documents all interventions implemented by members of the healthcare team. Implements skilled technical care within the limits of the LPN license and unit-specific and generic structure guidelines. Implements appropriate protocols per physician order or in consultation with the charge nurse. Documents all data gathered, care given, and interventions implemented by members of the healthcare team. Responds to call lights, monitor alarms providing assistance to patients and families. Collects and records patient data including food and fluid intake and output, weight, vital signs, calorie counts and demographic information Manages IV fluid and medication administration. Administers specified medication safely and appropriately, orally or by subcutaneous or intramuscular injection, and notes time and amount on patients' charts. Observes patients and reports adverse reactions to medication or treatment to medical personnel in charge. Dresses wounds, gives enemas, douches, alcohol rubs, and massages; applies compresses, ice bags, and hot water bottles. Bathes, dresses, and assists patients in walking and turning. Collects samples, such as urine, blood, and sputum, from patients for testing. Prepares or examines food trays for prescribed diet and feeds patients. Washes and dresses bodies of deceased persons. Assists in delivery, care, and feeding of infants. Assembles and uses such equipment as catheters, tracheotomy tubes, and oxygen suppliers. Sterilizes equipment and supplies. Inventories and requisitions supplies. Utilizes computerized systems to acquire needed supplies and to enter patient data as defined by role. Maintains a clean, orderly environment Patient Education and Discharge Provides teaching materials to patients based on identified patient needs, guidelines for care, and in coordination with physicians and RNs; documents completely Follows through on discharge process, assists patient as needed with appointments for further definitive care, rechecks, and others; uses ProHealth guidelines and restrictions when appropriate. Completes entries in ExpressCare log for each patient. Teamwork Participates appropriately and effectively as a member of the health care team. Professional Growth and Development Develops and works toward achievement of own yearly professional goals and objectives Meets organizational obligations professionally Effectively precepts new employees, and other students in unit Communicates with the Registered Nurse about patient status, interventions completed, data collected and pertinent input to facilitate care planning. Shift 12 Hour Night Shift Time Type Full time Scheduled Weekly Hours 36 Cost Center 6250 NVU Neuro Vascular Unit (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

## VOUCHER PROGRAM SPECIALIST 043-26

Link to Live Job Posting: [www.indeed.com](http://www.indeed.com)

Location: Kalamazoo, MI

O\*NET: 11-9199.00

Company: Kalamazoo County Government

Job Title: Voucher Examiners

### GENERAL SUMMARY

The purpose of this position is to design, implement, and administer a County-funded Housing Voucher Program to expand affordable housing access and improve traditional models like HCV and PBV. It develops a flexible, locally responsive framework that reduces barriers, promotes self-sufficiency, and reflects local market conditions. The Specialist collaborates with County departments, landlords, service providers, and community partners to ensure the program is effective, equitable, and aligned with County housing and homelessness prevention goals, including the Keys to Kalamazoo Housing Framework.

### ESSENTIAL DUTIES & RESPONSIBILITIES

**Program design and development:** Design and implement a county Housing Voucher program informed by best practices from federal, state, and local voucher models.

#### Program administration and operations:

Oversee day-to-day administration of the County Housing Voucher Program, including eligibility determinations, participant onboardings, and ongoing compliance monitoring.

#### Partner and landlord engagement:

Build and maintain relationships with landlords, property managers, and housing providers to expand the supply of units available to voucher participants. Policy, program evaluation and continuous improvement: Monitor program performance and participant outcomes to assess effectiveness and equity. Coordination support with other County Housing Initiatives. Training and education. Perform related work as required

### MINIMUM QUALIFICATIONS

Required Education and Experience Bachelor's degree in public administration, accounting, law, urban planning, social work, or related field. 3-5 years of experience, working with rental assistance programs, housing subsidies, or income-based eligibility systems. Any equivalent combination of training, education, and experience that provides the required skills, knowledge, and abilities. Required Licenses or Certifications Valid Michigan driver's license. Certified Specialist of Housing Choice Vouchers designation or equivalent certification to be completed within one year of hire. Veterans are encouraged to apply, please submit a copy of your transcript. Pay Scale-109 Monday-Friday 8:00 a.m.-5:00 p.m.

Position :

11088001

Code :

26043-1

Type :

INTERNAL & EXTERNAL

Job Family :

PUBLIC HEALTH & WELFARE

Posting Start :

04/09/2026

Posting End :

12/31/9999

Details :

Benefits Information

MINIMUM SALARY

\$67,142.40

## Registered Nurse (RN) - Childrens Volume Influx Pool (CVIP) - Bronson Methodist Hospital - Full-time 12N

Link to Live Job Posting: [bronsonhg.wd1.myworkdayjobs.com](https://bronsonhg.wd1.myworkdayjobs.com)

Location: Kalamazoo, MI

O\*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Hospital Registered Nurses

### CURRENT BRONSON EMPLOYEES

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- Children's Volume Influx Pool (CVIP)
- Bronson Methodist Hospital
- Full-time 12N Manages the care delivery for patients in the hospital throughout the length of stay to achieve quality outcomes and timely discharge.

Employees providing direct patient care must demonstrate competencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing with the State of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after years, the nurse has not met this requirement, employment will be terminated. BLS competency required by completion of core orientation Critical care or Advanced Life Support is required for RN Nurse nurses Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action Must be able to constantly communicate both verbally, in writing and electronically. Activities and treatments must be recorded in an accurate manner and technical information and instructions must be communicated to patients, families, and all members of the care delivery team. Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

### Standards of Practice:

The registered nurse collects comprehensive data pertinent to the patients' health or the situation. o Assesses the patient's physical and developmental needs o Analyzes assessment data to identify appropriate patient needs o Documents nursing history and age appropriate physical/emotional needs/strengths for assigned patients o Reviews vital signs to assess condition of patient and detect deviations from normal. The registered nurse analyzes the assessment data to determine patient problems or issues o Uses the assessment data to identify patient problems o Confirms problems with patient and family when appropriate o Documents the expected outcomes and plan of care related to the problems through use of the clinical pathway and outcome teaching record The registered nurse identified expected outcomes for a plan individualized to the patient o Utilizes the patient/family input when defining outcomes. Incorporates the patient values, ethical and cultural considerations. o Coordinates discharge planning for outcomes not achieved utilizing the continuum of care available. The registered nurse develops a plan that prescribes interventions to attain expected outcomes. o Incorporates clinical pathways into the plan when appropriate o Develops individualized interventions with patient input when appropriate o Considers data from other members of the healthcare team when developing the plan of care The registered nurse implements the identified plan. o Implements appropriate

interventions. o Administers prescribed medication and treatment in accordance with approved nursing techniques and polices o Utilizes evidence-based interventions specific to the patients plan o Maintains awareness of comfort and safety needs of the patient. o Initiates a patient education plan according to the individualized needs of the patient, and coordinates the implementation of the plan. o Manages the care plan for patients by organizing and delegation patient care interventions to be implemented. Evaluates the effectiveness of care given by self and others. The registered nurse evaluates progress toward attainment of the expected outcomes o Evaluates the effectiveness of the planned interventions and the patient response toward achievement of the expected outcomes. o Documents the patient response toward the expected outcomes.

### Standards of Professional Performance:

The registered nurse systematically evaluates the quality and effectiveness of nursing practice. o Participates in quality improvement activities o Uses the results of quality improvement activities to initiate changes in nursing practice. The registered nurse attains knowledge and competency that reflects current nursing practice. o Participates in ongoing educational activities related to appropriate knowledge and professional issues. o Maintains professional records that provide evidence of competency and continued ongoing educational activities. The registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statues, rules and regulations. o Provides age appropriate care in a culturally and ethnically sensitive manner. o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development. o Participates in systematic peer review as appropriate. The registered nurse interacts with and contributes to the professional development of peers and colleagues. o Shares knowledge and skills with peers and colleagues o Maintains compassionate and caring relationships with peers and colleagues o Contributes to a supportive and healthy work environment. The registered nurse collaborates with patient, family, and others in the conduct of nursing practice. o Partners with the multiple health disciplines to effect change and generate positive outcomes for the patient and family, based on the plan of care. The registered nurse integrates ethical provisions in all areas of practice. o Delivers care in a manner that preserves and protects patient autonomy, dignity, confidentiality and rights. o Demonstrates a commitment to connecting with self and others through relationship centered care giving. o Serves as a patient advocate The registered nurse integrates research finding into practice. o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

### Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care. The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services. o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in becoming informed consumers about the options, costs, risks and benefits of treatments and care. The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally) Shift 12 Hour Night Shift Time Type Full time Scheduled Weekly Hours 36 Cost Center 6790 Womens/Childrens Vip (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q2 2026 Data Set

April 2026  
St. Joe County



Michigan

# Parameters

Select Timeframe: Apr 2026 - Apr 2026

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	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

31

Unique Postings  
79 Total Postings


4

Companies Posting  
321 Total Companies

19 Days

Median Posting Duration  
Regional Average: 29 Days

3 : 1

Posting Intensity  
  
Regional Average: 2 : 1

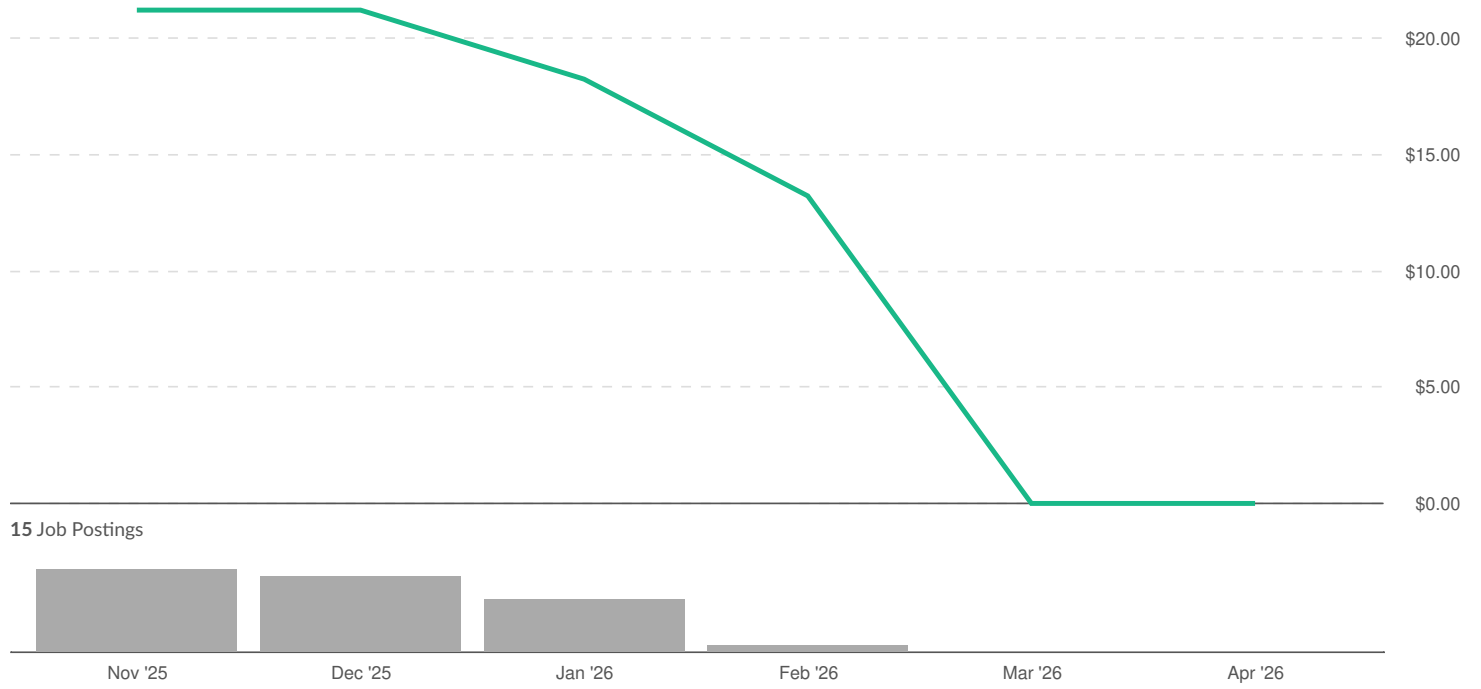
## Advertised Salary

Not enough data for this chart.

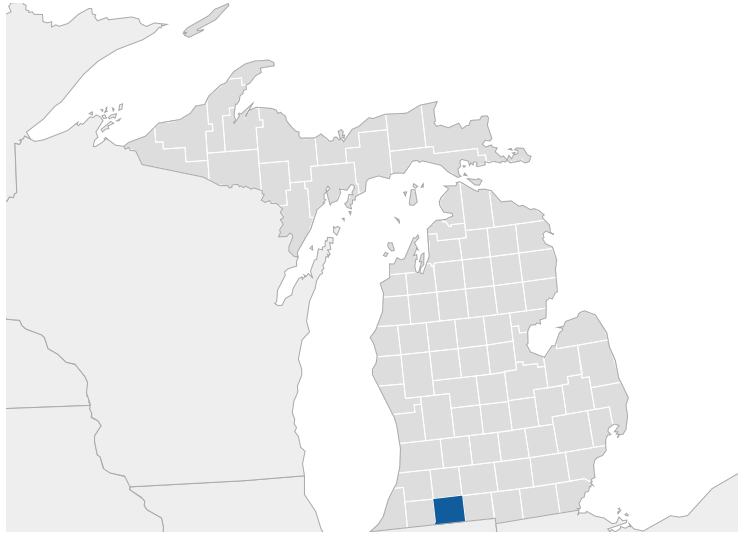
# Advertised Salary Trend

▼ 100.0% Nov 2025 - Apr 2026

\$21.23 Median



## Job Postings Regional Breakdown



County

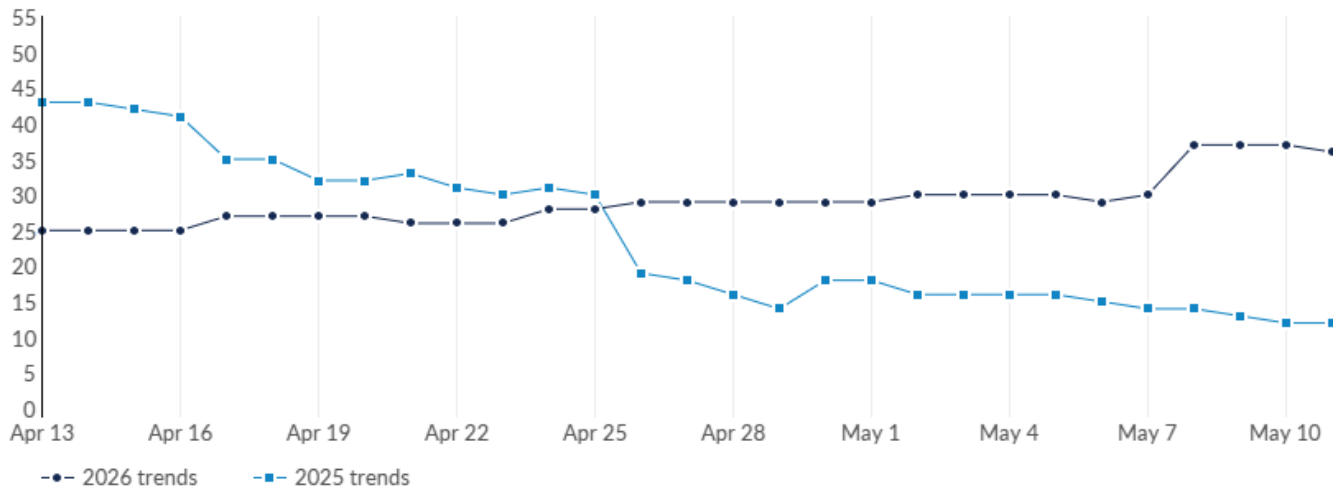
Unique Postings (Apr 2026)

St. Joseph County, MI

31

# Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.



Day	Unique Postings	Last Year's Unique Postings	% Change
April 13, 2026	25	43	-41.9%
April 14, 2026	25	43	-41.9%
April 15, 2026	25	42	-40.5%
April 16, 2026	25	41	-39.0%
April 17, 2026	27	35	-22.9%
April 18, 2026	27	35	-22.9%
April 19, 2026	27	32	-15.6%
April 20, 2026	27	32	-15.6%
April 21, 2026	26	33	-21.2%
April 22, 2026	26	31	-16.1%
April 23, 2026	26	30	-13.3%
April 24, 2026	28	31	-9.7%
April 25, 2026	28	30	-6.7%
April 26, 2026	29	19	+52.6%
April 27, 2026	29	18	+61.1%
April 28, 2026	29	16	+81.3%
April 29, 2026	29	14	+107.1%
April 30, 2026	29	18	+61.1%

May 1, 2026	29	18	+61.1%
May 2, 2026	30	16	+87.5%
May 3, 2026	30	16	+87.5%
May 4, 2026	30	16	+87.5%
May 5, 2026	30	16	+87.5%
May 6, 2026	29	15	+93.3%
May 7, 2026	30	14	+114.3%
May 8, 2026	37	14	+164.3%
May 9, 2026	37	13	+184.6%
May 10, 2026	37	12	+208.3%
May 11, 2026	36	12	+200.0%
May 12, 2026	36	12	+200.0%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	7	23%
High school or GED	22	71%
Associate's degree	0	0%
Bachelor's degree	2	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	22	0	71%
Associate's degree	0	0	0%
Bachelor's degree	2	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	17	55%
0 - 1 Years	13	42%
2 - 3 Years	1	3%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







## Top Companies Posting

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Dollar General	30 / 22	1 : 1 	n/a
Meijer	39 / 4	10 : 1 	19 days
Arby's	7 / 3	2 : 1 	n/a
State of Michigan	3 / 2	2 : 1 	n/a







## Top Cities Posting

City	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Three Rivers, MI	46 / 12	4 : 1 	19 days
Mendon, MI	7 / 5	1 : 1 	n/a
Constantine, MI	3 / 3	1 : 1 	n/a
Sturgis, MI	14 / 3	5 : 1 	n/a
Burr Oak, MI	2 / 2	1 : 1 	n/a
Centreville, MI	2 / 2	1 : 1 	n/a
Colon, MI	2 / 2	1 : 1 	n/a
White Pigeon, MI	3 / 2	2 : 1 	n/a







## Top Posted Occupations

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	20 / 14	1 : 1 	n/a
Retail Salespersons	10 / 8	1 : 1 	n/a
Food Service Managers	7 / 3	2 : 1 	n/a
Fast Food and Counter Workers	15 / 2	8 : 1 	19 days
Cashiers	24 / 2	12 : 1 	n/a
Maintenance and Repair Workers, General	3 / 2	2 : 1 	n/a










## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	20 / 14	1 : 1 	n/a
Retail Salespersons	10 / 8	1 : 1 	n/a
Food Service Managers	7 / 3	2 : 1 	n/a
Fast Food and Counter Workers	15 / 2	8 : 1 	19 days
Cashiers	24 / 2	12 : 1 	n/a
Maintenance and Repair Workers, General	3 / 2	2 : 1 	n/a





## Top Posted Occupations

Occupation	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	20 / 14	1 : 1 	n/a
Retail Sales Associate	10 / 8	1 : 1 	n/a
Restaurant / Food Service Manager	7 / 3	2 : 1 	n/a
Fast Food / Counter Worker	15 / 2	8 : 1 	19 days
Field Service Technician	3 / 2	2 : 1 	n/a
Cashier	24 / 2	12 : 1 	n/a

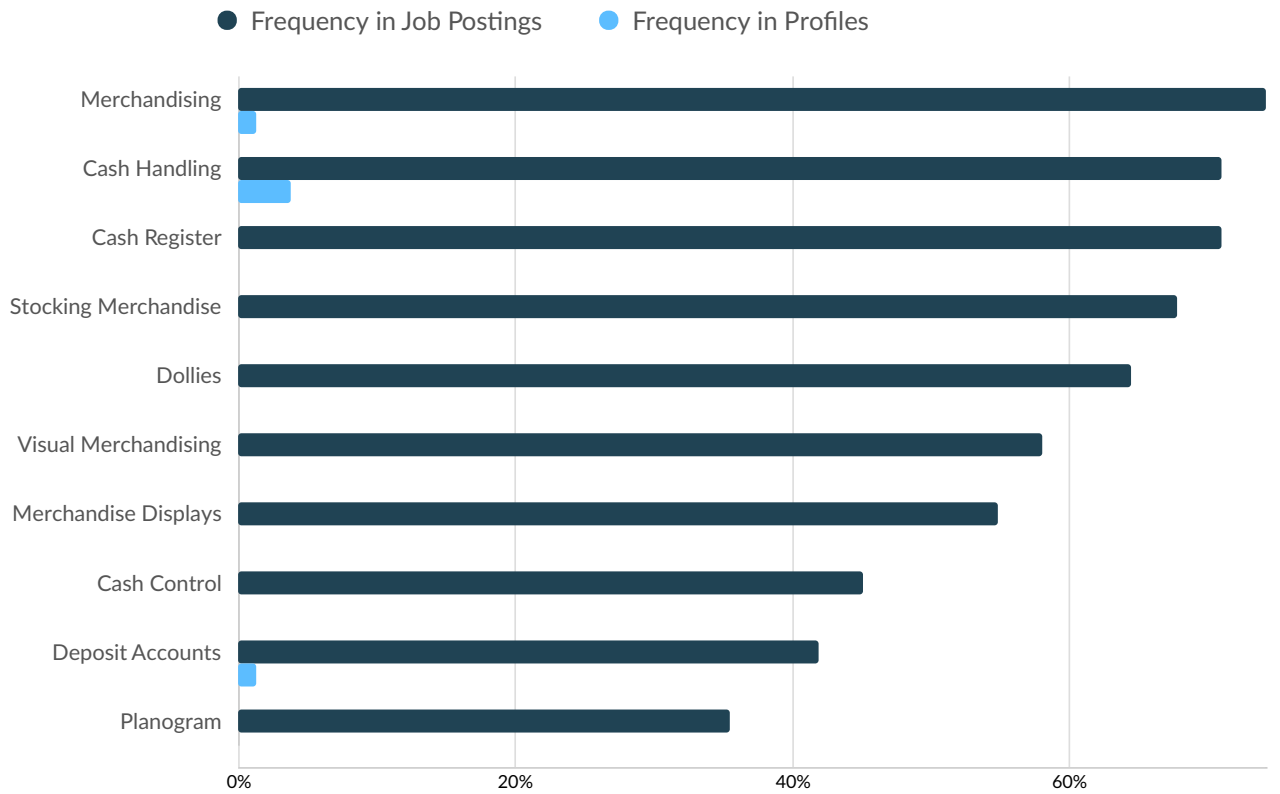
## Top Posted Job Titles

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Assistant Store Managers	11 / 9	1 : 1 	n/a
Sales Associates	10 / 8	1 : 1 	n/a
Assistant Managers	6 / 2	3 : 1 	n/a
Farm Workers	3 / 2	2 : 1 	n/a
MBA Candidates	4 / 2	2 : 1 	n/a
Store Managers In Training	3 / 1	3 : 1 	n/a
Store Managers	1 / 1	1 : 1 	n/a
Food Clerks	11 / 1	11 : 1 	n/a
Night Clerks	4 / 1	4 : 1 	19 days
Store Perishables Managers	1 / 1	1 : 1 	n/a

## Top Industries

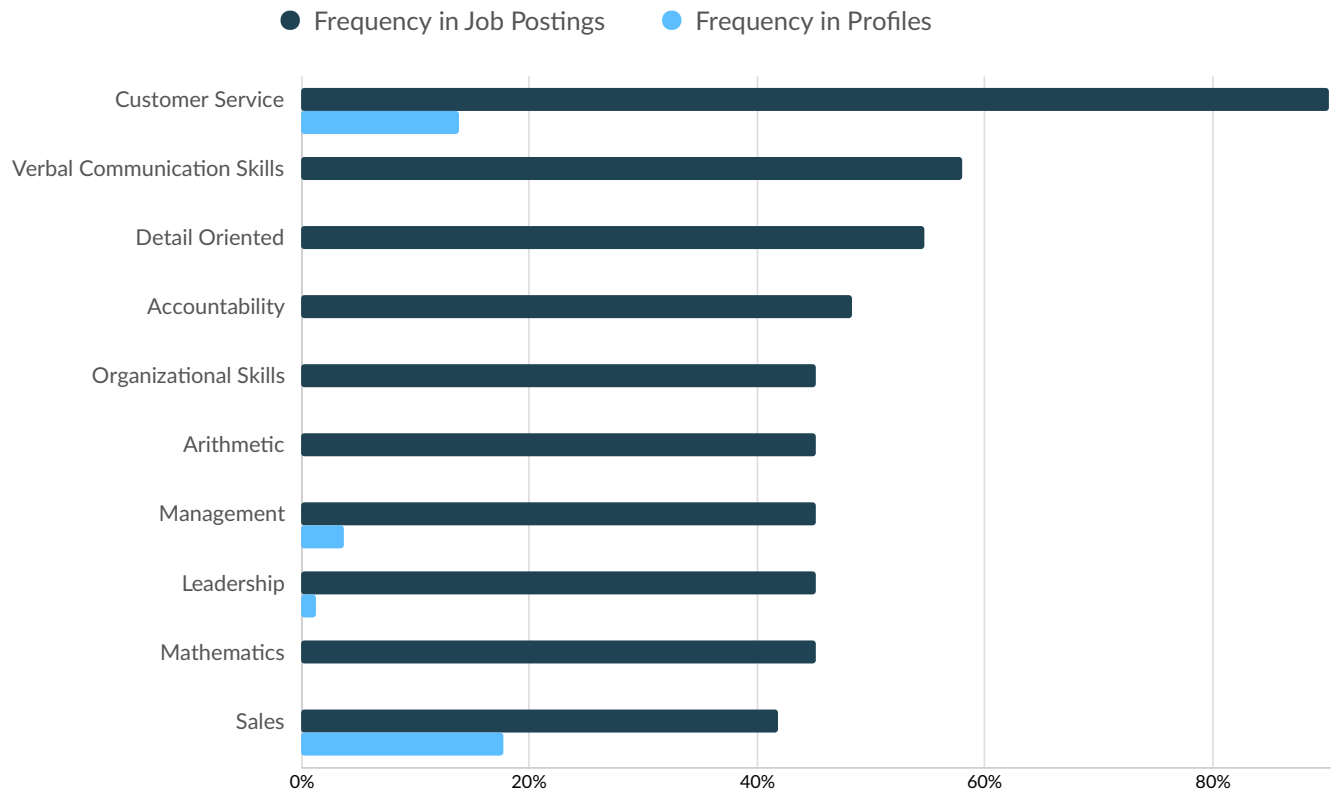
	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
All Other General Merchandise Retailers	30 / 22	1 : 1 	n/a
Department Stores	39 / 4	10 : 1 	19 days
Limited-Service Restaurants	7 / 3	2 : 1 	n/a
Police Protection	3 / 2	2 : 1 	n/a

# Top Specialized Skills



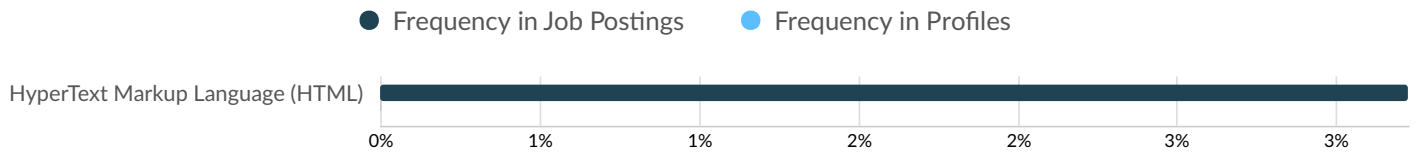
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	23	74%	1	1%	+12.7%	Growing
Cash Handling	22	71%	3	4%	+9.8%	Growing
Cash Register	22	71%	0	0%	+17.8%	Rapidly Growing
Stocking Merchandise	21	68%	0	0%	+14.6%	Growing
Dollies	20	65%	0	0%	+14.9%	Growing
Visual Merchandising	18	58%	0	0%	+12.1%	Growing
Merchandise Displays	17	55%	0	0%	+17.4%	Rapidly Growing
Cash Control	14	45%	0	0%	+19.5%	Rapidly Growing
Deposit Accounts	13	42%	1	1%	+9.8%	Growing
Planogram	11	35%	0	0%	+15.7%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	28	90%	11	14%	+5.0%	Stable
Verbal Communication Skills	18	58%	0	0%	+4.3%	Stable
Detail Oriented	17	55%	0	0%	+8.2%	Stable
Accountability	15	48%	0	0%	+15.1%	Growing
Organizational Skills	14	45%	0	0%	+13.3%	Growing
Arithmetic	14	45%	0	0%	+14.0%	Growing
Management	14	45%	3	4%	+5.7%	Stable
Leadership	14	45%	1	1%	+9.5%	Growing
Mathematics	14	45%	0	0%	+17.2%	Rapidly Growing
Sales	13	42%	14	18%	+7.7%	Stable

## Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
HyperText Markup Language (HTML)	1	3%	0	0%	+5.3%	Stable

## Top Qualifications

	Postings with Qualification
ServSafe Certification	3
Valid Driver's License	3

## Top Advertised Benefits

	Total/Unique (Apr 2026)	Posting Intensity	Median Posting Duration
Paid Leave	46 / 7	7 : 1	19 days
Education and Career Development	39 / 4	10 : 1	19 days
Insurance	7 / 3	2 : 1	n/a
Supplemental Pay	7 / 3	2 : 1	n/a

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2026)
indeed.com	24
mitalent.org	8
diversityjobs.com	4
myworkdayjobs.com	4
arbys.com	3
careerarc.com	2
dollargeneral.com	2
salesheads.com	2
craigslist.org	1

# Appendix B

## Sample Postings

# Store Managers – Dollar General in Mendon, MI (Apr 2026 - Active)

## STORE MANAGER

Link to Live Job Posting: [www.careerarc.com](http://www.careerarc.com)

Location: Mendon, MI

O\*NET: 41-1011.00

Company: Dollar General

Job Title: Store Managers

Company:

Dollar General Location:

Mendon, MI Career Level:

Mid-Senior Level Industries:

Retail, Wholesale, Apparel Description Work Where You Matter:

At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive.

Company Overview:

Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html).

Job Details:

### GENERAL SUMMARY

Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and

### ESSENTIAL JOB FUNCTIONS

Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan,

seasonal direction and inventory management issues on a weekly basis; follow up on Basic Stock Replenishment (BSR)/cycle counts. Facilitate the efficient staging, stocking and storage of merchandise by following defined company work processes. Ensure that all merchandise is presented according to established practices; utilize merchandise fixtures properly including presentation, product pricing and signage. Maintain accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Ensure the financial integrity of the store through strict cashier accountability, key control, and adherence to stated company security practices and cash control procedures. Provide superior customer service leadership. Maintain a clean, well-organized store; facilitate a safe and secure working and shopping environment. Ensure that store is adequately equipped with tools necessary to perform required tasks. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications; ensure employee compliance. Complete all paperwork and documentation according to guidelines and deadlines.

## Qualifications:

### KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals  
Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports. Knowledge of inventory management and merchandising practices. Effective oral and written communication skills. Effective interpersonal skills. Knowledge of recruiting, interviewing, hiring, counseling and termination practices including legal compliance and internal processes. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Good organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

### EDUCATION

High school diploma or equivalent strongly preferred. One year of management experience in a retail environment preferred.

### COMPETENCIES

Aligns motives, values and beliefs with Dollar General values. Supports ownership by tapping into the potential of others. Acts as a liaison between the corporate office and store employees. Fosters cooperation and collaboration. Interacts with staff tactfully yet directly and maintains an open forum of exchange. Demonstrates responsiveness and sensitivity to customer needs. Applies basic principles of retail (i.e., ordering cycles, peak inventories, merchandise flow, etc.). Provides continuous attention to development of staff. Recruits, hires and trains qualified applicants to fulfill a store need. Ensures store compliance to federal labor laws and company policies and procedures. WORKING CONDITIONS and

### PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping and kneeling to run check out station, stock merchandise and unload trucks. Frequent handling of merchandise and equipment such as hand-held scanner, pricing guns, box cutters, merchandise containers, two-wheel dollies, and U-boats (six-wheel carts). Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds. Occasional climbing (using ladder). Regularly driving/providing own transportation to make bank deposits and occasionally to attend management meetings and to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions. Dollar General Corporation is an equal opportunity employer.

\_:

#CC#

# Assistant Store Managers – Dollar General in Mendon, MI (Apr 2026 - Active)

## ASST STORE MGR in MENDON, MI S16737

Link to Live Job Posting: [www.salesheads.com](http://www.salesheads.com)

Location: Mendon, MI

O\*NET: 41-1011.00

Company: Dollar General

Job Title: Assistant Store Managers

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day. by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [~/about-us.html](#) . Job Details

### GENERAL SUMMARY

The Assistant Store Manager helps maintain a clean, well-organized store with a customer-first focus. At the direction and delegation of the Store Manager, the Assistant Store Manager assists with supervision of store employees, management and presentation of merchandise, completion of paperwork, and preparation of deposits. The Assistant Store Manager also performs stocking and cashiering functions, and performs other duties as necessary to maximize profitability and customer satisfaction while protecting company assets and reducing losses. DUTIES and

### ESSENTIAL JOB FUNCTIONS

Provide superior customer service leadership; greet and assist customers, and operate cash register and scanner to itemize the customer's purchase. Open and close the store a minimum of two days per week. Assist Store Manager with scheduling employees, providing adequate training for employees, conducting safety meetings, and ensuring employee compliance with company policies and procedures. Follow company work processes to manage merchandise, including receiving, unpacking, stocking, restocking and rotating merchandise on shelves and building merchandise displays. Assist in maintaining accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Assist in implementation and maintenance of planograms; ensure merchandise is presented according to established practices and Store Manager direction. Assist in ensuring financial integrity of the store through strict cashier accountability, key control, adherences to company security practices and cash control procedures; authorize and sign for refunds and overrides, count register tills, and deposit money in bank. Assist with management of the store in the Store Manager's absence.

### Qualifications KNOWLEDGE and SKILLS:

Effective interpersonal, written and oral communication skills. Ability to solve problems and deal with a variety of situations. Good organization skills with attention to detail. Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Ability to perform cash register functions and generate reports. Knowledge of cash, facility, and safety control policies and practices. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to drive own vehicle to the bank to deposit money. WORK EXPERIENCE and/or

### EDUCATION

## EDUCATION

High school diploma or equivalent strongly preferred. One year of experience in a retail environment and six months supervisory experience preferred.

## WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds Occasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Occasional or regular driving/providing own transportation to make bank deposits, attend management meetings and travel to other Dollar General stores. Dollar General Corporation is an equal opportunity employer.

# Store Managers In Training – Dollar General in Mendon, MI (Apr 2026 - Active)

## STORE MANAGER IN MENDON, MI

Link to Live Job Posting: [www.salesheads.com](http://www.salesheads.com)

Location: Mendon, MI

O\*NET: 41-1011.00

Company: Dollar General

Job Title: Store Managers In Training

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

### GENERAL SUMMARY

Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and

### ESSENTIAL JOB FUNCTIONS

Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction and inventory management issues on a weekly basis; follow up on Basic Stock Replenishment (BSR)/cycle counts. Facilitate the efficient staging, stocking and storage of merchandise by following defined company work processes. Ensure that all merchandise is presented according to established practices; utilize merchandise fixtures properly including presentation, product pricing and signage. Maintain accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Ensure the financial integrity of the store through strict cashier accountability, key control, and adherence to stated company security practices and cash control procedures. Provide superior customer service leadership. Maintain a clean, well-organized store; facilitate a safe and secure working and shopping environment. Ensure that store is adequately equipped with tools necessary to perform required tasks. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications; ensure employee compliance. Complete all paperwork and documentation according to guidelines and deadlines.

### Qualifications KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals  
Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports.

Knowledge of inventory management and merchandising practices. Effective oral and written communication skills. Effective interpersonal skills. Knowledge of recruiting, interviewing, hiring, counseling and termination practices including legal compliance and internal processes. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Good organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

## EDUCATION

High school diploma or equivalent strongly preferred. One year of management experience in a retail environment preferred.

## COMPETENCIES

Aligns motives, values and beliefs with Dollar General values. Supports ownership by tapping into the potential of others. Acts as a liaison between the corporate office and store employees. Fosters cooperation and collaboration. Interacts with staff tactfully yet directly and maintains an open forum of exchange. Demonstrates responsiveness and sensitivity to customer needs. Applies basic principles of retail (i.e., ordering cycles, peak inventories, merchandise flow, etc.). Provides continuous attention to development of staff. Recruits, hires and trains qualified applicants to fulfill a store need. Ensures store compliance to federal labor laws and company policies and procedures. WORKING CONDITIONS and

## PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping and kneeling to run check out station, stock merchandise and unload trucks. Frequent handling of merchandise and equipment such as hand-held scanner, pricing guns, box cutters, merchandise containers, two-wheel dollies, and U-boats (six-wheel carts). Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds. Occasional climbing (using ladder). Regularly driving/providing own transportation to make bank deposits and occasionally to attend management meetings and to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions. Dollar General Corporation is an equal opportunity employer. \_#CC#

## Qualifications:

## KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals  
Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports. Knowledge of inventory management and merchandising practices. Effective oral and written communication skills. Effective interpersonal skills. Knowledge of recruiting, interviewing, hiring, counseling and termination practices including legal compliance and internal processes. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Good organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

## EDUCATION

High school diploma or equivalent strongly preferred. One year of management experience in a retail environment preferred.

## COMPETENCIES

Aligns motives, values and beliefs with Dollar General values. Supports ownership by tapping into the potential of others. Acts as a liaison between the corporate office and store employees. Fosters cooperation and collaboration. Interacts with staff tactfully yet directly and maintains an open forum of exchange. Demonstrates responsiveness and sensitivity to customer needs. Applies basic principles of retail (i.e., ordering cycles, peak inventories, merchandise flow, etc.). Provides continuous attention to development of staff. Recruits, hires and trains qualified applicants to fulfill a store need. Ensures store compliance to federal labor laws and company policies and procedures. WORKING CONDITIONS and

## PHYSICAL REQUIREMENTS

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## Assistant Managers – Arby's in Three Rivers, MI (Apr 2026 - Active)

### Assistant Manager

Link to Live Job Posting: [careers.arbys.com](https://careers.arbys.com)

Location: Three Rivers, MI

O\*NET: 11-9051.00

Company: Arby's

Job Title: Assistant Managers

## COMPANY OVERVIEW

Based in Northern Indiana, AES Restaurant Group, LLC is a proud franchisee of Arbys operating restaurants across 344 locations in 20 states.

### Were guided by our values:

The letters AES stand for more than just our name. They stand for what we truly believe our Attitude Equals Success. As with any goal we will set, our Attitude about achieving those goals can Equal our Success. We Offer Competitive Bonus Program Full Time & Part Time Shifts Health Insurance Health Savings Account PTO Employee Rewards & Recognition Program! What will you do? As the Restaurant Assistant Manager you will assist in guiding the team to create a positive guest experience. Whether its setting the tone for the team when youre in charge, or upholding the highest standards of quality, safety, and cleanliness, your crew will count on you. Top 5 Job Responsibilities 1. Ensure your team provides outstanding service and satisfied guests 2. Hire, train & coach the team 3. Utilize AES Systems to run a great restaurant every shift, every day 4. Implement restaurant controls, especially cash & inventory 5. Set and meet restaurant goals for service, operations and financial results AES is very goal oriented. As the Restaurant Assistant Manager you will work with the General Manager to achieve high performance in areas such as, Operations Profit and Loss Guest Satisfaction Customer Service Speed of Service Quality Control Workplace Safety Utilizing all systems and tools, including the Systems Board, RTI Task Lists Following all government regulations, employment law, food safety and operations policies and implement all accounting controls Whether youre looking for a change in your career or taking the first step, AES is a goal oriented company where you can develop your skills. We look forward to hearing from you! If youre an ideal candidate you excel in these areas: Treating others with and communicating with respect Coaching and Developing others Emotional Resilience and Patience Leadership Working in a fast-paced environment and thinking on your feet Holding yourself to high standards of integrity and customer satisfaction P&L Management Operations Management Restaurant Management Managing Food Cost & Labor Cost At AES, our vision is to be our guests favorite fast food destination. Requirements Must have a reliable vehicle and valid drivers license Must be ServSafe certified or capable of obtaining certification. Ability to work in warm and cold temperatures Ability to stand for 8-10 hours Ability to lift up to 50lbs Ability to climb ladders for general maintenance Ability to perform the following motions Bending Squatting Twisting Pulling Reaching EEO Statement AES is an Equal Opportunity employer. All persons shall have the opportunity to be considered for employment without regard to their race, color, religion, creed, national origin, ancestry, alienage or citizenship status, age, disability, gender (including pregnancy, childbirth and other related conditions), sexual orientation, genetic information / characteristics, veteran or military status, marital status or any other characteristic provided by applicable federal, state or local laws.

### ADAA AES

will endeavor to make a reasonable accommodation / modification to the known physical or mental limitations of a qualified applicant with a disability to assist in the hiring process, unless the accommodation would impose an undue hardship on the operation of our business, in accordance with applicable federal, state and local law. E-Verify AES participates in E-Verify.

### Employer:

#### AES Restaurants Brand:

#### Arby's Address:

700 S. US Hwy 131 Three Rivers, MI - 49093

#### Property Description:

5968 -

#### Three Rivers Property Number:

5968

# Shift Managers – Arby's in Three Rivers, MI (Apr 2026 - Active)

<b>Shift Manager</b>	
Link to Live Job Posting: <a href="https://careers.arbys.com">careers.arbys.com</a>	
Location: Three Rivers, MI	O*NET: 11-9051.00
Company: Arby's	Job Title: Shift Managers
<b>COMPANY OVERVIEW</b>	
<p>Based in Northern Indiana, AES Restaurant Group, LLC is a proud franchisee of Arby's® operating restaurants across 344 locations in 20 states . We're guided by our values: The letters AES stand for more than just our name. They stand for what we truly believe - our "Attitude Equals Success". As with any goal we will set, our Attitude about achieving those goals can Equal our Success. We Offer Bonus Program Full Time &amp; Part Time Shifts Health Insurance Health Savings Account PTO Employee Rewards &amp; Recognition Program! What will you do? As a Shift Manager you will ensure outstanding service and guest satisfaction by overseeing restaurant operations and direction of team members during assigned shifts. As a Shift Manager you will have full accountability for restaurant operations during shifts when management is not present. Top 5 Job Responsibilities Ensure team members provide outstanding service to satisfy guests Assist management with training and coaching team members Utilizes AES systems to run a great restaurant on all shifts Implements restaurant controls, especially cash and inventory Sets and meets restaurant goals for service, operations and financial results AES is very goal oriented. As the Shift Manager you will work with the General and Assistant Manager to achieve high performance in areas such as, Restaurant Operations Guest Satisfaction Customer Service Speed of Service Quality Control Workplace Safety Utilizing all systems and tools, including the Systems Board, RTI Task Lists Following all government regulations, employment law, food safety and operations policies and implement all accounting controls Whether you're looking for a change in your career or taking the first step, AES is a goal oriented company where you can develop your skills. We look forward to hearing from you! If you're an ideal candidate you excel in these areas: Treating others with and communicating with respect Coaching and Developing others Emotional Resilience and Patience Leadership Working in a fast-paced environment and thinking on your feet Holding yourself to high standards of integrity and customer satisfaction P&amp;L Management Operations Management Restaurant Management Managing Food Cost &amp; Labor Cost At AES, our vision is to be our guests' favorite fast food destination. Requirements Must have a reliable vehicle and valid driver's license Must be ServSafe certified or capable of obtaining certification. Ability to work in warm and cold temperatures Ability to stand for 8-10 hours Ability to lift up to 50lbs Ability to climb ladders for general maintenance Ability to perform the following motions Bending Squatting Twisting Pulling Reaching EEO Statement AES is an Equal Opportunity employer. All persons shall have the opportunity to be considered for employment without regard to their race, color, religion, creed, national origin, ancestry, alienage or citizenship status, age, disability, gender (including pregnancy, childbirth and other related conditions), sexual orientation, genetic information / characteristics, veteran or military status, marital status or any other characteristic provided by applicable federal, state or local laws.</p>	
<b>ADAA AES</b>	
will endeavor to make a reasonable accommodation / modification to the known physical or mental limitations of a qualified applicant with a disability to assist in the hiring process, unless the accommodation would impose an undue hardship on the operation of our business, in accordance with applicable federal, state and local law. E-Verify AES participates in E-Verify.	
<b>Employer:</b>	
AES Restaurants	

# Appendix C - 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.