# Job Posting Analytics

Lightcast Q3 2025 Data Set

MICHIGAN WORKS! Southwest
Branch, Calhoun, Kalamazoo & St. Joseph Counties

Berrien, Branch, Calhoun, Cass, Kalamazoo,
St. Joseph, and Van Buren Counties
August 2025

Michigan

# Parameters

**Select Timeframe:** Aug 2025 - Aug 2025

**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 |
| 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 |
| 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 |
| Medical Surgical Registered Nurses |
| X-Ray Technologists |
| Cashiers |
| Requisition Sales Associates |
| Cooks |

**Company:**

Results should include

| Description |
|---|
| Pfizer |
| Fast Pace Health |
| Walmart |
| Bronson Healthcare |

| | |
|---|---|
| Ascension | Corewell Health |
| Meijer | Stryker |
| Border Foods | Oaklawn Hospital |

**Minimum Experience Required:** Any

**Education Level:** Any

**Job Type:** Include Internships

**Keyword Search:**

**Posting Type:** Active Postings

## Job Postings Overview

| | |
|---|---|
| 107<br>**Unique Postings**<br>441 Total Postings | 4<br>**Employers Competing**<br>2,648 Total Employers |
| 23 Days<br>**Median Posting Duration**<br>Regional Average: 24 Days | 4 : 1<br>**Posting Intensity**<br>Regional Average: 2 : 1 |

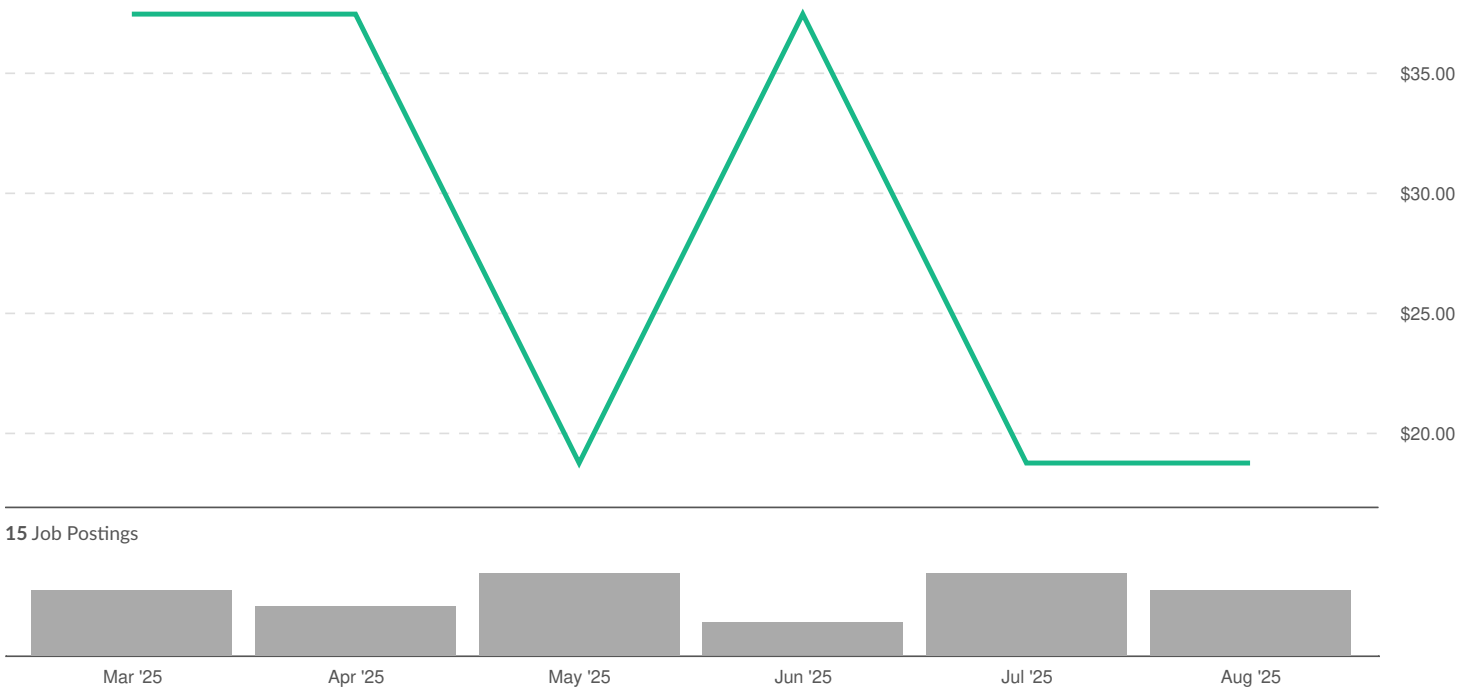
## Advertised Salary

Not enough data for this chart.

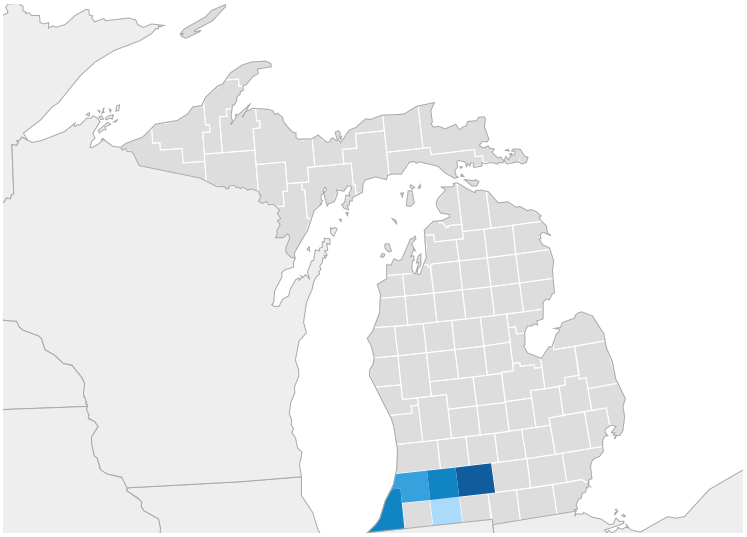
# Advertised Salary Trend

▼ 50.0% Mar 2025 – Aug 2025

**$18.75** **Median**

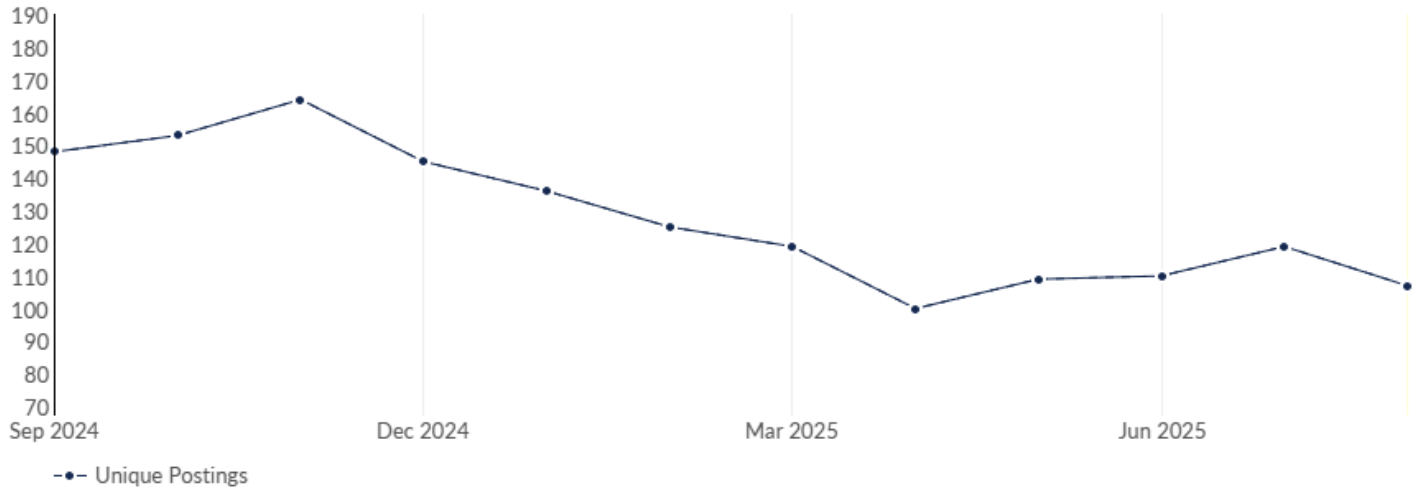


# Job Postings Regional Breakdown



| County | Unique Postings (Aug 2025) |
|---|---|
| Calhoun County, MI | 56 |
| Berrien County, MI | 19 |
| Kalamazoo County, MI | 17 |
| Van Buren County, MI | 13 |
| St. Joseph County, MI | 2 |

## Unique Postings Trend




| Month | Unique Postings | Posting Intensity |
|---|---|---|
| Aug 2025 | 107 | 4 : 1 |
| Jul 2025 | 119 | 5 : 1 |
| Jun 2025 | 110 | 5 : 1 |
| May 2025 | 109 | 5 : 1 |
| Apr 2025 | 100 | 5 : 1 |
| Mar 2025 | 119 | 5 : 1 |
| Feb 2025 | 125 | 5 : 1 |
| Jan 2025 | 136 | 5 : 1 |
| Dec 2024 | 145 | 5 : 1 |
| Nov 2024 | 164 | 5 : 1 |
| Oct 2024 | 153 | 5 : 1 |
| Sep 2024 | 148 | 5 : 1 |

## Education Breakdown

| Education Level | Unique Postings | % of Total |
|---|---|---|
| No Education Listed | 37 | 35% |
| High school or GED | 39 | 36% |
| Associate's degree | 34 | 32% |
| Bachelor's degree | 12 | 11% |
| 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 | 39 | 0 | 36% |
| Associate's degree | 27 | 7 | 25% |
| Bachelor's degree | 4 | 8 | 4% |
| Master's degree | 0 | 0 | 0% |
| Ph.D. or professional degree | 0 | 0 | 0% |

## Experience Breakdown

| Minimum Experience | Unique Postings | % of Total |
|---|---|---|
| No Experience Listed | 74 | 69% |
| 0 - 1 Years | 26 | 24% |
| 2 - 3 Years | 7 | 7% |
| 4 - 6 Years | 0 | 0% |
| 7 - 9 Years | 0 | 0% |
| 10+ Years | 0 | 0% |

## Top Companies Posting

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Oaklawn Hospital | 272 / 48 | 6 : 1 | 23 days |
| Bronson Healthcare | 56 / 31 | 2 : 1 | 22 days |
| Corewell Health | 51 / 16 | 3 : 1 | 32 days |
| Meijer | 62 / 12 | 5 : 1 | 46 days |

## Top Cities Posting

| City | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Marshall, MI | 269 / 46 | 6 : 1 | 23 days |
| Kalamazoo, MI | 28 / 14 | 2 : 1 | 23 days |
| Battle Creek, MI | 24 / 9 | 3 : 1 | 22 days |
| Saint Joseph, MI | 22 / 8 | 3 : 1 | 29 days |
| Paw Paw, MI | 12 / 6 | 2 : 1 | 31 days |
| South Haven, MI | 15 / 6 | 3 : 1 | 17 days |
| Niles, MI | 15 / 5 | 3 : 1 | 33 days |
| Portage, MI | 23 / 2 | 12 : 1 | n/a |
| Stevensville, MI | 4 / 2 | 2 : 1 | n/a |
| Albion, MI | 1 / 1 | 1 : 1 | n/a |

## Top Posted Occupations

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Medical Assistants | 133 / 34 | 4 : 1 | 32 days |
| Registered Nurses | 170 / 33 | 5 : 1 | 23 days |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 38 / 20 | 2 : 1 | 22 days |
| Cashiers | 62 / 12 | 5 : 1 | 46 days |
| Nursing Assistants | 34 / 6 | 6 : 1 | n/a |
| Cooks, Restaurant | 4 / 2 | 2 : 1 | n/a |

## Top Posted Occupations

| Occupation (O*NET) | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Medical Assistants | 133 / 34 | 4 : 1 | 32 days |
| Registered Nurses | 170 / 33 | 5 : 1 | 23 days |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 38 / 20 | 2 : 1 | 22 days |
| Cashiers | 62 / 12 | 5 : 1 | 46 days |
| Nursing Assistants | 34 / 6 | 6 : 1 | n/a |
| Cooks, Restaurant | 4 / 2 | 2 : 1 | n/a |

## Top Posted Occupations

| Occupation | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Medical Assistant | 133 / 34 | 4 : 1 | 32 days |
| Registered Nurse | 170 / 33 | 5 : 1 | 23 days |
| Janitor / Cleaner | 38 / 20 | 2 : 1 | 22 days |
| Cashier | 62 / 12 | 5 : 1 | 46 days |
| Nursing Assistant | 34 / 6 | 6 : 1 | n/a |
| Cook | 4 / 2 | 2 : 1 | n/a |

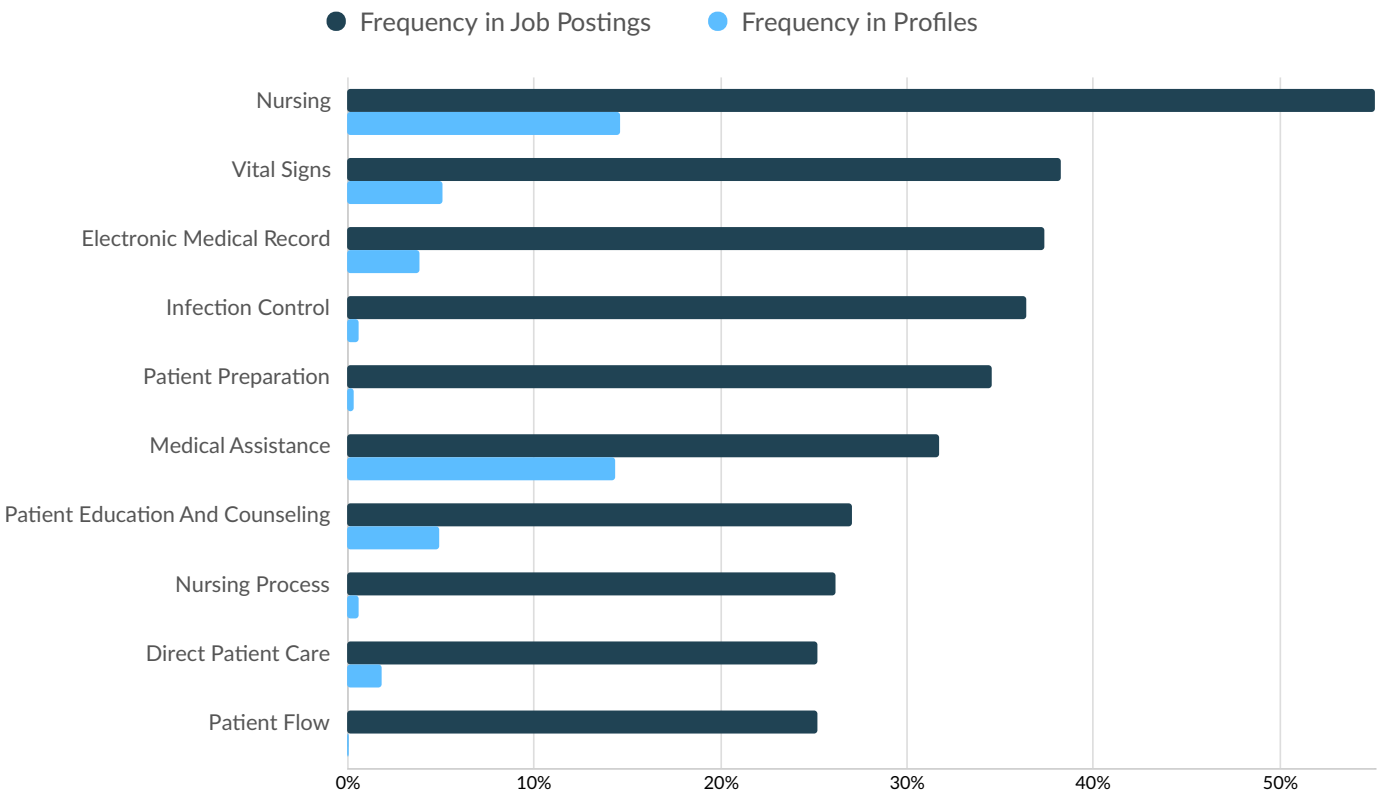
## Top Posted Job Titles

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 159 / 28 | 6 : 1 | 23 days |
| Requisition Sales Associates | 120 / 22 | 5 : 1 | n/a |
| Environmental Services Technicians | 38 / 20 | 2 : 1 | 22 days |
| Medical Assistants | 39 / 14 | 3 : 1 | 32 days |
| Cashiers | 62 / 12 | 5 : 1 | 46 days |
| Medical Surgical Registered Nurses | 11 / 5 | 2 : 1 | n/a |
| Family Medicine Medical Assistants | 8 / 4 | 2 : 1 | n/a |
| Cooks | 4 / 2 | 2 : 1 | n/a |

## Top Industries

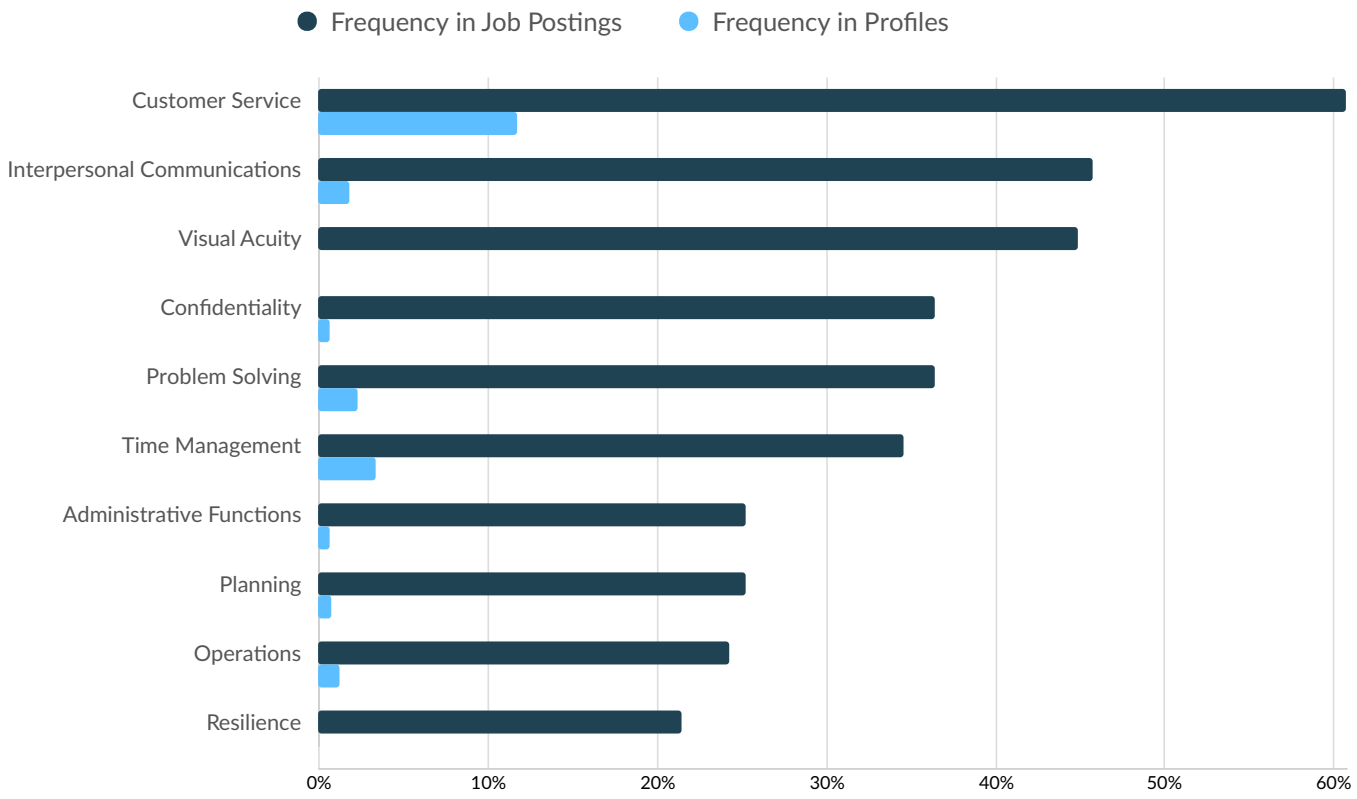
| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| General Medical and Surgical Hospitals | 379 / 95 | 4 : 1 | 23 days |
| Department Stores | 62 / 12 | 5 : 1 | 46 days |

# Top Specialized Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Nursing | 59 | 55% | 112 | 15% | +20.1% | Rapidly Growing |
| Vital Signs | 41 | 38% | 39 | 5% | +17.2% | Growing |
| Electronic Medical Record | 40 | 37% | 30 | 4% | +12.1% | Growing |
| Infection Control | 39 | 36% | 5 | 1% | +17.1% | Growing |
| Patient Preparation | 37 | 35% | 3 | 0% | +15.8% | Growing |
| Medical Assistance | 34 | 32% | 110 | 14% | +11.9% | Growing |
| Patient Education And Counseling | 29 | 27% | 38 | 5% | +11.6% | Growing |
| Nursing Process | 28 | 26% | 5 | 1% | +24.2% | Rapidly Growing |
| Direct Patient Care | 27 | 25% | 14 | 2% | +16.6% | Growing |
| Patient Flow | 27 | 25% | 1 | 0% | +13.3% | Growing |

# Top Common Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Customer Service | 65 | 61% | 90 | 12% | +5.2% | Stable |
| Interpersonal Communications | 49 | 46% | 14 | 2% | +12.5% | Growing |
| Visual Acuity | 48 | 45% | 0 | 0% | +18.9% | Growing |
| Confidentiality | 39 | 36% | 5 | 1% | 0.0% | |
| Problem Solving | 39 | 36% | 18 | 2% | +11.3% | Growing |
| Time Management | 37 | 35% | 26 | 3% | +14.5% | Growing |
| Administrative Functions | 27 | 25% | 5 | 1% | +13.6% | Growing |
| Planning | 27 | 25% | 6 | 1% | +10.9% | Growing |
| Operations | 26 | 24% | 10 | 1% | +8.1% | Stable |
| Resilience | 23 | 21% | 0 | 0% | +12.7% | Growing |

## Top Software Skills

There is not enough data to display this section.

## Top Qualifications

| | Postings with Qualification |
|---|---|
| Basic Life Support (BLS) Certification | 66 |
| American Red Cross (ARC) Certification | 59 |
| Registered Nurse (RN) | 46 |
| Certified Medical Assistant (CMA) | 26 |
| Basic Cardiac Life Support | 25 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 19 |
| Licensed Practical Nurse (LPN) | 18 |
| Valid Driver's License | 15 |
| Certified Clinical Medical Assistant (CCMA) | 15 |
| Critical Care Registered Nurse (CCRN) | 8 |

# Appendix A

## Top Posting Sources

| Website | Postings on Website (Aug 2025) |
|---|---|
| myworkdayjobs.com | 51 |
| peopleanswers.com | 44 |
| indeed.com | 36 |
| diversityjobs.com | 21 |
| dejobs.org | 8 |
| hospitalcareers.com | 3 |
| jobserve.com | 2 |
| healthjobsnationwide.com | 1 |
| retirementjobs.com | 1 |
| simplyhired.com | 1 |

# Appendix B

## Sample Postings

## Cook

**Link to Live Job Posting:** spectrumhealth.wd5.myworkdayjobs.com

| | |
|---|---|
| **Location:** Saint Joseph, MI | **O*NET:** 35-2014.00 |
| **Company:** Corewell Health | **Job Title:** Cooks |

Return to selected search result Cook Apply remote type On-site locations St Joseph, MI time type Part time posted on Posted Yesterday job requisition id R186091 Shift and status Part time , 2:30 p.m. to 11:00 p.m., variable hours, and every other weekend. Job Summary Join our team at Corewell Health and make a difference in the lives of our patients, guests, and team members through your passion for creating delicious and nutritious food options. As a Cook, you'll play a vital role in the preparation and execution of hot and cold meals in our restaurants, room service, and grab & go markets. From line cooking and prep cooking to vegetable prep, short order cooking, catering, and mise en place, you'll have the opportunity to showcase your culinary skills and make a positive impact on those we serve every day. Essential Functions Performs hot food preparation including frying, baking, broiling, braising and grilling. Prepares soups, cereals, eggs, entrees, vegetables, and other food items as necessary. Monitors food quantity needs as customer counts or volumes vary. Assembles and prepare ingredients for cooking by cleaning and cutting. Follows standardized recipes, calculating ingredients based on weight and volume. Monitors food quality, assesses food presentation in regard to taste, texture and eye appeal and maintains food temperatures. Records temperatures correctly on temperature log sheets. Takes responsibility to replace food items that do not fit our standards. Stores food items as required, labeling and dating items per standards. Appropriately utilizes leftovers within allotted time. Sets up steam tables on patient and cafeteria tray lines. Communicates with other staff members to ensure continuity and coordination of services. Qualifications Required High school graduate or equivalent 2 years of relevant experience in food service or equivalent experience Accredited Food Handler, ANSI, National Accreditation Board within 90 days Accredited Food Allergy Certificate, ANSI National Accreditation Board within 90 days Preferred Vocational or technical courses in food preparation About Corewell Health As a team member at Corewell Health, you will play an essential role in delivering personalized health care to our patients, members, and our communities. We are committed to cultivating and investing in YOU. Our top-notch teams are comprised of collaborators, leaders and innovators that continue to build on one shared mission statement

- to improve health, instill humanity and inspire hope.

Join a nationally recognized health system with an ambitious vision of continued advancement and excellence. How Corewell Health cares for you Comprehensive benefits package to meet your financial, health, and work/life balance goals. Learn more here . On-demand pay program powered by Payactiv Discounts directory with deals on the things that matter to you, like restaurants, phone plans, spas, and more! Optional identity theft protection, home and auto insurance, pet insurance Traditional and Roth retirement options with service contribution and match savings Eligibility for benefits is determined by employment type and status Primary Location SITE

- Lakeland Hospital St Joseph
- 1234 Napier Ave
- St Joseph Department Name Nutrition Services
- St Joseph Employment Type Part time Shift Evening (United States of America) Weekly Scheduled Hours 28 Hours of Work 2:30 p.

m. to 11:00 p.m. Days Worked Monday to Friday Weekend Frequency Every other weekend

## CURRENT COREWELL HEALTH TEAM MEMBERS

- Please apply through Find Jobs from your Workday team member account.

This career site is for Non-Corewell Health team members only. Corewell Health is committed to providing a safe environment for our team members, patients, visitors, and community. We require a drug-free workplace and require team members to comply with the MMR, Varicella, Tdap, and Influenza vaccine requirement if in an on-site or hybrid workplace category. We are committed to supporting prospective team members who require reasonable accommodations to participate in the job application process, to perform the essential functions of a job, or to enjoy equal benefits and privileges of employment due to a disability, pregnancy, or sincerely held religious belief. Corewell Health grants equal employment opportunity to all qualified persons without regard to race, color, national origin, sex, disability, age, religion, genetic information, marital status, height, weight, gender, pregnancy, sexual orientation, gender identity or expression, veteran status, or any other legally protected category. An interconnected, collaborative culture where all are encouraged to bring their whole selves to work, is vital to the health of our organization. As a health system, we advocate for equity as we care for our patients, our communities, and each other. From workshops that develop cultural intelligence, to our inclusion resource groups for people to find community and empowerment at work, we are dedicated to ongoing resources that advance our values of diversity, equity, and inclusion in all that we do. We invite those that share in our commitment to join our team. You may request assistance in completing the application process by calling 616.486.7447.

# Cashiers — Meijer in Stevensville, MI (Aug 2025 - Active)

## Cashier

**Link to Live Job Posting:** www.indeed.com

| | |
|---|---|
| **Location:** Stevensville, MI | **O*NET:** 41-2011.00 |
| **Company:** Meijer | **Job Title:** Cashiers |

Cashier 3.3 3.3 out of 5 stars 5019 Red Arrow Highway, Stevensville, MI 49127 Part-time Meijer 13,026 reviews Part-time 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

### 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.

## Cashier

**Link to Live Job Posting:** meijer.wd5.myworkdayjobs.com

| | |
|---|---|
| **Location:** [Unknown City], MI | **O*NET:** 41-2011.00 |
| **Company:** Meijer | **Job Title:** Cashiers |

Return to selected search result Cashier Apply locations Stevensville, MI time type Part time posted on Posted Today time left to apply

### End Date:

August 31, 2025 (4 days left to apply) job requisition id

### R000602316

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

### 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.

## Medical Assistant - Beadle Lake - Requisition #860579

**Link to Live Job Posting:** mint.peopleanswers.com

| | |
|---|---|
| **Location:** Marshall, MI | **O*NET:** 31-9092.00 |
| **Company:** Oaklawn Hospital | **Job Title:** Requisition Sales Associates |

## MEDICAL ASSISTANT - BEADLE LAKE

### Job Summary:

Under direct supervision of a provider performs a variety of clinical and administrative tasks while striving to offer perfect care every time to patients. Clinical duties include greeting and escorting patients to the exam room, measuring and recording vitals, collecting, and recording medical and medication histories, preparing patients for examination/procedure, assisting the provider as directed and ensuring efficient clinic patient flow. Additional duties include specimen collection with accurate labeling and prescriptions as directed by the provider. Maintains equipment and supplies. Administrative duties include answering telephones, scheduling appointments, accurate patient registration, processing referrals and prior authorizations. Maintain focus on patient centered care and customer service.

### Essential Functions:

Consistently use an outward mindset and put forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives.Obtains and records vital signs, height and weight, medical and medication history.Documents all medical information appropriate and accurately in the EMR. Sends records to Health Information Management, as needed.Prepares patients for examination/procedure and ensures patient flow.Assists provider and nursing staff as guided.Implement medical orders in a safe and proper manner.Collects specimens and properly labels, administer immunizations and medication via various routes (IM, SQ, Oral, Nasal), as directed by the provider.Maintains rooms, equipment and supplies to uphold standard precautions.Answers telephones ensuring to handle customer inquiries promptly and appropriately.Schedules appointments, process referrals and prior authorizations.Registers patients, ensuring accuracy, collection and scanning of proper documents, and all required registration steps are followed.Provides patient centered care and customer service.

### Minimum Qualifications:

Qualified candidate will have an active American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification within 90 days of hire and hold one of the following:Registered or Certified Medical Assistant orLicensed Practical Nurse in the State of Michigan orCommiserate combination of education and experience as deemed appropriate by Human Resources and ABR-OE Credential upon hire orCommiserate combination of education and experience as deemed appropriate by Human Resources and Registered or Certified Medical Assistant completion within 90 days.

### Knowledge, Skills & Abilities:

Experience in a medical office or similar setting required. Must possess interpersonal skills sufficient to deal effectively and courteously with a diverse group of patients, doctors, internal callers, and other healthcare personnel, while maintaining strict medical ethics. Successful completion of registration or certification in an accredited Medical Assistant program preferred. Demonstrated knowledge of medical assistant competencies, computers, and EHRs. Patient access knowledge preferred. PCMH experience is a plus.

### Working Conditions:

Potential travel to other offices aiding in relief and/or provider schedules. Potential exposure to blood/body fluids and contagious disease.

### Physical Requirements:

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

# Registered Nurse-7p-0730 - Requisition #262898

**Link to Live Job Posting:** mint.peopleanswers.com

| | |
|---|---|
| **Location:** Marshall, MI | **O*NET:** 29-1141.00 |
| **Company:** Oaklawn Hospital | **Job Title:** Registered Nurses |

REGISTERED NURSE-7P-0730

## 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 typically made up of Certified Nursing Assistants, Licensed Practical Nurses, and other technicians. 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 certification. ACLS certification prior to completion of orientation.

## Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN and CCRN preferred. Clear oral expression; oral comprehension includes listening to and understanding others; speaking clearly such that others understand; 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, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently sit, reach, bend/twist, stoop/kneel/crouch, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs.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 Q3 2025 Data Set

MICHIGAN WORKS! Southwest

Branch, Calhoun, Kalamazoo & St. Joseph Counties

Branch, Calhoun, Kalamazoo, and
St. Joseph Counties
August 2025

Michigan

# Parameters

**Select Timeframe:** Aug 2025 - Aug 2025

**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 |
| 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 |
| 26077 | Kalamazoo County, MI |
| 26149 | St. Joseph County, MI |

**Company:**

Results should include

| Description |
|---|
| Pfizer |
| Ascension |
| Meijer |
| Border Foods |
| Walmart |
| 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

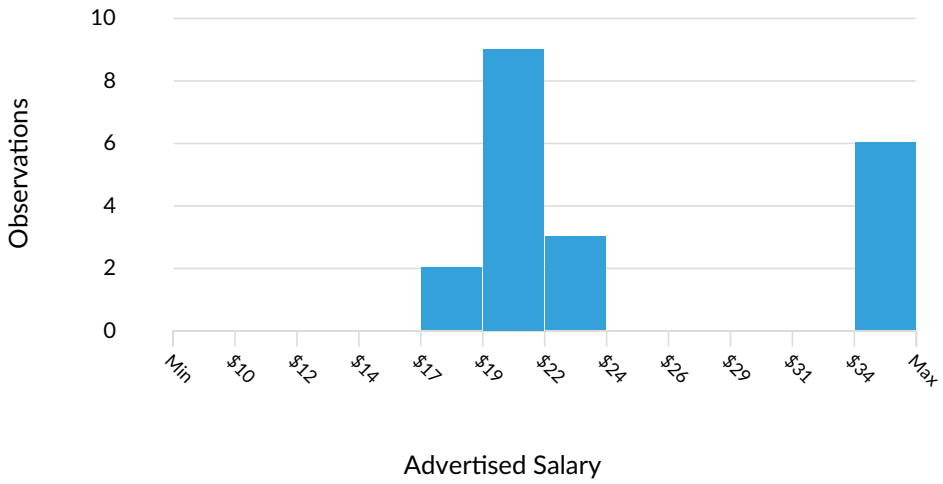
| | |
|---|---|
| 338<br>**Unique Postings**<br>1,094 Total Postings | 7<br>**Employers Competing**<br>1,902 Total Employers |
| 26 Days<br>**Median Posting Duration**<br>Regional Average: 23 Days | 3 : 1<br>**Posting Intensity**<br>Regional Average: 2 : 1 |

## Advertised Salary

*There are 20 advertised salary observations (6% of the 338 matching postings).*

$21.17/hr

**Median Advertised Salary**

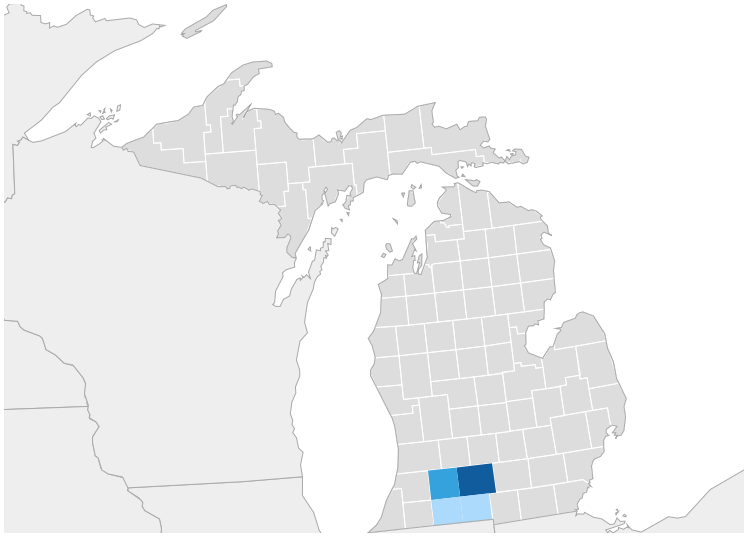


# Advertised Salary Trend

▼ 43.6% Mar 2025 – Aug 2025

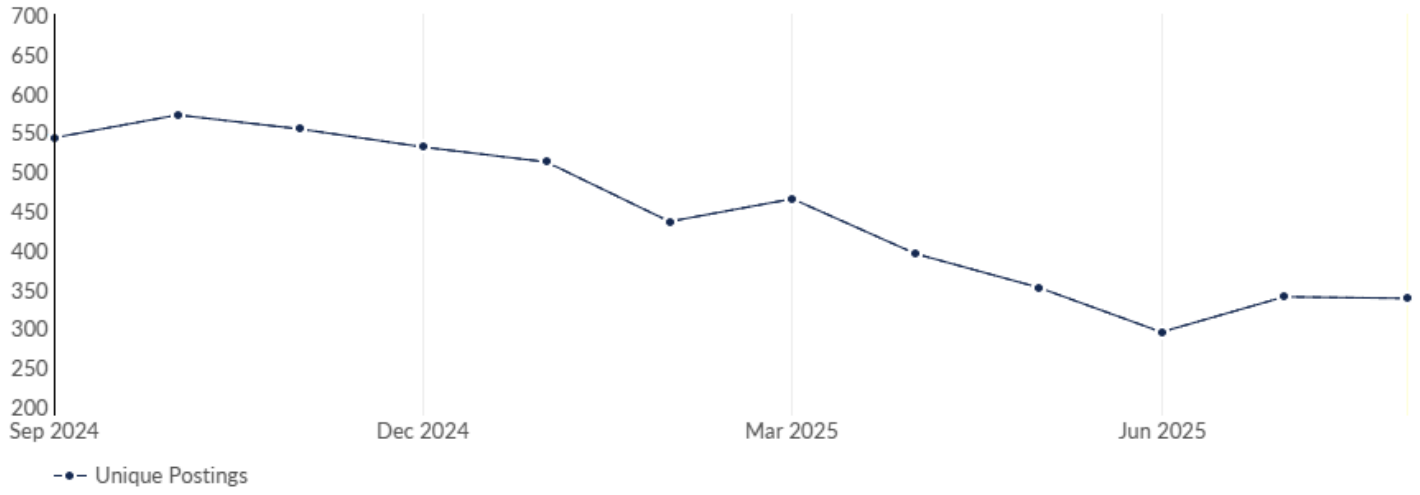
$37.54 **Median**

# Job Postings Regional Breakdown



| County | Unique Postings (Aug 2025) |
|---|---|
| Calhoun County, MI | 224 |
| Kalamazoo County, MI | 101 |
| Branch County, MI | 7 |
| St. Joseph County, MI | 6 |

# Unique Postings Trend




| Month | Unique Postings | Posting Intensity |
|---|---|---|
| Aug 2025 | 338 | 3 : 1 |
| Jul 2025 | 340 | 4 : 1 |
| Jun 2025 | 295 | 4 : 1 |
| May 2025 | 352 | 4 : 1 |
| Apr 2025 | 395 | 4 : 1 |
| Mar 2025 | 465 | 4 : 1 |
| Feb 2025 | 436 | 4 : 1 |
| Jan 2025 | 512 | 4 : 1 |
| Dec 2024 | 531 | 4 : 1 |
| Nov 2024 | 554 | 4 : 1 |
| Oct 2024 | 572 | 4 : 1 |
| Sep 2024 | 543 | 4 : 1 |

## Education Breakdown

| Education Level | Unique Postings | % of Total |
|---|---|---|
| No Education Listed | 112 | 33% |
| High school or GED | 85 | 25% |
| Associate's degree | 138 | 41% |
| Bachelor's degree | 63 | 19% |
| Master's degree | 34 | 10% |
| Ph.D. or professional degree | 2 | 1% |

## Minimum Education Breakdown

| Minimum Education Level | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|---|---|---|---|
| High school or GED | 85 | 0 | 25% |
| Associate's degree | 96 | 42 | 28% |
| Bachelor's degree | 37 | 25 | 11% |
| Master's degree | 8 | 26 | 2% |
| Ph.D. or professional degree | 0 | 2 | 0% |

## Experience Breakdown

| Minimum Experience | Unique Postings | % of Total |
|---|---|---|
| No Experience Listed | 240 | 71% |
| 0 - 1 Years | 45 | 13% |
| 2 - 3 Years | 45 | 13% |
| 4 - 6 Years | 5 | 1% |
| 7 - 9 Years | 2 | 1% |
| 10+ Years | 1 | 0% |

## Top Companies Posting

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Oaklawn Hospital | 802 / 169 | 5 : 1 | 23 days |
| Bronson Healthcare | 143 / 113 | 1 : 1 | 26 days |
| Meijer | 88 / 23 | 4 : 1 | 19 days |
| Walmart | 25 / 13 | 2 : 1 | 17 days |
| Stryker | 25 / 13 | 2 : 1 | 48 days |
| Border Foods | 5 / 5 | 1 : 1 | 17 days |
| Zoetis | 6 / 2 | 3 : 1 | n/a |

## Top Cities Posting

| City | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Marshall, MI | 779 / 159 | 5 : 1 | 23 days |
| Kalamazoo, MI | 118 / 82 | 1 : 1 | 26 days |
| Battle Creek, MI | 93 / 60 | 2 : 1 | 27 days |
| Portage, MI | 51 / 14 | 4 : 1 | 16 days |
| Coldwater, MI | 14 / 7 | 2 : 1 | 23 days |
| Three Rivers, MI | 17 / 4 | 4 : 1 | 19 days |
| Tekonsha, MI | 9 / 3 | 3 : 1 | n/a |
| Albion, MI | 2 / 2 | 1 : 1 | 17 days |
| Sturgis, MI | 5 / 2 | 3 : 1 | n/a |
| Comstock Township, MI | 1 / 1 | 1 : 1 | n/a |

# Top Posted Occupations

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 374 / 97 | 4 : 1 | 29 days |
| Medical Assistants | 234 / 69 | 3 : 1 | 23 days |
| Health Technologists and Technicians, All Other | 170 / 61 | 3 : 1 | 27 days |
| Medical and Health Services Managers | 104 / 41 | 3 : 1 | 23 days |
| Cashiers | 81 / 23 | 4 : 1 | 46 days |
| Nursing Assistants | 52 / 12 | 4 : 1 | 22 days |
| Fast Food and Counter Workers | 26 / 11 | 2 : 1 | 19 days |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 30 / 11 | 3 : 1 | 21 days |
| Food Service Managers | 10 / 7 | 1 : 1 | 17 days |
| Licensed Practical and Licensed Vocational Nurses | 13 / 6 | 2 : 1 | n/a |

# Top Posted Occupations

| Occupation (O*NET) | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 371 / 95 | 4 : 1 | 29 days |
| Medical Assistants | 234 / 69 | 3 : 1 | 23 days |
| Patient Representatives | 159 / 55 | 3 : 1 | 24 days |
| Medical and Health Services Managers | 104 / 41 | 3 : 1 | 23 days |
| Cashiers | 81 / 23 | 4 : 1 | 46 days |
| Nursing Assistants | 52 / 12 | 4 : 1 | 22 days |
| Fast Food and Counter Workers | 26 / 11 | 2 : 1 | 19 days |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 30 / 11 | 3 : 1 | 21 days |
| Food Service Managers | 10 / 7 | 1 : 1 | 17 days |
| Licensed Practical and Licensed Vocational Nurses | 13 / 6 | 2 : 1 | n/a |
| Health Technologists and Technicians, All Other | 9 / 5 | 2 : 1 | 39 days |
| Critical Care Nurses | 1 / 1 | 1 : 1 | 53 days |
| Clinical Nurse Specialists | 2 / 1 | 2 : 1 | n/a |
| Neurodiagnostic Technologists | 2 / 1 | 2 : 1 | n/a |

## Top Posted Occupations

| Occupation | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurse | 370 / 94 | 4 : 1 | 29 days |
| Medical Assistant | 234 / 69 | 3 : 1 | 23 days |
| Registrar / Patient Service Representative | 159 / 55 | 3 : 1 | 24 days |
| Healthcare Administrator | 60 / 28 | 2 : 1 | 26 days |
| Cashier | 79 / 21 | 4 : 1 | 46 days |
| Office / Administrative Assistant | 30 / 11 | 3 : 1 | 21 days |
| Fast Food / Counter Worker | 26 / 11 | 2 : 1 | 19 days |
| Nursing Assistant | 50 / 10 | 5 : 1 | n/a |
| Restaurant / Food Service Manager | 10 / 7 | 1 : 1 | 17 days |
| Licensed Practical / Vocational Nurse | 13 / 6 | 2 : 1 | n/a |

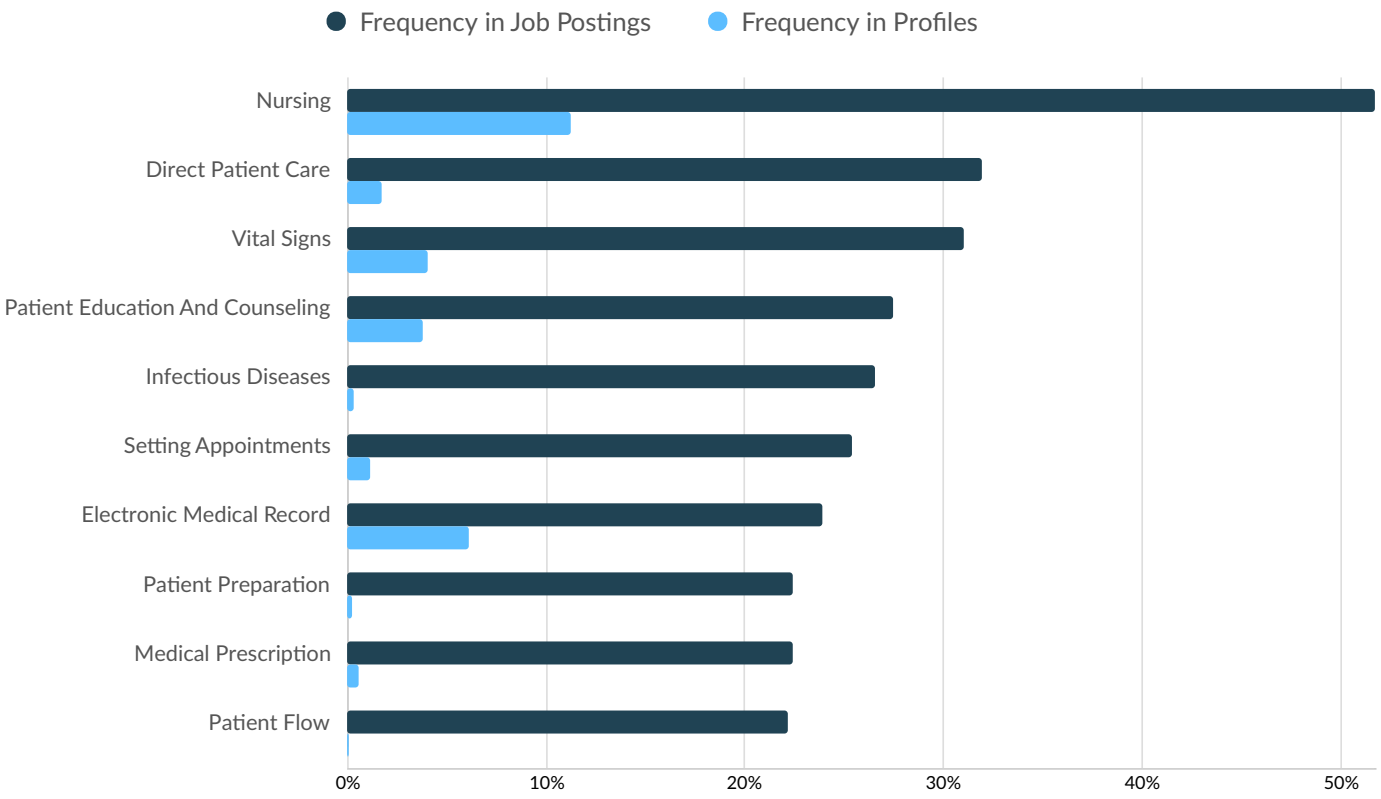
## Top Posted Job Titles

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 153 / 26 | 6 : 1 | 23 days |
| Requisition Sales Associates | 120 / 22 | 5 : 1 | n/a |
| Department Assistants | 77 / 20 | 4 : 1 | n/a |
| Pre-Registration Representatives | 52 / 14 | 4 : 1 | 23 days |
| Emergency Services Registered Nurses | 57 / 12 | 5 : 1 | n/a |
| Patient Representatives | 9 / 9 | 1 : 1 | 24 days |
| Personal/Family Assistants | 36 / 7 | 5 : 1 | n/a |
| Primary Care Medical Assistants | 25 / 7 | 4 : 1 | 42 days |
| Food Clerks | 19 / 7 | 3 : 1 | 19 days |
| Cashiers | 49 / 7 | 7 : 1 | 46 days |

# Top Industries

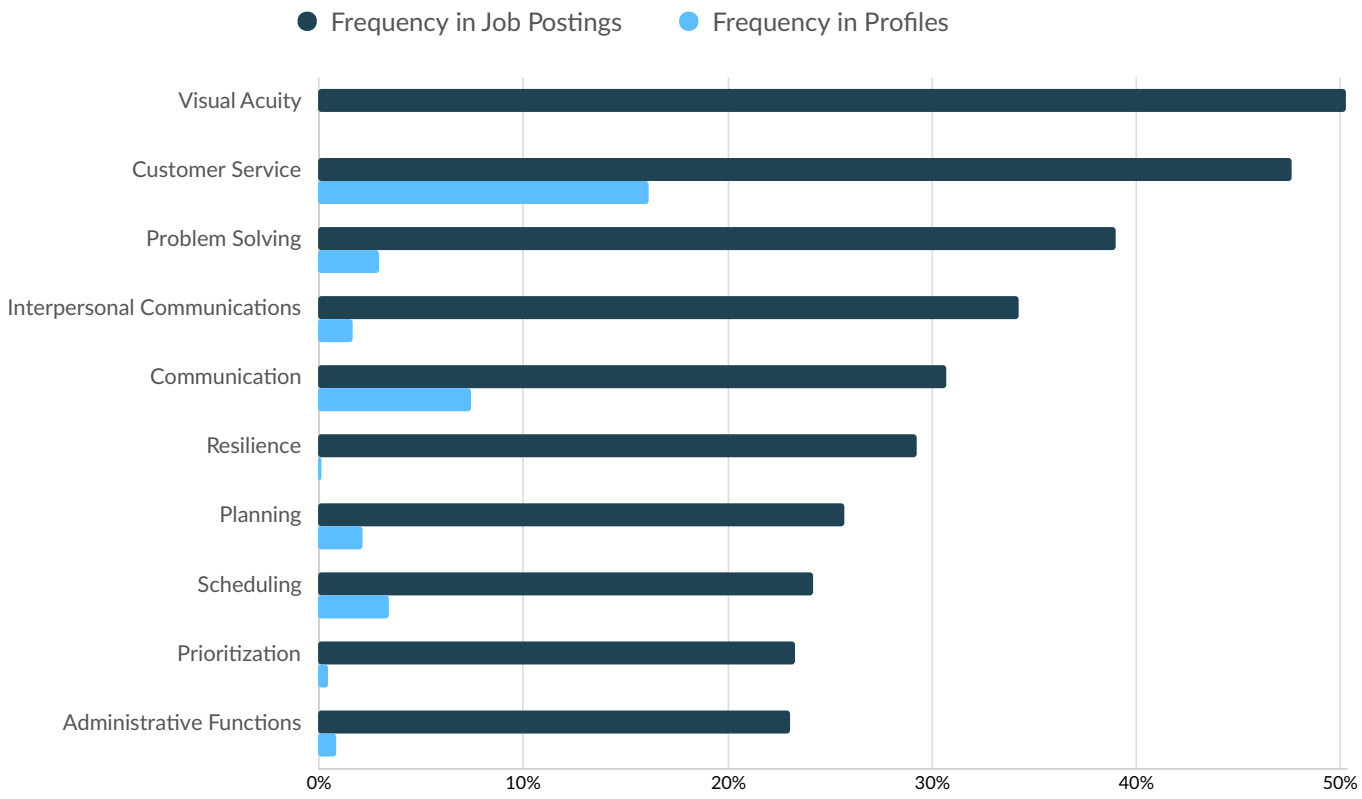
| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| General Medical and Surgical Hospitals | 945 / 282 | 3 : 1 | 26 days |
| Department Stores | 88 / 23 | 4 : 1 | 19 days |
| Surgical and Medical Instrument Manufacturing | 25 / 13 | 2 : 1 | 48 days |
| All Other General Merchandise Retailers | 25 / 13 | 2 : 1 | 17 days |
| Limited-Service Restaurants | 5 / 5 | 1 : 1 | 17 days |
| Pharmaceutical Preparation Manufacturing | 6 / 2 | 3 : 1 | n/a |

# Top Specialized Skills



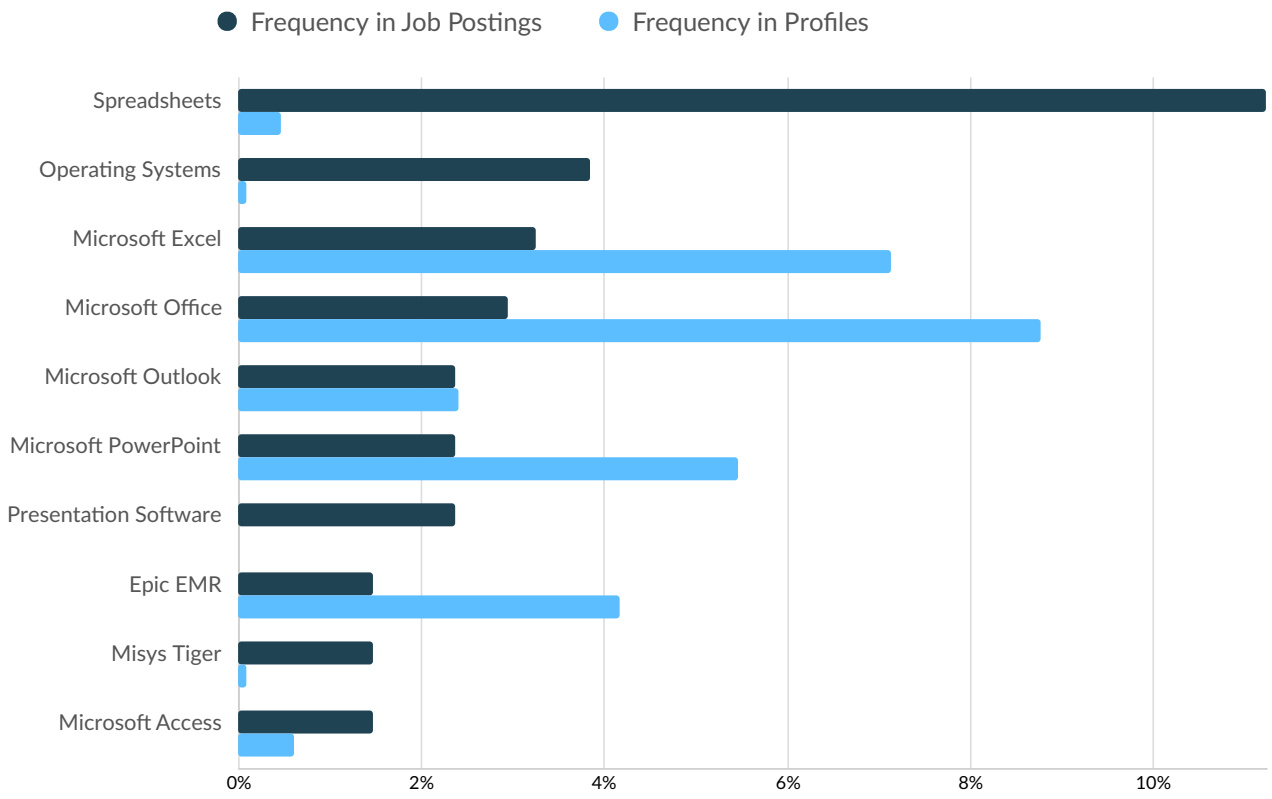

| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Nursing | 175 | 52% | 261 | 11% | +20.1% | Rapidly Growing |
| Direct Patient Care | 108 | 32% | 40 | 2% | +16.6% | Growing |
| Vital Signs | 105 | 31% | 95 | 4% | +17.2% | Growing |
| Patient Education And Counseling | 93 | 28% | 88 | 4% | +11.6% | Growing |
| Infectious Diseases | 90 | 27% | 7 | 0% | +9.2% | Growing |
| Setting Appointments | 86 | 25% | 27 | 1% | +10.9% | Growing |
| Electronic Medical Record | 81 | 24% | 142 | 6% | +12.1% | Growing |
| Patient Preparation | 76 | 22% | 5 | 0% | +15.8% | Growing |
| Medical Prescription | 76 | 22% | 14 | 1% | +8.5% | Growing |
| Patient Flow | 75 | 22% | 2 | 0% | +13.3% | Growing |

# Top Common Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Visual Acuity | 170 | 50% | 0 | 0% | +18.9% | Growing |
| Customer Service | 161 | 48% | 375 | 16% | +5.2% | Stable |
| Problem Solving | 132 | 39% | 70 | 3% | +11.3% | Growing |
| Interpersonal Communications | 116 | 34% | 40 | 2% | +12.5% | Growing |
| Communication | 104 | 31% | 174 | 7% | +3.6% | Lagging |
| Resilience | 99 | 29% | 3 | 0% | +12.7% | Growing |
| Planning | 87 | 26% | 51 | 2% | +10.9% | Growing |
| Scheduling | 82 | 24% | 81 | 3% | +16.4% | Growing |
| Prioritization | 79 | 23% | 12 | 1% | +20.5% | Rapidly Growing |
| Administrative Functions | 78 | 23% | 21 | 1% | +13.6% | Growing |

# Top Software Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Spreadsheets | 38 | 11% | 11 | 0% | +22.2% | Rapidly Growing |
| Operating Systems | 13 | 4% | 2 | 0% | +22.6% | Rapidly Growing |
| Microsoft Excel | 11 | 3% | 166 | 7% | +17.7% | Growing |
| Microsoft Office | 10 | 3% | 204 | 9% | +18.5% | Growing |
| Microsoft Outlook | 8 | 2% | 56 | 2% | +25.0% | Rapidly Growing |
| Microsoft PowerPoint | 8 | 2% | 127 | 5% | +26.1% | Rapidly Growing |
| Presentation Software | 8 | 2% | 0 | 0% | +21.0% | Rapidly Growing |
| Epic EMR | 5 | 1% | 97 | 4% | +16.4% | Growing |
| Misys Tiger | 5 | 1% | 2 | 0% | +66.7% | Rapidly Growing |
| Microsoft Access | 5 | 1% | 14 | 1% | +3.9% | Lagging |

# Top Qualifications

| | Postings with Qualification |
|---|---|
| Basic Life Support (BLS) Certification | 156 |
| Registered Nurse (RN) | 118 |
| American Red Cross (ARC) Certification | 111 |
| Certified Medical Assistant (CMA) | 66 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 54 |
| Basic Cardiac Life Support | 49 |
| Licensed Practical Nurse (LPN) | 49 |
| Pediatric Advanced Life Support (PALS) | 36 |
| Valid Driver's License | 33 |
| Registered Medical Assistant (RMA) | 27 |

# Appendix A

## Top Posting Sources

| Website | Postings on Website (Aug 2025) |
|---|---|
| peopleanswers.com | 145 |
| myworkdayjobs.com | 130 |
| indeed.com | 67 |
| diversityjobs.com | 16 |
| icims.com | 9 |
| walmart.com | 9 |
| dejobs.org | 7 |
| disabledperson.com | 5 |
| careercircle.com | 3 |
| healthjobsnationwide.com | 2 |
| kentwoodrecruiter.com | 2 |
| retirementjobs.com | 2 |
| stryker.com | 2 |
| associationcareernetwork.com | 1 |
| eastlansingrecruiter.com | 1 |
| jobserve.com | 1 |
| ncbiotech.org | 1 |
| rochesterrecruiter.com | 1 |
| themuse.com | 1 |

# Appendix B

## Sample Postings

# Administrative Assistant Nursing Professional Practice (on-site work)

**Link to Live Job Posting:** bronsonhg.wd1.myworkdayjobs.com

| | |
|---|---|
| **Location:** Kalamazoo, MI | **O*NET:** 31-1131.00 |
| **Company:** Bronson Healthcare | **Job Title:** Administrative Professionals |

Administrative Assistant

- Nursing Professional Practice (on-site work) Administrative Assistant
- Nursing Professional Practice (on-site work) locationsBronson Methodist Hospitaltime typeFull timeposted onPosted Yesterdayjob requisition id

## JOB44514 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday.

This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleAdministrative Assistant

- Nursing Professional Practice (on-site work) Under minimal supervision and according to established policies and procedures, the Administrative Assistant provides secretarial /clerical services to one or more directors (or a management team) in an assigned area.

This may include managing calendars of one or more leader. The Administrative Assistant Prepares and types a variety of correspondence, records, etc.; receives and directs internal and/or external customers; maintains and updates files, gathers data and prepares a variety of recurring and special reports; etc. In addition to carrying out job responsibilities characteristic to a Staff Assistant, the Administrative Assistant handles additional key responsibilities that are more technical in nature and require a more analytical approach. These responsibilities may include auditing data/reports, assisting Managers/Directors in updating and maintaining assigned budgets, andpleting additional special projects for the department as assigned. The incumbent maintains confidentiality of the organization and all customers. Employees providing direct patient care must demonstratepetencies specific to the population served. High school diploma or general education degree (GED) and 3-5 years general office experience requiredAssociate's degree preferred

- Must be proficient with multiple standard software(s) on personalputer (Microsoft Work, Excel, PowerPoint, Outlook, Sharepoint, and Internet) with keyboarding speed of 65 words per minute (skills tested through Human Resources at an acceptable level).
- Must possess excellent interpersonalmunication skills and demonstrated ability to independently handle decision making.
- Must be dependable with good interpersonal skills
- Ability to stay focused with multiple distractions
- Cohesively work with team in high stress situations
- Competent in decision-making, problem solving
- Effective time management skills with ability to prioritize workload; self-directed
- Ability to adapt, maintain effectiveness when new information presents and/or situation changes
- Additional knowledge of general or specific medical/technical terminology may be required for certain departments.

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 personalputer or CRT between 40 and 70 percent of the time.The job produces some physical demands. Typical of jobs that include regular walking, standing, stooping, bending, sitting, and some lifting of light weight objects.Duties will vary depending on department of assignment

- Completes a variety of secretarial/clerical tasks including transcription of written or dictated materials, processing of invoices and purchase requisitions, making travel arrangements, meeting planning, create and/or type correspondence, agendas, memos, forms, tables,

charts, schedules, etc. Depending on the area this may require knowledge of medical or other special terminology.

- Maintains and updates records and files; maypile and maintain financial and/or budget data.
- Operates a variety of automated standard office equipment, such as CRT's, personalputers, typewriters or word processors, calculators, photocopying machines, etc.
- Independently develops and maintains spreadsheets and databases to input, maintain and retrieve data, track statistics, monitor activities and to provide regular and recurring reports.
- Independentlyposes/develops routine memos, correspondence, agendas, short articles, and written materials tomunicate plans and programs. Able toplete simple analysis
- Maintains director/staff's schedule. Schedules and/or reschedules appointments and advises director/staff of schedule changes/modifications.
- Places, receives, and directs phone calls; takes and transmits messages. Provides information to callers, or refers them to others.
- Communicates concisely, effectively and to the point in a professional manner both orally and in writing. Exceptional knowledge of English grammar, spelling and punctuation
- Proactively manages director/staff's schedule. Schedules and/or reschedules appointments and advises director/staff of schedule changes/modifications.
- In addition to the above general secretarial/clerical duties, performs specific functions unique to the individual area such as preparing and distributing worksheets and other materials, inputting production and other operational data, processing payroll transactions, coordinating educational functions, etc. Specific duties for Security
- Assisting Security department and Workplace Violence Program with scheduling, meeting minutes, training, planning and dispatch. Specific duties for Center for Learning
- Schedule all training activities including the BMS implementation events.
- Prepare materials for all training and BMS activities.
- Make room and facility arrangements for specials needs of training activities.
- Coordinate all CEU requirements for the department.
- Send surveys after training events as needed.
- Coordinate the preparation of office and equipment for new team members.
- Maintain CFL whiteboard calendar in the visibility room.
- Maintain CFL huddle board metrics.
- Assist in the coordination of the calendars for the LPI consultants.
- Utilize the CFL Outlook Inbox/Calendar
- Review the EDI, ED Game and other training classes for attendance 2 weeks ahead of classes.
- Assist in maintaining the BMS SharePoint and Intranet pages.
- Assist in the coordination of HVN activities.

Specific Duties for

## Nursing Professional Practice:

- Nursing Shared Leadership Program (including meeting and presentation management)
- Nursing Talent Development
- Data maintenance and data entry for NDNQI (National Database of Nursing Quality Indicators)
- Nursing Recognition Programs (DAISY, Nursing Excellence, Sunshine, etc)
- Nursing Professional Advancement Ladder (NPAL)
- Nursing Scholarship
- Nursing Practice Calendar
- Nurses Week Planning
- Magnet Recognition Program
- Scheduling, payroll, and finance transaction management for reimbursement/invoices, etc.
- Other projects as applicable within Nursing Professional Practice ShiftFirst Shift Time TypeFull time Scheduled Weekly Hours40 Cost Center1505 Nursing Professional Practice (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

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. take a moment to watch a brief video highlighting employment with Bronson! About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

# Medical Assistant Bronson Rheumatology Specialists (BMH) Full Time 80 Hrs./ PP

**Link to Live Job Posting:** bronsonhg.wd1.myworkdayjobs.com

| | |
|---|---|
| **Location:** Kalamazoo, MI | **O*NET:** 31-9092.00 |
| **Company:** Bronson Healthcare | **Job Title:** Rheumatology Specialists |

Medical Assistant Bronson Rheumatology Specialists (BMH) Full Time 80 Hrs./ PP Medical Assistant Bronson Rheumatology Specialists (BMH) Full Time 80 Hrs./ PP locationsBronson Methodist Hospitaltime typeFull timeposted onPosted Yesterdayjob requisition id

## JOB44667 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleMedical Assistant Bronson Rheumatology Specialists (BMH) Full Time 80 Hrs./ PP Working under provider's direction provides general nursing functions for the practice. Records vital signs, immunizations, provides initial patient assessment, obtains concise patient history, and provides various clinical information and support to providers. Processes and posts information to patient's chart, educates patients and families regarding medications, treatments and care, and referrals. Employees providing direct patient care must demonstratepetencies specific to the population served. High school diploma or general education degree (GED) required

## MUST MEET ONE OF THE FOLLOWING

Successfulpletion of an accredited medical assistant program

## CMA/CCMA/RMA

certifiedMeet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire

## Note:

Vocational Coordinator to determine eligibility requirements for CMA or RMA within 6 months. BLS certification is required within 90 days of hire/transfer. Knowledge of clinical skills as required with Medical Assistant Certification/Registration. Effective problem-solving and prioritization skills. Must possess excellent interpersonal skills and process information in a confidential manner. Must be able tomunicate clearly and effectively with patients, doctors and other staff. Ability to maintain patient confidentiality. Ability to work independently and function as an integral team member with other healthcare professionals. Must have personalputer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization'sputerized systems. Must have excellent verbal andmunication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a team environment. Must maintain the highest level of confidentiality. 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 personalputer or CRT between 40 and 70 percent of the 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. Prepares patient for examination including patient assessment, histories, vital signs, medication reconciliation, and routine testing of hearing, vision or other. Document pertinent information in chart. Maintains documentation standards and reviews chart prior to appointment to assure requests and documents are in place. Administer treatments as requested by the physician. Obtain specimens for urine testing, phlebotomy, etc. Performs laboratory tests as directed by the physician. Accurately documents required information in patient charts. Set up and assist physician with procedures (laceration repair,

pap/pelvic, etc.). Schedule outside tests or procedures for patients in other departments of facilities such as x-ray, MRI, etc. Prepares patients for tests/procedures by providing appropriate instructions. Coordinate admissions, referrals, call in prescriptions, etc. Stock exam rooms with supplies as needed. Conduct day to day inventory of supplies and report items to be ordered. Assist in the scheduling of appointments in EMR system as required. Able to screen calls and determine urgency, necessity of appointments or whether phone advice is sufficient. Assists inpletion of misc. patient forms (Worker Compensation, Disability, etc.) Attend staff, educational or other meetings as required. Performs other related duties as assigned by nurses, practice manager, or physician. ShiftFirst Shift Time TypeFull time Sign-On Bonus

## External Candidates Only:

Up to $1,500.00 Retention BonusExternal Candidates Only, $1,500.00 Scheduled Weekly Hours40 Cost Center8180 Bronson Rheumatology Specialists (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. About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

## Cashier Sytems Monitor Part Time

**Link to Live Job Posting:** meijer.wd5.myworkdayjobs.com

| | |
|---|---|
| **Location:** [Unknown City], MI | **O*NET:** 41-2011.00 |
| **Company:** Meijer | **Job Title:** Systems Monitors |

Return to selected search result Cashier Sytems Monitor Part Time Apply locations West Main St - Kalamazoo, MI time type Part time posted on Posted Today job requisition id

R000605771

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

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.

# Unit Coordinator (RN Supervisor) Surgery (Pre-Op, Post-Op and PACU) - Bronson Battle Creek - Variable Shift

**Link to Live Job Posting:** bronsonhg.wd1.myworkdayjobs.com

| | |
|---|---|
| **Location:** Battle Creek, MI | **O*NET:** 11-9111.00 |
| **Company:** Bronson Healthcare | **Job Title:** Pre-Op/Post-Op Clinical Nurses |

Unit Coordinator (RN Supervisor) Surgery (Pre-Op, Post-Op and PACU)

- Bronson Battle Creek
- Variable Shift Unit Coordinator (RN Supervisor) Surgery (Pre-Op, Post-Op and PACU)
- Bronson Battle Creek
- Variable Shift locationsBronson Battle Creektime typeFull timeposted onPosted Yesterdayjob requisition id

## JOB44628 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday.

This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBBC Bronson Battle Creek TitleUnit Coordinator (RN Supervisor) Surgery (Pre-Op, Post-Op and PACU)

- Bronson Battle Creek
- Variable Shift Under general supervision from the unit manager and/or director, and in accordance with the policies and guidelines established within the organization and individual unit, the unit coordinator's priority is to function as leader and clinical liaison with staff, physicians and management, providing continuity of leadership day to day.

The unit coordinator acts as a role model, mentor, coach and resource person to staff to ensure all unit standards are maintained and to encourage a team environment. The unit coordinator is involved in assisting managers in attracting, developing, maintaining, and retaining qualified staff members. Duties may include assisting with hiring, orientation, monitoring and evaluating performance, problem solving, employee counseling, staffing, payroll and budget. In addition to duties involving unit personnel, the unit coordinator serves as a contact for internal and external customers. He/she is responsible for maintaining a safe environment of care, which fosters positive customer service and meets all quality standards, implementing new and monitoring ongoing processes. This role provides opportunity for leadership succession. Employees providing direct patient care must demonstratepetencies specific to the population served. Bachelor's degree in Nursing and 2 years of clinical experience required Master's degree in Nursing preferred Previous management experience preferred Formal or informal leadership experience preferred Education/experience level may differ for the specific department/unit Licensed Registered Nurse in good standing with the State of Michigan Advanced Nursing Specific Certification preferred Department specific requirements as necessary such as

## PALS, BLS, ACLS

etc. Unit Coordinators in Labor & Delivery and Mother/Baby/Antepartum at

## BMH & BBC

## Specific:

The Electronic Fetal Monitoring Certification through PQF or NCC is required within 6 months ofpleting intermediate fetal monitoring

- Strong leadership, organization, andmunication skills required

- Demonstrated interpersonalmunication skills, ability to resolve conflict, and ability to work as a team leader
- Demonstrated problem-solving ability
- Must work independently, be able to meet deadlines and demonstrate accountability for assignments
- Must have the ability to use software relevant to the job (i.e.
- Word, Excel, Access, PowerPoint, Visio, etc.)
- Must have the ability to organize and analyze data
- Must be able to speak and write English fluently
- Interpretation of regulatory standards and assessment of impact to the organization 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 personalputer 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.

- Evaluates quality and appropriateness of care. o Conducts/facilitates audits for accreditation, regulatory requirements and organizational standards.
- Accounts for coordination of day-to-day unit operations, i.e. patient placements, staff assignments.
- Assumes responsibility for staffing and scheduling personnel. Assignments reflect appropriate utilization of personnel.
- Coordinates department staff schedule with manager input as needed.
- Adjusts department staffing on a day-to-day basis to meet staffing needs (including managing volume changes, replacing call-ins, etc.)
- Facilitates staff attendance at organizationalmittees, meetings, etc.
- Manages staffing levels to help department achieve its budget.
- Participates in projecting staffing needs and assisting in creating a staffing plan with manager/director. o Approve/deny PTO.
- Follows organizational policies and procedures for staffing and provides openmunication with staff about scheduling requests/issues.
- Acts as clinical expert resource, mentoring staff, maintains positive relationships, and builds teamwork within the entire healthcare team.
- Maintains knowledge on guidelines, policies, procedures, and standards.
- Provides input into guidelines, policies, procedures, and standards.
- Acts as first responder for clinical and service recovery issues. Acts as a resource person for staff questions related to job performance and departmental processes.
- Provides guidance for and supervision of personnel accountable to nurse manager. o Provides ongoing feedback to staff related to job performance (focuses on immediate performance coaching as necessary).
- Monitors staff performance on a day-to-day basis. o Works with manager to develop Personal Development Plans including follow up and mentoring.
- Acts as role model, coach, and mentor to staff.
- Evaluates performance of personnel.
- Provides and collates peer input for evaluation.
- Communicates all staff behavior and performance issues with manager as necessary.
- Participates in discipline process of employees with manager notification for attendance, behavioral and performance issues.
- Participates in the evaluation process of employees at manager's discretion.
- Co-facilitates planning and conducting of d governance meeting. Acts as mentor to staff chair of d governance.
- Facilitates charge nurse and other unit meetings, reporting to nurse manager.
- Participates in recruitment, selection and retention of personnel. o Assists manager in the staff hiring process (e.g. assist with interview process).
- Creates and supports an environment w innovation and creativity are encouraged and valued.

## Pre-Admission Surgery/Endo Screening Specific:

Position requires patient contact, but only via phone calls.

- Unit Coordinators may cover multiple locations across the organization Bronson Lakeview Neurobehavioral Health is required to have all their employees participate in recipient rights education.

This education is assumed by the Recipient Rights Office. The Office of Recipient Rights shall do all of the following: Provide or coordinate the

This education is assumed by the Recipient Rights Offer. The Office of Recipient Rights shall do all of the following: Provide or coordinate the protection of recipient rights for all directly operated or contracted services.Ensure that recipients, parents of minor recipients, and guardians or other legal representatives have access to The Rights Booklet of their rights guaranteed by the Michigan Mental Health Code and are notified of those rights in an understandable manner, both at the time services are initiated and periodically during the time services are provided to the recipient.Ensure that the telephone number and address of the Office of Recipient Rights and the name of Rights Advisor are conspicuously posted in all service sites.Maintain a record system for all reports of apparent or suspected rights violations received including a mechanism for logging in allplaints and a mechanism for secure storage of all investigative documents as evidence.Ensure that each service site is visited with the frequency necessary for protection of rights but in no case less than annually.Ensure that all individuals employed by BBC Fieldstone site receive training related to recipient rights protection before or within 30 days after being employed.Review the recipient rights policies and the rights system of each provider of mental health services under contract with BBC to ensure that the rights protection system of each provider is inpliance with the Michigan Mental Health Code and is of a uniformly high standard.Serve as consultant to Chief Executive Officer or his or her designee, RiskManagement Department, and other directors and to the associates of BBC in matters related to recipient rights.Ensure that all reports of apparent or suspected violations of rights within Fieldstone Center are investigated in accordance with section 330.1778 of the Michigan Mental Health Code. The policy requires that the rights office must conduct investigations in a manner that does not violate employee rights. Those reports that do not warrant investigation are intervened upon and recorded in accordance with subdivision (d) of the Michigan Mental Health Code.Semiannually provide summaryplaint data consistent with the annual report required by the Code, together with a summary of remedial action taken on substantiatedplaints by category, to the State of Michigan and to the Recipient Rights Advisory Committee.The Recipient Rights Officer and Advisors will have the education, training, and experience to fulfill the responsibilities of the Office of Recipient Rights. The Recipient Rights Officer and Advisors will receive training in recipient rights protection.Coordinate meetings and activities of the Recipient Rights Advisory Committee and be the holder of the record of thismittee.Serve as advocate to all recipients and their families. Provide recipients assistance to make contact with other advocacy groups, as needed.Collaborate with Community Mental Health when appropriate.The Recipient Rights Officer shall submit to the governing board of BHG and to the State of Michigan Office of Recipient Rights an annual report prepared by the Office of Recipient Rights on the current status of recipient rights at Fieldstone Site and a review of the operations of the Office of Recipient Rights. The report shall be submitted no later than December 30, of each year for the preceding fiscal year or period specified in contract. The annual report shall include, at a minimum, all of the following: A) Summary data by category regarding the rights of recipients receiving services from Bronson Health Services-Fieldstone Site BBC includingplaints received, the number of reports filed, and the number of reports investigated by the Office of Recipient Rights. B) The number of substantiated rights violations by category. C) The remedial actions taken on substantiated rights violations by category. D) Training received by associates of the Office of Recipient Rights. E) Training provided by the Office of Recipient Rights. Desired oues established for the Office of Recipient Rights and progress toward these oues. G) Rmendations to the BHG governing board. ShiftVariable Time TypeFull time Scheduled Weekly Hours40 Cost Center5800 PACU (BBC) 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. take a moment to watch a brief video highlighting employment with Bronson! About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

## Frozen Food/Dairy Clerks — Meijer in Battle Creek, MI (Aug 2025 - Active)

### Dairy Frozen Food Clerk Part Time

**Link to Live Job Posting:** meijer.wd5.myworkdayjobs.com

| | |
|---|---|
| **Location:** Battle Creek, MI | **O*NET:** 35-3023.00 |
| **Company:** Meijer | **Job Title:** Frozen Food/Dairy Clerks |

Return to selected search result Dairy Frozen Food Clerk Part Time Apply locations Beckley Road - Battle Creek, MI time type Part time posted on Posted Today job requisition id

R000600717

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! Responsible for delivering remarkable customer service by providing customers with exceptional product knowledge, efficient service and a friendly attitude; will be exposed to a variety of retail tasks related to product, customer service and merchandising. Join a community. Build a career. We are searching for a new member of the Meijer family! When you join us as a Food Clerk, you will provide customers with exceptional product knowledge, efficient service, and a friendly attitude. You will play a vital role in keeping our store running smoothly and having a positive impact on the community we serve. Sound good to you? Join us! What will you be doing? Build rapport with customers. Display a friendly and outgoing attitude through good eye contact and body language. Respond to customer questions in an effective manner. Stock product and maintain product displays according to merchandising standards. Utilize technology to complete activities and tasks. Follow safety and sanitation procedures to ensure quality service and products for our customers. This position is applicable to the following departments: Meat, Seafood, Bakery, Deli, Grocery. What skills will you use? You are detail-oriented and organized. 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. Process-driven with ability to follow procedures in an organized and efficient way. Ability to stay calm while working in a fast-paced environment. Desire to work with customers on a consistent basis. Ability to lift, carry, push, pull, bend, and twist while handling product. Ability to stand for long periods of time. Meijer starts with me. It's not just a brand name, it's a family name. Founded by Hendrik and Gezina Meijer and their children in 1934, Meijer treats our Team Members like they're a part of our family. We want to see them happy, growing, and successful. That's why our Team Members say, "Meijer starts with me." Sound like the place for you? Join us. Who are we a good fit for? We love working with talented people but more than that, we look for team members who thrive in a collaborative environment and want to help us build on our family culture. Meijer is a great place for you if you want a job that's more than a paycheck and a career that plays an important role in your community.

# 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 Q3 2025 Data Set

MICHIGAN WORKS! Southwest

Branch, Calhoun, Kalamazoo & St. Joseph Counties

Branch County
August 2025

Michigan

# Parameters

**Select Timeframe:** Aug 2025 - Aug 2025

**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 |
| 29-2099 | Health Technologists and Technicians, All Other |
| 35-3023 | Fast Food and Counter Workers |
| 41-1011 | First-Line Supervisors of Retail Sales Workers |
| 41-2011 | Cashiers |
| 41-2031 | Retail Salespersons |

**Regions:**

| Code | Description |
|---|---|
| 26023 | Branch County, MI |

**Company:**

Results should include

| Description |
|---|
| ProMedica |
| Border Foods |
| Walmart |
| Dollar General |
| Bronson Healthcare |
| Bob Evans Restaurants |
| Clemens Food Group |

**Minimum Experience Required:** Any

**Education Level:** Any

**Job Type:** Include Internships

**Keyword Search:**

**Posting Type:** Active Postings

## Job Postings Overview

| | |
|---|---|
| 12<br>**Unique Postings**<br>21 Total Postings | 5<br>**Employers Competing**<br>271 Total Employers |
| 53 Days<br>**Median Posting Duration**<br>Regional Average: 24 Days | 2 : 1<br>**Posting Intensity**<br>Regional Average: 2 : 1 |

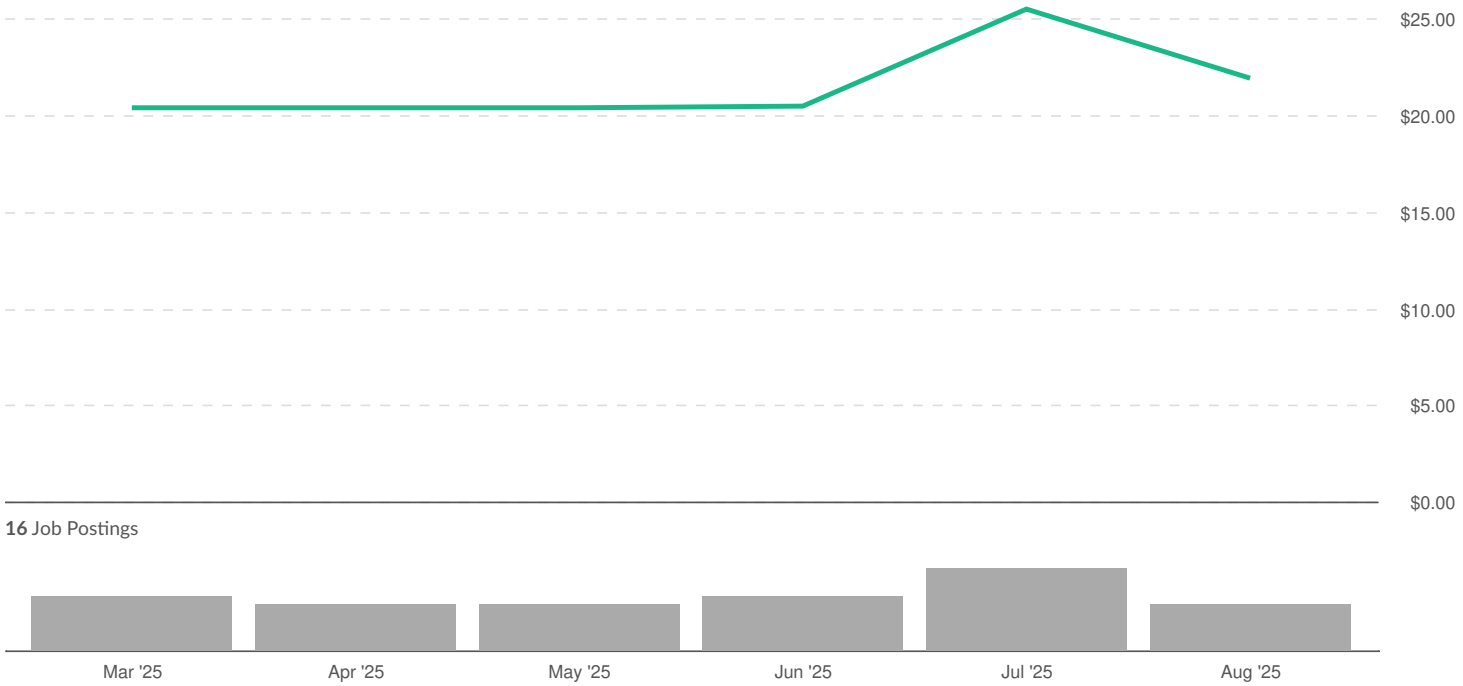
## Advertised Salary

Not enough data for this chart.

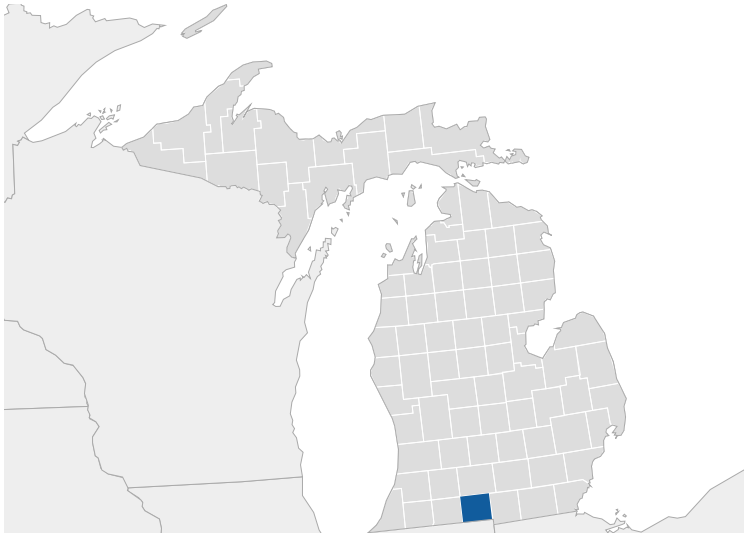
# Advertised Salary Trend

▲ 7.5% Mar 2025 – Aug 2025

**$21.97 Median**

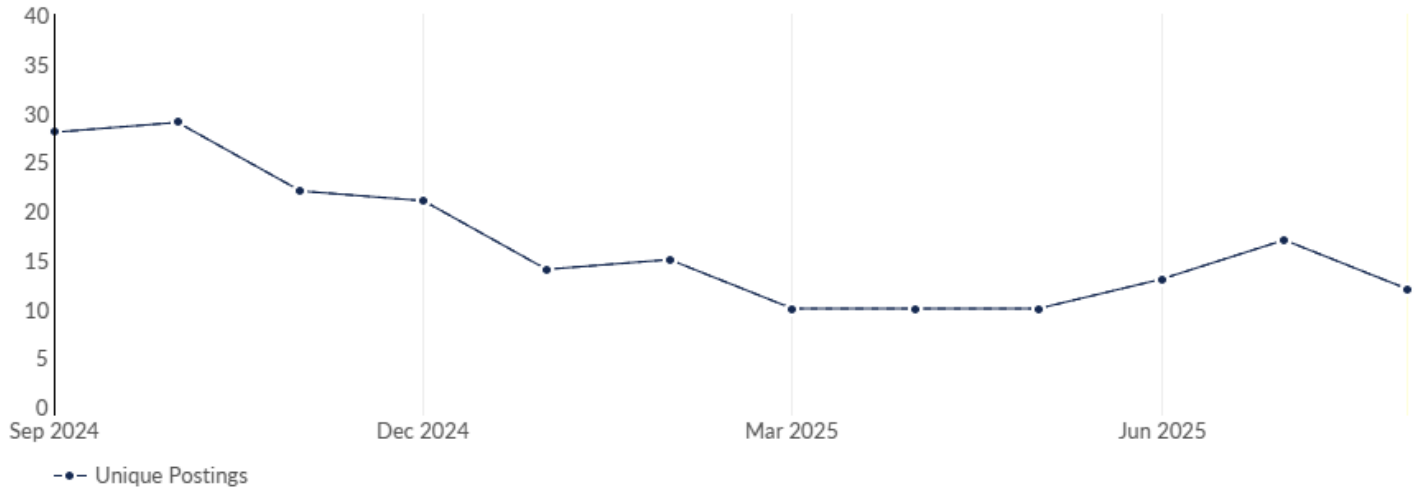


# Job Postings Regional Breakdown



| County | Unique Postings (Aug 2025) |
|---|---|
| Branch County, MI | 12 |

## Unique Postings Trend




| Month | Unique Postings | Posting Intensity |
|---|---|---|
| Aug 2025 | 12 | 2 : 1 |
| Jul 2025 | 17 | 2 : 1 |
| Jun 2025 | 13 | 2 : 1 |
| May 2025 | 10 | 2 : 1 |
| Apr 2025 | 10 | 2 : 1 |
| Mar 2025 | 10 | 2 : 1 |
| Feb 2025 | 15 | 2 : 1 |
| Jan 2025 | 14 | 3 : 1 |
| Dec 2024 | 21 | 3 : 1 |
| Nov 2024 | 22 | 3 : 1 |
| Oct 2024 | 29 | 3 : 1 |
| Sep 2024 | 28 | 3 : 1 |

## Education Breakdown

| Education Level | Unique Postings | % of Total |
|---|---|---|
| No Education Listed | 9 | 75% |
| High school or GED | 2 | 17% |
| Associate's degree | 0 | 0% |
| Bachelor's degree | 1 | 8% |
| 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 | 2 | 0 | 17% |
| Associate's degree | 0 | 0 | 0% |
| Bachelor's degree | 1 | 0 | 8% |
| 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 | 7 | 58% |
| 0 - 1 Years | 4 | 33% |
| 2 - 3 Years | 0 | 0% |
| 4 - 6 Years | 1 | 8% |
| 7 - 9 Years | 0 | 0% |
| 10+ Years | 0 | 0% |

## Top Companies Posting

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Walmart | 10 / 4 | 3 : 1 | 53 days |
| Bob Evans Restaurants | 6 / 3 | 2 : 1 | 35 days |
| ProMedica | 2 / 2 | 1 : 1 | n/a |
| Clemens Food Group | 2 / 2 | 1 : 1 | n/a |
| Bronson Healthcare | 1 / 1 | 1 : 1 | n/a |

## Top Cities Posting

| City | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Coldwater, MI | 21 / 12 | 2 : 1 | 53 days |

## Top Posted Occupations

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 3 / 3 | 1 : 1 | n/a |
| General and Operations Managers | 2 / 2 | 1 : 1 | n/a |
| Food Service Managers | 3 / 2 | 2 : 1 | 35 days |
| Cashiers | 2 / 2 | 1 : 1 | n/a |
| Fast Food and Counter Workers | 3 / 1 | 3 : 1 | n/a |
| First-Line Supervisors of Retail Sales Workers | 7 / 1 | 7 : 1 | n/a |
| Retail Salespersons | 1 / 1 | 1 : 1 | 53 days |

## Top Posted Occupations

| Occupation (O*NET) | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| General and Operations Managers | 2 / 2 | 1 : 1 | n/a |
| Food Service Managers | 3 / 2 | 2 : 1 | 35 days |
| Registered Nurses | 2 / 2 | 1 : 1 | n/a |
| Cashiers | 2 / 2 | 1 : 1 | n/a |
| Critical Care Nurses | 1 / 1 | 1 : 1 | n/a |
| Fast Food and Counter Workers | 3 / 1 | 3 : 1 | n/a |
| First-Line Supervisors of Retail Sales Workers | 7 / 1 | 7 : 1 | n/a |
| Retail Salespersons | 1 / 1 | 1 : 1 | 53 days |

## Top Posted Occupations

| Occupation | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurse | 3 / 3 | 1 : 1 | n/a |
| Operations Manager / Supervisor | 2 / 2 | 1 : 1 | n/a |
| Restaurant / Food Service Manager | 3 / 2 | 2 : 1 | 35 days |
| Retail Sales Associate | 2 / 2 | 1 : 1 | 53 days |
| Fast Food / Counter Worker | 3 / 1 | 3 : 1 | n/a |
| Retail Store Manager / Supervisor | 7 / 1 | 7 : 1 | n/a |
| Cashier | 1 / 1 | 1 : 1 | n/a |

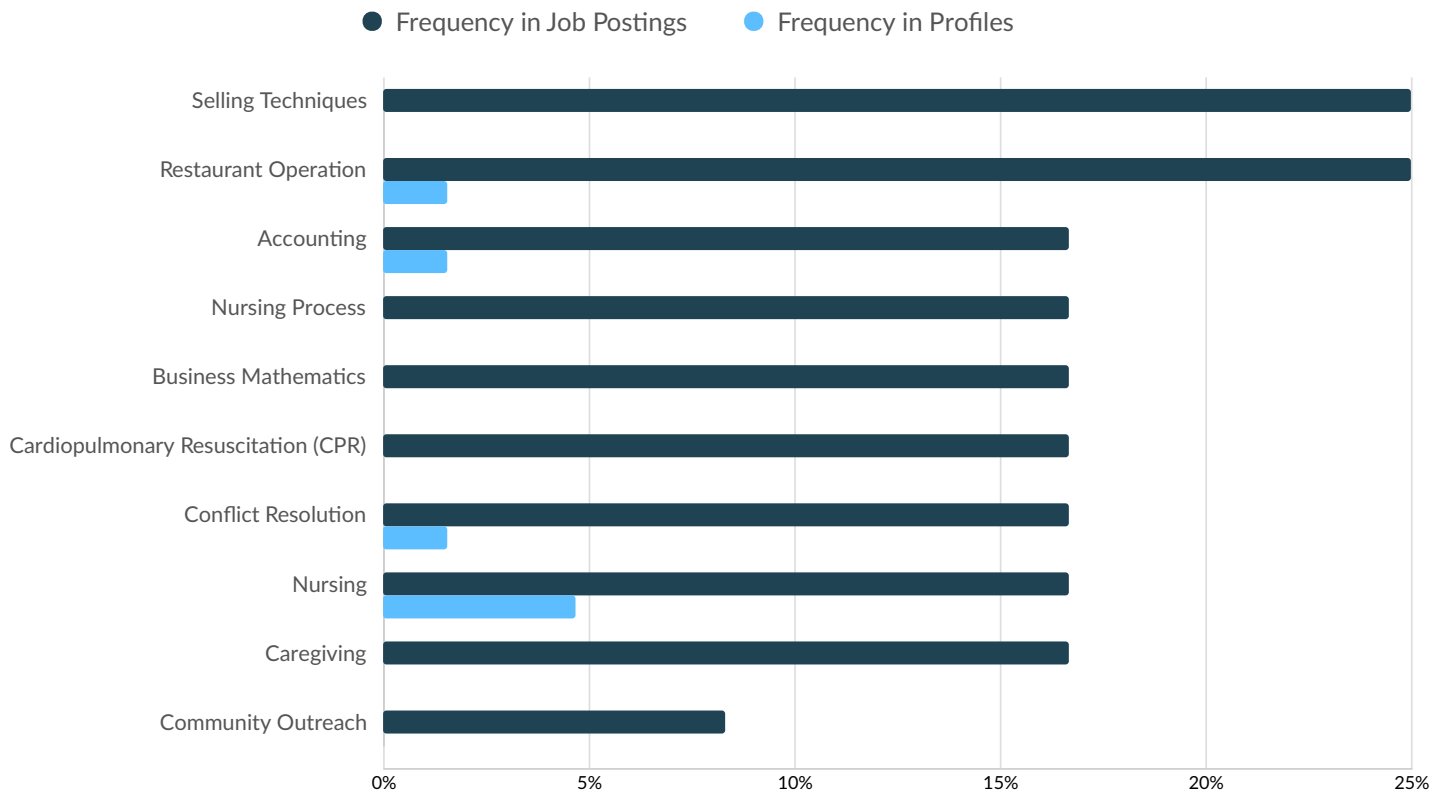
## Top Posted Job Titles

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Pharmacy Sales Associates | 1 / 1 | 1 : 1 | 53 days |
| Directors of Operations | 1 / 1 | 1 : 1 | n/a |
| Registered Nurses Unit Manager | 1 / 1 | 1 : 1 | n/a |
| Floor Supervisors | 1 / 1 | 1 : 1 | n/a |
| Key Supervisors | 1 / 1 | 1 : 1 | 35 days |
| General Managers | 2 / 1 | 2 : 1 | 58 days |
| Cashiers/Front End Supervisors | 1 / 1 | 1 : 1 | n/a |
| Wound Care Registered Nurses | 1 / 1 | 1 : 1 | n/a |
| Hematology/Oncology Nurse Practitioners | 1 / 1 | 1 : 1 | n/a |
| Operations Management Trainees | 7 / 1 | 7 : 1 | n/a |

## Top Industries

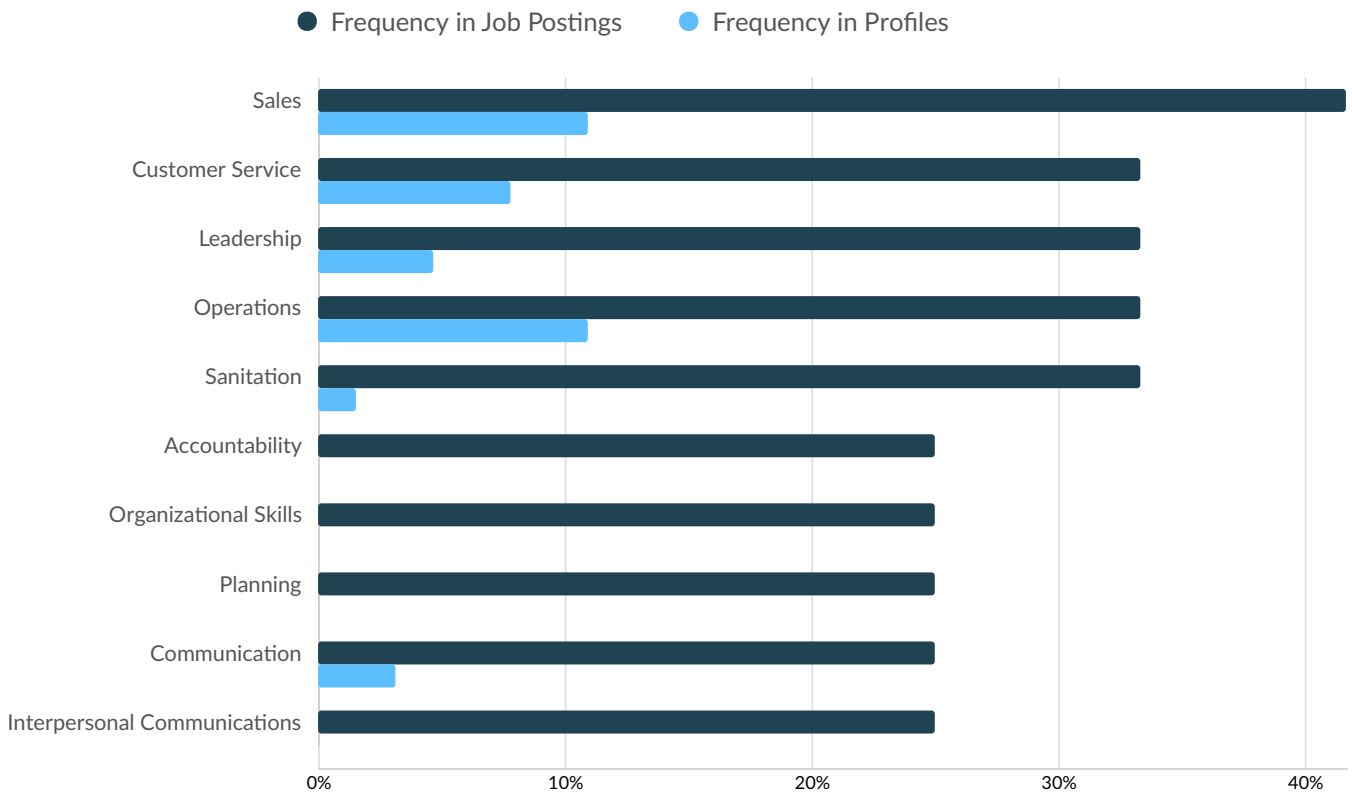
| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| All Other General Merchandise Retailers | 10 / 4 | 3 : 1 | 53 days |
| Full-Service Restaurants | 6 / 3 | 2 : 1 | 35 days |
| Animal (except Poultry) Slaughtering | 2 / 2 | 1 : 1 | n/a |
| Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers | 2 / 2 | 1 : 1 | n/a |
| General Medical and Surgical Hospitals | 1 / 1 | 1 : 1 | n/a |

# Top Specialized Skills



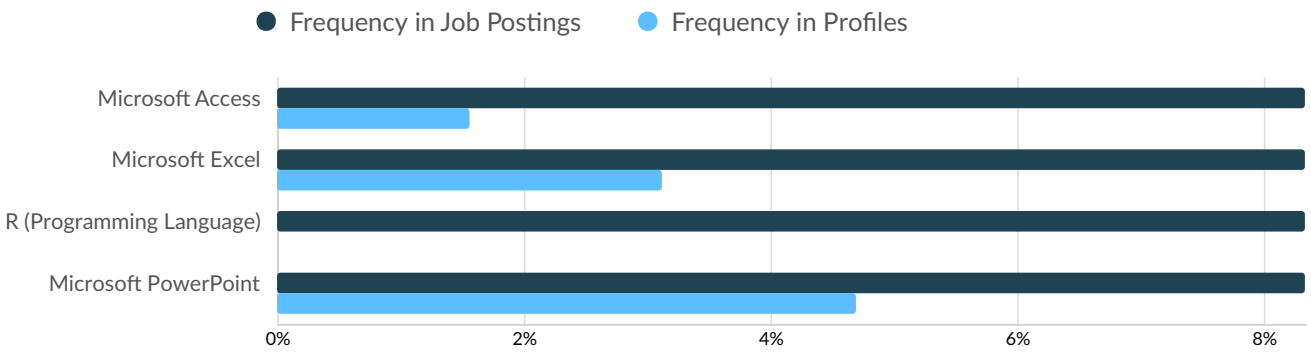

| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Selling Techniques | 3 | 25% | 0 | 0% | -1.2% | Lagging |
| Restaurant Operation | 3 | 25% | 1 | 2% | +28.0% | Rapidly Growing |
| Accounting | 2 | 17% | 1 | 2% | +24.0% | Rapidly Growing |
| Nursing Process | 2 | 17% | 0 | 0% | +24.2% | Rapidly Growing |
| Business Mathematics | 2 | 17% | 0 | 0% | +3.6% | Lagging |
| Cardiopulmonary Resuscitation (CPR) | 2 | 17% | 0 | 0% | +14.8% | Growing |
| Conflict Resolution | 2 | 17% | 1 | 2% | +19.5% | Rapidly Growing |
| Nursing | 2 | 17% | 3 | 5% | +20.1% | Rapidly Growing |
| Caregiving | 2 | 17% | 0 | 0% | +23.1% | Rapidly Growing |
| Community Outreach | 1 | 8% | 0 | 0% | +24.6% | Rapidly Growing |

# Top Common Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Sales | 5 | 42% | 7 | 11% | +7.8% | Stable |
| Customer Service | 4 | 33% | 5 | 8% | +5.2% | Stable |
| Leadership | 4 | 33% | 3 | 5% | +8.5% | Stable |
| Operations | 4 | 33% | 7 | 11% | +8.1% | Stable |
| Sanitation | 4 | 33% | 1 | 2% | +9.5% | Growing |
| Accountability | 3 | 25% | 0 | 0% | +18.7% | Growing |
| Organizational Skills | 3 | 25% | 0 | 0% | +14.3% | Growing |
| Planning | 3 | 25% | 0 | 0% | +10.9% | Growing |
| Communication | 3 | 25% | 2 | 3% | +3.6% | Lagging |
| Interpersonal Communications | 3 | 25% | 0 | 0% | +12.5% | Growing |

## Top Software Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Microsoft Access | 1 | 8% | 1 | 2% | +3.9% | Lagging |
| Microsoft Excel | 1 | 8% | 2 | 3% | +17.7% | Growing |
| R (Programming Language) | 1 | 8% | 0 | 0% | +20.3% | Rapidly Growing |
| Microsoft PowerPoint | 1 | 8% | 3 | 5% | +26.1% | Rapidly Growing |

## Top Qualifications

| | Postings with Qualification |
|---|---|
| Registered Nurse (RN) | 2 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 2 |
| Bachelor Of Science In Business | 1 |

# Appendix A

## Top Posting Sources

| Website | Postings on Website (Aug 2025) |
|---|---|
| indeed.com | 4 |
| walmart.com | 3 |
| careercircle.com | 2 |
| healthjobsnationwide.com | 2 |
| ultipro.com | 2 |
| associationcareernetwork.com | 1 |
| dejobs.org | 1 |

# Appendix B

## Sample Postings

### Floor Supervisors — Clemens Food Group in Coldwater, MI (Aug 2025 - Active)

| Operations Supervisor - Cut Floor 1st shift | |
|---|---|
| **Link to Live Job Posting:** recruiting.ultipro.com | |
| **Location:** Coldwater, MI | **O*NET:** 11-1021.00 |
| **Company:** Clemens Food Group | **Job Title:** Floor Supervisors |
| Excellent written/verbal communication/presentation skills Strong interpersonal skills. Ability to function at a high level within a team environment Ability to work independently and with individuals from multiple disciplines and with varying levels of experience Ability to excel in a fast-paced environment where change and growth are part of the culture Strong MS Excel, Word, and PowerPoint skills (proficiency in MS Access a plus) Strong problem solving skills and attention to detail Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities This employer is required to notify all applicants of their rights pursuant to federal employment laws. For further information, please review the Know Your Rights notice from the Department of Labor. | |

## (USA) Coach/Ops Mgr Trainee

**Link to Live Job Posting:** www.indeed.com

| | |
|---|---|
| **Location:** Coldwater, MI | **O*NET:** 41-1011.00 |
| **Company:** Walmart | **Job Title:** Operations Management Trainees |

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 effectivelyModels 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 experienceDrives 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 areaProvides 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 promoting a belonging mindset in the workplace and recruiting and developing qualified associates to meet staffing needs and achieve company growth potentialCoordinates completes and oversees jobrelated activities and assignments by developing and maintaining relationships with key stakeholderssupporting 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 learningProvides supervision and development opportunities for associates by hiring and training mentoring assigning duties providing recognition andpromoting a belonging mindset in the workplaceEnsures 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 practicesRespect 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 performx000BRespect the

### Individual:

Works collaboratively builds strong and trusting relationships communicates with impact energy and positivity to motivate and influencex000BRespect the

### Individual:

Attracts and retains the best talent empowers and develops talent and recognizes others contributions and accomplishmentsAct 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 transparentServe 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 plansServe 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 plansStrive for

## Excellence:

Displays curiosity and a desire to learn takes calculated risks demonstrates courage and resilience and encourages learning from mistakesStrive 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 hourly wage range for this position is $31.25-$38.46• Plus Differential to meet legislative requirements, where applicable. •The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation includes annual or quarterly performance bonuses. Additional compensation for certain positions may also include: - Regional Pay Zone (RPZ) (based on location) 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

## Cashiers/Front End Supervisors — Walmart in Coldwater, MI (Jul 2025 - Aug 2025)

### Cashier & Front End Services

| | |
|---|---|
| **Link to Live Job Posting:** Posting is no longer active | |
| **Location:** Coldwater, MI | **O*NET:** 41-2011.00 |
| **Company:** Walmart | **Job Title:** Cashiers/Front End Supervisors |

Cashier 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 Cart and Janitorial Ensure customers have a great first and last impression Gather carts from the parking lot Operate equipment to move carts from the parking lot to inside the store Clean restrooms, salesfloor, and parking lot as needed Have a positive attitude in all weather conditions. • For a complete list of duties and responsibilities, please see the actual job description. #storejobs

## Order Fillers — Walmart in Coldwater, MI (Jul 2025 - Aug 2025)

### Online Orderfilling & Delivery

| | |
|---|---|
| **Link to Live Job Posting:** Posting is no longer active | |
| **Location:** Coldwater, MI | **O*NET:** 41-2011.00 |
| **Company:** Walmart | **Job Title:** Order Fillers |

Acknowledge and greet customers with a smile Answer customer questions Help customers find the products they are looking for Assist fellow associates as needed throughout the store Keep your area stocked, clean, and safe • For a complete list of duties and responsibilities, please see the actual job description. #storejobs

# Key Supervisor

**Link to Live Job Posting:** Posting is no longer active

| | |
|---|---|
| **Location:** Coldwater, MI | **O*NET:** 11-9051.00 |
| **Company:** Bob Evans Restaurants | **Job Title:** Key Supervisors |

Key Supervisor 3.4 3.4 out of 5 stars 361 North Willowbrook Road, Coldwater, MI 49036 Up to $22 per hour depending on experience and geographic location / local market demand Early Close / No late nights Great Work Life Balance Career Growth Opportunities Excellent Benefits including 401(k) with

## Employer Match Our Purpose:

We pride ourselves on serving high quality farm fresh food at Bob Evans! We are

## AMERICAS FARM FRESH!

We work hard, pay attention to details (perfect plates, perfect bags), and provide our guests with the best, all-around family dining experience. We have immense pride in our culture and roots to our communities. Working at Bob Evans is about being part of something big we have a passion for taking care of each other and our guests while serving farm-fresh food at a great value. Our Founder, Bob Evans, was all about growing good…join us at Bob Evans and be an integral part of …. Where Good Grows.

## Key Supervisor Responsibilities:

The position of Key Supervisor is a fast-paced role that supports the daily operations and staff of the restaurant, including the execution of all Company policies, procedures, programs, and systems. This role contributes to the success of the restaurant by building sales, hitting goals, as well as driving restaurant profitability. Provides daily working supervision of team members during opening and closing shifts to ensure Company standards are maintained and continually improved Models professional behavior while creating a warm, friendly, and hospitable atmosphere that encourages team members to perform at their BEST Maximizing the financial success of the restaurant through productive and guest focused shifts Opens and/or closes the restaurant in accordance with Company policies and procedures Provide supervision support during shift not necessarily related to opening or closing the restaurant Effectively handles guests complaints resulting in highly satisfied guests All other duties as assigned Bob Evans Restaurants, LLC is EEO compliant and participates in

## E-Verify Why Choose Us:

Competitive Compensation Health and Welfare Benefits 401(k) with Company Match Flexible Scheduling Opportunity for development and career growth

## Knowledge:

Excellent communication skills Strong interpersonal skills and conflict resolution abilities Strong planning and organization skills Dedication to providing exceptional guest service Excellent computer skills Strong analytical/problem solving skills Exceptional team building capability Basic business math and accounting skills Basic personal computer literacy Ability to manage multiple projects Ability to be a role model in employee appearance and presentation Available to work a variety of shifts and weekends

## Education/Experience:

High School diploma or equivalent Prior experience in a leadership role is required. A minimum of 1-2 years of prior experience in a family,

fast-food, or casual dining restaurant is strongly preferred College and/or culinary schooling preferred

## Physical Requirements:

The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The physical demands described here are representative of those that must be regularly met by an employee to successfully perform the essential functions of this job. This list is not designed to contain a comprehensive listing of activities and the employer reserves the right to change or assign other duties to this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job. While performing the duties of this job you will regularly be required to: Stand for entire shift and walk for long periods of time without rest or sitting down Push, lift, carry and transfer up to 50 pounds Reach with hands Use hands to finger, handle, or feel objects, tools, or controls Bend and stoop Can taste and smell Verbally communicate with others Use close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus Have ability to freely access all areas of restaurant including selling floor(s), stock area, and register area We continue to update our safety and sanitation procedures to follow the current CDC, local, and state guidelines. Our goal is to provide a safe environment for both our employees and guests.

## Brand:

## Bob Evans Restaurants Address:

361 North Willowbrook Rd Coldwater, MI - 49036

## Property Description:

02035 -

## Coldwater Property Number:

02035

# 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 Q3 2025 Data Set

MICHIGAN WORKS! Southwest

Branch, Calhoun, Kalamazoo & St. Joseph Counties

Calhoun County
August 2025

Michigan

# Parameters

**Select Timeframe:** Aug 2025 - Aug 2025

**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 |
| 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

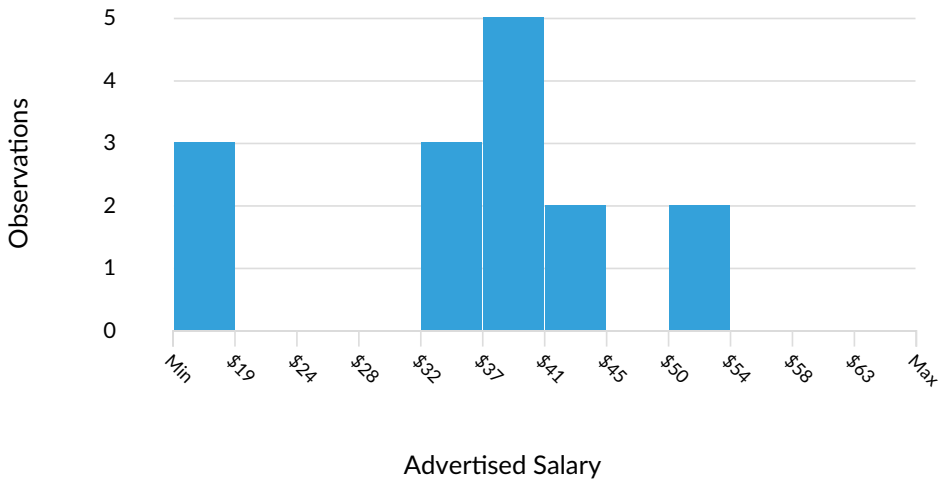
| | |
|---|---|
| 165<br>**Unique Postings**<br>645 Total Postings | 8<br>**Employers Competing**<br>673 Total Employers |
| 25 Days<br>**Median Posting Duration**<br>Regional Average: 24 Days | 4 : 1<br>**Posting Intensity**<br>Regional Average: 3 : 1 |

## Advertised Salary

*There are 15 advertised salary observations (9% of the 165 matching postings).*

$39.82/hr

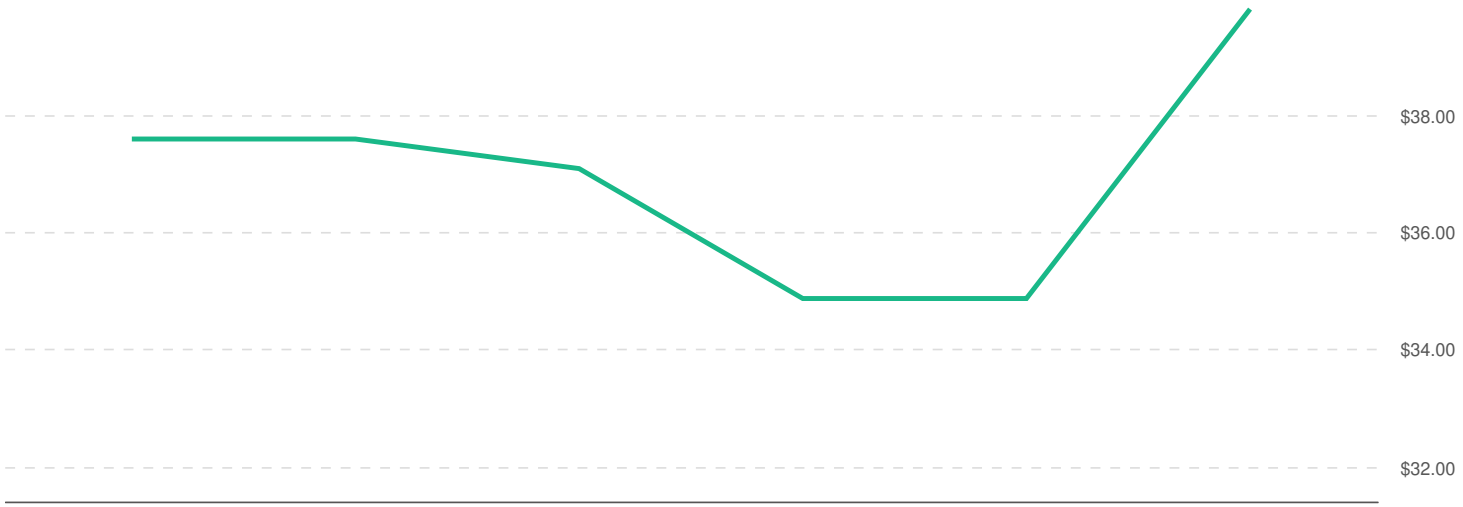
**Median Advertised Salary**



# Advertised Salary Trend

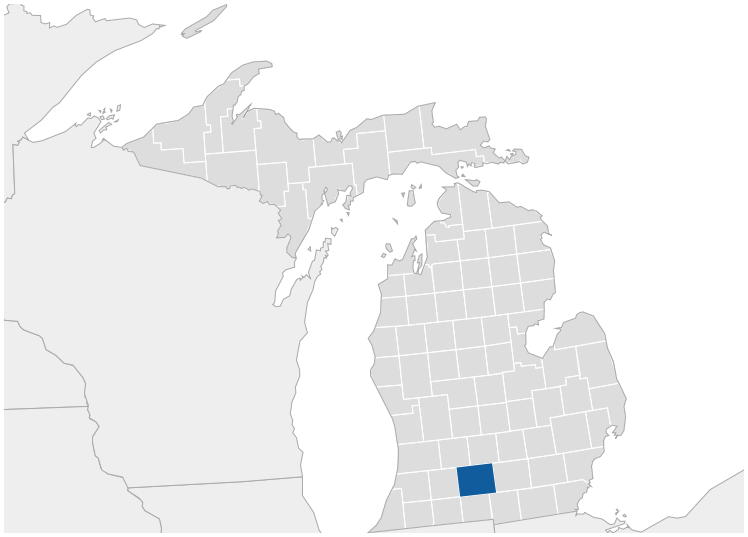
▲ 5.9% Mar 2025 – Aug 2025

$39.82 **Median**



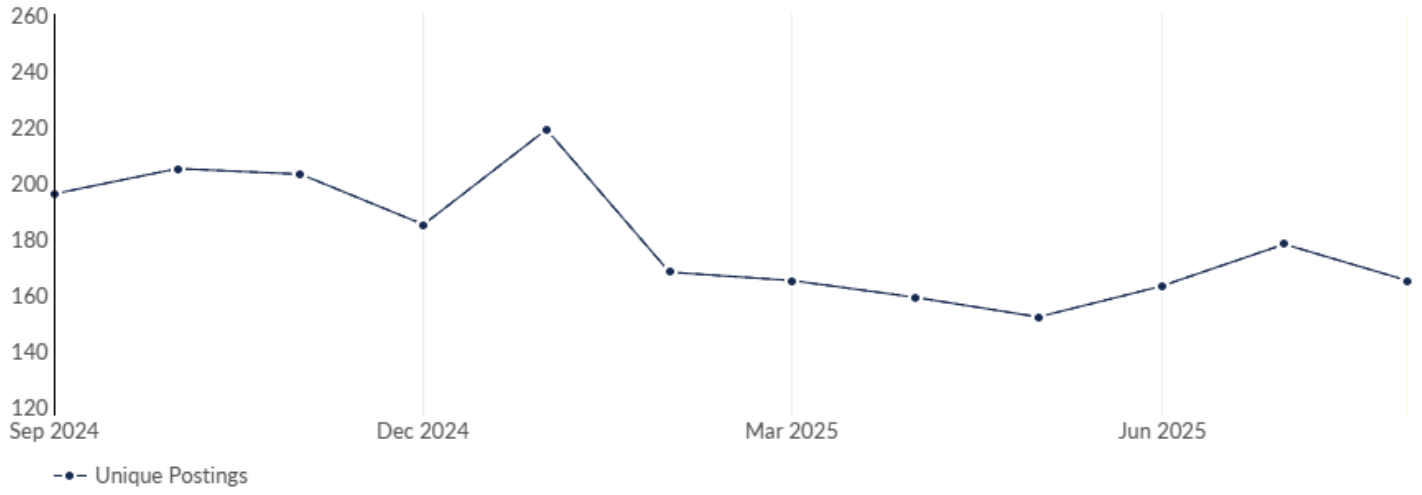

**45** Job Postings

# Job Postings Regional Breakdown



| County | Unique Postings (Aug 2025) |
|---|---|
| Calhoun County, MI | 165 |

## Unique Postings Trend




| Month | Unique Postings | Posting Intensity |
|---|---|---|
| Aug 2025 | 165 | 4 : 1 |
| Jul 2025 | 178 | 4 : 1 |
| Jun 2025 | 163 | 4 : 1 |
| May 2025 | 152 | 4 : 1 |
| Apr 2025 | 159 | 4 : 1 |
| Mar 2025 | 165 | 4 : 1 |
| Feb 2025 | 168 | 4 : 1 |
| Jan 2025 | 219 | 5 : 1 |
| Dec 2024 | 185 | 5 : 1 |
| Nov 2024 | 203 | 4 : 1 |
| Oct 2024 | 205 | 4 : 1 |
| Sep 2024 | 196 | 4 : 1 |

## Education Breakdown

| Education Level | Unique Postings | % of Total |
|---|---|---|
| No Education Listed | 70 | 42% |
| High school or GED | 27 | 16% |
| Associate's degree | 56 | 34% |
| Bachelor's degree | 27 | 16% |
| Master's degree | 4 | 2% |
| 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 | 27 | 0 | 16% |
| Associate's degree | 51 | 5 | 31% |
| Bachelor's degree | 14 | 13 | 8% |
| Master's degree | 3 | 1 | 2% |
| Ph.D. or professional degree | 0 | 0 | 0% |

## Experience Breakdown

| Minimum Experience | Unique Postings | % of Total |
|---|---|---|
| No Experience Listed | 117 | 71% |
| 0 - 1 Years | 38 | 23% |
| 2 - 3 Years | 10 | 6% |
| 4 - 6 Years | 0 | 0% |
| 7 - 9 Years | 0 | 0% |
| 10+ Years | 0 | 0% |

## Top Companies Posting

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Oaklawn Hospital | 529 / 101 | 5 : 1 | 23 days |
| Bronson Healthcare | 35 / 27 | 1 : 1 | 23 days |
| Elara Caring | 28 / 11 | 3 : 1 | 17 days |
| Hogan | 16 / 8 | 2 : 1 | 40 days |
| Dollar General | 13 / 8 | 2 : 1 | 24 days |
| Select Medical | 13 / 5 | 3 : 1 | n/a |
| Subway | 6 / 3 | 2 : 1 | n/a |
| Clean Team | 5 / 2 | 3 : 1 | n/a |

## Top Cities Posting

| City | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Marshall, MI | 536 / 103 | 5 : 1 | 25 days |
| Battle Creek, MI | 101 / 57 | 2 : 1 | 26 days |
| Albion, MI | 4 / 3 | 1 : 1 | 18 days |
| Springfield, MI | 2 / 1 | 2 : 1 | n/a |
| Tekonsha, MI | 2 / 1 | 2 : 1 | n/a |

## Top Posted Occupations

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 378 / 85 | 4 : 1 | 26 days |
| Medical Assistants | 198 / 44 | 5 : 1 | 23 days |
| First-Line Supervisors of Retail Sales Workers | 15 / 9 | 2 : 1 | 24 days |
| Heavy and Tractor-Trailer Truck Drivers | 16 / 8 | 2 : 1 | 40 days |
| Home Health and Personal Care Aides | 18 / 7 | 3 : 1 | 36 days |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 12 / 7 | 2 : 1 | 22 days |
| Food Service Managers | 7 / 4 | 2 : 1 | n/a |
| Retail Salespersons | 1 / 1 | 1 : 1 | n/a |

## Top Posted Occupations

| Occupation (O*NET) | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 378 / 85 | 4 : 1 | 26 days |
| Medical Assistants | 198 / 44 | 5 : 1 | 23 days |
| First-Line Supervisors of Retail Sales Workers | 15 / 9 | 2 : 1 | 24 days |
| Heavy and Tractor-Trailer Truck Drivers | 16 / 8 | 2 : 1 | 40 days |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 12 / 7 | 2 : 1 | 22 days |
| Home Health Aides | 14 / 5 | 3 : 1 | 36 days |
| Food Service Managers | 7 / 4 | 2 : 1 | n/a |
| Personal Care Aides | 4 / 2 | 2 : 1 | n/a |
| Retail Salespersons | 1 / 1 | 1 : 1 | n/a |

## Top Posted Occupations

| Occupation | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurse | 377 / 84 | 4 : 1 | 26 days |
| Medical Assistant | 198 / 44 | 5 : 1 | 23 days |
| Retail Store Manager / Supervisor | 15 / 9 | 2 : 1 | 24 days |
| Tractor-Trailer Truck Driver | 16 / 8 | 2 : 1 | 40 days |
| Janitor / Cleaner | 12 / 7 | 2 : 1 | 22 days |
| Home Health Aide | 14 / 5 | 3 : 1 | 36 days |
| Restaurant / Food Service Manager | 7 / 4 | 2 : 1 | n/a |
| Caregiver / Personal Care Aide | 4 / 2 | 2 : 1 | n/a |
| Nursing Manager / Supervisor | 1 / 1 | 1 : 1 | 44 days |
| Retail Sales Associate | 1 / 1 | 1 : 1 | n/a |

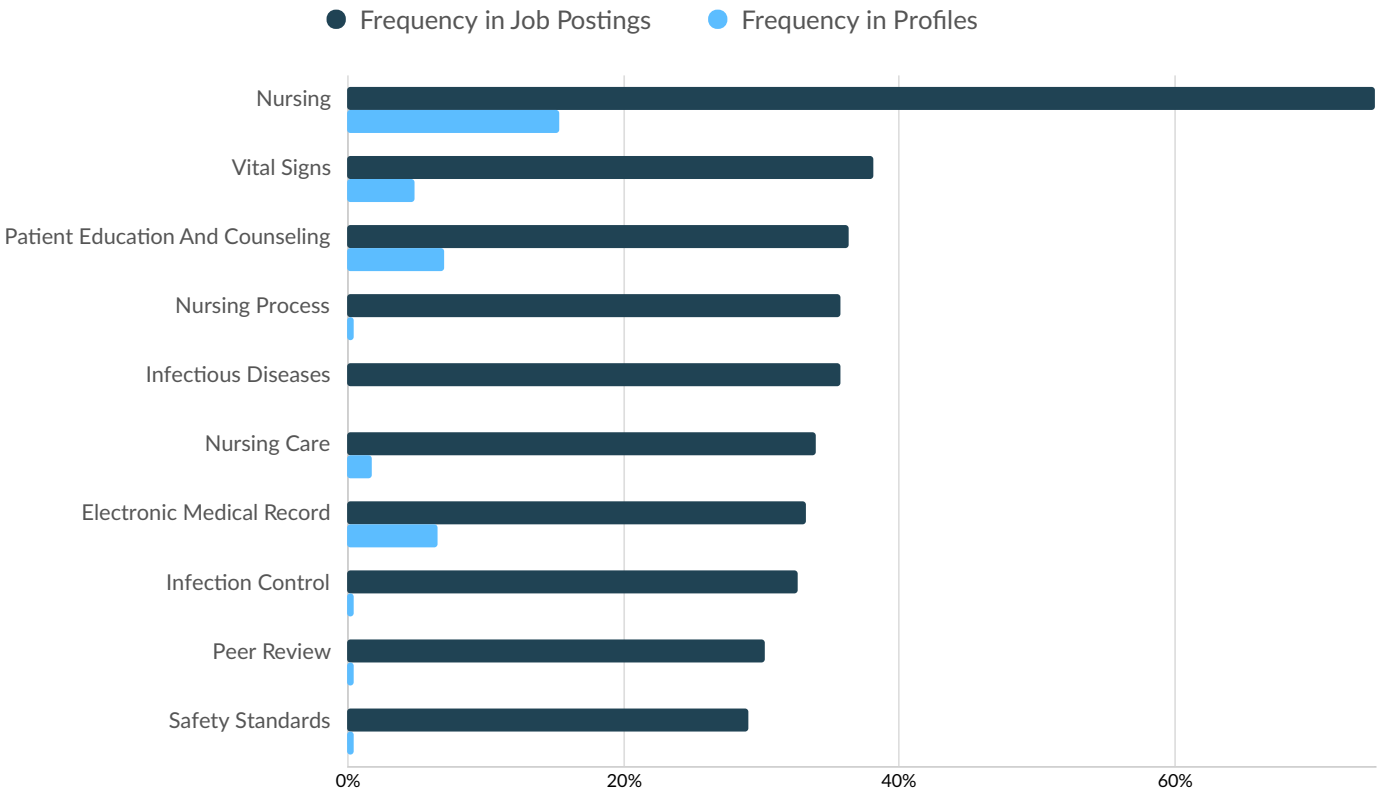
## Top Posted Job Titles

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 148 / 23 | 6 : 1 | 23 days |
| Requisition Sales Associates | 86 / 16 | 5 : 1 | n/a |
| Emergency Services Registered Nurses | 57 / 12 | 5 : 1 | n/a |
| Personal/Family Assistants | 36 / 7 | 5 : 1 | n/a |
| Registered Nurses Cat | 29 / 6 | 5 : 1 | n/a |
| Primary Care Medical Assistants | 23 / 5 | 5 : 1 | n/a |
| Environmental Services Technicians | 7 / 5 | 1 : 1 | 22 days |
| Store Managers | 10 / 5 | 2 : 1 | 24 days |
| CDL-A Truck Drivers | 11 / 5 | 2 : 1 | 40 days |
| Medical Assistants | 5 / 4 | 1 : 1 | 23 days |

# Top Industries

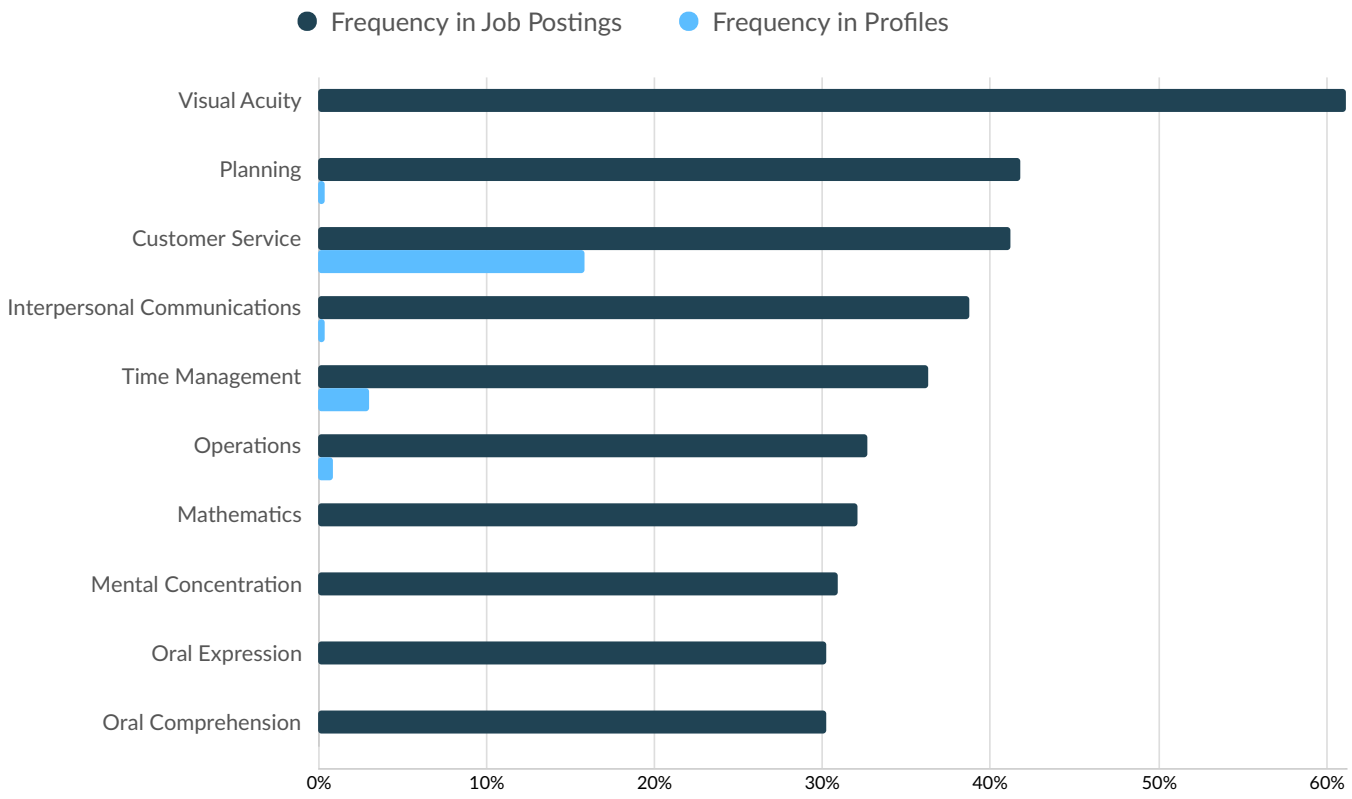
| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| General Medical and Surgical Hospitals | 577 / 133 | 4 : 1 | 23 days |
| Home Health Care Services | 28 / 11 | 3 : 1 | 17 days |
| Motorcycle, ATV, and All Other Motor Vehicle Dealers | 16 / 8 | 2 : 1 | 40 days |
| All Other General Merchandise Retailers | 13 / 8 | 2 : 1 | 24 days |
| Limited-Service Restaurants | 6 / 3 | 2 : 1 | n/a |
| Janitorial Services | 5 / 2 | 3 : 1 | n/a |

# Top Specialized Skills



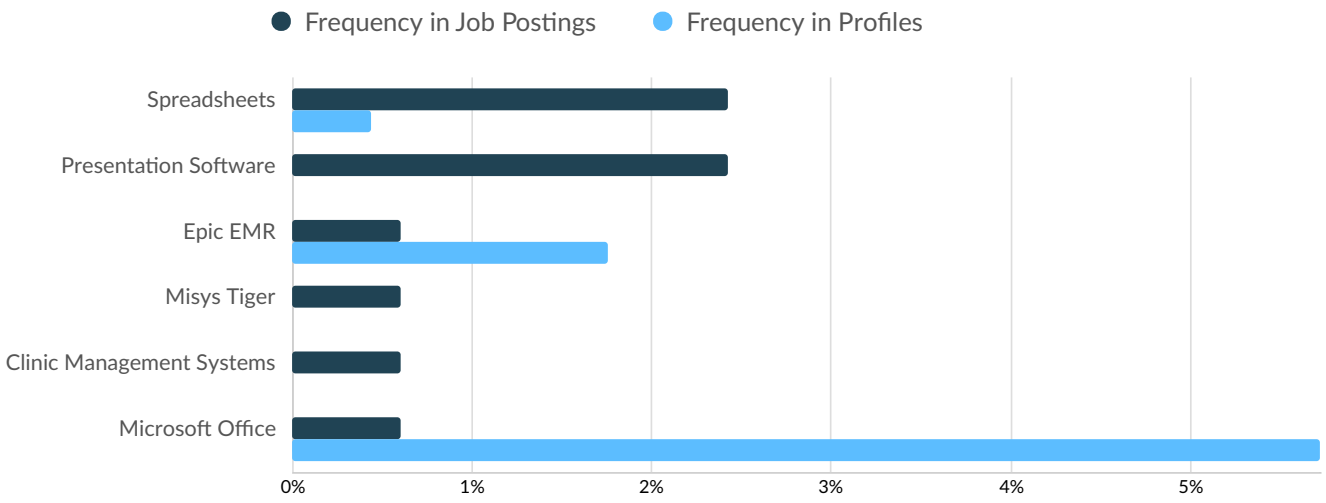

| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Nursing | 123 | 75% | 35 | 15% | +20.1% | Rapidly Growing |
| Vital Signs | 63 | 38% | 11 | 5% | +17.2% | Growing |
| Patient Education And Counseling | 60 | 36% | 16 | 7% | +11.6% | Growing |
| Nursing Process | 59 | 36% | 1 | 0% | +24.2% | Rapidly Growing |
| Infectious Diseases | 59 | 36% | 0 | 0% | +9.2% | Growing |
| Nursing Care | 56 | 34% | 4 | 2% | +19.1% | Growing |
| Electronic Medical Record | 55 | 33% | 15 | 7% | +12.1% | Growing |
| Infection Control | 54 | 33% | 1 | 0% | +17.1% | Growing |
| Peer Review | 50 | 30% | 1 | 0% | +18.4% | Growing |
| Safety Standards | 48 | 29% | 1 | 0% | +5.9% | Stable |

# Top Common Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Visual Acuity | 101 | 61% | 0 | 0% | +18.9% | Growing |
| Planning | 69 | 42% | 1 | 0% | +10.9% | Growing |
| Customer Service | 68 | 41% | 36 | 16% | +5.2% | Stable |
| Interpersonal Communications | 64 | 39% | 1 | 0% | +12.5% | Growing |
| Time Management | 60 | 36% | 7 | 3% | +14.5% | Growing |
| Operations | 54 | 33% | 2 | 1% | +8.1% | Stable |
| Mathematics | 53 | 32% | 0 | 0% | +20.2% | Rapidly Growing |
| Mental Concentration | 51 | 31% | 0 | 0% | +12.7% | Growing |
| Oral Expression | 50 | 30% | 0 | 0% | 0.0% | |
| Oral Comprehension | 50 | 30% | 0 | 0% | 0.0% | |

# Top Software Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Spreadsheets | 4 | 2% | 1 | 0% | +22.2% | Rapidly Growing |
| Presentation Software | 4 | 2% | 0 | 0% | +21.0% | Rapidly Growing |
| Epic EMR | 1 | 1% | 4 | 2% | +16.4% | Growing |
| Misys Tiger | 1 | 1% | 0 | 0% | +66.7% | Rapidly Growing |
| Clinic Management Systems | 1 | 1% | 0 | 0% | +9.6% | Growing |
| Microsoft Office | 1 | 1% | 13 | 6% | +18.5% | Growing |

# Top Qualifications

| | Postings with Qualification |
|---|---|
| Basic Life Support (BLS) Certification | 110 |
| American Red Cross (ARC) Certification | 96 |
| Registered Nurse (RN) | 88 |
| Certified Medical Assistant (CMA) | 43 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 41 |
| Licensed Practical Nurse (LPN) | 40 |
| Basic Cardiac Life Support | 39 |
| Pediatric Advanced Life Support (PALS) | 22 |
| Trauma Nurse Core Course (TNCC) | 19 |
| Valid Driver's License | 18 |

# Appendix A

## Top Posting Sources

| Website | Postings on Website (Aug 2025) |
|---|---|
| peopleanswers.com | 92 |
| indeed.com | 30 |
| myworkdayjobs.com | 25 |
| dejobs.org | 8 |
| craigslist.org | 7 |
| dollargeneral.com | 5 |
| careerarc.com | 3 |
| kentwoodrecruiter.com | 3 |
| livoniarecruiter.com | 3 |
| applicantpro.com | 2 |
| gr8jobs.net | 2 |
| fortwaynerecruiter.com | 1 |
| healthecareers.com | 1 |
| healthjobsnationwide.com | 1 |
| lakewoodohrecruiter.com | 1 |
| portagerecruiter.com | 1 |
| taylorrecruiter.com | 1 |

# Appendix B

## Sample Postings

# Kalamazoo Off Site Patient Access Lead

**Link to Live Job Posting:** bronsonhg.wd1.myworkdayjobs.com

| | |
|---|---|
| **Location:** Battle Creek, MI | **O*NET:** 41-1011.00 |
| **Company:** Bronson Healthcare | **Job Title:** Patient Access Representatives |

Kalamazoo Off Site Patient Access Lead Kalamazoo Off Site Patient Access Lead locationsBronson Healthcare Grouptime typeFull timeposted onPosted Yesterdayjob requisition id

## JOB44639 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBHG Bronson Healthcare Group TitleKalamazoo Off Site Patient Access Lead This position monitors the day-to-day operations of the Patient Access Team. Utilizes leadership skills to support staff, solve problems, and make decisions. Leads and coordinates education of the scheduling staff. Oversees the quality and quantity of workflow to ensurepletion of work assignments. High school diploma or GED. Prefer previous referral experience. Prior Epic experience helpful.Knowledge of medical terminology, and

## CPT, ICD-10

coding. Must have excellentputer skills (i.e. Microsoft Office, Medic). Demonstrate the ability to facilitate a team and be a team member. Demonstrate the ability to identify opportunities for improvement. Problem-solving skills to critically analyze data and rmend alternative plan of action. Must have excellent verbal and writtenmunication skills. Ability to maintain positive customer service. Ability to establish effective working relations with office staff and employees in a team environment. Must maintain the highest level of confidentiality. Effective prioritization skills and ability to manage time independently.Works in a clean, well-lighted, and temperature controlled smoke-free environment. May require periodic travel to other Bronson locations. Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personalputer or CRT up to 40 percent of the 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.Orient, train, and provides education for staff related to scheduling and registration processes, testing prior authorization procedures and processes, and management of work queues. Acts as a subject matter expert for the organization by providing guidance.Facilitates the resolution of problematic situations and informs appropriate leadership of action taken.Utilizes numerousputer programs including Epic, On Base, Right Fax, Trace, Experian OneSource Facilitate staff access to payor specific sites neededKnowledge of revenue cycleponents and his/her role in the ability to impact the overall process.Review reports (productivity and quality)Within 18 months of employment, must be registered to take the Certified Healthcare Access Associate (CHAA) certification through National Association of Healthcare Access Management (NAHAM), and required to obtain within 24 months of hire, plus maintain certification during employment. Primary source verification can take up to two months after the CHAA exam from NAHAM. Verification from the Bronson Preceptor for the CHAA can provide the preliminary document of pass or fail. Passing the CHAA will allow them a two month grace on the schedule until primary source can be verified. reference the CHAA Certification Standard Operating Procedure (SOP).Verification of health plans and authorization for services.Identify and address areas of improvement in scheduling process and provide rmendations to improve procedures; enhance workflows Monitors work volume, efficiency standards and other management concern for areas of responsibility. Make rmendations for changes when necessaryProvide suggestions and give input into both short and long term departmental plan.Work with leadership to establish and monitor personal and department goals/plans.Responsible for making rmendations to leadership regarding items that affect budget such as increase or decrease staffing needs, equipment and supply purchases

and overtime usageWork closely with Patient Access and Radiology Leadership, staff and IT to ensure understanding of the scheduling process and responsibilities ShiftFirst Shift Time TypeFull time Scheduled Weekly Hours40 Cost Center1201 Patient Access OP Registration (BHG) 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. take a moment to watch a brief video highlighting employment with Bronson! About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

# Dedicated CDL-A Truck Drivers - $80,500-$85,000 Annually

**Link to Live Job Posting:** battlecreek.craigslist.org

| | |
|---|---|
| **Location:** Battle Creek, MI | **O*NET:** 53-3032.00 |
| **Company:** Hogan | **Job Title:** Dedicated CDL-A Truck Drivers |

⚐ ⚑ ⚑ Dedicated CDL-A Truck Drivers

- $80,500
- 85,000 Annually (Battle Creek, MI) Hogan Transports compensation: $80,500
- 85,000/year employment type: Dedicated CDL A Truck Driver
- Home Daily
- No Touch Freight!

## Pay & Benefits:

$0.67

- 0.70 CPM, Based on Experience
- Average Annual Pay of $80,500
- 85,000 Driver Referral Program = Unlimited Earning Potential!

Vacation and Holiday Pay Medical, Dental, Vision, Life Insurance, 401(k)

## Late-Model Trucks Paid Online Orientation Job Details:

Home Daily w/

## Occasional Layovers No Touch Freight/Drop & Hook Dedicated Dry Van Account Consistent Routes & Set Schedules Requirements:

Valid Class A CDL Minimum 6 months of recent tractor-trailer experience Hogan is family owned and operated with over 100 years of experience in the Transportation Industry. We continue a tradition of unparalleled, personalized service to clients and drivers. Hogan utilizes first-class equipment and advanced technology to help our drivers be successful. Drivers can expect a career embodied by safety, teamwork, professionalism, integrity, and the constant pursuit of excellence. Our nationwide network of dedicated opportunities allows drivers the opportunity to find predictable home time, competitive pay rates, and stable customer freight that best suits their needs. Our goal is to attract, recruit, and retain excellent employees that are passionately motivated to represent Hogan's core values. If this sounds like you, apply today to join the Hogan team!

- Speak to a recruiter today for more details!

Principals only. Recruiters, please don't contact this job poster.

## post id:

7876988219 ♥ [ ]

# ? (3 Days Left) Registered Nurse (RN) - Case Manager, Hospice

**Link to Live Job Posting:** www.fortwaynerecruiter.com

| | |
|---|---|
| **Location:** Battle Creek, MI | **O*NET:** 29-1141.00 |
| **Company:** Elara Caring | **Job Title:** Hospice Registered Nurses Case Manager |

## Job Description:

Job Description Elara Caring is seeking a Registered Nurse (RN)Case Manager, Hospice for a nursing job in Battle Creek, Michigan.

Job Description & Requirements

- Specialty:

  Hospice
-

## Discipline:

RN

- Duration:

  Ongoing
-

## Employment Type:

Staff /n At Elara Caring,we have a unique opportunity to play a huge role in the growth ofan entire home care industry. Here, each employee has the chance tomake a real difference by carrying out our mission every day. Joinour elite team of healthcare professionals, providing the RightCare, at the Right Time, in the Right Place.

## Job Description:

## Hospice RN Case Manager Schedule:

Monday-Friday, 8:00 AM

- 5:00

## PMJob Type:

Full-Time |

## Field-Based Territory:

Battle Creek toMarshall up to Bellevue At Elara Caring, we believe hospice care isabout living well, not giving up. As a Hospice RN Case Manager,you'll provide compassionate, patient-centered care that allowsindividuals to spend their final days with dignity and peace—rightin

the comfort of home. If you're a dedicated RN with hospiceexperience and a heart for meaningful work, this is youropportunity to make a lasting difference. This position isavailable due to growth, driven by the exceptional care our teamcontinues to provide. What You'll Be Doing

- Deliver high-qualitynursing care to hospice patients in their homes
- Performcomprehensive assessments and create individualized care plans
- Monitor patient conditions and respond proactively to changes instatus
- Collaborate with physicians and interdisciplinary teammembers to coordinate care
- Educate patients and families ondisease progression, medication, and comfort care
- Supportfamilies emotionally and practically through end-of-life care
- Ensure compliance with physician orders and regulatory standardsWhat You Bring
- Graduate of an accredited nursing program(Diploma, ASN, or BSN)
- Current RN license in the State ofMichigan
- Minimum 1 year of nursing experience (hospice or homehealth experience is preferred)
- Reliable transportation andability to travel within assigned territory
- Strong clinicaljudgment and communication skills
- Ability to lift up to 50 lbsand meet physical demands of home visits What We Offer
- FlexibleSchedule
- Independence to manage your day and patient visits
- Competitive Pay
- Plus performance bonuses and full mileagereimbursement
- Comprehensive Benefits
- Medical, dental, vision,401(k), life, and pet insurance
- Generous PTO
- Paid time off,holidays, and bereavement leave
- Career Development
- Tuitionreimbursement and advancement opportunities
- Supportive Culture
- Join a team that values compassion, collaboration, and clinicalexcellence Make Your Career Matter If you're ready to provide carethat truly matters—guided by empathy, respect, and purpose—we'reready to welcome you.

At Elara Caring, your dedication becomessomeone's comfort. Your care becomes their peace. Apply now to joina team that brings heart into every home visit. We value the uniqueskills of veterans and military spouses. We encourage applicationsfrom military veterans and their families. Elara Caring providesequal employment opportunities to all employees and applicants foremployment and prohibits discrimination and harassment of any typewithout regard to sex (including pregnancy, childbirth or relatedmedical conditions), race, color, age (40 and older), nationalorigin, religion, disability, genetic information, marital status,sexual orientation, gender identity, gender reassignment, protectedveteran status, or any other basis prohibited under applicablefederal, state or local law. Elara Caring participates in E-Verifyand we will provide the Federal Government with your Form I-9information to confirm that you are authorized to work in theUnited States. Employers like Elara Caring can only use E-Verifyonce you have accepted the job offer and completed the Form I-9. AtElara Caring, pay and compensation are determined by a variety offactors, including education, job-related knowledge, skills,training, and experience. Our compensation structure reflects thecost of labor across different U.S. geographic markets, and mayvary based on location. This is not a comprehensive list of all jobresponsibilities and requirements; upon request, a job descriptioncan be provided. If you are an individual with a disability and areunable or limited in your ability to use or access our career siteas a result of your disability, you may request reasonableaccommodations by reaching out to . Elara Caring Job ID JR-125590.

## Posted job title:

Hospice RN Case Manager About Elara Caring ElaraCaring is one of the nation's leading providers of home-based carewith a growing footprint of 26,000 caregivers and 60,000 patientsin 18 states. Whether you are new to home-based care or a seasonedin-home care professional, Elara Caring will meet you where you areand develop a unique learning plan that recognizes your experienceand invests in your clinical professional journey. From ourpreceptor program to certification prep courses, qualityassessments or management training, we care about you and yoursuccess.

## Medical Assistant - Beadle Lake - Requisition #860579

**Link to Live Job Posting:** mint.peopleanswers.com

| | |
|---|---|
| **Location:** Marshall, MI | **O*NET:** 31-9092.00 |
| **Company:** Oaklawn Hospital | **Job Title:** Requisition Sales Associates |

## MEDICAL ASSISTANT - BEADLE LAKE

### Job Summary:

Under direct supervision of a provider performs a variety of clinical and administrative tasks while striving to offer perfect care every time to patients. Clinical duties include greeting and escorting patients to the exam room, measuring and recording vitals, collecting, and recording medical and medication histories, preparing patients for examination/procedure, assisting the provider as directed and ensuring efficient clinic patient flow. Additional duties include specimen collection with accurate labeling and prescriptions as directed by the provider. Maintains equipment and supplies. Administrative duties include answering telephones, scheduling appointments, accurate patient registration, processing referrals and prior authorizations. Maintain focus on patient centered care and customer service.

### Essential Functions:

Consistently use an outward mindset and put forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives.Obtains and records vital signs, height and weight, medical and medication history.Documents all medical information appropriate and accurately in the EMR. Sends records to Health Information Management, as needed.Prepares patients for examination/procedure and ensures patient flow.Assists provider and nursing staff as guided.Implement medical orders in a safe and proper manner.Collects specimens and properly labels, administer immunizations and medication via various routes (IM, SQ, Oral, Nasal), as directed by the provider.Maintains rooms, equipment and supplies to uphold standard precautions.Answers telephones ensuring to handle customer inquiries promptly and appropriately.Schedules appointments, process referrals and prior authorizations.Registers patients, ensuring accuracy, collection and scanning of proper documents, and all required registration steps are followed.Provides patient centered care and customer service.

### Minimum Qualifications:

Qualified candidate will have an active American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification within 90 days of hire and hold one of the following:Registered or Certified Medical Assistant orLicensed Practical Nurse in the State of Michigan orCommiserate combination of education and experience as deemed appropriate by Human Resources and ABR-OE Credential upon hire orCommiserate combination of education and experience as deemed appropriate by Human Resources and Registered or Certified Medical Assistant completion within 90 days.

### Knowledge, Skills & Abilities:

Experience in a medical office or similar setting required. Must possess interpersonal skills sufficient to deal effectively and courteously with a diverse group of patients, doctors, internal callers, and other healthcare personnel, while maintaining strict medical ethics. Successful completion of registration or certification in an accredited Medical Assistant program preferred. Demonstrated knowledge of medical assistant competencies, computers, and EHRs. Patient access knowledge preferred. PCMH experience is a plus.

### Working Conditions:

Potential travel to other offices aiding in relief and/or provider schedules. Potential exposure to blood/body fluids and contagious disease.

### Physical Requirements:

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

# Registered Nurse-7p-0730 - Requisition #262898

**Link to Live Job Posting:** mint.peopleanswers.com

| | |
|---|---|
| **Location:** Marshall, MI | **O*NET:** 29-1141.00 |
| **Company:** Oaklawn Hospital | **Job Title:** Registered Nurses |

REGISTERED NURSE-7P-0730

## 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 typically made up of Certified Nursing Assistants, Licensed Practical Nurses, and other technicians. 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 certification. ACLS certification prior to completion of orientation.

## Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN and CCRN preferred. Clear oral expression; oral comprehension includes listening to and understanding others; speaking clearly such that others understand; 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, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently sit, reach, bend/twist, stoop/kneel/crouch, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs.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 Q3 2025 Data Set

MICHIGAN WORKS! Southwest

Branch, Calhoun, Kalamazoo & St. Joseph Counties

Kalamazoo County
August 2025

Michigan

# Parameters

**Select Timeframe:** Aug 2025 - Aug 2025

**Occupations:**

Results should include

| Code | Description |
|---|---|
| 11-9199 | Managers, All Other |
| 15-1252 | Software Developers |
| 15-1299 | Computer Occupations, All Other |
| 17-3026 | Industrial Engineering Technologists and Technicians |
| 29-1141 | Registered Nurses |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses |
| 29-2099 | Health Technologists and Technicians, All Other |
| 31-1131 | Nursing Assistants |
| 31-9092 | Medical Assistants |
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive |

**Regions:**

| Code | Description |
|---|---|
| 26077 | Kalamazoo County, MI |

**Company:**

Results should include

| Description | Description |
|---|---|
| Pfizer | Capital One |
| Ascension | Western Michigan University |
| Meijer | Zoetis |
| Bronson Healthcare | Stryker |
| Corewell Health | Kalamazoo County Government |

**Minimum Experience Required:** Any

**Education Level:** Any

**Job Type:** Include Internships

**Keyword Search:**

**Posting Type:** Active Postings

## Job Postings Overview

| | |
|---|---|
| 92<br>**Unique Postings**<br>170 Total Postings | 5<br>**Employers Competing**<br>1,317 Total Employers |
| 26 Days<br>**Median Posting Duration**<br>Regional Average: 23 Days | 2 : 1<br>**Posting Intensity**<br>Regional Average: 2 : 1 |

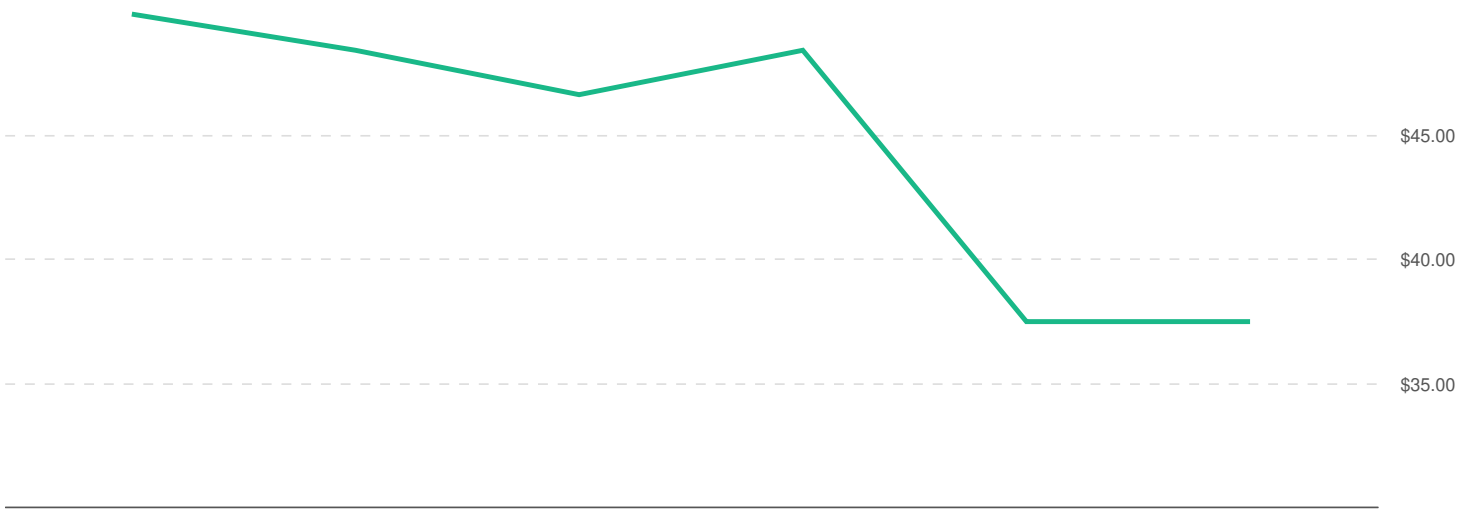
## Advertised Salary

Not enough data for this chart.

# Advertised Salary Trend

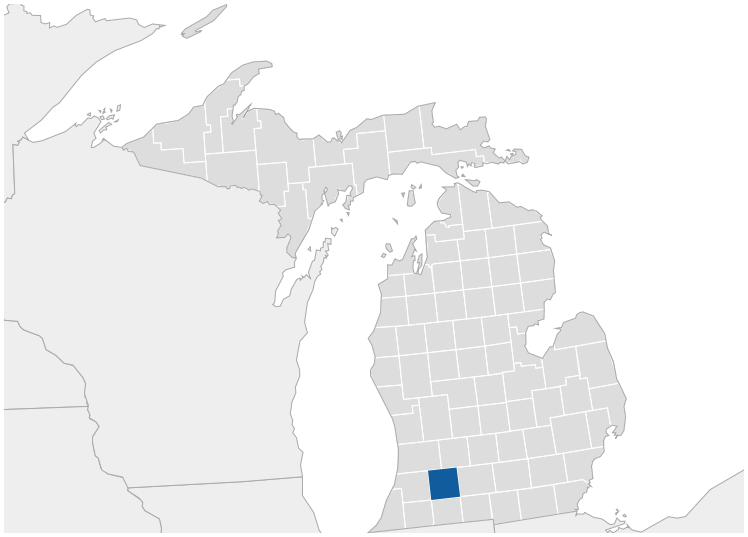
▼ 24.7% Mar 2025 – Aug 2025

**$48.86** **Median**



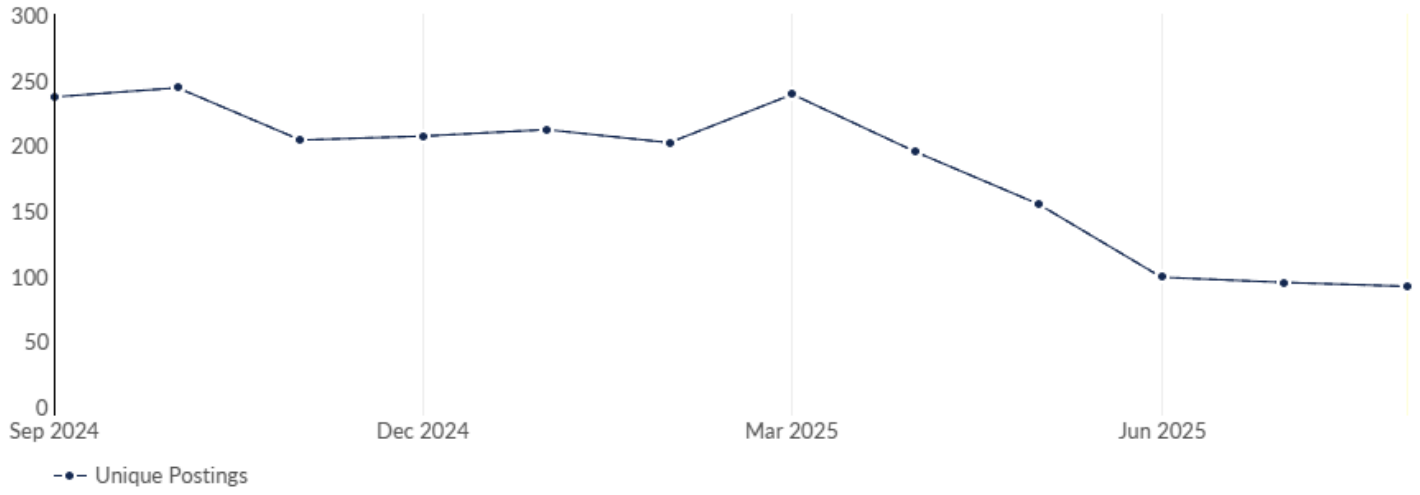

**65** Job Postings

# Job Postings Regional Breakdown



| County | Unique Postings (Aug 2025) |
|---|---|
| Kalamazoo County, MI | 92 |

## Unique Postings Trend




| Month | Unique Postings | Posting Intensity |
|---|---|---|
| Aug 2025 | 92 | 2 : 1 |
| Jul 2025 | 95 | 2 : 1 |
| Jun 2025 | 99 | 2 : 1 |
| May 2025 | 155 | 3 : 1 |
| Apr 2025 | 195 | 4 : 1 |
| Mar 2025 | 239 | 4 : 1 |
| Feb 2025 | 202 | 4 : 1 |
| Jan 2025 | 212 | 4 : 1 |
| Dec 2024 | 207 | 4 : 1 |
| Nov 2024 | 204 | 4 : 1 |
| Oct 2024 | 244 | 3 : 1 |
| Sep 2024 | 237 | 3 : 1 |

## Education Breakdown

| Education Level | Unique Postings | % of Total |
|---|---|---|
| No Education Listed | 5 | 5% |
| High school or GED | 34 | 37% |
| Associate's degree | 47 | 51% |
| Bachelor's degree | 45 | 49% |
| Master's degree | 21 | 23% |
| Ph.D. or professional degree | 1 | 1% |

## Minimum Education Breakdown

| Minimum Education Level | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|---|---|---|---|
| High school or GED | 34 | 0 | 37% |
| Associate's degree | 24 | 23 | 26% |
| Bachelor's degree | 25 | 19 | 27% |
| Master's degree | 4 | 16 | 4% |
| Ph.D. or professional degree | 0 | 1 | 0% |

## Experience Breakdown

| Minimum Experience | Unique Postings | % of Total |
|---|---|---|
| No Experience Listed | 54 | 59% |
| 0 - 1 Years | 7 | 8% |
| 2 - 3 Years | 19 | 21% |
| 4 - 6 Years | 5 | 5% |
| 7 - 9 Years | 5 | 5% |
| 10+ Years | 2 | 2% |

## Top Companies Posting

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Bronson Healthcare | 70 / 54 | 1 : 1 | 27 days |
| Stryker | 64 / 27 | 2 : 1 | 16 days |
| Western Michigan University | 29 / 6 | 5 : 1 | 21 days |
| Kalamazoo County Government | 5 / 4 | 1 : 1 | 30 days |
| Zoetis | 2 / 1 | 2 : 1 | n/a |

## Top Cities Posting

| City | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Kalamazoo, MI | 131 / 78 | 2 : 1 | 28 days |
| Portage, MI | 39 / 14 | 3 : 1 | 16 days |

## Top Posted Occupations

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 36 / 28 | 1 : 1 | 29 days |
| Medical Assistants | 38 / 26 | 1 : 1 | 23 days |
| Managers, All Other | 23 / 10 | 2 : 1 | 16 days |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 30 / 8 | 4 : 1 | 21 days |
| Computer Occupations, All Other | 19 / 7 | 3 : 1 | 13 days |
| Health Technologists and Technicians, All Other | 10 / 7 | 1 : 1 | 39 days |
| Software Developers | 13 / 5 | 3 : 1 | 16 days |
| Nursing Assistants | 1 / 1 | 1 : 1 | n/a |

# Top Posted Occupations

| Occupation (O*NET) | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Registered Nurses | 33 / 26 | 1 : 1 | 29 days |
| Medical Assistants | 38 / 26 | 1 : 1 | 23 days |
| Managers, All Other | 19 / 8 | 2 : 1 | 16 days |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 30 / 8 | 4 : 1 | 21 days |
| Software Developers | 13 / 5 | 3 : 1 | 16 days |
| Health Technologists and Technicians, All Other | 3 / 3 | 1 : 1 | 39 days |
| Patient Representatives | 5 / 3 | 2 : 1 | 26 days |
| Document Management Specialists | 4 / 2 | 2 : 1 | n/a |
| Computer Systems Engineers/Architects | 7 / 2 | 4 : 1 | 56 days |
| Information Technology Project Managers | 4 / 2 | 2 : 1 | 13 days |
| Regulatory Affairs Managers | 2 / 1 | 2 : 1 | n/a |
| Compliance Managers | 2 / 1 | 2 : 1 | n/a |
| Penetration Testers | 4 / 1 | 4 : 1 | 41 days |
| Critical Care Nurses | 1 / 1 | 1 : 1 | 53 days |
| Clinical Nurse Specialists | 2 / 1 | 2 : 1 | n/a |
| Neurodiagnostic Technologists | 2 / 1 | 2 : 1 | n/a |
| Nursing Assistants | 1 / 1 | 1 : 1 | n/a |

## Top Posted Occupations

| Occupation | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Medical Assistant | 38 / 26 | 1 : 1 | 23 days |
| Registered Nurse | 33 / 26 | 1 : 1 | 30 days |
| Office / Administrative Assistant | 30 / 8 | 4 : 1 | 21 days |
| Program Manager | 13 / 6 | 2 : 1 | 16 days |
| Software Developer / Engineer | 13 / 5 | 3 : 1 | 16 days |
| Registrar / Patient Service Representative | 5 / 3 | 2 : 1 | 26 days |
| Higher Education Administrator | 6 / 2 | 3 : 1 | 13 days |
| Health Technician / Technologist (Other) | 2 / 2 | 1 : 1 | 41 days |
| IT Manager / Director | 4 / 2 | 2 : 1 | 13 days |
| Computer Systems Engineer / Architect | 7 / 2 | 4 : 1 | 56 days |

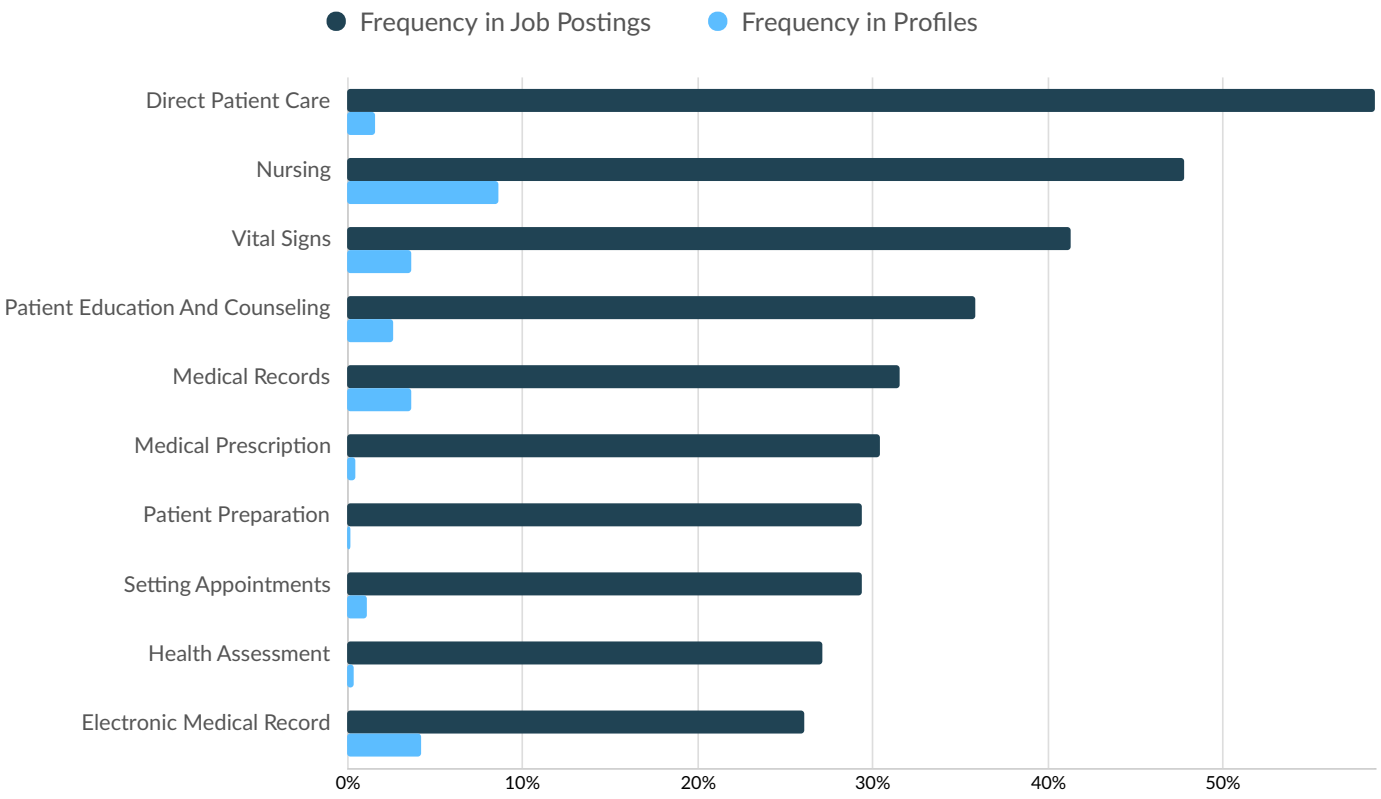
## Top Posted Job Titles

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Administrative Assistants | 28 / 6 | 5 : 1 | 30 days |
| Pediatric Registered Nurses | 5 / 5 | 1 : 1 | 23 days |
| Medical Assistants | 8 / 3 | 3 : 1 | 21 days |
| Nurses | 4 / 3 | 1 : 1 | 50 days |
| Practice Support Assistants | 3 / 3 | 1 : 1 | 18 days |
| Registered Nurses | 5 / 3 | 2 : 1 | 30 days |
| Data Solutions Managers | 4 / 2 | 2 : 1 | 13 days |
| Program Specialists | 3 / 2 | 2 : 1 | 15 days |
| Primary Care Medical Assistants | 2 / 2 | 1 : 1 | 42 days |
| Family Medicine Medical Assistants | 4 / 2 | 2 : 1 | n/a |

# Top Industries

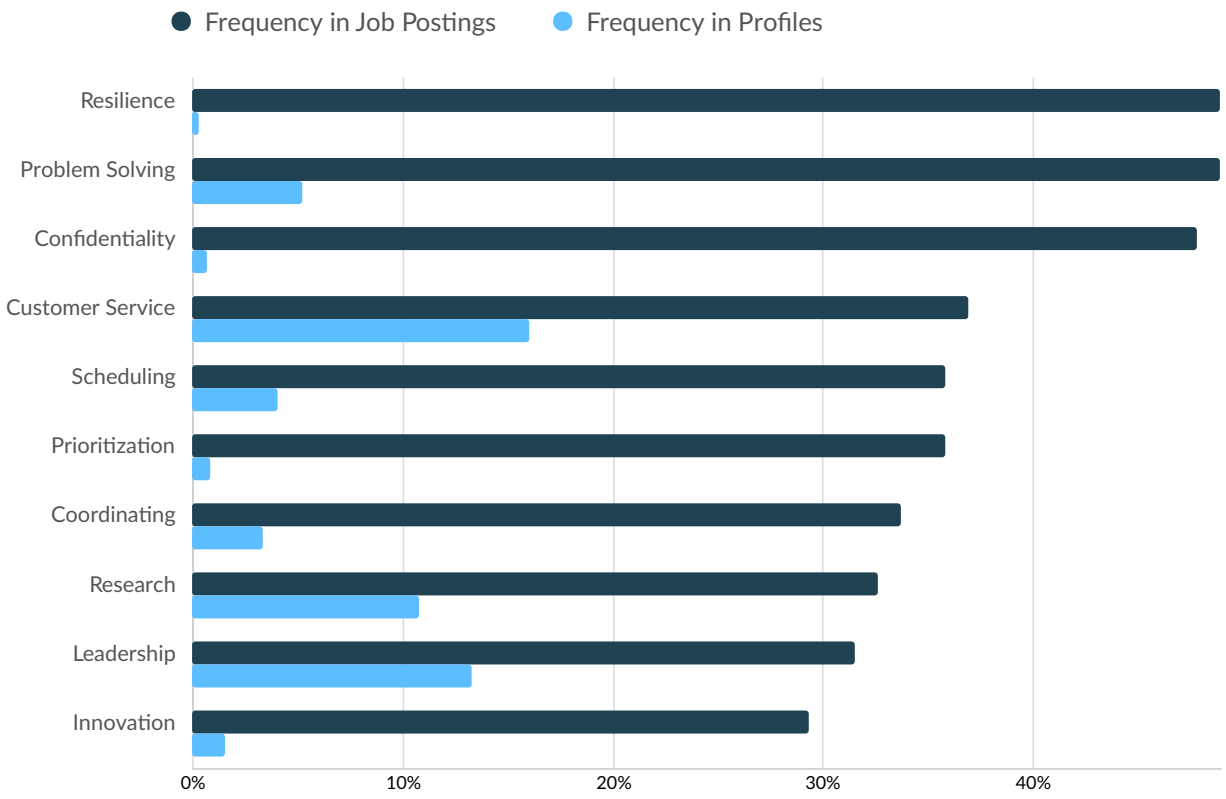
| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| General Medical and Surgical Hospitals | 70 / 54 | 1 : 1 | 27 days |
| Surgical and Medical Instrument Manufacturing | 64 / 27 | 2 : 1 | 16 days |
| Colleges, Universities, and Professional Schools | 29 / 6 | 5 : 1 | 21 days |
| Other General Government Support | 5 / 4 | 1 : 1 | 30 days |
| Pharmaceutical Preparation Manufacturing | 2 / 1 | 2 : 1 | n/a |

# Top Specialized Skills



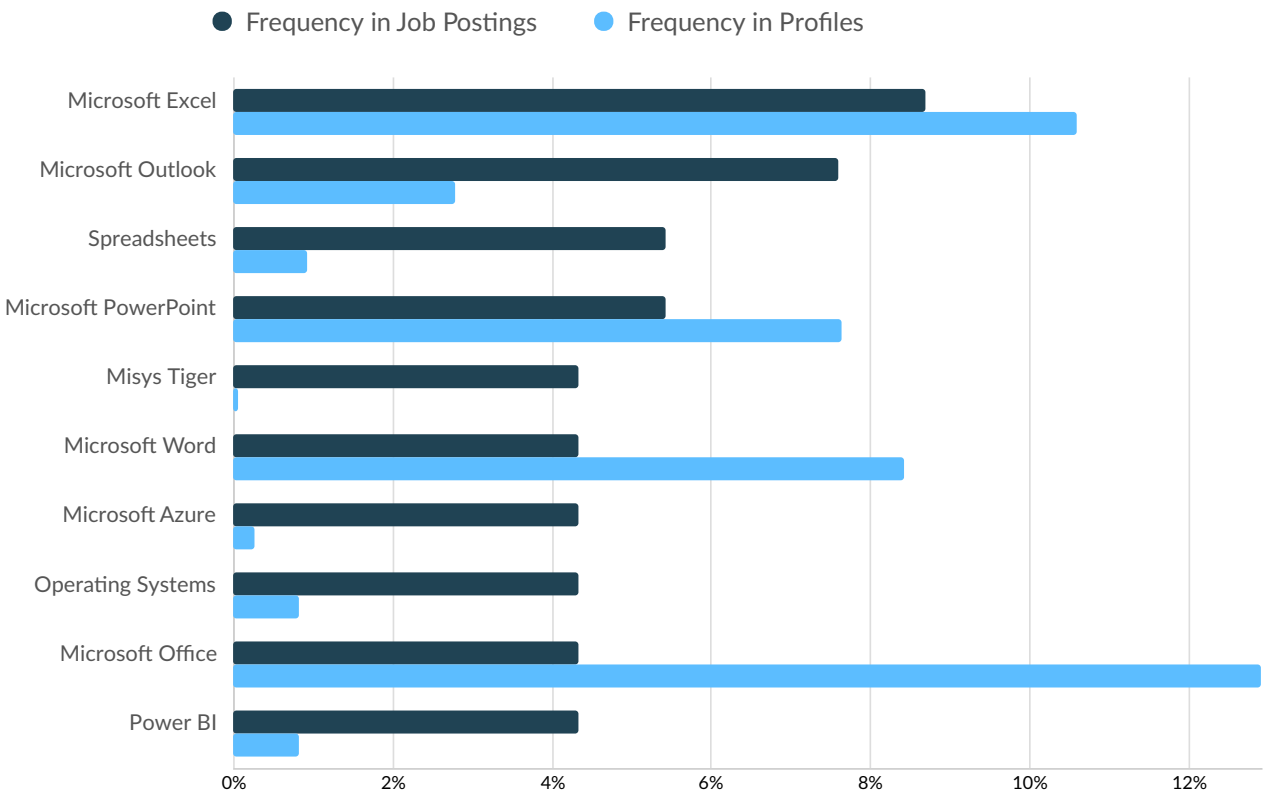

| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Direct Patient Care | 54 | 59% | 31 | 2% | +16.6% | Growing |
| Nursing | 44 | 48% | 168 | 9% | +20.1% | Rapidly Growing |
| Vital Signs | 38 | 41% | 70 | 4% | +17.2% | Growing |
| Patient Education And Counseling | 33 | 36% | 51 | 3% | +11.6% | Growing |
| Medical Records | 29 | 32% | 70 | 4% | +12.5% | Growing |
| Medical Prescription | 28 | 30% | 9 | 0% | +8.5% | Growing |
| Patient Preparation | 27 | 29% | 4 | 0% | +15.8% | Growing |
| Setting Appointments | 27 | 29% | 22 | 1% | +10.9% | Growing |
| Health Assessment | 25 | 27% | 8 | 0% | +14.7% | Growing |
| Electronic Medical Record | 24 | 26% | 81 | 4% | +12.1% | Growing |

# Top Common Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Resilience | 45 | 49% | 6 | 0% | +12.7% | Growing |
| Problem Solving | 45 | 49% | 101 | 5% | +11.3% | Growing |
| Confidentiality | 44 | 48% | 14 | 1% | 0.0% | |
| Customer Service | 34 | 37% | 310 | 16% | +5.2% | Stable |
| Scheduling | 33 | 36% | 79 | 4% | +16.4% | Growing |
| Prioritization | 33 | 36% | 17 | 1% | +20.5% | Rapidly Growing |
| Coordinating | 31 | 34% | 65 | 3% | +14.7% | Growing |
| Research | 30 | 33% | 209 | 11% | +17.2% | Growing |
| Leadership | 29 | 32% | 257 | 13% | +8.5% | Stable |
| Innovation | 27 | 29% | 30 | 2% | +25.8% | Rapidly Growing |

# Top Software Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Microsoft Excel | 8 | 9% | 205 | 11% | +17.7% | Growing |
| Microsoft Outlook | 7 | 8% | 54 | 3% | +25.0% | Rapidly Growing |
| Spreadsheets | 5 | 5% | 18 | 1% | +22.2% | Rapidly Growing |
| Microsoft PowerPoint | 5 | 5% | 148 | 8% | +26.1% | Rapidly Growing |
| Misys Tiger | 4 | 4% | 1 | 0% | +66.7% | Rapidly Growing |
| Microsoft Word | 4 | 4% | 163 | 8% | +7.2% | Stable |
| Microsoft Azure | 4 | 4% | 5 | 0% | +28.9% | Rapidly Growing |
| Operating Systems | 4 | 4% | 16 | 1% | +22.6% | Rapidly Growing |
| Microsoft Office | 4 | 4% | 250 | 13% | +18.5% | Growing |
| Power BI | 4 | 4% | 16 | 1% | +20.4% | Rapidly Growing |

# Top Qualifications

| | Postings with Qualification |
|---|---|
| Registered Nurse (RN) | 27 |
| Basic Life Support (BLS) Certification | 24 |
| Registered Medical Assistant (RMA) | 22 |
| Certified Medical Assistant (CMA) | 22 |
| Certified Clinical Medical Assistant (CCMA) | 20 |
| Advanced Cardiovascular Life Support (ACLS) Certification | 12 |
| Pediatric Advanced Life Support (PALS) | 10 |
| Advanced Life Support | 9 |
| Certification In Electronic Fetal Monitoring (C-EFM) | 8 |
| Trauma Nurse Core Course (TNCC) | 7 |

# Appendix A

## Top Posting Sources

| Website | Postings on Website (Aug 2025) |
|---|---|
| myworkdayjobs.com | 54 |
| indeed.com | 32 |
| dejobs.org | 12 |
| icims.com | 12 |
| stryker.com | 8 |
| wmujobs.org | 6 |
| hercjobs.org | 3 |
| scholarshipdb.net | 3 |
| dice.com | 2 |
| disabledperson.com | 1 |
| diversityjobs.com | 1 |
| healthjobsnationwide.com | 1 |
| retirementjobs.com | 1 |

# Appendix B

## Sample Postings

# Administrative Assistant Nursing Professional Practice (on-site work)

**Link to Live Job Posting:** bronsonhg.wd1.myworkdayjobs.com

| | |
|---|---|
| **Location:** Kalamazoo, MI | **O*NET:** 31-1131.00 |
| **Company:** Bronson Healthcare | **Job Title:** Administrative Professionals |

Administrative Assistant

- Nursing Professional Practice (on-site work) Administrative Assistant
- Nursing Professional Practice (on-site work) locationsBronson Methodist Hospitaltime typeFull timeposted onPosted Yesterdayjob requisition id

## JOB44514 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday.

This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleAdministrative Assistant

- Nursing Professional Practice (on-site work) Under minimal supervision and according to established policies and procedures, the Administrative Assistant provides secretarial /clerical services to one or more directors (or a management team) in an assigned area.

This may include managing calendars of one or more leader. The Administrative Assistant Prepares and types a variety of correspondence, records, etc.; receives and directs internal and/or external customers; maintains and updates files, gathers data and prepares a variety of recurring and special reports; etc. In addition to carrying out job responsibilities characteristic to a Staff Assistant, the Administrative Assistant handles additional key responsibilities that are more technical in nature and require a more analytical approach. These responsibilities may include auditing data/reports, assisting Managers/Directors in updating and maintaining assigned budgets, andpleting additional special projects for the department as assigned. The incumbent maintains confidentiality of the organization and all customers. Employees providing direct patient care must demonstratepetencies specific to the population served. High school diploma or general education degree (GED) and 3-5 years general office experience requiredAssociate's degree preferred

- Must be proficient with multiple standard software(s) on personalputer (Microsoft Work, Excel, PowerPoint, Outlook, Sharepoint, and Internet) with keyboarding speed of 65 words per minute (skills tested through Human Resources at an acceptable level).
- Must possess excellent interpersonalmunication skills and demonstrated ability to independently handle decision making.
- Must be dependable with good interpersonal skills
- Ability to stay focused with multiple distractions
- Cohesively work with team in high stress situations
- Competent in decision-making, problem solving
- Effective time management skills with ability to prioritize workload; self-directed
- Ability to adapt, maintain effectiveness when new information presents and/or situation changes
- Additional knowledge of general or specific medical/technical terminology may be required for certain departments.

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 personalputer or CRT between 40 and 70 percent of the time.The job produces some physical demands. Typical of jobs that include regular walking, standing, stooping, bending, sitting, and some lifting of light weight objects.Duties will vary depending on department of assignment

- Completes a variety of secretarial/clerical tasks including transcription of written or dictated materials, processing of invoices and purchase requisitions, making travel arrangements, meeting planning, create and/or type correspondence, agendas, memos, forms, tables,

charts, schedules, etc. Depending on the area this may require knowledge of medical or other special terminology.

- Maintains and updates records and files; maypile and maintain financial and/or budget data.
- Operates a variety of automated standard office equipment, such as CRT's, personalputers, typewriters or word processors, calculators, photocopying machines, etc.
- Independently develops and maintains spreadsheets and databases to input, maintain and retrieve data, track statistics, monitor activities and to provide regular and recurring reports.
- Independentlyposes/develops routine memos, correspondence, agendas, short articles, and written materials tomunicate plans and programs. Able toplete simple analysis
- Maintains director/staff's schedule. Schedules and/or reschedules appointments and advises director/staff of schedule changes/modifications.
- Places, receives, and directs phone calls; takes and transmits messages. Provides information to callers, or refers them to others.
- Communicates concisely, effectively and to the point in a professional manner both orally and in writing. Exceptional knowledge of English grammar, spelling and punctuation
- Proactively manages director/staff's schedule. Schedules and/or reschedules appointments and advises director/staff of schedule changes/modifications.
- In addition to the above general secretarial/clerical duties, performs specific functions unique to the individual area such as preparing and distributing worksheets and other materials, inputting production and other operational data, processing payroll transactions, coordinating educational functions, etc. Specific duties for Security
- Assisting Security department and Workplace Violence Program with scheduling, meeting minutes, training, planning and dispatch. Specific duties for Center for Learning
- Schedule all training activities including the BMS implementation events.
- Prepare materials for all training and BMS activities.
- Make room and facility arrangements for specials needs of training activities.
- Coordinate all CEU requirements for the department.
- Send surveys after training events as needed.
- Coordinate the preparation of office and equipment for new team members.
- Maintain CFL whiteboard calendar in the visibility room.
- Maintain CFL huddle board metrics.
- Assist in the coordination of the calendars for the LPI consultants.
- Utilize the CFL Outlook Inbox/Calendar
- Review the EDI, ED Game and other training classes for attendance 2 weeks ahead of classes.
- Assist in maintaining the BMS SharePoint and Intranet pages.
- Assist in the coordination of HVN activities.

Specific Duties for

## Nursing Professional Practice:

- Nursing Shared Leadership Program (including meeting and presentation management)
- Nursing Talent Development
- Data maintenance and data entry for NDNQI (National Database of Nursing Quality Indicators)
- Nursing Recognition Programs (DAISY, Nursing Excellence, Sunshine, etc)
- Nursing Professional Advancement Ladder (NPAL)
- Nursing Scholarship
- Nursing Practice Calendar
- Nurses Week Planning
- Magnet Recognition Program
- Scheduling, payroll, and finance transaction management for reimbursement/invoices, etc.
- Other projects as applicable within Nursing Professional Practice ShiftFirst Shift Time TypeFull time Scheduled Weekly Hours40 Cost Center1505 Nursing Professional Practice (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

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. take a moment to watch a brief video highlighting employment with Bronson! About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

# Medical Assistant Bronson Rheumatology Specialists (BMH) Full Time 80 Hrs./ PP

**Link to Live Job Posting:** bronsonhg.wd1.myworkdayjobs.com

| | |
|---|---|
| **Location:** Kalamazoo, MI | **O*NET:** 31-9092.00 |
| **Company:** Bronson Healthcare | **Job Title:** Rheumatology Specialists |

Medical Assistant Bronson Rheumatology Specialists (BMH) Full Time 80 Hrs./ PP Medical Assistant Bronson Rheumatology Specialists (BMH) Full Time 80 Hrs./ PP locationsBronson Methodist Hospitaltime typeFull timeposted onPosted Yesterdayjob requisition id

## JOB44667 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleMedical Assistant Bronson Rheumatology Specialists (BMH) Full Time 80 Hrs./ PP Working under provider's direction provides general nursing functions for the practice. Records vital signs, immunizations, provides initial patient assessment, obtains concise patient history, and provides various clinical information and support to providers. Processes and posts information to patient's chart, educates patients and families regarding medications, treatments and care, and referrals. Employees providing direct patient care must demonstratepetencies specific to the population served. High school diploma or general education degree (GED) required

## MUST MEET ONE OF THE FOLLOWING

Successfulpletion of an accredited medical assistant program

## CMA/CCMA/RMA

certifiedMeet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire

## Note:

Vocational Coordinator to determine eligibility requirements for CMA or RMA within 6 months. BLS certification is required within 90 days of hire/transfer. Knowledge of clinical skills as required with Medical Assistant Certification/Registration. Effective problem-solving and prioritization skills. Must possess excellent interpersonal skills and process information in a confidential manner. Must be able tomunicate clearly and effectively with patients, doctors and other staff. Ability to maintain patient confidentiality. Ability to work independently and function as an integral team member with other healthcare professionals. Must have personalputer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization'sputerized systems. Must have excellent verbal andmunication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a team environment. Must maintain the highest level of confidentiality. 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 personalputer or CRT between 40 and 70 percent of the 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. Prepares patient for examination including patient assessment, histories, vital signs, medication reconciliation, and routine testing of hearing, vision or other. Document pertinent information in chart. Maintains documentation standards and reviews chart prior to appointment to assure requests and documents are in place. Administer treatments as requested by the physician. Obtain specimens for urine testing, phlebotomy, etc. Performs laboratory tests as directed by the physician. Accurately documents required information in patient charts. Set up and assist physician with procedures (laceration repair,

pap/pelvic, etc.). Schedule outside tests or procedures for patients in other departments of facilities such as x-ray, MRI, etc. Prepares patients for tests/procedures by providing appropriate instructions. Coordinate admissions, referrals, call in prescriptions, etc. Stock exam rooms with supplies as needed. Conduct day to day inventory of supplies and report items to be ordered. Assist in the scheduling of appointments in EMR system as required. Able to screen calls and determine urgency, necessity of appointments or whether phone advice is sufficient. Assists inpletion of misc. patient forms (Worker Compensation, Disability, etc.) Attend staff, educational or other meetings as required. Performs other related duties as assigned by nurses, practice manager, or physician. ShiftFirst Shift Time TypeFull time Sign-On Bonus

## External Candidates Only:

Up to $1,500.00 Retention BonusExternal Candidates Only, $1,500.00 Scheduled Weekly Hours40 Cost Center8180 Bronson Rheumatology Specialists (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. About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

# Culture and Wellbeing Program Specialist

**Link to Live Job Posting:** www.indeed.com

| | |
|---|---|
| **Location:** Kalamazoo, MI | **O*NET:** 11-9199.00 |
| **Company:** Stryker | **Job Title:** Program Specialists |

Overview Western Michigan University Homer Stryker M.D. School of Medicine is recruiting for a Culture and Wellbeing Program Specialist. The Program Specialist for Culture and Wellbeing will work closely with the Manager of Culture and Wellbeing to support Culture and Wellbeing initiatives that are central to advancing the mission of the Western Michigan University Homer Stryker M.D. School of Medicine (WMed). These initiatives include a focus on promoting a climate of inclusiveness, psychological safety, belonging, recognition, and engagement— along with supporting optimal organizational and individual wellbeing. The focus of this position is internal facing with opportunities for collaboration with the Program Specialist for Health Equity and Community Affairs to enhance external-facing community partnerships. Responsibilities Collaborate with the Manager of Culture and Wellbeing to assist with the design, implementation, and evaluation of Culture and Wellbeing programming and initiatives across WMed's campus/clinic settings and with faculty, staff, residents/fellows, and students. Provide organizational and logistical support for WMed's Culture initiatives, including PATH Culture OS, Culture Architects training, Wellbeing Promotion Symposium and other daily operations and functions of Culture and Wellbeing. Assist with programming and events that create a sense of connection and belonging among faculty, staff, students, and residents/fellows. Develop and maintain online portal pages for Culture and Wellbeing. Maintains a current level of knowledge in the fields of Culture and Wellbeing Support the culture committee's efforts. Lead expansion of Rewards & Recognition Program to align new Culture and Wellbeing priorities. Implement and administer varied platforms (in-person/social media) for increasing connectivity among WMed community members including students, residents/fellows, faculty, staff, patients, and other stakeholders. Create resources for Culture and Wellbeing initiatives. Assist with Culture and Wellbeing marketing and communications including the Culture and Wellbeing newsletter. Use a consolidated system to track attendance/engagement across Culture and Wellbeing programming. Promote transparent and effective communications regarding program progress, analytics of data, challenges, and decisions, ensuring ongoing communication within the organization of Culture and Wellbeing initiatives and actions. Availability to work on weekends or evenings to complete time sensitive projects. Acquires knowledge for new technology and policy/procedure revisions. All other duties as assigned. Qualifications

## EDUCATION AND/OR EXPERIENCE

Bachelor's degree education, psychology, social work or human services required and at least one year of related full-time experience in the areas of culture, wellbeing, and/or belonging, OR; Bachelor's degree in Business Administration and 2 years' experience in the areas of culture, wellbeing, and/or belonging. Preference will be given to candidates with experience in assisting organizational culture initiatives and program development and outreach efforts related to culture, belonging, and/or wellbeing.

## OTHER SKILLS AND ABILITIES

The ideal candidate will have experience in a medical school/higher education environment or other complex organizational setting, a track record of success moving culture/wellbeing goals forward in an organization, a demonstrated ability to work independently and effectively on multiple tasks, and demonstrated experience with event and project management, including creating and conducting training and development initiatives. In addition, preferred candidates will have: Content familiarity and a commitment to stay current on issues pertaining to culture, belonging, and wellbeing. Strong project management skills and ability to track details across multiple complex projects. Ability to engage in strategic planning processes. Ability to coordinate/facilitate workgroups. Strong written/verbal interpersonal and communication skills, including presentations and public speaking skills. Ability to work independently and collaboratively, understanding the needs of various stakeholders. Ability to listen to others and maintain professionalism and confidentiality with sensitive information. Ability to role model exemplary ethical and professional behaviors and the medical school's values for faculty, staff, students, residents/fellow. Ability to listen,

foster teamwork, and accept accountability. Ability to accept and apply feedback. Regular and predictable attendance is expected. Ability to meet assigned deadlines. Demonstrates the ability to recognize priorities in organization of work flow. 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 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.

# Part Time Registered Nurse Operating Room

**Link to Live Job Posting:** bronsonhg.wd1.myworkdayjobs.com

| | |
|---|---|
| **Location:** Kalamazoo, MI | **O*NET:** 29-1141.00 |
| **Company:** Bronson Healthcare | **Job Title:** Operating Room Registered Nurses |

Part Time Registered Nurse Operating Room Part Time Registered Nurse Operating Room locationsBronson Methodist Hospitaltime typePart timeposted onPosted 2 Days Agojob requisition id

## JOB39965 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitlePart Time Registered Nurse Operating Room Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality oues and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity andplexity of care required; and documenting andmunicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstratepetencies 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 for 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 8 years, the nurse has not met this requirement, employment will be terminated. Bronson South Haven Specific- Effective July 1, 2017 all new hires are expected to successfully obtain their BSN within 8 years of hire date. BLS certification required bypletion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific

## Bronson South Haven Specific:

## Emergency Department:

SALT triage, ESI Triage, and NIH Stroke Scale to bepleted within 90 days of hire date. Advanced Cardiac Life Support, Pediatric Advanced Life Support, and Trauma Nursing Core Course (TNCC only required for FT and part -time nurses) within 6 months of hire date.

## Special Care Unit:

All nurses in department will need to have Pediatric Advance Life Support certification within 6 months of hire. RNs in Labor & Delivery and Mother/Baby/Antepartum at

## BMH & BBC

## Specific:

The Electronic Fetal Monitoring Certification through PQF or NCC is required within 6 months ofpleting intermediate fetal monitoring Current

driver's license in the state of Michigan and proof of insurance required for BAH

- Ability to read, interpret, and analyze data from variousputer systems and equipment in order to set an appropriate plan of action
- Must be able to constantlymunicate both verbally, in writing and electronically 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 personalputer 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 collectsprehensive 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 oues and plan of care related to the problems through use of the clinical pathway and oue teaching record
- The registered nurse identified expected oues for a plan individualized to the patient o Utilizes the patient/family input when defining oues. Incorporates the patient values, ethical and cultural considerations. o Coordinates discharge planning for oues not achieved utilizing the continuum of care available.
- The registered nurse develops a plan that prescribes interventions to attain expected oues. 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 offort 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 oues o Evaluates the effectiveness of the planned interventions and the patient response toward achievement of the expected oues.

o Documents the patient response toward the expected oues.

## 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 andpetency 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 ofpetency 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 Maintainspassionate 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 oues 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 amitment 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 researchmittee, 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,plexity of the nursing activity, required problem solving and innovation, predictability of oue, extent of patient interaction o Assists the patient and family in bing 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 basedmittees 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)
- Responsibilities related to the Scrub RN o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time.

Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies. o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs. o Observant of overt changes in patient's condition that indicates a problem has emerged. o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and rmended changes in procedure. o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians. o Is observant of the changing needs of the operative field and the surgical team, anticipates potential needs, and takes appropriate actions. o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed. o Assigned and responsible for after-hour call on a rotational basis. o Ability to perform scrub duties in multiple services; ie: neuro and ortho STII able to perform spinal fusions in bother services.

## For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours

## For Bronson Lakeview Hospital and Bronson South Haven Hospital:

The RN is responsible forpleting the Word day CBL -"Swing beds". This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient. ShiftFirst Shift Time TypePart time Scheduled Weekly Hours24 Cost Center5700 Surgery (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. take a moment to watch a brief video highlighting employment with Bronson!

## Senior Full-Stack Software Engineer (Remote)

**Link to Live Job Posting:** www.indeed.com

| | |
|---|---|
| **Location:** Portage, MI | **O*NET:** 15-1252.00 |
| **Company:** Stryker | **Job Title:** Full Stack Software Engineers |

As a Senior Full-stack Software Engineer, you will be responsible for designing, developing, and maintaining full-stack internal web applications related to our US Customer Solutions (commercial contracts and pricing) at Stryker. You will develop new, modernize, and maintain existing web applications written in Flask/React/Next.

JS while working to integrate these applications into our new scalable platform. You will have the opportunity to work with internal stakeholders, understand their needs, and solve their business problems. What you will do Software Engineer - new product development: Design, develop, test, and deploy lightweight full-stack applications Redesign legacy applications, migrating to Flask/Next.

JS Work with the data engineering team to migrate and modernize legacy ETL processes Web application - maintenance: Debug and improve applications in Flask/React/Next.

JS based on user needs Maintain functionality of our existing applications Manage a widely used pricing app for our sales team What you need

### Required:

Bachelor's degree in Computer Science, Mathematics, Human-Computer Interaction, or a related field of study. 2+ years of work experience. Experience developing, productionizing, and maintaining full-stack web applications with programming languages such as React, Flask or Next.

JS. Experience with Azure services. Strong SQL (query design, performance tuning) and relational schema design; experience with Azure SQL and/or Databricks SQL.

### Preferred:

Master's degree in Computer Science, or a related field of study. Experience with Python, Databricks. Experience with AI agents specifically related to commercial contracts and pricing. Experience with R Shiny for legacy integrations. $77,200.00 - $160,800.00 salary plus bonus eligible + benefits. Individual pay is based on skills, experience, and other relevant factors. This role will be posted for a minimum of 3 days.

# 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 Q3 2025 Data Set

MICHIGAN WORKS! Southwest

Branch, Calhoun, Kalamazoo & St. Joseph Counties

St. Joseph County
August 2025

Michigan

# Parameters

**Select Timeframe:** Aug 2025 - Aug 2025

**Occupations:**

Results should include

| Code | Description |
|---|---|
| 11-9051 | Food Service Managers |
| 29-1141 | Registered Nurses |
| 31-1128 | Home Health and Personal Care Aides |
| 35-3023 | Fast Food and Counter Workers |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners |

| Code | Description |
|---|---|
| 41-1011 | First-Line Supervisors of Retail Sales Workers |
| 41-2011 | Cashiers |
| 41-2031 | Retail Salespersons |
| 49-9071 | Maintenance and Repair Workers, General |
| 51-9199 | Production Workers, All Other |

**Regions:**

| Code | Description |
|---|---|
| 26149 | St. Joseph County, MI |

**Company:**

Results should include

| Description |
|---|
| Enviro-Clean Services |
| Birch Meadows Senior Care |
| Meijer |
| ADMIRAL |
| Border Foods |

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

**Minimum Experience Required:** Any

**Education Level:** Any

**Job Type:** Include Internships

**Keyword Search:**

**Posting Type:** Active Postings

## Job Postings Overview

| | |
|---|---|
| 18<br>**Unique Postings**<br>45 Total Postings | 5<br>**Employers Competing**<br>332 Total Employers |
| 37 Days<br>**Median Posting Duration**<br>Regional Average: 26 Days | 3 : 1<br>**Posting Intensity**<br>Regional Average: 2 : 1 |

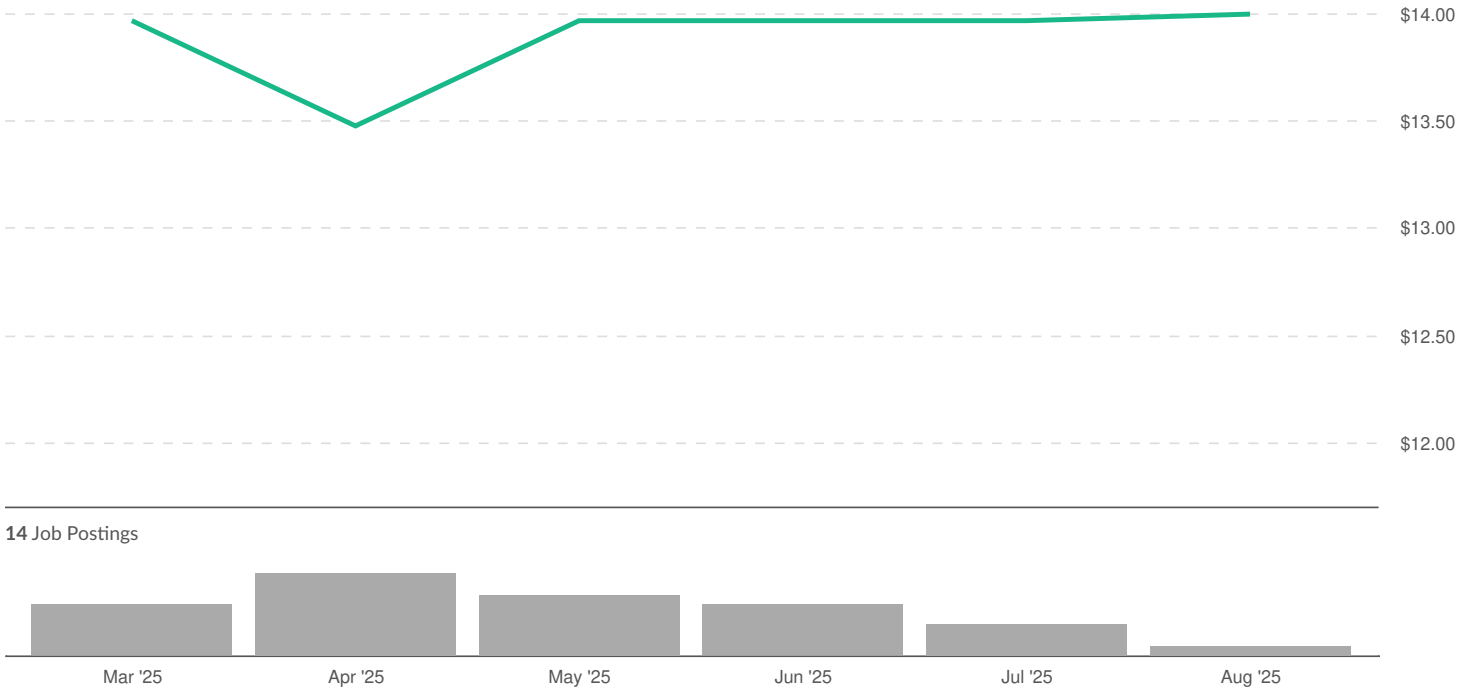
## Advertised Salary

Not enough data for this chart.

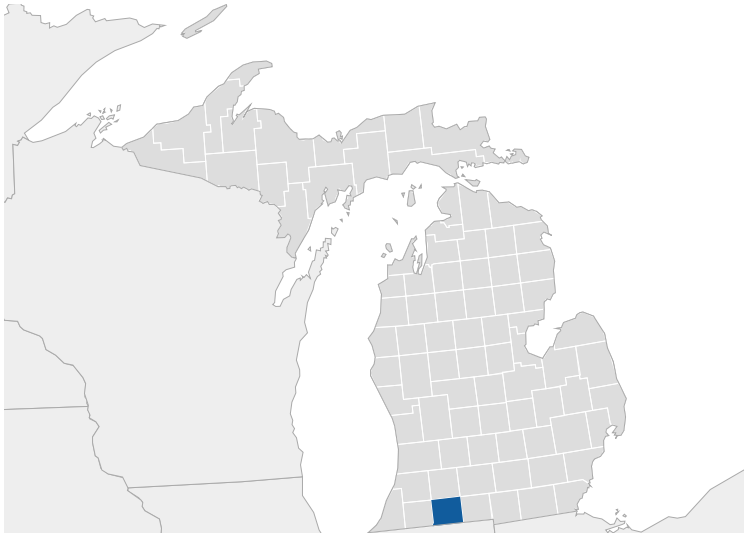
# Advertised Salary Trend

▲0.2% Mar 2025 – Aug 2025

**$13.97 Median**

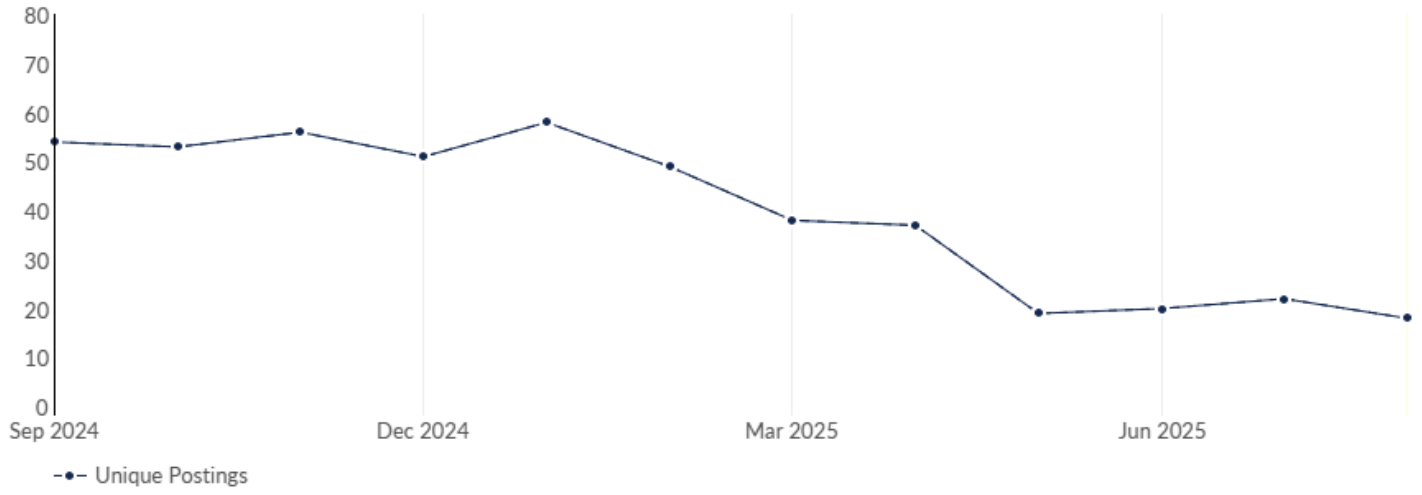


# Job Postings Regional Breakdown



| County | Unique Postings (Aug 2025) |
|---|---|
| St. Joseph County, MI | 18 |

## Unique Postings Trend




| Month | Unique Postings | Posting Intensity |
|---|---|---|
| Aug 2025 | 18 | 3 : 1 |
| Jul 2025 | 22 | 3 : 1 |
| Jun 2025 | 20 | 2 : 1 |
| May 2025 | 19 | 3 : 1 |
| Apr 2025 | 37 | 3 : 1 |
| Mar 2025 | 38 | 3 : 1 |
| Feb 2025 | 49 | 4 : 1 |
| Jan 2025 | 58 | 4 : 1 |
| Dec 2024 | 51 | 4 : 1 |
| Nov 2024 | 56 | 3 : 1 |
| Oct 2024 | 53 | 3 : 1 |
| Sep 2024 | 54 | 3 : 1 |

## Education Breakdown

| Education Level | Unique Postings | % of Total |
|---|---|---|
| No Education Listed | 10 | 56% |
| High school or GED | 4 | 22% |
| Associate's degree | 0 | 0% |
| Bachelor's degree | 4 | 22% |
| 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 | 4 | 0 | 22% |
| Associate's degree | 0 | 0 | 0% |
| Bachelor's degree | 4 | 0 | 22% |
| 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 | 13 | 72% |
| 0 - 1 Years | 2 | 11% |
| 2 - 3 Years | 0 | 0% |
| 4 - 6 Years | 3 | 17% |
| 7 - 9 Years | 0 | 0% |
| 10+ Years | 0 | 0% |

## Top Companies Posting

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Meijer | 32 / 9 | 4 : 1 | 28 days |
| Dollar General | 6 / 4 | 2 : 1 | n/a |
| Birch Meadows Senior Care | 2 / 2 | 1 : 1 | 37 days |
| Arby's | 3 / 2 | 2 : 1 | n/a |
| State of Michigan | 2 / 1 | 2 : 1 | n/a |

## Top Cities Posting

| City | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Three Rivers, MI | 28 / 11 | 3 : 1 | 37 days |
| Centreville, MI | 6 / 4 | 2 : 1 | n/a |
| Sturgis, MI | 11 / 3 | 4 : 1 | 28 days |

## Top Posted Occupations

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Retail Salespersons | 19 / 7 | 3 : 1 | 46 days |
| Food Service Managers | 3 / 2 | 2 : 1 | n/a |
| Home Health and Personal Care Aides | 2 / 2 | 1 : 1 | 37 days |
| Fast Food and Counter Workers | 6 / 2 | 3 : 1 | 19 days |
| First-Line Supervisors of Retail Sales Workers | 3 / 2 | 2 : 1 | n/a |
| Cashiers | 10 / 2 | 5 : 1 | n/a |
| Maintenance and Repair Workers, General | 2 / 1 | 2 : 1 | n/a |

## Top Posted Occupations

| Occupation (O*NET) | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Retail Salespersons | 19 / 7 | 3 : 1 | 46 days |
| Food Service Managers | 3 / 2 | 2 : 1 | n/a |
| Personal Care Aides | 2 / 2 | 1 : 1 | 37 days |
| Fast Food and Counter Workers | 6 / 2 | 3 : 1 | 19 days |
| First-Line Supervisors of Retail Sales Workers | 3 / 2 | 2 : 1 | n/a |
| Cashiers | 10 / 2 | 5 : 1 | n/a |
| Maintenance and Repair Workers, General | 2 / 1 | 2 : 1 | n/a |

## Top Posted Occupations

| Occupation | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Retail Sales Associate | 19 / 7 | 3 : 1 | 46 days |
| Caregiver / Personal Care Aide | 2 / 2 | 1 : 1 | 37 days |
| Fast Food / Counter Worker | 6 / 2 | 3 : 1 | 19 days |
| Restaurant / Food Service Manager | 3 / 2 | 2 : 1 | n/a |
| Retail Store Manager / Supervisor | 3 / 2 | 2 : 1 | n/a |
| Cashier | 10 / 2 | 5 : 1 | n/a |
| Field Service Technician | 2 / 1 | 2 : 1 | n/a |

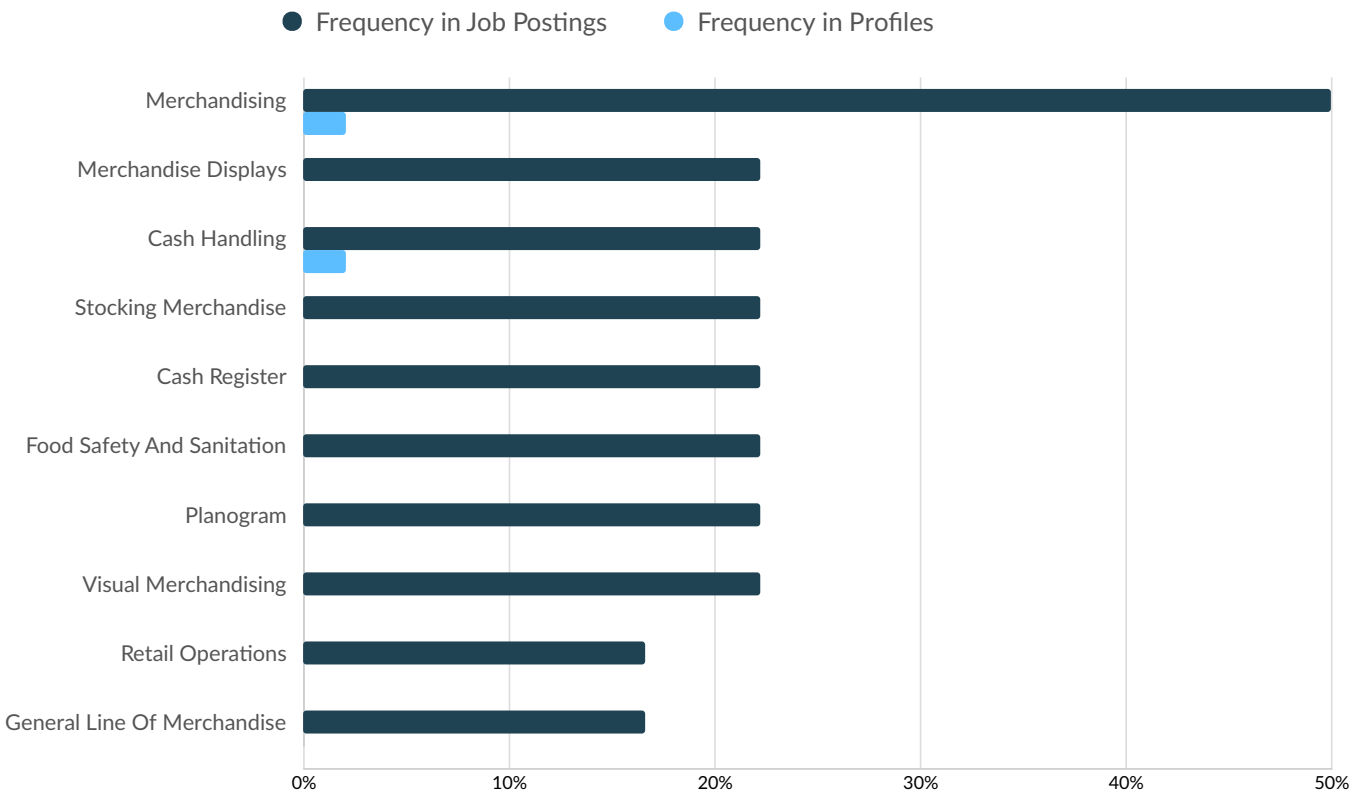
## Top Posted Job Titles

| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Store Directors | 9 / 3 | 3 : 1 | 46 days |
| Caregivers | 2 / 2 | 1 : 1 | 37 days |
| Assistant Store Managers | 3 / 2 | 2 : 1 | n/a |
| Sales Associates | 3 / 2 | 2 : 1 | n/a |
| Food Clerks | 6 / 2 | 3 : 1 | 19 days |
| Cashiers | 10 / 2 | 5 : 1 | n/a |
| Assistant Managers | 2 / 1 | 2 : 1 | n/a |
| Baggers | 2 / 1 | 2 : 1 | n/a |
| Utility Clerks | 5 / 1 | 5 : 1 | 28 days |
| Farm Workers | 2 / 1 | 2 : 1 | n/a |

## Top Industries

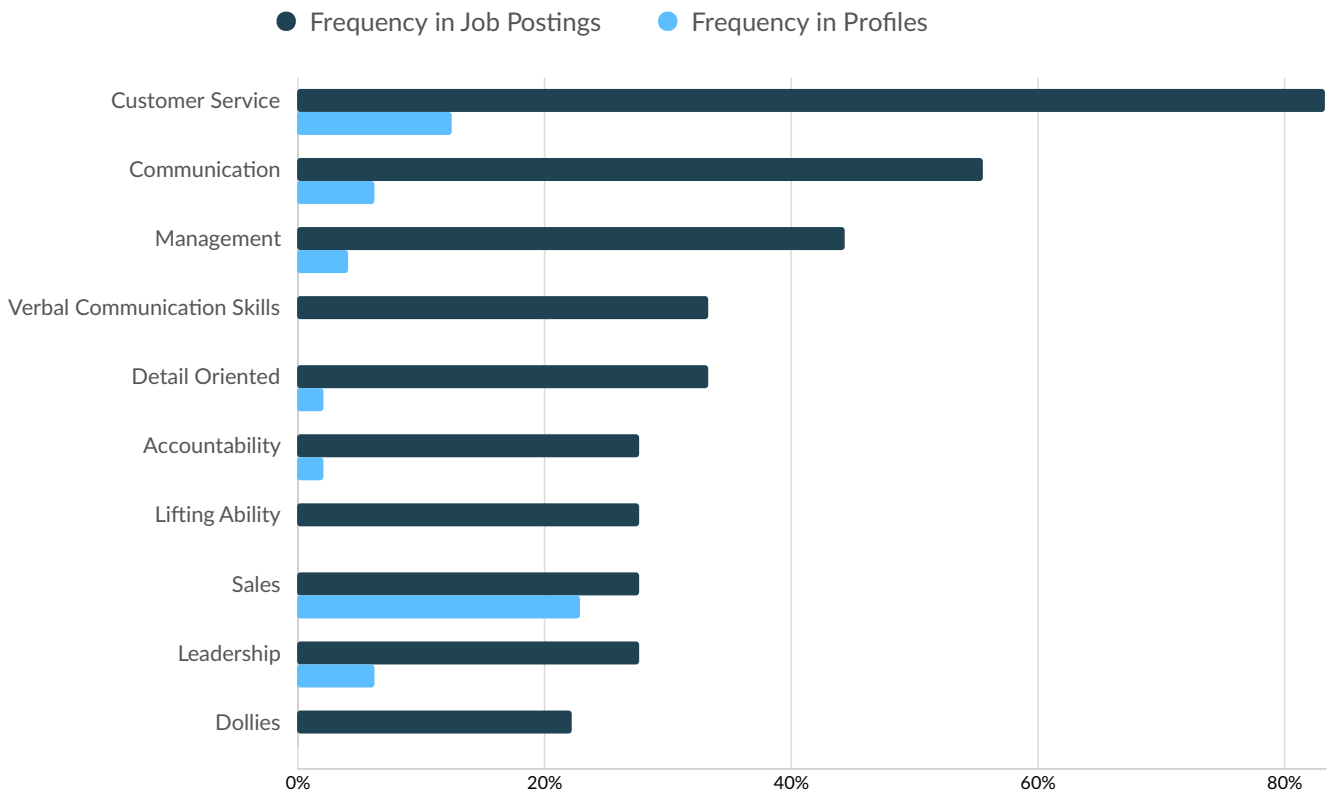
| | Total/Unique (Aug 2025) | Posting Intensity | Median Posting Duration |
|---|---|---|---|
| Department Stores | 32 / 9 | 4 : 1 | 28 days |
| All Other General Merchandise Retailers | 6 / 4 | 2 : 1 | n/a |
| Limited-Service Restaurants | 3 / 2 | 2 : 1 | n/a |
| Unclassified Industry | 2 / 2 | 1 : 1 | 37 days |
| Police Protection | 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 |
|---|---|---|---|---|---|---|
| Merchandising | 9 | 50% | 1 | 2% | +15.0% | Growing |
| Merchandise Displays | 4 | 22% | 0 | 0% | +22.0% | Rapidly Growing |
| Cash Handling | 4 | 22% | 1 | 2% | +8.9% | Growing |
| Stocking Merchandise | 4 | 22% | 0 | 0% | +18.0% | Growing |
| Cash Register | 4 | 22% | 0 | 0% | +21.4% | Rapidly Growing |
| Food Safety And Sanitation | 4 | 22% | 0 | 0% | +11.7% | Growing |
| Planogram | 4 | 22% | 0 | 0% | +19.5% | Rapidly Growing |
| Visual Merchandising | 4 | 22% | 0 | 0% | +12.9% | Growing |
| Retail Operations | 3 | 17% | 0 | 0% | +11.0% | Growing |
| General Line Of Merchandise | 3 | 17% | 0 | 0% | +13.2% | Growing |

# Top Common Skills




| | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---|---|---|---|---|---|---|
| Customer Service | 15 | 83% | 6 | 13% | +5.2% | Stable |
| Communication | 10 | 56% | 3 | 6% | +3.6% | Lagging |
| Management | 8 | 44% | 2 | 4% | +5.3% | Stable |
| Verbal Communication Skills | 6 | 33% | 0 | 0% | +4.1% | Lagging |
| Detail Oriented | 6 | 33% | 1 | 2% | +7.1% | Stable |
| Accountability | 5 | 28% | 1 | 2% | +18.7% | Growing |
| Lifting Ability | 5 | 28% | 0 | 0% | +10.6% | Growing |
| Sales | 5 | 28% | 11 | 23% | +7.8% | Stable |
| Leadership | 5 | 28% | 3 | 6% | +8.5% | Stable |
| Dollies | 4 | 22% | 0 | 0% | +16.7% | Growing |

## Top Software Skills

There is not enough data to display this section.

## Top Qualifications

| | Postings with Qualification |
|---|---|
| ServSafe Certification | 2 |
| Valid Driver's License | 2 |

# Appendix A

## Top Posting Sources

| Website | Postings on Website (Aug 2025) |
|---|---|
| indeed.com | 11 |
| myworkdayjobs.com | 8 |
| diversityjobs.com | 7 |
| dejobs.org | 4 |
| arbys.com | 2 |
| careerarc.com | 2 |
| dollargeneral.com | 2 |

# Appendix B

## Sample Postings

### Baggers — Meijer in Three Rivers, MI (Aug 2025 - Active)

#### Day Time Bagger

| | |
|---|---|
| **Link to Live Job Posting:** meijer.wd5.myworkdayjobs.com | |
| **Location:** Three Rivers, MI | **O*NET:** 41-2031.00 |
| **Company:** Meijer | **Job Title:** Baggers |

Return to selected search result Day Time Bagger Apply locations Three Rivers, MI time type Part time posted on Posted Today job requisition id

R000604556

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 an entry-level team member, you will have the opportunity to gain exposure to a variety of retail tasks related to additional services provided by our store, product and customer service. Meijer Courtesy Team Members enjoy interacting with people and know what 'above and beyond' customer service means. What You'll be

Doing:

Cart attendants will ferry shopping carts from outside the store back to the store interior. Coordinating and collecting of the parking lot, lawn, and inside store trash. Safely use snow removal equipment for properly removing snow. Perishable and salvage returns. Basic store and restroom cleaning. Working with our service desk, store entrance, check lanes and parking lot areas.

Working with departments:

Health and Beauty Care, Hardlines, Fashion/Softlines, Pets, Hardware, Card and Party, Outdoor, Seasonal and Floral. This job profile is not meant to be all inclusive of the responsibilities of this position; may perform other duties as assigned or required. What You Bring with You (Qualifications): Highly-organized with a keen sense for details. Great listening and communication skills. Can handle lifting, carrying, pushing, pulling, bending and twisting while handling product or using various equipment. Ability to shine in a fast-paced environment.

## Produce Food Clerk

**Link to Live Job Posting:** meijer.wd5.myworkdayjobs.com

| | |
|---|---|
| **Location:** Three Rivers, MI | **O*NET:** 35-3023.00 |
| **Company:** Meijer | **Job Title:** Food Clerks |

Return to selected search result Produce Food Clerk Apply locations Three Rivers, MI time type Part time posted on Posted Today job requisition id

R000604088

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! Responsible for delivering remarkable customer service by providing customers with exceptional product knowledge, efficient service and a friendly attitude; will be exposed to a variety of retail tasks related to product, customer service and merchandising. Join a community. Build a career. We are searching for a new member of the Meijer family! When you join us as a Food Clerk, you will provide customers with exceptional product knowledge, efficient service, and a friendly attitude. You will play a vital role in keeping our store running smoothly and having a positive impact on the community we serve. Sound good to you? Join us! What will you be doing? Build rapport with customers. Display a friendly and outgoing attitude through good eye contact and body language. Respond to customer questions in an effective manner. Stock product and maintain product displays according to merchandising standards. Utilize technology to complete activities and tasks. Follow safety and sanitation procedures to ensure quality service and products for our customers. This position is applicable to the following departments: Meat, Seafood, Bakery, Deli, Grocery. What skills will you use? You are detail-oriented and organized. 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. Process-driven with ability to follow procedures in an organized and efficient way. Ability to stay calm while working in a fast-paced environment. Desire to work with customers on a consistent basis. Ability to lift, carry, push, pull, bend, and twist while handling product. Ability to stand for long periods of time. Meijer starts with me. It's not just a brand name, it's a family name. Founded by Hendrik and Gezina Meijer and their children in 1934, Meijer treats our Team Members like they're a part of our family. We want to see them happy, growing, and successful. That's why our Team Members say, "Meijer starts with me." Sound like the place for you? Join us. Who are we a good fit for? We love working with talented people but more than that, we look for team members who thrive in a collaborative environment and want to help us build on our family culture. Meijer is a great place for you if you want a job that's more than a paycheck and a career that plays an important role in your community.

## Cashier - Evenings and Weekends

**Link to Live Job Posting:** diversityjobs.com

| | |
|---|---|
| **Location:** Sturgis, 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

### 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.

# Caregiver - 2nd Shift - Part Time Or On Call at Birch Meadows AFC

**Link to Live Job Posting:** www.indeed.com

| | |
|---|---|
| **Location:** Three Rivers, MI | **O*NET:** 31-1122.00 |
| **Company:** Birch Meadows Senior Care | **Job Title:** Caregivers |

Caregiver

- 2nd Shift
- Part Time Or On Call at Birch Meadows AFC Three Rivers, MI 49093 $14 an hour
- Part-time $14 an hour
- Part-time Birch Meadows is a new Senior Care facility in Three Rivers, Michigan.

We consider it an honor to serve our residents and we never take that privilege lightly. Our family has been in the senior care business since 1960 and we recognize the challenges families face when needing additional care for loved ones. We strive to provide an environment of dignity and comfort. Our dedicated team and low resident to staff ratio ensure the highest quality care for every individual entrusted to us. Birch Meadows is looking for competent Caregivers to care for our senior residents in a professional and compassionate manner. It's a very satisfying and rewarding job, since our elderly residents and their families are thankful for the high quality assistance and care they receive. The ideal candidate will be patient and compassionate with excellent communication skills and reliable attendance. You should be able to follow instructions and perform a variety of tasks to help residents. Responsibilities include, but are not limited to: Assist residents with daily living activities such as getting in and out of bed, bathing, dressing, eating, using the toilet, standing, walking, and exercising Maintain a safe and healthy living environment by assisting with housekeeping, laundry, and kitchen duties Help residents maintain good personal hygiene Promote residents' mental alertness through involvement in activities of interest Carryout routine individualized healthcare needs, including administering medication depending on state regulations Record vital signs such as temperature, blood pressure, pulse, or respiration rate Monitor or report observations and changes in health status to management Keep records of resident care, condition, progress, or problems Promote residents' independence Responsibilities vary based on shift worked, but employees will be trained for all shift duties.

## Qualifications:

Compassion and respect for the elderly Prior caregiving experience preferred, but not required Physical endurance and strength Interpersonal skills, including exceptional patience and listening skills Ability to work in partnership with other employees to maintain excellent employee relations, high employee morale, and world class senior care Commitment to working a full shift, arriving on time, and working overtime as needed Willingness to work weekends on a regular rotation

## To Apply:

Application for Employment can be found at birchmeadows.org. An applicant will only be considered once a completed application is received at Birch Meadows . By applying to this job, you agree to receive periodic text messages from this employer and Homebase about your pending job application. Opt out anytime. Msg & data rates may apply. Powered by Homebase. Free employee scheduling, time clock and hiring tools.

## Grocery Food Clerk

**Link to Live Job Posting:** Posting is no longer active

| | |
|---|---|
| **Location:** Three Rivers, MI | **O*NET:** 35-3023.00 |
| **Company:** Meijer | **Job Title:** Food Clerks |

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! Responsible for delivering remarkable customer service by providing customers with exceptional product knowledge, efficient service and a friendly attitude; will be exposed to a variety of retail tasks related to product, customer service and merchandising. Join a community. Build a career. We are searching for a new member of the Meijer family! When you join us as a Food Clerk, you will provide customers with exceptional product knowledge, efficient service, and a friendly attitude. You will play a vital role in keeping our store running smoothly and having a positive impact on the community we serve. Sound good to you? Join us! What will you be doing? Build rapport with customers. Display a friendly and outgoing attitude through good eye contact and body language. Respond to customer questions in an effective manner. Stock product and maintain product displays according to merchandising standards. Utilize technology to complete activities and tasks. Follow safety and sanitation procedures to ensure quality service and products for our customers. This position is applicable to the following departments: Meat, Seafood, Bakery, Deli, Grocery. What skills will you use? You are detail-oriented and organized. 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. Process-driven with ability to follow procedures in an organized and efficient way. Ability to stay calm while working in a fast-paced environment. Desire to work with customers on a consistent basis. Ability to lift, carry, push, pull, bend, and twist while handling product. Ability to stand for long periods of time. Meijer starts with me. It's not just a brand name, it's a family name. Founded by Hendrik and Gezina Meijer and their children in 1934, Meijer treats our Team Members like they're a part of our family. We want to see them happy, growing, and successful. That's why our Team Members say, "Meijer starts with me." Sound like the place for you? Join us. Who are we a good fit for? We love working with talented people but more than that, we look for team members who thrive in a collaborative environment and want to help us build on our family culture. Meijer is a great place for you if you want a job that's more than a paycheck and a career that plays an important role in your community. 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.

# 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.