

August 2026 Lightcast Report



Job Posting Analytics

Lightcast Q3 2026 Data Set

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



Michigan

Parameters

Select Timeframe: Aug 2026 - Aug 2026

Occupations:

Results should include

Code	Description
29-1141	Registered Nurses
29-1171	Nurse Practitioners
29-1249	Surgeons, All Other
29-2034	Radiologic Technologists and Technicians
29-2099	Health Technologists and Technicians, All Other

Regions:

Code	Description
26021	Berrien County, MI
26023	Branch County, MI
26025	Calhoun County, MI
26027	Cass County, MI

Job Title:

Results should include

Description
Medical Assistants
Family Medicine Medical Assistants
Family Nurse Practitioners
Environmental Services Technicians
Registered Nurses

Company:

Results should include

Description
Pfizer
Fast Pace Health

Code	Description
31-1131	Nursing Assistants
31-9092	Medical Assistants
35-2014	Cooks, Restaurant
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
41-2011	Cashiers

Code	Description
26077	Kalamazoo County, MI
26149	St. Joseph County, MI
26159	Van Buren County, MI

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

Description
Walmart
Bronson Healthcare

Ascension
Meijer
Border Foods

Corewell Health
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

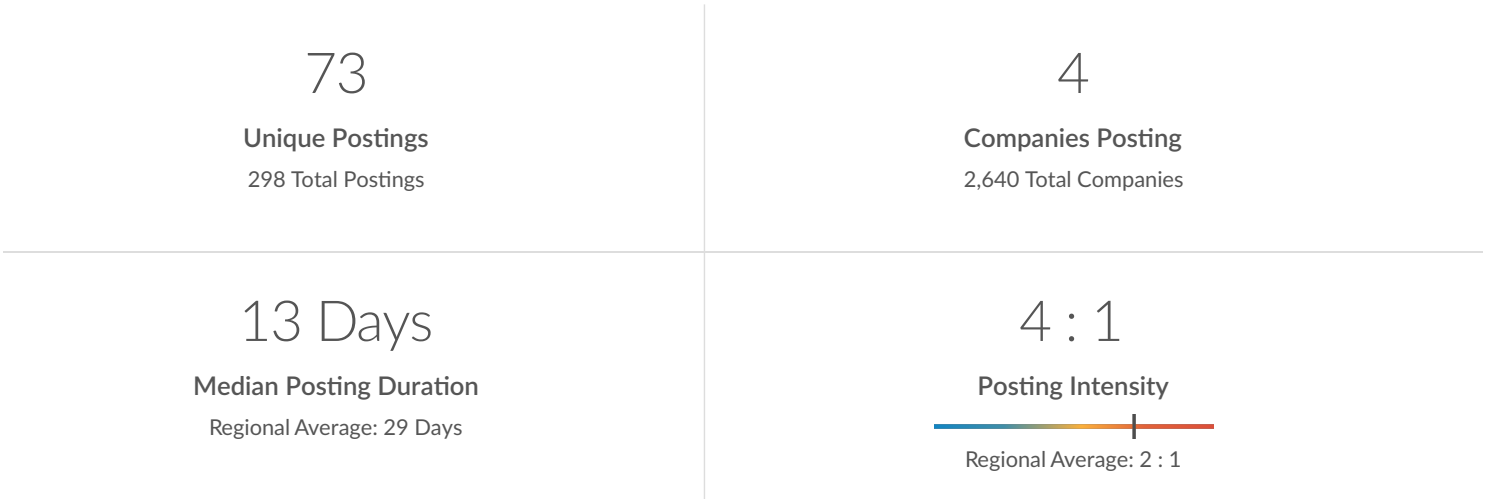
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary

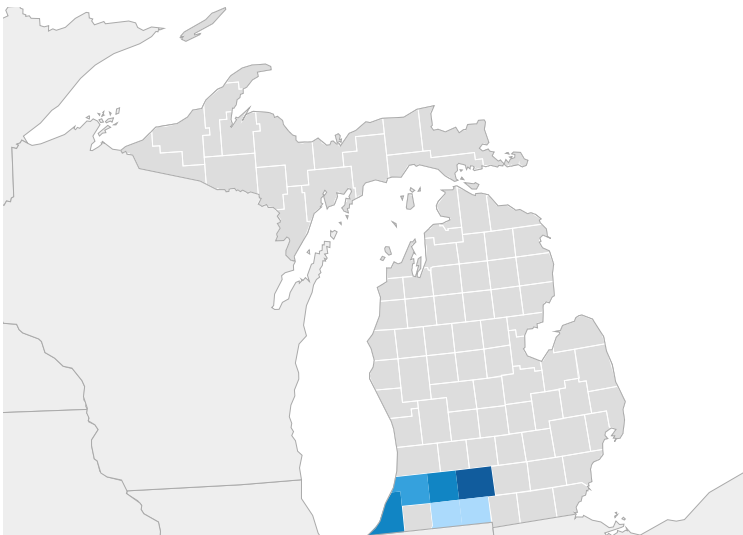
Not enough data for this chart.

Advertised Salary Trend

▼ 100.0% Mar 2026 – Aug 2026
\$18.77 Median



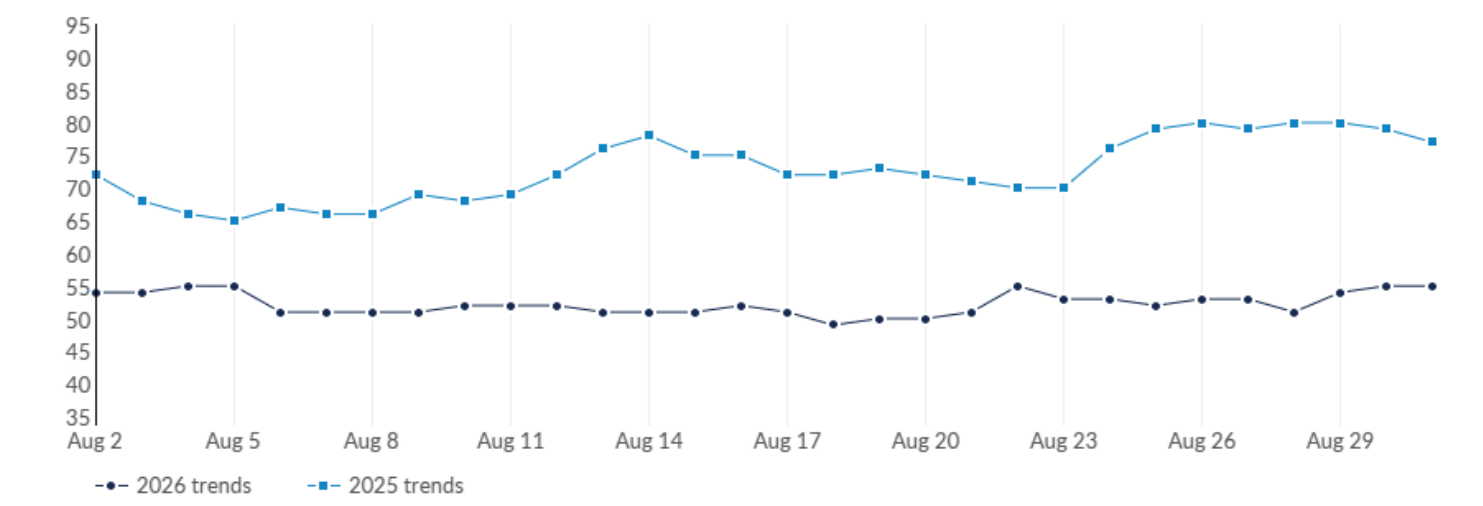
Job Postings Regional Breakdown



County	Unique Postings (Aug 2026)
Calhoun County, MI	42
Berrien County, MI	13
Kalamazoo County, MI	11
Van Buren County, MI	4
Branch County, MI	2

Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
August 2, 2026	54	72	-25.0%
August 3, 2026	54	68	-20.6%
August 4, 2026	55	66	-16.7%
August 5, 2026	55	65	-15.4%
August 6, 2026	51	67	-23.9%
August 7, 2026	51	66	-22.7%
August 8, 2026	51	66	-22.7%
August 9, 2026	51	69	-26.1%
August 10, 2026	52	68	-23.5%
August 11, 2026	52	69	-24.6%
August 12, 2026	52	72	-27.8%
August 13, 2026	51	76	-32.9%
August 14, 2026	51	78	-34.6%
August 15, 2026	51	75	-32.0%
August 16, 2026	52	75	-30.7%
August 17, 2026	51	72	-29.2%
August 18, 2026	49	72	-31.9%
August 19, 2026	50	73	-31.5%

August 20, 2026	50	72	-30.6%
August 21, 2026	51	71	-28.2%
August 22, 2026	55	70	-21.4%
August 23, 2026	53	70	-24.3%
August 24, 2026	53	76	-30.3%
August 25, 2026	52	79	-34.2%
August 26, 2026	53	80	-33.8%
August 27, 2026	53	79	-32.9%
August 28, 2026	51	80	-36.3%
August 29, 2026	54	80	-32.5%
August 30, 2026	55	79	-30.4%
August 31, 2026	55	77	-28.6%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	38	52%
High school or GED	17	23%
Associate's degree	20	27%
Bachelor's degree	7	10%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	17	0	23%
Associate's degree	16	4	22%
Bachelor's degree	2	5	3%
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	51	70%
0 - 1 Years	16	22%
2 - 3 Years	6	8%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	153 / 39	4 : 1 	n/a
Bronson Healthcare	13 / 12	1 : 1 	n/a
Corewell Health	59 / 12	5 : 1 	39 days
Meijer	73 / 10	7 : 1 	11 days

Top Cities Posting

City	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	132 / 32	4 : 1 	n/a
Kalamazoo, MI	17 / 8	2 : 1 	11 days
Battle Creek, MI	17 / 7	2 : 1 	n/a
Niles, MI	21 / 6	4 : 1 	13 days
Saint Joseph, MI	30 / 3	10 : 1 	53 days
Albion, MI	4 / 2	2 : 1 	n/a
Coldwater, MI	6 / 2	3 : 1 	n/a
Paw Paw, MI	3 / 2	2 : 1 	n/a
South Haven, MI	5 / 2	3 : 1 	n/a
Stevensville, MI	8 / 2	4 : 1 	n/a

Top Posted Occupations

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	88 / 27	3 : 1 	13 days
Medical Assistants	46 / 15	3 : 1 	n/a
Nursing Assistants	54 / 11	5 : 1 	n/a
Cashiers	73 / 10	7 : 1 	11 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	20 / 7	3 : 1 	n/a
Cooks, Restaurant	17 / 3	6 : 1 	39 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	88 / 27	3 : 1 	13 days
Medical Assistants	46 / 15	3 : 1 	n/a
Nursing Assistants	54 / 11	5 : 1 	n/a
Cashiers	73 / 10	7 : 1 	11 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	20 / 7	3 : 1 	n/a
Cooks, Restaurant	17 / 3	6 : 1 	39 days

Top Posted Occupations

Occupation	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	88 / 27	3 : 1 	13 days
Medical Assistant	46 / 15	3 : 1 	n/a
Nursing Assistant	54 / 11	5 : 1 	n/a
Cashier	73 / 10	7 : 1 	11 days
Janitor / Cleaner	20 / 7	3 : 1 	n/a
Cook	17 / 3	6 : 1 	39 days

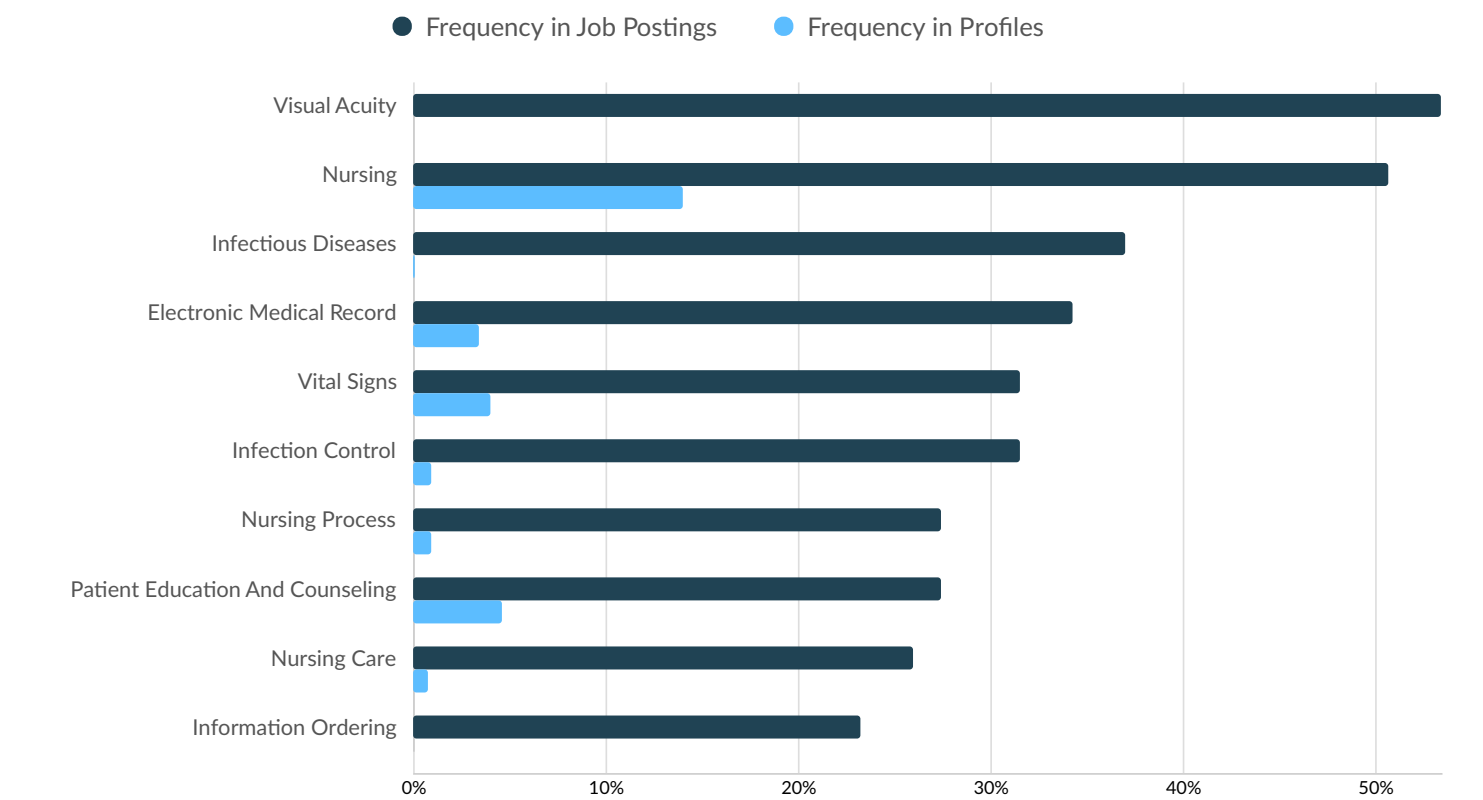
Top Posted Job Titles

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	102 / 23	4 : 1 	n/a
Registered Nurses	54 / 19	3 : 1 	n/a
Cashiers	73 / 10	7 : 1 	11 days
Environmental Services Technicians	20 / 7	3 : 1 	n/a
Medical Surgical Registered Nurses	25 / 6	4 : 1 	13 days
Medical Assistants	7 / 5	1 : 1 	n/a
Cooks	17 / 3	6 : 1 	39 days

Top Industries

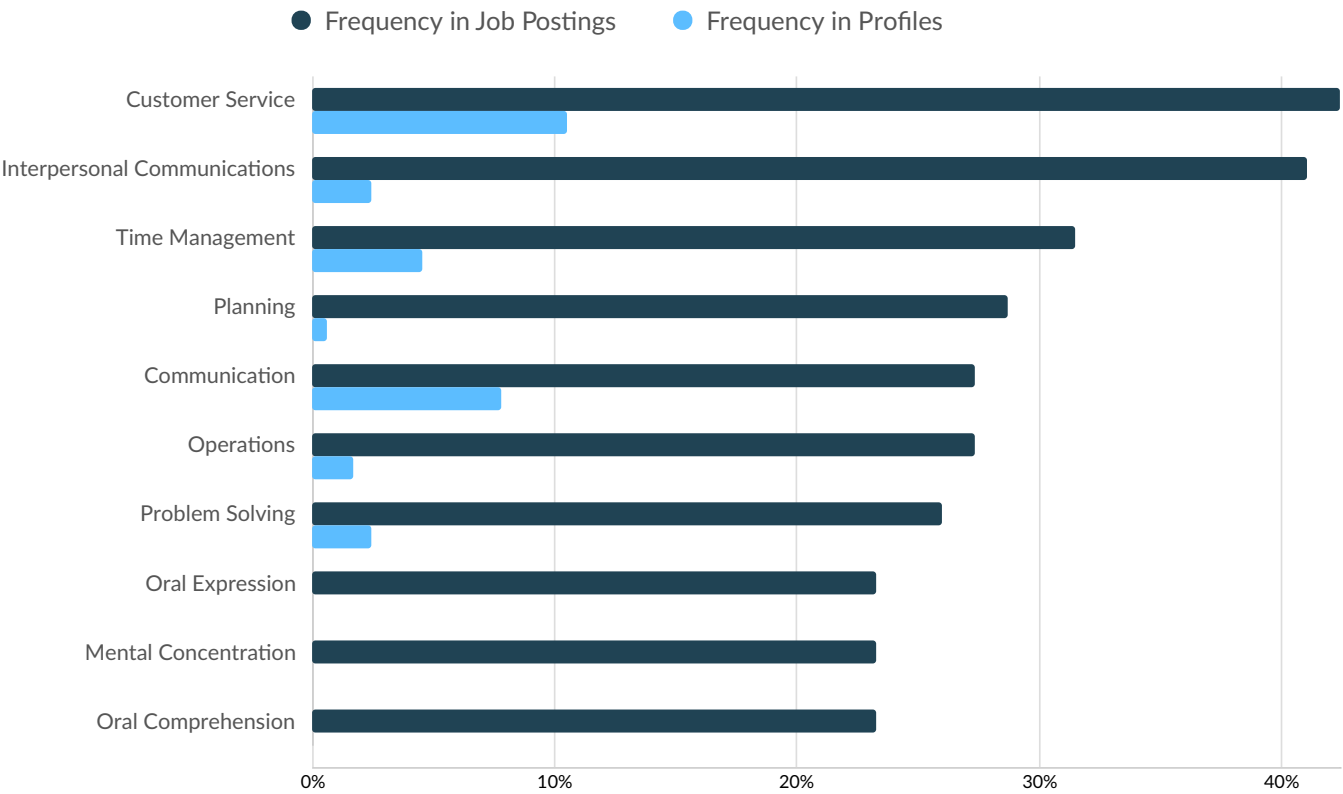
	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	225 / 63	4 : 1 	39 days
Department Stores	73 / 10	7 : 1 	11 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	39	53%	0	0%	+18.4%	Rapidly Growing
Nursing	37	51%	159	14%	+16.1%	Growing
Infectious Diseases	27	37%	1	0%	+6.8%	Stable
Electronic Medical Record	25	34%	39	3%	+13.6%	Growing
Vital Signs	23	32%	46	4%	+16.8%	Growing
Infection Control	23	32%	11	1%	+15.6%	Growing
Nursing Process	20	27%	11	1%	+19.7%	Rapidly Growing
Patient Education And Counseling	20	27%	52	5%	+15.1%	Growing
Nursing Care	19	26%	9	1%	+15.3%	Growing
Information Ordering	17	23%	0	0%	+27.0%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	31	42%	120	11%	+5.0%	Stable
Interpersonal Communications	30	41%	28	2%	+11.9%	Growing
Time Management	23	32%	52	5%	+12.7%	Growing
Planning	21	29%	7	1%	+10.3%	Growing
Communication	20	27%	89	8%	+8.5%	Stable
Operations	20	27%	19	2%	+8.8%	Stable
Problem Solving	19	26%	28	2%	+11.1%	Growing
Oral Expression	17	23%	0	0%	+4.5%	Stable
Mental Concentration	17	23%	0	0%	+12.7%	Growing
Oral Comprehension	17	23%	0	0%	+21.3%	Rapidly Growing

Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	49
American Red Cross (ARC) Certification	41
Registered Nurse (RN)	37
Basic Cardiac Life Support	26
Certified Medical Assistant (CMA)	13
Licensed Practical Nurse (LPN)	13
Certified Nursing Assistant (CNA)	11
Advanced Cardiovascular Life Support (ACLS) Certification	9
Valid Driver's License	7
Critical Care Registered Nurse (CCRN)	5

Top Advertised Benefits

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Insurance	274 / 68	4 : 1 	13 days
Education and Career Development	132 / 27	5 : 1 	11 days
Retirement and Savings	61 / 13	5 : 1 	13 days
Paid Leave	75 / 12	6 : 1 	11 days
Supplemental Pay	16 / 9	2 : 1 	n/a
Health and Wellness Benefits	2 / 2	1 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Aug 2026)
peopleanswers.com	35
indeed.com	27
mitalent.org	20
myworkdayjobs.com	19
diversityjobs.com	7
simplyhired.com	5
corewellhealth.org	1

Appendix B

Sample Postings

Registered Nurses — Oaklawn Hospital in Marshall, MI (Aug 2026 - Active)

Registered Nurse

Link to Live Job Posting: www.indeed.com

Location: Marshall, MI

O*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Registered Nurses

JOB DESCRIPTION POSITION TITLE

Registered Nurse

DEPARTMENT

Critical Care Unit

FLSA STATUS

Non-exempt

REPORTING RELATIONSHIP

CCU Director 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 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'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. American Heart Association

Successful completion of a program in nursing. Current licensure in the state of Michigan as a registered nurse. American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification. American Heart Association or American Red Cross ACLS certification within three (3) months of hire. Completion of Hard cuff Restraints and Soft Limb Restraints Certification within two (2) months of hire and annual re-certification.

Knowledge, Skills & Abilities :

One (1) 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.

Medical Assistant - Tekonsha - Requisition #428954	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Tekonsha, MI	O*NET: 31-9092.00
Company: Oaklawn Hospital	Job Title: Requisition Sales Associates
MEDICAL ASSISTANT - TEKONSHA JOB DESCRIPTION POSITION TITLE: Medical Assistant DEPARTMENT Oaklawn Medical Group FLSA STATUS Non-exempt REPORTING RELATIONSHIP Manager 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	

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 three (3) months of hire and hold one of the following: Registered or Certified Medical Assistant or Licensed Practical Nurse in the State of Michigan or Commiserate combination of education and experience as deemed appropriate by Human Resources and ABR-OE Credential upon hire.

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. Tekonsha, 2218 Old US 27 North, Tekonsha, MI...

Medical Assistant - Coldwater - Requisition #628181	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Coldwater, MI	O*NET: 31-9092.00
Company: Oaklawn Hospital	Job Title: Requisition Sales Associates
MEDICAL ASSISTANT - COLDWATER JOB DESCRIPTION POSITION TITLE: Medical Assistant DEPARTMENT Oaklawn Medical Group FLSA STATUS Non-exempt REPORTING RELATIONSHIP Manager 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.Prepare 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	

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 three (3) months of hire and hold one of the following: Registered or Certified Medical Assistant or Licensed Practical Nurse in the State of Michigan or Commiserate combination of education and experience as deemed appropriate by Human Resources and ABR-OE Credential upon hire.

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. Coldwater, 375 N. Willowbrook Rd, Coldwater,...

Registered Nurses — Oaklawn Hospital in Marshall, MI (Aug 2026 - Active)

Registered Nurse - PT- 50 hours/pp Occ Med at local employer every other weekend & rotating holiday - Requisition #978558	
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 PT•50 HOURS/PP OCC MED AT LOCAL EMPLOYER EVERY OTHER WEEKEND & ROTATING HOLIDAY JOB DESCRIPTION POSITION TITLE: Registered Nurse DEPARTMENT Blue Oval Occupational Medicine FLSA STATUS Non-exempt REPORTING RELATIONSHIP Director, Emergency Job Summary: Provides healthcare services to the organization employees and client patients in accordance with established policies, procedures, and protocols of the healthcare organization. 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.Provides treatment for job related injuries and illnesses. Ensures compliance with applicable workplace safety laws and regulations. May also conduct safety training programs, as needed. Processes Clinical Records, Medical Leaves of Absence and Short-Term Medical Absences (return to work from short term absence).Processes medical leaves if required by BOBM protocolsConducts Medical Examinations.Conducts Fitness-for-Duty evaluations.Conducts Medical Surveillance examinations.Schedules appointments for examinations.Completes examinations and preliminary exam elements.Manages Physical Examinations, Audiometric Testing, Pulmonary Function Testing and Respirator Fit Testing.	

Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification.

Knowledge, Skills & Abilities:

BSN, preferred. Experience in Emergency care, outpatient acute/urgent care, and/or Occupational Health, preferred. Certified Occupational Health Nurse (COHN), preferred. Experience using EHR preferred. Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR; selective attention

- able to concentrate for protracted periods; time sharing
- able to shift back and forth successfully between two or more activities; manual dexterity
- to manage 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. Ability to operate computer equipment and electronic health records in an efficient manner. Ability to maintain the confidentiality of records, documents or discussions related to work related functions. Good attendance is an essential element of this position. Willing to participate in CME programs periodically to enhance job performance, skills, and knowledge.

Working Conditions:

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

Physical Requirements:

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

Medical Assistants — Bronson Healthcare in Kalamazoo, MI (Aug 2026 - Active)

Medical Assistant	
Link to Live Job Posting: jobs.mitalent.org	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Medical Assistants
Cost Center: 7770 Bronson Family Medicine - Centre St. (BMH)	

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 2026 Data Set

Branch, Calhoun, Kalamazoo, and St. Joseph Counties



Michigan

Parameters

Select Timeframe: Aug 2026 - Aug 2026

Occupations:

Results should include

Code	Description
11-9051	Food Service Managers
11-9111	Medical and Health Services Managers
29-1141	Registered Nurses
29-2061	Licensed Practical and Licensed Vocational Nurses
29-2099	Health Technologists and Technicians, All Other

Regions:

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

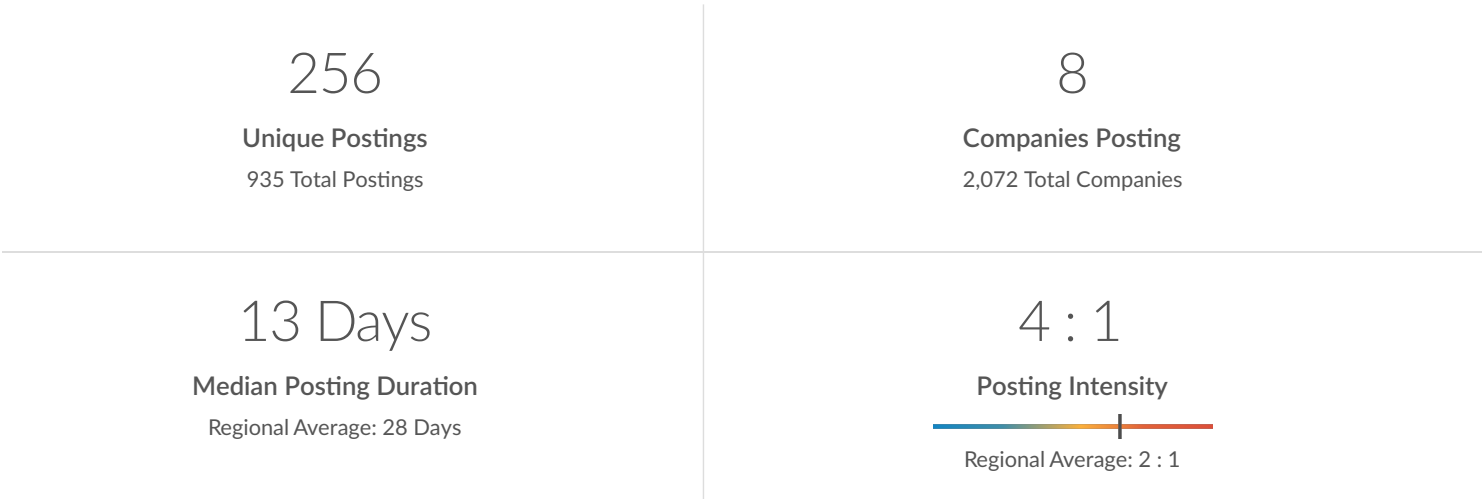
Posting Type: Active Postings

Code	Description
31-1131	Nursing Assistants
31-9092	Medical Assistants
35-3023	Fast Food and Counter Workers
41-2011	Cashiers
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive

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

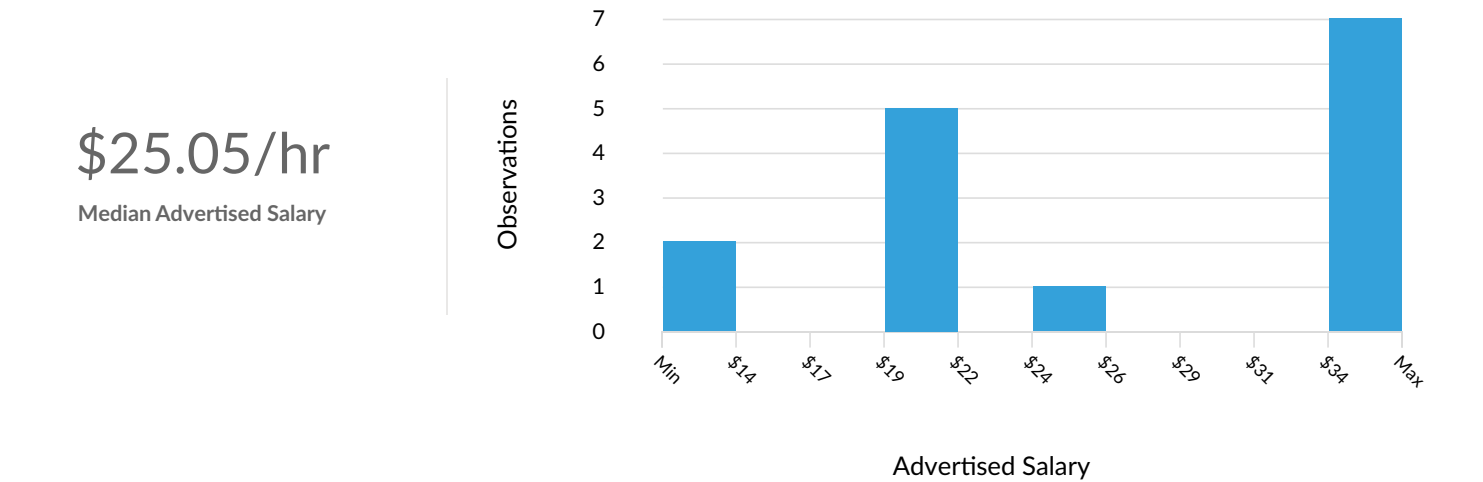
Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Job Postings Overview



Advertised Salary

There are 15 advertised salary observations (6% of the 256 matching postings).



Advertised Salary Trend

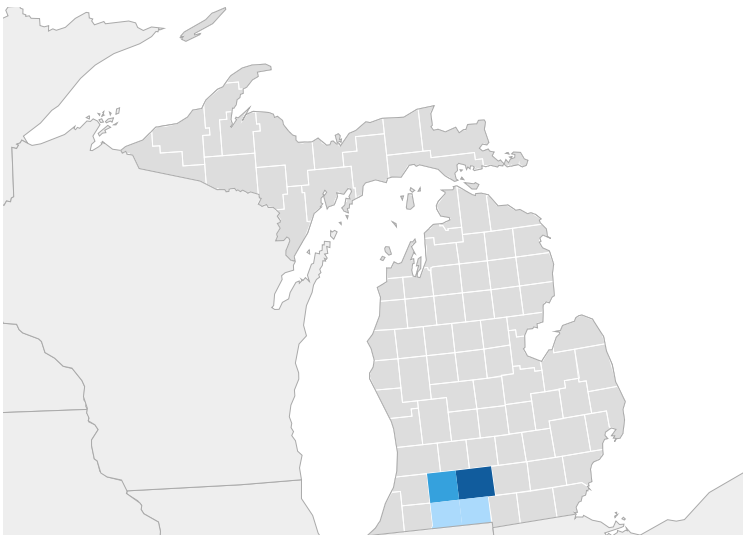
▼ 30.5% Mar 2026 – Aug 2026
\$36.12 Median



44 Job Postings

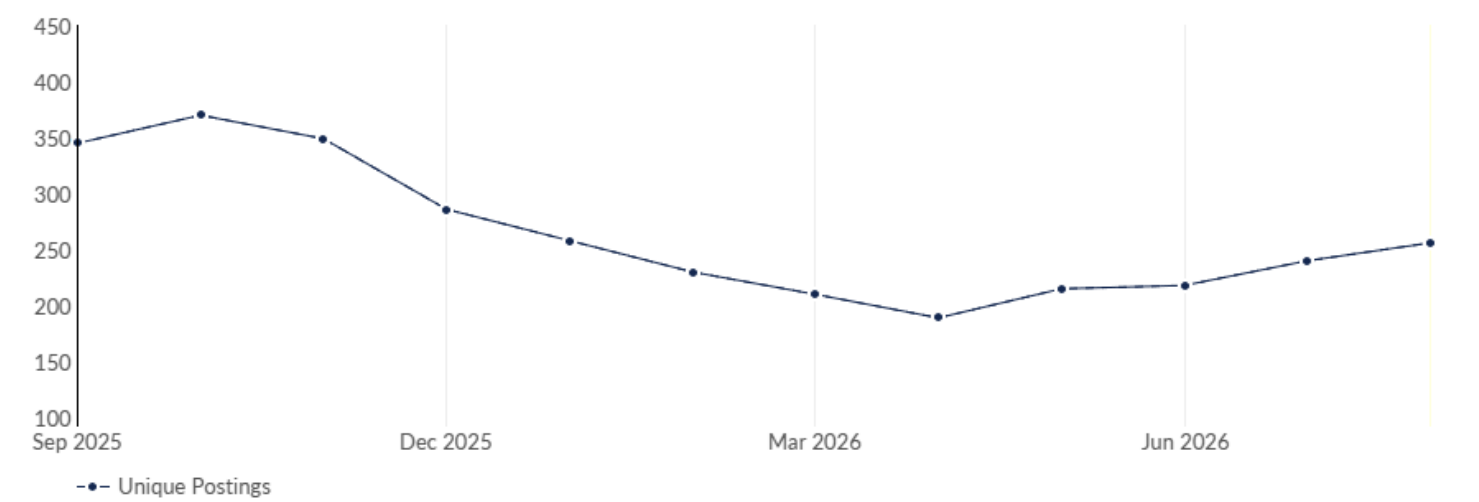


Job Postings Regional Breakdown



County	Unique Postings (Aug 2026)
Calhoun County, MI	189
Kalamazoo County, MI	49
Branch County, MI	10
St. Joseph County, MI	8

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Aug 2026	256	4 : 1
Jul 2026	240	4 : 1
Jun 2026	218	5 : 1
May 2026	215	4 : 1
Apr 2026	189	4 : 1
Mar 2026	210	3 : 1
Feb 2026	230	3 : 1
Jan 2026	258	3 : 1
Dec 2025	286	4 : 1
Nov 2025	349	3 : 1
Oct 2025	370	4 : 1
Sep 2025	345	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	130	51%
High school or GED	40	16%
Associate's degree	70	27%
Bachelor's degree	37	14%
Master's degree	8	3%
Ph.D. or professional degree	1	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	40	0	16%
Associate's degree	61	9	24%
Bachelor's degree	22	14	9%
Master's degree	3	5	1%
Ph.D. or professional degree	0	1	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	176	69%
0 - 1 Years	33	13%
2 - 3 Years	44	17%
4 - 6 Years	3	1%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	707 / 169	4 : 1 	n/a
Bronson Healthcare	57 / 39	1 : 1 	30 days
Meijer	134 / 27	5 : 1 	11 days
Walmart	12 / 9	1 : 1 	10 days
Border Foods	16 / 8	2 : 1 	30 days
Zoetis	7 / 2	4 : 1 	31 days
Corewell Health	1 / 1	1 : 1 	30 days
Stryker	1 / 1	1 : 1 	n/a

Top Cities Posting

City	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	668 / 157	4 : 1 	n/a
Kalamazoo, MI	66 / 33	2 : 1 	30 days
Battle Creek, MI	60 / 28	2 : 1 	30 days
Portage, MI	38 / 10	4 : 1 	10 days
Coldwater, MI	20 / 6	3 : 1 	n/a
Three Rivers, MI	35 / 5	7 : 1 	13 days
Bronson, MI	4 / 4	1 : 1 	n/a
Albion, MI	7 / 3	2 : 1 	n/a
Sturgis, MI	5 / 3	2 : 1 	n/a
Augusta, MI	2 / 1	2 : 1 	n/a

Top Posted Occupations

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	344 / 97	4 : 1 	30 days
Health Technologists and Technicians, All Other	202 / 48	4 : 1 	30 days
Medical Assistants	82 / 24	3 : 1 	n/a
Medical and Health Services Managers	74 / 22	3 : 1 	n/a
Cashiers	98 / 20	5 : 1 	11 days
Nursing Assistants	78 / 18	4 : 1 	n/a
Fast Food and Counter Workers	29 / 12	2 : 1 	10 days
Food Service Managers	16 / 8	2 : 1 	30 days
Licensed Practical and Licensed Vocational Nurses	6 / 4	2 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6 / 3	2 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	321 / 91	4 : 1 	30 days
Patient Representatives	196 / 46	4 : 1 	30 days
Medical Assistants	82 / 24	3 : 1 	n/a
Medical and Health Services Managers	74 / 22	3 : 1 	n/a
Cashiers	98 / 20	5 : 1 	11 days
Nursing Assistants	78 / 18	4 : 1 	n/a
Fast Food and Counter Workers	29 / 12	2 : 1 	10 days
Food Service Managers	16 / 8	2 : 1 	30 days
Critical Care Nurses	22 / 5	4 : 1 	30 days
Licensed Practical and Licensed Vocational Nurses	6 / 4	2 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6 / 3	2 : 1 	n/a
Health Technologists and Technicians, All Other	6 / 2	3 : 1 	n/a
Clinical Nurse Specialists	1 / 1	1 : 1 	31 days

Top Posted Occupations

Occupation	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	341 / 94	4 : 1 	30 days
Registrar / Patient Service Representative	180 / 43	4 : 1 	30 days
Medical Assistant	82 / 24	3 : 1 	n/a
Cashier	98 / 20	5 : 1 	11 days
Nursing Assistant	78 / 18	4 : 1 	n/a
Healthcare Administrator	50 / 15	3 : 1 	n/a
Fast Food / Counter Worker	29 / 12	2 : 1 	10 days
Restaurant / Food Service Manager	16 / 8	2 : 1 	30 days
Pharmacy Manager / Director	24 / 7	3 : 1 	n/a
Licensed Practical / Vocational Nurse	6 / 4	2 : 1 	n/a

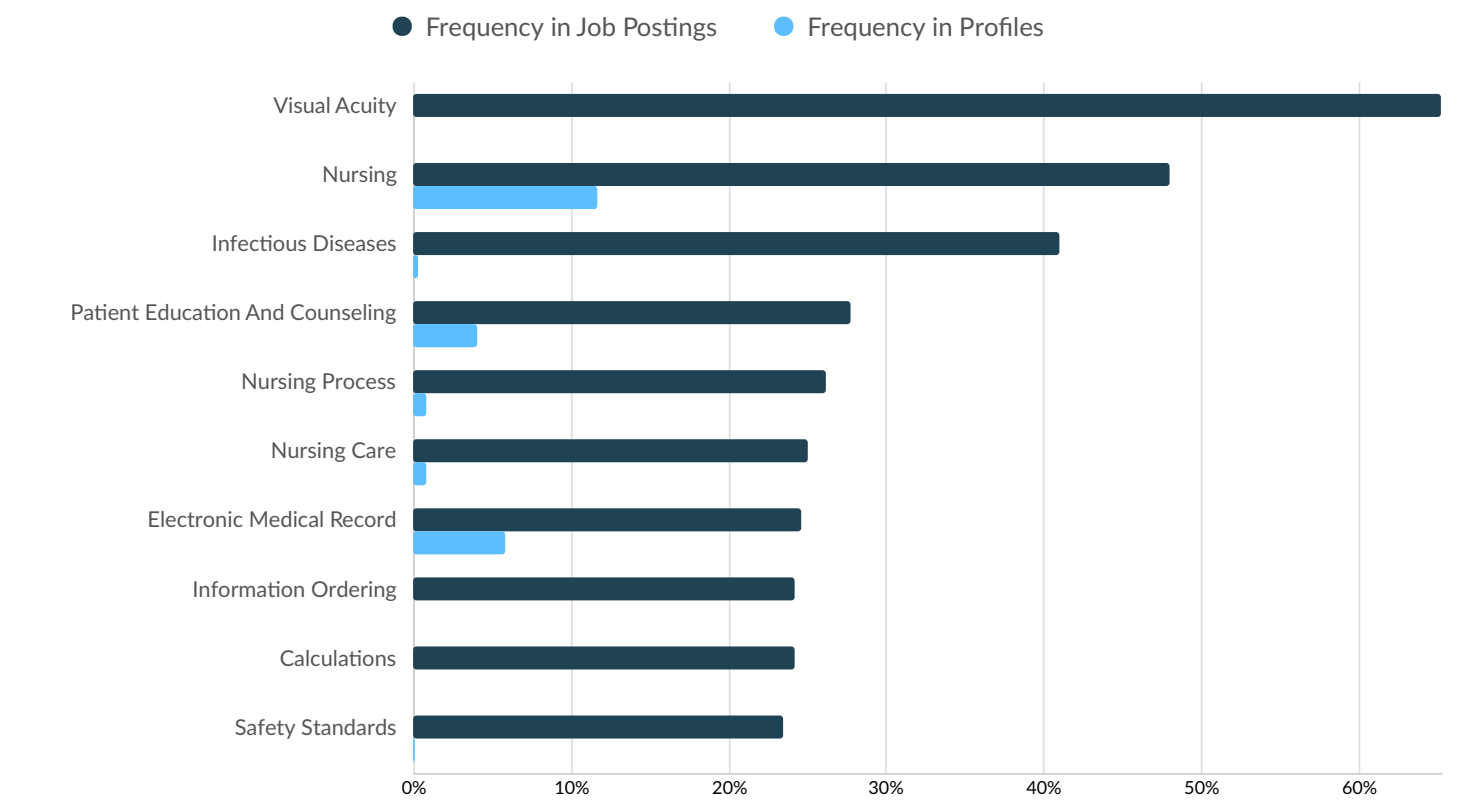
Top Posted Job Titles

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	102 / 23	4 : 1 	n/a
Registered Nurses	54 / 19	3 : 1 	n/a
Emergency Services Registered Nurses	89 / 19	5 : 1 	n/a
Occupational Medicine Registered Nurses	32 / 8	4 : 1 	n/a
Cashiers	65 / 8	8 : 1 	11 days
Gastroenterology Registered Nurses	50 / 7	7 : 1 	n/a
Patient Account Representatives	29 / 6	5 : 1 	n/a
Restaurant General Managers	12 / 6	2 : 1 	30 days
Department Assistants	21 / 6	4 : 1 	n/a
Health Center Manager Registered Nurses	20 / 6	3 : 1 	n/a

Top Industries

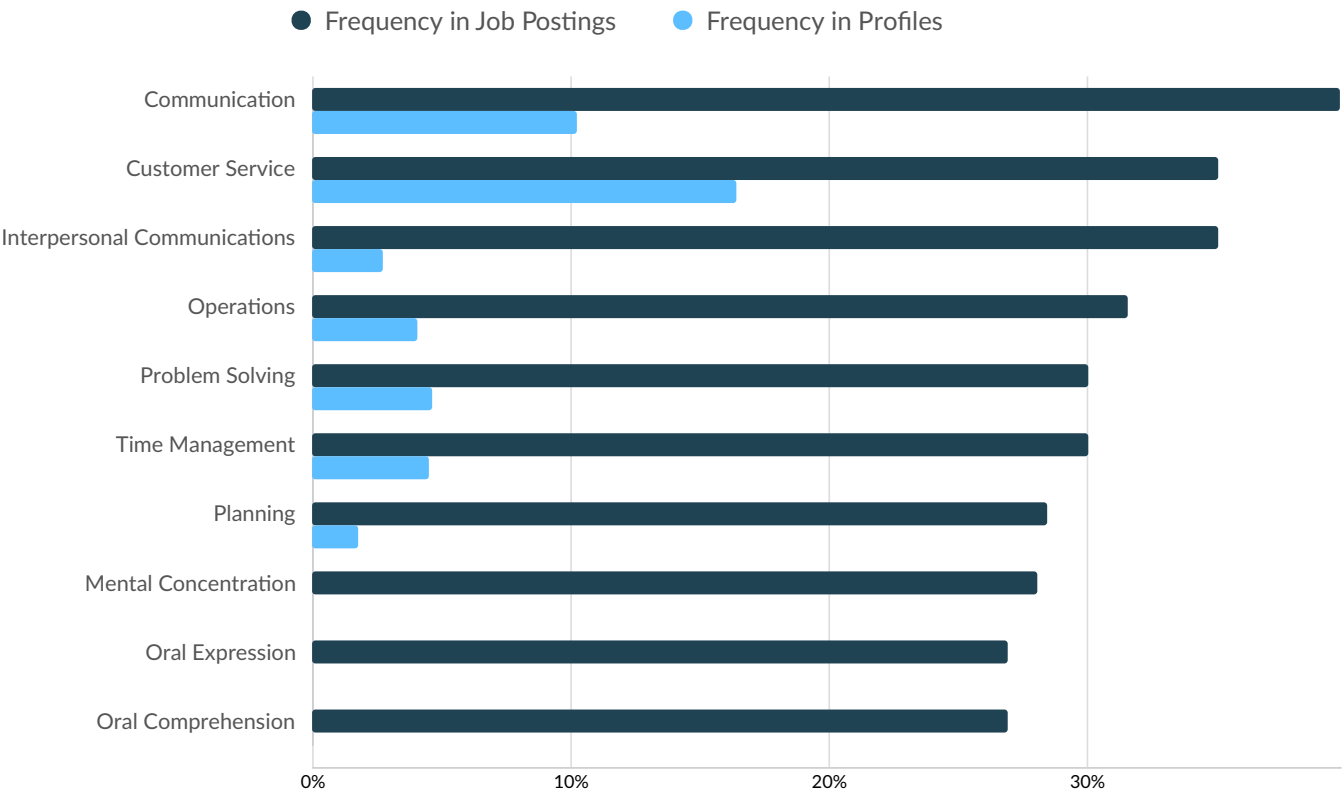
	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	765 / 209	4 : 1 	30 days
Department Stores	134 / 27	5 : 1 	11 days
Warehouse Clubs and Supercenters	12 / 9	1 : 1 	10 days
Limited-Service Restaurants	16 / 8	2 : 1 	30 days
Pharmaceutical Preparation Manufacturing	7 / 2	4 : 1 	31 days
Surgical and Medical Instrument Manufacturing	1 / 1	1 : 1 	n/a

Top Specialized Skills



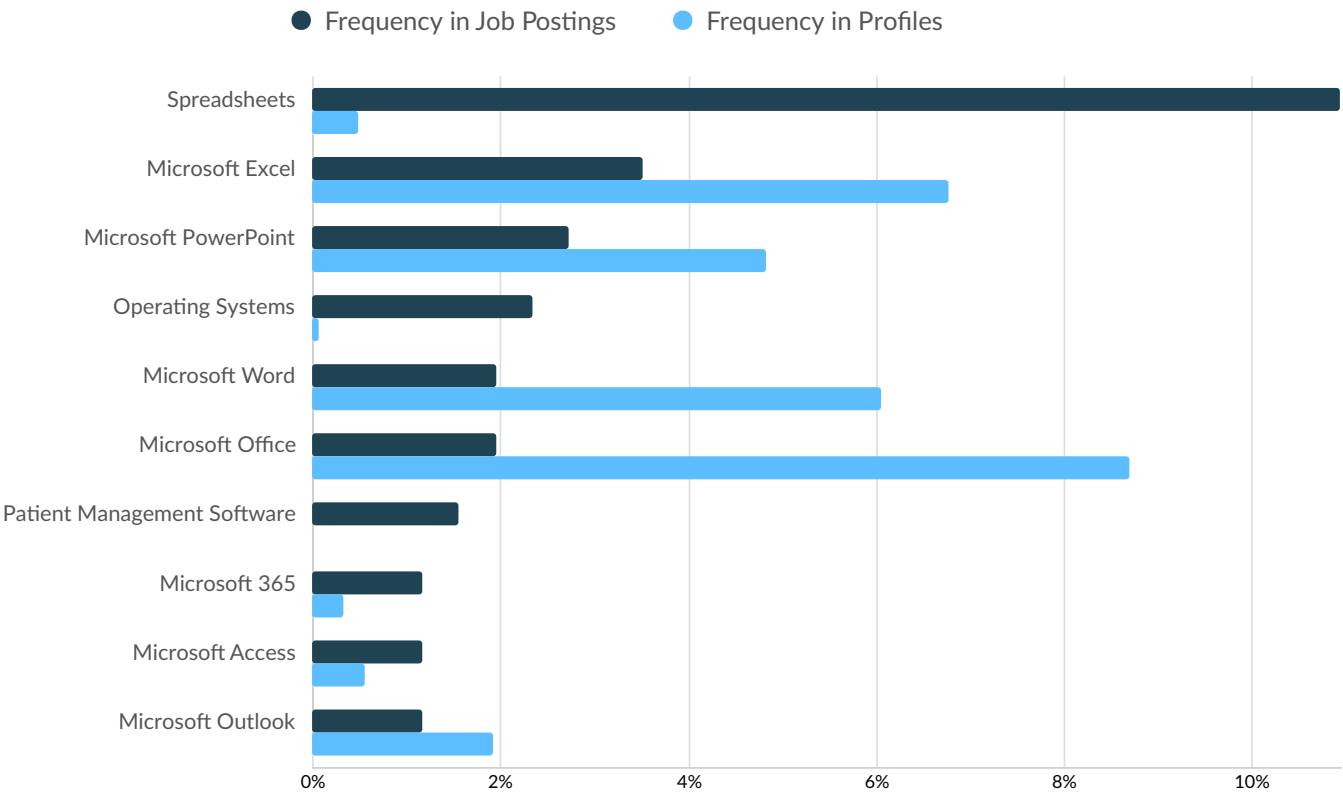
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	167	65%	0	0%	+18.4%	Rapidly Growing
Nursing	123	48%	308	12%	+16.1%	Growing
Infectious Diseases	105	41%	9	0%	+6.8%	Stable
Patient Education And Counseling	71	28%	107	4%	+15.1%	Growing
Nursing Process	67	26%	23	1%	+19.7%	Rapidly Growing
Nursing Care	64	25%	22	1%	+15.3%	Growing
Electronic Medical Record	63	25%	154	6%	+13.6%	Growing
Information Ordering	62	24%	0	0%	+27.0%	Rapidly Growing
Calculations	62	24%	0	0%	+14.4%	Growing
Safety Standards	60	23%	3	0%	+10.7%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	102	40%	271	10%	+8.5%	Stable
Customer Service	90	35%	435	16%	+5.0%	Stable
Interpersonal Communications	90	35%	73	3%	+11.9%	Growing
Operations	81	32%	108	4%	+8.8%	Stable
Problem Solving	77	30%	123	5%	+11.1%	Growing
Time Management	77	30%	119	4%	+12.7%	Growing
Planning	73	29%	48	2%	+10.3%	Growing
Mental Concentration	72	28%	0	0%	+12.7%	Growing
Oral Expression	69	27%	0	0%	+4.5%	Stable
Oral Comprehension	69	27%	0	0%	+21.3%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	28	11%	13	0%	+15.6%	Growing
Microsoft Excel	9	4%	179	7%	+14.8%	Growing
Microsoft PowerPoint	7	3%	128	5%	+19.9%	Rapidly Growing
Operating Systems	6	2%	2	0%	+14.7%	Growing
Microsoft Word	5	2%	160	6%	+6.8%	Stable
Microsoft Office	5	2%	230	9%	+16.9%	Growing
Patient Management Software	4	2%	0	0%	+17.8%	Rapidly Growing
Microsoft 365	3	1%	9	0%	+16.0%	Growing
Microsoft Access	3	1%	15	1%	+3.4%	Lagging
Microsoft Outlook	3	1%	51	2%	+22.2%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	142
Registered Nurse (RN)	123
American Red Cross (ARC) Certification	116
Basic Cardiac Life Support	59
Advanced Cardiovascular Life Support (ACLS) Certification	46
Pediatric Advanced Life Support (PALS)	31
Trauma Nurse Core Course (TNCC)	25
Licensed Practical Nurse (LPN)	25
Valid Driver's License	22
Certified Medical Assistant (CMA)	22

Top Advertised Benefits

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Insurance	622 / 177	4 : 1 	13 days
Education and Career Development	399 / 100	4 : 1 	11 days
Paid Leave	188 / 56	3 : 1 	11 days
Supplemental Pay	38 / 23	2 : 1 	13 days
Retirement and Savings	34 / 20	2 : 1 	11 days
Other Benefits	11 / 8	1 : 1 	10 days
Health and Wellness Benefits	3 / 2	2 : 1 	31 days
Work-Life Balance	4 / 2	2 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Aug 2026)
peopleanswers.com	150
indeed.com	73
myworkdayjobs.com	33
diversityjobs.com	25
mitalent.org	24
healthjobsnationwide.com	4
jobserve.com	3
dejobs.org	2
gr8jobs.net	2
salesheads.com	2
orlandojobs.com	1
pharmadiversityjobboard.com	1
walmart.com	1

Appendix B

Sample Postings

Registered Nurses/Licensed Practical Nurses — Bronson Healthcare in Bronson, MI ...

RN/LPN, PRN, Mattawan	
Link to Live Job Posting: www.indeed.com	
Location: Bronson, MI	O*NET: 29-2061.00
Company: Bronson Healthcare	Job Title: Registered Nurses/Licensed Practical Nurses

Registered Nurses — Oaklawn Hospital in Marshall, MI (Aug 2026 - Active)

Registered Nurse

Link to Live Job Posting: www.indeed.com

Location: Marshall, MI

O*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Registered Nurses

JOB DESCRIPTION POSITION TITLE

Registered Nurse

DEPARTMENT

Critical Care Unit

FLSA STATUS

Non-exempt

REPORTING RELATIONSHIP

CCU Director 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 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'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. American Heart Association

Successful completion of a program in nursing. Current licensure in the state of Michigan as a registered nurse. American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification. American Heart Association or American Red Cross ACLS certification within three (3) months of hire. Completion of Hard cuff Restraints and Soft Limb Restraints Certification within two (2) months of hire and annual re-certification.

Knowledge, Skills & Abilities :

One (1) 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.

Triage Care Advisor Registered Nurse Full-Time (80 hours per pay period)

Link to Live Job Posting: www.indeed.com

Location: Bronson, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Registered Nurses Care Advisor

Additional Job Descriptions:

Bachelor degree (BSN or BS) preferred and two to five years of experience in nursing with adult and pediatric patients in primary care/ambulatory care, home health agency, skilled nursing, or hospital based medical-surgical setting. Experience in ambulatory care is desirable experience as well as acute care or post-acute care setting. Licensed Registered Nurse in good standing for the

State of Michigan Essential Duties and Responsibilities:

Ability to utilize word processing, spreadsheet, presentation programs, databases, and other software relevant to the job. Demonstrates customer focused interpersonal skills to interact in an effective manner with practitioners, patients with diverse opinions, values, and religious and cultural ideals. Demonstrates ability to work autonomously and be directly accountable for practices. Demonstrates professional qualities including time management, verbal and written communication skills, listening skills, problem-solving, critical thinking, analysis skills and decision-making, priority setting, work delegation, and work organization. Demonstrate ability to set appropriate boundaries with patients and families. Demonstrates excellent written, verbal, and listening communication skills, positive relationship building skills, and critical analysis skills. Ability to affect change, works as a productive and effective team member, and adapt to changing needs/priorities. 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. Requires excellent communication skills and positive customer relations. Regularly communicates both orally by telephone, and in writing with patients. Also communication with physicians, and other healthcare professionals to exchange information pertinent to their information provided. Demonstrates effective problem-solving and critical thinking in care for patients. Knowledge of chronic conditions, evidence-based guidelines, prevention, wellness, health risk assessment, and patient education. Connects patients with Acute Care Managers and other resources as needed. Critical thinking skills and ability to analyze complex data sets. Ability to manage complex clinical issues utilizing assessment skills, resources, and protocols. Excellent assessment and triage skills. Ability to implement evidence-based interventions and protocols for chronic conditions. Flexibility to adapt to the needs of the department Knowledge of health concerns or changes in current health status and how they may affect patients in all age ranges from neonate through geriatrics for various medical specialties. Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 1570 Practice Centralized Services (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.

Oncology Practice Nurse

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Oncology Nurse Practitioners

Bronson South Haven Specific :

Emergency Department:

SALT triage, ESI Triage, and NIH Stroke Scale to be completed 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 of completing 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 various computer systems and equipment in order to set an appropriate plan of action Must be able to constantly communicate both verbally, in writing and electronically Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

Standards of Practice:

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

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

Standards of Professional Performance:

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

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care. The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services. o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in becoming informed consumers about the options, costs, risks and benefits of treatments and care. The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally) 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 recommended 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:

FOR BRONSON LAKEVIEW HOSPITAL AND BRONSON SOUTH HAVEN HOSPITAL.

The RN is responsible for completing the Workday 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. Bronson South Haven Hospital and Bronson Lakeview Hospital employees who are approved to work in a Swing Bed Facility only: Employees may be expected to cover shifts at Bronson Lakeview Hospital and/or Bronson South Haven Hospital depending on patient acuity and staffing needs. Virtual Registered Nurse (VRN)

Role:

The virtual registered nurse leverages technology to deliver patient care remotely, collaborating with bedside staff and the broader care team to ensure quality outcomes and timely discharge. Core responsibilities include, but not limited to: Conducting admission screening, patient/family education, discharge planning, and medication dual acknowledgments via secure digital platforms. Completing diagnostic testing questionnaires and supporting patient safety initiatives. Mentoring and supporting nursing staff and facilitating patient progression toward discharge using electronic health record (EHR) tools such as checklists and clinical pathways. Analyzing assessment data to identify patient problems, confirming issues with patients/families as appropriate, and documenting individualized care plans in collaboration with bedside RNs. Systematically evaluating the quality and effectiveness of virtual nursing services, ensuring compliance with professional standards and organizational policies. Ability to project voice at volume that can easily be heard by individuals with little to no hearing impairment via audio-visual technology; speech in English is easy to understand Ability to grip and use computer keyboard and mouse Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 8827 Hematology & Medical Oncology Phys (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.

Work Location:

In person

Retail Pharm Vaccination Tech - Outpatient Pharm	
Link to Live Job Posting: www.indeed.com	
Location: Marshall, MI	O*NET: 11-9111.00
Company: Oaklawn Hospital	Job Title: Outpatient Pharmacy Technicians
JOB DESCRIPTION POSITION TITLE Retail Pharmacy Vaccination Technician DEPARTMENT Outpatient Pharmacy FLSA STATUS Non-Exempt REPORTING RELATIONSHIP Retail Pharmacy Manager Job Summary: Pharmacy technicians assist pharmacists in preparing and distributing medications, maintaining the drug inventory, and maintaining patient records. Pharmacy technicians work only under the supervision of a registered pharmacist. Actively participates in creating an environment that fosters patient, family, provider, and employee satisfaction. The ideal candidate for this position is detail-oriented, able to multitask, and enjoys working with customers. 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. Recognizes the accurate dispensing of patient medications as the number one priority Performs data and prescription entry including insurance information Accurately and promptly fills prescriptions to be checked by a pharmacist Assists in clinic and patient support functions that may include insurance benefits verification, prior authorization management, compliance/adherence services or other clerical or administrative functions Comply with HIPAA and all other applicable federal and state laws and regulations Operates and maintains pharmacy related equipment Maintains inventory levels and expiration dates within acceptable standards Responsible for all inventory-related activities including controlled substance recordkeeping, removal of outdated items from stock, preparing purchase orders, receiving deliveries, and monitoring stock levels to ensure uninterrupted service for patients. Stay up-do-date on all aspects of the 340B Program. Work with Oaklawn's 340B Analyst to keep current on the rules and regulations to reduce audit risk involving the 340B Program. Understand product pricing, eligibility of providers, patient, and prescription eligibility, etc., to maximize the 340B Program. Responsible for ensuring that delivered products and services have complete and appropriate documentation Become proficient in all functions of the ScriptPro computer system and any other system needed for outpatient operations, including Cardinal, Cerner, and Athena. Stay current with rules and regulations of the prescription insurance industry. Be able to provide any information and materials necessary for credentialing and re-credentialing when required. Become familiar with proper billing, audits, and reconciliation. Billing and documenting immunizations. Administer immunizations to patients after pharmacist verification. Minimum Qualifications:	

Minimum Qualifications:

Active Michigan Pharmacy Technician License, Immunization Certification, and American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification within 30 days of hire.

Knowledge, Skills & Abilities:

Retail pharmacy experience preferred. Utilizes effective written and verbal communications with excellent communication and customer service skills. Performs all duties and responsibilities in an ethical and responsible manner. Familiar with medical terminology and pharmacy practices. Detail-oriented and reliable. Familiar with Microsoft 365 and retail pharmacy software.

Working Conditions:

Potentially exposed to infectious diseases and hazardous material. Must wear appropriate personal protective equipment as required.

Physical Requirements:

Constantly stand, walk, reach, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently push/pull, bend/twist, stoop/kneel/crouch, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs.

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 2026 Data Set

Branch County



Michigan

Parameters

Select Timeframe: Aug 2026 - Aug 2026

Occupations:

Results should include

Code	Description
11-1021	General and Operations Managers
11-9051	Food Service Managers
13-1199	Business Operations Specialists, All Other
17-2081	Environmental Engineers
29-1141	Registered Nurses

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

Regions:

Code	Description
26023	Branch County, MI

Company:

Results should include

Description
ProMedica
Border Foods
Walmart
Dollar General

Description
Bronson Healthcare
Bob Evans Restaurants
Clemens Food Group

Minimum Experience Required: Any

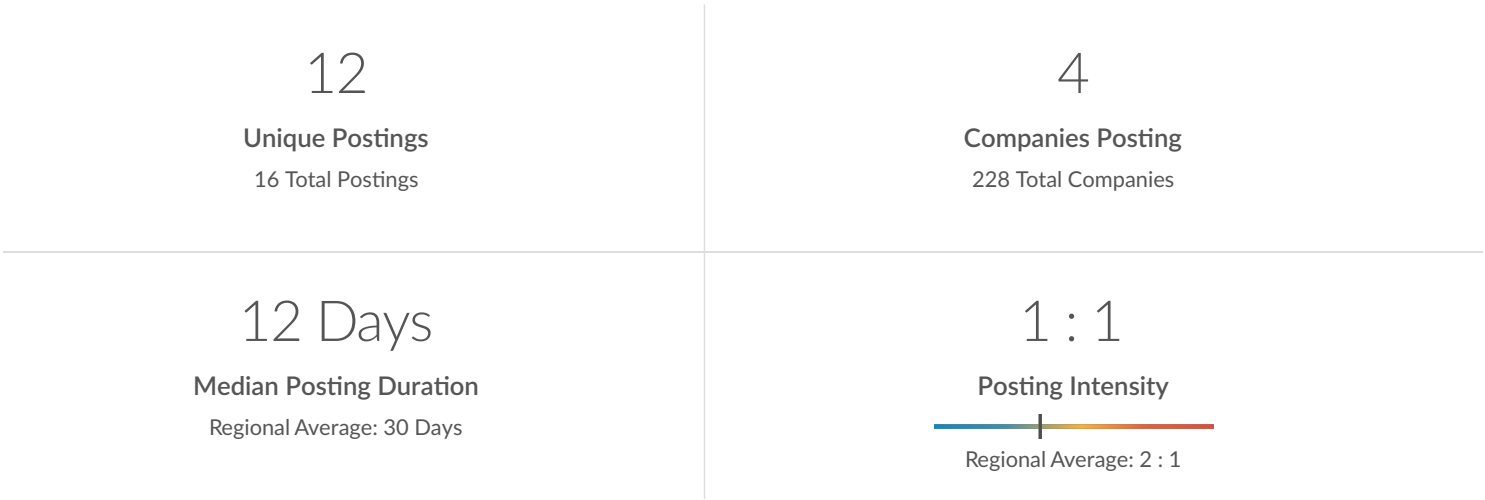
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary

Not enough data for this chart.

Advertised Salary Trend

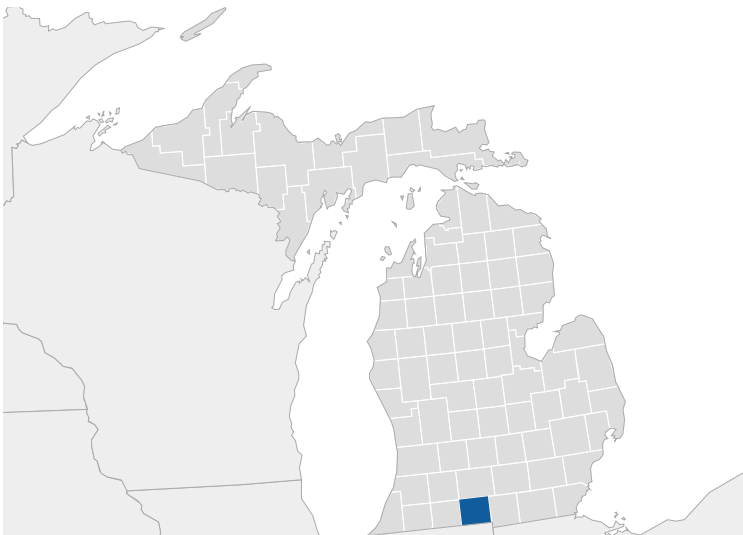
▲ 20.7% Mar 2026 – Aug 2026
\$21.97 Median



23 Job Postings

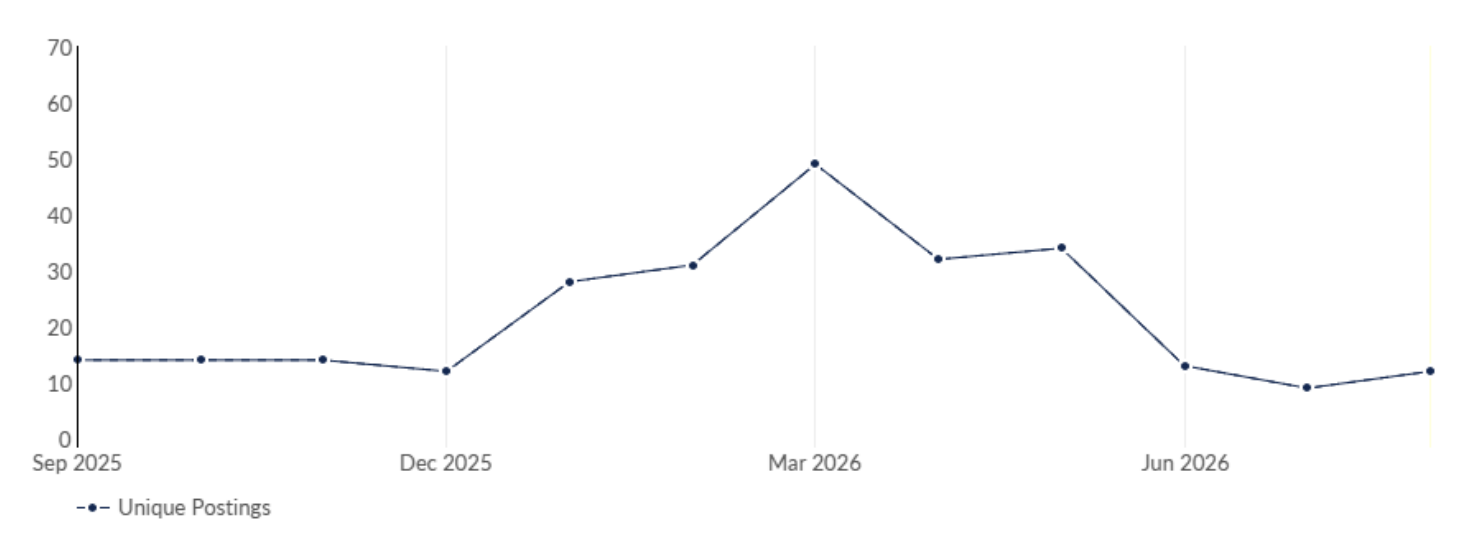


Job Postings Regional Breakdown



County	Unique Postings (Aug 2026)
Branch County, MI	12

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Aug 2026	12	1 : 1
Jul 2026	9	2 : 1
Jun 2026	13	2 : 1
May 2026	34	2 : 1
Apr 2026	32	2 : 1
Mar 2026	49	1 : 1
Feb 2026	31	2 : 1
Jan 2026	28	2 : 1
Dec 2025	12	3 : 1
Nov 2025	14	4 : 1
Oct 2025	14	4 : 1
Sep 2025	14	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	6	50%
High school or GED	5	42%
Associate's degree	2	17%
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	5	0	42%
Associate's degree	0	2	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	4	33%
0 - 1 Years	3	25%
2 - 3 Years	4	33%
4 - 6 Years	1	8%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Walmart	7 / 5	1 : 1 	n/a
Bronson Healthcare	3 / 3	1 : 1 	n/a
Dollar General	3 / 2	2 : 1 	12 days
Bob Evans Restaurants	3 / 2	2 : 1 	n/a

Top Cities Posting

City	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Coldwater, MI	13 / 9	1 : 1 	12 days
Bronson, MI	3 / 3	1 : 1 	n/a

Top Posted Occupations

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	9 / 6	2 : 1 	12 days
Health Technologists and Technicians, All Other	2 / 2	1 : 1 	n/a
Fast Food and Counter Workers	2 / 2	1 : 1 	n/a
Food Service Managers	2 / 1	2 : 1 	n/a
Registered Nurses	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	9 / 6	2 : 1 	12 days
Patient Representatives	2 / 2	1 : 1 	n/a
Fast Food and Counter Workers	2 / 2	1 : 1 	n/a
Food Service Managers	2 / 1	2 : 1 	n/a
Registered Nurses	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	9 / 6	2 : 1 	12 days
Registrar / Patient Service Representative	2 / 2	1 : 1 	n/a
Fast Food / Counter Worker	2 / 2	1 : 1 	n/a
Registered Nurse	1 / 1	1 : 1 	n/a
Restaurant / Food Service Manager	2 / 1	2 : 1 	n/a

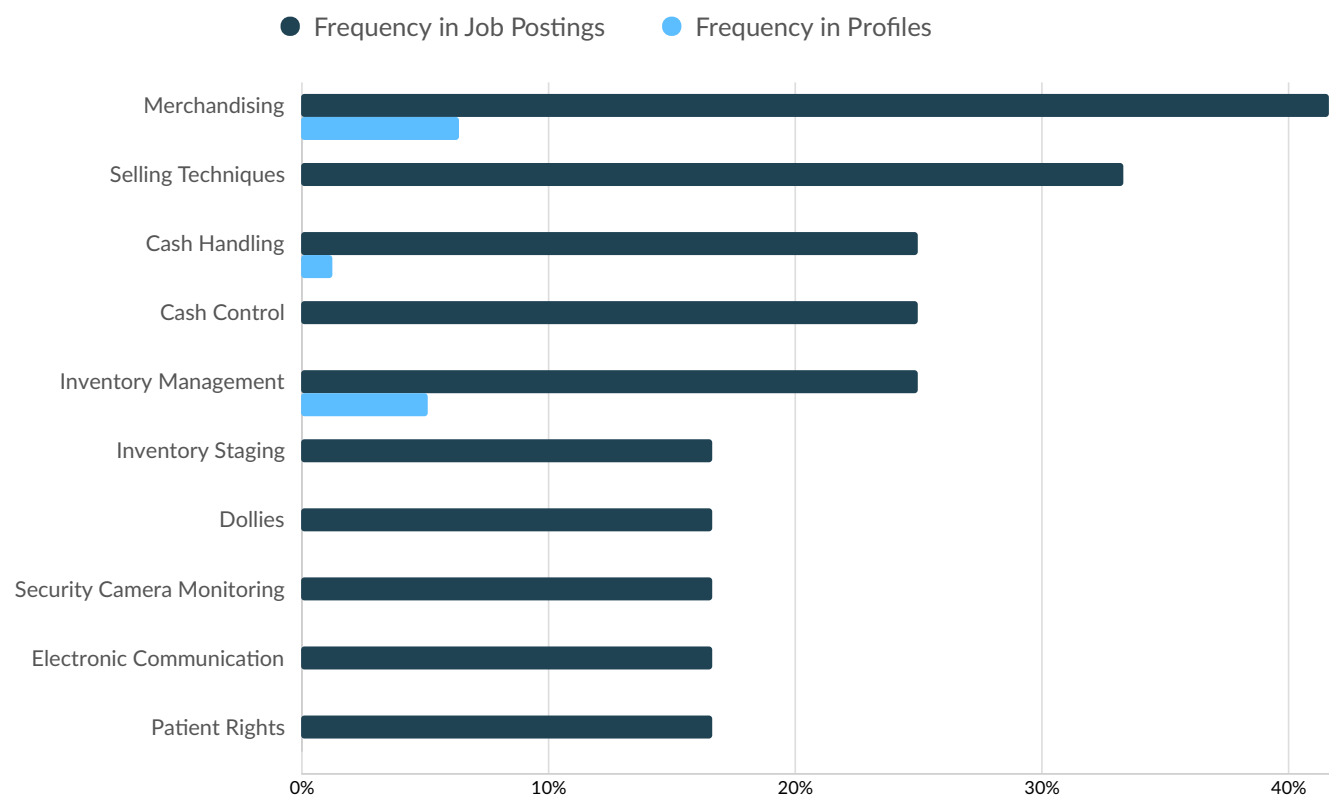
Top Posted Job Titles

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Team Supervisors	2 / 2	1 : 1 	n/a
Floor Operations Managers	1 / 1	1 : 1 	n/a
Patient Access Representatives	1 / 1	1 : 1 	n/a
Digital Learning Coaches	3 / 1	3 : 1 	n/a
Registered Nurses Care Advisor	1 / 1	1 : 1 	n/a
General Managers	2 / 1	2 : 1 	n/a
In Store Managers	2 / 1	2 : 1 	n/a
Consumables Associates	1 / 1	1 : 1 	n/a
Store Managers	1 / 1	1 : 1 	12 days
Patient Representatives	1 / 1	1 : 1 	n/a

Top Industries

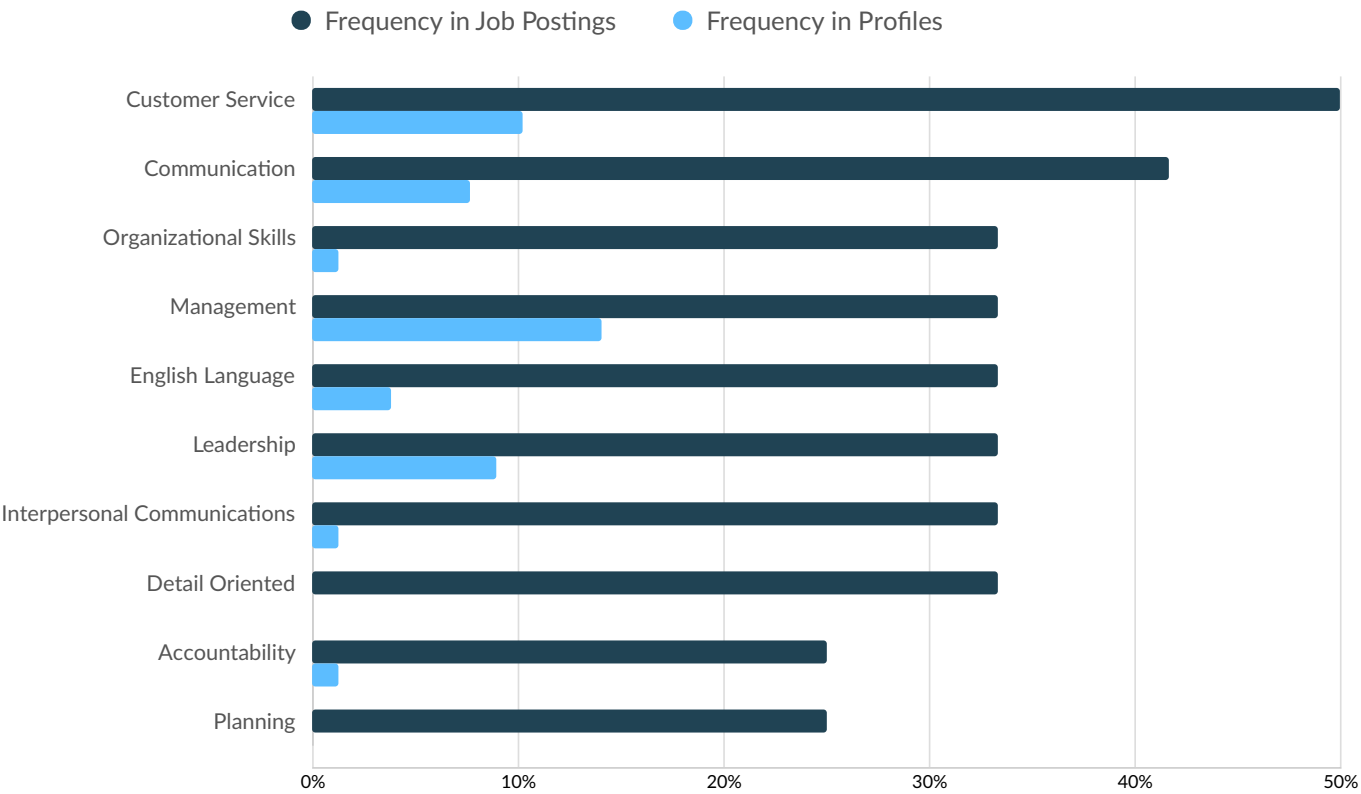
	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Warehouse Clubs and Supercenters	7 / 5	1 : 1 	n/a
General Medical and Surgical Hospitals	3 / 3	1 : 1 	n/a
All Other General Merchandise Retailers	3 / 2	2 : 1 	12 days
Full-Service Restaurants	3 / 2	2 : 1 	n/a

Top Specialized Skills



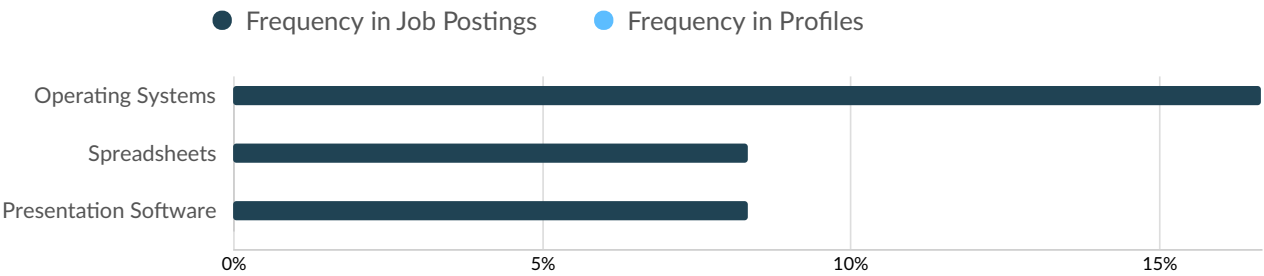
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	5	42%	5	6%	+12.7%	Growing
Selling Techniques	4	33%	0	0%	-0.7%	Lagging
Cash Handling	3	25%	1	1%	+9.8%	Growing
Cash Control	3	25%	0	0%	+19.5%	Rapidly Growing
Inventory Management	3	25%	4	5%	+14.9%	Growing
Inventory Staging	2	17%	0	0%	+13.9%	Growing
Dollies	2	17%	0	0%	+14.9%	Growing
Security Camera Monitoring	2	17%	0	0%	+11.5%	Growing
Electronic Communication	2	17%	0	0%	0.0%	Insf. Data
Patient Rights	2	17%	0	0%	+10.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	6	50%	8	10%	+5.0%	Stable
Communication	5	42%	6	8%	+8.5%	Stable
Organizational Skills	4	33%	1	1%	+13.3%	Growing
Management	4	33%	11	14%	+5.7%	Stable
English Language	4	33%	3	4%	+13.0%	Growing
Leadership	4	33%	7	9%	+9.5%	Growing
Interpersonal Communications	4	33%	1	1%	+11.9%	Growing
Detail Oriented	4	33%	0	0%	+8.2%	Stable
Accountability	3	25%	1	1%	+15.1%	Growing
Planning	3	25%	0	0%	+10.3%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Operating Systems	2	17%	0	0%	+14.7%	Growing
Spreadsheets	1	8%	0	0%	+15.6%	Growing
Presentation Software	1	8%	0	0%	+15.2%	Growing

Top Qualifications

Postings with Qualification	
Certified Healthcare Access Associate (CHAA)	2
Registered Nurse (RN)	1
Bachelor Of Science In Business	1

Top Advertised Benefits

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Insurance	12 / 8	2 : 1	12 days
Retirement and Savings	9 / 6	2 : 1	n/a
Other Benefits	6 / 4	2 : 1	n/a
Paid Leave	6 / 4	2 : 1	n/a
Supplemental Pay	6 / 4	2 : 1	n/a
Work-Life Balance	3 / 2	2 : 1	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Aug 2026)
indeed.com	5
mitalent.org	4
jobtarget.com	2
walmart.com	2
careerarc.com	1
dollargeneral.com	1

Appendix B

Sample Postings

Triage Care Advisor Registered Nurse Full-Time (80 hours per pay period)

Link to Live Job Posting: www.indeed.com

Location: Bronson, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Registered Nurses Care Advisor

Additional Job Descriptions:

Bachelor degree (BSN or BS) preferred and two to five years of experience in nursing with adult and pediatric patients in primary care/ambulatory care, home health agency, skilled nursing, or hospital based medical-surgical setting. Experience in ambulatory care is desirable experience as well as acute care or post-acute care setting. Licensed Registered Nurse in good standing for the

State of Michigan Essential Duties and Responsibilities:

Ability to utilize word processing, spreadsheet, presentation programs, databases, and other software relevant to the job. Demonstrates customer focused interpersonal skills to interact in an effective manner with practitioners, patients with diverse opinions, values, and religious and cultural ideals. Demonstrates ability to work autonomously and be directly accountable for practices. Demonstrates professional qualities including time management, verbal and written communication skills, listening skills, problem-solving, critical thinking, analysis skills and decision-making, priority setting, work delegation, and work organization. Demonstrate ability to set appropriate boundaries with patients and families. Demonstrates excellent written, verbal, and listening communication skills, positive relationship building skills, and critical analysis skills. Ability to affect change, works as a productive and effective team member, and adapt to changing needs/priorities. 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. Requires excellent communication skills and positive customer relations. Regularly communicates both orally by telephone, and in writing with patients. Also communication with physicians, and other healthcare professionals to exchange information pertinent to their information provided. Demonstrates effective problem-solving and critical thinking in care for patients. Knowledge of chronic conditions, evidence-based guidelines, prevention, wellness, health risk assessment, and patient education. Connects patients with Acute Care Managers and other resources as needed. Critical thinking skills and ability to analyze complex data sets. Ability to manage complex clinical issues utilizing assessment skills, resources, and protocols. Excellent assessment and triage skills. Ability to implement evidence-based interventions and protocols for chronic conditions. Flexibility to adapt to the needs of the department Knowledge of health concerns or changes in current health status and how they may affect patients in all age ranges from neonate through geriatrics for various medical specialties. Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 1570 Practice Centralized Services (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.

Floor Operations Managers — Walmart in Coldwater, MI (Aug 2026 - Active)

Lead - Floor Operations	
Link to Live Job Posting: jobs.mitalent.org	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Walmart	Job Title: Floor Operations Managers

Hourly Wage:

\$26.6

- \$30.1 per/hour
- The actual hourly rate will equal or exceed the required minimum wage applicable to the job location.

Additional compensation includes annual or quarterly performance incentives. Additional compensation in the form of premiums may be paid in amounts ranging from \$0.35 per hour to \$3.00 per hour in specific circumstances. Premiums may be based on schedule, facility, season, or specific work performed. Multiple premiums may apply if applicable criteria are met.

Employment Type:

Full-Time Available shifts: Weekday

- 3rd Location Supply Chain eComm Whse Logistics #4313 500 JONESVILLE

RD, COLDWATER, MI, 49036, US

Job Overview Career opportunities in Specialized Roles include Lead Roles, Asset Protection, Print Solutions, Technical Roles such as Graphic Artist, Digital Print and Press Operator, also Imaging and Network Lab Technicians in the Systems Testing and Reclamation facility. Benefits & perks At Walmart, we offer competitive pay as well as performance-based incentive 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 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 Smart Guide page (https://one.walmart.com/content/usone/en_us/me/health/smartguide.html) 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.com. Walmart is committed to maintaining a drug-free workplace and has a no tolerance policy regarding the use of illegal drugs and alcohol on the job. This policy applies to all employees and aims to create a safe and productive work environment. Walmart, Inc. is an Equal Opportunity Employer

- By Choice. We believe we are best equipped to help our associates, customers, and the communities we serve live better when we really know them. That means understanding, respecting, and valuing diversity
- unique styles, experiences, identities, abilities, ideas and opinions
- while being inclusive of all people.

Patient Access Representatives — Bronson Healthcare in Bronson, MI (Aug 2026 - A..

Bronson Methodist Hospital Patient Access Representative FT

Link to Live Job Posting: www.indeed.com

Location: Bronson, MI	O*NET: 29-2099.08
Company: Bronson Healthcare	Job Title: Patient Access Representatives
For Cancer Center ONLY: Associate's degree in related field, or 2 years related experience and/or training in a healthcare environment preferred. (Would consider 2 years of experience in a business office setting) Certified Healthcare Access Associate (CHAA) Preferred • Assist employees and visitors with any concerns they might have. • assume overall responsibility for the safety and security of designated areas. • Monitor security cameras • Identify potential security risks and respond accordingly Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 1201 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.	

In Store Managers — Dollar General in Coldwater, MI (Aug 2026 - Active)

STORE MANAGER IN COLDWATER, MI	
Link to Live Job Posting: jobs.mitalent.org	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: In Store Managers
GENERAL SUMMARY Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and ESSENTIAL JOB FUNCTIONS Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction and inventory management issues on a weekly basis; follow up on Basic Stock Replenishment (BSR)/cycle counts. Facilitate the efficient staging, stocking and storage of merchandise by following defined company work processes. Ensure that all merchandise is presented according to established practices; utilize merchandise fixtures properly including presentation, product pricing and signage. Maintain accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Ensure the financial integrity of the store through strict cashier accountability, key control, and adherence to stated company security practices and cash control procedures. Provide superior customer service leadership. Maintain a clean, well-organized store; facilitate a safe and secure working and shopping environment. Ensure that store is adequately equipped with tools necessary to perform required tasks. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications; ensure employee compliance. Complete all paperwork and documentation according to guidelines and deadlines. Qualifications KNOWLEDGE and SKILLS: Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports. Knowledge of inventory management and merchandising practices. Effective oral and written communication skills. Effective interpersonal skills. Knowledge of recruiting, interviewing, hiring, counseling and termination practices including legal compliance and internal processes. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Good organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or EDUCATION High school diploma or equivalent strongly preferred. One year of management experience in a retail environment preferred.	

COMPETENCIES

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

PHYSICAL REQUIREMENTS

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

Qualifications:

KNOWLEDGE and SKILLS:

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

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Store Managers — Dollar General in Coldwater, MI (Aug 2026 - Aug 2026)

STORE MANAGER	
Link to Live Job Posting: Posting is no longer active	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Store Managers
Company: Dollar General Location: Coldwater, MI Career Level: Mid-Senior Level Industries: Retail, Wholesale, Apparel Description Work Where You Matter: At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview: Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html. Job Details: GENERAL SUMMARY Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and ESSENTIAL JOB FUNCTIONS Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan,	

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

Qualifications:

KNOWLEDGE and SKILLS:

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

EDUCATION

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

COMPETENCIES

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

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Appendix C - Data Sources and Calculations

Lightcast Job Postings

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

Job Posting Analytics

Lightcast Q3 2026 Data Set

Calhoun County



Michigan

Parameters

Select Timeframe: Aug 2026 - Aug 2026

Occupations:

Results should include

Code	Description
11-9051	Food Service Managers
29-1141	Registered Nurses
31-1128	Home Health and Personal Care Aides
31-9092	Medical Assistants
35-3023	Fast Food and Counter Workers

Code	Description
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
41-1011	First-Line Supervisors of Retail Sales Workers
41-2031	Retail Salespersons
49-9071	Maintenance and Repair Workers, General
53-3032	Heavy and Tractor-Trailer Truck Drivers

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

Description
Clean Team
Hogan
Border Foods
Dollar General
Bronson Healthcare

Description
Taco Bell
Oaklawn Hospital
Subway
Select Medical
Elara Caring

Minimum Experience Required: Any

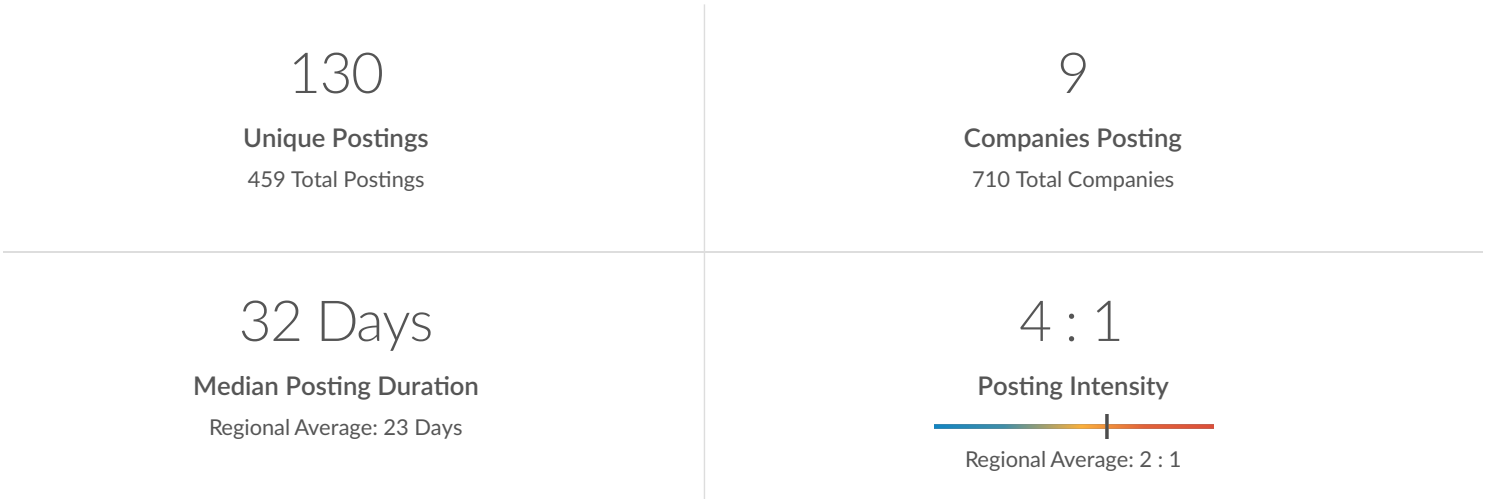
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary

Not enough data for this chart.

Advertised Salary Trend

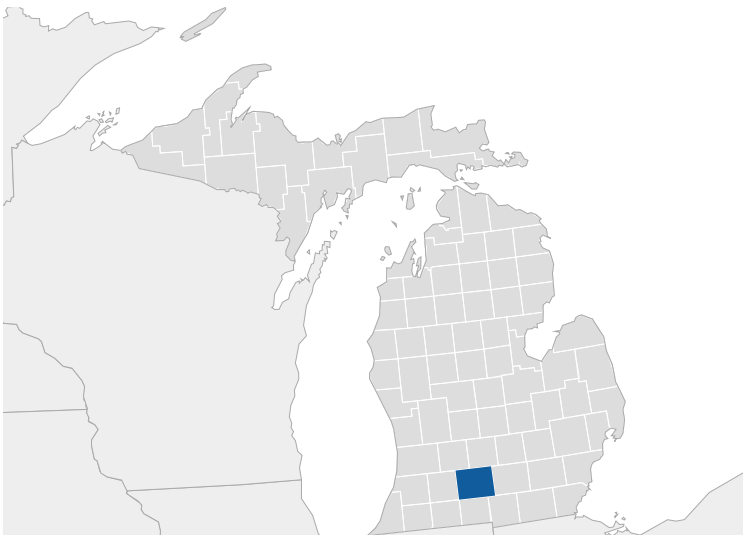
▼3.7% Mar 2026 – Aug 2026
\$38.58 Median



41 Job Postings

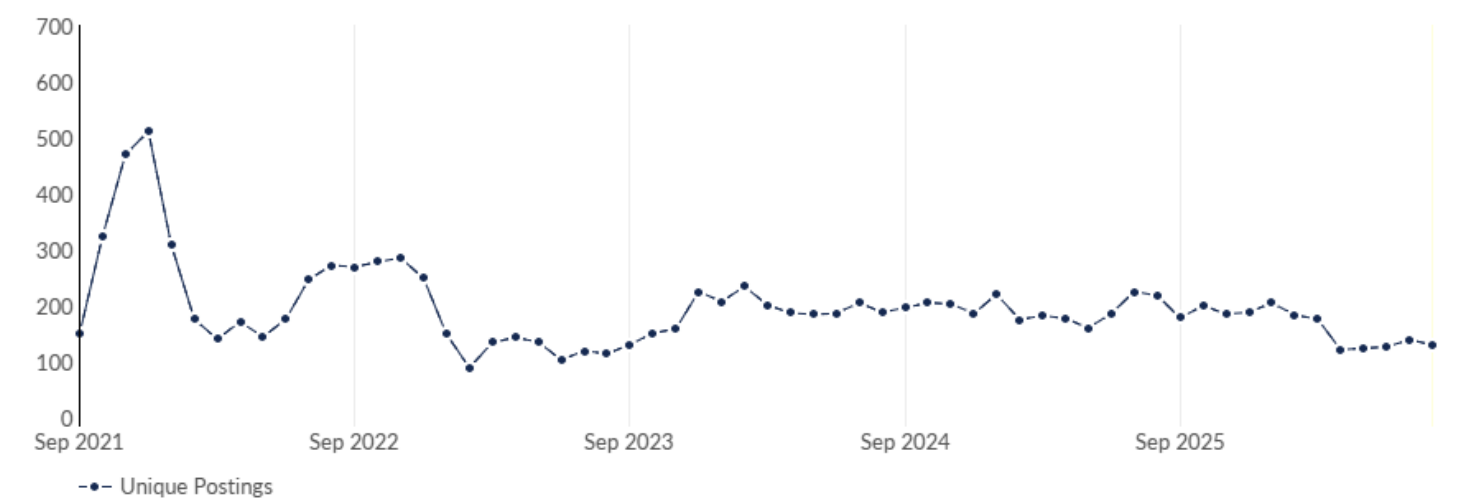


Job Postings Regional Breakdown



County	Unique Postings (Aug 2026)
Calhoun County, MI	130

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Aug 2026	130	4 : 1
Jul 2026	139	4 : 1
Jun 2026	126	4 : 1
May 2026	124	4 : 1
Apr 2026	121	4 : 1
Mar 2026	176	3 : 1
Feb 2026	183	3 : 1
Jan 2026	205	3 : 1
Dec 2025	188	4 : 1
Nov 2025	185	4 : 1
Oct 2025	200	5 : 1
Sep 2025	178	5 : 1
Aug 2025	218	4 : 1
Jul 2025	225	4 : 1
Jun 2025	186	4 : 1
May 2025	160	4 : 1
Apr 2025	177	4 : 1
Mar 2025	182	4 : 1
Feb 2025	175	4 : 1
Jan 2025	220	5 : 1

Dec 2024	186	5 : 1
Nov 2024	203	4 : 1
Oct 2024	205	4 : 1
Sep 2024	196	4 : 1
Aug 2024	188	3 : 1
Jul 2024	205	3 : 1
Jun 2024	186	3 : 1
May 2024	184	3 : 1
Apr 2024	187	3 : 1
Mar 2024	201	3 : 1
Feb 2024	234	3 : 1
Jan 2024	207	3 : 1
Dec 2023	225	3 : 1
Nov 2023	158	4 : 1
Oct 2023	151	4 : 1
Sep 2023	130	4 : 1
Aug 2023	114	3 : 1
Jul 2023	119	3 : 1
Jun 2023	103	3 : 1
May 2023	135	3 : 1
Apr 2023	143	3 : 1
Mar 2023	134	3 : 1
Feb 2023	89	4 : 1
Jan 2023	149	3 : 1
Dec 2022	249	2 : 1
Nov 2022	285	2 : 1
Oct 2022	278	2 : 1
Sep 2022	269	2 : 1
Aug 2022	272	2 : 1
Jul 2022	247	2 : 1
Jun 2022	176	2 : 1

May 2022	144	3 : 1
Apr 2022	171	3 : 1
Mar 2022	140	2 : 1
Feb 2022	176	2 : 1
Jan 2022	308	2 : 1
Dec 2021	511	2 : 1
Nov 2021	470	2 : 1
Oct 2021	324	2 : 1
Sep 2021	150	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	78	60%
High school or GED	17	13%
Associate's degree	25	19%
Bachelor's degree	17	13%
Master's degree	1	1%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	17	0	13%
Associate's degree	25	0	19%
Bachelor's degree	10	6	8%
Master's degree	0	1	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	92	71%
0 - 1 Years	30	23%
2 - 3 Years	7	5%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	392 / 96	4 : 1 	n/a
Bronson Healthcare	12 / 10	1 : 1 	n/a
Dollar General	16 / 7	2 : 1 	12 days
Select Medical	19 / 5	4 : 1 	16 days
Hogan	4 / 3	1 : 1 	32 days
Border Foods	8 / 3	3 : 1 	n/a
Subway	3 / 3	1 : 1 	n/a
Clean Team	3 / 2	2 : 1 	n/a
Elara Caring	2 / 1	2 : 1 	n/a

Top Cities Posting

City	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	380 / 93	4 : 1 	n/a
Battle Creek, MI	66 / 29	2 : 1 	32 days
Tekonsha, MI	5 / 4	1 : 1 	12 days
Albion, MI	7 / 3	2 : 1 	n/a
Athens, MI	1 / 1	1 : 1 	n/a

Top Posted Occupations

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	342 / 88	4 : 1 	16 days
Medical Assistants	73 / 19	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	16 / 7	2 : 1 	12 days
Food Service Managers	11 / 6	2 : 1 	n/a
Home Health and Personal Care Aides	9 / 4	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4 / 3	1 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	4 / 3	1 : 1 	32 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	328 / 86	4 : 1 	16 days
Medical Assistants	73 / 19	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	16 / 7	2 : 1 	12 days
Food Service Managers	11 / 6	2 : 1 	n/a
Home Health Aides	9 / 4	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4 / 3	1 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	4 / 3	1 : 1 	32 days
Critical Care Nurses	14 / 2	7 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	340 / 86	4 : 1 	n/a
Medical Assistant	73 / 19	4 : 1 	n/a
Retail Store Manager / Supervisor	16 / 7	2 : 1 	12 days
Restaurant / Food Service Manager	11 / 6	2 : 1 	n/a
Home Health Aide	9 / 4	2 : 1 	n/a
Janitor / Cleaner	4 / 3	1 : 1 	n/a
Tractor-Trailer Truck Driver	4 / 3	1 : 1 	32 days
Nursing Manager / Supervisor	2 / 2	1 : 1 	16 days

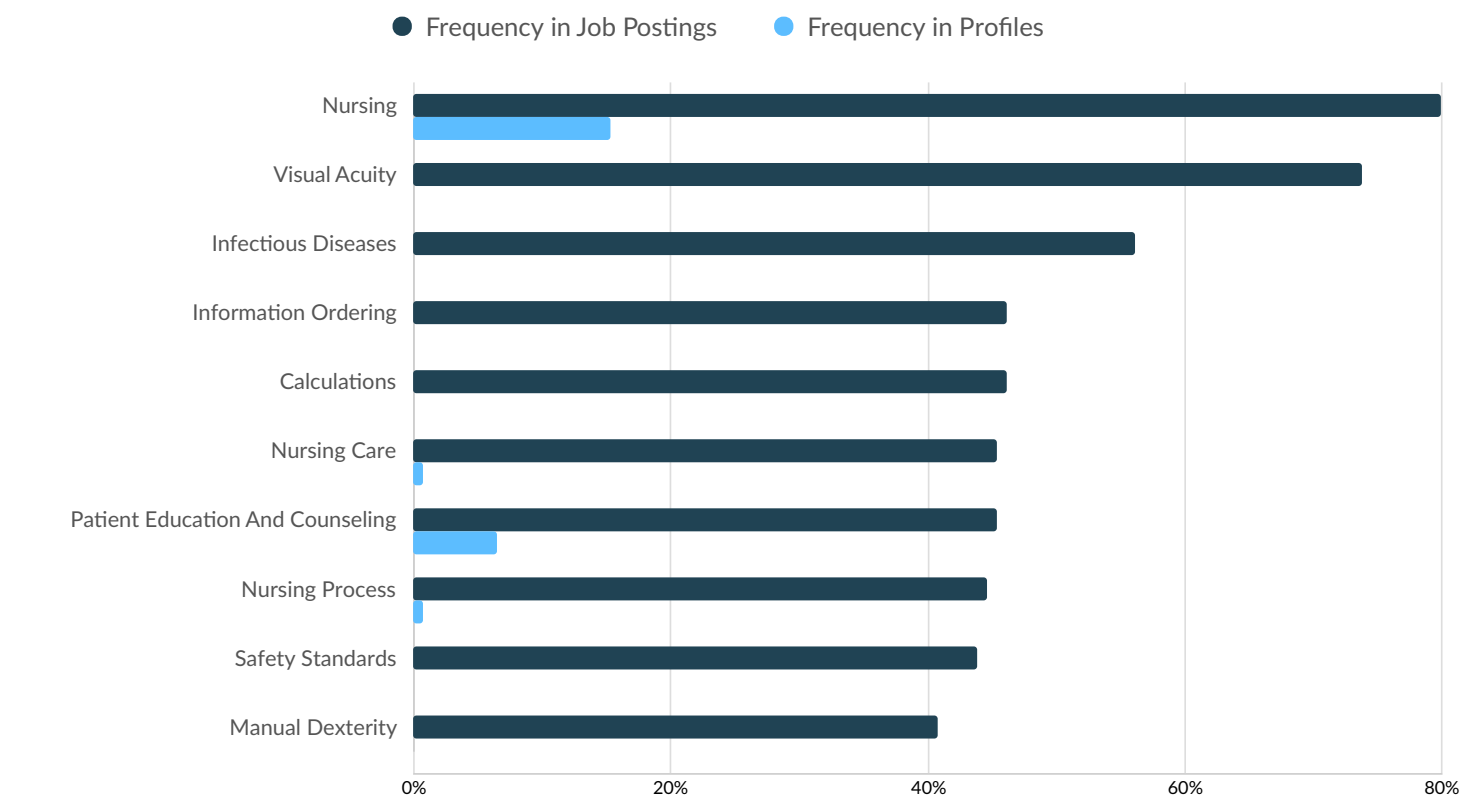
Top Posted Job Titles

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	71 / 22	3 : 1 	n/a
Emergency Services Registered Nurses	89 / 19	5 : 1 	n/a
Requisition Sales Associates	42 / 10	4 : 1 	n/a
Occupational Medicine Registered Nurses	32 / 8	4 : 1 	n/a
Health Center Manager Registered Nurses	20 / 6	3 : 1 	n/a
Registered Nurses Cat	25 / 4	6 : 1 	n/a
Hospice Registered Nurses	15 / 3	5 : 1 	n/a
Gastroenterology Registered Nurses	17 / 3	6 : 1 	n/a
Nurse Externs	9 / 3	3 : 1 	n/a
Store Managers	10 / 3	3 : 1 	12 days

Top Industries

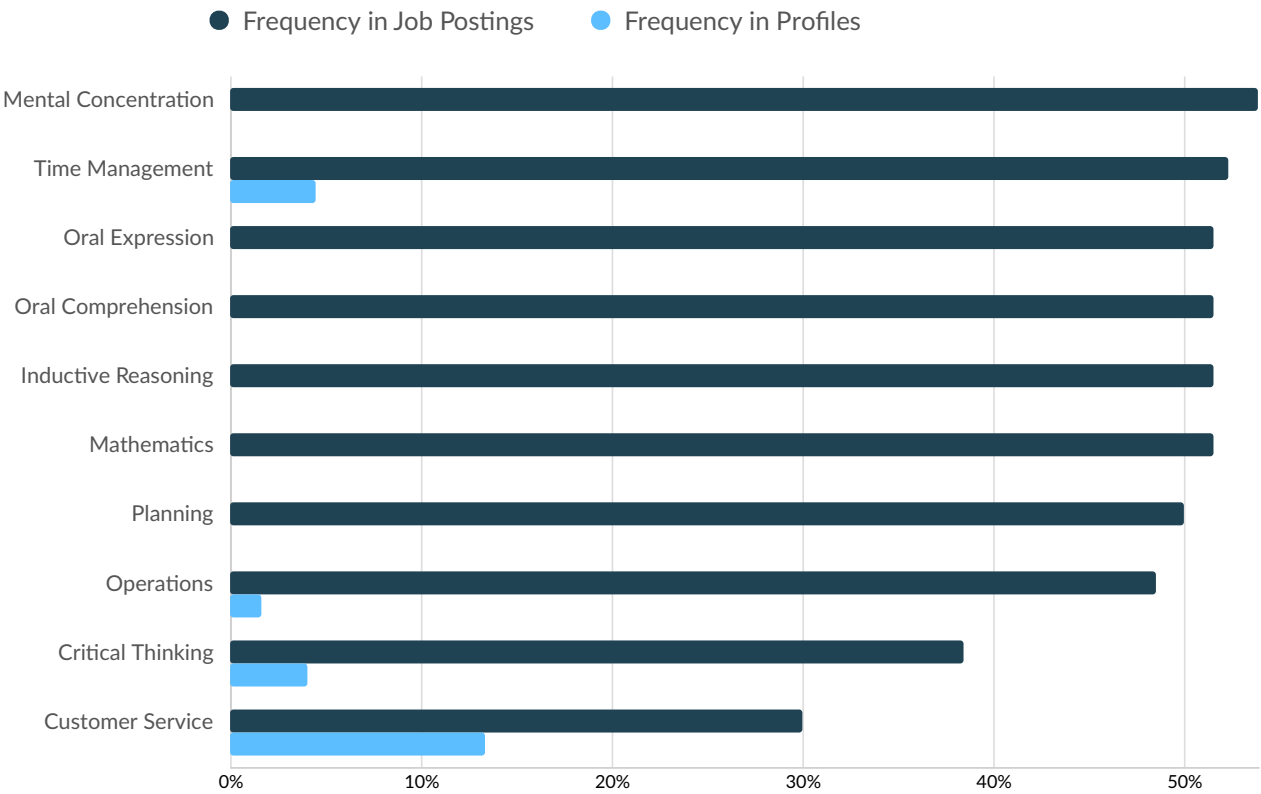
	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	423 / 111	4 : 1 	16 days
All Other General Merchandise Retailers	16 / 7	2 : 1 	12 days
Limited-Service Restaurants	11 / 6	2 : 1 	n/a
Footwear Manufacturing	4 / 3	1 : 1 	32 days
Janitorial Services	3 / 2	2 : 1 	n/a
Home Health Care Services	2 / 1	2 : 1 	n/a

Top Specialized Skills



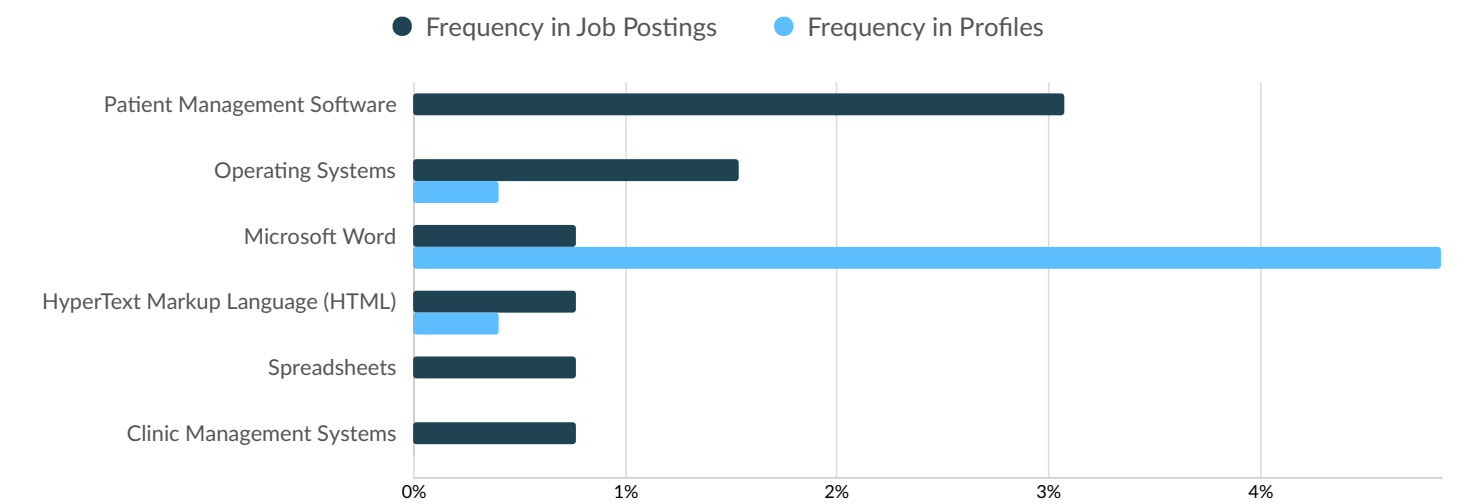
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	104	80%	38	15%	+16.1%	Growing
Visual Acuity	96	74%	0	0%	+18.4%	Rapidly Growing
Infectious Diseases	73	56%	0	0%	+6.8%	Stable
Information Ordering	60	46%	0	0%	+27.0%	Rapidly Growing
Calculations	60	46%	0	0%	+14.4%	Growing
Nursing Care	59	45%	2	1%	+15.3%	Growing
Patient Education And Counseling	59	45%	16	6%	+15.1%	Growing
Nursing Process	58	45%	2	1%	+19.7%	Rapidly Growing
Safety Standards	57	44%	0	0%	+10.7%	Growing
Manual Dexterity	53	41%	0	0%	0.0%	Insf. Data

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Mental Concentration	70	54%	0	0%	+12.7%	Growing
Time Management	68	52%	11	4%	+12.7%	Growing
Oral Expression	67	52%	0	0%	+4.5%	Stable
Oral Comprehension	67	52%	0	0%	+21.3%	Rapidly Growing
Inductive Reasoning	67	52%	0	0%	+21.0%	Rapidly Growing
Mathematics	67	52%	0	0%	+17.2%	Rapidly Growing
Planning	65	50%	0	0%	+10.3%	Growing
Operations	63	48%	4	2%	+8.8%	Stable
Critical Thinking	50	38%	10	4%	+19.3%	Rapidly Growing
Customer Service	39	30%	33	13%	+5.0%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Patient Management Software	4	3%	0	0%	+17.8%	Rapidly Growing
Operating Systems	2	2%	1	0%	+14.7%	Growing
Microsoft Word	1	1%	12	5%	+6.8%	Stable
HyperText Markup Language (HTML)	1	1%	1	0%	+5.3%	Stable
Spreadsheets	1	1%	0	0%	+15.6%	Growing
Clinic Management Systems	1	1%	0	0%	+12.0%	Growing

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	104
Registered Nurse (RN)	90
American Red Cross (ARC) Certification	89
Advanced Cardiovascular Life Support (ACLS) Certification	37
Basic Cardiac Life Support	36
Pediatric Advanced Life Support (PALS)	23
Trauma Nurse Core Course (TNCC)	20
Certified Medical Assistant (CMA)	18
Licensed Practical Nurse (LPN)	18
Valid Driver's License	9

Top Advertised Benefits

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Insurance	414 / 115	4 : 1 	32 days
Education and Career Development	248 / 61	4 : 1 	16 days
Paid Leave	45 / 18	3 : 1 	32 days
Supplemental Pay	29 / 9	3 : 1 	16 days
Retirement and Savings	19 / 8	2 : 1 	32 days
Work-Life Balance	12 / 4	3 : 1 	n/a
Health and Wellness Benefits	1 / 1	1 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Aug 2026)
peopleanswers.com	83
indeed.com	29
mitalent.org	9
dejobs.org	5
dollargeneral.com	4
careerarc.com	3
craigslist.org	2
healthjobsnationwide.com	2
jobserve.com	2
applicantpro.com	1
gr8jobs.net	1
icims.com	1
myworkdayjobs.com	1
pharmadiversityjobboard.com	1
salesheads.com	1

Appendix B

Sample Postings

Registered Nurses — Oaklawn Hospital in Marshall, MI (Aug 2026 - Active)

Registered Nurse	
Link to Live Job Posting: www.indeed.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Registered Nurses
JOB DESCRIPTION POSITION TITLE Registered Nurse DEPARTMENT Critical Care Unit FLSA STATUS Non-exempt REPORTING RELATIONSHIP CCU Director 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 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'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. American Heart Association	

Successful completion of a program in nursing. Current licensure in the state of Michigan as a registered nurse. American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification. American Heart Association or American Red Cross ACLS certification within three (3) months of hire. Completion of Hard cuff Restraints and Soft Limb Restraints Certification within two (2) months of hire and annual re-certification.

Knowledge, Skills & Abilities :

One (1) 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.

Oncology Practice Nurse

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Oncology Nurse Practitioners

Bronson South Haven Specific :

Emergency Department:

SALT triage, ESI Triage, and NIH Stroke Scale to be completed 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 of completing 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 various computer systems and equipment in order to set an appropriate plan of action
Must be able to constantly communicate both verbally, in writing and electronically
Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

Standards of Practice:

The registered nurse collects comprehensive data pertinent to the patients' health or the situation.

- o Assesses the patient's physical and developmental needs
- o Analyzes assessment data to identify appropriate patient needs
- o Documents nursing history and age appropriate physical/emotional needs/strengths for assigned patients
- o Reviews vital signs to assess condition of patient and detect deviations from normal. The registered nurse analyzes the assessment data to determine patient problems or issues
- o Uses the assessment data to identify patient problems
- o Confirms problems with patient and family when appropriate
- o Documents the expected outcomes and plan of care related to the problems through use of the clinical pathway and outcome teaching record

The registered nurse identified expected outcomes for a plan individualized to the patient

- o Utilizes the patient/family input when defining outcomes. Incorporates the patient values, ethical and cultural considerations.
- o Coordinates discharge planning for outcomes not achieved utilizing the continuum of care available. The registered nurse develops a plan that prescribes interventions to attain expected outcomes.
- o Incorporates clinical pathways into the plan when appropriate
- o Develops individualized interventions with patient input when appropriate
- o Considers data from other members of the healthcare team when developing the plan of care

The registered nurse implements the identified plan.

- o Implements appropriate interventions.
- o Administers prescribed medication and treatment in accordance with approved nursing techniques and policies.
- o Utilizes

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

Standards of Professional Performance:

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

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care. The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services. o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in becoming informed consumers about the options, costs, risks and benefits of treatments and care. The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally) 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 recommended 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:

FOR BRONSON LAKEVIEW HOSPITAL AND BRONSON SOUTH HAVEN HOSPITAL.

The RN is responsible for completing the Workday 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. Bronson South Haven Hospital and Bronson Lakeview Hospital employees who are approved to work in a Swing Bed Facility only: Employees may be expected to cover shifts at Bronson Lakeview Hospital and/or Bronson South Haven Hospital depending on patient acuity and staffing needs. Virtual Registered Nurse (VRN)

Role:

The virtual registered nurse leverages technology to deliver patient care remotely, collaborating with bedside staff and the broader care team to ensure quality outcomes and timely discharge. Core responsibilities include, but not limited to: Conducting admission screening, patient/family education, discharge planning, and medication dual acknowledgments via secure digital platforms. Completing diagnostic testing questionnaires and supporting patient safety initiatives. Mentoring and supporting nursing staff and facilitating patient progression toward discharge using electronic health record (EHR) tools such as checklists and clinical pathways. Analyzing assessment data to identify patient problems, confirming issues with patients/families as appropriate, and documenting individualized care plans in collaboration with bedside RNs. Systematically evaluating the quality and effectiveness of virtual nursing services, ensuring compliance with professional standards and organizational policies. Ability to project voice at volume that can easily be heard by individuals with little to no hearing impairment via audio-visual technology; speech in English is easy to understand Ability to grip and use computer keyboard and mouse Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 8827 Hematology & Medical Oncology Phys (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.

Work Location:

In person

Assistant Store Managers — Dollar General in Battle Creek, MI (Aug 2026 - Active)

ASST STORE MGR in BATTLE CREEK, MI S08451	
Link to Live Job Posting: www.salesheads.com	
Location: Battle Creek, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Assistant Store Managers

GENERAL SUMMARY

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

DUTIES and

ESSENTIAL JOB FUNCTIONS

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

Qualifications KNOWLEDGE and SKILLS:

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

EDUCATION

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

WORKING CONDITIONS

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

Registered Nurse Oncology Research Coordinator-Full Time

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Oncology Research Coordinators

- Battle Creek Under minimal supervision and reporting to the Charge Nurse, maintains responsibility for the ongoing implementation and follow through of clinical research studies.

Assesses, assimilates, records and makes clinical judgments related to clinical research activities. Develops systems to assure efficiency and accuracy of clinical research in accordance with established hospital policies/procedures. Performs other related duties as assigned. Employees providing direct patient care must demonstrate competencies specific to the population served. Bachelor's degree in Nursing required. Oncology Certified Nurse credential preferred but must be attained within three years of hire. Licensed RN in good standing with the State of Michigan required. Communication Interpersonal skills Customer relations skills Computer skills Basic math skills Analytical skills Ability to cope with a high level of stress Ability to make fast decisions under pressure Ability to concentrate High degree of flexibility Ability to handle multiple priorities in a stressful situation Ability to assist with problem resolution Ability to demonstrate a high degree of patience Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Demonstrates Bronson's Standards for Excellence. Shows dignity and respect to patient, family and team members. Communicates and shares information with providers and team members both verbally and written. Treats team members as valued partners. Demonstrates teaching, coaching and mentoring skills. Critically analyzes and evaluates research study protocols for efficiency, applicability to the setting and ethical nature. Assesses and identifies potential clinical research patients for study participation. Clinically assesses for eligibility and enrolls patients in the study per protocol. Collaborates with nursing staff as needed. Assesses documents and reviews patient information/status in the study record, utilizing documents according to study protocols and hospital standards. Obtains informed consent in collaboration with the physician. Maintains records of all study participants. Collects and records all data for on-study forms, flow sheets and other research base forms to be submitted to research base as per protocol. Maintains records of each patient's therapy and evaluation studies. Obtains data from outside labs, local medical physicians and outside health care facilities. Maintains knowledge of, organizes and maintains copies of all open protocols. Updates and distributes to clinical staff and physicians of current therapeutic protocols. Collaborates with ancillary healthcare staff to promote understanding and cooperation in clinical research objectives. Participates in ongoing Quality Improvement research activities thus assuring quality and accuracy in research record keeping. Participates in clinical research audits. Maintains knowledge of current trends and developments in the research field. Attends clinical study start-up meetings as necessary. Demonstrates commitment to providing outstanding customer service in a manner that is reflective of our mission, values and customer service standards. Maintains a working knowledge of applicable Federal, State and local laws and regulations, the Compliance Accountability Program, Code of Ethics, as well as other policies and procedures in order to ensure adherence in a manner that reflects honest, ethical and professional behavior. Performs related duties as assigned. Travel is required to Research Base Monitoring visits and to receive/deliver Medication/charts as necessary. Maintains a safe workplace by keeping work area free of hazards and correcting and/or properly reporting any safety hazards. Uses correct body positioning, proper body mechanics to avoid injury, utilizes safe work practices (e.g. pushing vs. pulling, patient transfer/lifting devices, etc.) and uses personal protective equipment when necessary. . For new hires working in the Medical Oncology Physician Practice area, the Oncology Nurse Orientation Bundle from the Oncology Nurses Society (ONS) must be completed within 6 months of hire. This bundle consists of three courses. a. Cancer Basics b. Cancer Biology c. Chemotherapy Biotherapy Fundamentals of Administration. II. Registered Nurses working outside of the Chemotherapy Infusion Room will not be required to take their Advanced Chemotherapy / Biotherapy Course.. III. The Oncology Certified Nurse (OCN) examination must be completed by all Registered Nurses in the Cancer Care Center within 3 years of hire.

This examination is administered by the Oncology Nursing Certification Corporation (ONCC). The Oncology Certified Nurse (OCN) credential

The examination is administered by the Oncology Nursing Certification Corporation (ONCC). The Oncology Certified Nurse (OCN) credential is awarded upon successful completion of the examination. IV. Required education for the department will be paid. This includes but not limited to the Nursing Oncology Orientation Bundle, the Biotherapy / Chemotherapy Certificate course and the ONCC Oncology Certified Nurse credential. V. A monetary bonus will be paid upon successfully obtaining the OCN credential. VI. The Registered Nurse

ONS/ONCC

credential must maintained according to the renewal guidelines of the credentialing organization. This is for the highest level of credential earned as the nurse progresses through their advanced training requirements. VII. The Oncology Research Coordinator will be required to complete an annual computer based learning on Chemotherapy Administration to maintain their knowledge. a. Cytotoxic Drug Handling. b. Chemotherapy Drug Spill Response. c. BBC Chemotherapy Review VIII. The Oncology Research Coordinator will be required to complete and maintain training: a. CITI Training

- includes Good Clinical Practice and Human Subjects Research
- renewed every 3 years b. Mayo Clinic Transporting Dangerous Goods
- shipping of medical specimens
- required every 2 years c.

Investigation Drug Annual Training d. Other training as requested to perform and maintain trials Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 8553 Chemotherapy (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.

Work Location:

In person

Medical Assistant - Tekonsha - Requisition #428954	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Tekonsha, MI	O*NET: 31-9092.00
Company: Oaklawn Hospital	Job Title: Requisition Sales Associates
MEDICAL ASSISTANT - TEKONSHA JOB DESCRIPTION POSITION TITLE: Medical Assistant DEPARTMENT Oaklawn Medical Group FLSA STATUS Non-exempt REPORTING RELATIONSHIP Manager 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.Prepare 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	

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 three (3) months of hire and hold one of the following: Registered or Certified Medical Assistant or Licensed Practical Nurse in the State of Michigan or Commiserate combination of education and experience as deemed appropriate by Human Resources and ABR-OE Credential upon hire.

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. Tekonsha, 2218 Old US 27 North, Tekonsha, MI...

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 2026 Data Set

Kalamazoo County



Michigan

Parameters

Select Timeframe: Aug 2026 - Aug 2026

Occupations:

Results should include

Code	Description
11-9199	Managers, All Other
15-1252	Software Developers
15-1299	Computer Occupations, All Other
17-3026	Industrial Engineering Technologists and Technicians
29-1141	Registered Nurses

Code	Description
29-2061	Licensed Practical and Licensed Vocational Nurses
29-2099	Health Technologists and Technicians, All Other
31-1131	Nursing Assistants
31-9092	Medical Assistants
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Bronson Healthcare
Corewell Health

Description
Capital One
Western Michigan University
Zoetis
Stryker
Kalamazoo County Government

Minimum Experience Required: Any

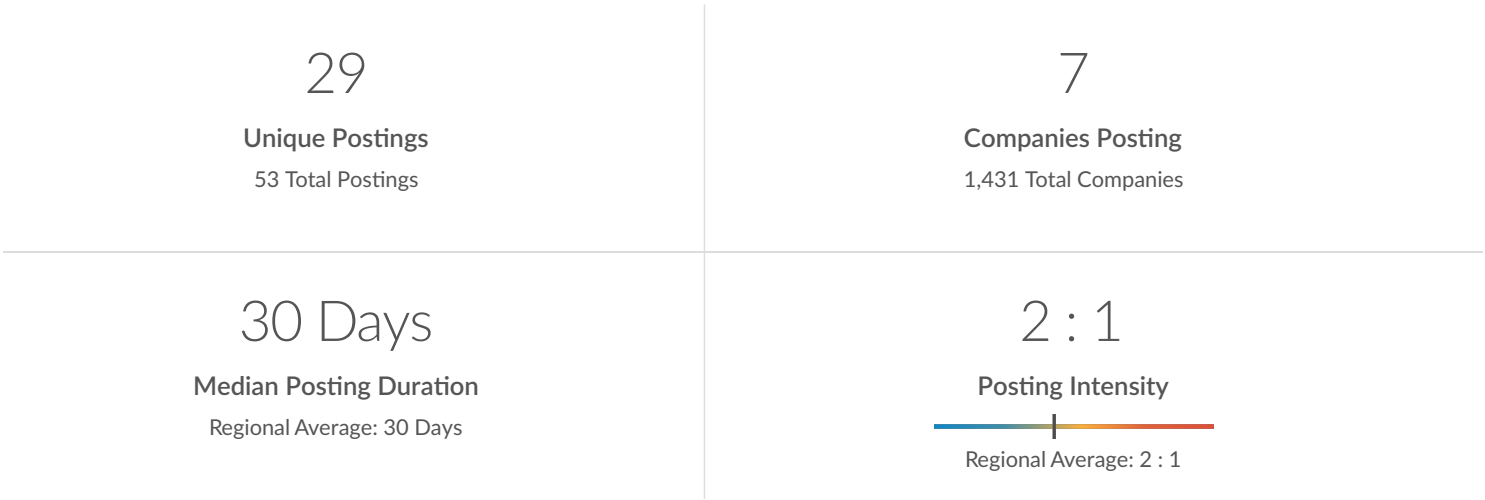
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

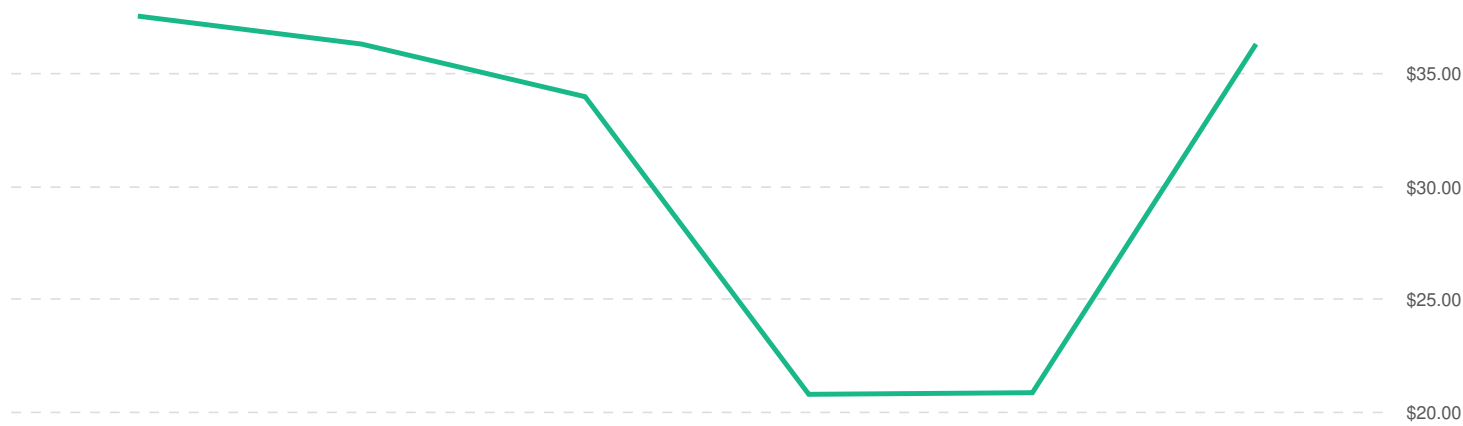


Advertised Salary

Not enough data for this chart.

Advertised Salary Trend

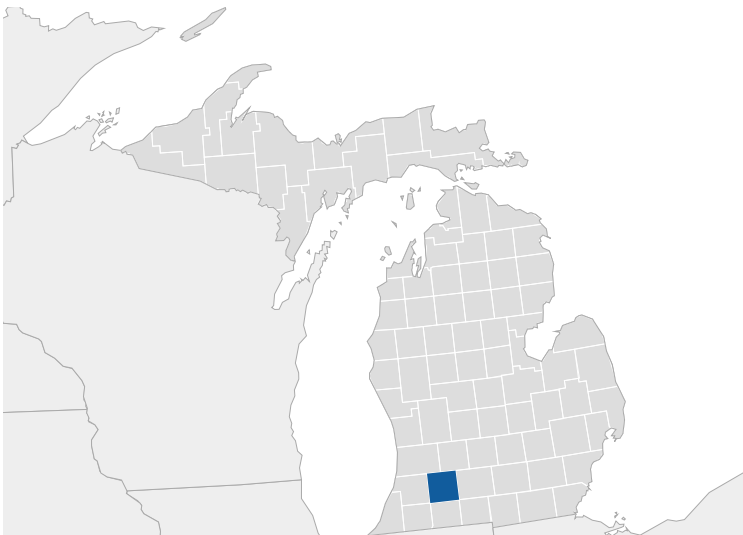
▼3.3% Mar 2026 – Aug 2026
\$34.09 Median



18 Job Postings



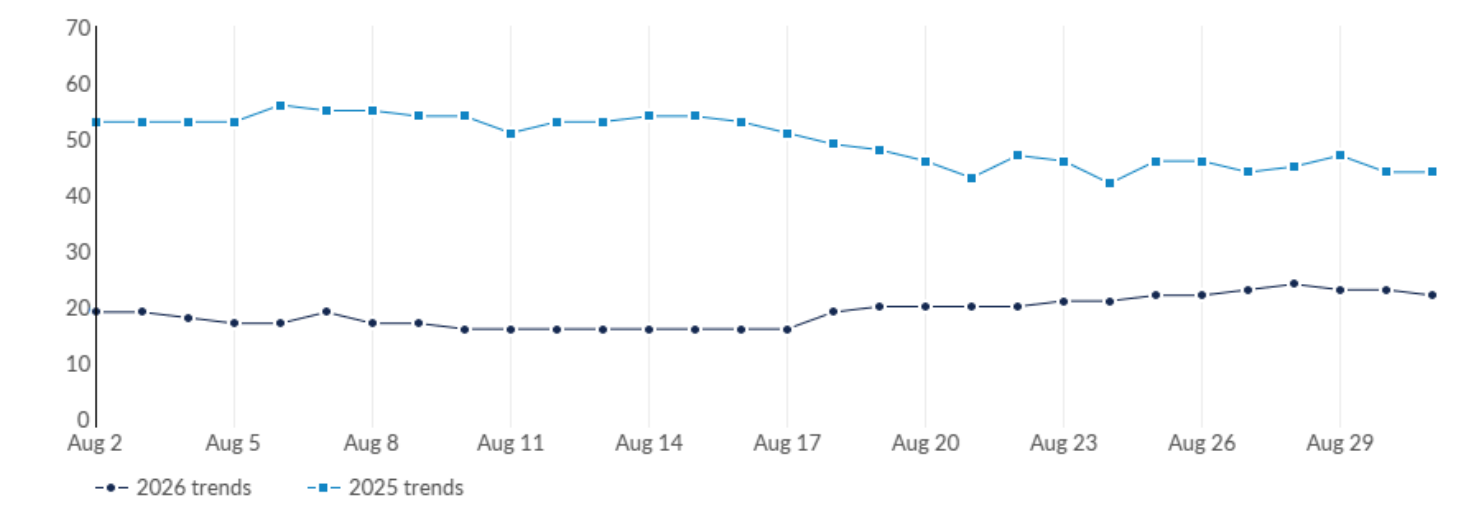
Job Postings Regional Breakdown



County	Unique Postings (Aug 2026)
Kalamazoo County, MI	29

Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
August 2, 2026	19	53	-64.2%
August 3, 2026	19	53	-64.2%
August 4, 2026	18	53	-66.0%
August 5, 2026	17	53	-67.9%
August 6, 2026	17	56	-69.6%
August 7, 2026	19	55	-65.5%
August 8, 2026	17	55	-69.1%
August 9, 2026	17	54	-68.5%
August 10, 2026	16	54	-70.4%
August 11, 2026	16	51	-68.6%
August 12, 2026	16	53	-69.8%
August 13, 2026	16	53	-69.8%
August 14, 2026	16	54	-70.4%
August 15, 2026	16	54	-70.4%
August 16, 2026	16	53	-69.8%
August 17, 2026	16	51	-68.6%
August 18, 2026	19	49	-61.2%
August 19, 2026	20	48	-58.3%

August 20, 2026	20	46	-56.5%
August 21, 2026	20	43	-53.5%
August 22, 2026	20	47	-57.4%
August 23, 2026	21	46	-54.3%
August 24, 2026	21	42	-50.0%
August 25, 2026	22	46	-52.2%
August 26, 2026	22	46	-52.2%
August 27, 2026	23	44	-47.7%
August 28, 2026	24	45	-46.7%
August 29, 2026	23	47	-51.1%
August 30, 2026	23	44	-47.7%
August 31, 2026	22	44	-50.0%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	3	10%
High school or GED	12	41%
Associate's degree	15	52%
Bachelor's degree	14	48%
Master's degree	3	10%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	12	0	41%
Associate's degree	9	5	31%
Bachelor's degree	3	11	10%
Master's degree	2	1	7%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	13	45%
0 - 1 Years	4	14%
2 - 3 Years	7	24%
4 - 6 Years	4	14%
7 - 9 Years	1	3%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Bronson Healthcare	28 / 18	2 : 1 	30 days
Western Michigan University	7 / 3	2 : 1 	n/a
Zoetis	9 / 3	3 : 1 	31 days
Kalamazoo County Government	2 / 2	1 : 1 	n/a
Pfizer	4 / 1	4 : 1 	n/a
Meijer	2 / 1	2 : 1 	n/a
Stryker	1 / 1	1 : 1 	n/a

Top Cities Posting

City	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	51 / 28	2 : 1 	30 days
Portage, MI	2 / 1	2 : 1 	n/a

Top Posted Occupations

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	23 / 15	2 : 1 	30 days
Managers, All Other	8 / 3	3 : 1 	n/a
Medical Assistants	3 / 3	1 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6 / 3	2 : 1 	n/a
Health Technologists and Technicians, All Other	5 / 2	3 : 1 	n/a
Software Developers	3 / 1	3 : 1 	n/a
Computer Occupations, All Other	4 / 1	4 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	14 / 11	1 : 1 	30 days
Critical Care Nurses	8 / 3	3 : 1 	30 days
Medical Assistants	3 / 3	1 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6 / 3	2 : 1 	n/a
Managers, All Other	6 / 2	3 : 1 	n/a
Patient Representatives	5 / 2	3 : 1 	n/a
Loss Prevention Managers	2 / 1	2 : 1 	n/a
Software Developers	3 / 1	3 : 1 	n/a
Document Management Specialists	4 / 1	4 : 1 	n/a
Clinical Nurse Specialists	1 / 1	1 : 1 	31 days
Licensed Practical and Licensed Vocational Nurses	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	21 / 13	2 : 1 	30 days
Office / Administrative Assistant	6 / 3	2 : 1 	n/a
Medical Assistant	3 / 3	1 : 1 	n/a
Program Manager	6 / 2	3 : 1 	n/a
Registrar / Patient Service Representative	5 / 2	3 : 1 	n/a
Clinical Nurse Specialist	1 / 1	1 : 1 	31 days
Nursing Manager / Supervisor	1 / 1	1 : 1 	30 days
Licensed Practical / Vocational Nurse	1 / 1	1 : 1 	n/a
Software Developer / Engineer	3 / 1	3 : 1 	n/a
Document Control / Management Specialist	4 / 1	4 : 1 	n/a

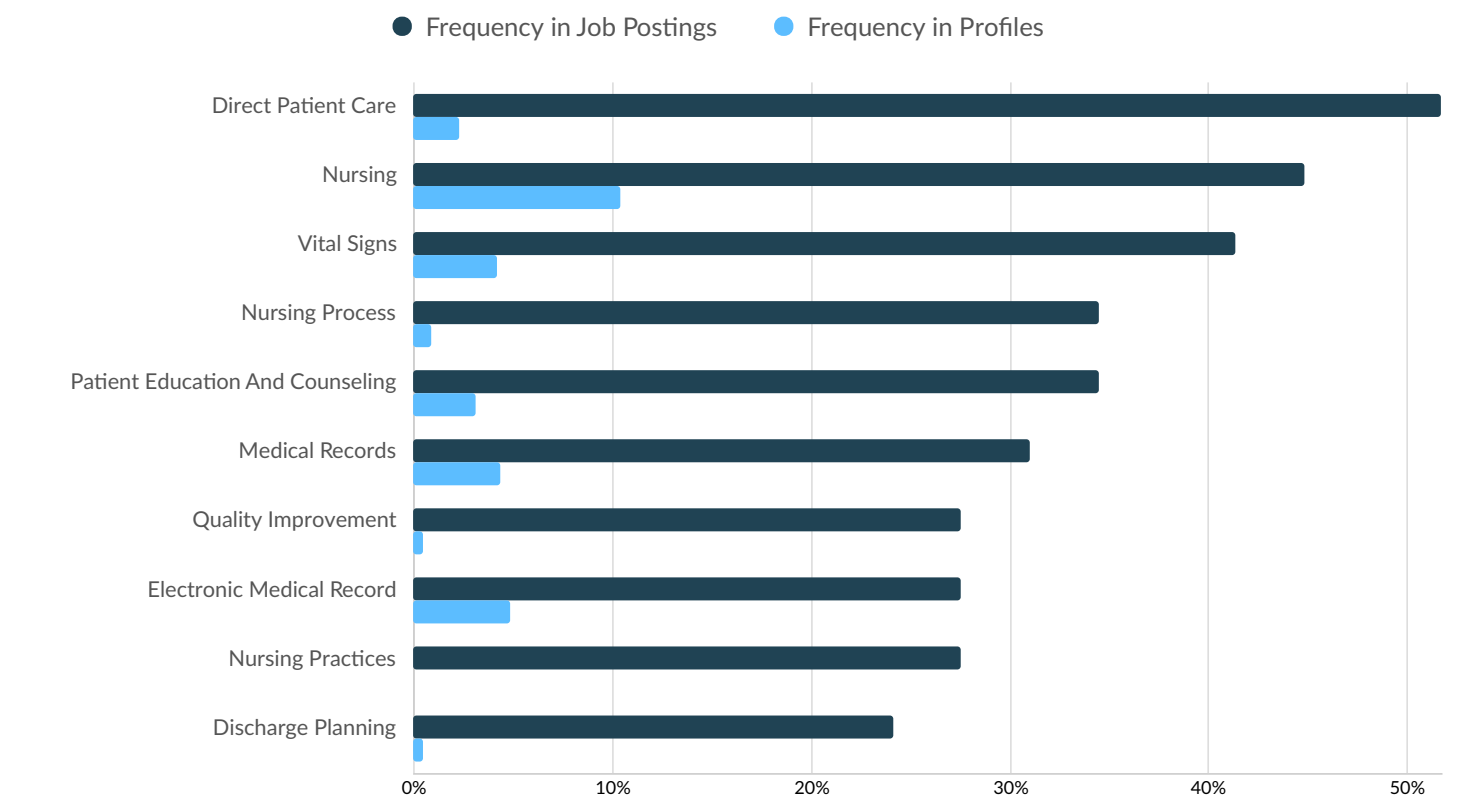
Top Posted Job Titles

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Medical Assistants	2 / 2	1 : 1 	n/a
NICU Registered Nurses	5 / 2	3 : 1 	30 days
Administrative Assistants	5 / 2	3 : 1 	n/a
Cardiovascular Registered Nurses	1 / 1	1 : 1 	n/a
Document Management Specialists	4 / 1	4 : 1 	n/a
Project Team Leads	4 / 1	4 : 1 	n/a
Nurses	1 / 1	1 : 1 	n/a
Practice Support Assistants	1 / 1	1 : 1 	n/a
Automation Leads	3 / 1	3 : 1 	n/a
Emergency Department Registered Nurses	2 / 1	2 : 1 	n/a

Top Industries

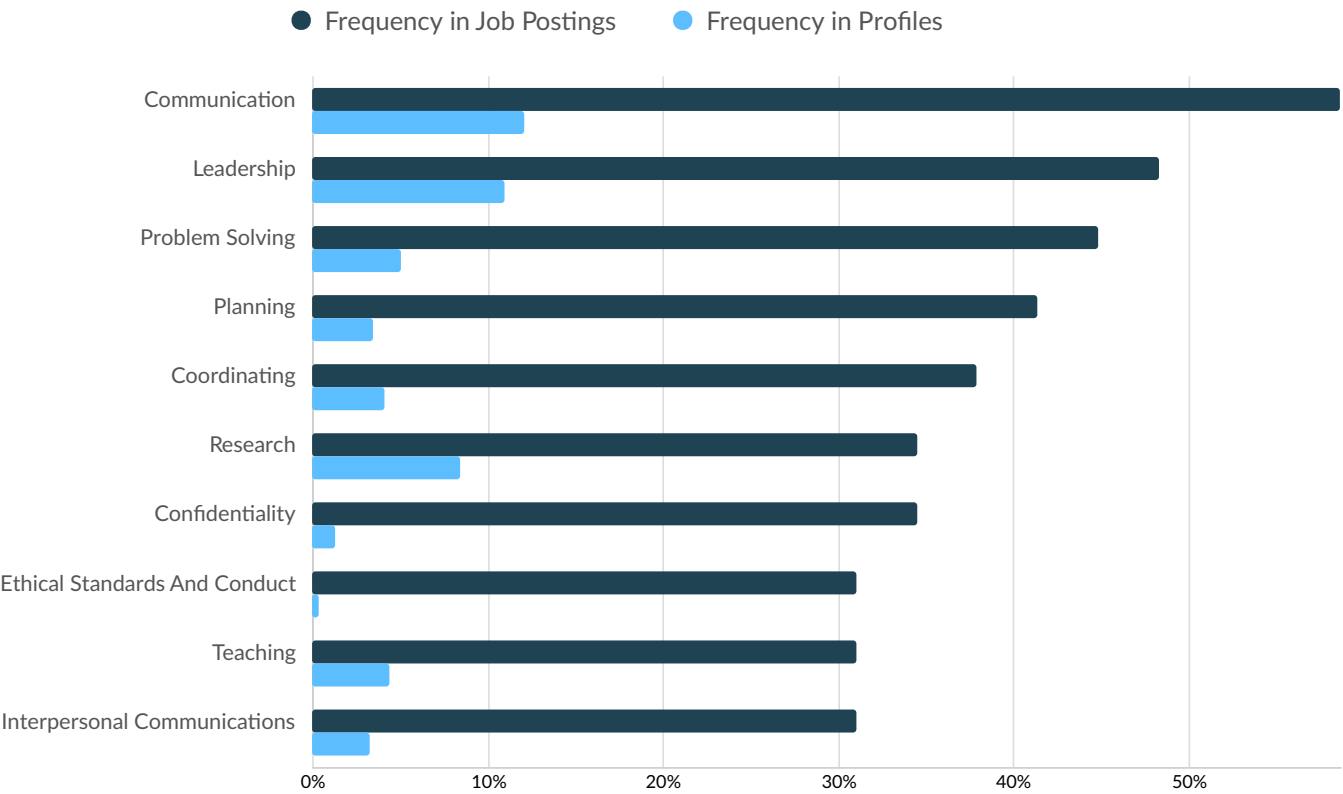
	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	28 / 18	2 : 1 	30 days
Pharmaceutical Preparation Manufacturing	13 / 4	3 : 1 	31 days
Colleges, Universities, and Professional Schools	7 / 3	2 : 1 	n/a
Other General Government Support	2 / 2	1 : 1 	n/a
Surgical and Medical Instrument Manufacturing	1 / 1	1 : 1 	n/a
Department Stores	2 / 1	2 : 1 	n/a

Top Specialized Skills



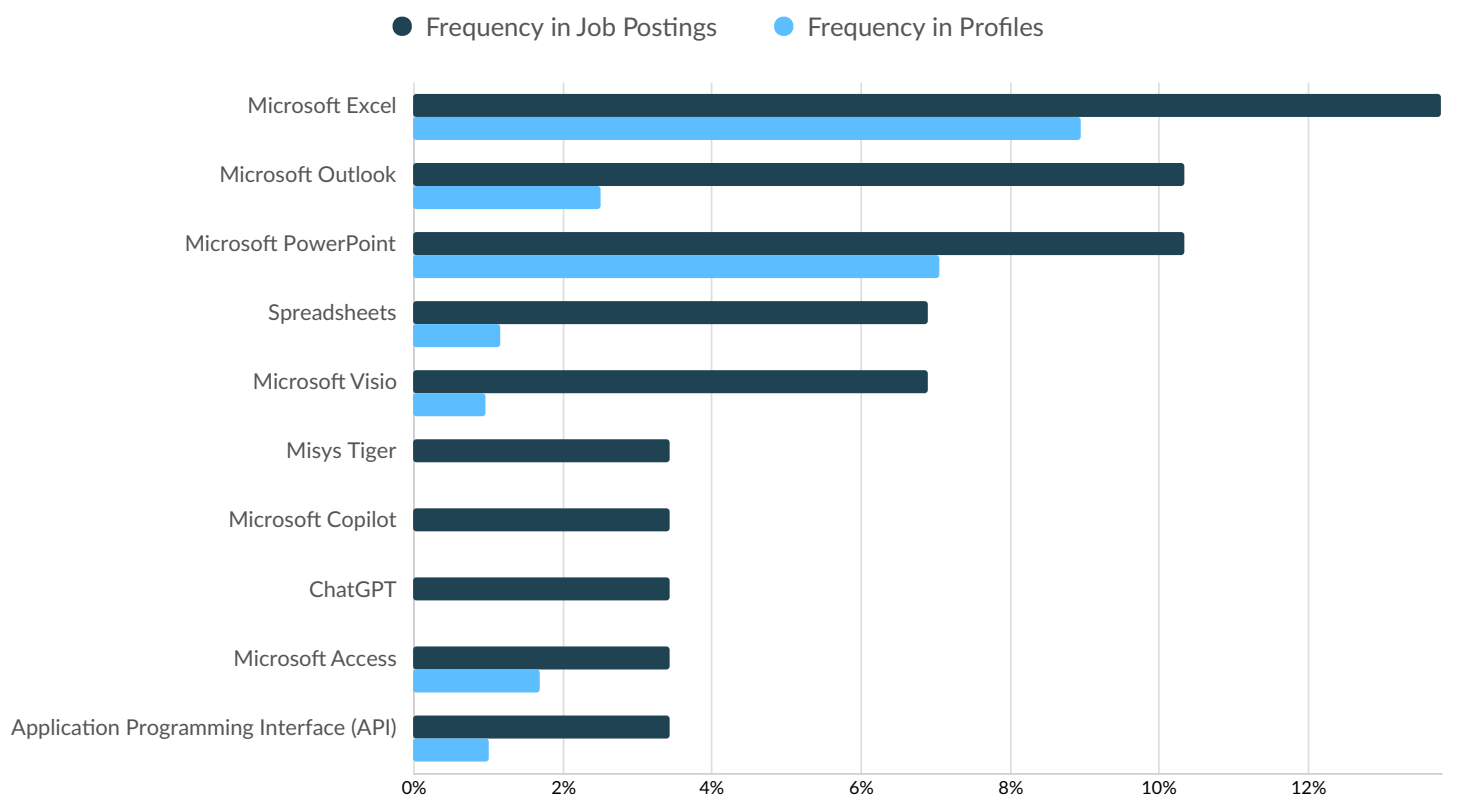
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Direct Patient Care	15	52%	46	2%	+15.4%	Growing
Nursing	13	45%	203	10%	+16.1%	Growing
Vital Signs	12	41%	83	4%	+16.8%	Growing
Nursing Process	10	34%	18	1%	+19.7%	Rapidly Growing
Patient Education And Counseling	10	34%	61	3%	+15.1%	Growing
Medical Records	9	31%	85	4%	+13.1%	Growing
Quality Improvement	8	28%	9	0%	+15.1%	Growing
Electronic Medical Record	8	28%	95	5%	+13.6%	Growing
Nursing Practices	8	28%	0	0%	+15.6%	Growing
Discharge Planning	7	24%	10	1%	+14.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	17	59%	236	12%	+8.5%	Stable
Leadership	14	48%	215	11%	+9.5%	Growing
Problem Solving	13	45%	99	5%	+11.1%	Growing
Planning	12	41%	67	3%	+10.3%	Growing
Coordinating	11	38%	80	4%	+12.8%	Growing
Research	10	34%	165	8%	+14.3%	Growing
Confidentiality	10	34%	26	1%	+7.0%	Stable
Ethical Standards And Conduct	9	31%	7	0%	+15.4%	Growing
Teaching	9	31%	86	4%	+15.4%	Growing
Interpersonal Communications	9	31%	65	3%	+11.9%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	4	14%	175	9%	+14.8%	Growing
Microsoft Outlook	3	10%	49	3%	+22.2%	Rapidly Growing
Microsoft PowerPoint	3	10%	138	7%	+19.9%	Rapidly Growing
Spreadsheets	2	7%	23	1%	+15.6%	Growing
Microsoft Visio	2	7%	19	1%	+4.6%	Stable
Misys Tiger	1	3%	0	0%	+65.5%	Rapidly Growing
Microsoft Copilot	1	3%	0	0%	+103.5%	Rapidly Growing
ChatGPT	1	3%	0	0%	+25.8%	Rapidly Growing
Microsoft Access	1	3%	33	2%	+3.4%	Lagging
Application Programming Interface (API)	1	3%	20	1%	+7.9%	Stable

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	15
Basic Life Support (BLS) Certification	13
Advanced Cardiovascular Life Support (ACLS) Certification	8
Pediatric Advanced Life Support (PALS)	6
Certification In Electronic Fetal Monitoring (C-EFM)	6
Trauma Nurse Core Course (TNCC)	5
Advanced Life Support	5
NIH Stroke Scale (NIHSS)	4
Valid Driver's License	4
Registered Medical Assistant (RMA)	2

Top Advertised Benefits

	Total/Unique (Aug 2026)	Posting Intensity	Median Posting Duration
Insurance	45 / 24	2 : 1 	30 days
Education and Career Development	19 / 12	2 : 1 	30 days
Paid Leave	11 / 7	2 : 1 	30 days
Health and Wellness Benefits	7 / 5	1 : 1 	31 days
Retirement and Savings	8 / 5	2 : 1 	n/a
Supplemental Pay	5 / 4	1 : 1 	30 days
Work-Life Balance	4 / 1	4 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Aug 2026)
indeed.com	21
myworkdayjobs.com	9
mitalent.org	8
diversityjobs.com	3
wmujobs.org	3
dejobs.org	1

Appendix B

Sample Postings

Medical Assistants — Bronson Healthcare in Kalamazoo, MI (Aug 2026 - Active)

Medical Assistant	
Link to Live Job Posting: jobs.mitalent.org	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Medical Assistants
Cost Center: 7770 Bronson Family Medicine - Centre St. (BMH)	

Regional Subspecialty RN - M-F 8a-5p - Sports Medicine - Turwill Ln., KalamazooLink to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Sports Medicine Physicians

- M-F 8a-5p
- Sports Medicine
- Turwill Ln.

, Kalamazoo Working under provider's direction, provides all general nursing staff functions for the practice.

Obtains and records:

vital signs, provides initial patient assessment, obtains concise patient history, and provides clinical information and support to providers. Processes and posts information to patient's charts. Provides patient and family with education regarding medications, diagnostics, treatment and care, and patient referrals. Additional responsibilities include assisting in other areas as needed and phone triage of patients. Employees providing direct patient care must demonstrate competencies specific to the population served. Associates Degree, Diploma, or Bachelor of Science from an Accredited Nursing Program prior to employment. BSN preferred Minimum of 1-2 years' experience in healthcare Licensed Registered Nurse in good standing with the State of Michigan; BLS competency required

- Must possess excellent interpersonal and effective problem solving and prioritization skills and the ability to process information in a confidential manner
- Must be able to communicate clearly and effectively with patients, providers and other staff; ability to maintain patient confidentiality; ability to work independently and think as well as function as an integral team member with other healthcare professionals
- Must also possess excellent computer skills and have ability to read, interpret, and analyze data from various computer systems and equipment Work which is constantly and exceptionally tiring mentally and/or visually.

Conditions exist more than 90% of the work 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.

- Prepares daily patient charts for the office. Collects the patient's medical history and physical data.
- Maintain documentation standards and review chart prior to appointment to assure requests and documents are in place.
- Triage calls from patients to determine urgency, necessity of appointment, or whether phone advice is sufficient.
- Under the direction of the provider, provides patient and family with appropriate education and reinforcement teaching regarding their care.
- Assists provider with minor and emergency procedures and examinations. Follows instructions of physicians and provides reassurance for patients during examination. Performs specific procedures and testing independently.
- Schedules tests, diagnostics, and procedures for patients. Prepares patients for the exams and procedures by providing appropriate instructions.
- Reviews new referrals into practice. Assures appropriate diagnostic tests are performed prior to appointment and has documents in place to allow for comprehensive visit.
- Documents results from ordered tests/procedures. Notifies patients of results.
- Set up and assist physician with procedures (lumbar punctures, wound care, etc.)
- Takes verbal, telephone and written orders for medications from physicians. Knowledgeably dispenses ordered medications (may be oral, I.M., or s/q) and properly records all data.
- Maintains and reviews patient records, charts, and other pertinent information. Records test and assessment results in patient chart.

- Participates in performance improvement monitoring. Collects and collates data for monitoring quality of care and works to ensure all delivered care meets appropriate standards.
- Assists in completion of misc. forms (Disability, Workers Compensation, State of Michigan) as required.
- Performs and documents laboratory testing at physician direction.
- Assures proper communication back to referring physicians regarding care and treatment of patients.
- Coordinates admissions and referrals.
- Stocks supplies and maintains examination rooms.
- Attends staff, educational, and other meetings as required.
- Familiar with various insurance and referral policies.
- Participates in the coordination of resources for inpatients through collaboration with ancillary departments.
- Performs other related duties as assigned including the education of student nurses.

Shift First Shift Time Type Full time

Sign-On Bonus External Candidates Only:

Up to \$5,000.00 Retention Bonus External Candidates Only, \$5,000.00 Scheduled Weekly Hours 40 Cost Center 8140 Bronson Sports Medicine 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.

Phone Triage Registered Nurses — Stryker in Kalamazoo, MI (Aug 2026 - Active)

Phone Triage Registered Nurse

Link to Live Job Posting: www.indeed.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Stryker

Job Title: Phone Triage Registered Nurses

BENEFITS

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

Two medical plan options:

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

DUTIES AND RESPONSIBILITIES

Refers abnormal lab work to physicians for appropriate follow up. Calls for prescription refills. Discuss day-to-day issues with supervisor for resolution. Availability to work occasional overtime on weekends and evenings to complete time sensitive projects. Acquires knowledge for new technology and policy/procedure revisions. Availability to work occasional overtime on weekends or evenings to complete time sensitive projects. Acquires knowledge for new technology and policy/procedure revisions. All other duties as assigned.

EDUCATION AND/OR EXPERIENCE

Graduate of an accredited RN Program required. Minimum of 4 years of clinical nursing experience. Experience in ambulatory care, primary care, specialty clinic, emergency nursing, or telephone triage preferred. Experience with electronic medical records preferred.

LICENSES, REGISTRATIONS, CERTIFICATIONS

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

OTHER SKILLS AND ABILITIES

Knowledge and ability to use the EMR. Knowledge of the phone system. Knowledge and ability to use Outlook messaging, appointment scheduling, and the calendar. Positive attitude. Regular and predictable attendance is expected, less than 4% unscheduled PTO in a 12-month period. Demonstrates the WMed Values in Action daily. Strong written and verbal communication is important. Strong customer services skills. Ability to accept and apply feedback. Regular and predictable attendance is expected. Demonstrates the ability to recognize priorities in the organization of workflow. Able to perform duties independently, with a minimal need for direct supervision. About Western Michigan University Homer Stryker M.D. School of Medicine (WMed) We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-centered care, innovative research, and community partnerships within a welcoming, supportive, and engaging culture. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems, Beacon and Bronson Healthcare. The medical school is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. WMed is the recipient of a \$100 million foundational gift and the Empowering Futures Gift, a philanthropic commitment of \$300 million to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide, as well as the creation of 1,600 new jobs, with an estimated annual economic impact of \$353 million in

Kalamazoo and Calhoun counties. WMed is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program as well as a Master of Science degree program in Biomedical Sciences. We train physicians in 10 residencies and four fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional 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.

Surgery Registered Nurses — Bronson Healthcare in Kalamazoo, MI (Aug 2026 - Act...

Registered Nurse (RN) Surgery (OR)	
Link to Live Job Posting: jobs.mitalent.org	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Surgery Registered Nurses
Shift:	
Variable Status:	
Full Time Scheduled Weekly Hours:	
40	

Nurse Extern - Bronson Healthcare (All Locations) - PRNLink to Live Job Posting: www.indeed.com**Location:** Kalamazoo, MI**O*NET:** 29-1141.00**Company:** Bronson Healthcare**Job Title:** Nurse Healthcare Managers**Bronson Additional Information:**

This is a paid, year-round position working 12-hour variable shifts (7a to 7p or 7p to 7a). A minimum of four shifts per month is required (two of the four shifts could be weekend shifts) typically equating to one 12-hour shift per week. The position is PRN and not eligible for benefits. Nurse Externs selected for a position will undergo a two-week, full-time (day shift) orientation program to ensure preparedness for working on the unit. Under general supervision and in accordance with the policies, procedures, and guidelines established within the organization, unit, and the Nurse Practice Act, the Nurse Extern works with an RN to implement patient care based on the patient's age and maintain and upgrade his/her skills based on the patient population served, the type and nature of care provided, and advances in health care technology. The Nurse Extern is responsible for communicating learning needs to the nurse preceptor. The Nurse Extern will seek out a variety of learning experiences and is accountable, under the direction of an RN, for setting priorities, meeting deadlines, and promoting the achievement of patient outcomes as defined in the nursing care plan, as follows: utilizing the nursing process of assessment, planning, implementation and evaluation; coordinating the care provided by other professionals and unlicensed staff, including delegation and coaching in selected situations; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity and complexity of care required; and documenting and communicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstrate competencies specific to the population served. High school diploma or general education degree (GED) required. Applicants must be enrolled in an accredited school of nursing and be within one year of graduation, with an expected graduation date in Spring 2027 or Winter 2027. The Nurse Extern must complete the individual unit requirements for orientation which includes Hospital, Core, and Department specific orientation based upon the unit and experience level (the Nurse Extern is considered to be in orientation during the full time of employment as a Nurse Extern). BLS Certification Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action. Satisfactory completion of a pharmacology course or satisfactory performance on a pharmacology medication test. Must be able to constantly communicate in a clear and caring manner, both verbally and in writing. 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 personal computer 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. Collaboration with an RN preceptor the Nurse Extern performs the following: Documents nursing history and physical/emotional needs/strengths for assigned patients. Develops a plan of care for assigned patients, based upon assessment. Manages care plan for assigned patients by organizing and delegating therapeutic patient care interventions to be implemented and evaluating effectiveness of care given by self and others. Takes temperature, pulse, blood pressure, and other vital signs to assess condition of patient and detect deviations from normal. Observes patient, records significant conditions and reactions, implements appropriate interventions and/or notifies supervisor or Physician of patient's condition and reaction to drugs, treatments, and significant incidents. Administers prescribed medications and treatments in accordance with approved nursing techniques and policies. Explains procedures and treatments to patient to gain cooperation, understanding, and allay apprehension. Prepares equipment and aids physician during treatment and examination of patient. Maintains awareness of comfort and safety needs of patient. Initiates a patient education plan according to the individualized needs of the patient, as prescribed by Physician, and/or hospital policy and nursing care plan, including patient and family instruction. Responds to life saving situations based upon nursing standards, policies, procedures, and protocol. Manages discharge planning and preparation for assigned patients. Manages personal, unit, and hospital resources

effectively. Rotates among clinical services of institution within cluster (i.e., obstetrics, surgery, orthopedics, outpatient and admitting, pediatrics, etc.). Prepares rooms, appropriate instruments, equipment, and supplies for procedures of surgery (as assignment indicates). Participates in department or unit performance improvement activities. Assumes responsibility for professional development. Develops and provides a positive work climate and the overall team effort of the department. May act as a clinical resource and role model to Unit Clerk, USAs, PCAs, and LPNs.

NOTE:

There are some aspects of the RN role that the Nurse Extern cannot assume accountability for, nor perform independently. A listing of these duties is provided and signed by the individual as a part of the orientation process. This listing is attached to the Nurse Extern Skills List. Shift Variable Time Type Part time Scheduled Weekly Hours 12 Cost Center 1507 Nursing Talent Development (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

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

Job Posting Analytics

Lightcast Q3 2026 Data Set

St. Joseph County



Michigan

Parameters

Select Timeframe: Jul 2026 - Jul 2026

Occupations:

Results should include

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

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

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

Description
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

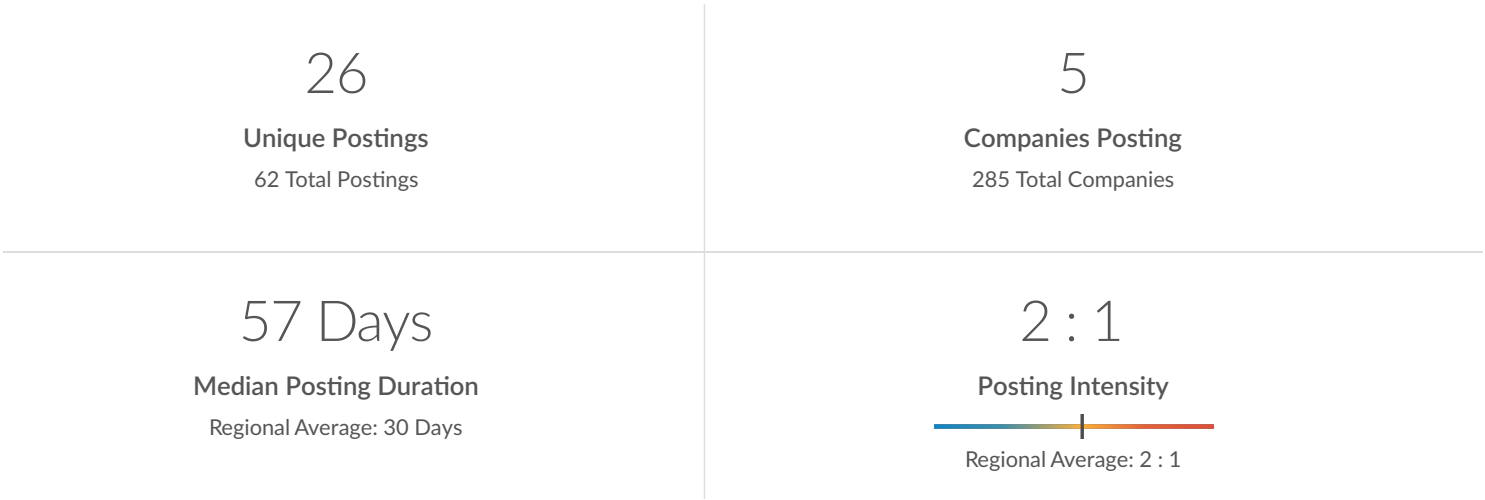
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary

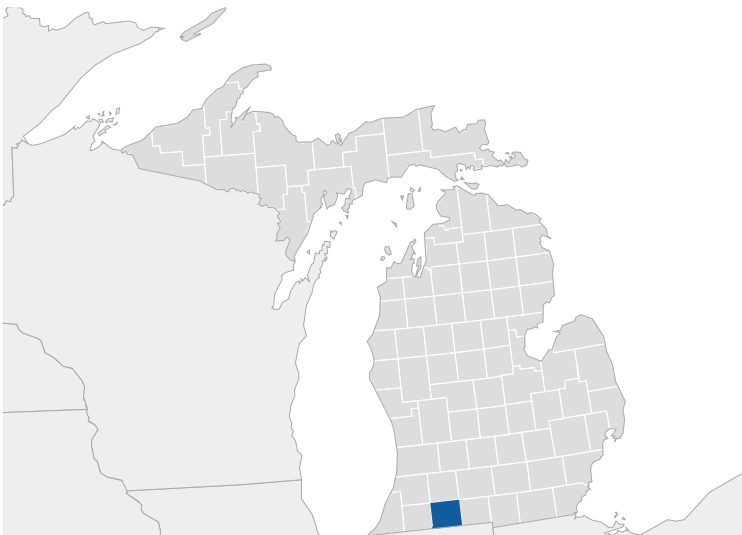
Not enough data for this chart.

Advertised Salary Trend

▲ 21.7% Feb 2026 – Jul 2026
\$18.28 Median

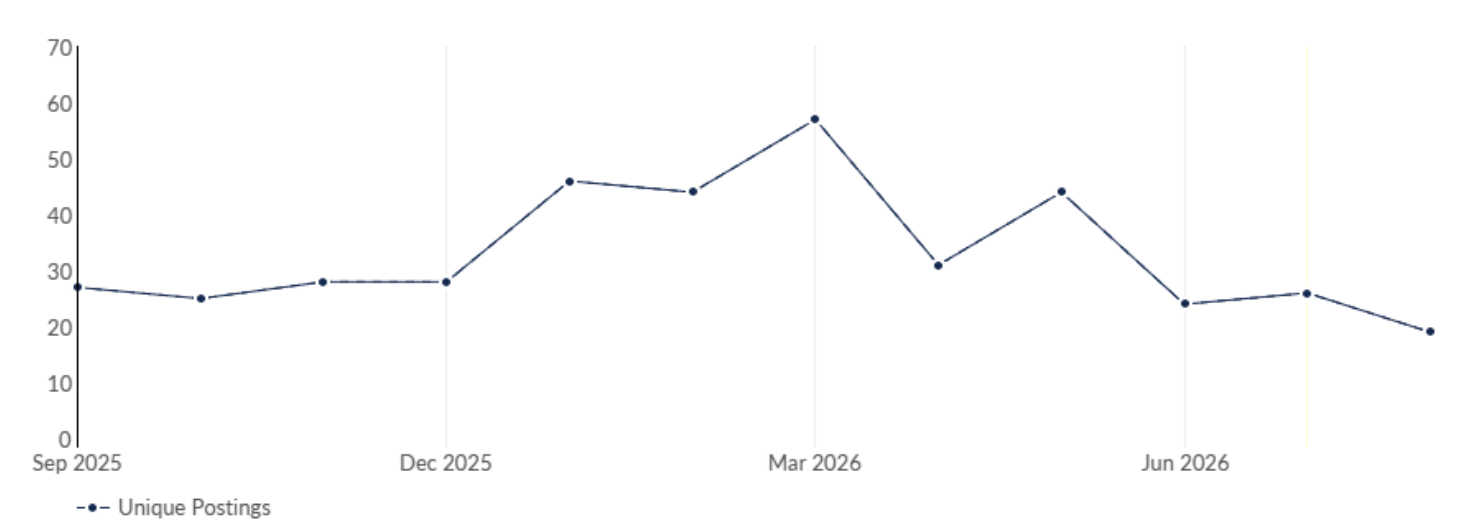


Job Postings Regional Breakdown



County	Unique Postings (Jul 2026)
St. Joseph County, MI	26

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Aug 2026	19	3 : 1
Jul 2026	26	2 : 1
Jun 2026	24	3 : 1
May 2026	44	2 : 1
Apr 2026	31	3 : 1
Mar 2026	57	2 : 1
Feb 2026	44	2 : 1
Jan 2026	46	2 : 1
Dec 2025	28	2 : 1
Nov 2025	28	3 : 1
Oct 2025	25	3 : 1
Sep 2025	27	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	14	54%
High school or GED	10	38%
Associate's degree	0	0%
Bachelor's degree	2	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	10	0	38%
Associate's degree	0	0	0%
Bachelor's degree	2	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	15	58%
0 - 1 Years	7	27%
2 - 3 Years	2	8%
4 - 6 Years	2	8%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Meijer	41 / 8	5 : 1 	57 days
Taco Bell	8 / 8	1 : 1 	n/a
Birch Meadows Senior Care	4 / 4	1 : 1 	n/a
Arby's	7 / 4	2 : 1 	n/a
Dollar General	2 / 2	1 : 1 	n/a

Top Cities Posting

City	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Three Rivers, MI	53 / 19	3 : 1 	57 days
Sturgis, MI	7 / 5	1 : 1 	n/a
White Pigeon, MI	2 / 2	1 : 1 	n/a

Top Posted Occupations

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Food Service Managers	13 / 10	1 : 1 	n/a
Home Health and Personal Care Aides	4 / 4	1 : 1 	n/a
Retail Salespersons	12 / 4	3 : 1 	n/a
Fast Food and Counter Workers	17 / 3	6 : 1 	57 days
Cashiers	14 / 3	5 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	2 / 2	1 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Food Service Managers	13 / 10	1 : 1 	n/a
Personal Care Aides	4 / 4	1 : 1 	n/a
Retail Salespersons	12 / 4	3 : 1 	n/a
Fast Food and Counter Workers	17 / 3	6 : 1 	57 days
Cashiers	14 / 3	5 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	2 / 2	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Restaurant / Food Service Manager	13 / 10	1 : 1 	n/a
Caregiver / Personal Care Aide	4 / 4	1 : 1 	n/a
Retail Sales Associate	12 / 4	3 : 1 	n/a
Fast Food / Counter Worker	17 / 3	6 : 1 	57 days
Cashier	14 / 3	5 : 1 	n/a
Retail Store Manager / Supervisor	2 / 2	1 : 1 	n/a

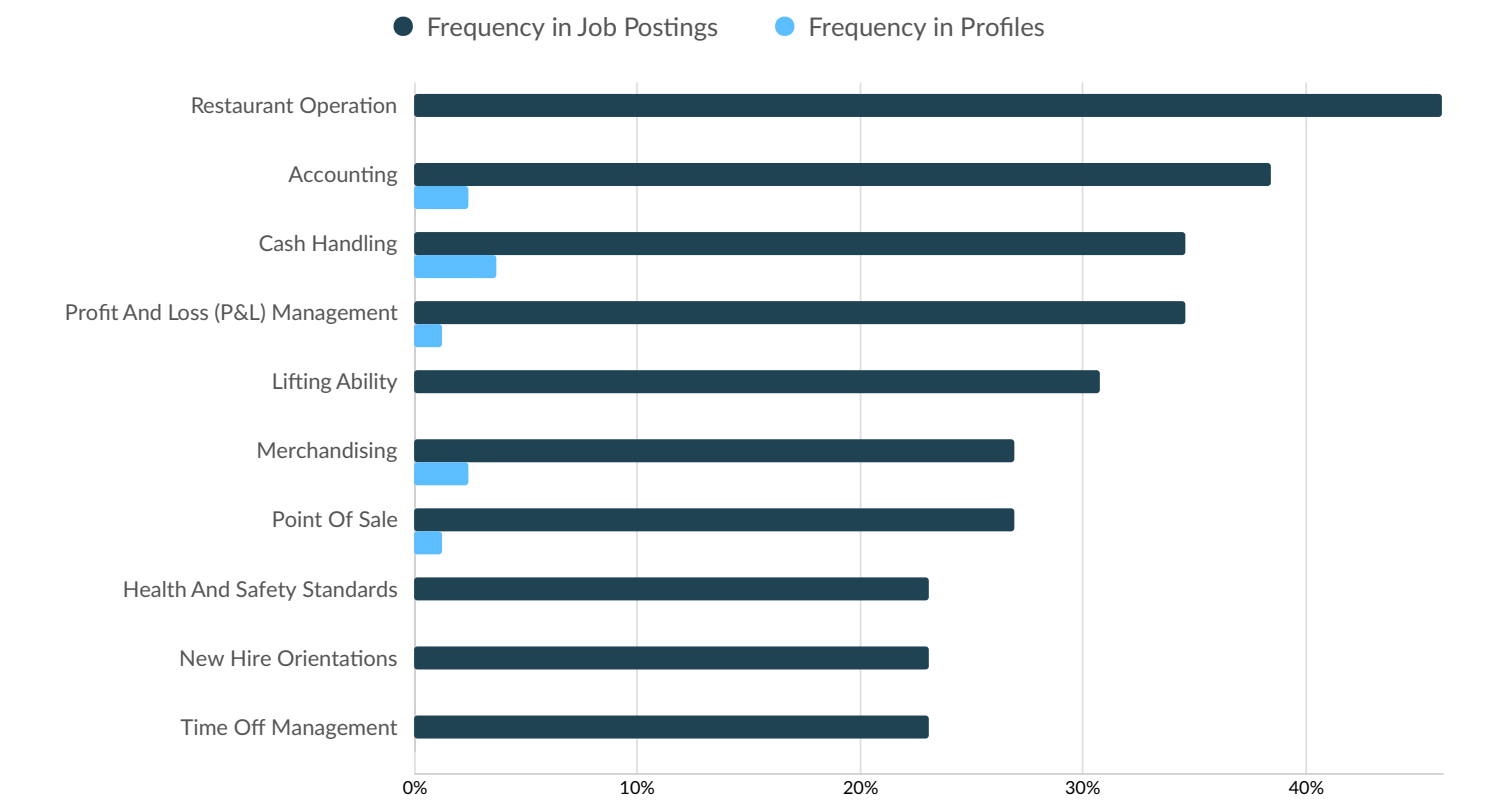
Top Posted Job Titles

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Shift Managers	5 / 4	1 : 1 	n/a
Food Clerks	17 / 3	6 : 1 	57 days
Cashiers	14 / 3	5 : 1 	n/a
Assistant General Managers	2 / 2	1 : 1 	n/a
Assistant Managers	4 / 2	2 : 1 	n/a
Restaurant General Managers	2 / 2	1 : 1 	n/a
Caregivers	2 / 2	1 : 1 	n/a
Store Managers	2 / 2	1 : 1 	n/a
Caregivers/Aides	1 / 1	1 : 1 	n/a
Night Managers	3 / 1	3 : 1 	n/a

Top Industries

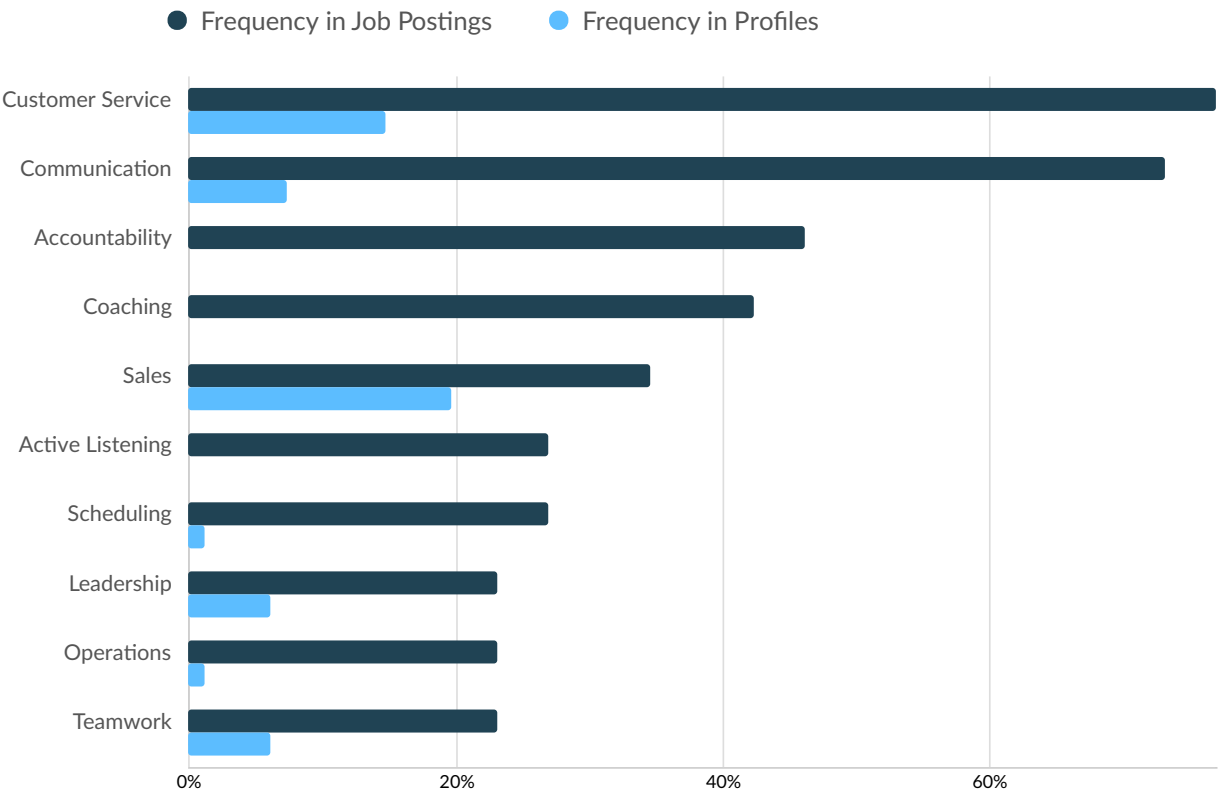
	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Limited-Service Restaurants	15 / 12	1 : 1 	n/a
Department Stores	41 / 8	5 : 1 	57 days
All Other General Merchandise Retailers	2 / 2	1 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	12	46%	0	0%	+22.1%	Rapidly Growing
Accounting	10	38%	2	2%	+16.3%	Growing
Cash Handling	9	35%	3	4%	+9.8%	Growing
Profit And Loss (P&L) Management	9	35%	1	1%	+16.0%	Growing
Lifting Ability	8	31%	0	0%	+10.2%	Growing
Merchandising	7	27%	2	2%	+12.7%	Growing
Point Of Sale	7	27%	1	1%	+12.9%	Growing
Health And Safety Standards	6	23%	0	0%	+15.6%	Growing
New Hire Orientations	6	23%	0	0%	+11.6%	Growing
Time Off Management	6	23%	0	0%	+15.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	20	77%	12	15%	+5.0%	Stable
Communication	19	73%	6	7%	+8.5%	Stable
Accountability	12	46%	0	0%	+15.1%	Growing
Coaching	11	42%	0	0%	+14.1%	Growing
Sales	9	35%	16	20%	+7.7%	Stable
Active Listening	7	27%	0	0%	+12.4%	Growing
Scheduling	7	27%	1	1%	+14.1%	Growing
Leadership	6	23%	5	6%	+9.5%	Growing
Operations	6	23%	1	1%	+8.8%	Stable
Teamwork	6	23%	5	6%	+14.1%	Growing

Top Software Skills

There is not enough data to display this section.

Top Qualifications

Postings with Qualification	
ServSafe Certification	8
Valid Driver's License	8

Top Advertised Benefits

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Paid Leave	54 / 18	3 : 1 	57 days
Insurance	30 / 16	2 : 1 	n/a
Education and Career Development	48 / 15	3 : 1 	57 days
Supplemental Pay	11 / 8	1 : 1 	n/a
Other Benefits	7 / 4	2 : 1 	n/a
Work-Life Balance	4 / 4	1 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2026)
indeed.com	11
diversityjobs.com	8
tacobell.com	8
myworkdayjobs.com	7
mitalent.org	5
arbys.com	4
careerarc.com	1
dollargeneral.com	1

Appendix B

Sample Postings

Night Managers — Meijer in Sturgis, MI (Jul 2026 - Active)

Overnight Manager	
Link to Live Job Posting: meijer.wd5.myworkdayjobs.com	
Location: Sturgis, MI	O*NET: 41-2031.00
Company: Meijer	Job Title: Night Managers
Doing: Engages with team members in span of care to ensure they are receiving appropriate onboarding, training and development, and coaching and feedback to be successful in all they do. Identifies talent and engages in career discussions to support overall store staffing and ensure a diversified talent pipeline strategy for team member as well as leadership roles. Involvement in candid discussions with team members to ensure Meijer standards are upheld and team members have the ability to grow within the organization. Accountability for area operations and financial results by overseeing the execution of corporate plans to ensure all services and products are effectively managed in order to maximize sales and productivity ultimately owning budget line items in the P&L. Drives safety and compliance throughout the store in addition to overall condition management as well as responsibility for following all compliance procedures in the store. Ensures the Team Leaders and Leads are providing guidance and assigning daily work assignments for team members as well as any training needs. 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): Bachelor's degree or equivalent experience. Minimum 4+ years of retail/grocery or customer service experience. Progressive leadership experience preferred. A passion to provide industry leading service. Demonstrated ability to communicate with team members in a way that provides clear and precise direction. Demonstrated ability to analyze financial and statistical information and use that information to make informed decisions. Demonstrated ability to lead an organization that practices working safely at all times. Demonstrates proactive/creative thinking and applies it to the business. A thorough understanding of seasonal and diverse merchandising which leads to meeting the needs of our customers/community and gaining sales and market share. A strong business acumen. An innovative attitude to help Meijer set the industry standard. A commitment to fostering an inclusive environment where all team members and vendors feel valued and supported.	

Store Managers — Dollar General in White Pigeon, MI (Jul 2026 - Active)

STORE MANAGER IN WHITE PIGEON, MI

Link to Live Job Posting: careers.dollargeneral.com

Location: White Pigeon, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Store Managers

GENERAL SUMMARY

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

ESSENTIAL JOB FUNCTIONS

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

Qualifications KNOWLEDGE and SKILLS:

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

EDUCATION

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

COMPETENCIES

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

PHYSICAL REQUIREMENTS

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

Qualifications:

KNOWLEDGE and SKILLS:

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

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Caregivers — Birch Meadows Senior Care in Three Rivers, MI (Jul 2026 - Active)

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

BIRCH MEADOWS SENIOR CARE

Three Rivers, Michigan birchmeadows.org

CAREGIVER

About Birch Meadows Birch Meadows is Senior care home in Three Rivers, Michigan, rooted in a family legacy of senior care dating back to 1960. We consider it an honor to care for our residents, and we take that responsibility seriously. Our small, home-like setting and low resident-to-staff ratio mean every caregiver here genuinely matters — and is genuinely accountable. This Is Real Caregiving Work Caring for older adults well means there will be warm moments and difficult ones equally. Our residents need caregivers who understand that helping someone through a hard time, assisting with personal care, or redirecting a confused resident with patience are not the lesser parts of the job. They are the job. We're looking for people who bring the same pride and attentiveness to every task, because our residents deserve nothing less — and they deserve to know that the person who cares for them will be there, consistently, every single day. If you are mature, dependable, and have a genuine heart for the elderly — not just a fondness for them, but a real commitment to their dignity and comfort — we want to hear from you.

Responsibilities Include Hands-on personal care:

bathing, dressing, toileting, incontinence care, and hygiene assistance Mobility support: helping residents in and out of bed, walking, and exercising safely Medication administration per state regulations Monitoring and recording vital signs and health observations; reporting changes to management Maintaining accurate resident care records Housekeeping, laundry, and kitchen duties to keep the home clean and safe Supporting residents' mental engagement and independence through activities and interaction Carrying out individualized care plans consistently across shifts Responsibilities vary based on shift worked. All employees will be trained for all shift duties. What We're Looking For Maturity, reliability, and a calm presence under pressure Prior caregiving experience is a plus, but we will absolutely train the right person Physical stamina — this work requires lifting, standing, and hands-on assistance throughout your shift The ability to respond to dementia-related behaviors, with patience and composure Punctuality and follow-through — our residents depend on consistent, on-time care Willingness to work a weekend rotation and a full shift every shift. Strong communication and the ability to work closely with a small dynamic team

Food Clerks — Meijer in Three Rivers, MI (Jul 2026 - Active)

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

Store Managers — Dollar General in White Pigeon, MI (Jul 2026 - Aug 2026)

STORE MANAGER	
Link to Live Job Posting: Posting is no longer active	
Location: White Pigeon, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Store Managers
Company: Dollar General Location: White Pigeon, MI Career Level: Mid-Senior Level Industries: Retail, Wholesale, Apparel Description Work Where You Matter: At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview: Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html. Job Details: GENERAL SUMMARY Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and ESSENTIAL JOB FUNCTIONS Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan,	

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

Qualifications:

KNOWLEDGE and SKILLS:

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

EDUCATION

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

COMPETENCIES

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

PHYSICAL REQUIREMENTS

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

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.