

# Job Posting Analytics

Lightcast Q1 2025 Data Set

May 2025

Michigan

# Parameters

Select Timeframe: Apr 2025 - Apr 2025

Occupations:

Results should include

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

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

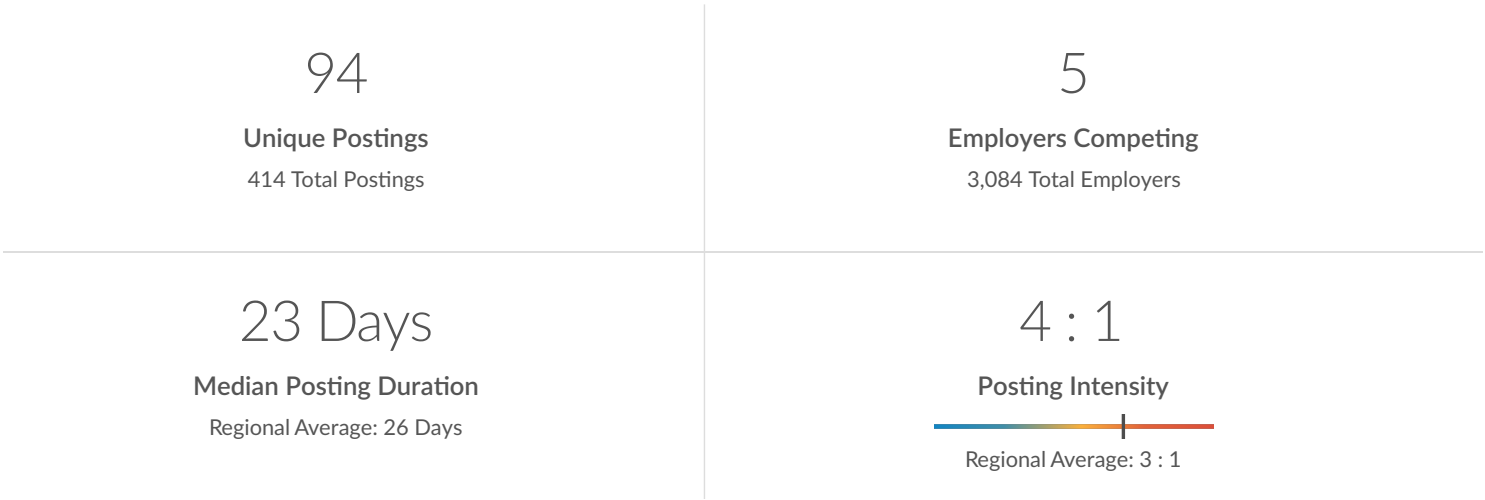
Education Level: Any

Job Type: Include Internships

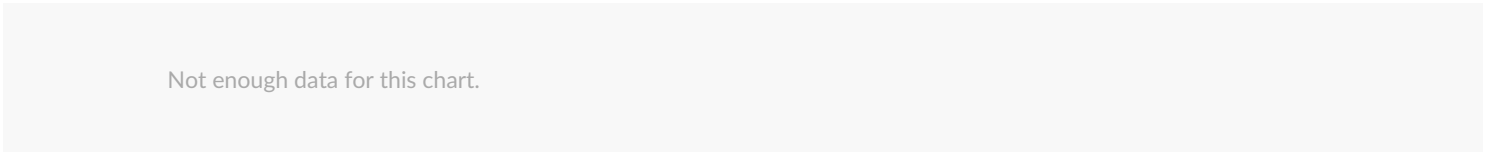
Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

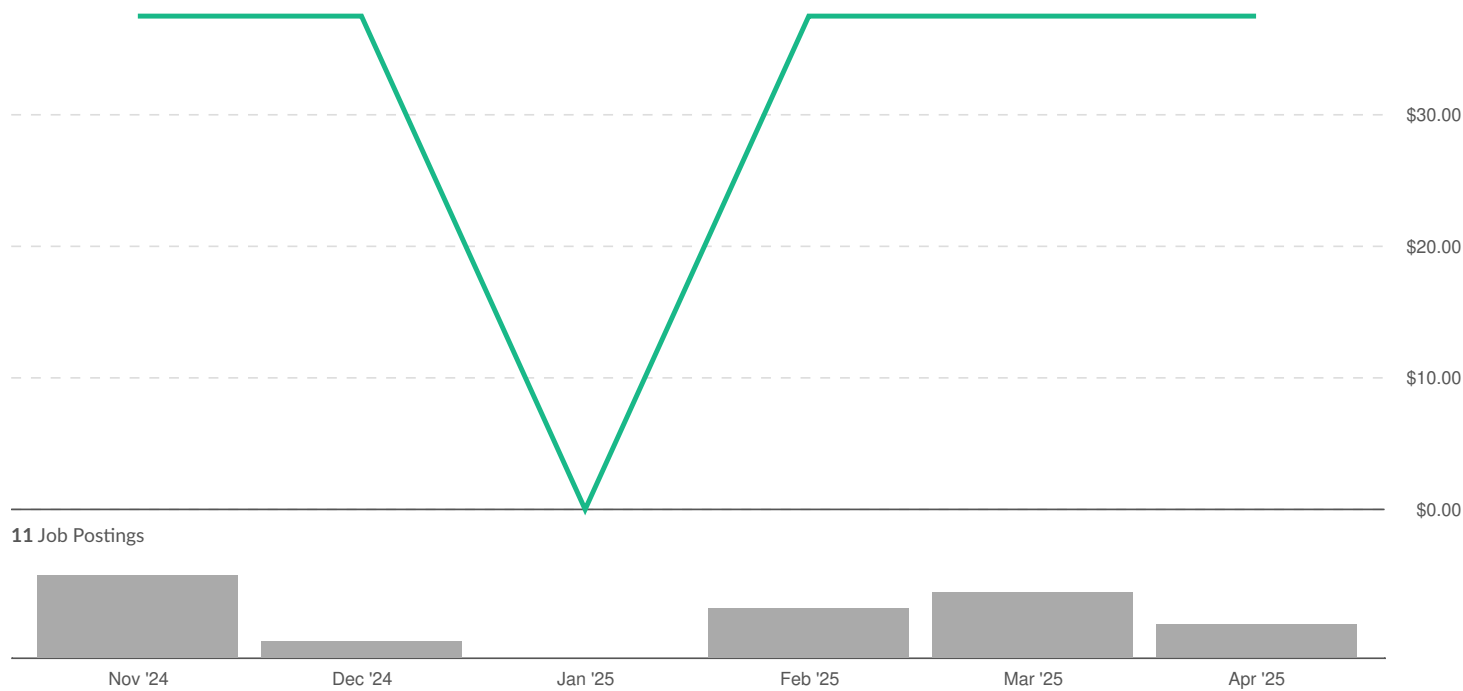


## Advertised Salary

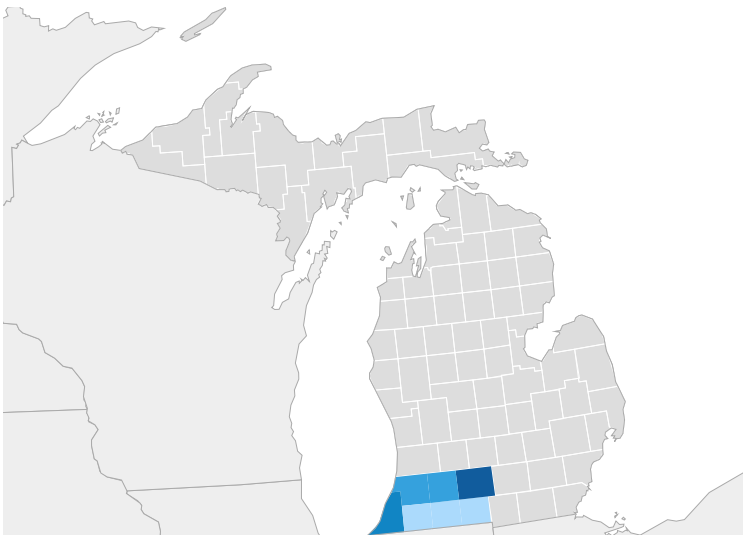


# Advertised Salary Trend

▼0.1% Nov 2024 – Apr 2025  
\$37.54 Median



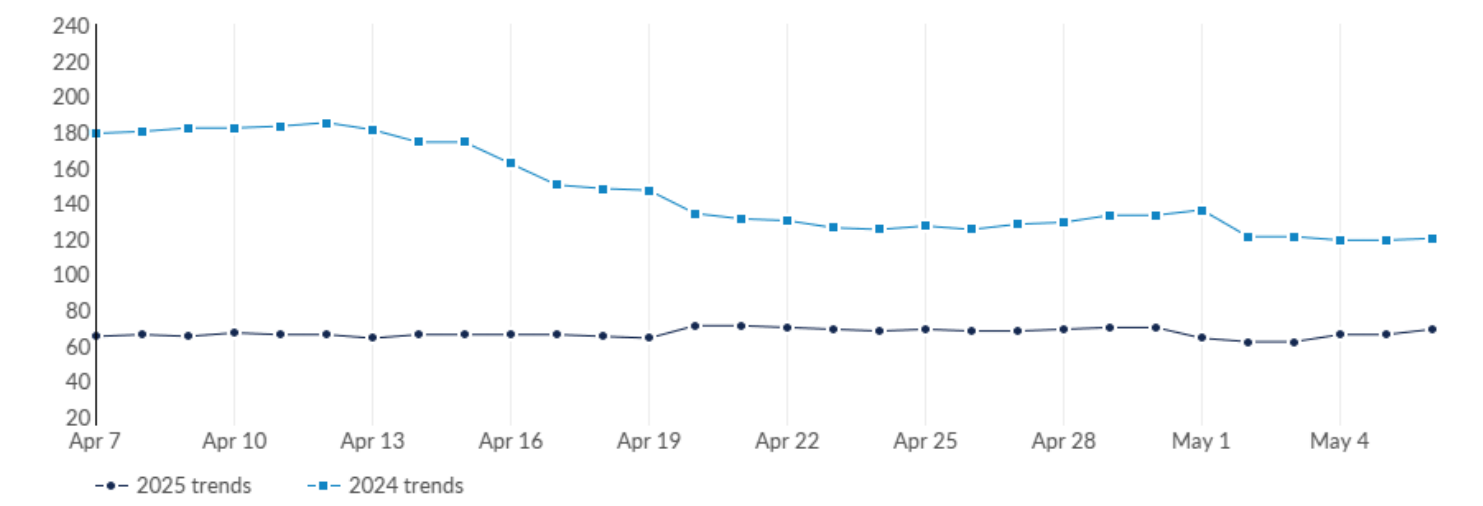
# Job Postings Regional Breakdown



County	Unique Postings (Apr 2025)
Calhoun County, MI	50
Berrien County, MI	19
Kalamazoo County, MI	12
Van Buren County, MI	7
Branch County, MI	3

# Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
April 7, 2025	65	179	-63.7%
April 8, 2025	66	180	-63.3%
April 9, 2025	65	182	-64.3%
April 10, 2025	67	182	-63.2%
April 11, 2025	66	183	-63.9%
April 12, 2025	66	185	-64.3%
April 13, 2025	64	181	-64.6%
April 14, 2025	66	174	-62.1%
April 15, 2025	66	174	-62.1%
April 16, 2025	66	162	-59.3%
April 17, 2025	66	150	-56.0%
April 18, 2025	65	148	-56.1%
April 19, 2025	64	147	-56.5%
April 20, 2025	71	134	-47.0%
April 21, 2025	71	131	-45.8%
April 22, 2025	70	130	-46.2%
April 23, 2025	69	126	-45.2%
April 24, 2025	68	125	-45.6%

April 25, 2025	69	127	-45.7%
April 26, 2025	68	125	-45.6%
April 27, 2025	68	128	-46.9%
April 28, 2025	69	129	-46.5%
April 29, 2025	70	133	-47.4%
April 30, 2025	70	133	-47.4%
May 1, 2025	64	136	-52.9%
May 2, 2025	62	121	-48.8%
May 3, 2025	62	121	-48.8%
May 4, 2025	66	119	-44.5%
May 5, 2025	66	119	-44.5%
May 6, 2025	69	120	-42.5%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	33	35%
High school or GED	25	27%
Associate's degree	31	33%
Bachelor's degree	19	20%
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	25	0	27%
Associate's degree	27	4	29%
Bachelor's degree	9	10	10%
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	58	62%
0 - 1 Years	31	33%
2 - 3 Years	5	5%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







## Top Companies Posting

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	187 / 43	4 : 1 	n/a
Corewell Health	135 / 22	6 : 1 	19 days
Bronson Healthcare	29 / 16	2 : 1 	26 days
Meijer	46 / 9	5 : 1 	n/a
Ascension	17 / 4	4 : 1 	16 days







# Top Cities Posting

City	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	172 / 37	5 : 1 	n/a
Battle Creek, MI	32 / 13	2 : 1 	26 days
Kalamazoo, MI	28 / 9	3 : 1 	23 days
Saint Joseph, MI	76 / 8	10 : 1 	10 days
Niles, MI	38 / 6	6 : 1 	19 days
South Haven, MI	8 / 5	2 : 1 	n/a
Coldwater, MI	8 / 3	3 : 1 	n/a
Benton Harbor, MI	5 / 2	3 : 1 	n/a
Dowagiac, MI	10 / 2	5 : 1 	n/a
Paw Paw, MI	4 / 2	2 : 1 	n/a







# Top Posted Occupations

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	141 / 38	4 : 1 	26 days
Medical Assistants	136 / 30	5 : 1 	6 days
Cashiers	46 / 9	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	32 / 8	4 : 1 	23 days
Nursing Assistants	37 / 7	5 : 1 	n/a
Cooks, Restaurant	22 / 2	11 : 1 	n/a









# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	141 / 38	4 : 1 	26 days
Medical Assistants	136 / 30	5 : 1 	6 days
Cashiers	46 / 9	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	32 / 8	4 : 1 	23 days
Nursing Assistants	37 / 7	5 : 1 	n/a
Cooks, Restaurant	22 / 2	11 : 1 	n/a




# Top Posted Occupations

Occupation	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	141 / 38	4 : 1 	26 days
Medical Assistant	136 / 30	5 : 1 	6 days
Cashier	46 / 9	5 : 1 	n/a
Janitor / Cleaner	32 / 8	4 : 1 	23 days
Nursing Assistant	37 / 7	5 : 1 	n/a
Cook	22 / 2	11 : 1 	n/a

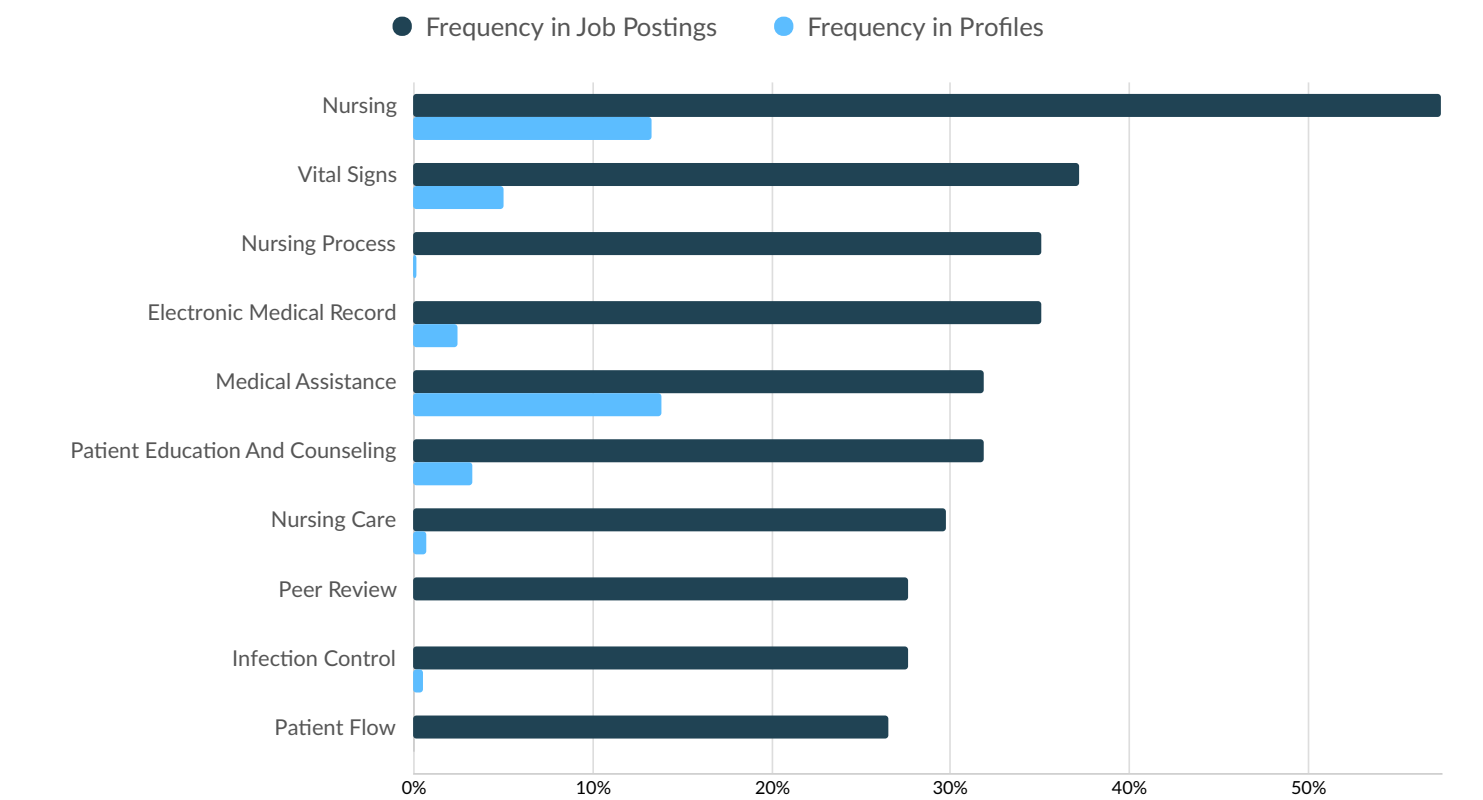
# Top Posted Job Titles

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	106 / 29	4 : 1 	26 days
Requisition Sales Associates	109 / 24	5 : 1 	n/a
Medical Assistants	65 / 10	7 : 1 	n/a
Cashiers	46 / 9	5 : 1 	n/a
Environmental Services Technicians	32 / 8	4 : 1 	23 days
Medical Surgical Registered Nurses	25 / 7	4 : 1 	19 days
Family Medicine Medical Assistants	9 / 5	2 : 1 	6 days
Cooks	22 / 2	11 : 1 	n/a

# Top Industries

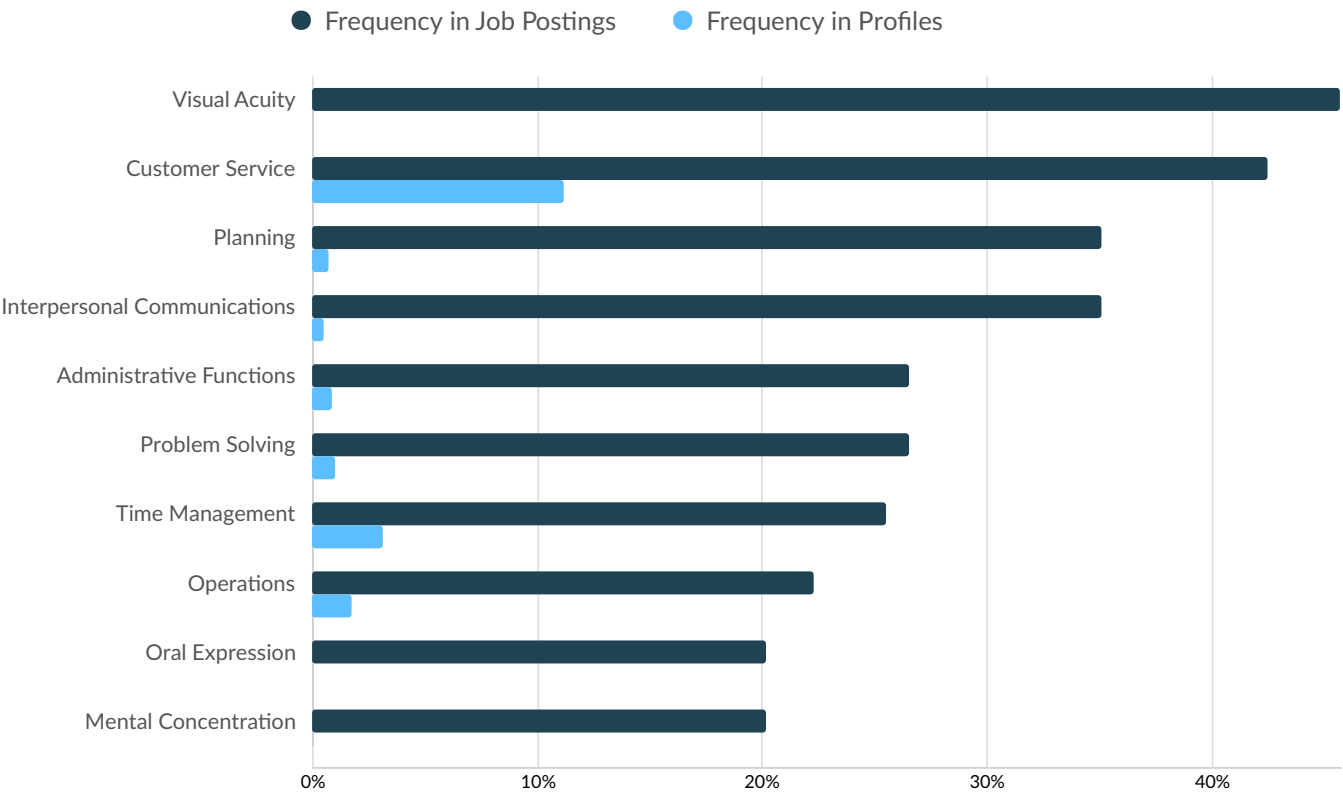
	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	351 / 81	4 : 1 	26 days
Department Stores	46 / 9	5 : 1 	n/a
All Other Miscellaneous Ambulatory Health Care Services	17 / 4	4 : 1 	16 days

# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	54	57%	76	13%	+20.1%	Rapidly Growing
Vital Signs	35	37%	29	5%	+17.2%	Growing
Nursing Process	33	35%	1	0%	+24.2%	Rapidly Growing
Electronic Medical Record	33	35%	14	2%	+12.1%	Growing
Medical Assistance	30	32%	79	14%	+11.9%	Growing
Patient Education And Counseling	30	32%	19	3%	+11.6%	Growing
Nursing Care	28	30%	4	1%	+19.1%	Growing
Peer Review	26	28%	0	0%	+18.4%	Growing
Infection Control	26	28%	3	1%	+17.1%	Growing
Patient Flow	25	27%	0	0%	+13.3%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	43	46%	0	0%	+18.9%	Growing
Customer Service	40	43%	64	11%	+5.2%	Stable
Planning	33	35%	4	1%	+10.9%	Growing
Interpersonal Communications	33	35%	3	1%	+12.5%	Growing
Administrative Functions	25	27%	5	1%	+13.6%	Growing
Problem Solving	25	27%	6	1%	+11.3%	Growing
Time Management	24	26%	18	3%	+14.5%	Growing
Operations	21	22%	10	2%	+8.1%	Stable
Oral Expression	19	20%	0	0%	0.0%	
Mental Concentration	19	20%	0	0%	+12.7%	Growing

# Top Software Skills

There is not enough data to display this section.

# Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	65
American Red Cross (ARC) Certification	51
Registered Nurse (RN)	49
Certified Medical Assistant (CMA)	23
Basic Cardiac Life Support	21
Advanced Cardiovascular Life Support (ACLS) Certification	16
Licensed Practical Nurse (LPN)	16
Certified Clinical Medical Assistant (CCMA)	12
Advanced Life Support	8
National Affordable Housing Professional	8

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2025)
indeed.com	42
peopleanswers.com	39
myworkdayjobs.com	23
dejobs.org	21
corewellhealth.org	15
simplyhired.com	8
mitalent.org	7
ascension.org	3
hospitalcareers.com	3
jobserve.com	3
retirementjobs.com	2
kalamazoorecruiter.com	1



# Appendix B

## Sample Postings

Registered Nurses — Corewell Health in South Haven, MI (Apr 2025 - Active)

RN	
Link to Live Job Posting: <a href="https://www.indeed.com">www.indeed.com</a>	
Location: South Haven, MI	O*NET: 29-1141.00
Company: Corewell Health	Job Title: Registered Nurses

## RN 3.6 3.6

out of 5 stars South Haven, MI 49090 Region

- South Haven, Bangor, and Pullman About Homecare Corewell Health South Homecare provides the highest quality in-home care to those who need short-term assistance with daily life, activities, and specialized treatment modalities from infant to geriatric patients.

Homecare addresses a critical need for affordable community-based healthcare. We maintain a high star rating per CMS for the quality of care provided. Nurses are assigned to a specific territory that allows less driving and more meaningful interactions with patients. We offer flexible scheduling, training, and a rewarding career caring for patients where they want to be

### • IN THEIR HOME.

About Corewell Health South

- Lakeland Hospitals The health system comprises three hospitals, an outpatient surgery center, a regional cancer center, rehabilitation centers, two long-term care residences, home care and hospice services, and 34 affiliate physician practice locations.

We provide both inpatient and outpatient medical services throughout Southwest Michigan. Scope of work The RN, under the ANA scope of practice utilizes the framework of the nursing process to provide professional nursing care by incorporating patient-family centered care principles to assess, plan, implement, evaluate, and discharge. The RN provides quality patient care under the direction of the Nurse Leader according to Corewell Health policies and procedures and recognizes the impact of nursing care and patient/family partnerships on patient outcomes. The RN partners with and utilizes patient/family input and goals in planning plan of care and develops teaching strategies for patient/family; documents education and learning appropriately in health record. Qualifications Required Associates in Nursing State of MI RN State of MI Drivers License AHA or ARC BLS within 90 days Preferred Bachelor's Degree in Nursing 1 year of relevant experience in acute care, emergency, or rehab facility How Corewell Health cares for you Comprehensive benefits package to meet your financial, health, and work/life balance goals. Learn more here. On-demand pay program powered by Payactiv Discounts directory with deals on the things that matter to you, like restaurants, phone plans, spas, and more! Optional identity theft protection, home and auto insurance, pet insurance Traditional and Roth retirement options with service contribution and match savings Eligibility for benefits is determined by employment type and status Primary Location SITE

- Professional Building Meadowbrook
- 2550 Meadowbrook Rd
- Benton Harbor Department Name SN
- Home Care South Employment Type Full time Shift Day (United States of America) Weekly Scheduled Hours 40 Hours of Work 8 a.

m. to 4:30 p.m. Days Worked Monday to Friday Weekend Frequency Variable weekends

## CURRENT COREWELL HEALTH TEAM MEMBERS

- Please apply through from your Workday team member account.

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

Registered Nurses — Oaklawn Hospital in Marshall, MI (Apr 2025 - Active)

Registered Nurse	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Registered Nurses

## 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 performs using an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient. Provides and directs nursing care and evaluates outcomes. Uses technology appropriately including safety standards and measures; follows infection prevention standards. Uses evidence based tools, established policies, procedures and standards of care and practice Educates patients and family members and documents accordingly. Reports actual or potential occurrences according to Oaklawn Hospital procedures. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Participates in unit based performance improvement activities, staff meetings, supports change.

## Behaves in accordance with:

Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets. Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision.

## Minimum Qualifications :

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. ACLS certified within 6 months.

## Knowledge, Skills & Abilities :

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

Registered Nurse Bronson South Have PRN	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: South Haven, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Registered Nurses
<p>Registered Nurse Bronson South Have PRN Registered Nurse Bronson South Have PRN locationsBronson South Haventime typePart timeposted onPosted 5 Days Agojob requisition id</p> <p>JOB42856 CURRENT BRONSON EMPLOYEES</p> <p>- using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBSH Bronson South Haven TitleRegistered Nurse Bronson South Have PRN Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality oues and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity andplexity of care required; and documenting andmunicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstratpetencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the State of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required bypletion of core orientation Critical care or ALS is required for some RNs, unit specific RNs in Labor &amp; Delivery and Mother/Baby/Antepartum at</p> <p>BMH &amp; BBC</p> <p>Specific:</p> <p>The Electronic Fetal Monitoring Certification through PQF or NCC is required within 6 months ofpleting intermediate fetal monitoring</p> <ul style="list-style-type: none"><li>• Ability to read, interpret, and analyze data from variousputer systems and equipment in order to set an appropriate plan of action</li><li>• Must be able to constantlymunicate both verbally, in writing and electronically Work which produces high levels of mental/visual fatigue, e.</li></ul> <p>g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personalputer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.</p> <p>Standards of Practice:</p> <ul style="list-style-type: none"><li>• The registered nurse collectsprehensive data pertinent to the patients' health or the situation.</li></ul> <p>o Assesses the patient's physical and developmental needs o Analyzes assessment data to identify appropriate patient needs o Documents</p>	

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 the teaching record
- The registered nurse identifies 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 patient's plan o Maintains awareness of patient 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 delegating 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 passionate 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 commitment to connecting with self and others through relationship centered care giving. o Serves as a patient advocate
- The registered nurse integrates research findings 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/findings 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 being 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

Still able to perform spinal fusions in both services.

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

The RN is responsible for completing the Word day CBL - "Swing beds". This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient.

### For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours

Shift	Variable Time	Type	Part time	Scheduled Weekly Hours	10 Cost Center
6400	General Care Unit (BSH)	Agency Use Policy and Agency Submittal Disclaimer	Bronson Healthcare Group and its affiliates ("Bronson")	strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.	take a moment to watch a brief video highlighting employment with Bronson!



# Cashiers — Meijer in Kalamazoo, MI (Apr 2025 - Active)

Cashier - Gull Rd, Kalamazoo	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Kalamazoo, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>Cashier - Gull Rd, Kalamazoo 3.3 3.3 out of 5 stars 5800 Gull Rd, Kalamazoo, MI 49048 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be</p> <p>Doing:</p> <p>Utilize technology to complete activities and tasks. You create 'WOW' moments that have a positive and lasting impact on our customers. Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases. Use good eye contact and body language, displaying a friendly and outgoing attitude. Be prepared to handle customer questions adequately and appropriately. Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Desire to work with customers. Previous retail or customer experience preferred but not required. Good verbal communication skills. Detail oriented and organized. Friendly outgoing attitude. Ability to operate cashier register system.</p>	

Cashiers — Meijer in Comstock Township, MI (Apr 2025 - Active)

Cashier - Gull Rd, Kalamazoo

Link to Live Job Posting: [meijer.wd5.myworkdayjobs.com](https://meijer.wd5.myworkdayjobs.com)

Location: Comstock Township, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers

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

Doing:

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

# 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 Q1 2025 Data Set

May 2025

Michigan

# Parameters

Select Timeframe: Apr 2025 - Apr 2025

Occupations:

Results should include

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

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:

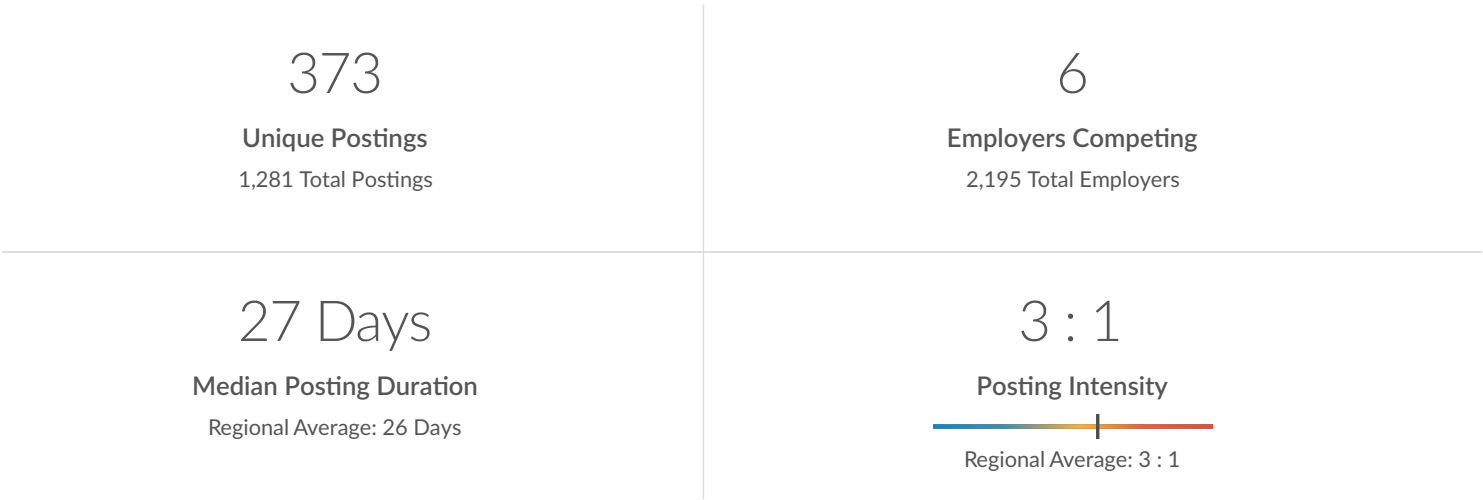
Posting Type: Active Postings

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

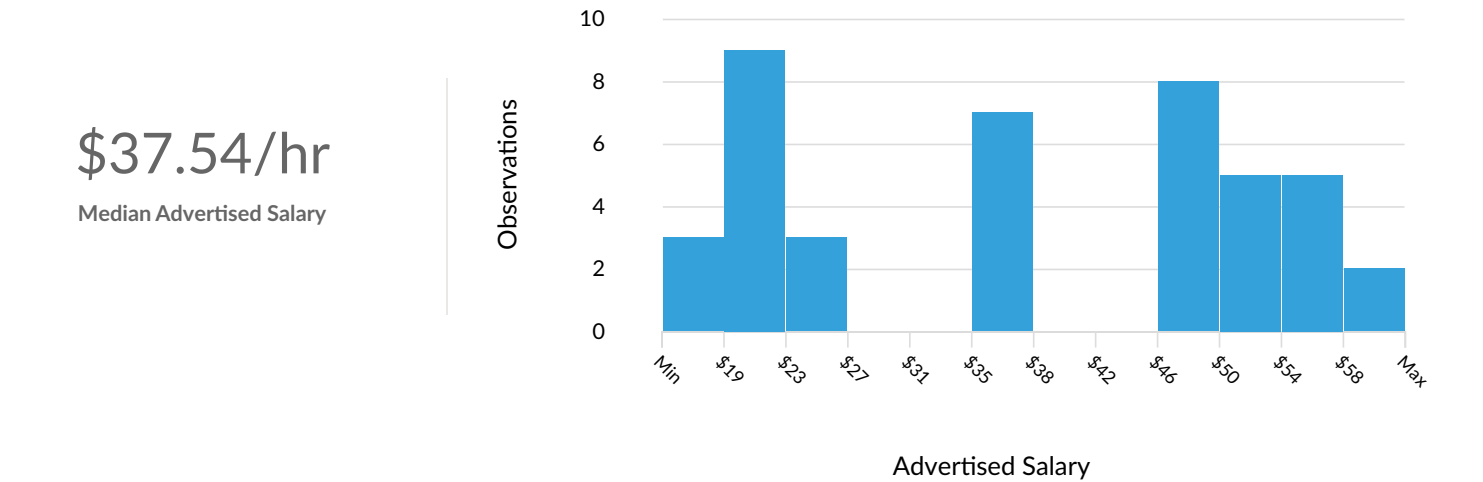
Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

# Job Postings Overview



## Advertised Salary

There are 42 advertised salary observations (11% of the 373 matching postings).



# Advertised Salary Trend

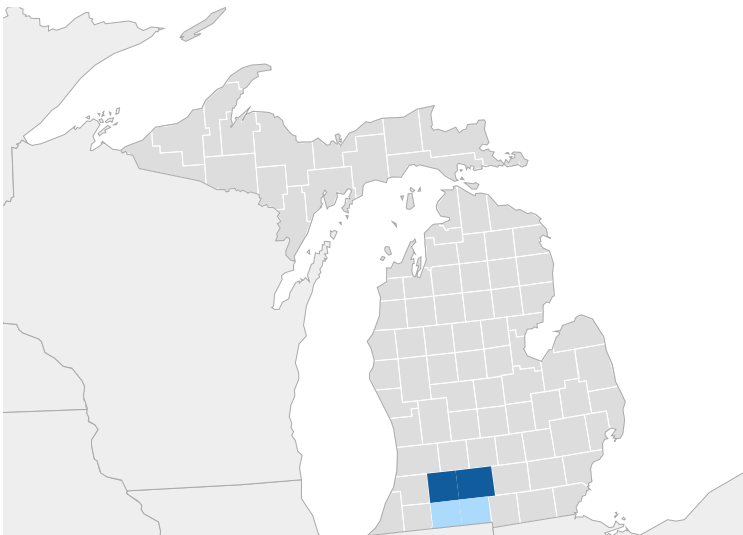
▲ 0.0% Nov 2024 – Apr 2025  
\$37.54 Median



111 Job Postings



# Job Postings Regional Breakdown

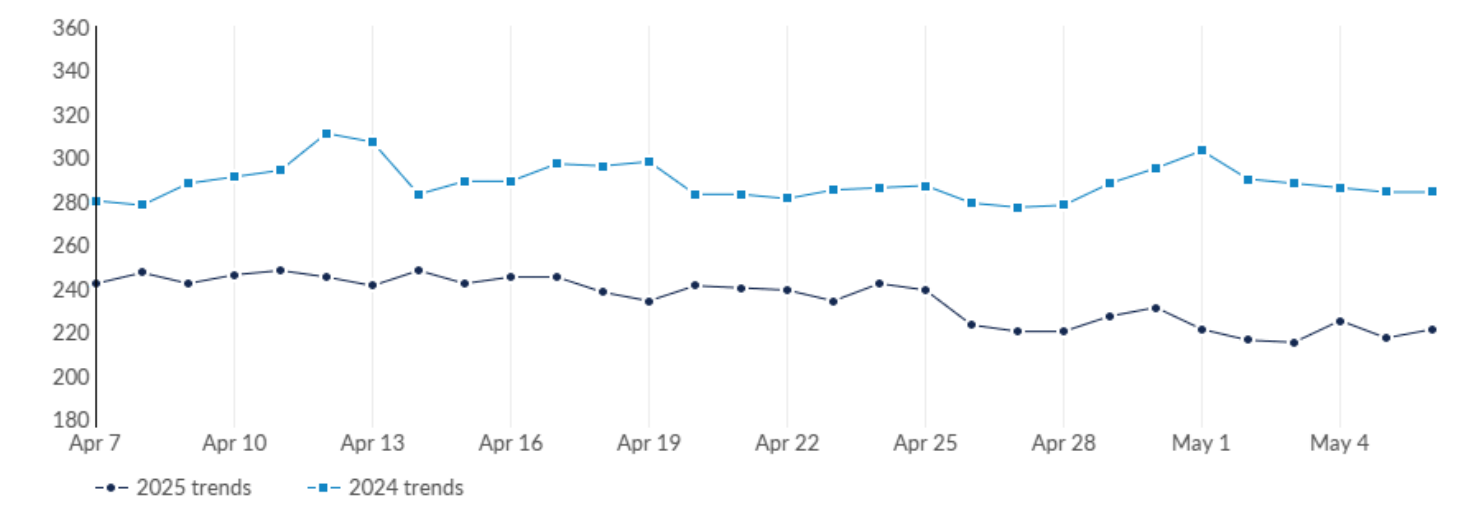


County	Unique Postings (Apr 2025)
Kalamazoo County, MI	183
Calhoun County, MI	167
St. Joseph County, MI	14
Branch County, MI	9



# Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
April 7, 2025	242	280	-13.6%
April 8, 2025	247	278	-11.2%
April 9, 2025	242	288	-16.0%
April 10, 2025	246	291	-15.5%
April 11, 2025	248	294	-15.6%
April 12, 2025	245	311	-21.2%
April 13, 2025	241	307	-21.5%
April 14, 2025	248	283	-12.4%
April 15, 2025	242	289	-16.3%
April 16, 2025	245	289	-15.2%
April 17, 2025	245	297	-17.5%
April 18, 2025	238	296	-19.6%
April 19, 2025	234	298	-21.5%
April 20, 2025	241	283	-14.8%
April 21, 2025	240	283	-15.2%
April 22, 2025	239	281	-14.9%
April 23, 2025	234	285	-17.9%
April 24, 2025	242	286	-15.4%

April 25, 2025	239	287	-16.7%
April 26, 2025	223	279	-20.1%
April 27, 2025	220	277	-20.6%
April 28, 2025	220	278	-20.9%
April 29, 2025	227	288	-21.2%
April 30, 2025	231	295	-21.7%
May 1, 2025	221	303	-27.1%
May 2, 2025	216	290	-25.5%
May 3, 2025	215	288	-25.3%
May 4, 2025	225	286	-21.3%
May 5, 2025	217	284	-23.6%
May 6, 2025	221	284	-22.2%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	112	30%
High school or GED	72	19%
Associate's degree	130	35%
Bachelor's degree	131	35%
Master's degree	15	4%
Ph.D. or professional degree	0	0%







# Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	72	0	19%
Associate's degree	90	40	24%
Bachelor's degree	96	35	26%
Master's degree	3	12	1%
Ph.D. or professional degree	0	0	0%











# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	246	66%
0 - 1 Years	70	19%
2 - 3 Years	49	13%
4 - 6 Years	8	2%
7 - 9 Years	0	0%
10+ Years	0	0%










# Top Companies Posting

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Bronson Healthcare	187 / 113	2 : 1 	29 days
Oaklawn Hospital	449 / 109	4 : 1 	n/a
Ascension	512 / 106	5 : 1 	16 days
Meijer	104 / 29	4 : 1 	24 days
Walmart	17 / 11	2 : 1 	35 days
Stryker	12 / 5	2 : 1 	n/a













## Top Cities Posting

City	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	622 / 164	4 : 1 	28 days
Marshall, MI	410 / 96	4 : 1 	n/a
Battle Creek, MI	140 / 69	2 : 1 	30 days
Sturgis, MI	18 / 11	2 : 1 	8 days
Coldwater, MI	20 / 9	2 : 1 	16 days
Portage, MI	37 / 9	4 : 1 	23 days
Comstock Township, MI	6 / 5	1 : 1 	31 days
Three Rivers, MI	13 / 3	4 : 1 	22 days
Albion, MI	8 / 2	4 : 1 	n/a
Galesburg, MI	1 / 1	1 : 1 	6 days











## Top Posted Occupations

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	727 / 179	4 : 1 	26 days
Medical Assistants	214 / 69	3 : 1 	30 days
Health Technologists and Technicians, All Other	83 / 37	2 : 1 	24 days
Fast Food and Counter Workers	60 / 22	3 : 1 	24 days
Medical and Health Services Managers	42 / 20	2 : 1 	29 days
Cashiers	62 / 19	3 : 1 	30 days
Nursing Assistants	66 / 16	4 : 1 	16 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10 / 6	2 : 1 	6 days
Licensed Practical and Licensed Vocational Nurses	17 / 5	3 : 1 	n/a











## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	636 / 161	4 : 1 	26 days
Medical Assistants	214 / 69	3 : 1 	30 days
Patient Representatives	74 / 30	2 : 1 	33 days
Fast Food and Counter Workers	60 / 22	3 : 1 	24 days
Medical and Health Services Managers	42 / 20	2 : 1 	29 days
Cashiers	62 / 19	3 : 1 	30 days
Critical Care Nurses	91 / 18	5 : 1 	31 days
Nursing Assistants	66 / 16	4 : 1 	16 days
Health Technologists and Technicians, All Other	7 / 6	1 : 1 	14 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	10 / 6	2 : 1 	6 days
Licensed Practical and Licensed Vocational Nurses	17 / 5	3 : 1 	n/a
Neurodiagnostic Technologists	2 / 1	2 : 1 	n/a






# Top Posted Occupations

Occupation	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	719 / 171	4 : 1 	26 days
Medical Assistant	214 / 69	3 : 1 	30 days
Registrar / Patient Service Representative	73 / 29	3 : 1 	33 days
Fast Food / Counter Worker	60 / 22	3 : 1 	24 days
Cashier	62 / 19	3 : 1 	30 days
Nursing Assistant	66 / 16	4 : 1 	16 days
Healthcare Administrator	35 / 15	2 : 1 	28 days
Nursing Manager / Supervisor	8 / 8	1 : 1 	17 days
Office / Administrative Assistant	10 / 6	2 : 1 	6 days
Licensed Practical / Vocational Nurse	17 / 5	3 : 1 	n/a

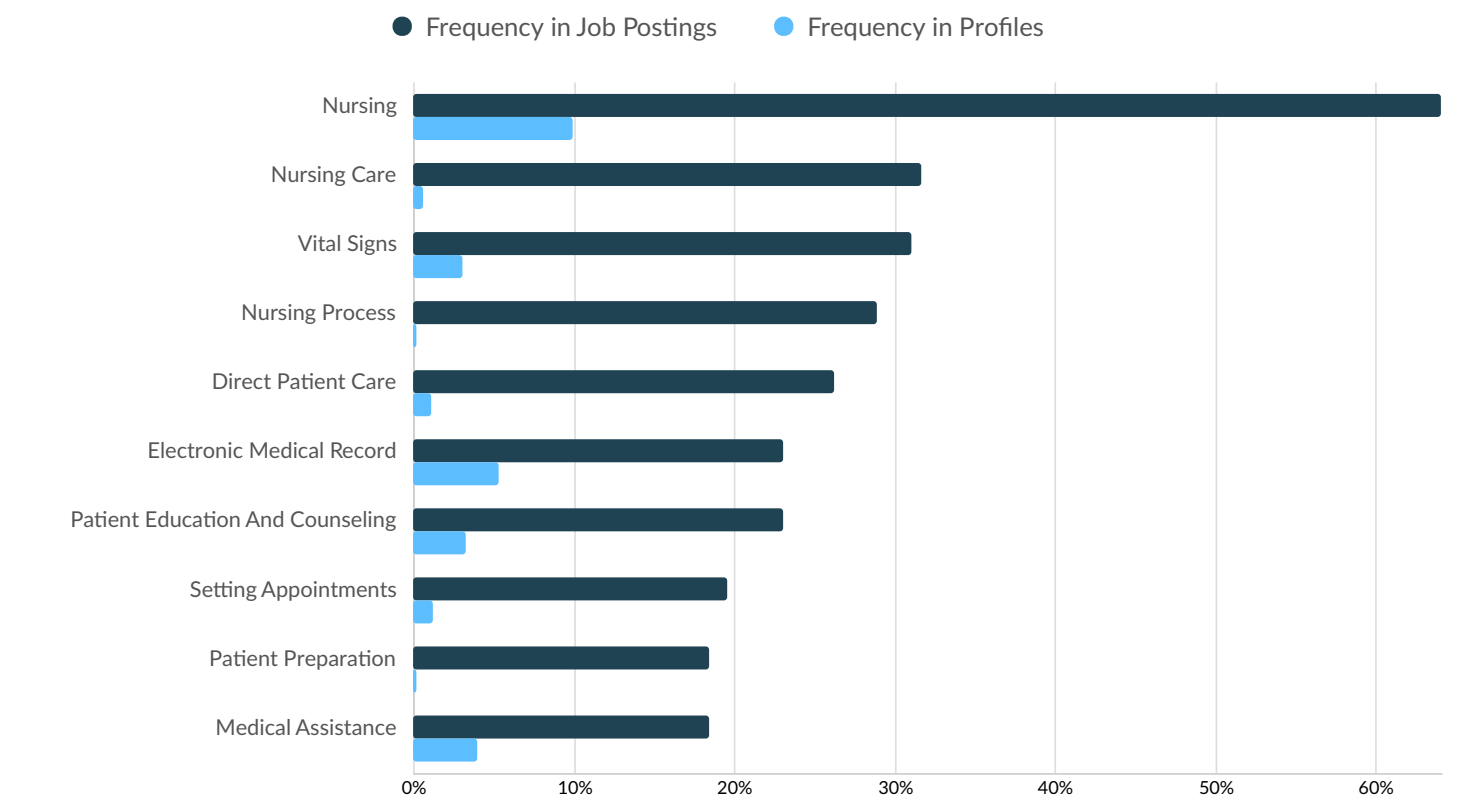
# Top Posted Job Titles

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	109 / 24	5 : 1 	n/a
Registered Nurses	94 / 23	4 : 1 	26 days
Department Assistants	36 / 11	3 : 1 	n/a
Orthopedic Registered Nurses	47 / 10	5 : 1 	20 days
Cashiers	46 / 9	5 : 1 	n/a
Primary Care Medical Assistants	27 / 8	3 : 1 	n/a
Deli Clerks	20 / 7	3 : 1 	21 days
PACU Registered Nurses	39 / 7	6 : 1 	n/a
OB/GYN Medical Assistants	15 / 7	2 : 1 	39 days
Travel Registered Nurses	35 / 6	6 : 1 	9 days

# Top Industries

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	636 / 222	3 : 1 	29 days
All Other Miscellaneous Ambulatory Health Care Services	512 / 106	5 : 1 	16 days
Department Stores	104 / 29	4 : 1 	24 days
Warehouse Clubs and Supercenters	17 / 11	2 : 1 	35 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	12 / 5	2 : 1 	n/a

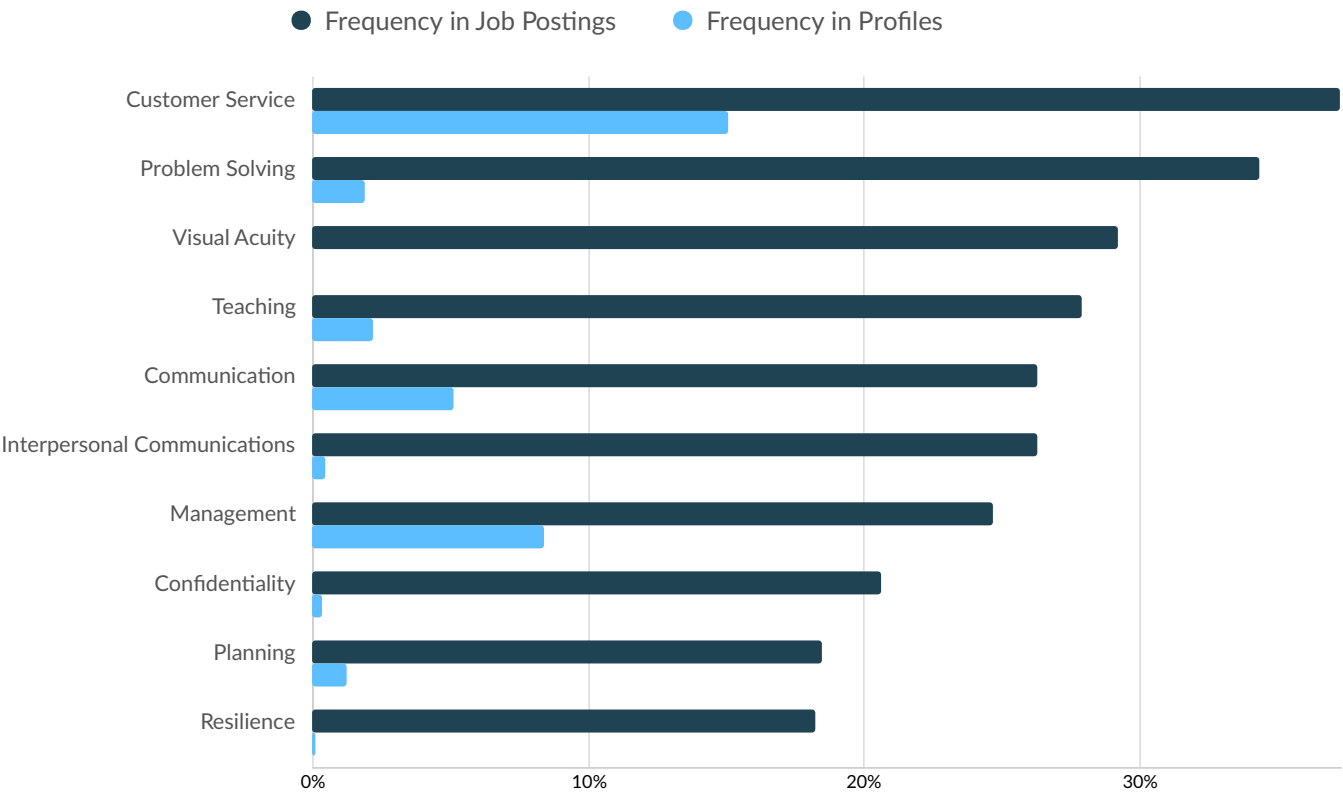
# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	239	64%	183	10%	+20.1%	Rapidly Growing
Nursing Care	118	32%	12	1%	+19.1%	Growing
Vital Signs	116	31%	57	3%	+17.2%	Growing
Nursing Process	108	29%	3	0%	+24.2%	Rapidly Growing
Direct Patient Care	98	26%	21	1%	+16.6%	Growing
Electronic Medical Record	86	23%	98	5%	+12.1%	Growing
Patient Education And Counseling	86	23%	61	3%	+11.6%	Growing
Setting Appointments	73	20%	22	1%	+10.9%	Growing
Patient Preparation	69	18%	4	0%	+15.8%	Growing
Medical Assistance	69	18%	74	4%	+11.9%	Growing

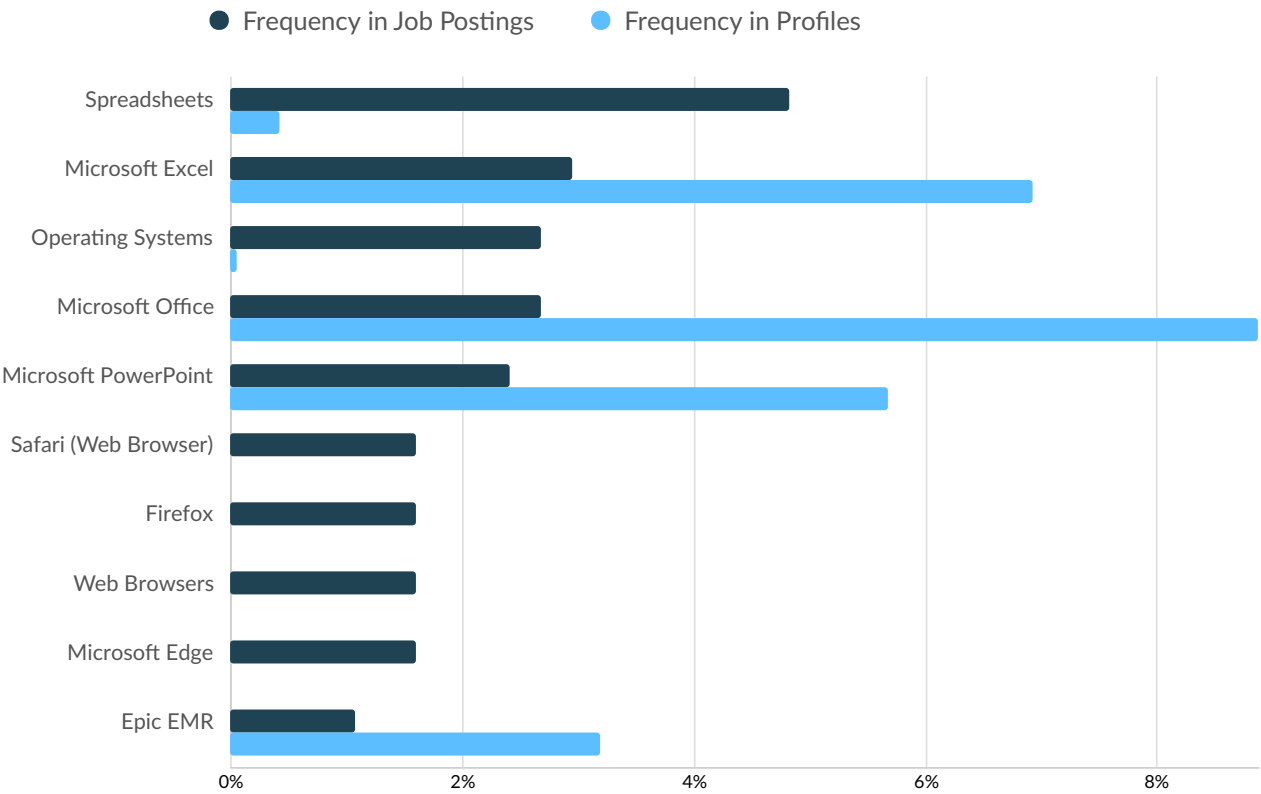


# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	139	37%	279	15%	+5.2%	Stable
Problem Solving	128	34%	35	2%	+11.3%	Growing
Visual Acuity	109	29%	0	0%	+18.9%	Growing
Teaching	104	28%	41	2%	+18.8%	Growing
Communication	98	26%	95	5%	+3.6%	Lagging
Interpersonal Communications	98	26%	9	0%	+12.5%	Growing
Management	92	25%	155	8%	+5.3%	Stable
Confidentiality	77	21%	7	0%	0.0%	
Planning	69	18%	23	1%	+10.9%	Growing
Resilience	68	18%	2	0%	+12.7%	Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	18	5%	8	0%	+22.2%	Rapidly Growing
Microsoft Excel	11	3%	128	7%	+17.7%	Growing
Operating Systems	10	3%	1	0%	+22.6%	Rapidly Growing
Microsoft Office	10	3%	164	9%	+18.5%	Growing
Microsoft PowerPoint	9	2%	105	6%	+26.1%	Rapidly Growing
Safari (Web Browser)	6	2%	0	0%	+16.7%	Growing
Firefox	6	2%	0	0%	+7.9%	Stable
Web Browsers	6	2%	0	0%	+9.5%	Growing
Microsoft Edge	6	2%	0	0%	+8.0%	Stable
Epic EMR	4	1%	59	3%	+16.4%	Growing

# Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	234
Registered Nurse (RN)	197
American Red Cross (ARC) Certification	104
Advanced Life Support	85
Certified Medical Assistant (CMA)	62
Advanced Cardiovascular Life Support (ACLS) Certification	55
Basic Cardiac Life Support	46
Licensed Practical Nurse (LPN)	41
Pediatric Advanced Life Support (PALS)	41
Registered Medical Assistant (RMA)	27

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2025)
indeed.com	142
myworkdayjobs.com	115
peopleanswers.com	89
ascension.org	46
kalamazoorecruiter.com	43
jobserve.com	41
gr8jobs.net	32
hospitalcareers.com	27
lansingrecruiter.com	25
dejobs.org	23
jobshark.com	19
mitalent.org	17
portagerecruiter.com	12
eastlansingrecruiter.com	9
disabledperson.com	6
kentwoodrecruiter.com	6
battlecreekrecruiter.com	4
healthjobsnationwide.com	3
icims.com	3
fortwaynerecruiter.com	2
retirementjobs.com	2
stryker.com	2
titanmed.com	2
wyomingrecruiter.com	2
careervitals.com	1

# Appendix B

## Sample Postings

## Operating Room Registered Nurse Internship

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

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

Operating Room Registered Nurse Internship Operating Room Registered Nurse Internship locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 4 Days Agojob requisition id

### JOB42920 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleOperating Room Registered Nurse Internship Bronson is offering a Surgical Nurse Internship for recent nursing graduates, as well as licensed Registered Nurses seeking a new opportunity in surgical care (seeking candidates with 2 years of clinical experience). This program is designed to prepare nurses for practice in the fast-paced and constantly evolving field of surgical nursing. Interns will take part in an extended orientation that includes classroom instruction, hands-on training in both foundational and advanced surgical skills, clinical experience, and the development of critical thinking. The curriculum follows best practices and current standards in surgical nursing. All nurses providing direct patient care are expected to demonstratepetencies specific to the surgical patient population. As an OR RN Intern, you will participate in a full-time, day-shift orientation lasting approximately 6 to 8 months. After successfulpletion of orientation, you will transition into an available OR Registered Nurse position—please note that this transition may involve placement on any shift, depending on department needs (current needs include night shift). At Bronson, we value our team members and offer apreprehensive benefits package, including: Competitiveensation Health, dental, and vision insuranceGenerous PTO and retirement plansCareer development opportunities

### AND MORE!

Qualifications Diploma, Associate's or Bachelor's degree in Nursing requiredLicensed Registered Nurse in good standing for the state of Michigan required. As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated.BLS certification required bypletion of core orientationCritical care or ALS is required for some RNs, unit specificSuccessfulpletion of Hospital, Core, and Department specific orientation based upon unit and experience level requiredAbility to read, interpret, and analyze data from variousputer systems and equipment in order to set an appropriate plan of actionMust be able to constantlymunicate both verbally, in writing and electronically Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personalputer or CRT up to 40 percent of the time. Involves 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 collectspreprehensive data pertinent to the patients' health or the situation.Assesses the patient's physical and developmental needsAnalyzes assessment data to identify appropriate patient needsDocuments nursing history and age appropriate physical/emotional needs/strengths for assigned patientsReviews vital signs to assess condition of patient and detect deviations from normal.The registered nurse analyzes the assessment data to determine patient problems or issuesUses the assessment data to identify patient problemsConfirms problems with patient and family when appropriateDocuments the expected oues and plan of care related to the

problems through use of the clinical pathway and our teaching record. The registered nurse identifies expected outcomes for a plan individualized to the patient. Utilizes the patient/family input when defining outcomes. Incorporates the patient values, ethical and cultural considerations. 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. Incorporates clinical pathways into the plan when appropriate. Develops individualized interventions with patient input when appropriate. Considers data from other members of the healthcare team when developing the plan of care. The registered nurse implements the identified plan. Implements appropriate interventions. Administers prescribed medication and treatment in accordance with approved nursing techniques and policies. Utilizes evidence-based interventions specific to the patient's plan. Maintains awareness of comfort and safety needs of the patient. Initiates a patient education plan according to the individualized needs of the patient, and coordinates the implementation of the plan. Manages the care plan for patients by organizing and delegating 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. Evaluates the effectiveness of the planned interventions and the patient response toward achievement of the expected outcomes. Documents the patient response toward the expected outcomes.

## Standards of Professional Performance:

The registered nurse systematically evaluates the quality and effectiveness of nursing practice. Participates in quality improvement activities. 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. Participates in ongoing educational activities related to appropriate knowledge and professional issues. 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. Provides age appropriate care in a culturally and ethnically sensitive manner. Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development. Participates in systematic peer review as appropriate. The registered nurse interacts with and contributes to the professional development of peers and colleagues. Shares knowledge and skills with peers and colleagues. Maintains passionate and caring relationships with peers and colleagues. Contributes to a supportive and healthy work environment. The registered nurse collaborates with patient, family, and others in the conduct of nursing practice. 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. Delivers care in a manner that preserves and protects patient autonomy, dignity, confidentiality and rights. Demonstrates commitment to connecting with self and others through relationship centered care giving. Serves as a patient advocate. The registered nurse integrates research findings into practice. Uses research to improve the health of patients and the practice environment. 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/findings 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. 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. Assists the patient and family in being 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. Participated in nursing councils, hospital and unit based committees as appropriate. Attends at least 50% of unit staff meetings. Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally). 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. Shift Variable Time Type Full time Scheduled Weekly Hours 40 Cost Center 5700 Surgery (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates

("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. take a moment to watch a brief video highlighting employment with Bronson!



## OR Registered Nurse, Days - Bronson Battle Creek

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

Location: Battle Creek, MI

O\*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Operating Room Registered Nurses

OR Registered Nurse, Days - Bronson Battle Creek 3.5 3.5 out of 5 stars Battle Creek, MI

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title OR Registered Nurse, Days - Bronson Battle Creek Up to \$20,000 sign on bonus available for experienced RN's At Bronson, we value our team members and offer a comprehensive benefits package, including: Competitive compensation Health, dental, and vision insurance Generous PTO and retirement plans Career development opportunities

### AND MORE!

#### Additional Details:

12-hour shifts (days) On-call requirements Seeking a minimum of 2 years of OR experience Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity 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. #corehire Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the State of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required by completion of core orientation Critical care or ALS is required for some RNs, unit specific 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 both services. Shift 12 Hour Day Shift Time Type Full time

### Sign-On Bonus External Candidates Only:

Up to \$10,000.00 Retention Bonus External Candidates Only, \$10,000.00 Scheduled Weekly Hours 36 Cost Center 5700 Surgery (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.

Cardiac Registered Nurses — Ascension in Kalamazoo, MI (Apr 2025 - Active)

RN Registered Nurse - Cardiac	
Link to Live Job Posting: <a href="https://careervitals.com">careervitals.com</a>	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Ascension	Job Title: Cardiac Registered Nurses
<div>BackApr 14, 2025RN Registered Nurse - Cardiac Ascension Kalamazoo, Michigan, United StatesNursingJob DescriptionDetails</div> <div>Department: Cardiovascular Department</div> <div>Schedule: Fulltime. 7:00am - 7:30pm 36 hour/week. Every third weekend. Every other holiday.</div> <div>Hospital: Ascension Borgess Hospital</div> <div>Location: Kalamazoo, MI</div> <div>Benefits Paid time off (PTO)Various health insurance options &amp; wellness plansRetirement benefits including employer match plansLong-term &amp; short-term disabilityEmployee assistance programs (EAP)Parental leave &amp; adoption assistanceTuition reimbursementWays to give back to your community Benefit options and eligibility vary by position. Compensation varies based on factors including, but not limited to, experience, skills, education, performance and salary range at the time of the offer. Responsibilities Provide professional nursing care within Borgess Medical Center. The practice of professional nursing is the systematic application of specialized knowledge and skill, derived from the biological, physical, and behavioral sciences to the care, treatment, counsel and health teaching of individuals who are experiencing changes in normal health processes or who require assistance in the maintenance of health and the prevention or management of illness, injury or disability and demonstrate this through the application of the Standards of Clinical Nursing Practice and Standards of Professional Performance defined by the American Nurses Association. Recognize that each patient is a unique individual and has the right to quality nursing care that ensures mutual goal setting between the Registered Nurse and the patient and assure patient rights and privacy are protected. Recognizing personal, interpersonal, and social systems, the nursing process facilitates the promotion, maintenance and restoration of an individual's health, incorporating knowledge of growth and development through the life span. In collaboration with the patient and/or family, and healthcare team, participate in open discussion to identify mutual goals based on the nursing assessment and nursing diagnosis.Diagnose, treat and evaluate the human response to actual or potential health problems/needs.Evaluate the outcomes of the nursing plan of care and revise it as necessary.Assess, detect, monitor and attempt to prevent complications associated with health situations or treatment plans.Notify the physician of patient condition and response to nursing intervention appropriately and document this action.Ensure that patient's pain is assessed, treated, reassessed, documented and evaluated.Delegation to other licensed and unlicensed care providers based on clinical nursing judgment and skill of the care provider.The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements.Requirements Licensure / Certification /</div> <div>Registration: Advanced Life Support credentialed from the American Heart Association (AHA) obtained within 12 Months (1 year) of hire date or job transfer date required.BLS Provider credentialed from the American Heart Association (AHA) obtained within 1 Month (30 days) of hire date</div>	

transfer date required.BLS Provider Credentialed from the American Heart Association (AHA) obtained within 1 Month (30 days) of hire date or job transfer date required.Licensed Registered Nurse obtained within 3 Months (90 days) of hire date or job transfer date required.

## Education:

The Registered Nurse must have an Associates of Applied Science in Nursing (AAS) or RN Diploma at start date. Bachelors of Science in Nursing (BSN) is preferred.Additional Preferences Previous RN experience preferred. Ability to multi task, and communicate effectively. Why Join Our Team Ascension Michigan operates 16 hospitals and more than 300 related healthcare facilities that together employ nearly 23,000 compassionate associates. When you join our care teams, you join a team dedicated to providing spiritually centered, holistic care which sustains and improves the health of the communities we serve throughout Michigan. Ascension is a leading non-profit, faith-based national health system made up of over 134,000 associates and 2,600 sites of care, including more than 140 hospitals and 40 senior living communities in 19 states. Our Mission, Vision and Values encompass everything we do at Ascension. Every associate is empowered to give back, volunteer and make a positive impact in their community. Ascension careers are more than jobs; they are opportunities to enhance your life and the lives of the people around you. Equal Employment Opportunity Employer Ascension will provide equal employment opportunities (EEO) to all associates and applicants for employment regardless of race, color, religion, national origin, citizenship, gender, sexual orientation, gender identification or expression, age, disability, marital status, amnesty, genetic information, carrier status or any other legally protected status or status as a covered veteran in accordance with applicable federal, state and local laws. For further information, view the EEO Know Your Rights (English) poster or EEO Know Your Rights (Spanish) poster. As a military friendly organization, Ascension promotes career flexibility and offers many benefits to help support the well-being of our military families, spouses, veterans and reservists. Our associates are empowered to apply their military experience and unique perspective to their civilian career with Ascension. Pay Non-Discrimination Notice Please note that Ascension will make an offer of employment only to individuals who have applied for a position using our official application. Be on alert for possible fraudulent offers of employment. Ascension will not solicit money or banking information from applicants. This Ministry does not participate in E-Verify and therefore cannot employ

## STEM OPT

candidates. About AscensionCompany Profile Share this job: Email me jobs like this

Registered Nurse Surgery FTN, Bronson Battle Creek

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

Location: Battle Creek, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Surgery Registered Nurses

Registered Nurse Surgery FTN, Bronson Battle Creek 3.5 3.5 out of 5 stars Battle Creek, MI

CURRENT BRONSON EMPLOYEES

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AND MORE!

Additional Details:

On-call requirements Seeking a minimum of 2 years of OR experience Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity 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. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the state of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. Bronson South Haven Specific- Effective July 1, 2017 all new hires are expected to successfully obtain their BSN within 8 years of hire date. BLS certification required by completion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific

Bronson South Haven Specific:

Emergency Department:

SALT triage, ESI Triage, and NIH Stroke Scale to 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 Additional Expectations for this Surgery On-Call  
Only Role Response time must be within 30 minutes Call hours will be 1700-0700 Holidays will be 3 times per year (each year will change)  
Time off includes 2 weeks prime time, 2 weeks non-prime time 70 hours of call 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. Shift Variable Time Type Full time

### Sign-On Bonus External Candidates Only:

Up to \$10,000.00 Retention Bonus External Candidates Only, \$10,000.00 Scheduled Weekly Hours 40 Cost Center 5700 Surgery (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.



Office Operations Assistants — Ascension in Kalamazoo, MI (Apr 2025 - May 2025)

Office Operations Assistant - Heart Institute	
Link to Live Job Posting: Posting is no longer active	
Location: Kalamazoo, MI	O*NET: 43-6014.00
Company: Ascension	Job Title: Office Operations Assistants

Office Operations Assistant•Heart Institute 3.6 3.6 out of 5 stars Kalamazoo, MI 49048

## Details Department:

## Borgess Heart Institute Schedule:

Monday•Friday 8 AM•4:30 PM, no weekends or holidays

## Facility:

## Ascension Medical Group Location:

Kalamazoo, MI Benefits Paid time off (PTO) Various health insurance options & wellness plans Retirement benefits including employer match plans Long-term & short-term disability Employee assistance programs (EAP) Parental leave & adoption assistance Tuition reimbursement Ways to give back to your community Benefit options and eligibility vary by position. Compensation varies based on factors including, but not limited to, experience, skills, education, performance and salary range at the time of the offer. Responsibilities Work in a customer service capacity providing administrative and clerical support to patients and customers in a medical setting. Greet patients and visitors, check patients in and out, and obtain necessary documentation. Verify and enter demographic information. Obtain and verify insurance authorizations/precertification. Complete medical record release requests and schedule/confirm patient appointments. Enter, reviews and submit charges for patient procedures and services daily. Collect co-payments and reconcile all daily reports and deposits for accuracy. Provide general office and clerical support to assigned area.

## Requirements Education:

High School diploma equivalency OR 1 year of applicable cumulative job specific experience required.

## Note:

Required professional licensure/certification can be used in lieu of education or experience, if applicable. Additional Preferences Medical office experience is preferred, but not required. Why Join Our Team Ascension Michigan operates 16 hospitals and more than 300 related healthcare facilities that together employ nearly 23,000 compassionate associates. When you join our care teams, you join a team dedicated to providing spiritually centered, holistic care which sustains and improves the health of the communities we serve throughout Michigan. Ascension is a leading non-profit, faith-based national health system made up of over 134,000 associates and 2,600 sites of care, including more than 140 hospitals and 40 senior living communities in 19 states. Our Mission, Vision and Values encompass everything we do at Ascension. Every associate is empowered to give back, volunteer and make a positive impact in their community. Ascension careers are more than jobs; they are opportunities to enhance your life and the lives of the people around you. Equal Employment Opportunity Employer Ascension will provide equal employment opportunities (EEO) to all associates and applicants for employment regardless of race, color, religion, national origin, citizenship, gender, sexual orientation, gender identification or expression, age, disability, marital status, amnesty, genetic information, carrier status or any other legally protected status or status as a covered veteran in accordance with applicable federal, state and local laws. For further information, view the EEO Know Your Rights (English) poster or EEO Know Your Rights (Spanish) poster. As a military friendly organization, Ascension promotes career flexibility and offers many benefits to help support the well-being of our military families, spouses, veterans and reservists. Our associates are empowered to apply their military experience and unique perspective to their civilian career with Ascension. Pay Non-Discrimination Notice Please note that Ascension will make an offer of employment only to individuals who have applied for a position using our official application. Be on alert for possible fraudulent offers of employment. Ascension will not solicit money or banking information from applicants. This Ministry does not participate in E-Verify and therefore cannot employ

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candidates.

# 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 Q1 2025 Data Set

May 2025

Michigan

# Parameters

Select Timeframe: Apr 2025 - Apr 2025

Occupations:

Results should include

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

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

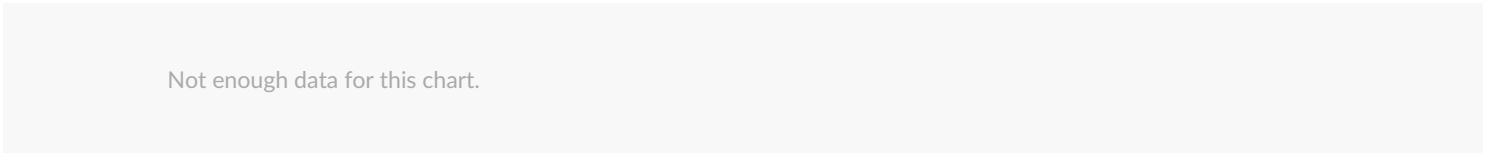
Keyword Search:

Posting Type: Active Postings

# Job Postings Overview



## Advertised Salary

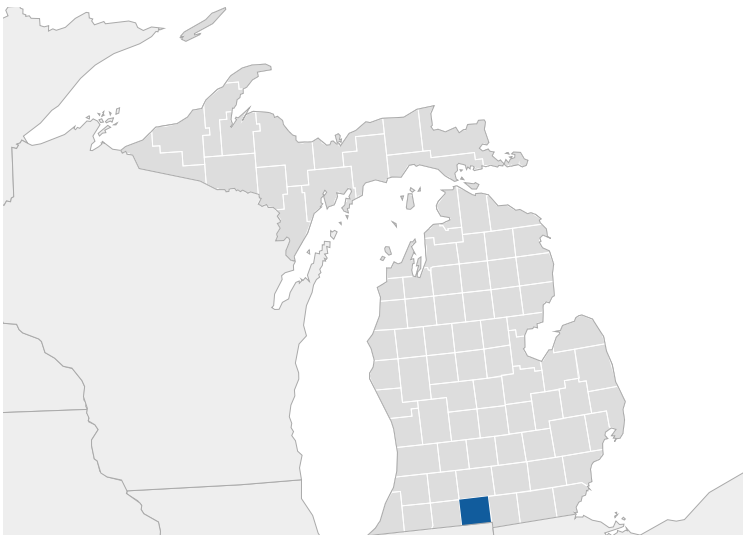


# Advertised Salary Trend

▼ 21.3% Nov 2024 - Apr 2025  
\$20.43 Median



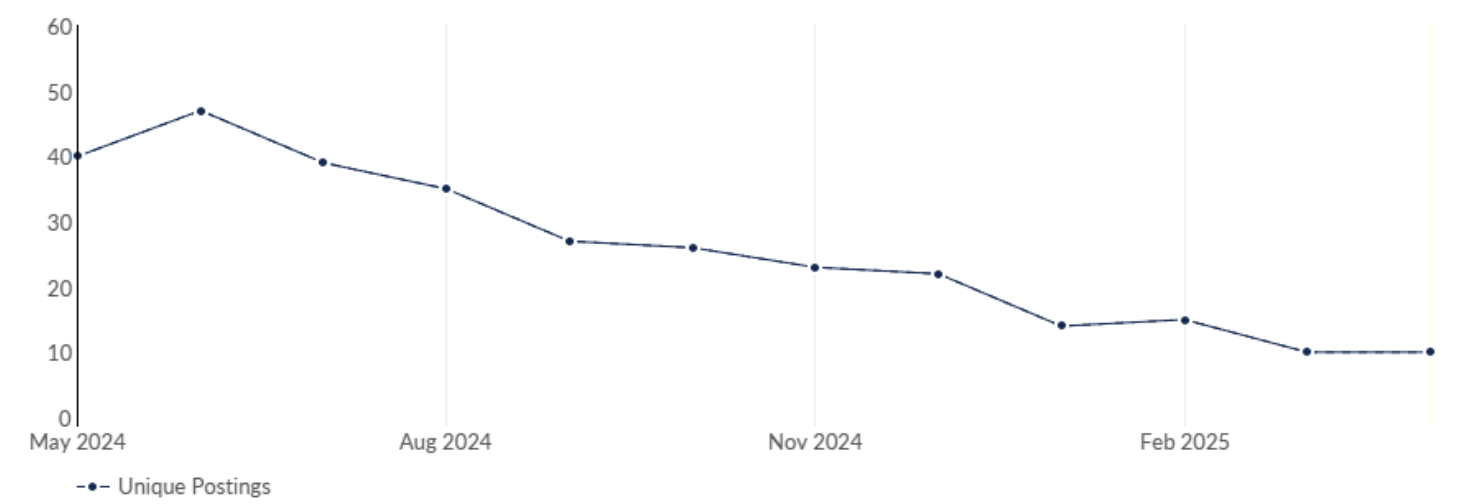
# Job Postings Regional Breakdown



County	Unique Postings (Apr 2025)
Branch County, MI	10



# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Apr 2025	10	1 : 1
Mar 2025	10	2 : 1
Feb 2025	15	2 : 1
Jan 2025	14	3 : 1
Dec 2024	22	3 : 1
Nov 2024	23	3 : 1
Oct 2024	26	3 : 1
Sep 2024	27	3 : 1
Aug 2024	35	3 : 1
Jul 2024	39	3 : 1
Jun 2024	47	3 : 1
May 2024	40	3 : 1

# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	8	80%
High school or GED	2	20%
Associate's degree	0	0%
Bachelor's degree	0	0%
Master's degree	0	0%
Ph.D. or professional degree	0	0%





# Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2	0	20%
Associate's degree	0	0	0%
Bachelor's degree	0	0	0%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%


# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	8	80%
0 - 1 Years	2	20%
2 - 3 Years	0	0%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%



## Top Companies Posting

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Walmart	8 / 5	2 : 1 	29 days
Dollar General	2 / 2	1 : 1 	n/a
Clemens Food Group	3 / 2	2 : 1 	n/a
Bronson Healthcare	1 / 1	1 : 1 	16 days







## Top Cities Posting

City	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Coldwater, MI	14 / 10	1 : 1 	16 days

## Top Posted Occupations

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	5 / 4	1 : 1 	n/a
General and Operations Managers	3 / 2	2 : 1 	n/a
Registered Nurses	1 / 1	1 : 1 	16 days
Fast Food and Counter Workers	1 / 1	1 : 1 	n/a
Cashiers	2 / 1	2 : 1 	n/a
Retail Salespersons	2 / 1	2 : 1 	29 days










# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	5 / 4	1 : 1 	n/a
General and Operations Managers	3 / 2	2 : 1 	n/a
Registered Nurses	1 / 1	1 : 1 	16 days
Fast Food and Counter Workers	1 / 1	1 : 1 	n/a
Cashiers	2 / 1	2 : 1 	n/a
Retail Salespersons	2 / 1	2 : 1 	29 days





# Top Posted Occupations

Occupation	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	5 / 4	1 : 1 	n/a
Operations Manager / Supervisor	3 / 2	2 : 1 	n/a
Registered Nurse	1 / 1	1 : 1 	16 days
Fast Food / Counter Worker	1 / 1	1 : 1 	n/a
Cashier	2 / 1	2 : 1 	n/a
Retail Sales Associate	2 / 1	2 : 1 	29 days

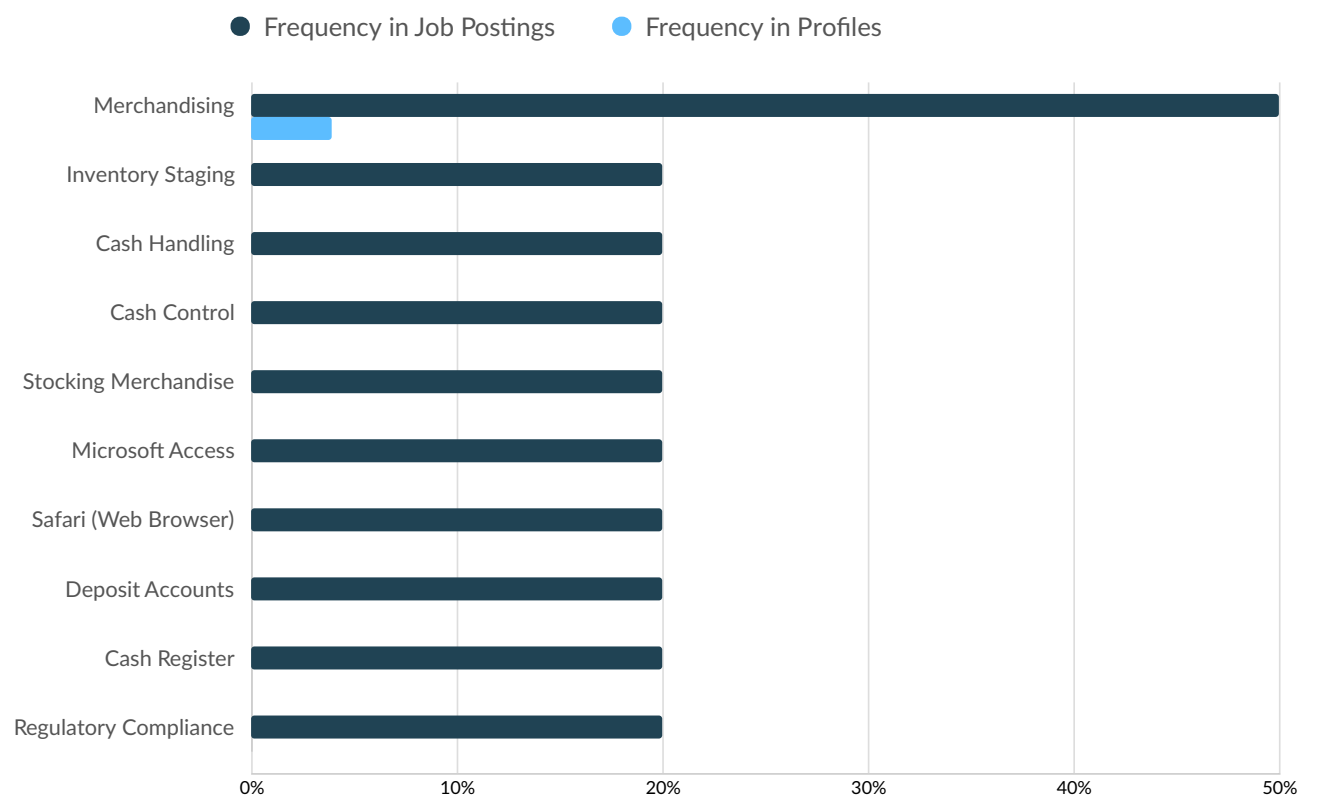
# Top Posted Job Titles

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Water Managers	1 / 1	1 : 1 	n/a
Harvest Supervisors	1 / 1	1 : 1 	n/a
Floor Supervisors	2 / 1	2 : 1 	n/a
Cashiers/Front End Supervisors	2 / 1	2 : 1 	n/a
Consumables Associates	1 / 1	1 : 1 	n/a
Hematology/Oncology Nurse Practitioners	1 / 1	1 : 1 	16 days
Store Managers	1 / 1	1 : 1 	n/a
Apparel Associates	2 / 1	2 : 1 	29 days
Hourly Managers	2 / 1	2 : 1 	n/a

# Top Industries

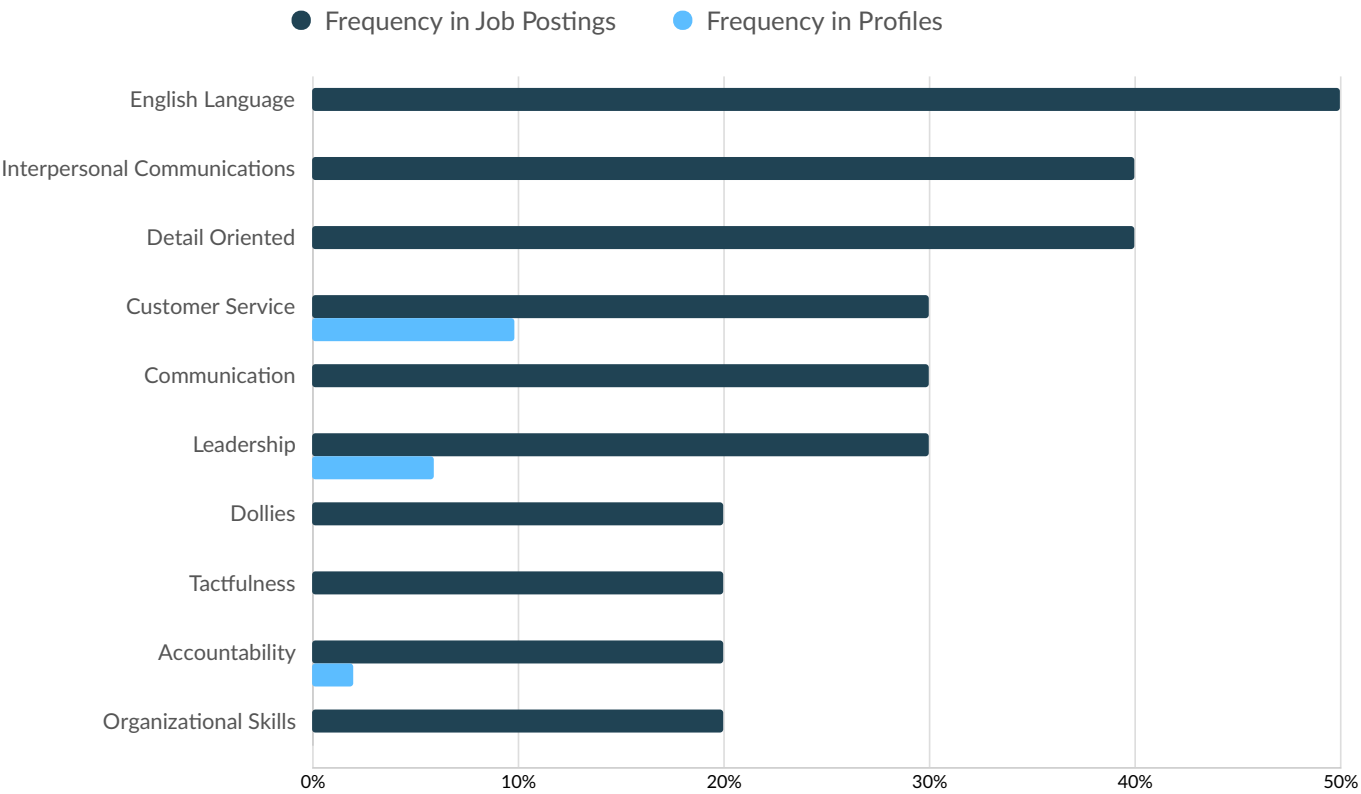
	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Warehouse Clubs and Supercenters	8 / 5	2 : 1 	29 days
Animal (except Poultry) Slaughtering	3 / 2	2 : 1 	n/a
All Other General Merchandise Retailers	2 / 2	1 : 1 	n/a
General Medical and Surgical Hospitals	1 / 1	1 : 1 	16 days

# Top Specialized Skills



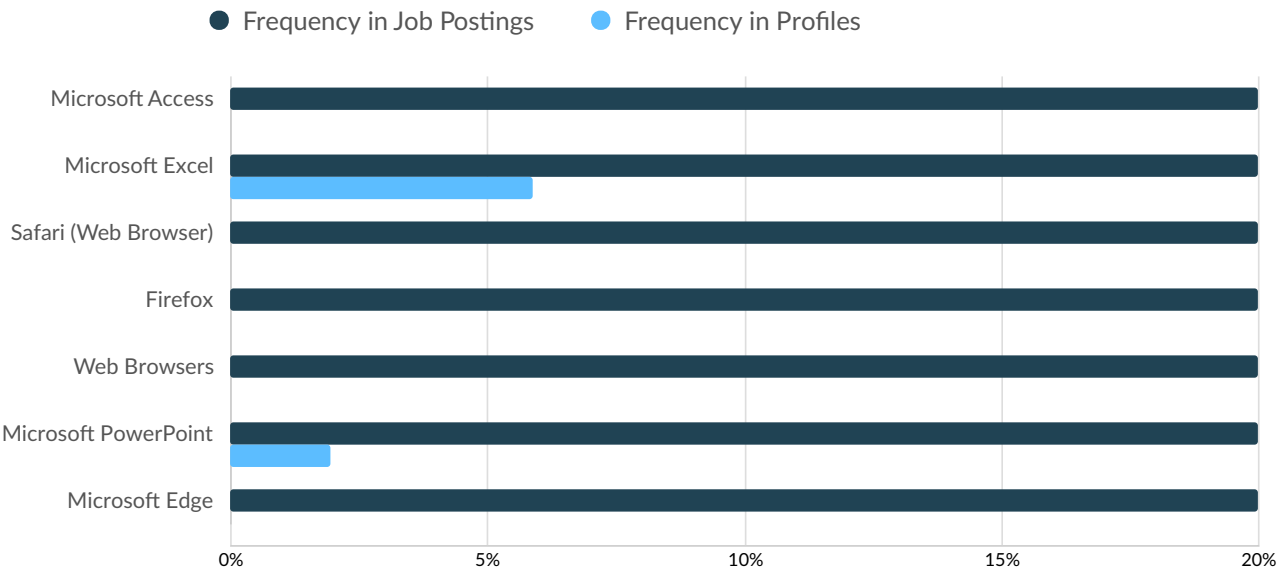
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	5	50%	2	4%	+15.0%	Growing
Inventory Staging	2	20%	0	0%	+15.7%	Growing
Cash Handling	2	20%	0	0%	+8.9%	Growing
Cash Control	2	20%	0	0%	+25.1%	Rapidly Growing
Stocking Merchandise	2	20%	0	0%	+18.0%	Growing
Microsoft Access	2	20%	0	0%	+3.9%	Lagging
Safari (Web Browser)	2	20%	0	0%	+16.7%	Growing
Deposit Accounts	2	20%	0	0%	+10.2%	Growing
Cash Register	2	20%	0	0%	+21.4%	Rapidly Growing
Regulatory Compliance	2	20%	0	0%	+18.6%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
English Language	5	50%	0	0%	+15.3%	Growing
Interpersonal Communications	4	40%	0	0%	+12.5%	Growing
Detail Oriented	4	40%	0	0%	+7.1%	Stable
Customer Service	3	30%	5	10%	+5.2%	Stable
Communication	3	30%	0	0%	+3.6%	Lagging
Leadership	3	30%	3	6%	+8.5%	Stable
Dollies	2	20%	0	0%	+16.7%	Growing
Tactfulness	2	20%	0	0%	+13.9%	Growing
Accountability	2	20%	1	2%	+18.7%	Growing
Organizational Skills	2	20%	0	0%	+14.3%	Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Access	2	20%	0	0%	+3.9%	Lagging
Microsoft Excel	2	20%	3	6%	+17.7%	Growing
Safari (Web Browser)	2	20%	0	0%	+16.7%	Growing
Firefox	2	20%	0	0%	+7.9%	Stable
Web Browsers	2	20%	0	0%	+9.5%	Growing
Microsoft PowerPoint	2	20%	1	2%	+26.1%	Rapidly Growing
Microsoft Edge	2	20%	0	0%	+8.0%	Stable

# Top Qualifications

No Top Qualifications data for your selection.



# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2025)
dejobs.org	2
disabledperson.com	2
ultipro.com	2
careerarc.com	1
dollargeneral.com	1
gr8jobs.net	1
mitalent.org	1

# Appendix B

## Sample Postings

Consumables Associates — Walmart in Coldwater, MI (Apr 2025 - Active)

Food/Consumables Team Associate	
Link to Live Job Posting: <a href="https://dejobs.org">dejobs.org</a>	
Location: Coldwater, MI	O*NET: 35-3023.00
Company: Walmart	Job Title: Consumables Associates

Hourly Wage:

- \$14•\$27 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:

- Part-Time
- Available shifts:
- Mid-Shift, Closing
- Location
- Walmart Supercenter #1593
- 800 E

CHICAGO ST, COLDWATER, MI, 49036, US

Job Overview Food and Consumable associates are focused on two things: taking care of customers and creative merchandising. They move incoming merchandise out to the salesfloor and create seasonal display features to meet the needs of the customer. 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](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.

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- 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.

Harvest Supervisors — Clemens Food Group in Coldwater, MI (Apr 2025 - Active)

Supervisor-Operations (Harvest) - 1st Shift

Link to Live Job Posting: [recruiting.ultipro.com](https://recruiting.ultipro.com)

Location: Coldwater, MI	O*NET: 11-1021.00
Company: Clemens Food Group	Job Title: Harvest Supervisors
<p>Supervisor-Operations (Harvest) - 1st Shift</p> <p>Job Category:</p> <p>Operations and Manufacturing</p> <p>Requisition Number:</p> <p>SUPER009567</p> <p>Posting Details</p> <p>Posted:</p> <p>April 14, 2025Full-TimeLocationsShowing 1 locationColdwater, MI 49036, USAJob DetailsDescriptionExcellent written/verbal communication/presentation skills Strong interpersonal skills. Ability to function at a high level within a team environment Ability to work independently and with individuals from multiple disciplines and with varying levels of experience Ability to excel in a fast-paced environment where change and growth are part of the culture Strong MS Excel, Word, and PowerPoint skills (proficiency in MS Access a plus) Strong problem solving skills and attention to detail</p>	

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

Operations Supervisor - Cut Floor 1st shift	
Link to Live Job Posting: <a href="https://recruiting.ultipro.com">recruiting.ultipro.com</a>	
Location: Coldwater, MI	O*NET: 11-1021.00
Company: Clemens Food Group	Job Title: Floor Supervisors
<div>Operations Supervisor - Cut Floor 1st shift</div> <div>Job Category:</div> <div>Operations and Manufacturing</div> <div>Requisition Number:</div> <div>OPERA009205</div> <div>Posting Details</div> <div>Posted:</div> <div>March 5, 2025Full-TimeLocationsShowing 1 locationColdwater, MI 49036, USAJob DetailsDescriptionExcellent written/verbal communication/presentation skills Strong interpersonal skills. Ability to function at a high level within a team environment Ability to work independently and with individuals from multiple disciplines and with varying levels of experience Ability to excel in a fast-paced environment where change and growth are part of the culture Strong MS Excel, Word, and PowerPoint skills (proficiency in MS Access a plus) Strong problem solving skills and attention to detail</div>	

### Hematology/Oncology Nurse Practitioner. Job in Coldwater Gr8Jobs

Link to Live Job Posting: Posting is no longer active

Location: Coldwater, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Hematology/Oncology Nurse Practitioners

Bronson Healthcare is seeking a Nurse Practitioner or Physician Assistant to join its high-performing oncology team.

**Position Highlights:**

Candidate will practice in the Medical Oncology & Hematology practice within the oncology clinic located in Coldwater, MI Collaborative relationship with patients, Radiation Oncology and Medical Oncology/Hematology teams, and other internal/external clinicians and support staff Candidate will work alongside a physician and multiple other clinical staff including nurse navigation, survivorship, social work, nutritional support, and palliative care Hospital-employed outpatient position working M-F, 8 am to 5 pm. No Call required outside of normal clinic hours.

**Qualifications:**

Successful completion of an accredited Physician Assistant or Nurse Practitioner Program Current unrestricted or pending Licensure in the state of Michigan Strong communication and interpersonal skills Commitment to providing compassionate and quality patient-centered care Bronson Battle Creek offers: A supportive and collaborative work environment Competitive compensation with Annual Quality Incentives Comprehensive benefits package Relocation Assistance, CME Stipend and Sign On Bonus About the area: Coldwater is located about 40 minutes southeast of Battle Creek, Michigan and centrally located to Toledo, Detroit, Fort Wayne, South Bend and Kalamazoo. Marshall is located about 20 minutes north of Coldwater. Marshall is conveniently located near I-94 with easy access to Chicago or Detroit off the I-69 highway and less than an hour from Kalamazoo and Ann Arbor Michigan. Coldwater is known for their attractions, activities and annual events to include; strawberry and apple fest, boating, bikes and trails and their Drive-In theatre. Bronson Healthcare s Commitment to

**Diversity, Equity, Inclusion & Belonging:**

At Bronson, we believe all people should have full and equal access to opportunities to live healthy lives. We are committed to putting diversity, equity and inclusion (DEI) into practice across our health system. We are building a culture of belonging in an environment free of prejudice, negative bias and stereotypes for those we employ and for the communities we serve. We are striving to employ a diverse workforce to enhance the quality of care we provide and the interactions we have with our patients, families, colleagues and communities. We have a strategic focus on DEI to help us live our values by showing respect, building trust and uncovering and addressing avoidable and unjust conditions that negatively impact individual health and wellbeing. We dedicate ourselves to seeing and advocating for the underserved, removing barriers to care and reducing disparities to conscientiously fulfill our mission: Together, we advance the health of our communities. For more information on Bronson visit Interested Candidates please email CV to Hilary Wade at

Apparel Associates — Walmart in Coldwater, MI (Mar 2025 - Apr 2025)

Apparel Team Associate	
Link to Live Job Posting: Posting is no longer active	
Location: Coldwater, MI	O*NET: 41-2031.00
Company: Walmart	Job Title: Apparel Associates



Walmart Apparel Team Associate in

## COLDWATER

### Michigan Hourly Wage:

\$14

- \$27 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:

Part-Time Available shifts: Mid-Shift, Closing Location Walmart Supercenter #1593 800 E

## CHICAGO ST, COLDWATER, MI, 49036, US

**Job Overview** Apparel associates greet customers on the salesfloor, offer them assistance and recommend merchandise based on the customer's wants and needs. After moving incoming merchandise out to the salesfloor, they ensure the clothing racks, tables and displays are maintained and in proper order throughout the day. **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](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.

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- unique styles, experiences, identities, abilities, ideas and opinions
- while being inclusive of all people.

# 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 Q1 2025 Data Set

May 2025

Michigan

# Parameters

Select Timeframe: Apr 2025 - Apr 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

Description
Clean Team
Hogan
Border Foods
Dollar General
Bronson Healthcare

Description
Taco Bell
Oaklawn Hospital
Subway
Select Medical
Elara Caring

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

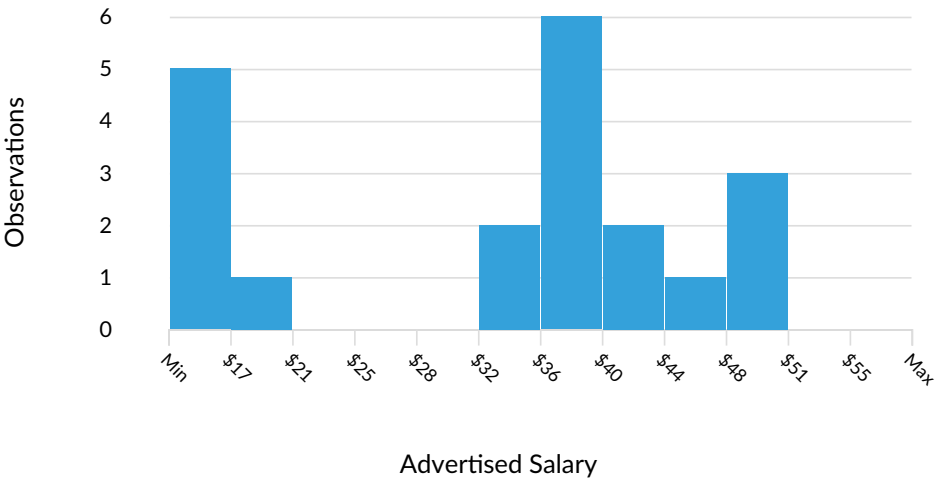


## Advertised Salary

There are 20 advertised salary observations (13% of the 159 matching postings).

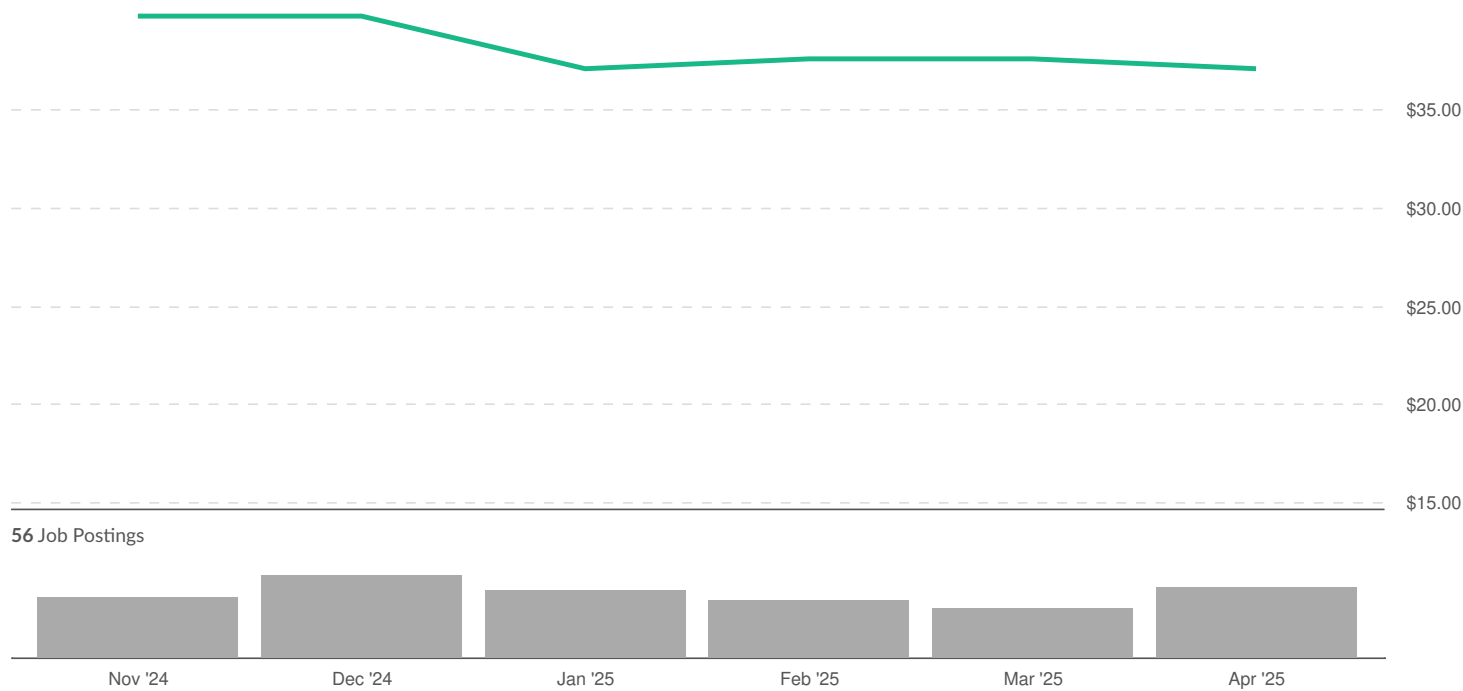
\$37.11/hr

Median Advertised Salary

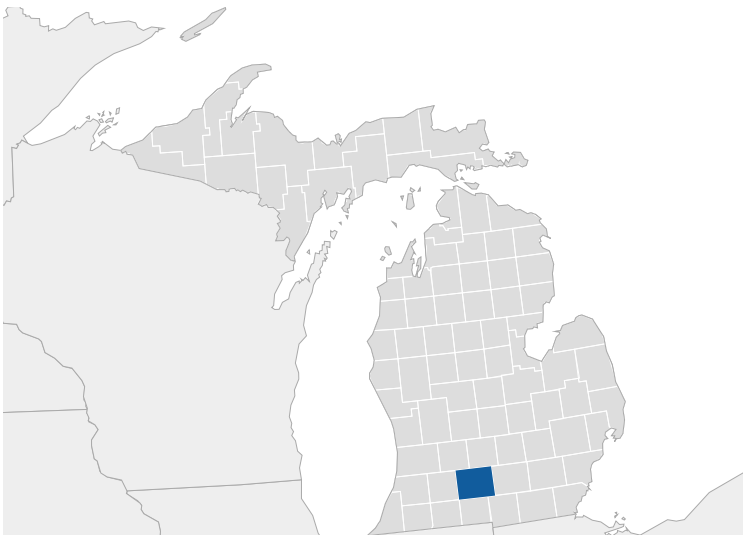


# Advertised Salary Trend

▼ 6.8% Nov 2024 – Apr 2025  
\$37.60 Median

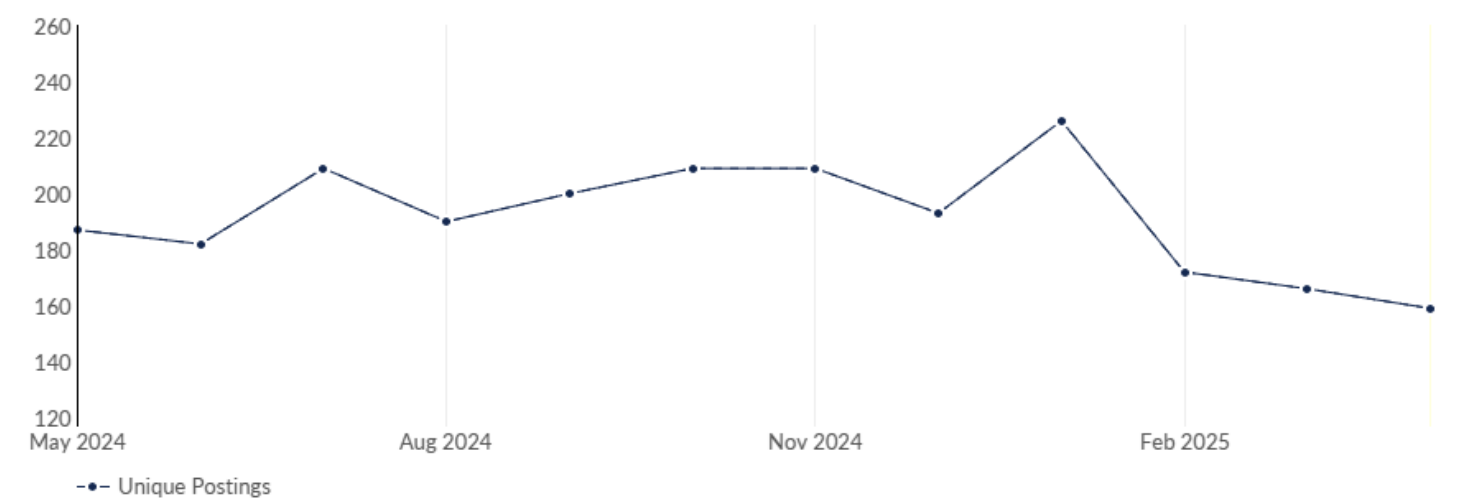


# Job Postings Regional Breakdown



County	Unique Postings (Apr 2025)
Calhoun County, MI	159

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Apr 2025	159	4 : 1
Mar 2025	166	4 : 1
Feb 2025	172	4 : 1
Jan 2025	226	5 : 1
Dec 2024	193	5 : 1
Nov 2024	209	4 : 1
Oct 2024	209	4 : 1
Sep 2024	200	4 : 1
Aug 2024	190	3 : 1
Jul 2024	209	3 : 1
Jun 2024	182	3 : 1
May 2024	187	3 : 1



## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	51	32%
High school or GED	41	26%
Associate's degree	59	37%
Bachelor's degree	39	25%
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	41	0	26%
Associate's degree	55	4	35%
Bachelor's degree	12	27	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	105	66%
0 - 1 Years	34	21%
2 - 3 Years	19	12%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%











# Top Companies Posting

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	324 / 71	5 : 1 	n/a
Bronson Healthcare	57 / 34	2 : 1 	27 days
Subway	35 / 17	2 : 1 	33 days
Taco Bell	124 / 11	11 : 1 	n/a
Select Medical	19 / 9	2 : 1 	n/a
Dollar General	16 / 7	2 : 1 	n/a
Elara Caring	16 / 5	3 : 1 	n/a
Hogan	8 / 4	2 : 1 	36 days
Clean Team	4 / 1	4 : 1 	n/a













# Top Cities Posting

City	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	336 / 74	5 : 1 	33 days
Battle Creek, MI	233 / 70	3 : 1 	28 days
Albion, MI	20 / 7	3 : 1 	n/a
Springfield, MI	6 / 3	2 : 1 	40 days
Tekonsha, MI	5 / 3	2 : 1 	n/a
Homer, MI	3 / 2	2 : 1 	n/a











# Top Posted Occupations

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	246 / 74	3 : 1 	26 days
Medical Assistants	153 / 37	4 : 1 	30 days
Food Service Managers	103 / 17	6 : 1 	n/a
Fast Food and Counter Workers	56 / 11	5 : 1 	33 days
First-Line Supervisors of Retail Sales Workers	18 / 6	3 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10 / 5	2 : 1 	28 days
Heavy and Tractor-Trailer Truck Drivers	8 / 4	2 : 1 	36 days
Home Health and Personal Care Aides	5 / 2	3 : 1 	n/a
Maintenance and Repair Workers, General	3 / 2	2 : 1 	n/a
Retail Salespersons	1 / 1	1 : 1 	n/a











# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	244 / 72	3 : 1 	26 days
Medical Assistants	153 / 37	4 : 1 	30 days
Food Service Managers	103 / 17	6 : 1 	n/a
Fast Food and Counter Workers	56 / 11	5 : 1 	33 days
First-Line Supervisors of Retail Sales Workers	18 / 6	3 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10 / 5	2 : 1 	28 days
Heavy and Tractor-Trailer Truck Drivers	8 / 4	2 : 1 	36 days
Critical Care Nurses	2 / 2	1 : 1 	n/a
Maintenance and Repair Workers, General	3 / 2	2 : 1 	n/a
Home Health Aides	2 / 1	2 : 1 	n/a
Personal Care Aides	3 / 1	3 : 1 	n/a
Retail Salespersons	1 / 1	1 : 1 	n/a








# Top Posted Occupations

Occupation	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	243 / 71	3 : 1 	26 days
Medical Assistant	153 / 37	4 : 1 	30 days
Restaurant / Food Service Manager	103 / 17	6 : 1 	n/a
Fast Food / Counter Worker	56 / 11	5 : 1 	33 days
Retail Store Manager / Supervisor	18 / 6	3 : 1 	n/a
Janitor / Cleaner	10 / 5	2 : 1 	28 days
Tractor-Trailer Truck Driver	8 / 4	2 : 1 	36 days
Nursing Manager / Supervisor	3 / 3	1 : 1 	17 days
Building and General Maintenance Technician	3 / 2	2 : 1 	n/a
Caregiver / Personal Care Aide	3 / 1	3 : 1 	n/a

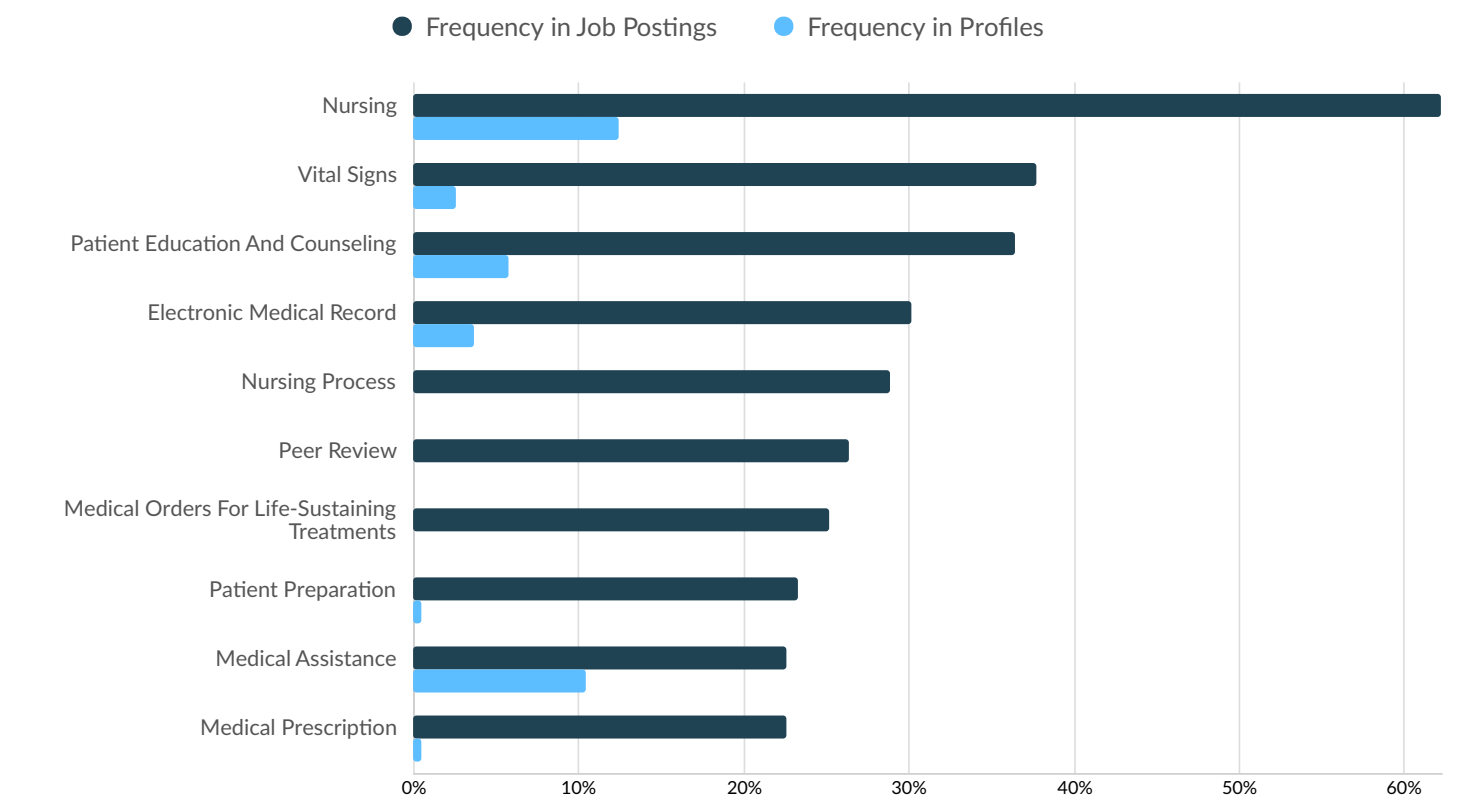
# Top Posted Job Titles

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	88 / 22	4 : 1 	26 days
Requisition Sales Associates	69 / 15	5 : 1 	n/a
Sandwich Artists	22 / 9	2 : 1 	33 days
Clinic Medical Assistants	26 / 5	5 : 1 	n/a
Registered Nurses Cat	19 / 5	4 : 1 	n/a
Managers	8 / 5	2 : 1 	n/a
Occupational Medicine Registered Nurses	22 / 4	6 : 1 	n/a
Primary Care Medical Assistants	19 / 4	5 : 1 	n/a
Home Health Registered Nurses	13 / 4	3 : 1 	n/a
Store Managers	12 / 4	3 : 1 	n/a

# Top Industries

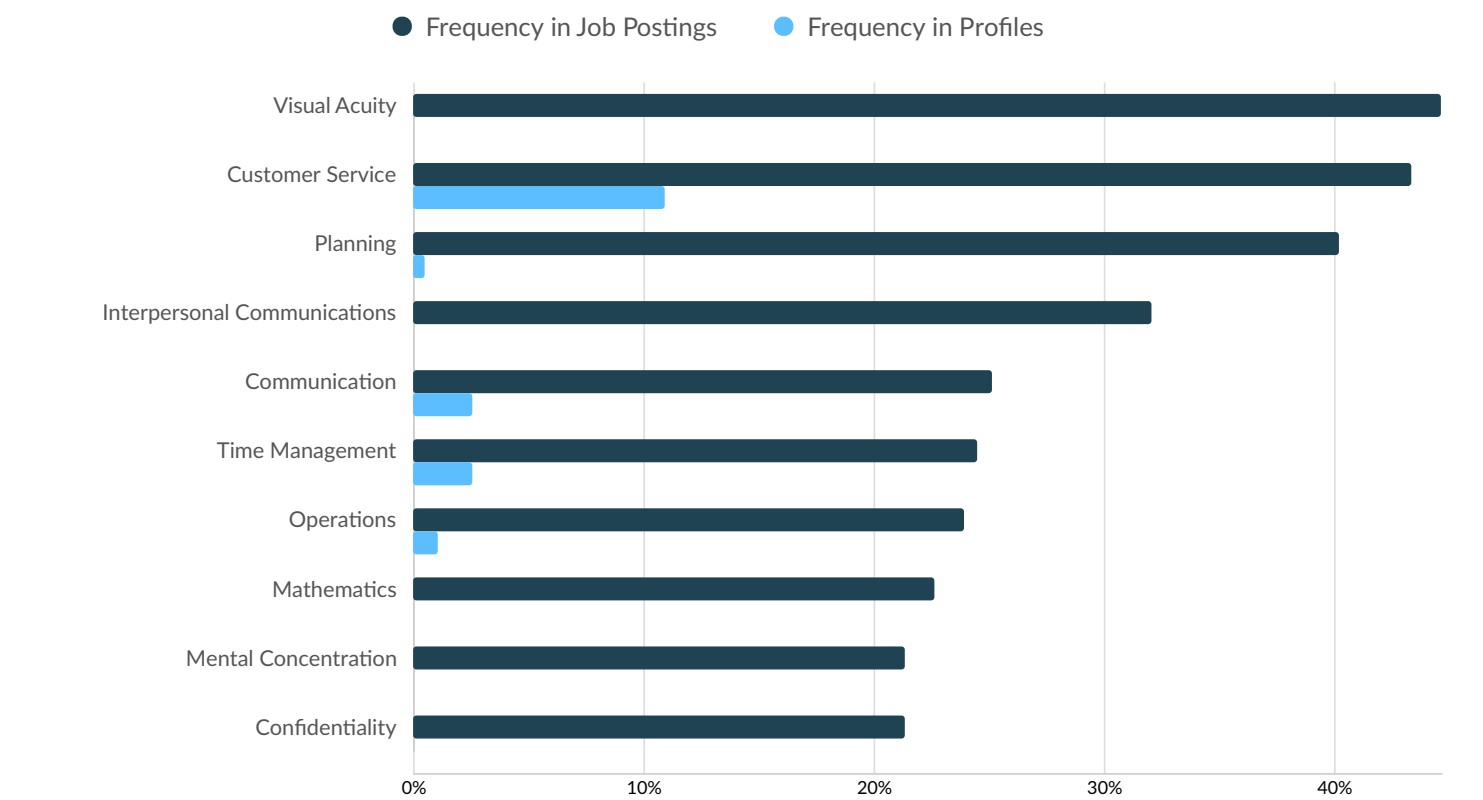
	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	381 / 105	4 : 1 	27 days
Limited-Service Restaurants	159 / 28	6 : 1 	33 days
All Other Outpatient Care Centers	19 / 9	2 : 1 	n/a
All Other General Merchandise Retailers	16 / 7	2 : 1 	n/a
Home Health Care Services	16 / 5	3 : 1 	n/a
Motorcycle, ATV, and All Other Motor Vehicle Dealers	8 / 4	2 : 1 	36 days
Janitorial Services	4 / 1	4 : 1 	n/a

# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	99	62%	24	13%	+20.1%	Rapidly Growing
Vital Signs	60	38%	5	3%	+17.2%	Growing
Patient Education And Counseling	58	36%	11	6%	+11.6%	Growing
Electronic Medical Record	48	30%	7	4%	+12.1%	Growing
Nursing Process	46	29%	0	0%	+24.2%	Rapidly Growing
Peer Review	42	26%	0	0%	+18.4%	Growing
Medical Orders For Life-Sustaining Treatments	40	25%	0	0%	+8.8%	Growing
Patient Preparation	37	23%	1	1%	+15.8%	Growing
Medical Assistance	36	23%	20	10%	+11.9%	Growing
Medical Prescription	36	23%	1	1%	+8.5%	Growing

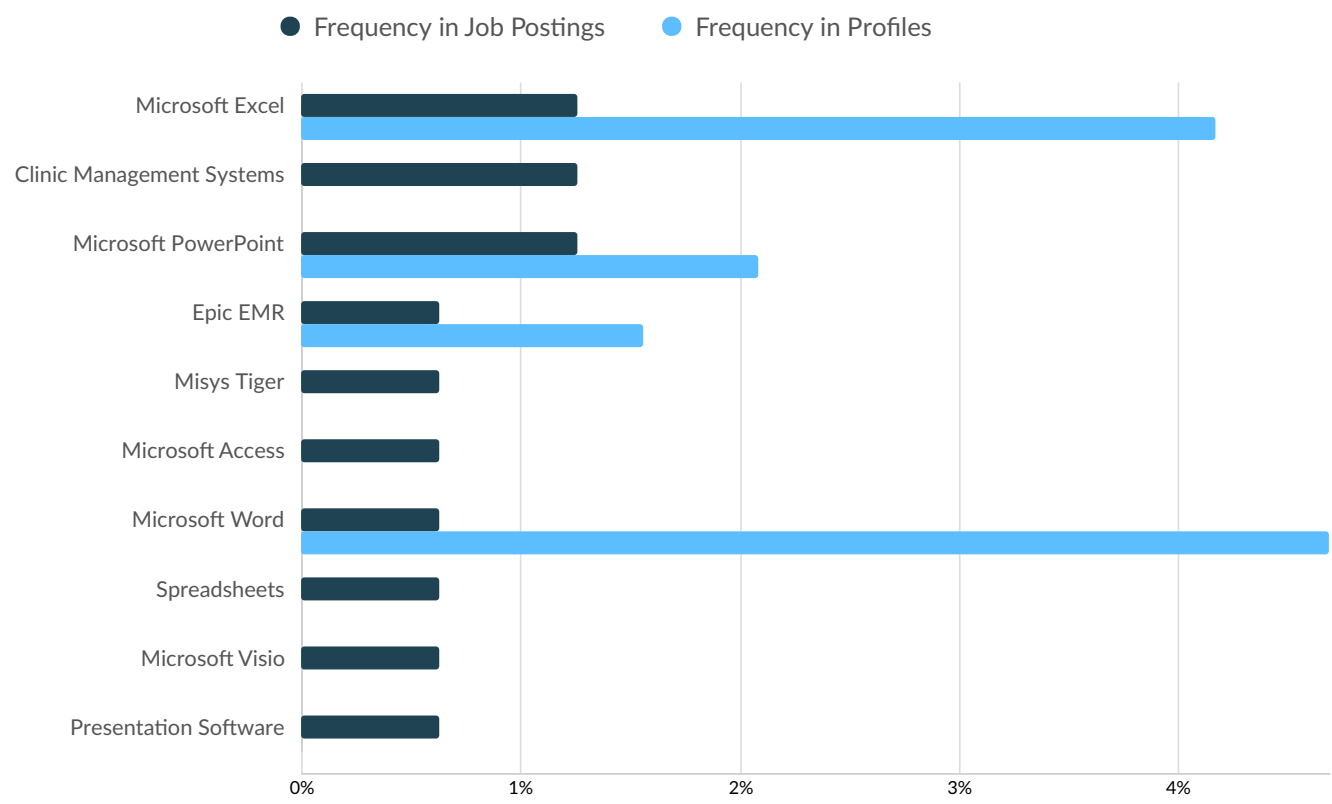
# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	71	45%	0	0%	+18.9%	Growing
Customer Service	69	43%	21	11%	+5.2%	Stable
Planning	64	40%	1	1%	+10.9%	Growing
Interpersonal Communications	51	32%	0	0%	+12.5%	Growing
Communication	40	25%	5	3%	+3.6%	Lagging
Time Management	39	25%	5	3%	+14.5%	Growing
Operations	38	24%	2	1%	+8.1%	Stable
Mathematics	36	23%	0	0%	+20.2%	Rapidly Growing
Mental Concentration	34	21%	0	0%	+12.7%	Growing
Confidentiality	34	21%	0	0%	0.0%	



# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	2	1%	8	4%	+17.7%	Growing
Clinic Management Systems	2	1%	0	0%	+9.6%	Growing
Microsoft PowerPoint	2	1%	4	2%	+26.1%	Rapidly Growing
Epic EMR	1	1%	3	2%	+16.4%	Growing
Misys Tiger	1	1%	0	0%	+66.7%	Rapidly Growing
Microsoft Access	1	1%	0	0%	+3.9%	Lagging
Microsoft Word	1	1%	9	5%	+7.2%	Stable
Spreadsheets	1	1%	0	0%	+22.2%	Rapidly Growing
Microsoft Visio	1	1%	0	0%	+7.7%	Stable
Presentation Software	1	1%	0	0%	+21.0%	Rapidly Growing

# Top Qualifications

Postings with Qualification	
Basic Life Support (BLS) Certification	98
Registered Nurse (RN)	79
American Red Cross (ARC) Certification	66
Advanced Cardiovascular Life Support (ACLS) Certification	35
Certified Medical Assistant (CMA)	35
Basic Cardiac Life Support	34
Licensed Practical Nurse (LPN)	30
Valid Driver's License	25
Advanced Life Support	19
Pediatric Advanced Life Support (PALS)	17

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2025)
peopleanswers.com	62
indeed.com	59
myworkdayjobs.com	27
dejobs.org	22
mitalent.org	13
craigslist.org	4
dollargeneral.com	4
careerarc.com	3
battlecreekrecruiter.com	2
applicantpro.com	1
fortwaynerecruiter.com	1
jobserve.com	1
portagerecruiter.com	1
waterfordrecruiter.com	1

# Appendix B

## Sample Postings

## OR Registered Nurse, Days - Bronson Battle Creek

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

Location: Battle Creek, MI

O\*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Operating Room Registered Nurses

OR Registered Nurse, Days - Bronson Battle Creek 3.5 3.5 out of 5 stars Battle Creek, MI

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title OR Registered Nurse, Days - Bronson Battle Creek Up to \$20,000 sign on bonus available for experienced RN's At Bronson, we value our team members and offer a comprehensive benefits package, including: Competitive compensation Health, dental, and vision insurance Generous PTO and retirement plans Career development opportunities

### AND MORE!

#### Additional Details:

12-hour shifts (days) On-call requirements Seeking a minimum of 2 years of OR experience Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity 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. #corehire Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the State of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required by completion of core orientation Critical care or ALS is required for some RNs, unit specific 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 both services. Shift 12 Hour Day Shift Time Type Full time

### Sign-On Bonus External Candidates Only:

Up to \$10,000.00 Retention Bonus External Candidates Only, \$10,000.00 Scheduled Weekly Hours 36 Cost Center 5700 Surgery (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.

Registered Nurse Surgery FTN, Bronson Battle Creek	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Battle Creek, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Surgery Registered Nurses
Registered Nurse Surgery FTN, Bronson Battle Creek 3.5 3.5 out of 5 stars Battle Creek, MI	
CURRENT BRONSON EMPLOYEES	
<p>- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek, BBC Bronson Battle Creek Outpatient Center, BLH Bronson LakeView Hospital, BLH Bronson LakeView Outpatient Center (BLOC), BMH Bronson Methodist Hospital, BMH Bronson Methodist Hospital Outpatient Surgery Center Title Registered Nurse Surgery FTN, Bronson Battle Creek Up to \$20,000 sign on bonus available for experienced RN's At Bronson, we value our team members and offer a comprehensive benefits package, including: Competitive compensation Health, dental, and vision insurance Generous PTO and retirement plans Career development opportunities</p>	
AND MORE!	
Additional Details:	
<p>On-call requirements Seeking a minimum of 2 years of OR experience Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity 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. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the state of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. Bronson South Haven Specific- Effective July 1, 2017 all new hires are expected to successfully obtain their BSN within 8 years of hire date. BLS certification required by completion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific</p>	
Bronson South Haven Specific:	
Emergency Department:	
<p>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.</p>	



## 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 Additional Expectations for this Surgery On-Call Only Role Response time must be within 30 minutes Call hours will be 1700-0700 Holidays will be 3 times per year (each year will change) Time off includes 2 weeks prime time, 2 weeks non-prime time 70 hours of call 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.

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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.

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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.

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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 both services. Shift Variable Time Type Full time

#### Sign-On Bonus External Candidates Only:

Up to \$10,000.00 Retention Bonus External Candidates Only, \$10,000.00 Scheduled Weekly Hours 40 Cost Center 5700 Surgery (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.

Registered Nurses — Oaklawn Hospital in Marshall, MI (Apr 2025 - Active)

Registered Nurse	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Registered Nurses

## 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 performs using an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient. Provides and directs nursing care and evaluates outcomes. Uses technology appropriately including safety standards and measures; follows infection prevention standards. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Reports actual or potential occurrences according to Oaklawn Hospital procedures. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Participates in unit based performance improvement activities, staff meetings, supports change.

## Behaves in accordance with:

Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets. Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision.

## Minimum Qualifications :

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. ACLS certified within 6 months.

## Knowledge, Skills & Abilities :

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

Subway Managers — Subway in Battle Creek, MI (Apr 2025 - Active)

Subway Manager	
Link to Live Job Posting: <a href="https://www.indeed.com">www.indeed.com</a>	
Location: Battle Creek, MI	O*NET: 11-9051.00
Company: Subway	Job Title: Subway Managers

Subway Manager 2.2 2.2 out of 5 stars 5195 Beckley Rd, Battle Creek, MI 49015

### Overview:

\$1,500 Sign on Bonus after 6 Months. The Subway Manager performs and directs overall restaurant management. Directs staff to ensure that food safety, product preparation, and cleanliness standards are maintained. Maintains standards of restaurant safety and security. Oversees the training of the staff. Exceptional customer service is a major component of this position.

### Franchise Hours:

7am-9pm

### Pay:

\$15.48/hour

### Responsibilities:

Models good customer service and acts as a positive role model for excellent customer service practices. Trains and empowers employees to provide excellent customer service. Resolves customer complaints in a courteous, businesslike and timely manner. Provides DM or Store Manager with current and future hiring needs. Uses recruitment techniques to attract potential new employees. Utilizes all tools for selection process when hiring for the store. Ensures new employees are properly trained on all aspects of the restaurant. Checks food preparation and dining areas for cleanliness. Assists employees in greeting customers, taking orders and food preparation. Conducts regular meetings with Store Manager and employees to enhance communication and teamwork. Conducts regularly scheduled employee performance reviews and discussion. Prepares work schedule and posts in advance. Provides clear, consistent direction and expectation to employees. Establishes written job assignments. Ensures foodservice area, equipment, and utensil cleanliness meet company, Subway and health regulations standards. Ensures all equipment is maintained in good working order. Ensures all employees adhere to dress code, appearance, and health requirements. Provides timely motivational feedback and coaching to employees. Counsels and documents employees as necessary in a timely and appropriate manner. Monitors orders to insure in-stock efficiency. Reviews fresh food forecasting to ensure maximizing of sales while maintaining acceptable food cost. Trains and develops employees. Reviews management reports and takes appropriate action to insure balanced inventories. Verifies deliveries to ensure accuracy of order. Ensures quality and freshness of products through proper rotation, ordering, and proper monitoring of codes and temperatures. Ensures accurate and visible pricing of products. Merchandises product according to guidelines or layout. Ensures products are made according to recipe and portion. Ensures proper signage and price point is displayed. Ensures promotional signage is posted timely. Promotes sales through suggestive selling and other approved means. Provides feedback to Store Manager, District Manager, Category Manager; and other personnel as appropriate on sales, food cost and profit opportunities. Supplies accurate competitive information to departments. Ensures appropriate state, local, or company guidelines and health regulations are followed (including required records). Adheres to government regulations (ADA, Environmental, Wage and Hour, EEO guidelines). Ensures the timely and accurate completion of all daily, weekly, and monthly paperwork (deli inventories, waste, price changes). Ensures all employees follow inventory control procedures. Ensures all safety and security procedures are followed. Controls labor within established guidelines. Manages food cost and other expenses within established guidelines. Manages sales, profits and expenses to budget. Maintains Subway Manual and ensures all training materials are accurate. Operates Subway within established hours. Other duties as assigned

### Qualifications:

18 years of age or older. Ability to read, write, speak, and understand English. Basic math skills (addition, subtraction, division, and multiplication). Ability to lift 10 pounds frequently and up to 50 pounds occasionally. Equal Opportunity Employer GPM Investments, LLC is an equal opportunity employer and does not discriminate in employment and personnel practices on the basis of race, sex, age, disability, religion, national origin, sexual orientation or any other basis prohibited by applicable law. Unlawful discrimination will not be a factor in any employment decision. This Organization Participates in E-Verify <https://gpminvestments.com/wp-content/uploads/2023/09/federal-e-verify-participation-poster-es.pdf>

Per Diem Registered Nurse - Intensive Care Unit - Night Shift	
Link to Live Job Posting: <a href="http://www.waterfordrecruiter.com">www.waterfordrecruiter.com</a>	
Location: Battle Creek, MI	O*NET: 29-1141.03
Company: Select Medical	Job Title: ICU Registered Nurses
<p>Job Description:</p> <p>Select Medical is seeking a per diem / prn nurse RN Long TermAcute Care for a per diem / prn nursing job in Battle Creek,Michigan.</p> <p>Job Description &amp; Requirements Specialty:</p> <p>Long Term AcuteCare Discipline:</p> <p>RN Duration:</p> <p>Ongoing Shift:</p> <p>    nights</p> <p>EmploymentType:</p> <p>Per Diem Overview Critical Illness Recovery HospitalLocation:</p> <p>Battle Creek, Michigan (Select Specialty Hospital</p> <ul style="list-style-type: none"><li>• Battle Creek) Registered Nurse (RN)</li><li>• PRN Nightshift Hours:<ul style="list-style-type: none"><li>7:00 pm</li><li>• 7:30 am</li></ul></li></ul> <p>Sign On Bonus:</p> <p>\$7,500</p> <p>Pay:</p> <p>\$50.00 per hour \$3.00 shiftdifferentials for nights and \$3.00 weekends SSH-Battle Creek is acritical illness recovery hospital committed to providingworld-class inpatient post-ICU services to chronic, critically illpatients who require extended healing and recovery. We helppatients during some of the most vulnerable, painful moments oftheir lives</p> <ul style="list-style-type: none"><li>• and Registered Nurses (RNs) play a central role inproviding compassionate, excellent treatment every step of the way.</li></ul> <p>At our company, we support your career growth and personalwell-being. Extensive and thorough Registered Nurse (RN)orientation program to ensure a smooth transition into our setting.</p> <p>Flexible Scheduling :</p>	

Minimum per diem requirement of 4 shifts in a 6-week period. Opportunity for

### Advancement :

Demonstrate your skills and dedication which could lead to potential full-time opportunities. Join a team of over 44,000 nationwide committed to providing exceptional care. Responsibilities  
Receive admissions and/or transfers to the unit  
Initial and ongoing systematic patient assessment  
Timely and accurate documentation using appropriate systems  
Interpret assessment/diagnostic data including labs and telemetry  
Ensure medical orders are transcribed and processed accurately  
Competence in Rapid Response and code events  
Instruct and counsel patients/families  
Performs other duties as assigned

### Qualifications Minimum Qualifications:

Valid State RN License BLS is required at hire.

### Preferred Qualifications:

Clinical experience  
Additional Data  
Select Medical is committed to having a workforce that reflects diversity at all levels and is an equal-opportunity employer. Qualified applicants are considered for employment, and employees are treated during employment without regard to race, color, religion, national origin, citizenship, age, sex, sexual orientation, gender identity, marital status, ancestry, physical or mental disability, veteran status, or any other characteristic protected under applicable law. Select Medical Job

ID 1366-325874.

### Registered Nurse (RN)

- Per Diem Nightshift  
About Select Medical  
Select Medical is one of the largest operators of critical illness recovery hospitals (previously referred to as long-term acute care hospitals), rehabilitation hospitals (previously referred to as inpatient rehabilitation facilities), outpatient rehabilitation clinics, and occupational health centers in the United States based on the number of facilities.

As of June 30, 2019, Select Medical had operations in 47 states and the District of Columbia. Select Medical operated 100 critical illness recovery hospitals in 28 states, 28 rehabilitation hospitals in 12 states, and 1,695 outpatient rehabilitation clinics in 37 states and the District of Columbia. Concentra, a joint venture subsidiary, operated 526 occupational health centers in 41 states as of June 30, 2019. Concentra also provides contract services at employer worksites and Department of Veterans Affairs community-based outpatient clinics. Benefits 401k retirement plan School loan reimbursement Life insurance Medical benefits Vision benefits



# 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 Q1 2025 Data Set

May 2025

Michigan

# Parameters

Select Timeframe: Apr 2025 - Apr 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Bronson Healthcare
Corewell Health

Description
Capital One
Western Michigan University
Zoetis
Stryker
Kalamazoo County Government

Minimum Experience Required: Any

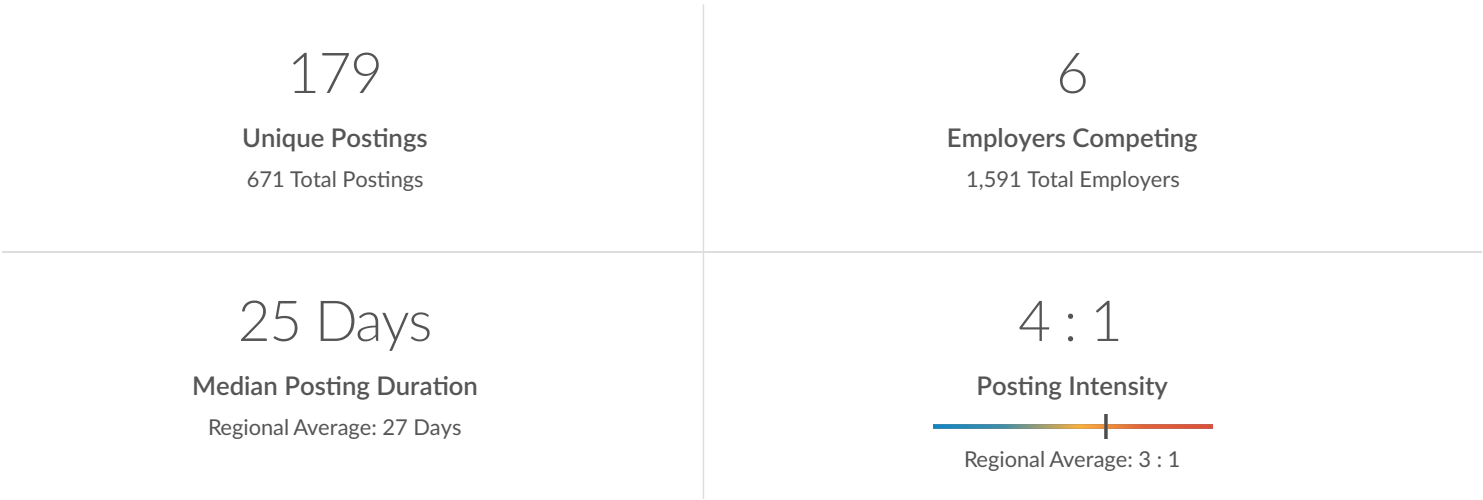
Education Level: Any

Job Type: Include Internships

Keyword Search:

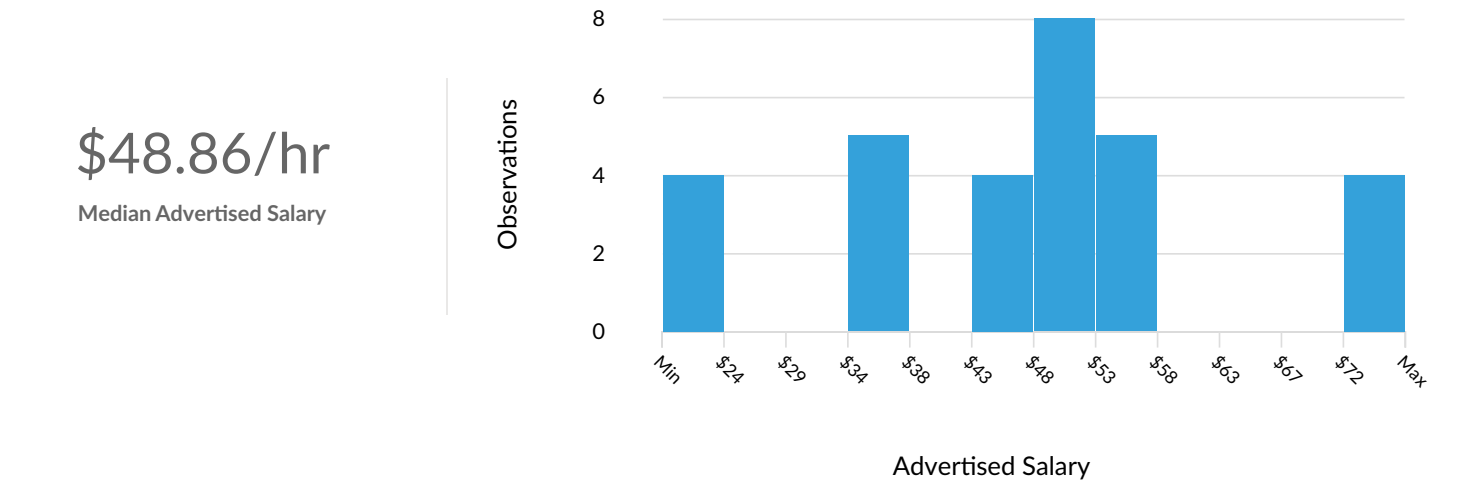
Posting Type: Active Postings

# Job Postings Overview



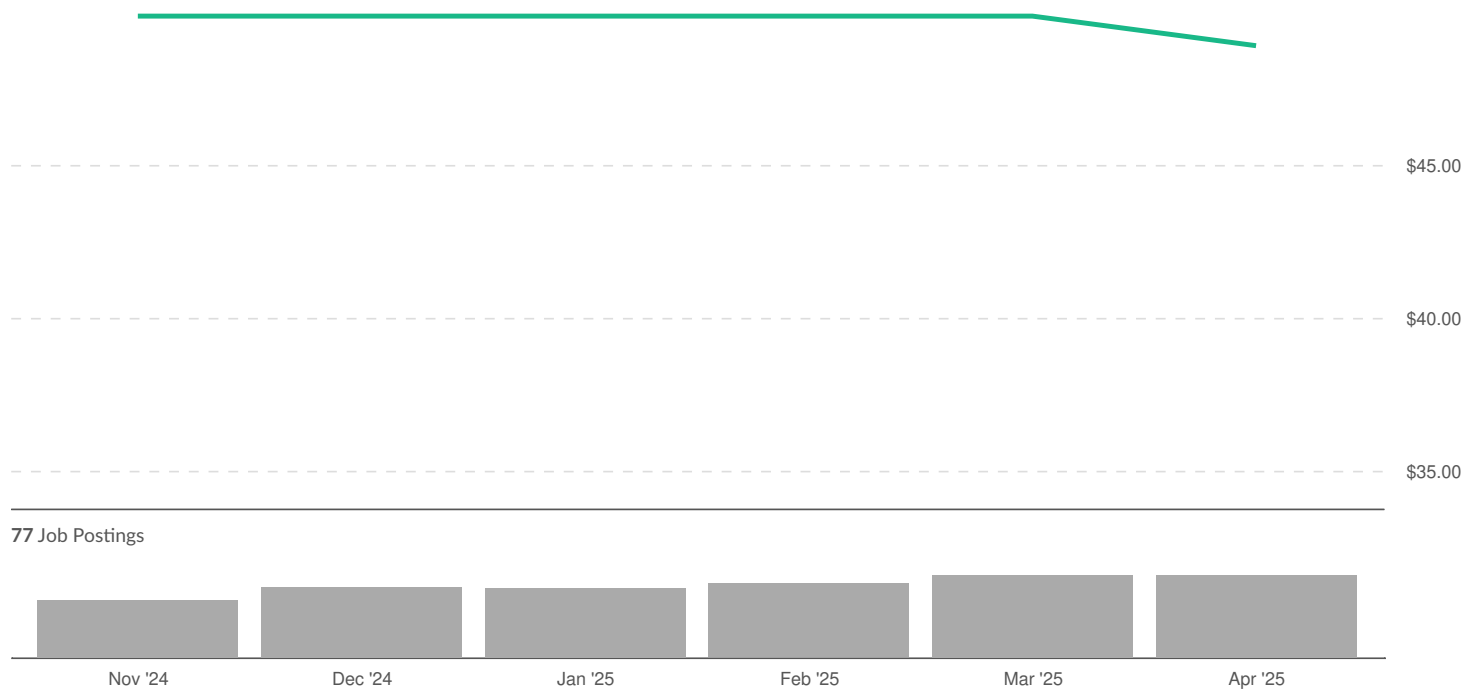
## Advertised Salary

There are 30 advertised salary observations (17% of the 179 matching postings).

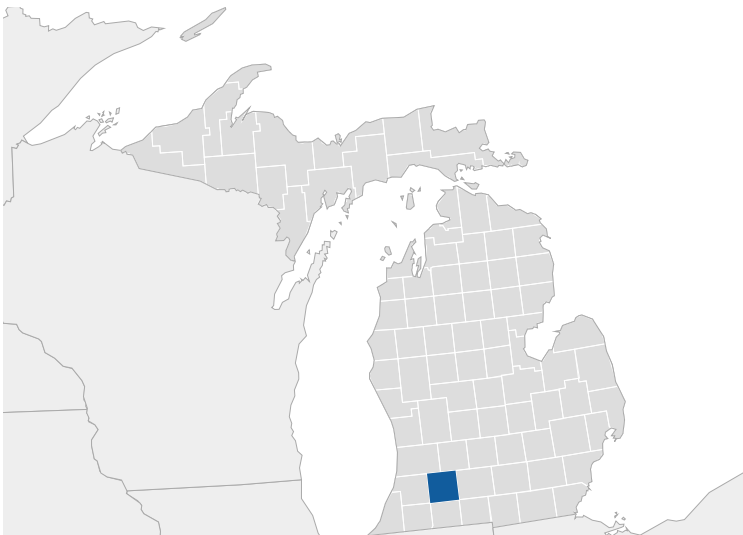


# Advertised Salary Trend

▼ 2.0% Nov 2024 – Apr 2025  
\$49.85 Median

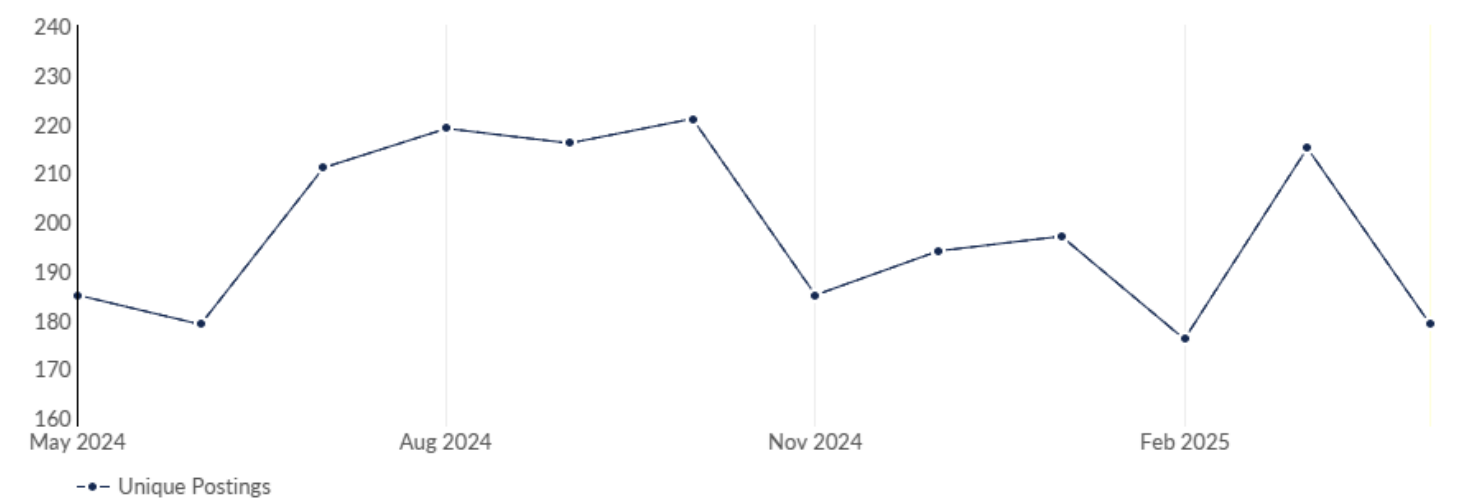


# Job Postings Regional Breakdown



County	Unique Postings (Apr 2025)
Kalamazoo County, MI	179

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Apr 2025	179	4 : 1
Mar 2025	215	4 : 1
Feb 2025	176	5 : 1
Jan 2025	197	5 : 1
Dec 2024	194	4 : 1
Nov 2024	185	4 : 1
Oct 2024	221	3 : 1
Sep 2024	216	3 : 1
Aug 2024	219	3 : 1
Jul 2024	211	3 : 1
Jun 2024	179	3 : 1
May 2024	185	3 : 1

# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	31	17%
High school or GED	36	20%
Associate's degree	42	23%
Bachelor's degree	103	58%
Master's degree	16	9%
Ph.D. or professional degree	2	1%

# Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	36	0	20%
Associate's degree	22	20	12%
Bachelor's degree	86	17	48%
Master's degree	4	11	2%
Ph.D. or professional degree	0	2	0%

# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	92	51%
0 - 1 Years	44	25%
2 - 3 Years	24	13%
4 - 6 Years	13	7%
7 - 9 Years	6	3%
10+ Years	0	0%











## Top Companies Posting

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Ascension	490 / 93	5 : 1	17 days
Bronson Healthcare	101 / 59	2 : 1	29 days
Stryker	33 / 14	2 : 1	6 days
Western Michigan University	38 / 8	5 : 1	18 days
Zoetis	5 / 3	2 : 1	9 days
Kalamazoo County Government	4 / 2	2 : 1	n/a














## Top Cities Posting

City	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	653 / 168	4 : 1	26 days
Portage, MI	11 / 6	2 : 1	6 days
Galesburg, MI	1 / 1	1 : 1	6 days
Richland, MI	3 / 1	3 : 1	27 days
Schoolcraft, MI	1 / 1	1 : 1	13 days
Scotts, MI	1 / 1	1 : 1	13 days
Vicksburg, MI	1 / 1	1 : 1	13 days











# Top Posted Occupations

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	500 / 109	5 : 1 	26 days
Medical Assistants	59 / 30	2 : 1 	32 days
Software Developers	20 / 9	2 : 1 	9 days
Health Technologists and Technicians, All Other	12 / 9	1 : 1 	14 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	33 / 9	4 : 1 	18 days
Managers, All Other	14 / 5	3 : 1 	4 days
Computer Occupations, All Other	11 / 4	3 : 1 	25 days
Nursing Assistants	22 / 4	6 : 1 	16 days











# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	412 / 93	4 : 1 	26 days
Medical Assistants	59 / 30	2 : 1 	32 days
Critical Care Nurses	88 / 16	6 : 1 	31 days
Software Developers	20 / 9	2 : 1 	9 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	33 / 9	4 : 1 	18 days
Health Technologists and Technicians, All Other	5 / 5	1 : 1 	14 days
Information Technology Project Managers	11 / 4	3 : 1 	25 days
Nursing Assistants	22 / 4	6 : 1 	16 days
Managers, All Other	11 / 3	4 : 1 	11 days
Patient Representatives	5 / 3	2 : 1 	16 days
Regulatory Affairs Managers	1 / 1	1 : 1 	n/a
Compliance Managers	2 / 1	2 : 1 	4 days
Neurodiagnostic Technologists	2 / 1	2 : 1 	n/a







# Top Posted Occupations

Occupation	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	495 / 104	5 : 1 	26 days
Medical Assistant	59 / 30	2 : 1 	32 days
Office / Administrative Assistant	33 / 9	4 : 1 	18 days
Software Developer / Engineer	20 / 9	2 : 1 	9 days
Nursing Manager / Supervisor	5 / 5	1 : 1 	13 days
Nursing Assistant	22 / 4	6 : 1 	16 days
Health Technician / Technologist (Other)	3 / 3	1 : 1 	5 days
IT Project / Program Manager	8 / 3	3 : 1 	n/a
Higher Education Administrator	9 / 2	5 : 1 	n/a
Registrar / Patient Service Representative	4 / 2	2 : 1 	11 days

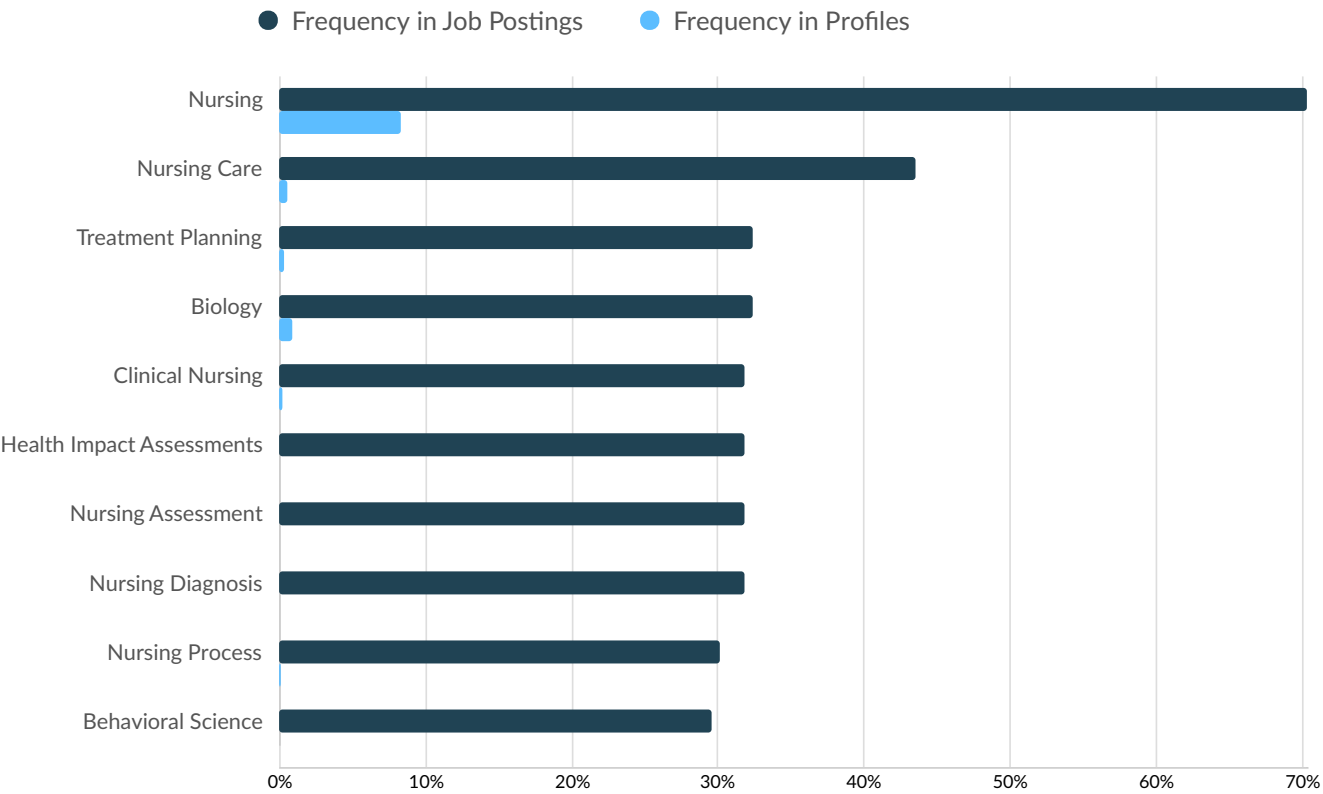
# Top Posted Job Titles

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Orthopedic Registered Nurses	47 / 10	5 : 1 	20 days
OB/GYN Medical Assistants	13 / 6	2 : 1 	39 days
Travel Registered Nurses	33 / 5	7 : 1 	9 days
Cardiovascular Registered Nurses	31 / 5	6 : 1 	n/a
Progressive Care Unit Registered Nurses	26 / 5	5 : 1 	26 days
Medical Surgical Telemetry Registered Nurses	31 / 5	6 : 1 	23 days
PACU Registered Nurses	34 / 5	7 : 1 	n/a
Primary Care Medical Assistants	8 / 4	2 : 1 	n/a
NICU Registered Nurses	9 / 4	2 : 1 	13 days
Emergency Department Registered Nurses	27 / 4	7 : 1 	46 days

# Top Industries

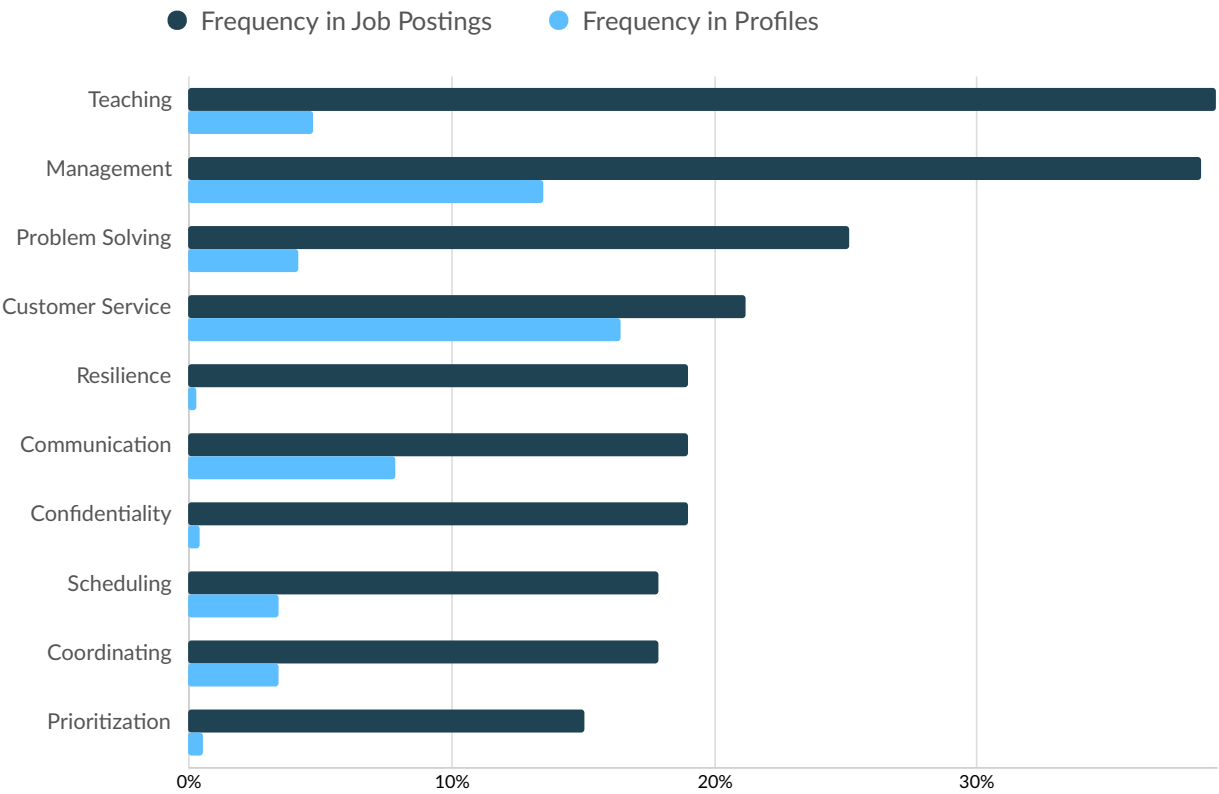
	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
All Other Miscellaneous Ambulatory Health Care Services	490 / 93	5 : 1 	17 days
General Medical and Surgical Hospitals	101 / 59	2 : 1 	29 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	33 / 14	2 : 1 	6 days
Colleges, Universities, and Professional Schools	38 / 8	5 : 1 	18 days
Pharmaceutical Preparation Manufacturing	5 / 3	2 : 1 	9 days
Other General Government Support	4 / 2	2 : 1 	n/a

# Top Specialized Skills



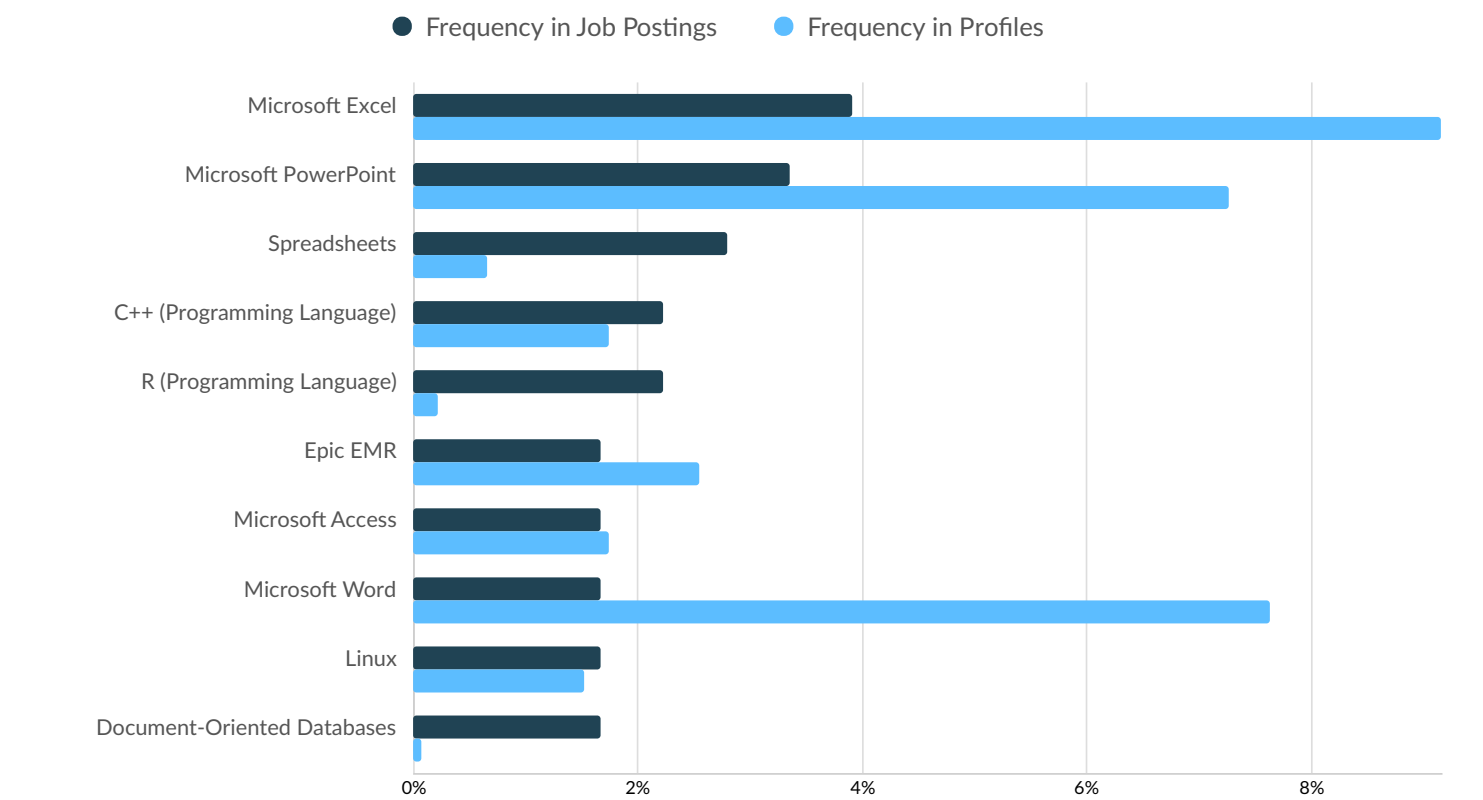
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	126	70%	115	8%	+20.1%	Rapidly Growing
Nursing Care	78	44%	7	1%	+19.1%	Growing
Treatment Planning	58	32%	5	0%	+6.7%	Stable
Biology	58	32%	13	1%	+25.7%	Rapidly Growing
Clinical Nursing	57	32%	3	0%	+14.3%	Growing
Health Impact Assessments	57	32%	0	0%	+11.2%	Growing
Nursing Assessment	57	32%	0	0%	+9.5%	Growing
Nursing Diagnosis	57	32%	0	0%	+14.5%	Growing
Nursing Process	54	30%	2	0%	+24.2%	Rapidly Growing
Behavioral Science	53	30%	0	0%	+22.0%	Rapidly Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	70	39%	65	5%	+18.8%	Growing
Management	69	39%	186	14%	+5.3%	Stable
Problem Solving	45	25%	58	4%	+11.3%	Growing
Customer Service	38	21%	226	16%	+5.2%	Stable
Resilience	34	19%	4	0%	+12.7%	Growing
Communication	34	19%	108	8%	+3.6%	Lagging
Confidentiality	34	19%	6	0%	0.0%	
Scheduling	32	18%	47	3%	+16.4%	Growing
Coordinating	32	18%	47	3%	+14.7%	Growing
Prioritization	27	15%	8	1%	+20.5%	Rapidly Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	7	4%	126	9%	+17.7%	Growing
Microsoft PowerPoint	6	3%	100	7%	+26.1%	Rapidly Growing
Spreadsheets	5	3%	9	1%	+22.2%	Rapidly Growing
C++ (Programming Language)	4	2%	24	2%	+10.0%	Growing
R (Programming Language)	4	2%	3	0%	+20.3%	Rapidly Growing
Epic EMR	3	2%	35	3%	+16.4%	Growing
Microsoft Access	3	2%	24	2%	+3.9%	Lagging
Microsoft Word	3	2%	105	8%	+7.2%	Stable
Linux	3	2%	21	2%	+8.9%	Growing
Document-Oriented Databases	3	2%	1	0%	+12.2%	Growing

# Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	116
Basic Life Support (BLS) Certification	116
Advanced Life Support	60
Certified Medical Assistant (CMA)	25
Registered Medical Assistant (RMA)	24
Advanced Cardiovascular Life Support (ACLS) Certification	24
Pediatric Advanced Life Support (PALS)	23
Certified Clinical Medical Assistant (CCMA)	21
American Red Cross (ARC) Certification	20
Certification In Electronic Fetal Monitoring (C-EFM)	11



# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2025)
indeed.com	86
myworkdayjobs.com	51
ascension.org	43
kalamazoorecruiter.com	43
jobserve.com	38
hospitalcareers.com	27
lansingrecruiter.com	25
gr8jobs.net	21
jobshark.com	19
mitalent.org	15
portagerecruiter.com	12
stryker.com	10
eastlansingrecruiter.com	9
dejobs.org	8
hercjobs.org	8
wmujobs.org	7
kentwoodrecruiter.com	6
battlecreekrecruiter.com	3
icims.com	3
scholarshipdb.net	3
disabledperson.com	2
fortwaynerecruiter.com	2
healthjobsnationwide.com	2
titanmed.com	2
wyomingrecruiter.com	2

# Appendix B

## Sample Postings

## Operating Room Registered Nurse Internship

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

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

Operating Room Registered Nurse Internship Operating Room Registered Nurse Internship locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 4 Days Agojob requisition id

### JOB42920 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleOperating Room Registered Nurse Internship Bronson is offering a Surgical Nurse Internship for recent nursing graduates, as well as licensed Registered Nurses seeking a new opportunity in surgical care (seeking candidates with 2 years of clinical experience). This program is designed to prepare nurses for practice in the fast-paced and constantly evolving field of surgical nursing. Interns will take part in an extended orientation that includes classroom instruction, hands-on training in both foundational and advanced surgical skills, clinical experience, and the development of critical thinking. The curriculum follows best practices and current standards in surgical nursing. All nurses providing direct patient care are expected to demonstratepetencies specific to the surgical patient population. As an OR RN Intern, you will participate in a full-time, day-shift orientation lasting approximately 6 to 8 months. After successfulpletion of orientation, you will transition into an available OR Registered Nurse position—please note that this transition may involve placement on any shift, depending on department needs (current needs include night shift). At Bronson, we value our team members and offer apreprehensive benefits package, including: Competitiveensation Health, dental, and vision insuranceGenerous PTO and retirement plansCareer development opportunities

### AND MORE!

Qualifications Diploma, Associate's or Bachelor's degree in Nursing requiredLicensed Registered Nurse in good standing for the state of Michigan required. As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated.BLS certification required bypletion of core orientationCritical care or ALS is required for some RNs, unit specificSuccessfulpletion of Hospital, Core, and Department specific orientation based upon unit and experience level requiredAbility to read, interpret, and analyze data from variousputer systems and equipment in order to set an appropriate plan of actionMust be able to constantlymunicate both verbally, in writing and electronically Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personalputer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

### Standards of Practice:

The registered nurse collectsprehensive data pertinent to the patients' health or the situation.Assesses the patient's physical and developmental needsAnalyzes assessment data to identify appropriate patient needsDocuments nursing history and age appropriate physical/emotional needs/strengths for assigned patientsReviews vital signs to assess condition of patient and detect deviations from normal.The registered nurse analyzes the assessment data to determine patient problems or issuesUses the assessment data to identify patient problemsConfirms problems with patient and family when appropriateDocuments the expected oues and plan of care related to the

problems through use of the clinical pathway and our teaching record. The registered nurse identifies expected outcomes for a plan individualized to the patient. Utilizes the patient/family input when defining outcomes. Incorporates the patient values, ethical and cultural considerations. 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. Incorporates clinical pathways into the plan when appropriate. Develops individualized interventions with patient input when appropriate. Considers data from other members of the healthcare team when developing the plan of care. The registered nurse implements the identified plan. Implements appropriate interventions. Administers prescribed medication and treatment in accordance with approved nursing techniques and policies. Utilizes evidence-based interventions specific to the patient's plan. Maintains awareness of comfort and safety needs of the patient. Initiates a patient education plan according to the individualized needs of the patient, and coordinates the implementation of the plan. Manages the care plan for patients by organizing and delegating 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. Evaluates the effectiveness of the planned interventions and the patient response toward achievement of the expected outcomes. Documents the patient response toward the expected outcomes.

## Standards of Professional Performance:

The registered nurse systematically evaluates the quality and effectiveness of nursing practice. Participates in quality improvement activities. 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. Participates in ongoing educational activities related to appropriate knowledge and professional issues. 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. Provides age appropriate care in a culturally and ethnically sensitive manner. Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development. Participates in systematic peer review as appropriate. The registered nurse interacts with and contributes to the professional development of peers and colleagues. Shares knowledge and skills with peers and colleagues. Maintains passionate and caring relationships with peers and colleagues. Contributes to a supportive and healthy work environment. The registered nurse collaborates with patient, family, and others in the conduct of nursing practice. 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. Delivers care in a manner that preserves and protects patient autonomy, dignity, confidentiality and rights. Demonstrates commitment to connecting with self and others through relationship centered care giving. Serves as a patient advocate. The registered nurse integrates research findings into practice. Uses research to improve the health of patients and the practice environment. 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/findings 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. 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. Assists the patient and family in being 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. Participated in nursing councils, hospital and unit based committees as appropriate. Attends at least 50% of unit staff meetings. Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally). 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. Shift Variable Time Type Full time Scheduled Weekly Hours 40 Cost Center 5700 Surgery (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates

("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. take a moment to watch a brief video highlighting employment with Bronson!

Cardiac Registered Nurses — Ascension in Kalamazoo, MI (Apr 2025 - Active)

RN Registered Nurse - Cardiac	
Link to Live Job Posting: <a href="https://careervitals.com">careervitals.com</a>	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Ascension	Job Title: Cardiac Registered Nurses
<div>BackApr 14, 2025RN Registered Nurse - Cardiac Ascension Kalamazoo, Michigan, United StatesNursingJob DescriptionDetails</div> <div>Department: Cardiovascular Department</div> <div>Schedule: Fulltime. 7:00am - 7:30pm 36 hour/week. Every third weekend. Every other holiday.</div> <div>Hospital: Ascension Borgess Hospital</div> <div>Location: Kalamazoo, MI</div> <div>Benefits Paid time off (PTO)Various health insurance options &amp; wellness plansRetirement benefits including employer match plansLong-term &amp; short-term disabilityEmployee assistance programs (EAP)Parental leave &amp; adoption assistanceTuition reimbursementWays to give back to your community Benefit options and eligibility vary by position. Compensation varies based on factors including, but not limited to, experience, skills, education, performance and salary range at the time of the offer. Responsibilities Provide professional nursing care within Borgess Medical Center. The practice of professional nursing is the systematic application of specialized knowledge and skill, derived from the biological, physical, and behavioral sciences to the care, treatment, counsel and health teaching of individuals who are experiencing changes in normal health processes or who require assistance in the maintenance of health and the prevention or management of illness, injury or disability and demonstrate this through the application of the Standards of Clinical Nursing Practice and Standards of Professional Performance defined by the American Nurses Association. Recognize that each patient is a unique individual and has the right to quality nursing care that ensures mutual goal setting between the Registered Nurse and the patient and assure patient rights and privacy are protected. Recognizing personal, interpersonal, and social systems, the nursing process facilitates the promotion, maintenance and restoration of an individual's health, incorporating knowledge of growth and development through the life span. In collaboration with the patient and/or family, and healthcare team, participate in open discussion to identify mutual goals based on the nursing assessment and nursing diagnosis.Diagnose, treat and evaluate the human response to actual or potential health problems/needs.Evaluate the outcomes of the nursing plan of care and revise it as necessary.Assess, detect, monitor and attempt to prevent complications associated with health situations or treatment plans.Notify the physician of patient condition and response to nursing intervention appropriately and document this action.Ensure that patient's pain is assessed, treated, reassessed, documented and evaluated.Delegation to other licensed and unlicensed care providers based on clinical nursing judgment and skill of the care provider.The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements.Requirements Licensure / Certification /</div> <div>Registration: Advanced Life Support credentialed from the American Heart Association (AHA) obtained within 12 Months (1 year) of hire date or job transfer date required.BLS Provider credentialed from the American Heart Association (AHA) obtained within 1 Month (30 days) of hire date</div>	

transfer date required.BLS Provider Credentialed from the American Heart Association (AHA) obtained within 1 Month (30 days) of hire date or job transfer date required.Licensed Registered Nurse obtained within 3 Months (90 days) of hire date or job transfer date required.

## Education:

The Registered Nurse must have an Associates of Applied Science in Nursing (AAS) or RN Diploma at start date. Bachelors of Science in Nursing (BSN) is preferred.Additional Preferences Previous RN experience preferred. Ability to multi task, and communicate effectively. Why Join Our Team Ascension Michigan operates 16 hospitals and more than 300 related healthcare facilities that together employ nearly 23,000 compassionate associates. When you join our care teams, you join a team dedicated to providing spiritually centered, holistic care which sustains and improves the health of the communities we serve throughout Michigan. Ascension is a leading non-profit, faith-based national health system made up of over 134,000 associates and 2,600 sites of care, including more than 140 hospitals and 40 senior living communities in 19 states. Our Mission, Vision and Values encompass everything we do at Ascension. Every associate is empowered to give back, volunteer and make a positive impact in their community. Ascension careers are more than jobs; they are opportunities to enhance your life and the lives of the people around you. Equal Employment Opportunity Employer Ascension will provide equal employment opportunities (EEO) to all associates and applicants for employment regardless of race, color, religion, national origin, citizenship, gender, sexual orientation, gender identification or expression, age, disability, marital status, amnesty, genetic information, carrier status or any other legally protected status or status as a covered veteran in accordance with applicable federal, state and local laws. For further information, view the EEO Know Your Rights (English) poster or EEO Know Your Rights (Spanish) poster. As a military friendly organization, Ascension promotes career flexibility and offers many benefits to help support the well-being of our military families, spouses, veterans and reservists. Our associates are empowered to apply their military experience and unique perspective to their civilian career with Ascension. Pay Non-Discrimination Notice Please note that Ascension will make an offer of employment only to individuals who have applied for a position using our official application. Be on alert for possible fraudulent offers of employment. Ascension will not solicit money or banking information from applicants. This Ministry does not participate in E-Verify and therefore cannot employ

## STEM OPT

candidates. About AscensionCompany Profile Share this job: Email me jobs like this

Practice Clinical Assistant Float-Part-Time	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Practice Assistants
<p>Practice Clinical Assistant Float-Part-Time Practice Clinical Assistant Float-Part-Time locationsBronson Methodist Hospitaltime typePart timeposted onPosted 4 Days Agojob requisition id</p> <p>JOB42688 CURRENT BRONSON EMPLOYEES</p> <p>- using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitlePractice Clinical Assistant Float-Part-Time Working under direction of the provider, the Clinical Assistant provides general support and functions for the Medical Assistant and practice. Employees providing direct patient care must demonstratetencies specific to the population served. High school diploma or general education degree (GED) requiredEffective problem-solving and prioritization skills.Must possess excellent interpersonal skills and process information in a confidential manner.Must be able to municate clearly and effectively with patients, doctors and other staff.Ability to maintain patient confidentiality.Ability to work independently and function as an integral team member with other healthcare professionals.Ability to input and retrieve data from the organization'sputerized systems.Must have excellent verbal andmunication skills.Ability to maintain positive customer service.Ability to establish effective working relations with physicians, office staff, and employees in a team environment.Must maintain the highest level of confidentiality.Work that produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personalputer or CRT between 40 and 70 percent of the time. Involves considerable standing or walking, regular lifting of lightweight 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.Prepare patient for visit including, histories, vital signs and routine testing of hearing, vision or point of care testing.Inputs data from patient questionnairesSets up room for proceduresActs as a chaperone for providersPrepares instruments for reprocessingMaintains documentation standards and reviews chart prior to appointment to assure requests and documents are in place.Accurately documents required information in patient charts.Schedules outside tests or procedures for patients in other departments of facilities such as x-ray, MRI, etc.Coordinates admissions and referrals, etc.Cleans exam rooms and stocks exam rooms with supplies as needed.Conducts day to day inventory of supplies and report items to be ordered.Assists patients with check in, check outAssists in the scheduling of appointments in EMR system as required.Answers phone and directs calls w appropriateConfirms uing patient appointmentsAssists inpletion of misc. patient forms (Worker Compensation, FMLA,Disability, etc.)Attends staff, educational or other meetings as required.Performs other related duties as assigned by medical assistant, nurses, practice manager, or providers within his/her scope. ShiftFirst Shift Time TypePart time Scheduled Weekly Hours24 Cost Center1570 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. take a moment to watch a brief video highlighting employment with Bronson!</p>	



Office Operations Assistants — Ascension in Kalamazoo, MI (Apr 2025 - May 2025)

Office Operations Assistant - Heart Institute	
Link to Live Job Posting: Posting is no longer active	
Location: Kalamazoo, MI	O*NET: 43-6014.00
Company: Ascension	Job Title: Office Operations Assistants

Office Operations Assistant•Heart Institute 3.6 3.6 out of 5 stars Kalamazoo, MI 49048

## Details Department:

## Borgess Heart Institute Schedule:

Monday•Friday 8 AM•4:30 PM, no weekends or holidays

## Facility:

## Ascension Medical Group Location:

Kalamazoo, MI Benefits Paid time off (PTO) Various health insurance options & wellness plans Retirement benefits including employer match plans Long-term & short-term disability Employee assistance programs (EAP) Parental leave & adoption assistance Tuition reimbursement Ways to give back to your community Benefit options and eligibility vary by position. Compensation varies based on factors including, but not limited to, experience, skills, education, performance and salary range at the time of the offer. Responsibilities Work in a customer service capacity providing administrative and clerical support to patients and customers in a medical setting. Greet patients and visitors, check patients in and out, and obtain necessary documentation. Verify and enter demographic information. Obtain and verify insurance authorizations/precertification. Complete medical record release requests and schedule/confirm patient appointments. Enter, reviews and submit charges for patient procedures and services daily. Collect co-payments and reconcile all daily reports and deposits for accuracy. Provide general office and clerical support to assigned area.

## Requirements Education:

High School diploma equivalency OR 1 year of applicable cumulative job specific experience required.

## Note:

Required professional licensure/certification can be used in lieu of education or experience, if applicable. Additional Preferences Medical office experience is preferred, but not required. Why Join Our Team Ascension Michigan operates 16 hospitals and more than 300 related healthcare facilities that together employ nearly 23,000 compassionate associates. When you join our care teams, you join a team dedicated to providing spiritually centered, holistic care which sustains and improves the health of the communities we serve throughout Michigan. Ascension is a leading non-profit, faith-based national health system made up of over 134,000 associates and 2,600 sites of care, including more than 140 hospitals and 40 senior living communities in 19 states. Our Mission, Vision and Values encompass everything we do at Ascension. Every associate is empowered to give back, volunteer and make a positive impact in their community. Ascension careers are more than jobs; they are opportunities to enhance your life and the lives of the people around you. Equal Employment Opportunity Employer Ascension will provide equal employment opportunities (EEO) to all associates and applicants for employment regardless of race, color, religion, national origin, citizenship, gender, sexual orientation, gender identification or expression, age, disability, marital status, amnesty, genetic information, carrier status or any other legally protected status or status as a covered veteran in accordance with applicable federal, state and local laws. For further information, view the EEO Know Your Rights (English) poster or EEO Know Your Rights (Spanish) poster. As a military friendly organization, Ascension promotes career flexibility and offers many benefits to help support the well-being of our military families, spouses, veterans and reservists. Our associates are empowered to apply their military experience and unique perspective to their civilian career with Ascension. Pay Non-Discrimination Notice Please note that Ascension will make an offer of employment only to individuals who have applied for a position using our official application. Be on alert for possible fraudulent offers of employment. Ascension will not solicit money or banking information from applicants. This Ministry does not participate in E-Verify and therefore cannot employ

## STEM OPT

candidates.

RN Registered Nurse - Patient Navigator	
Link to Live Job Posting: Posting is no longer active	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Ascension	Job Title: Registered Nurses Patient Navigator

RN Registered Nurse•Patient Navigator 3.6 3.6 out of 5 stars Kalamazoo, MI 49009

Details Department:

Case Management Schedule:

Monday•Friday, 8 AM•4:30

PM Facility:

Ascension Medical Group Location:

Kalamazoo, MI Benefits Paid time off (PTO) Various health insurance options & wellness plans Retirement benefits including employer match plans Long-term & short-term disability Employee assistance programs (EAP) Parental leave & adoption assistance Tuition reimbursement Ways to give back to your community Benefit options and eligibility vary by position. Compensation varies based on factors including, but not limited to, experience, skills, education, performance and salary range at the time of the offer. Responsibilities Serve as a patient navigator throughout the continuum of care. Function as a liaison for management staff, administration, physicians, managed care companies, community organizations, and other customers. Coordinate efforts for treatment and promotes quality improvement and educational efforts. Compile data, tracks outcomes, and makes recommendations for process improvement. Provide referrals/support for follow-up care for patients who are uninsured or underinsured. Requirements Licensure / Certification /

Registration:

Registered Nurse credentialed from the Michigan Board of Nursing obtained prior to hire date or job transfer date required. BLS Provider credentialed from the American Heart Association (AHA) preferred.

Education:

Diploma from an accredited school/college of nursing OR Required professional licensure at time of hire. Additional Preferences Care Management experience is preferred. Why Join Our Team Ascension Michigan operates 16 hospitals and more than 300 related healthcare facilities that together employ nearly 23,000 compassionate associates. When you join our care teams, you join a team dedicated to providing spiritually centered, holistic care which sustains and improves the health of the communities we serve throughout Michigan. Ascension is a leading non-profit, faith-based national health system made up of over 134,000 associates and 2,600 sites of care, including more than 140 hospitals and 40 senior living communities in 19 states. Our Mission, Vision and Values encompass everything we do at Ascension. Every associate is empowered to give back, volunteer and make a positive impact in their community. Ascension careers are more than jobs; they are opportunities to enhance your life and the lives of the people around you. Equal Employment Opportunity Employer Ascension will provide equal employment opportunities (EEO) to all associates and applicants for employment regardless of race, color, religion, national origin, citizenship, gender, sexual orientation, gender identification or expression, age, disability, marital status, amnesty, genetic information, carrier status or any other legally protected status or status as a covered veteran in accordance with applicable federal, state and local laws. For further information, view the EEO Know Your Rights (English) poster or EEO Know Your Rights (Spanish) poster. As a military friendly organization, Ascension promotes career flexibility and offers many benefits to help support the well-being of our military families, spouses, veterans and reservists. Our associates are empowered to apply their military experience and unique perspective to their civilian career with Ascension. Pay Non-Discrimination Notice Please note that Ascension will make an offer of employment only to individuals who have applied for a position using our official application. Be on alert for possible fraudulent offers of employment. Ascension will not solicit money or banking information from applicants. This Ministry does not participate in E-Verify and therefore cannot employ

STEM OPT

candidates.

# 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 Q1 2025 Data Set

May 2025

Michigan

# Parameters

Select Timeframe: Apr 2025 - Apr 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

Description
Enviro-Clean Services
Birch Meadows Senior Care
Meijer
Admiral Group Plc
Border Foods

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

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

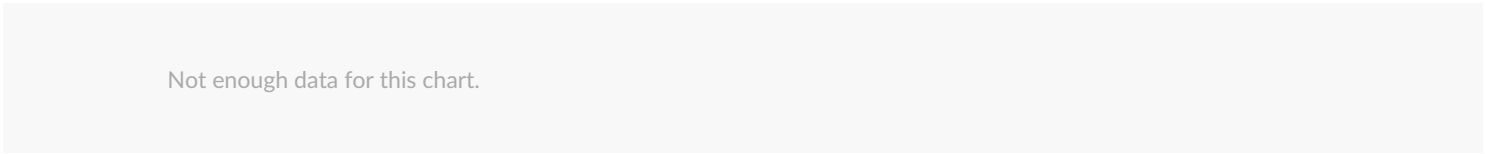
Keyword Search:

Posting Type: Active Postings

# Job Postings Overview



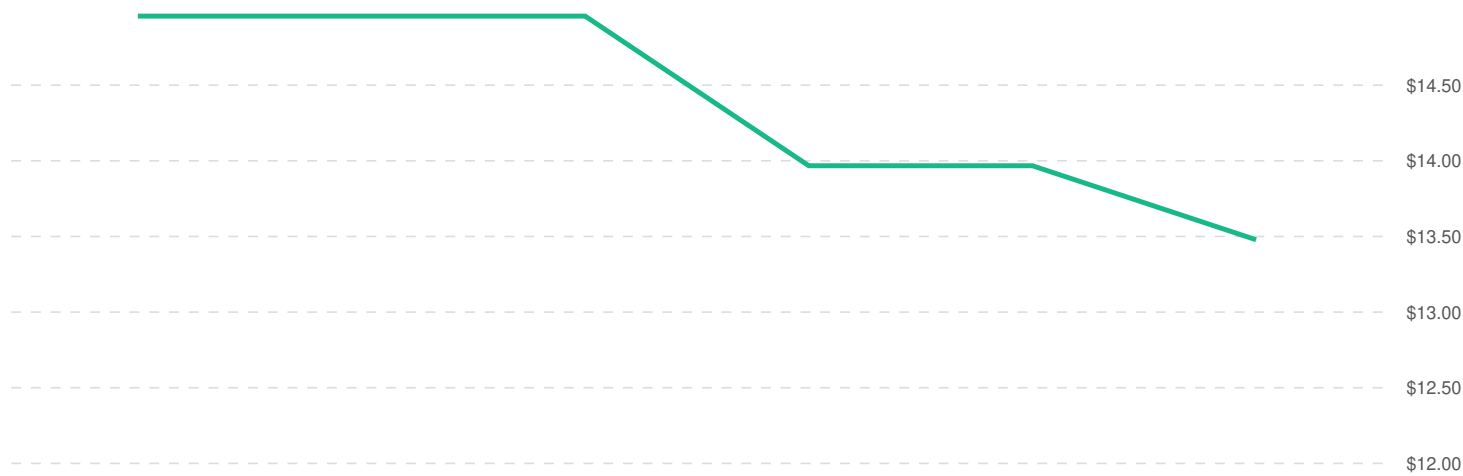
## Advertised Salary





# Advertised Salary Trend

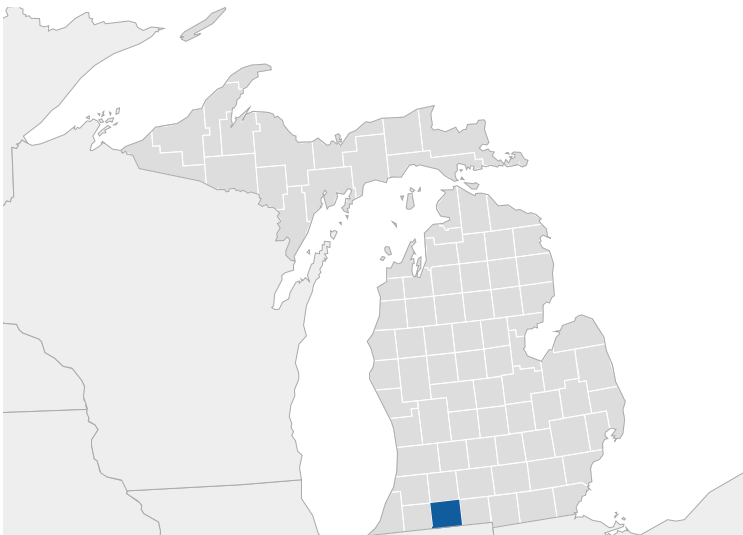
▼9.9% Nov 2024 – Apr 2025  
\$13.97 Median



17 Job Postings

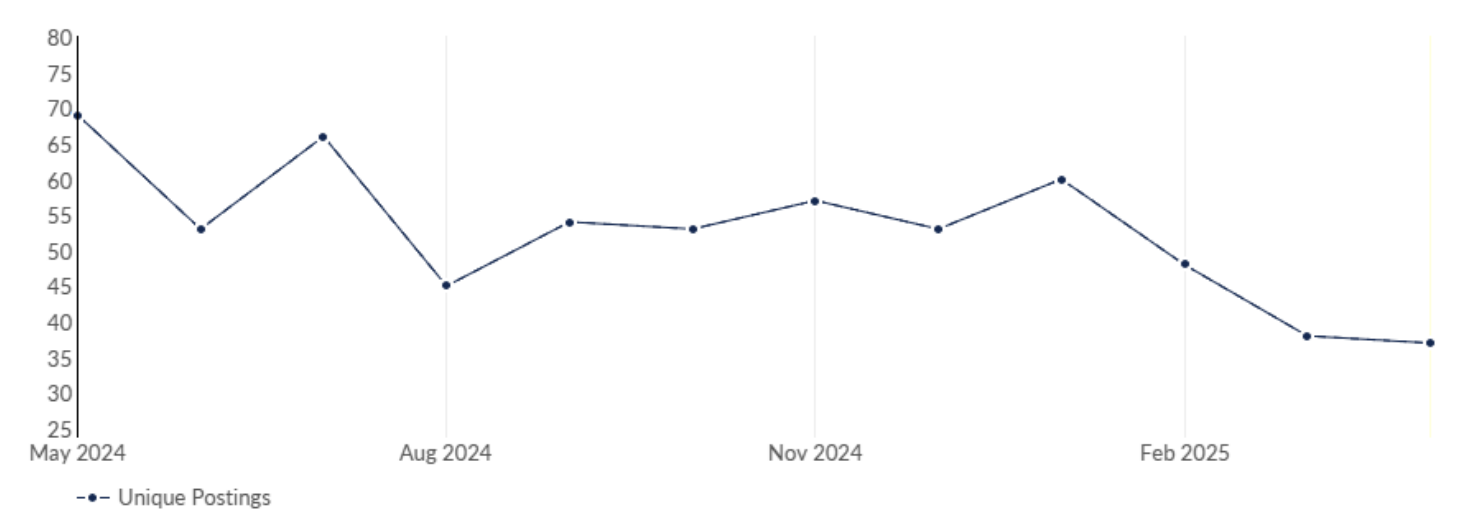


# Job Postings Regional Breakdown



County	Unique Postings (Apr 2025)
St. Joseph County, MI	37

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Apr 2025	37	3 : 1
Mar 2025	38	3 : 1
Feb 2025	48	4 : 1
Jan 2025	60	4 : 1
Dec 2024	53	4 : 1
Nov 2024	57	3 : 1
Oct 2024	53	3 : 1
Sep 2024	54	3 : 1
Aug 2024	45	3 : 1
Jul 2024	66	3 : 1
Jun 2024	53	3 : 1
May 2024	69	3 : 1

# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	16	43%
High school or GED	19	51%
Associate's degree	0	0%
Bachelor's degree	2	5%
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	19	0	51%
Associate's degree	0	0	0%
Bachelor's degree	2	0	5%
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	23	62%
0 - 1 Years	9	24%
2 - 3 Years	4	11%
4 - 6 Years	1	3%
7 - 9 Years	0	0%
10+ Years	0	0%

# Top Companies Posting

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Taco Bell	47 / 10	5 : 1 	n/a
Dollar General	11 / 8	1 : 1 	29 days
Meijer	28 / 7	4 : 1 	22 days
Birch Meadows Senior Care	10 / 5	2 : 1 	n/a
Enviro-Clean Services	7 / 2	4 : 1 	13 days
Admiral Group Plc	3 / 2	2 : 1 	6 days
Arby's	3 / 2	2 : 1 	n/a
State of Michigan	1 / 1	1 : 1 	n/a









# Top Cities Posting

City	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Three Rivers, MI	57 / 20	3 : 1 	29 days
Sturgis, MI	47 / 13	4 : 1 	13 days
White Pigeon, MI	2 / 2	1 : 1 	12 days
Burr Oak, MI	2 / 1	2 : 1 	n/a
Mendon, MI	2 / 1	2 : 1 	n/a

# Top Posted Occupations

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Food Service Managers	30 / 8	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	11 / 8	1 : 1 	29 days
Retail Salespersons	18 / 6	3 : 1 	6 days
Home Health and Personal Care Aides	10 / 5	2 : 1 	n/a
Fast Food and Counter Workers	17 / 4	4 : 1 	22 days
Cashiers	16 / 3	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7 / 2	4 : 1 	13 days
Maintenance and Repair Workers, General	1 / 1	1 : 1 	n/a











# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Food Service Managers	30 / 8	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	11 / 8	1 : 1 	29 days
Retail Salespersons	18 / 6	3 : 1 	6 days
Personal Care Aides	10 / 5	2 : 1 	n/a
Fast Food and Counter Workers	17 / 4	4 : 1 	22 days
Cashiers	16 / 3	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7 / 2	4 : 1 	13 days
Maintenance and Repair Workers, General	1 / 1	1 : 1 	n/a







# Top Posted Occupations

Occupation	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Restaurant / Food Service Manager	30 / 8	4 : 1 	n/a
Retail Store Manager / Supervisor	11 / 8	1 : 1 	29 days
Retail Sales Associate	18 / 6	3 : 1 	6 days
Caregiver / Personal Care Aide	10 / 5	2 : 1 	n/a
Fast Food / Counter Worker	17 / 4	4 : 1 	22 days
Cashier	16 / 3	5 : 1 	n/a
Janitor / Cleaner	7 / 2	4 : 1 	13 days
Field Service Technician	1 / 1	1 : 1 	n/a

# Top Posted Job Titles

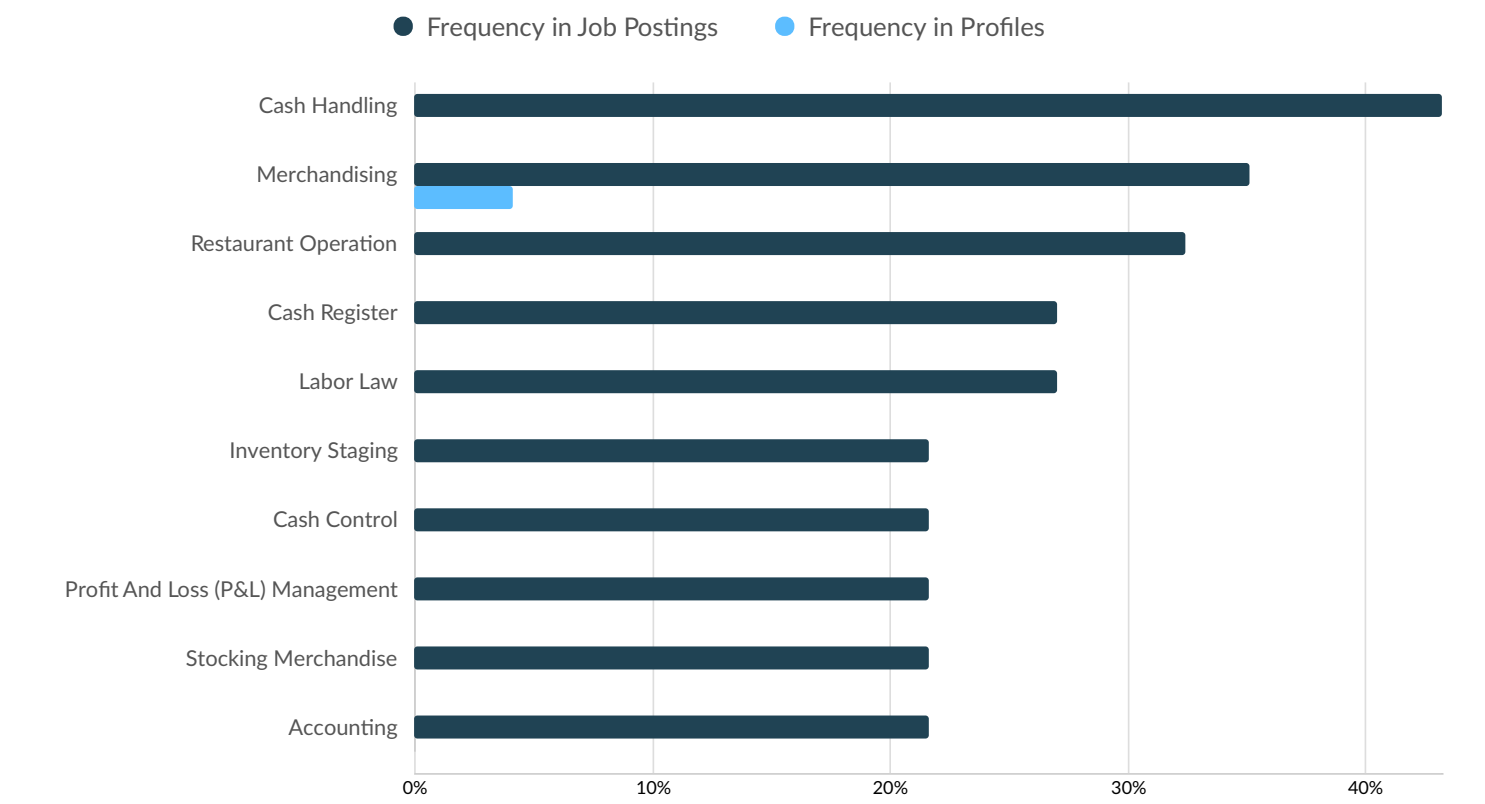
	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Store Managers	10 / 7	1 : 1 	14 days
Shift Managers	9 / 3	3 : 1 	n/a
Cashiers	16 / 3	5 : 1 	n/a
Assistant General Managers	10 / 2	5 : 1 	n/a
Restaurant General Managers	9 / 2	5 : 1 	n/a
Sales Associates/Cashiers	3 / 2	2 : 1 	6 days
Caregivers	4 / 2	2 : 1 	n/a
In-Home Caregivers	3 / 2	2 : 1 	n/a
Team Members	10 / 2	5 : 1 	n/a
Assistant Managers	2 / 1	2 : 1 	n/a

# Top Industries

	Total/Unique (Apr 2025)	Posting Intensity	Median Posting Duration
Limited-Service Restaurants	50 / 12	4 : 1 	n/a
All Other General Merchandise Retailers	11 / 8	1 : 1 	29 days
Department Stores	28 / 7	4 : 1 	22 days
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	7 / 2	4 : 1 	13 days
Other Direct Insurance (except Life, Health, and Medical) Carriers	3 / 2	2 : 1 	6 days
Police Protection	1 / 1	1 : 1 	n/a

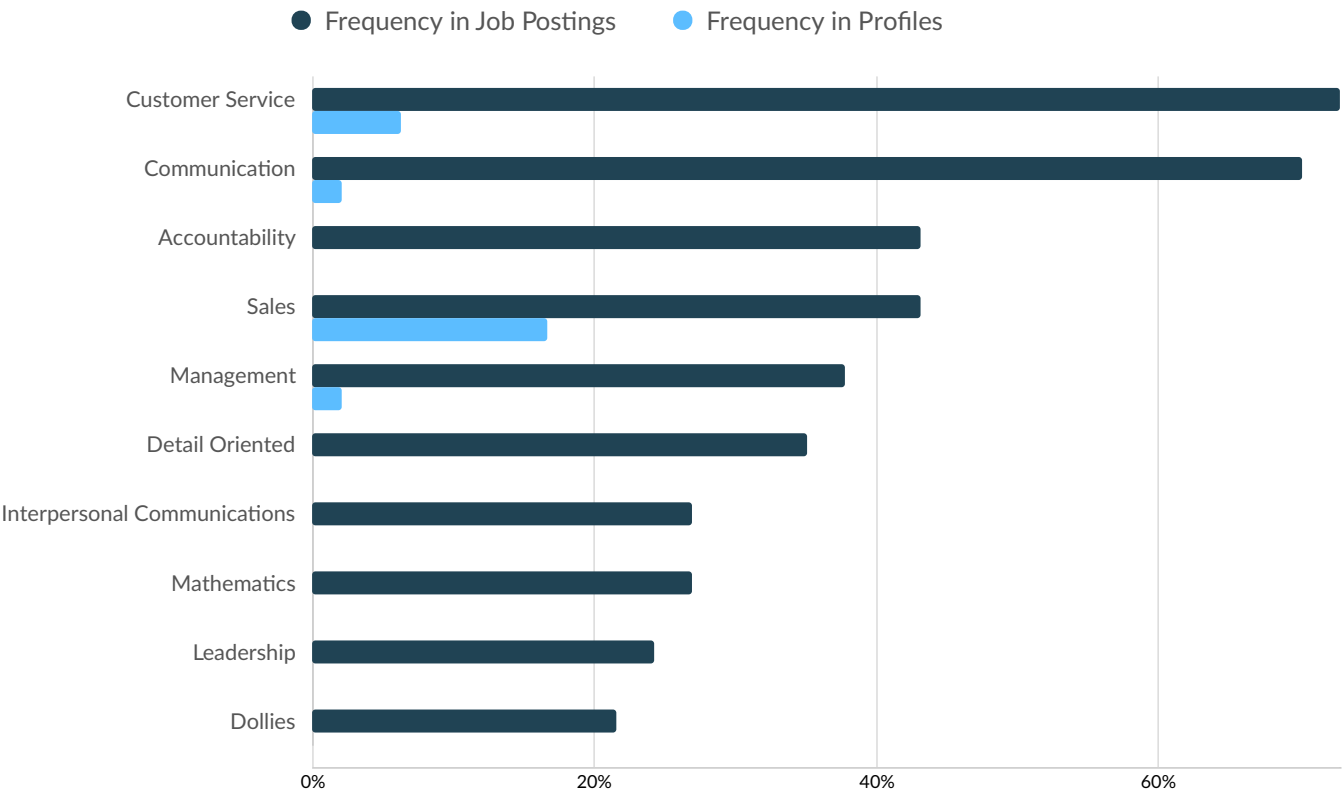


# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Cash Handling	16	43%	0	0%	+8.9%	Growing
Merchandising	13	35%	2	4%	+15.0%	Growing
Restaurant Operation	12	32%	0	0%	+28.0%	Rapidly Growing
Cash Register	10	27%	0	0%	+21.4%	Rapidly Growing
Labor Law	10	27%	0	0%	+8.9%	Growing
Inventory Staging	8	22%	0	0%	+15.7%	Growing
Cash Control	8	22%	0	0%	+25.1%	Rapidly Growing
Profit And Loss (P&L) Management	8	22%	0	0%	+18.3%	Growing
Stocking Merchandise	8	22%	0	0%	+18.0%	Growing
Accounting	8	22%	0	0%	+24.0%	Rapidly Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	27	73%	3	6%	+5.2%	Stable
Communication	26	70%	1	2%	+3.6%	Lagging
Accountability	16	43%	0	0%	+18.7%	Growing
Sales	16	43%	8	17%	+7.8%	Stable
Management	14	38%	1	2%	+5.3%	Stable
Detail Oriented	13	35%	0	0%	+7.1%	Stable
Interpersonal Communications	10	27%	0	0%	+12.5%	Growing
Mathematics	10	27%	0	0%	+20.2%	Rapidly Growing
Leadership	9	24%	0	0%	+8.5%	Stable
Dollies	8	22%	0	0%	+16.7%	Growing

# Top Software Skills

There is not enough data to display this section.

# Top Qualifications

Postings with Qualification	
ServSafe Certification	6
Valid Driver's License	6

# Appendix A

## Top Posting Sources

Website	Postings on Website (Apr 2025)
indeed.com	22
dejobs.org	16
mitalent.org	10
myworkdayjobs.com	7
careerarc.com	5
dollargeneral.com	3
arbys.com	2

# Appendix B

## Sample Postings

## Caregivers — Birch Meadows Senior Care in Three Rivers, MI (Apr 2025 - Active)

### Caregiver - 2nd Shift - Part Time Or On Call

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

Location: Three Rivers, MI

O\*NET: 31-1122.00

Company: Birch Meadows Senior Care

Job Title: Caregivers

Caregiver - 2nd Shift - Part Time Or On Call Birch Meadows Senior Care Three Rivers, MI 49093 Birch Meadows is a new Senior Care facility in Three Rivers, Michigan. We consider it an honor to serve our residents and we never take that privilege lightly. Our family has been in the senior care business since 1960 and we recognize the challenges families face when needing additional care for loved ones. We strive to provide an environment of dignity and comfort. Our dedicated team and low resident to staff ratio ensure the highest quality care for every individual entrusted to us. Birch Meadows is looking for competent Caregivers to care for our senior residents in a professional and compassionate manner. It's a very satisfying and rewarding job, since our elderly residents and their families are thankful for the high quality assistance and care they receive. The ideal candidate will be patient and compassionate with excellent communication skills and reliable attendance. You should be able to follow instructions and perform a variety of tasks to help residents. Responsibilities include, but are not limited to: Assist residents with daily living activities such as getting in and out of bed, bathing, dressing, eating, using the toilet, standing, walking, and exercising Maintain a safe and healthy living environment by assisting with housekeeping, laundry, and kitchen duties Help residents maintain good personal hygiene Promote residents' mental alertness through involvement in activities of interest Carryout routine individualized healthcare needs, including administering medication depending on state regulations Record vital signs such as temperature, blood pressure, pulse, or respiration rate Monitor or report observations and changes in health status to management Keep records of resident care, condition, progress, or problems Promote residents' independence Responsibilities vary based on shift worked, but employees will be trained for all shift duties.

#### Qualifications:

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

#### To Apply:

Application for Employment can be found at [birchmeadows.org](http://birchmeadows.org). An applicant will only be considered once a completed application is received at Birch Meadows .

#### Available shifts and compensation:

We have available shifts all days of the week. Compensation is \$14.00/hour.

#### About Birch Meadows Senior Care:

Birch Meadows Senior Care is looking for an individual to join our team. Our ideal candidate is self-driven, motivated and trustworthy. Learn more about us at <http://www.birchmeadows.org/>. By applying to this job, you agree to receive periodic text messages from this employer and Homebase about your pending job application. Opt out anytime. Msg & data rates may apply. Powered by Homebase. Free employee scheduling, time clock and hiring tools.

# Utility Clerks — Meijer in Sturgis, MI (Apr 2025 - Active)

Utility Clerk	
Link to Live Job Posting: <a href="https://dejobs.org">dejobs.org</a>	
Location: Sturgis, MI	O*NET: 41-2031.00
Company: Meijer	Job Title: Utility Clerks
<p>As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As an entry-level team member, you will have the opportunity to gain exposure to a variety of retail tasks related to additional services provided by our store, product and customer service. Meijer Courtesy Team Members enjoy interacting with people and know what 'above and beyond' customer service means. What You'll be</p> <p>Doing:</p> <p>Cart attendants will ferry shopping carts from outside the store back to the store interior. Coordinating and collecting of the parking lot, lawn, and inside store trash. Safely use snow removal equipment for properly removing snow. Perishable and salvage returns. Basic store and restroom cleaning. Working with our service desk, store entrance, check lanes and parking lot areas.</p> <p>Working with departments:</p> <p>Health and Beauty Care, Hardlines, Fashion/Softlines, Pets, Hardware, Card and Party, Outdoor, Seasonal and Floral. This job profile is not meant to be all inclusive of the responsibilities of this position; may perform other duties as assigned or required. What You Bring with You (Qualifications): Highly-organized with a keen sense for details. Great listening and communication skills. Can handle lifting, carrying, pushing, pulling, bending and twisting while handling product or using various equipment. Ability to shine in a fast-paced environment. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification. If you have a disability and require a reasonable accommodation to complete any part of your application, please click here to submit your request. Submissions that are not seeking help to complete the application due to a disability will not be responded to.</p>	

Farmworker/ Trabajador de Campo	
Link to Live Job Posting: <a href="https://dejobs.org">dejobs.org</a>	
Location: Sturgis, MI	O*NET: 49-9071.00
Company: State of Michigan	Job Title: Unclassified
<p>23 Farmworkers needed to plant, cultivate and harvest corn crops. Workers will also complete tasks associated with general farm work, including but not limited to transplanting, applying fertilizer, weeding, pruning, hoeing, and installing and maintaining irrigation systems. Work will occur in St. Joseph and Kalamazoo Counties. Se necesitan 23 trabajadores de campo para plantar, cultivar y cosechar cultivos de maíz. Trabajadores también harán deberes asociados con el trabajo agrícola general, incluso pero no se limita a transplatar plantas, aplicar fertilizantes, quitar la maleza, podar, usar la azada e instalar y mantener sistemas de irrigación. Trabajo ocurrirá en los condados de Joseph y Kalamazoo. Period of employment/ periodo de empleo: 06/28/2025- 08/16/2025.Work schedule is generally 36 hours per week, Monday through Saturday. Additional hours may be offered but not required.</p> <p>El horario laboral es generalmente 36 horas por semana, Lunes hasta sabado. Horas adicionales pueden estar ofrecidas, pero no serían obligatorias. Workers will be paid a minimum of \$18.15 per hour, with the opportunity to earn more through piece rate work.</p> <p>Los trabajadores ganarán un mínimo de \$18.15 por hora, con la oportunidad de ganar más por el pago por contrato.</p> <p>Must be able to lift up to 60 pounds.</p> <p>Es necesario poder levantar hasta 60 libras.</p> <p>Requires 3 months of verifiable experience.</p> <p>Se requiere 3 meses verificables de experiencia.</p> <p>Employer provides housing at no cost to workers who are not reasonably able to return same day to their residence. Separate sleeping rooms and bathroom facilities are designated for male and female workers. Family housing is not provided.</p> <p>El empleador provee vivienda sin cobrar a los trabajadores que no puedan razonablemente regresar en el mismo día a sus residencias. Se designan dormitorios e instalaciones de baño separados para trabajadores masculinos y femeninos. No se provee vivienda para los familiares de trabajadores.</p> <p>Workers hired from beyond normal commuting distance will be reimbursed for inbound transportation costs. Upon completion of the work contract, these workers will also be provided with outbound transportation costs. Los trabajadores que están contratados fuera de la distancia normal para viajar al trabajo estarán reembolsados para el transporte de llegada. Para los que terminan el contrato completo, el empleador proveerá o pagará por el transporte de ida. Employer offers transportation between daily work site and employer-provided housing at no cost to worker entitled to housing benefit.</p> <p>El empleador ofrece transportación desde el sitio del trabajo y la vivienda proveída por el empleador cada día sin costo al trabajador con derecho al beneficio de la vivienda.●Available to applicants throughout Michigan/Disponibile para solicitantes en el estado de Michigan●</p>	



Gas Station Team Members – Meijer in Three Rivers, MI (Apr 2025 - Active)

Gas Station Team Member	
Link to Live Job Posting: <a href="https://dejobs.org">dejobs.org</a>	
Location: Three Rivers, MI	O*NET: 41-2031.00
Company: Meijer	Job Title: Gas Station Team Members
<p>As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! This position will be responsible for delivering remarkable customer service by providing customers with exceptional product knowledge, efficient service and a friendly attitude. This entry level team member position will be exposed to a variety of retail tasks related to product, customer service and merchandising. Join a community. Build a career. We are searching for a new member of the Meijer family! As we grow, we're seeking an entry-level team member to join us as a General Merchandise Clerk who is able to complete a variety of retail tasks related to product, customer service, pricing, inventory, and merchandising. You will also collaborate with other team members and managers on additional tasks as needed. Are you a people person? Do you want to have a positive impact on your community? If so, we hope you will join us! What will you be doing? You will build rapport with customers. Display a friendly and outgoing attitude through good eye contact and body language. Help customers with any questions they may have. If you aren't able to answer their question, you will direct them to another team member who can. Stock product and maintain displays according to merchandising standards. Utilize technology to complete activities and tasks. This position is applicable to the following departments: Health and Beauty Care, Hardlines, Fashion/Softlines, Pets, Hardware, Card and Party, Outdoor, Seasonal and Floral. What skills will you use? You are detail-oriented and organized. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. You are process-driven and able to follow procedures in an organized and efficient way. You work well in a fast-paced environment. Ability to lift, carry, push, pull, bend, and twist while handling product. Ability to stand for long periods of time. Desire to work with customers on a consistent basis. Meijer starts with me. It's not just a brand name, it's a family name. Founded by Hendrik and Gezina Meijer and their children in 1934, Meijer treats our Team Members like they're a part of our family. We want to see them happy, growing, and successful. That's why our Team Members say, "Meijer starts with me." Sound like the place for you? Join us. Who are we a good fit for? We love working with talented people but more than that, we look for team members who thrive in a collaborative environment and want to help us build on our family culture. Meijer is a great place for you if you want a job that's more than a paycheck and a career that plays an important role in your community. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification. If you have a disability and require a reasonable accommodation to complete any part of your application, please click here to submit your request. Submissions that are not seeking help to complete the application due to a disability will not be responded to.</p>	

Cashier/Sales Associate - Overnights	
Link to Live Job Posting: Posting is no longer active	
Location: Sturgis, MI	O*NET: 41-2031.00
Company: Admiral Group Plc	Job Title: Sales Associates/Cashiers
<p>Cashier/Sales Associate - Overnights 2.2 2.2 out of 5 stars 1207 East Chicago Road, Sturgis, MI 49091</p> <p><b>Overview:</b></p> <p>Are you a night owl looking for an exhilarating opportunity to kick-start your career? Look no further! We are actively seeking passionate individuals to join our team as Overnight Sales Associates. As a crucial member of our dynamic 3rd shift crew, you'll be at the forefront of providing exceptional service to our customers while enjoying the excitement of the night.</p> <p><b>Why Join Us:</b></p> <p><b>A Fun and Friendly Atmosphere:</b></p> <p>Be part of a team that supports and encourages each other.</p> <p><b>Growth Opportunities:</b></p> <p>We believe in promoting from within and supporting your career goals.</p> <p><b>Flexible Scheduling:</b></p> <p>Embrace the freedom of a flexible schedule, perfect for night owls seeking full-time or part-time opportunities.</p> <p><b>Paid Time Off:</b></p> <p>Earn time off to relax and recharge, knowing your hard work is valued.</p> <p><b>Retirement Savings Plan:</b></p> <p>Plan for your future with our 401(k) program, featuring a generous 6% match.</p> <p><b>Weekly Pay:</b></p> <p>Enjoy the convenience and security of receiving your paycheck every week.</p> <p><b>Pay Rate:</b></p> <p>\$12.48</p> <p><b>Shift Information:</b></p> <p>9:45pm-6:15am</p> <p><b>Responsibilities:</b></p>	

### Warm Customer Greetings:

Greet customers with a friendly demeanor as they enter the store, providing fast and efficient service while expressing gratitude for their patronage.

### Cash Handling Expertise:

Master the art of ringing up customer sales using an electronic cash register, ensuring accurate transactions. Manage cash refunds and exchanges seamlessly.

### Shift Change Dynamism:

Play a crucial role in the shift change process by expertly counting money at the beginning and end of each shift.

### Specialty Product Wizardry:

Utilize special equipment to process a variety of specialty products, including money orders, credit card purchases, checks, and lottery sales and redemptions.

### Vigilant ID Checks:

Enforce age restrictions responsibly by checking identifications for restricted sales.

### Nighttime Stock Mastery:

Keep the shelves stocked and ready for our nocturnal customers. From food service supplies to merchandise, you're the behind-the-scenes hero.

### Sanitization Superhero:

Maintain a sparkling clean environment by sanitizing all equipment and areas, employing the three-sink method and following proper cleaning procedures.

### Trash Takedown:

Keep the premises impeccable by regularly cleaning and emptying trash containers.

### Vendor Deliveries & Stock Wizardry:

Check in vendor deliveries according to company guidelines. Ensure shelves are stocked, rotated, and front-faced. Remove damaged and out-of-code merchandise.

### Bad Merchandise Resolution:

Tackle challenges head-on by completing the bad merchandise form, contributing to the overall operational excellence.

### Adaptable All-Star:

Embrace variety and assume other duties and responsibilities as assigned to accommodate store operational needs. Other duties as assigned

### Qualifications:

### Age Requirement:

Must be 18 years of age or older if located in AR, CT, FL, LA, MI, MA, MS, MO, NC, SC, TX, TN, AZ, and CO. For all other states, must be 21 years of age or older.

#### **Availability:**

Must be able to work weekends and holidays, embracing the full rhythm of retail.

#### **Communication Skills:**

Ability to read, write, speak, and understand English effectively.

#### **Math Proficiency:**

Basic math skills required, including addition, subtraction, division, and multiplication.

#### **Physical Ability:**

Capable of frequently lifting 10 lbs and occasionally lifting up to 50 lbs.

#### **Pre-Employment Screening:**

Must pass a pre-employment drug screen and be subject to a criminal history background check.

#### **Personable and Positive:**

You have a friendly demeanor and a knack for making people feel welcome.

#### **Detail-Oriented:**

You notice the little things that make a big difference in a customer's experience.

#### **Reliable and Responsible:**

You're punctual, trustworthy, and take pride in your work.

#### **Flexible:**

You're adaptable and ready to take on a variety of tasks in our fast-paced environment. Experience is a

#### **Plus:**

Previous experience in retail or customer service is appreciated, but not required. We believe in learning on the job!

#### **Benefits:**

For information on benefits offered, please click on the hyperlink below.

#### **https:**

[//gpminvestments.com/careers/](https://gpminvestments.com/careers/) Equal Opportunity Employer GPM Investments, LLC is an equal opportunity employer and does not discriminate in employment and personnel practices on the basis of race, sex, age, disability, religion, national origin, sexual orientation or any other basis prohibited by applicable law. Unlawful discrimination will not be a factor in any employment decision. This Organization Participates in E-Verify <https://gpminvestments.com/wp-content/uploads/2023/09/federal-e-verify-participation-poster-es.pdf>

# 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.