



Job Posting Analytics

Lightcast Q3 2024 Data Set

For Period: August 1 - 31, 2024

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

Parameters

Select Timeframe: Aug 2024 - Aug 2024

Occupations:

Results should include

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

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

Regions:

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

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

Job Title:

Results should include

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

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

Company:

Results should include

Description
Pfizer
Fast Pace Health

Description
Walmart
Bronson Healthcare

Ascension

Meijer

Border Foods

Corewell Health

Stryker

Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

152

Unique Postings
603 Total Postings

6

Employers Competing
3,045 Total Employers

16 Days

Median Posting Duration
Regional Average: 22 Days

4 : 1

Posting Intensity



Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	28	18%
High school or GED	77	51%
Associate's degree	41	27%
Bachelor's degree	30	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	77	0	51%
Associate's degree	26	15	17%
Bachelor's degree	21	9	14%
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	115	76%
0 - 1 Years	26	17%
2 - 3 Years	11	7%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	77 / 46	2 : 1 	16 days
Oaklawn Hospital	98 / 33	3 : 1 	17 days
Corewell Health	199 / 29	7 : 1 	8 days
Ascension	105 / 27	4 : 1 	19 days
Border Foods	116 / 13	9 : 1 	n/a
Meijer	8 / 4	2 : 1 	15 days

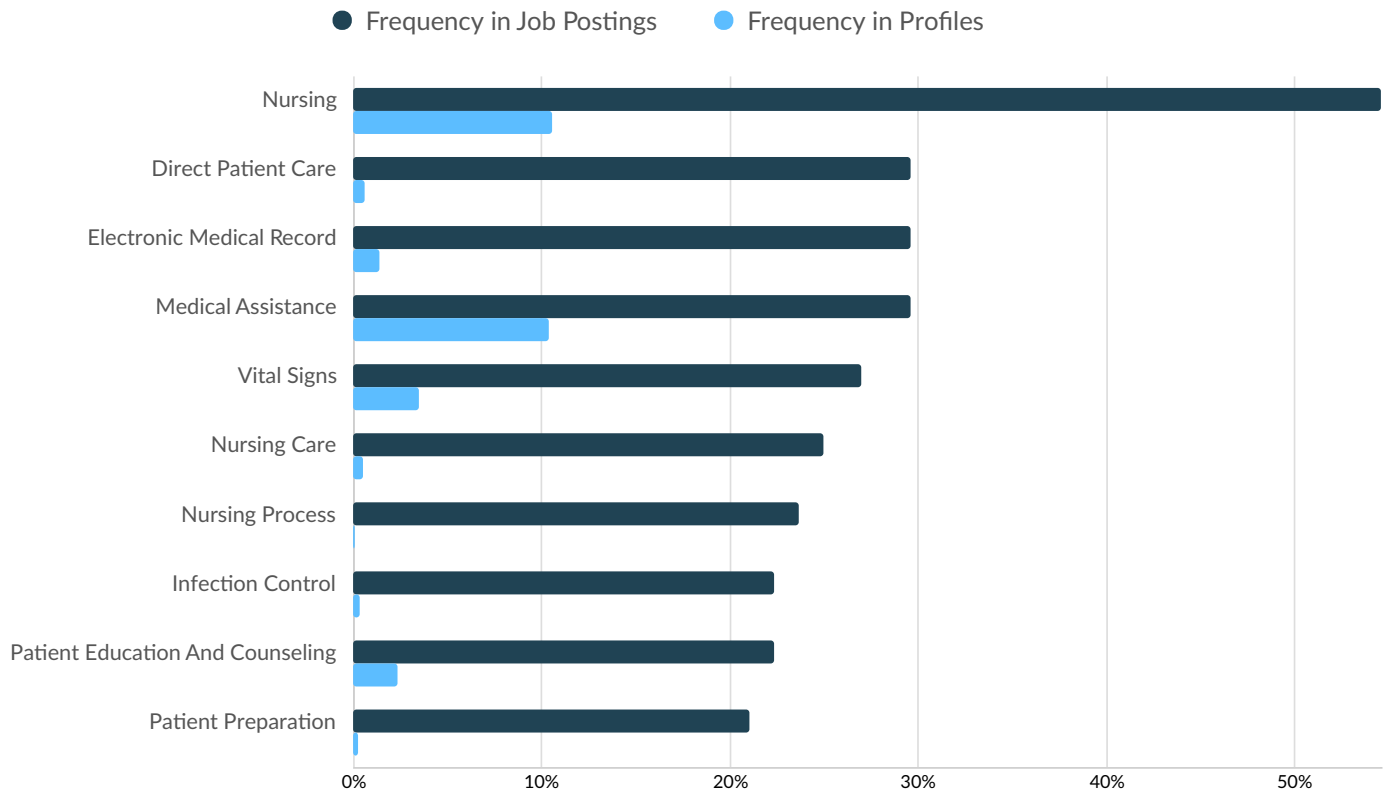
Top Posted Occupations

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	180 / 53	3 : 1	17 days
Medical Assistants	170 / 45	4 : 1	14 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	93 / 29	3 : 1	12 days
Cashiers	65 / 11	6 : 1	15 days
Cooks, Restaurant	81 / 10	8 : 1	n/a
Nursing Assistants	14 / 4	4 : 1	n/a

Top Posted Occupations

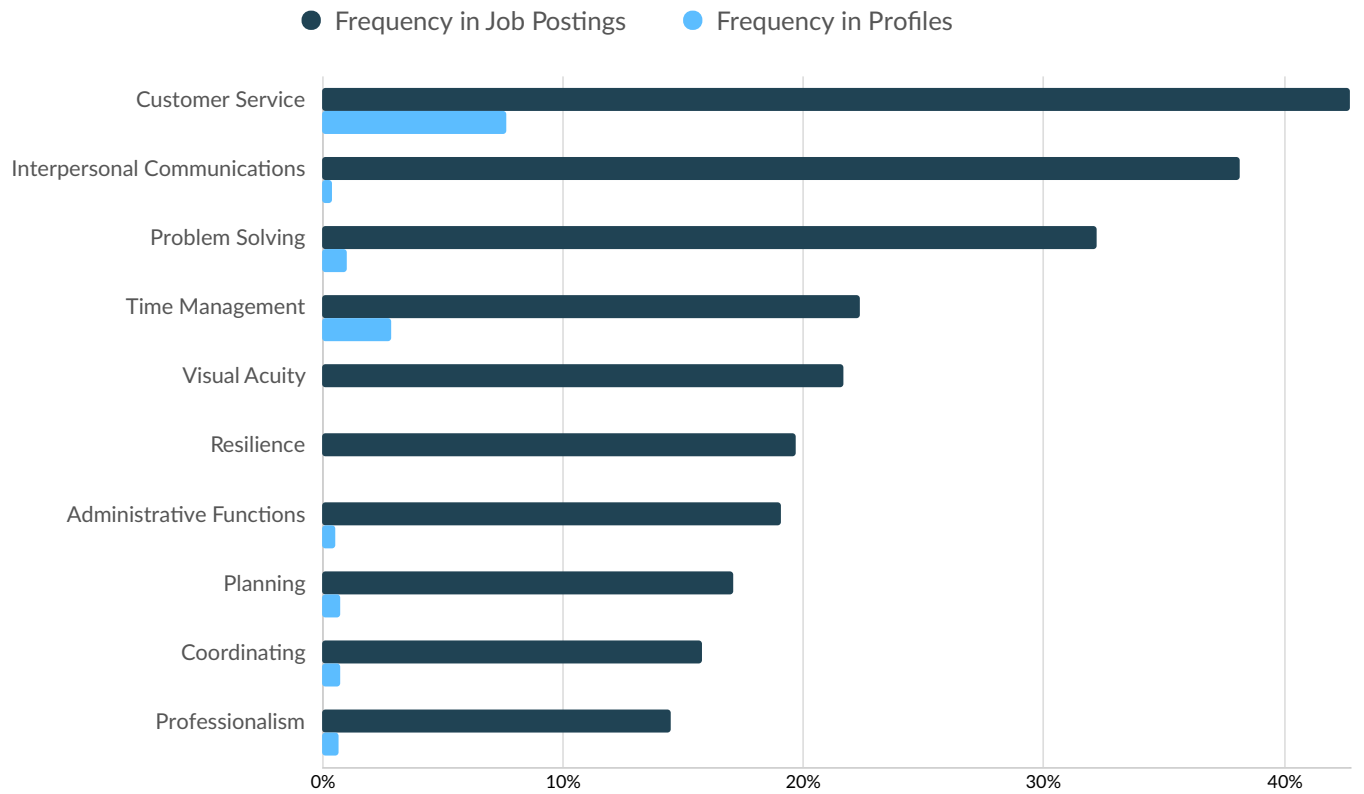
Occupation (O*NET)	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	180 / 53	3 : 1	17 days
Medical Assistants	170 / 45	4 : 1	14 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	93 / 29	3 : 1	12 days
Cashiers	65 / 11	6 : 1	15 days
Cooks, Restaurant	81 / 10	8 : 1	n/a
Nursing Assistants	14 / 4	4 : 1	n/a

Top Specialized Skills



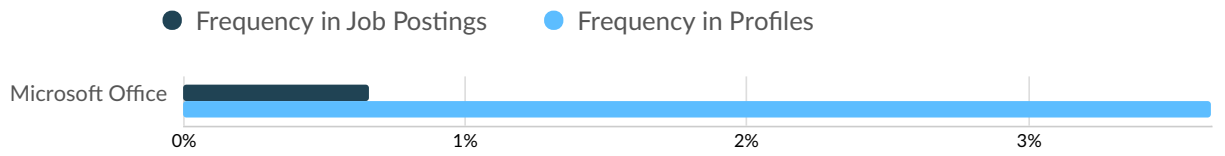
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	83	55%	81	11%	+20.1%	Rapidly Growing
Direct Patient Care	45	30%	5	1%	+16.6%	Growing
Electronic Medical Record	45	30%	11	1%	+12.1%	Growing
Medical Assistance	45	30%	80	10%	+11.9%	Growing
Vital Signs	41	27%	27	4%	+17.2%	Growing
Nursing Care	38	25%	4	1%	+19.1%	Growing
Nursing Process	36	24%	1	0%	+24.2%	Rapidly Growing
Infection Control	34	22%	3	0%	+17.1%	Growing
Patient Education And Counseling	34	22%	18	2%	+11.6%	Growing
Patient Preparation	32	21%	2	0%	+15.8%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	65	43%	59	8%	+5.2%	Stable
Interpersonal Communications	58	38%	3	0%	+12.5%	Growing
Problem Solving	49	32%	8	1%	+11.3%	Growing
Time Management	34	22%	22	3%	+14.5%	Growing
Visual Acuity	33	22%	0	0%	+18.9%	Growing
Resilience	30	20%	0	0%	+12.7%	Growing
Administrative Functions	29	19%	4	1%	+13.6%	Growing
Planning	26	17%	6	1%	+10.9%	Growing
Coordinating	24	16%	6	1%	+14.7%	Growing
Professionalism	22	14%	5	1%	+15.1%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	1	1%	28	4%	+18.5%	Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q3 2024 Data Set

For Period: August 1 - 31, 2024

Branch, Calhoun, Kalamazoo, and
Saint Joseph Counties, Michigan

Parameters

Select Timeframe: Aug 2024 - Aug 2024

Occupations:

Results should include

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

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

Regions:

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

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

530

Unique Postings
1,491 Total Postings

9

Employers Competing
2,153 Total Employers

26 Days

Median Posting Duration
Regional Average: 22 Days

3 : 1

Posting Intensity



Regional Average: 2 : 1

Advertised Salary

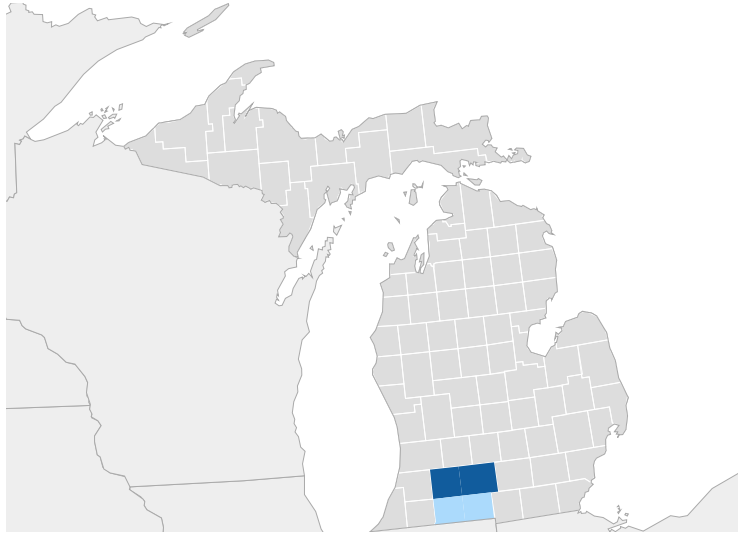
There are 38 advertised salary observations (7% of the 530 matching postings).

\$37.54/hr

Median Advertised Salary



Job Postings Regional Breakdown



County	Unique Postings (Aug 2024)
Kalamazoo County, MI	267
Calhoun County, MI	227
St. Joseph County, MI	27
Branch County, MI	9

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	103	19%
High school or GED	200	38%
Associate's degree	222	42%
Bachelor's degree	156	29%
Master's degree	34	6%
Ph.D. or professional degree	1	0%










Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	200	0	38%
Associate's degree	131	91	25%
Bachelor's degree	89	64	17%
Master's degree	7	27	1%
Ph.D. or professional degree	0	1	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	366	69%
0 - 1 Years	61	12%
2 - 3 Years	89	17%
4 - 6 Years	12	2%
7 - 9 Years	0	0%
10+ Years	2	0%











Top Companies Posting

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	366 / 203	2 : 1 	13 days
Ascension	423 / 117	4 : 1 	22 days
Oaklawn Hospital	295 / 111	3 : 1 	17 days
Border Foods	317 / 55	6 : 1 	32 days
Meijer	30 / 14	2 : 1 	26 days
Corewell Health	17 / 11	2 : 1 	5 days
Walmart	28 / 8	4 : 1 	n/a
Stryker	8 / 6	1 : 1 	22 days
Zoetis	7 / 5	1 : 1 	31 days

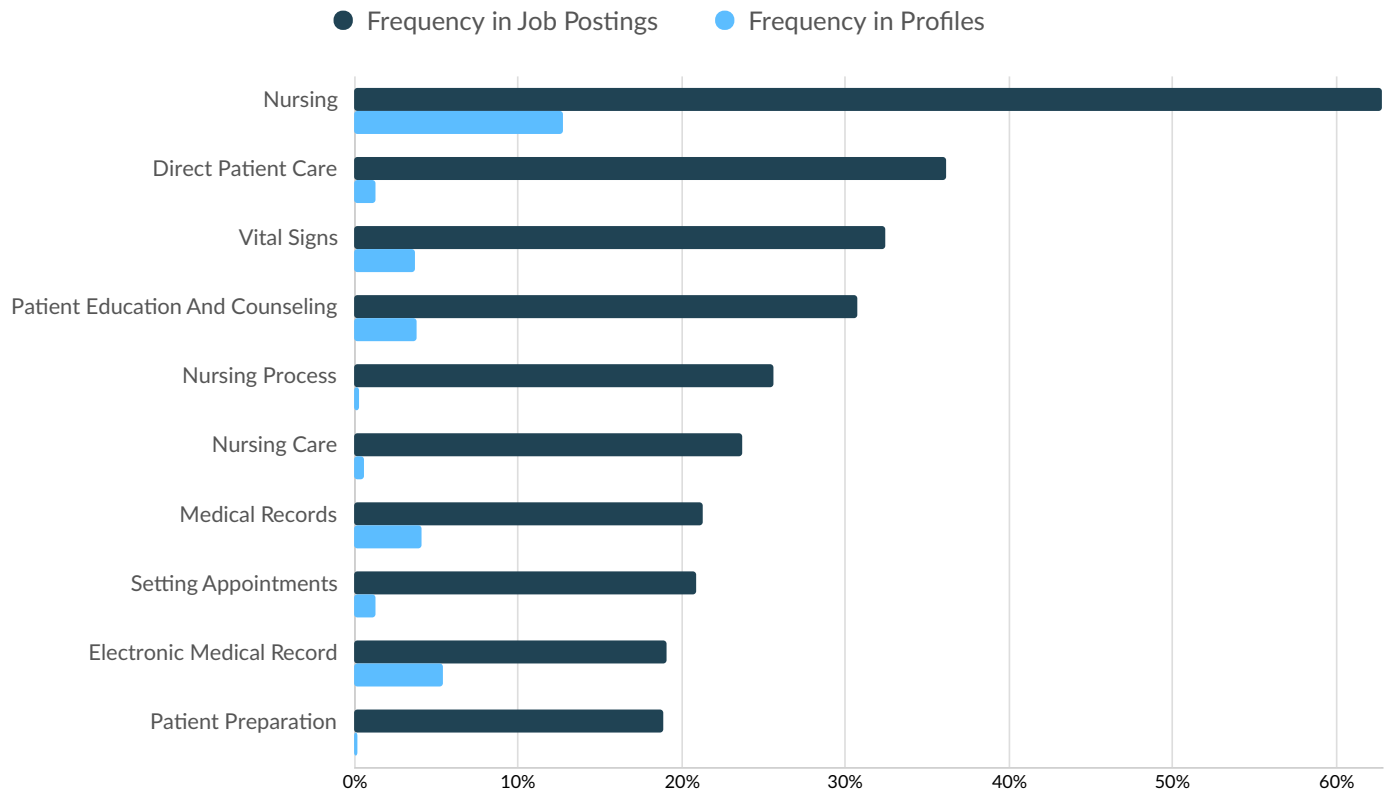
Top Posted Occupations

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	599 / 216	3 : 1 	17 days
Medical Assistants	209 / 97	2 : 1 	9 days
Health Technologists and Technicians, All Other	85 / 44	2 : 1 	n/a
Fast Food and Counter Workers	164 / 33	5 : 1 	33 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	58 / 30	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	47 / 28	2 : 1 	22 days
Cashiers	118 / 22	5 : 1 	26 days
Medical and Health Services Managers	38 / 21	2 : 1 	22 days
Food Service Managers	88 / 20	4 : 1 	n/a
Nursing Assistants	85 / 19	4 : 1 	13 days

Top Posted Occupations

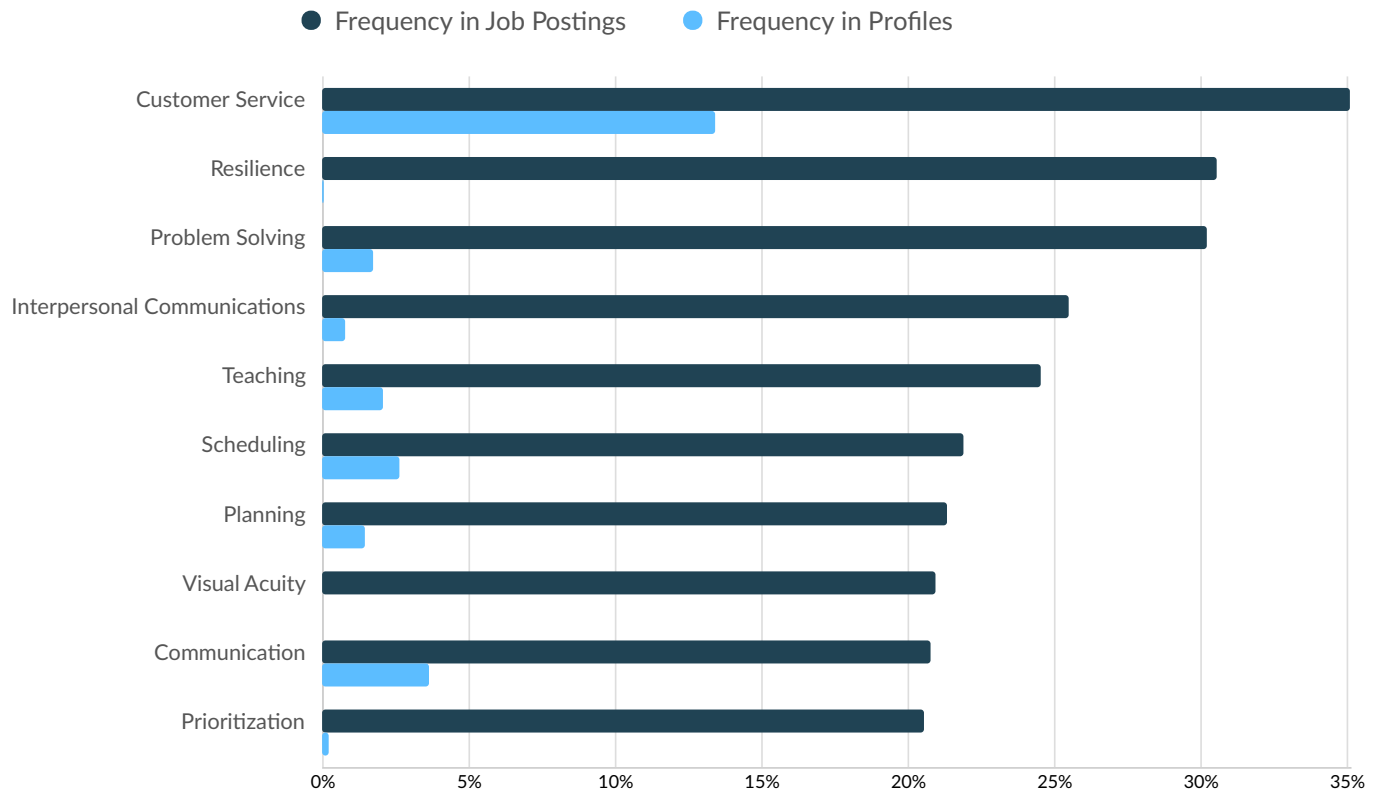
Occupation (O*NET)	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	514 / 198	3 : 1 	17 days
Medical Assistants	209 / 97	2 : 1 	9 days
Fast Food and Counter Workers	164 / 33	5 : 1 	33 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	58 / 30	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	47 / 28	2 : 1 	22 days
Cashiers	118 / 22	5 : 1 	26 days
Medical and Health Services Managers	38 / 21	2 : 1 	22 days
Health Technologists and Technicians, All Other	50 / 21	2 : 1 	n/a
Food Service Managers	88 / 20	4 : 1 	n/a
Patient Representatives	27 / 20	1 : 1 	n/a

Top Specialized Skills



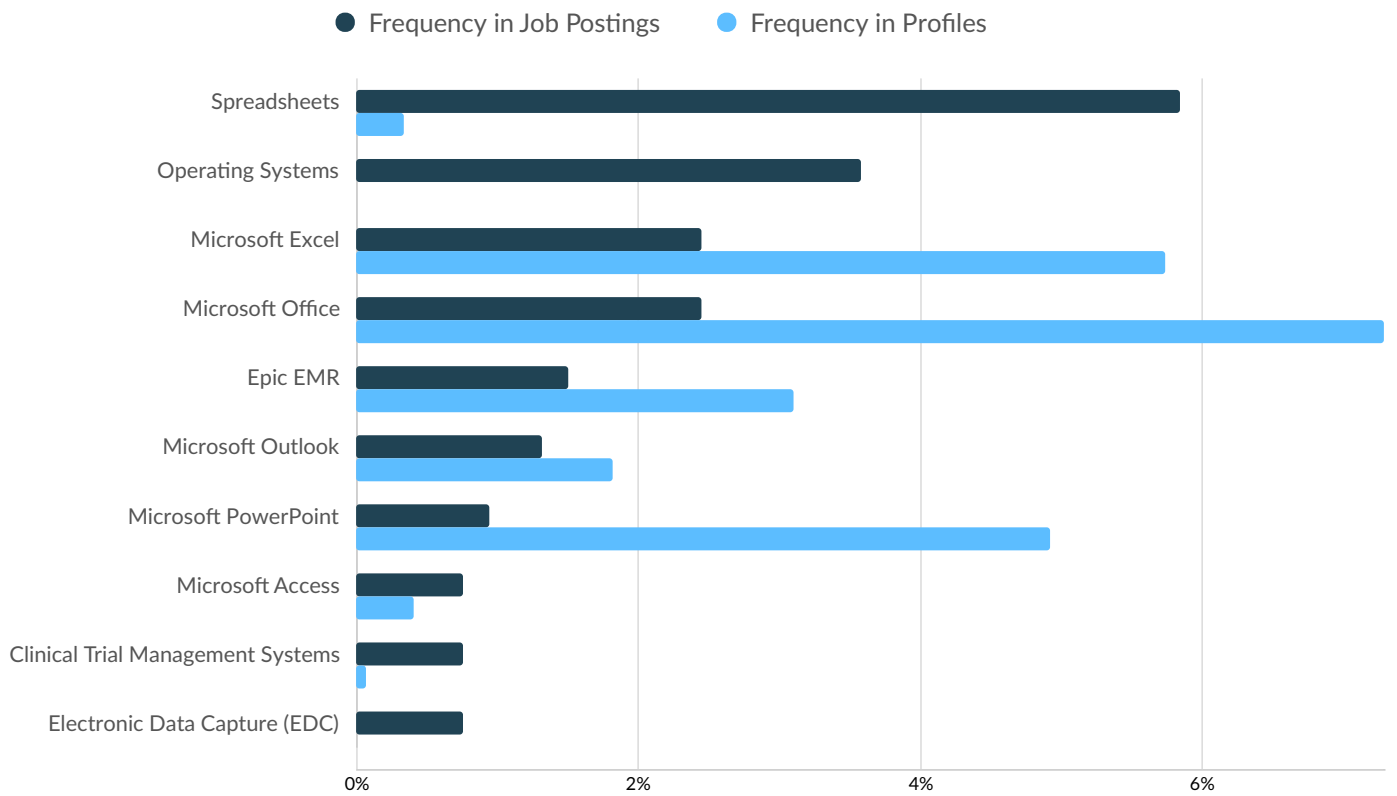
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	333	63%	189	13%	+20.1%	Rapidly Growing
Direct Patient Care	192	36%	19	1%	+16.6%	Growing
Vital Signs	172	32%	55	4%	+17.2%	Growing
Patient Education And Counseling	163	31%	57	4%	+11.6%	Growing
Nursing Process	136	26%	4	0%	+24.2%	Rapidly Growing
Nursing Care	126	24%	9	1%	+19.1%	Growing
Medical Records	113	21%	61	4%	+12.5%	Growing
Setting Appointments	111	21%	19	1%	+10.9%	Growing
Electronic Medical Record	101	19%	80	5%	+12.1%	Growing
Patient Preparation	100	19%	3	0%	+15.8%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	186	35%	199	13%	+5.2%	Stable
Resilience	162	31%	1	0%	+12.7%	Growing
Problem Solving	160	30%	26	2%	+11.3%	Growing
Interpersonal Communications	135	25%	12	1%	+12.5%	Growing
Teaching	130	25%	31	2%	+18.8%	Growing
Scheduling	116	22%	39	3%	+16.4%	Growing
Planning	113	21%	22	1%	+10.9%	Growing
Visual Acuity	111	21%	0	0%	+18.9%	Growing
Communication	110	21%	54	4%	+3.6%	Lagging
Prioritization	109	21%	3	0%	+20.5%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	31	6%	5	0%	+22.2%	Rapidly Growing
Operating Systems	19	4%	0	0%	+22.6%	Rapidly Growing
Microsoft Excel	13	2%	85	6%	+17.7%	Growing
Microsoft Office	13	2%	108	7%	+18.5%	Growing
Epic EMR	8	2%	46	3%	+16.4%	Growing
Microsoft Outlook	7	1%	27	2%	+25.0%	Rapidly Growing
Microsoft PowerPoint	5	1%	73	5%	+26.1%	Rapidly Growing
Microsoft Access	4	1%	6	0%	+3.9%	Lagging
Clinical Trial Management Systems	4	1%	1	0%	+7.0%	Stable
Electronic Data Capture (EDC)	4	1%	0	0%	+6.7%	Stable

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q3 2024 Data Set

For Period: August 1 - 31, 2024

Branch County, Michigan

Parameters

Select Timeframe: Aug 2024 - Aug 2024

Occupations:

Results should include

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

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

Regions:

Code	Description
26023	Branch County, MI

Company:

Results should include

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

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

47

Unique Postings
115 Total Postings

5

Employers Competing
135 Total Employers

16 Days

Median Posting Duration
Regional Average: 28 Days

2 : 1

Posting Intensity

Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	17	36%
High school or GED	21	45%
Associate's degree	6	13%
Bachelor's degree	9	19%
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	21	0	45%
Associate's degree	5	0	11%
Bachelor's degree	4	5	9%
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	22	47%
0 - 1 Years	20	43%
2 - 3 Years	5	11%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
ProMedica	63 / 25	3 : 1 	16 days
Dollar General	9 / 9	1 : 1 	n/a
Walmart	20 / 6	3 : 1 	n/a
Border Foods	21 / 5	4 : 1 	n/a
Clemens Food Group	2 / 2	1 : 1 	n/a

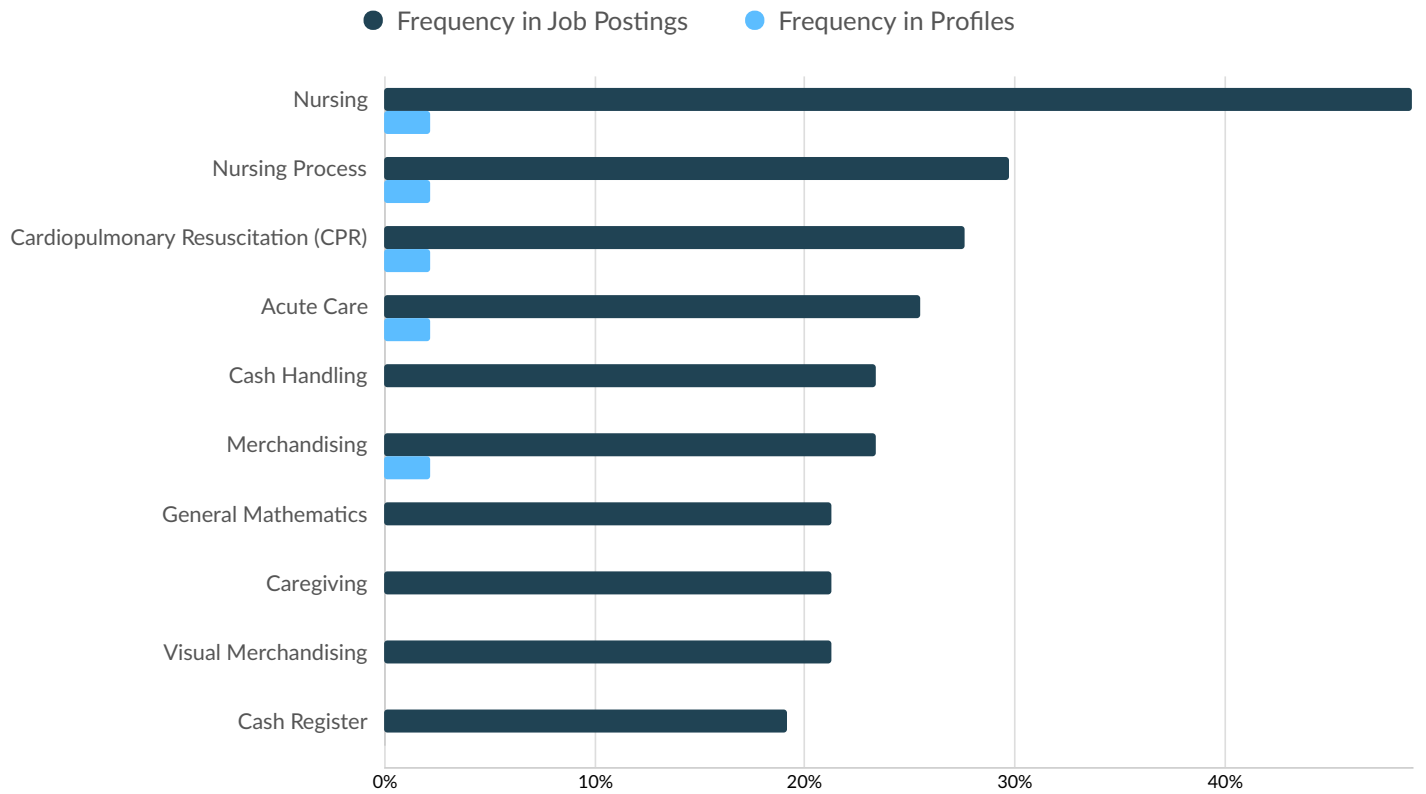
Top Posted Occupations

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	47 / 18	3 : 1 	16 days
First-Line Supervisors of Retail Sales Workers	17 / 8	2 : 1 	n/a
Health Technologists and Technicians, All Other	16 / 7	2 : 1 	n/a
Retail Salespersons	5 / 5	1 : 1 	n/a
General and Operations Managers	6 / 3	2 : 1 	n/a
Food Service Managers	4 / 2	2 : 1 	n/a
Fast Food and Counter Workers	7 / 2	4 : 1 	n/a
Cashiers	13 / 2	7 : 1 	n/a

Top Posted Occupations

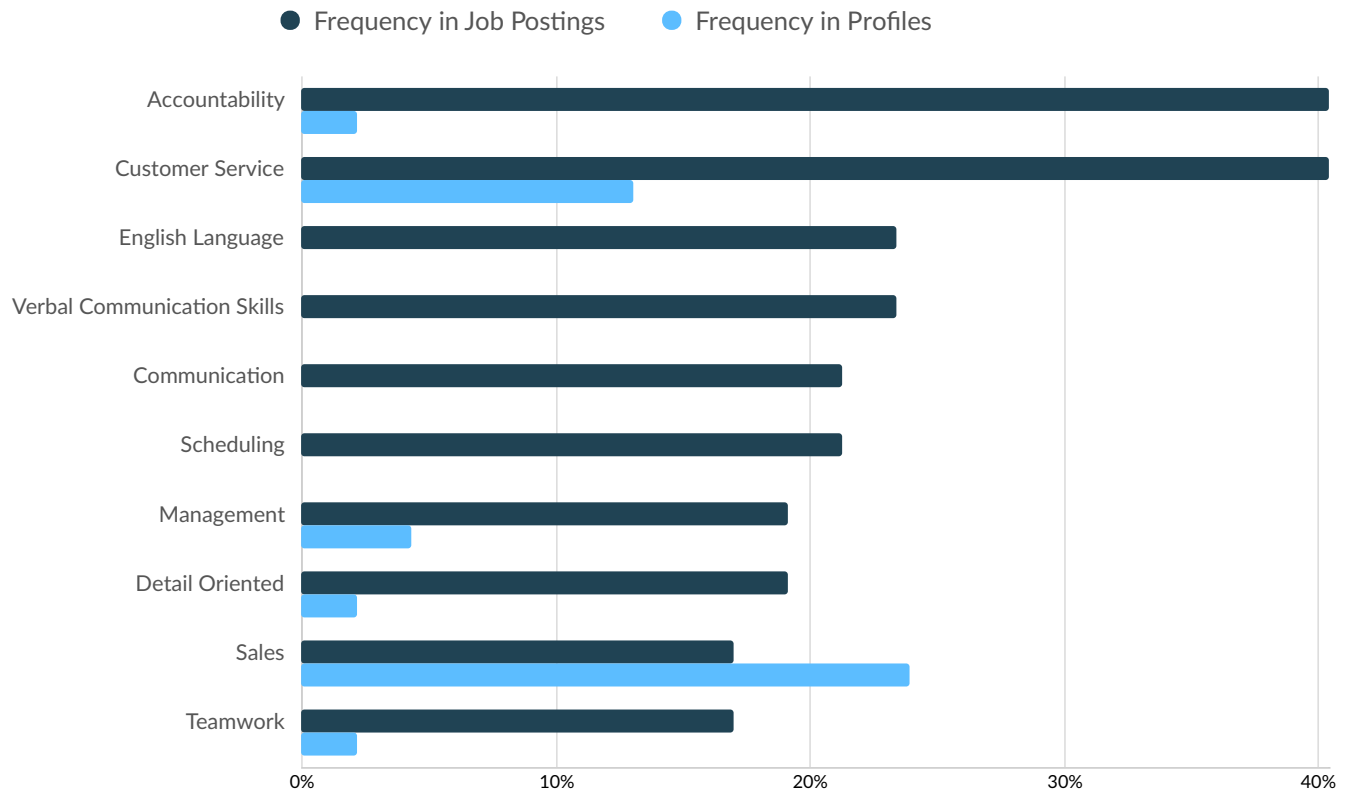
Occupation (O*NET)	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	35 / 14	3 : 1 	16 days
First-Line Supervisors of Retail Sales Workers	17 / 8	2 : 1 	n/a
Health Technologists and Technicians, All Other	14 / 6	2 : 1 	n/a
Retail Salespersons	5 / 5	1 : 1 	n/a
Critical Care Nurses	12 / 4	3 : 1 	n/a
General and Operations Managers	6 / 3	2 : 1 	n/a
Food Service Managers	4 / 2	2 : 1 	n/a
Fast Food and Counter Workers	7 / 2	4 : 1 	n/a
Cashiers	13 / 2	7 : 1 	n/a
Patient Representatives	2 / 1	2 : 1 	n/a

Top Specialized Skills



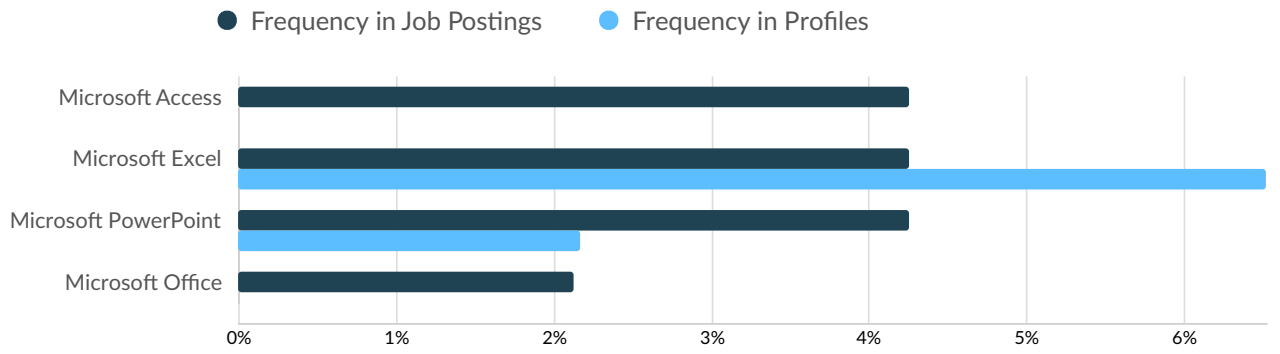
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	23	49%	1	2%	+20.1%	Rapidly Growing
Nursing Process	14	30%	1	2%	+24.2%	Rapidly Growing
Cardiopulmonary Resuscitation (CPR)	13	28%	1	2%	+14.8%	Growing
Acute Care	12	26%	1	2%	+12.8%	Growing
Cash Handling	11	23%	0	0%	+8.9%	Growing
Merchandising	11	23%	1	2%	+15.0%	Growing
General Mathematics	10	21%	0	0%	+14.8%	Growing
Caregiving	10	21%	0	0%	+23.1%	Rapidly Growing
Visual Merchandising	10	21%	0	0%	+12.9%	Growing
Cash Register	9	19%	0	0%	+21.4%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Accountability	19	40%	1	2%	+18.7%	Growing
Customer Service	19	40%	6	13%	+5.2%	Stable
English Language	11	23%	0	0%	+15.3%	Growing
Verbal Communication Skills	11	23%	0	0%	+4.1%	Lagging
Communication	10	21%	0	0%	+3.6%	Lagging
Scheduling	10	21%	0	0%	+16.4%	Growing
Management	9	19%	2	4%	+5.3%	Stable
Detail Oriented	9	19%	1	2%	+7.1%	Stable
Sales	8	17%	11	24%	+7.8%	Stable
Teamwork	8	17%	1	2%	+16.5%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Access	2	4%	0	0%	+3.9%	Lagging
Microsoft Excel	2	4%	3	7%	+17.7%	Growing
Microsoft PowerPoint	2	4%	1	2%	+26.1%	Rapidly Growing
Microsoft Office	1	2%	0	0%	+18.5%	Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q3 2024 Data Set

For Period: August 1 - 31, 2024

Calhoun County, Michigan

Parameters

Select Timeframe: Aug 2024 - Aug 2024

Occupations:

Results should include

Code	Description	Code	Description
11-9051	Food Service Managers	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
29-1141	Registered Nurses	41-1011	First-Line Supervisors of Retail Sales Workers
31-1128	Home Health and Personal Care Aides	41-2031	Retail Salespersons
31-9092	Medical Assistants	49-9071	Maintenance and Repair Workers, General
35-3023	Fast Food and Counter Workers	53-3032	Heavy and Tractor-Trailer Truck Drivers

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

Description	Description
Clean Team	Taco Bell
Hogan	Oaklawn Hospital
Border Foods	Subway
Dollar General	Select Medical
Bronson Healthcare	Elara Caring

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

203

Unique Postings
568 Total Postings


10

Employers Competing
747 Total Employers

26 Days

Median Posting Duration
Regional Average: 21 Days

3 : 1

Posting Intensity

Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	67	33%
High school or GED	69	34%
Associate's degree	56	28%
Bachelor's degree	35	17%
Master's degree	10	5%
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	69	0	34%
Associate's degree	52	4	26%
Bachelor's degree	15	18	7%
Master's degree	0	10	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	144	71%
0 - 1 Years	22	11%
2 - 3 Years	36	18%
4 - 6 Years	1	0%
7 - 9 Years	0	0%
10+ Years	0	0%












Top Companies Posting

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	227 / 75	3 : 1	17 days
Bronson Healthcare	98 / 56	2 : 1	16 days
Border Foods	115 / 20	6 : 1	32 days
Taco Bell	61 / 14	4 : 1	n/a
Dollar General	14 / 10	1 : 1	15 days
Select Medical	22 / 9	2 : 1	34 days
Clean Team	12 / 7	2 : 1	22 days
Subway	13 / 6	2 : 1	26 days
Elara Caring	4 / 4	1 : 1	36 days
Hogan	2 / 2	1 : 1	37 days

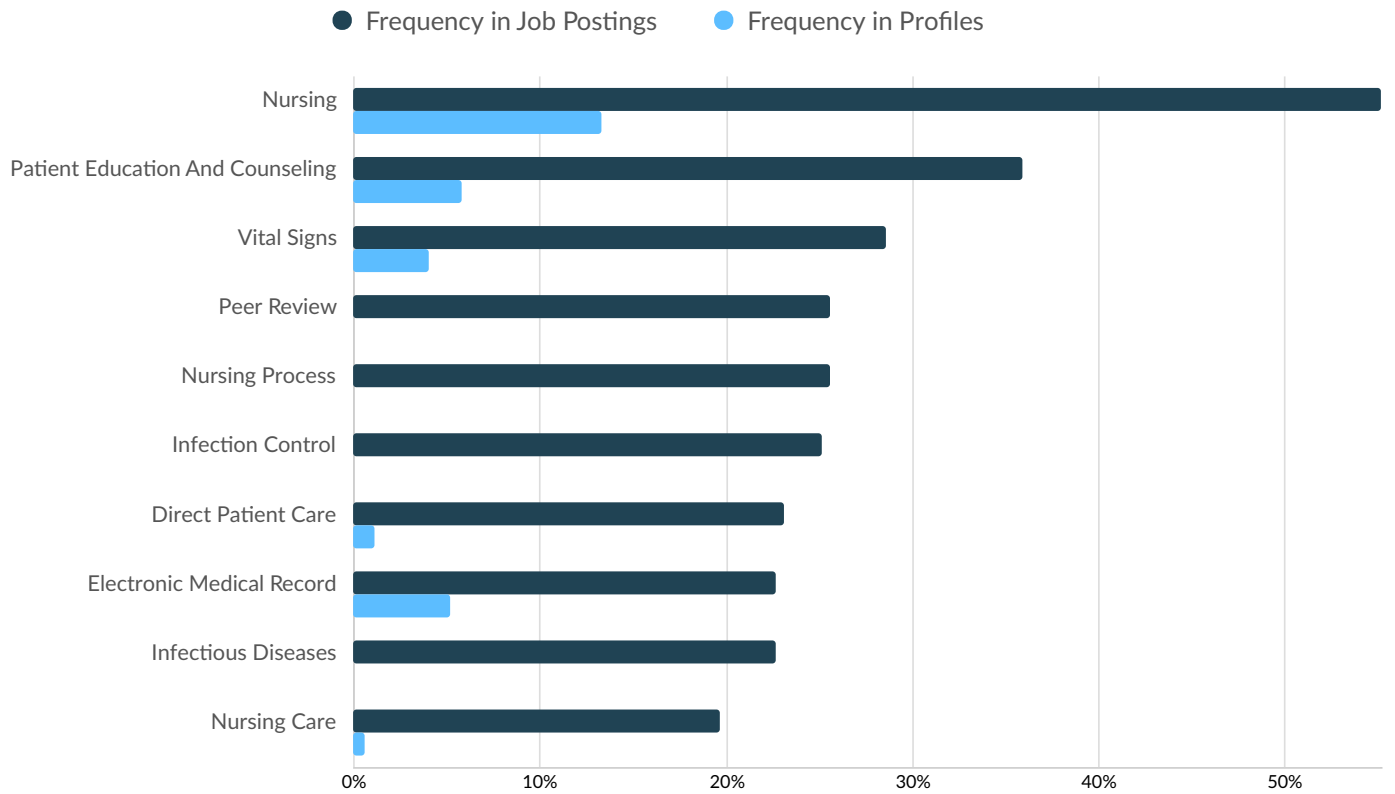
Top Posted Occupations

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	210 / 87	2 : 1	34 days
Medical Assistants	95 / 39	2 : 1	n/a
Food Service Managers	91 / 20	5 : 1	26 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	31 / 20	2 : 1	16 days
Fast Food and Counter Workers	91 / 18	5 : 1	32 days
First-Line Supervisors of Retail Sales Workers	17 / 11	2 : 1	15 days
Retail Salespersons	6 / 3	2 : 1	n/a
Maintenance and Repair Workers, General	24 / 2	12 : 1	n/a
Heavy and Tractor-Trailer Truck Drivers	2 / 2	1 : 1	37 days
Home Health and Personal Care Aides	1 / 1	1 : 1	n/a

Top Posted Occupations

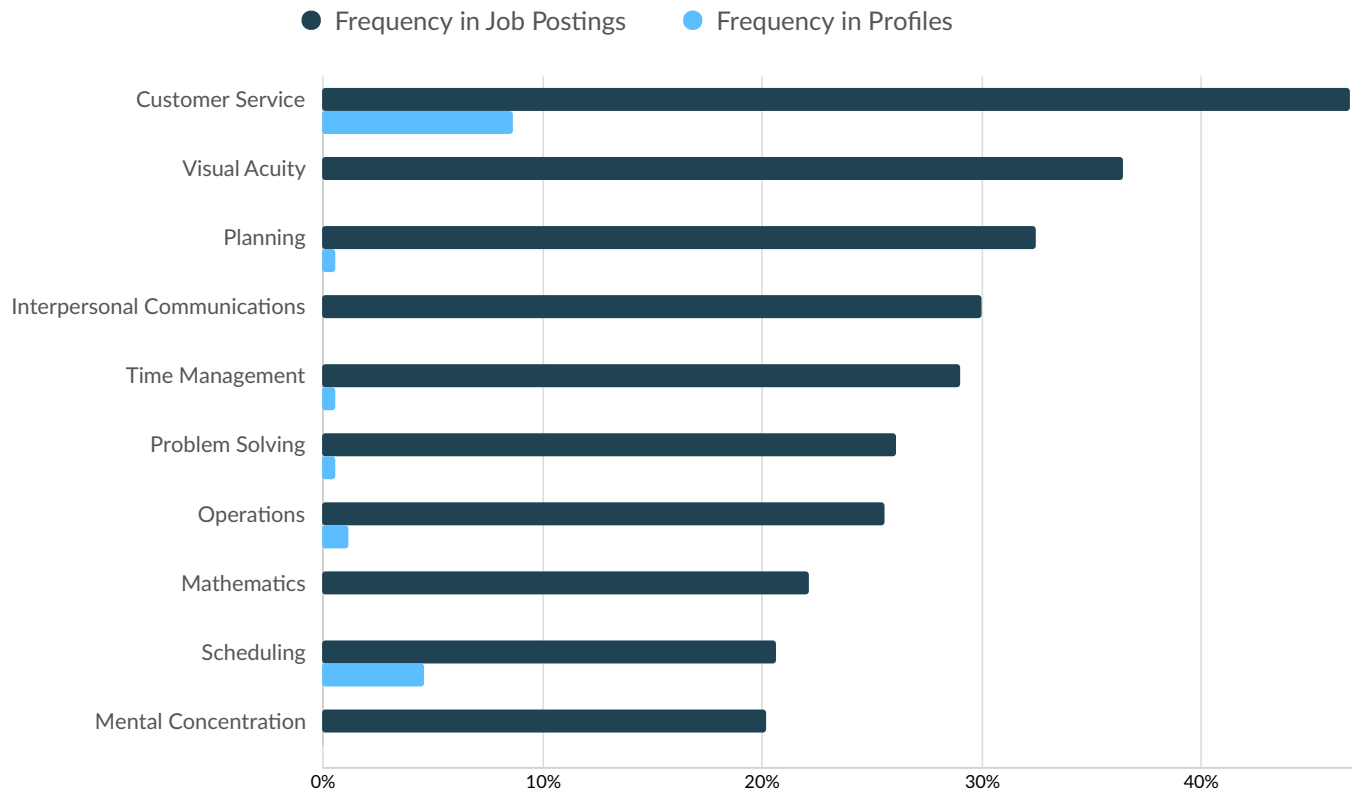
Occupation (O*NET)	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	208 / 85	2 : 1 	34 days
Medical Assistants	95 / 39	2 : 1 	n/a
Food Service Managers	91 / 20	5 : 1 	26 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	31 / 20	2 : 1 	16 days
Fast Food and Counter Workers	91 / 18	5 : 1 	32 days
First-Line Supervisors of Retail Sales Workers	17 / 11	2 : 1 	15 days
Retail Salespersons	6 / 3	2 : 1 	n/a
Critical Care Nurses	2 / 2	1 : 1 	n/a
Maintenance and Repair Workers, General	24 / 2	12 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	2 / 2	1 : 1 	37 days
Personal Care Aides	1 / 1	1 : 1 	n/a

Top Specialized Skills



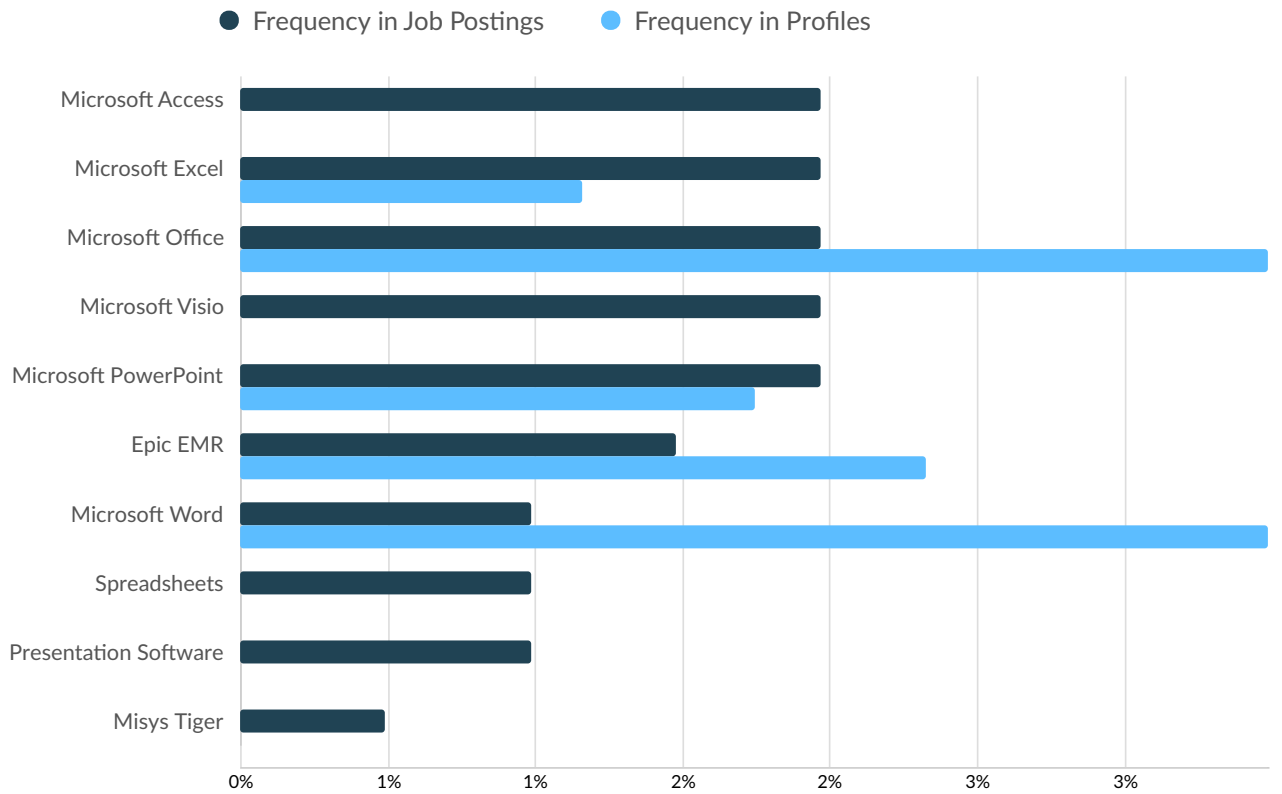
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	112	55%	23	13%	+20.1%	Rapidly Growing
Patient Education And Counseling	73	36%	10	6%	+11.6%	Growing
Vital Signs	58	29%	7	4%	+17.2%	Growing
Peer Review	52	26%	0	0%	+18.4%	Growing
Nursing Process	52	26%	0	0%	+24.2%	Rapidly Growing
Infection Control	51	25%	0	0%	+17.1%	Growing
Direct Patient Care	47	23%	2	1%	+16.6%	Growing
Electronic Medical Record	46	23%	9	5%	+12.1%	Growing
Infectious Diseases	46	23%	0	0%	+9.2%	Growing
Nursing Care	40	20%	1	1%	+19.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	95	47%	15	9%	+5.2%	Stable
Visual Acuity	74	36%	0	0%	+18.9%	Growing
Planning	66	33%	1	1%	+10.9%	Growing
Interpersonal Communications	61	30%	0	0%	+12.5%	Growing
Time Management	59	29%	1	1%	+14.5%	Growing
Problem Solving	53	26%	1	1%	+11.3%	Growing
Operations	52	26%	2	1%	+8.1%	Stable
Mathematics	45	22%	0	0%	+20.2%	Rapidly Growing
Scheduling	42	21%	8	5%	+16.4%	Growing
Mental Concentration	41	20%	0	0%	+12.7%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Access	4	2%	0	0%	+3.9%	Lagging
Microsoft Excel	4	2%	2	1%	+17.7%	Growing
Microsoft Office	4	2%	6	3%	+18.5%	Growing
Microsoft Visio	4	2%	0	0%	+7.7%	Stable
Microsoft PowerPoint	4	2%	3	2%	+26.1%	Rapidly Growing
Epic EMR	3	1%	4	2%	+16.4%	Growing
Microsoft Word	2	1%	6	3%	+7.2%	Stable
Spreadsheets	2	1%	0	0%	+22.2%	Rapidly Growing
Presentation Software	2	1%	0	0%	+21.0%	Rapidly Growing
Misys Tiger	1	0%	0	0%	+66.7%	Rapidly Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q3 2024 Data Set

For Period: August 1 - 31, 2024

Kalamazoo County, Michigan

Parameters

Select Timeframe: Aug 2024 - Aug 2024

Occupations:

Results should include

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

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

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

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

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

267

Unique Postings
708 Total Postings

8

Employers Competing
1,507 Total Employers

16 Days

Median Posting Duration
Regional Average: 22 Days

3 : 1

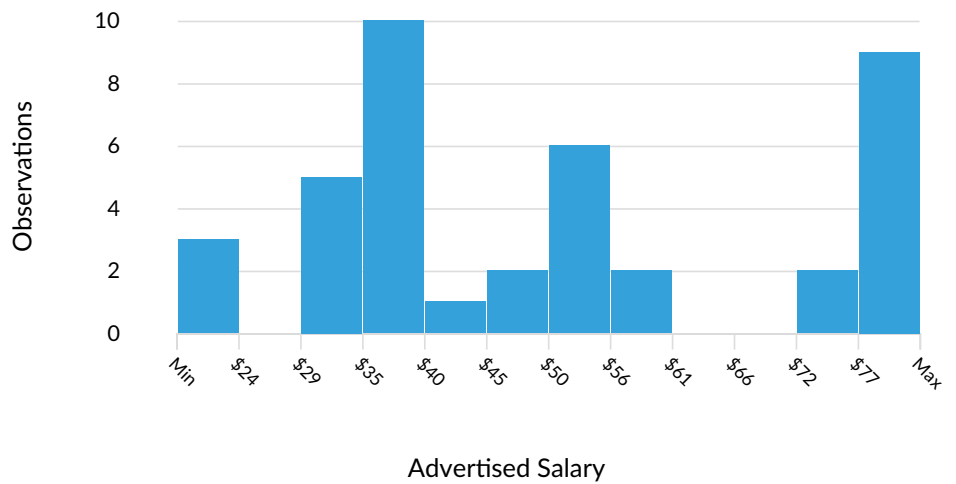
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 40 advertised salary observations (15% of the 267 matching postings).

\$49.85/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	32	12%
High school or GED	90	34%
Associate's degree	101	38%
Bachelor's degree	133	50%
Master's degree	31	12%
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	90	0	34%
Associate's degree	47	54	18%
Bachelor's degree	92	40	34%
Master's degree	6	25	2%
Ph.D. or professional degree	0	0	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	168	63%
0 - 1 Years	33	12%
2 - 3 Years	39	15%
4 - 6 Years	18	7%
7 - 9 Years	5	2%
10+ Years	4	1%




















Top Companies Posting

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	215 / 112	2 : 1 	13 days
Ascension	414 / 110	4 : 1 	22 days
Stryker	32 / 21	2 : 1 	14 days
Zoetis	18 / 11	2 : 1 	15 days
Corewell Health	9 / 6	2 : 1 	5 days
Western Michigan University	15 / 4	4 : 1 	23 days
Kalamazoo County Government	4 / 2	2 : 1 	n/a
Capital One	1 / 1	1 : 1 	n/a

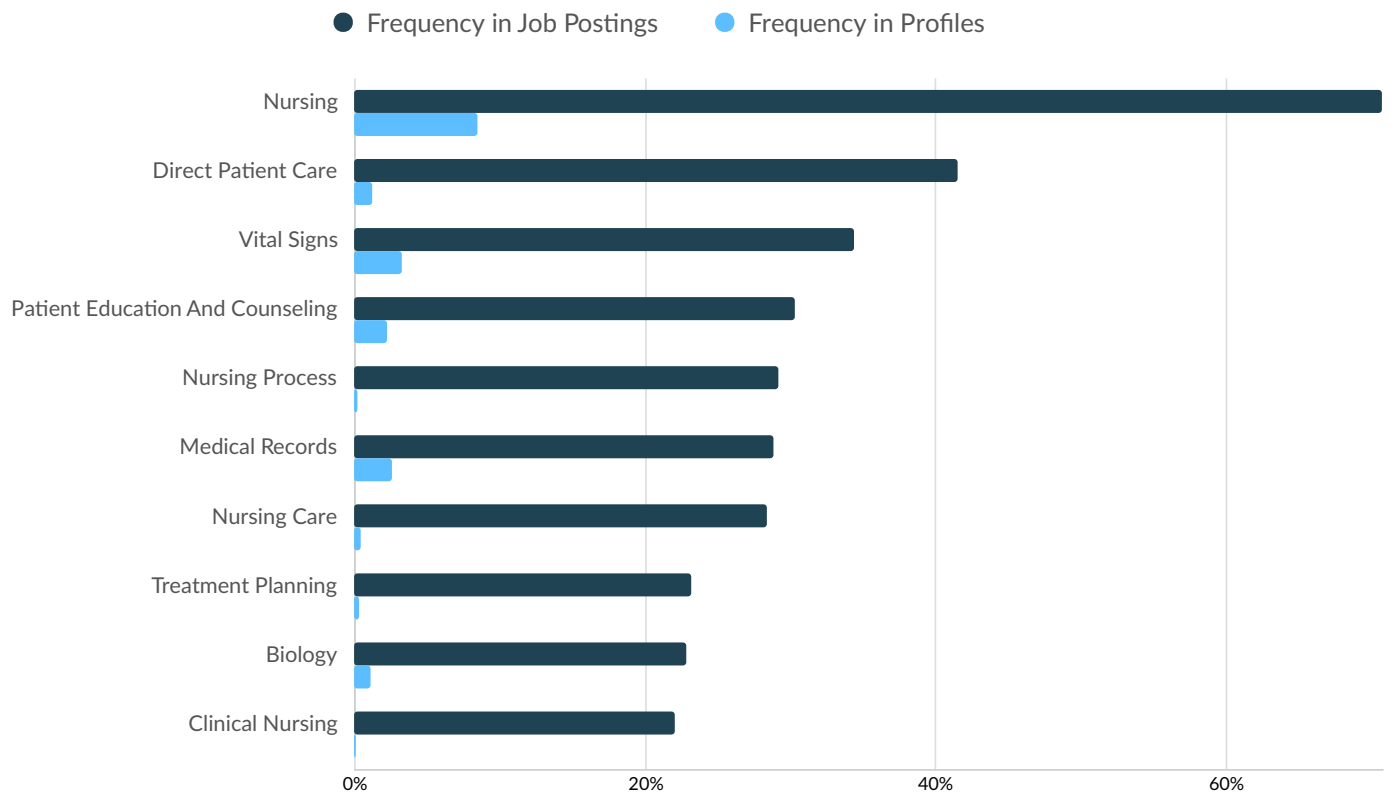
Top Posted Occupations

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	403 / 133	3 : 1 	32 days
Medical Assistants	111 / 56	2 : 1 	9 days
Health Technologists and Technicians, All Other	42 / 17	2 : 1 	n/a
Computer Occupations, All Other	24 / 13	2 : 1 	16 days
Licensed Practical and Licensed Vocational Nurses	25 / 12	2 : 1 	22 days
Software Developers	14 / 10	1 : 1 	14 days
Nursing Assistants	54 / 9	6 : 1 	13 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	22 / 9	2 : 1 	23 days
Managers, All Other	12 / 7	2 : 1 	n/a
Industrial Engineering Technologists and Technicians	1 / 1	1 : 1 	n/a

Top Posted Occupations

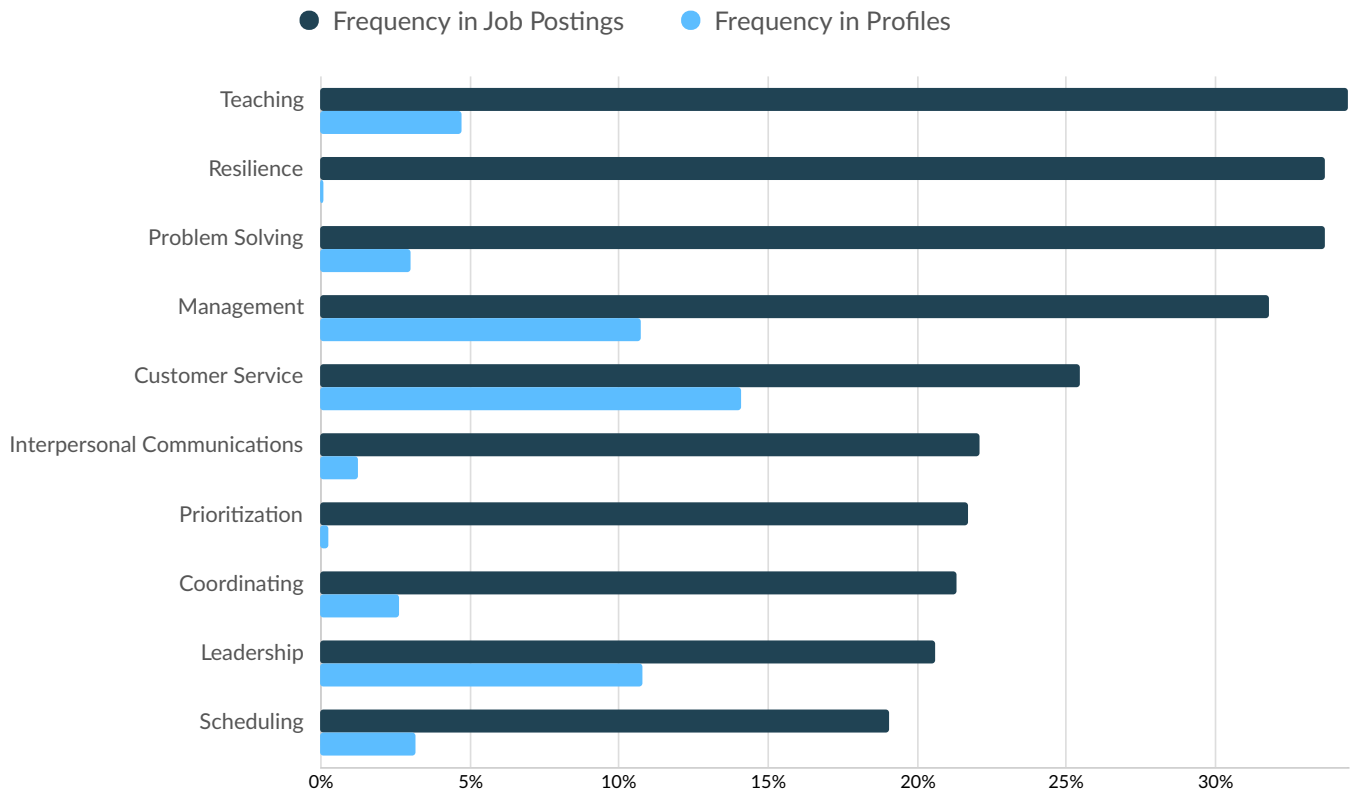
Occupation (O*NET)	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	320 / 117	3 : 1 	16 days
Medical Assistants	111 / 56	2 : 1 	9 days
Critical Care Nurses	81 / 15	5 : 1 	32 days
Health Technologists and Technicians, All Other	35 / 13	3 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	25 / 12	2 : 1 	22 days
Software Developers	14 / 10	1 : 1 	14 days
Information Technology Project Managers	19 / 9	2 : 1 	n/a
Nursing Assistants	54 / 9	6 : 1 	13 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	22 / 9	2 : 1 	23 days
Regulatory Affairs Managers	9 / 4	2 : 1 	n/a
Managers, All Other	3 / 3	1 : 1 	n/a
Patient Representatives	5 / 3	2 : 1 	n/a
Computer Occupations, All Other	1 / 1	1 : 1 	n/a
Document Management Specialists	1 / 1	1 : 1 	n/a
Information Security Engineers	1 / 1	1 : 1 	16 days
Digital Forensics Analysts	2 / 1	2 : 1 	n/a
Industrial Engineering Technologists and Technicians	1 / 1	1 : 1 	n/a
Clinical Nurse Specialists	2 / 1	2 : 1 	n/a
Neurodiagnostic Technologists	2 / 1	2 : 1 	n/a

Top Specialized Skills



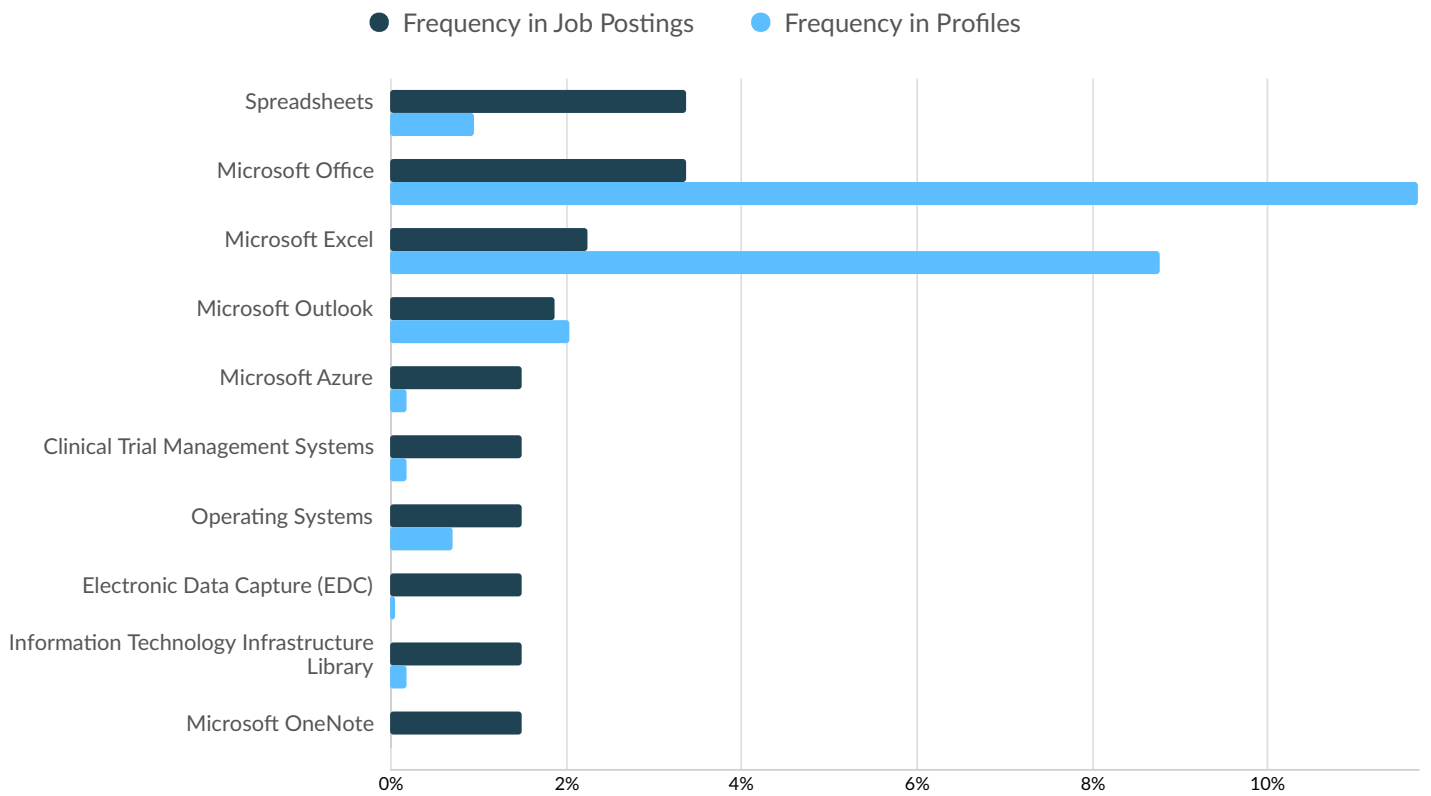
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	189	71%	132	8%	+20.1%	Rapidly Growing
Direct Patient Care	111	42%	19	1%	+16.6%	Growing
Vital Signs	92	34%	51	3%	+17.2%	Growing
Patient Education And Counseling	81	30%	35	2%	+11.6%	Growing
Nursing Process	78	29%	3	0%	+24.2%	Rapidly Growing
Medical Records	77	29%	41	3%	+12.5%	Growing
Nursing Care	76	28%	7	0%	+19.1%	Growing
Treatment Planning	62	23%	6	0%	+6.7%	Stable
Biology	61	23%	18	1%	+25.7%	Rapidly Growing
Clinical Nursing	59	22%	2	0%	+14.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	92	34%	74	5%	+18.8%	Growing
Resilience	90	34%	2	0%	+12.7%	Growing
Problem Solving	90	34%	47	3%	+11.3%	Growing
Management	85	32%	168	11%	+5.3%	Stable
Customer Service	68	25%	220	14%	+5.2%	Stable
Interpersonal Communications	59	22%	20	1%	+12.5%	Growing
Prioritization	58	22%	4	0%	+20.5%	Rapidly Growing
Coordinating	57	21%	41	3%	+14.7%	Growing
Leadership	55	21%	169	11%	+8.5%	Stable
Scheduling	51	19%	50	3%	+16.4%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	9	3%	15	1%	+22.2%	Rapidly Growing
Microsoft Office	9	3%	183	12%	+18.5%	Growing
Microsoft Excel	6	2%	137	9%	+17.7%	Growing
Microsoft Outlook	5	2%	32	2%	+25.0%	Rapidly Growing
Microsoft Azure	4	1%	3	0%	+28.9%	Rapidly Growing
Clinical Trial Management Systems	4	1%	3	0%	+7.0%	Stable
Operating Systems	4	1%	11	1%	+22.6%	Rapidly Growing
Electronic Data Capture (EDC)	4	1%	1	0%	+6.7%	Stable
Information Technology Infrastructure Library	4	1%	3	0%	+19.5%	Growing
Microsoft OneNote	4	1%	0	0%	+8.5%	Stable

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q3 2024 Data Set

For Period: August 1 - 31, 2024

St. Joseph County, Michigan

Parameters

Select Timeframe: Aug 2024 - Aug 2024

Occupations:

Results should include

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

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

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

Description	Description
Enviro-Clean Services	Dollar General
Birch Meadows Senior Care	Arby's
Meijer	Taco Bell
Admiral Group Plc	State of Michigan
Border Foods	Compass Group

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

44

Unique Postings
98 Total Postings


7

Employers Competing
357 Total Employers

27 Days

Median Posting Duration
Regional Average: 24 Days

2 : 1

Posting Intensity

Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	13	30%
High school or GED	28	64%
Associate's degree	1	2%
Bachelor's degree	3	7%
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	28	0	64%
Associate's degree	1	0	2%
Bachelor's degree	2	1	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	29	66%
0 - 1 Years	4	9%
2 - 3 Years	10	23%
4 - 6 Years	1	2%
7 - 9 Years	0	0%
10+ Years	0	0%









Top Companies Posting

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Border Foods	25 / 12	2 : 1 	33 days
Taco Bell	28 / 10	3 : 1 	n/a
Birch Meadows Senior Care	9 / 6	2 : 1 	n/a
Meijer	16 / 6	3 : 1 	27 days
Dollar General	6 / 6	1 : 1 	n/a
Arby's	12 / 3	4 : 1 	n/a
State of Michigan	2 / 1	2 : 1 	n/a

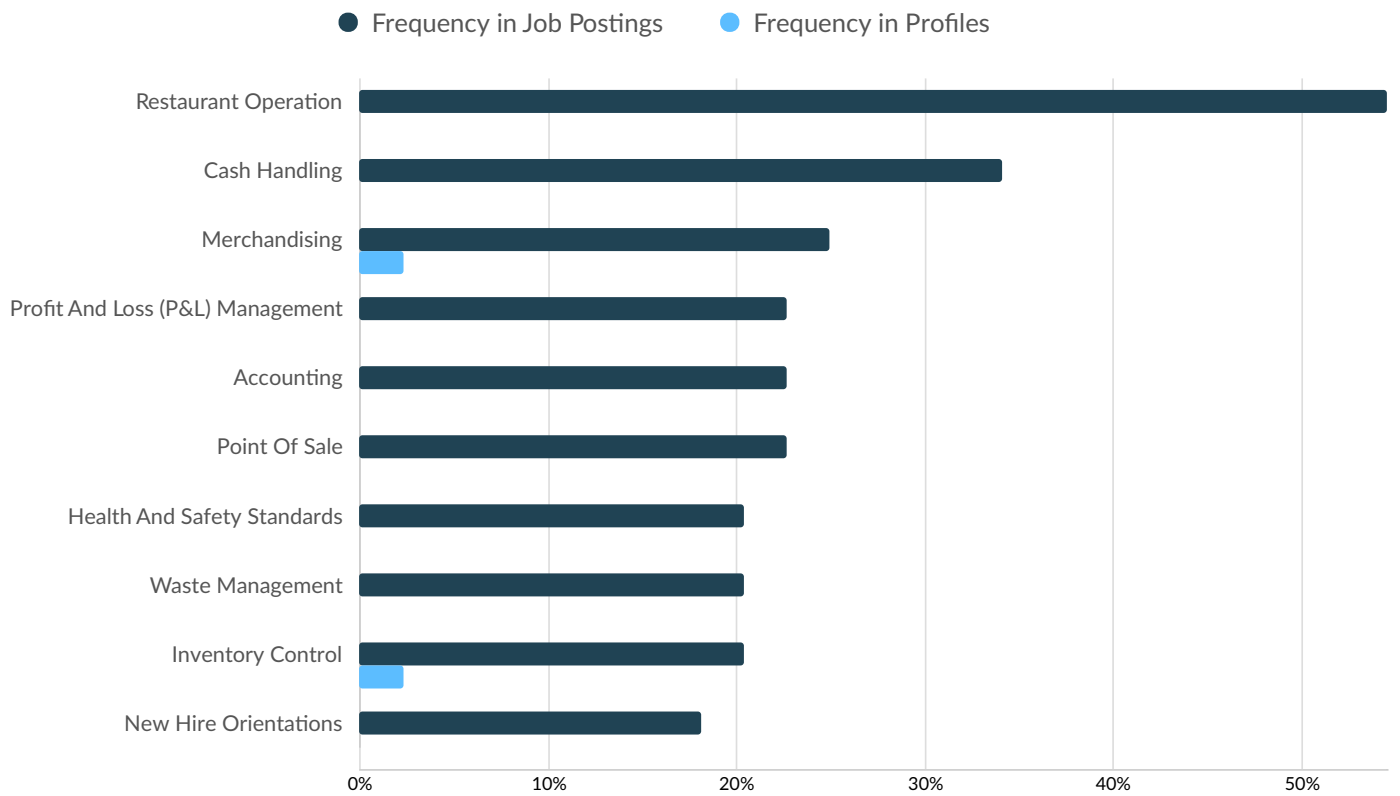
Top Posted Occupations

	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	35 / 14	3 : 1 	33 days
Food Service Managers	26 / 9	3 : 1 	n/a
Home Health and Personal Care Aides	8 / 5	2 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	7 / 5	1 : 1 	n/a
Cashiers	13 / 5	3 : 1 	15 days
Retail Salespersons	6 / 4	2 : 1 	27 days
Registered Nurses	1 / 1	1 : 1 	n/a
Maintenance and Repair Workers, General	2 / 1	2 : 1 	n/a

Top Posted Occupations

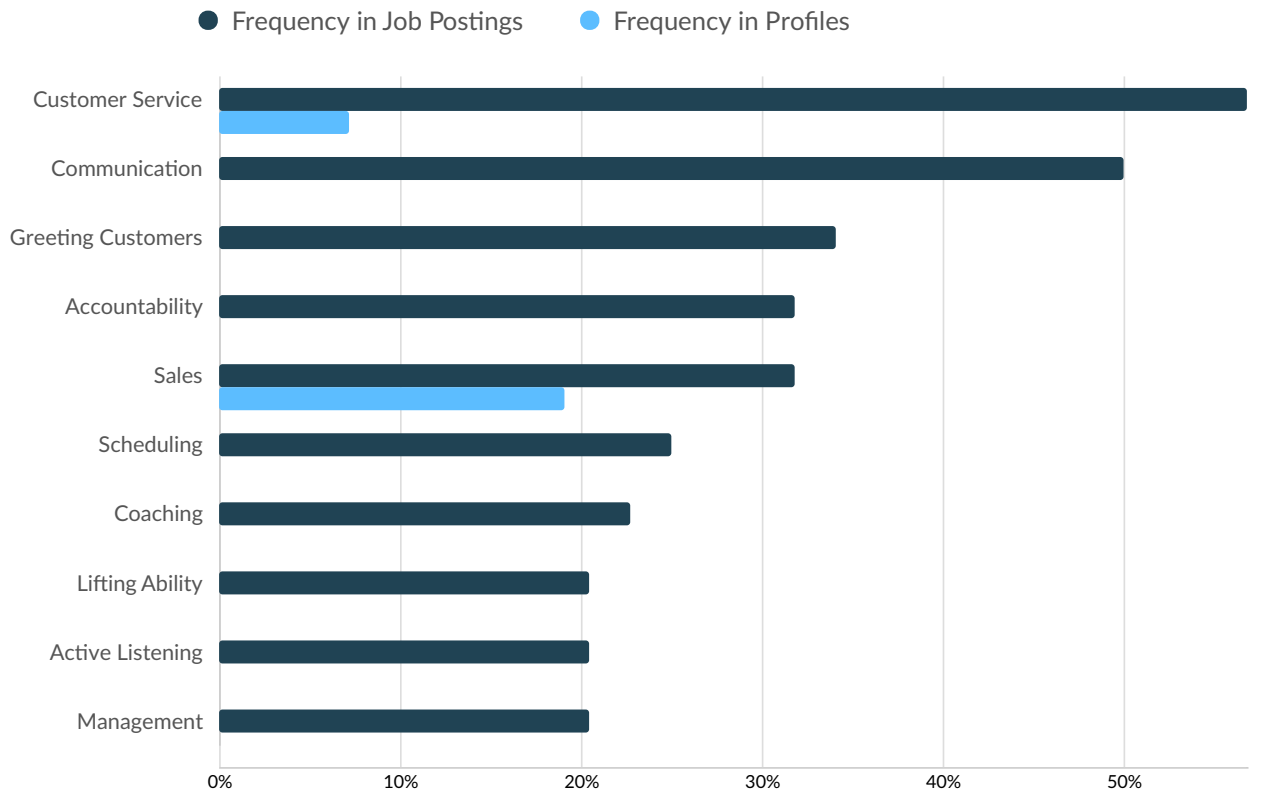
Occupation (O*NET)	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	35 / 14	3 : 1 	33 days
Food Service Managers	26 / 9	3 : 1 	n/a
Personal Care Aides	8 / 5	2 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	7 / 5	1 : 1 	n/a
Cashiers	13 / 5	3 : 1 	15 days
Retail Salespersons	6 / 4	2 : 1 	27 days
Registered Nurses	1 / 1	1 : 1 	n/a
Maintenance and Repair Workers, General	2 / 1	2 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	24	55%	0	0%	+28.0%	Rapidly Growing
Cash Handling	15	34%	0	0%	+8.9%	Growing
Merchandising	11	25%	1	2%	+15.0%	Growing
Profit And Loss (P&L) Management	10	23%	0	0%	+18.3%	Growing
Accounting	10	23%	0	0%	+24.0%	Rapidly Growing
Point Of Sale	10	23%	0	0%	+13.3%	Growing
Health And Safety Standards	9	20%	0	0%	+19.0%	Growing
Waste Management	9	20%	0	0%	+11.7%	Growing
Inventory Control	9	20%	1	2%	+11.6%	Growing
New Hire Orientations	8	18%	0	0%	+12.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	25	57%	3	7%	+5.2%	Stable
Communication	22	50%	0	0%	+3.6%	Lagging
Greeting Customers	15	34%	0	0%	+4.6%	Stable
Accountability	14	32%	0	0%	+18.7%	Growing
Sales	14	32%	8	19%	+7.8%	Stable
Scheduling	11	25%	0	0%	+16.4%	Growing
Coaching	10	23%	0	0%	+16.4%	Growing
Lifting Ability	9	20%	0	0%	+10.6%	Growing
Active Listening	9	20%	0	0%	+10.0%	Growing
Management	9	20%	0	0%	+5.3%	Stable

Top Software Skills

There is not enough data to display this section.

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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