



Job Posting Analytics

Lightcast Q3 2024 Data Set

For Period: July 1 - 31, 2024

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

Parameters

Select Timeframe: Jul 2024 - Jul 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

171

Unique Postings
586 Total Postings


7

Employers Competing
2,776 Total Employers

20 Days

Median Posting Duration
Regional Average: 25 Days

3 : 1

Posting Intensity

Regional Average: 3 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	22	13%
High school or GED	109	64%
Associate's degree	35	20%
Bachelor's degree	27	16%
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	109	0	64%
Associate's degree	22	13	13%
Bachelor's degree	18	9	11%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%







Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	111	65%
0 - 1 Years	55	32%
2 - 3 Years	5	3%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%








Top Companies Posting

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	76 / 44	2 : 1 	19 days
Corewell Health	148 / 28	5 : 1 	23 days
Oaklawn Hospital	70 / 27	3 : 1 	n/a
Border Foods	170 / 25	7 : 1 	n/a
Fast Pace Health	24 / 24	1 : 1 	20 days
Ascension	90 / 19	5 : 1 	9 days
Meijer	8 / 4	2 : 1 	32 days

Top Posted Occupations

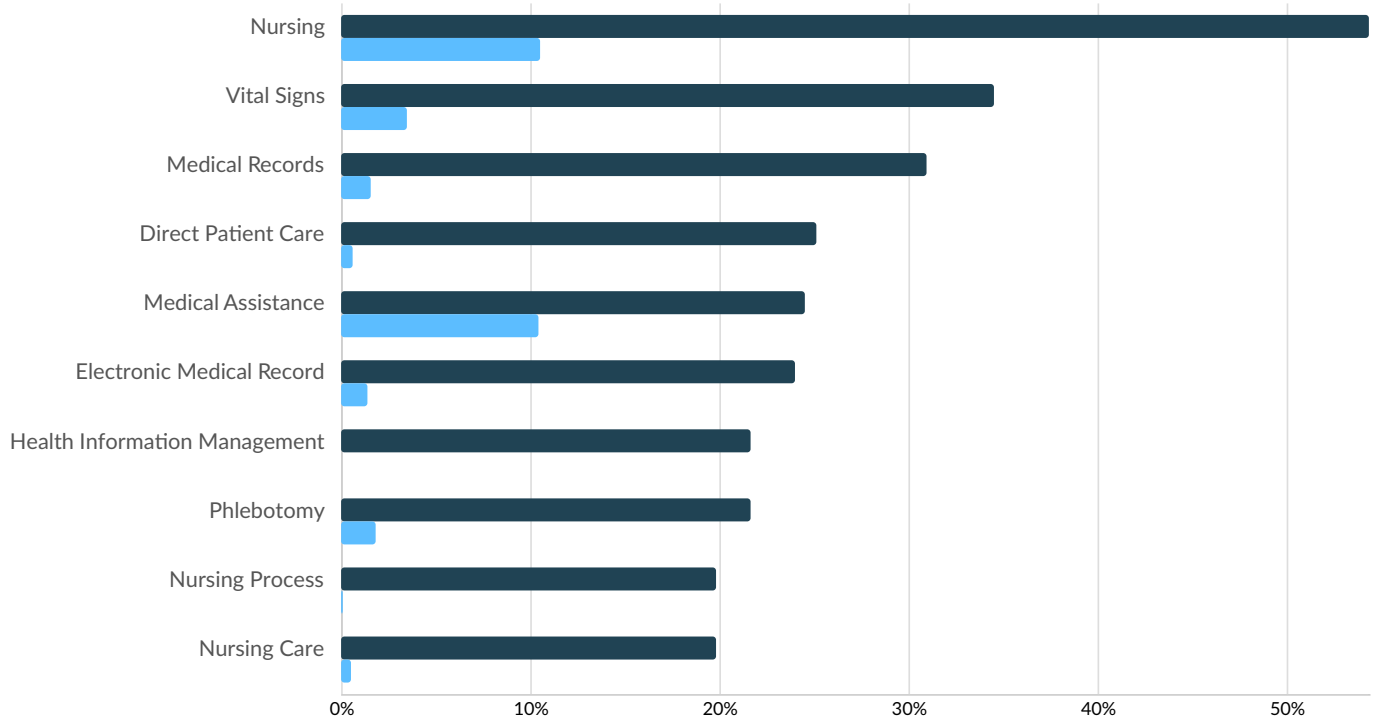
	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	152 / 44	3 : 1 	16 days
Medical Assistants	147 / 42	4 : 1 	39 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	69 / 27	3 : 1 	6 days
Radiologic Technologists and Technicians	24 / 24	1 : 1 	20 days
Cashiers	98 / 16	6 : 1 	32 days
Cooks, Restaurant	86 / 15	6 : 1 	n/a
Nursing Assistants	10 / 3	3 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	152 / 44	3 : 1 	16 days
Medical Assistants	147 / 42	4 : 1 	39 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	69 / 27	3 : 1 	6 days
Radiologic Technologists and Technicians	24 / 24	1 : 1 	20 days
Cashiers	98 / 16	6 : 1 	32 days
Cooks, Restaurant	86 / 15	6 : 1 	n/a
Nursing Assistants	10 / 3	3 : 1 	n/a

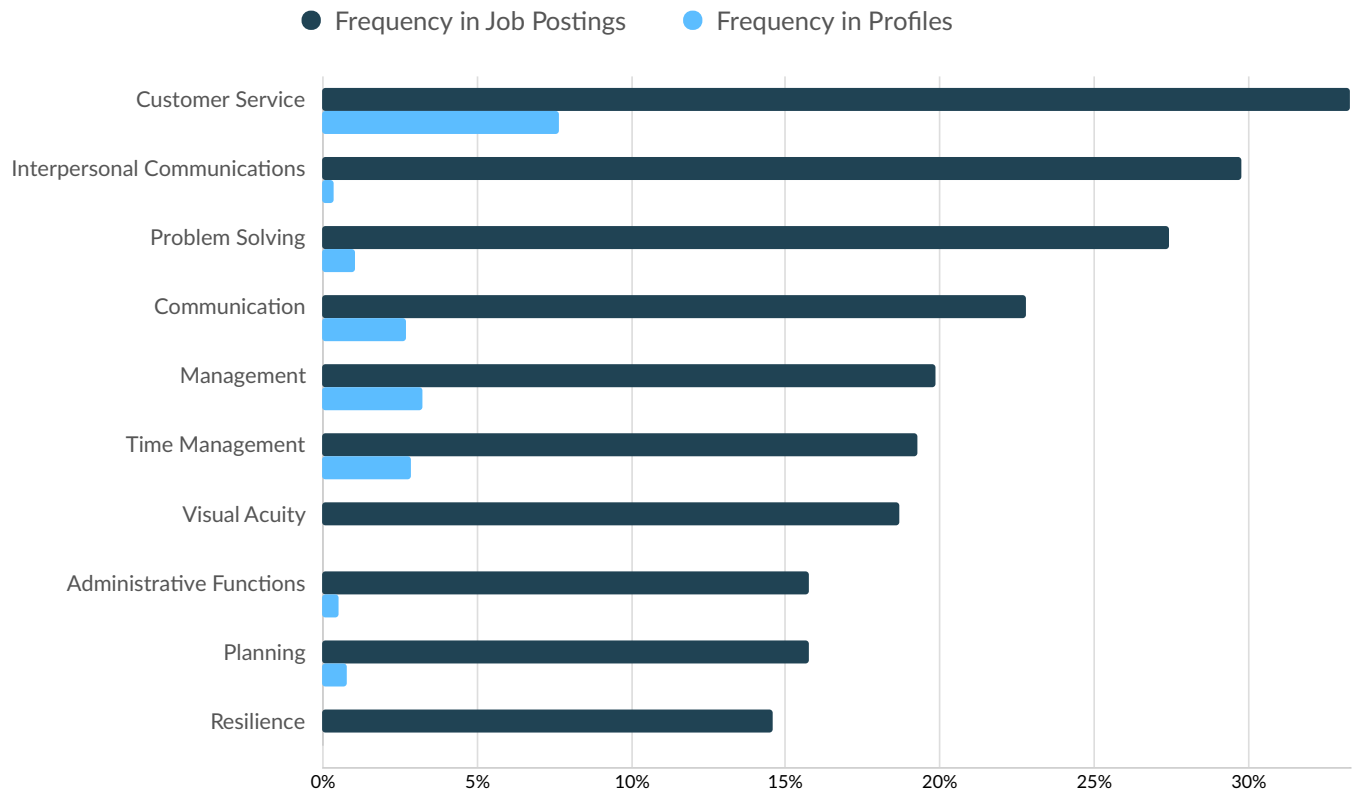
Top Specialized Skills

● Frequency in Job Postings ● Frequency in Profiles



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	93	54%	81	11%	+20.1%	Rapidly Growing
Vital Signs	59	35%	27	4%	+17.2%	Growing
Medical Records	53	31%	12	2%	+12.5%	Growing
Direct Patient Care	43	25%	5	1%	+16.6%	Growing
Medical Assistance	42	25%	80	10%	+11.9%	Growing
Electronic Medical Record	41	24%	11	1%	+12.1%	Growing
Health Information Management	37	22%	0	0%	+7.5%	Stable
Phlebotomy	37	22%	14	2%	+12.7%	Growing
Nursing Process	34	20%	1	0%	+24.2%	Rapidly Growing
Nursing Care	34	20%	4	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	57	33%	59	8%	+5.2%	Stable
Interpersonal Communications	51	30%	3	0%	+12.5%	Growing
Problem Solving	47	27%	8	1%	+11.3%	Growing
Communication	39	23%	21	3%	+3.6%	Lagging
Management	34	20%	25	3%	+5.3%	Stable
Time Management	33	19%	22	3%	+14.5%	Growing
Visual Acuity	32	19%	0	0%	+18.9%	Growing
Administrative Functions	27	16%	4	1%	+13.6%	Growing
Planning	27	16%	6	1%	+10.9%	Growing
Resilience	25	15%	0	0%	+12.7%	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: July 1 - 31, 2024

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

Parameters

Select Timeframe: Jul 2024 - Jul 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

481

Unique Postings
1,610 Total Postings

9

Employers Competing
2,294 Total Employers

22 Days

Median Posting Duration
Regional Average: 25 Days

3 : 1

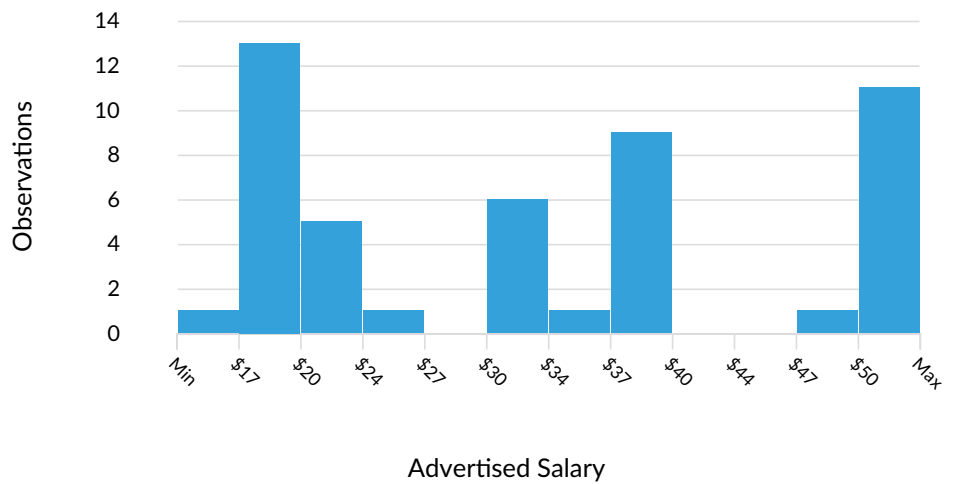
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 48 advertised salary observations (10% of the 481 matching postings).

\$33.42/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	101	21%
High school or GED	199	41%
Associate's degree	182	38%
Bachelor's degree	126	26%
Master's degree	28	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	199	0	41%
Associate's degree	108	74	22%
Bachelor's degree	66	57	14%
Master's degree	7	21	1%
Ph.D. or professional degree	0	1	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	339	70%
0 - 1 Years	45	9%
2 - 3 Years	90	19%
4 - 6 Years	6	1%
7 - 9 Years	0	0%
10+ Years	1	0%















Top Companies Posting

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	315 / 169	2 : 1 	16 days
Oaklawn Hospital	227 / 98	2 : 1 	56 days
Ascension	508 / 94	5 : 1 	16 days
Border Foods	406 / 76	5 : 1 	46 days
Meijer	27 / 15	2 : 1 	23 days
Walmart	47 / 15	3 : 1 	n/a
Corewell Health	67 / 6	11 : 1 	17 days
Stryker	11 / 6	2 : 1 	n/a
Zoetis	2 / 2	1 : 1 	n/a

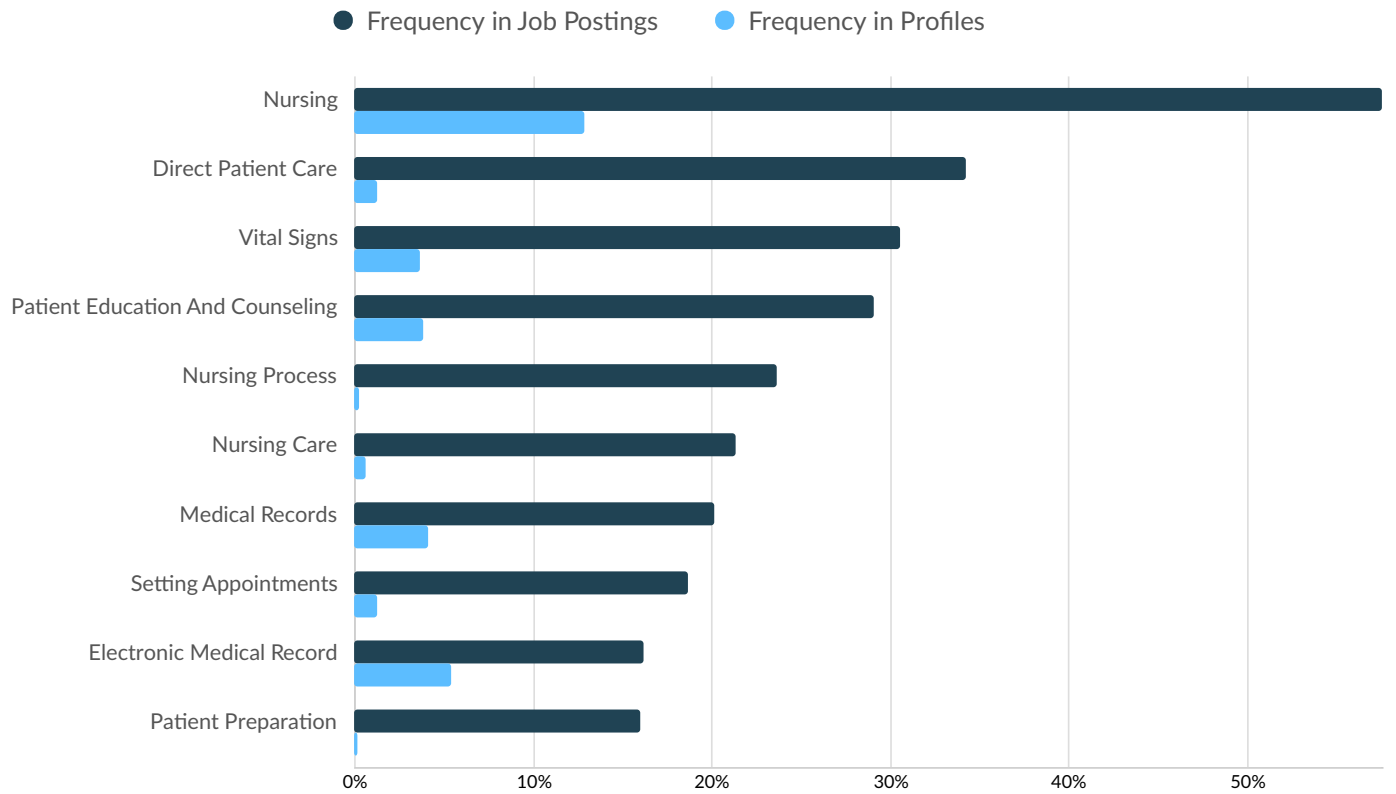
Top Posted Occupations

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	690 / 179	4 : 1 	17 days
Medical Assistants	159 / 76	2 : 1 	24 days
Fast Food and Counter Workers	184 / 39	5 : 1 	32 days
Food Service Managers	145 / 35	4 : 1 	46 days
Health Technologists and Technicians, All Other	66 / 33	2 : 1 	29 days
Cashiers	144 / 30	5 : 1 	14 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	53 / 27	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	57 / 24	2 : 1 	12 days
Medical and Health Services Managers	45 / 19	2 : 1 	12 days
Nursing Assistants	67 / 19	4 : 1 	15 days

Top Posted Occupations

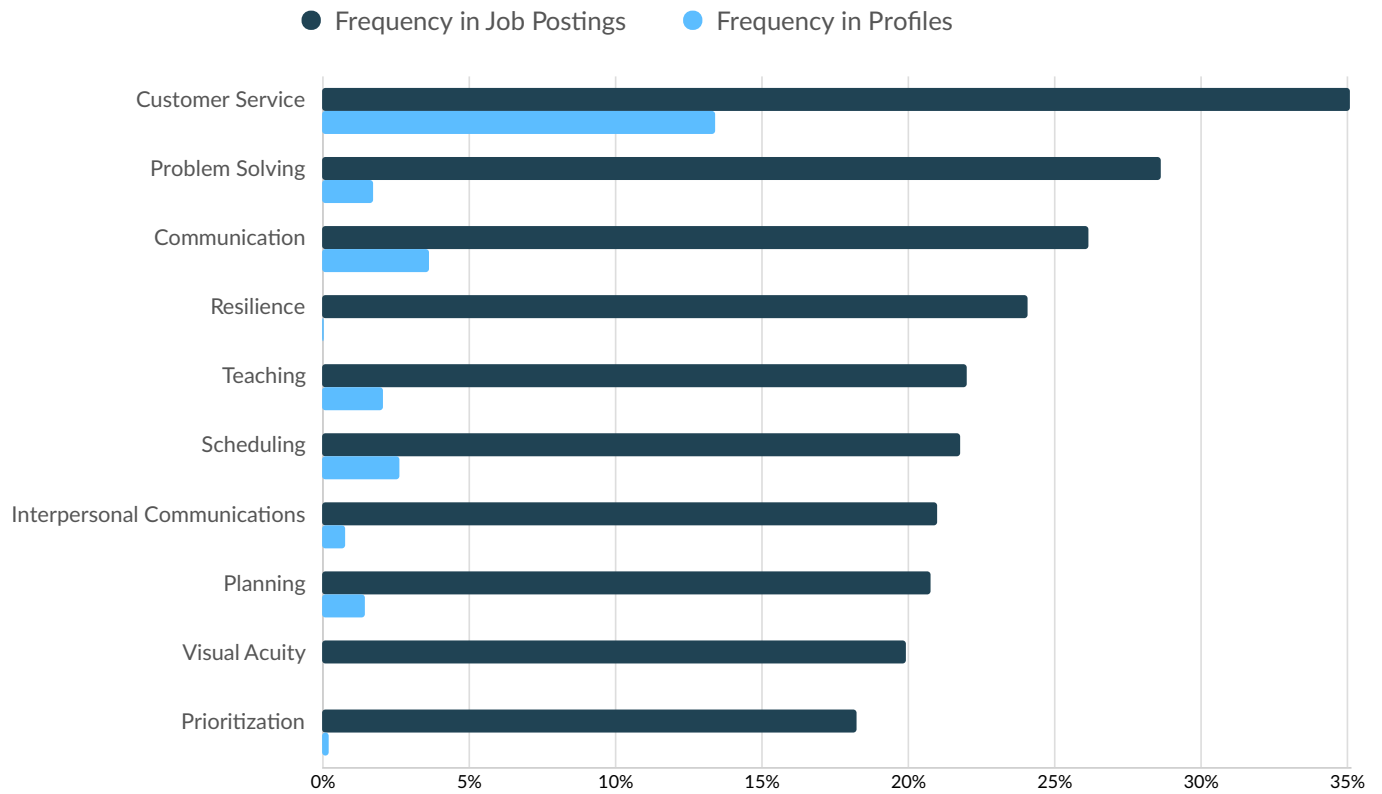
Occupation (O*NET)	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	611 / 163	4 : 1 	17 days
Medical Assistants	159 / 76	2 : 1 	24 days
Fast Food and Counter Workers	184 / 39	5 : 1 	32 days
Food Service Managers	145 / 35	4 : 1 	46 days
Cashiers	144 / 30	5 : 1 	14 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	53 / 27	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	57 / 24	2 : 1 	12 days
Medical and Health Services Managers	45 / 19	2 : 1 	12 days
Nursing Assistants	67 / 19	4 : 1 	15 days
Patient Representatives	22 / 17	1 : 1 	n/a
Critical Care Nurses	77 / 15	5 : 1 	22 days
Health Technologists and Technicians, All Other	38 / 14	3 : 1 	29 days
Neurodiagnostic Technologists	6 / 2	3 : 1 	n/a
Clinical Nurse Specialists	2 / 1	2 : 1 	n/a

Top Specialized Skills



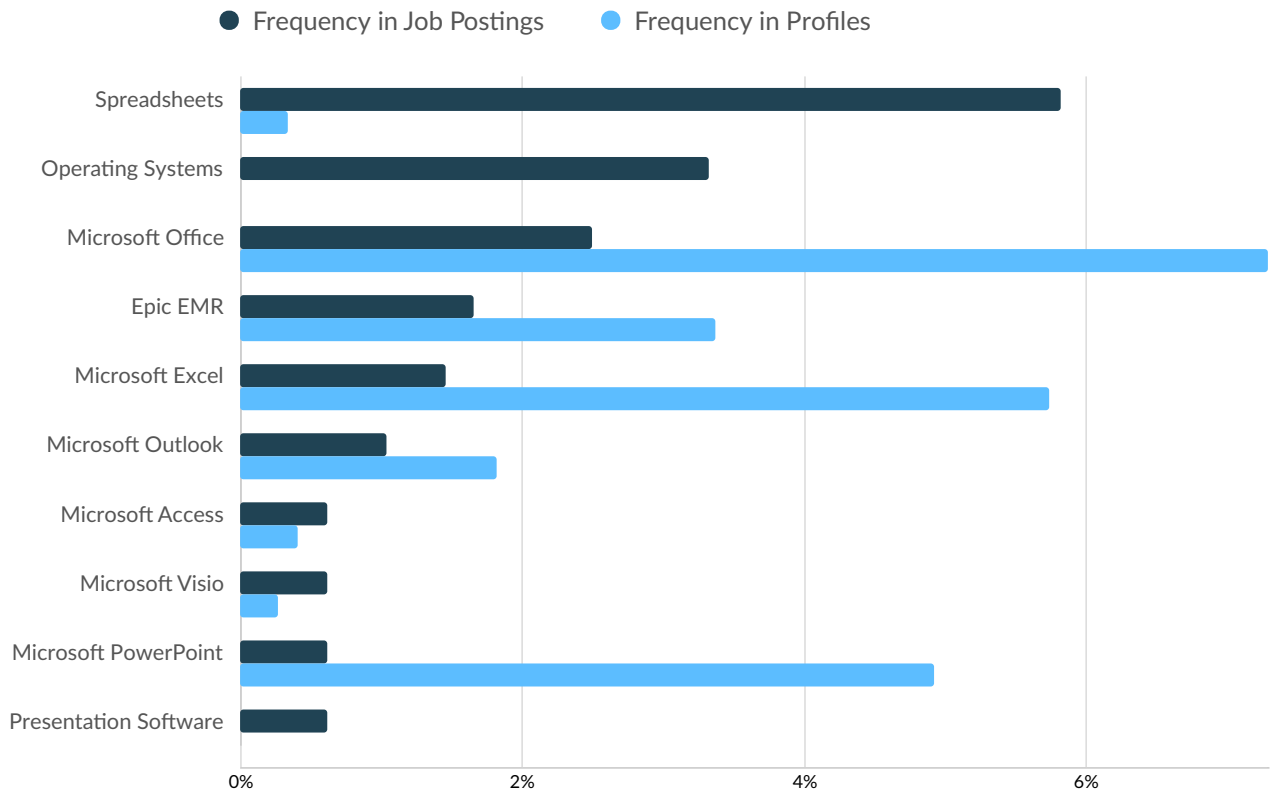
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	277	58%	191	13%	+20.1%	Rapidly Growing
Direct Patient Care	165	34%	19	1%	+16.6%	Growing
Vital Signs	147	31%	55	4%	+17.2%	Growing
Patient Education And Counseling	140	29%	57	4%	+11.6%	Growing
Nursing Process	114	24%	4	0%	+24.2%	Rapidly Growing
Nursing Care	103	21%	9	1%	+19.1%	Growing
Medical Records	97	20%	61	4%	+12.5%	Growing
Setting Appointments	90	19%	19	1%	+10.9%	Growing
Electronic Medical Record	78	16%	80	5%	+12.1%	Growing
Patient Preparation	77	16%	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	169	35%	199	13%	+5.2%	Stable
Problem Solving	138	29%	26	2%	+11.3%	Growing
Communication	126	26%	54	4%	+3.6%	Lagging
Resilience	116	24%	1	0%	+12.7%	Growing
Teaching	106	22%	31	2%	+18.8%	Growing
Scheduling	105	22%	39	3%	+16.4%	Growing
Interpersonal Communications	101	21%	12	1%	+12.5%	Growing
Planning	100	21%	22	1%	+10.9%	Growing
Visual Acuity	96	20%	0	0%	+18.9%	Growing
Prioritization	88	18%	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	28	6%	5	0%	+22.2%	Rapidly Growing
Operating Systems	16	3%	0	0%	+22.6%	Rapidly Growing
Microsoft Office	12	2%	108	7%	+18.5%	Growing
Epic EMR	8	2%	50	3%	+16.4%	Growing
Microsoft Excel	7	1%	85	6%	+17.7%	Growing
Microsoft Outlook	5	1%	27	2%	+25.0%	Rapidly Growing
Microsoft Access	3	1%	6	0%	+3.9%	Lagging
Microsoft Visio	3	1%	4	0%	+7.7%	Stable
Microsoft PowerPoint	3	1%	73	5%	+26.1%	Rapidly Growing
Presentation Software	3	1%	0	0%	+21.0%	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: July 1 - 31, 2024

Branch County, Michigan

Parameters

Select Timeframe: Jul 2024 - Jul 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

54

Unique Postings
124 Total Postings


5

Employers Competing
125 Total Employers

49 Days

Median Posting Duration
Regional Average: 32 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	11	20%
High school or GED	33	61%
Associate's degree	9	17%
Bachelor's degree	9	17%
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	33	0	61%
Associate's degree	8	0	15%
Bachelor's degree	2	7	4%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%









Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	27	50%
0 - 1 Years	17	31%
2 - 3 Years	10	19%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%




Top Companies Posting

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
ProMedica	51 / 18	3 : 1 	n/a
Dollar General	22 / 17	1 : 1 	54 days
Border Foods	29 / 10	3 : 1 	49 days
Walmart	21 / 8	3 : 1 	13 days
Clemens Food Group	1 / 1	1 : 1 	n/a

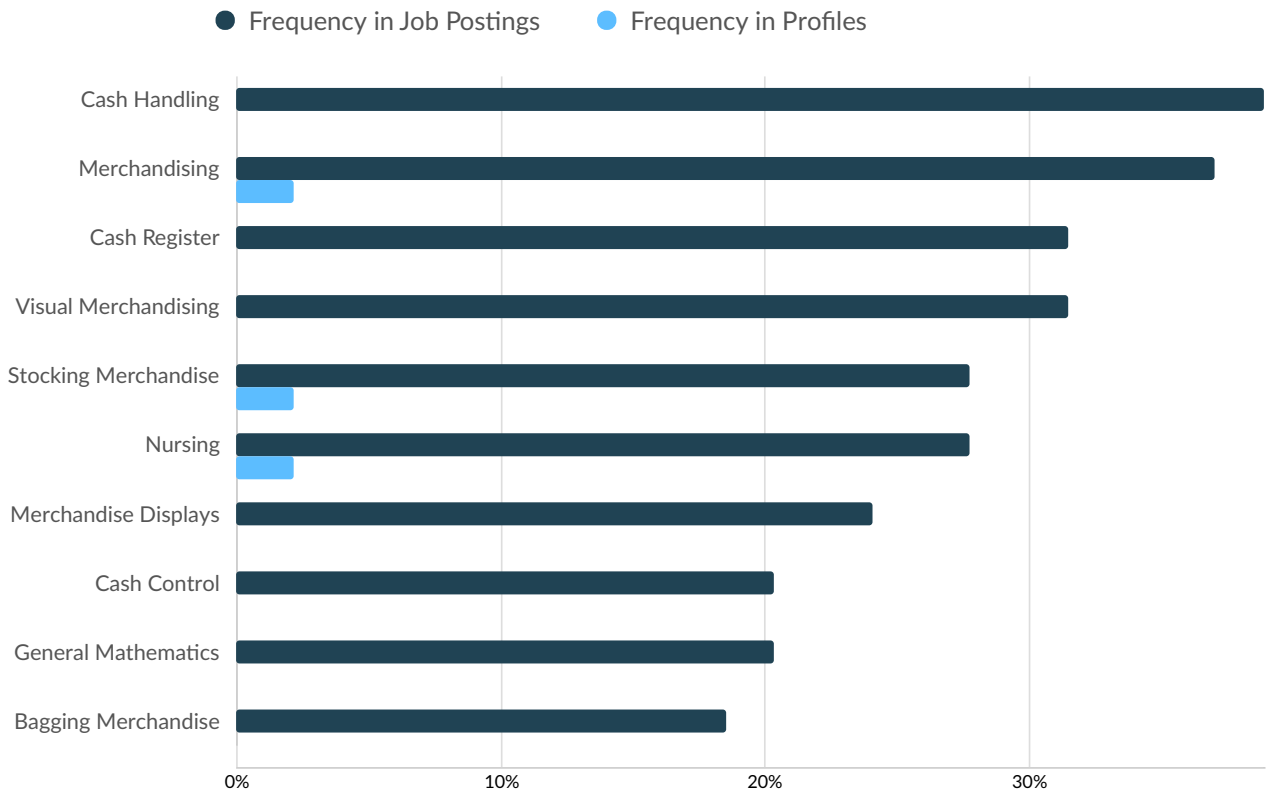
Top Posted Occupations

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	26 / 17	2 : 1 	49 days
Registered Nurses	34 / 11	3 : 1 	n/a
Health Technologists and Technicians, All Other	17 / 7	2 : 1 	n/a
Retail Salespersons	9 / 6	2 : 1 	n/a
Fast Food and Counter Workers	10 / 4	3 : 1 	n/a
Cashiers	15 / 4	4 : 1 	n/a
Food Service Managers	8 / 3	3 : 1 	n/a
General and Operations Managers	5 / 2	3 : 1 	n/a

Top Posted Occupations

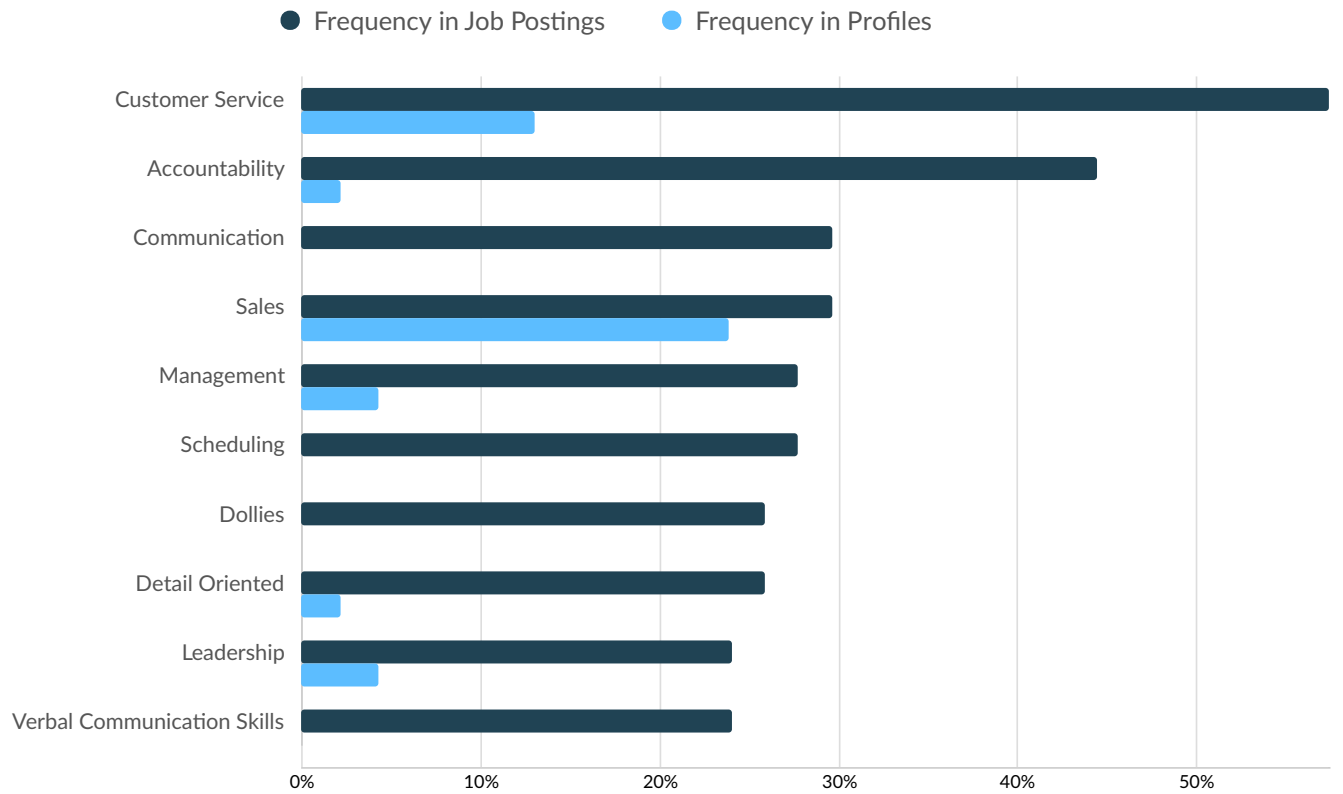
Occupation (O*NET)	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	26 / 17	2 : 1 	49 days
Registered Nurses	26 / 9	3 : 1 	n/a
Health Technologists and Technicians, All Other	15 / 6	3 : 1 	n/a
Retail Salespersons	9 / 6	2 : 1 	n/a
Fast Food and Counter Workers	10 / 4	3 : 1 	n/a
Cashiers	15 / 4	4 : 1 	n/a
Food Service Managers	8 / 3	3 : 1 	n/a
General and Operations Managers	5 / 2	3 : 1 	n/a
Critical Care Nurses	8 / 2	4 : 1 	n/a
Patient Representatives	2 / 1	2 : 1 	n/a

Top Specialized Skills



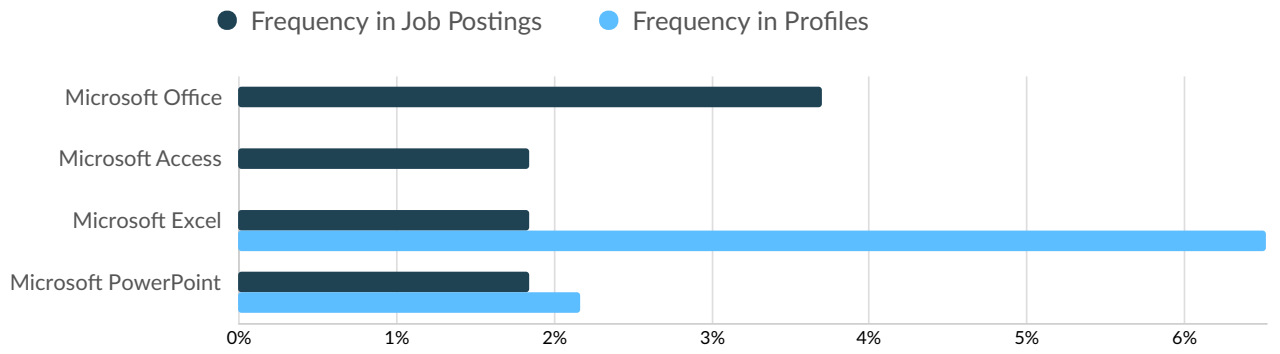
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Cash Handling	21	39%	0	0%	+8.9%	Growing
Merchandising	20	37%	1	2%	+15.0%	Growing
Cash Register	17	31%	0	0%	+21.4%	Rapidly Growing
Visual Merchandising	17	31%	0	0%	+12.9%	Growing
Stocking Merchandise	15	28%	1	2%	+18.0%	Growing
Nursing	15	28%	1	2%	+20.1%	Rapidly Growing
Merchandise Displays	13	24%	0	0%	+22.0%	Rapidly Growing
Cash Control	11	20%	0	0%	+25.1%	Rapidly Growing
General Mathematics	11	20%	0	0%	+14.8%	Growing
Bagging Merchandise	10	19%	0	0%	+18.0%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	31	57%	6	13%	+5.2%	Stable
Accountability	24	44%	1	2%	+18.7%	Growing
Communication	16	30%	0	0%	+3.6%	Lagging
Sales	16	30%	11	24%	+7.8%	Stable
Management	15	28%	2	4%	+5.3%	Stable
Scheduling	15	28%	0	0%	+16.4%	Growing
Dollies	14	26%	0	0%	+16.7%	Growing
Detail Oriented	14	26%	1	2%	+7.1%	Stable
Leadership	13	24%	2	4%	+8.5%	Stable
Verbal Communication Skills	13	24%	0	0%	+4.1%	Lagging

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	2	4%	0	0%	+18.5%	Growing
Microsoft Access	1	2%	0	0%	+3.9%	Lagging
Microsoft Excel	1	2%	3	7%	+17.7%	Growing
Microsoft PowerPoint	1	2%	1	2%	+26.1%	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: July 1 - 31, 2024

Calhoun County, Michigan

Parameters

Select Timeframe: Jul 2024 - Jul 2024

Occupations:

Results should include

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

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

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

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

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

222

Unique Postings
598 Total Postings

10

Employers Competing
726 Total Employers

34 Days

Median Posting Duration
Regional Average: 24 Days

3 : 1

Posting Intensity



Regional Average: 3 : 1

Advertised Salary

There are 19 advertised salary observations (9% of the 222 matching postings).

\$39.82/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	69	31%
High school or GED	102	46%
Associate's degree	46	21%
Bachelor's degree	28	13%
Master's degree	8	4%
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	102	0	46%
Associate's degree	39	7	18%
Bachelor's degree	11	15	5%
Master's degree	1	7	0%
Ph.D. or professional degree	0	1	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	148	67%
0 - 1 Years	30	14%
2 - 3 Years	42	19%
4 - 6 Years	2	1%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	174 / 68	3 : 1 	56 days
Bronson Healthcare	89 / 50	2 : 1 	15 days
Border Foods	144 / 30	5 : 1 	34 days
Dollar General	61 / 25	2 : 1 	44 days
Taco Bell	81 / 19	4 : 1 	n/a
Subway	15 / 9	2 : 1 	11 days
Select Medical	16 / 9	2 : 1 	n/a
Clean Team	7 / 4	2 : 1 	42 days
Hogan	5 / 4	1 : 1 	33 days
Elara Caring	6 / 4	2 : 1 	14 days

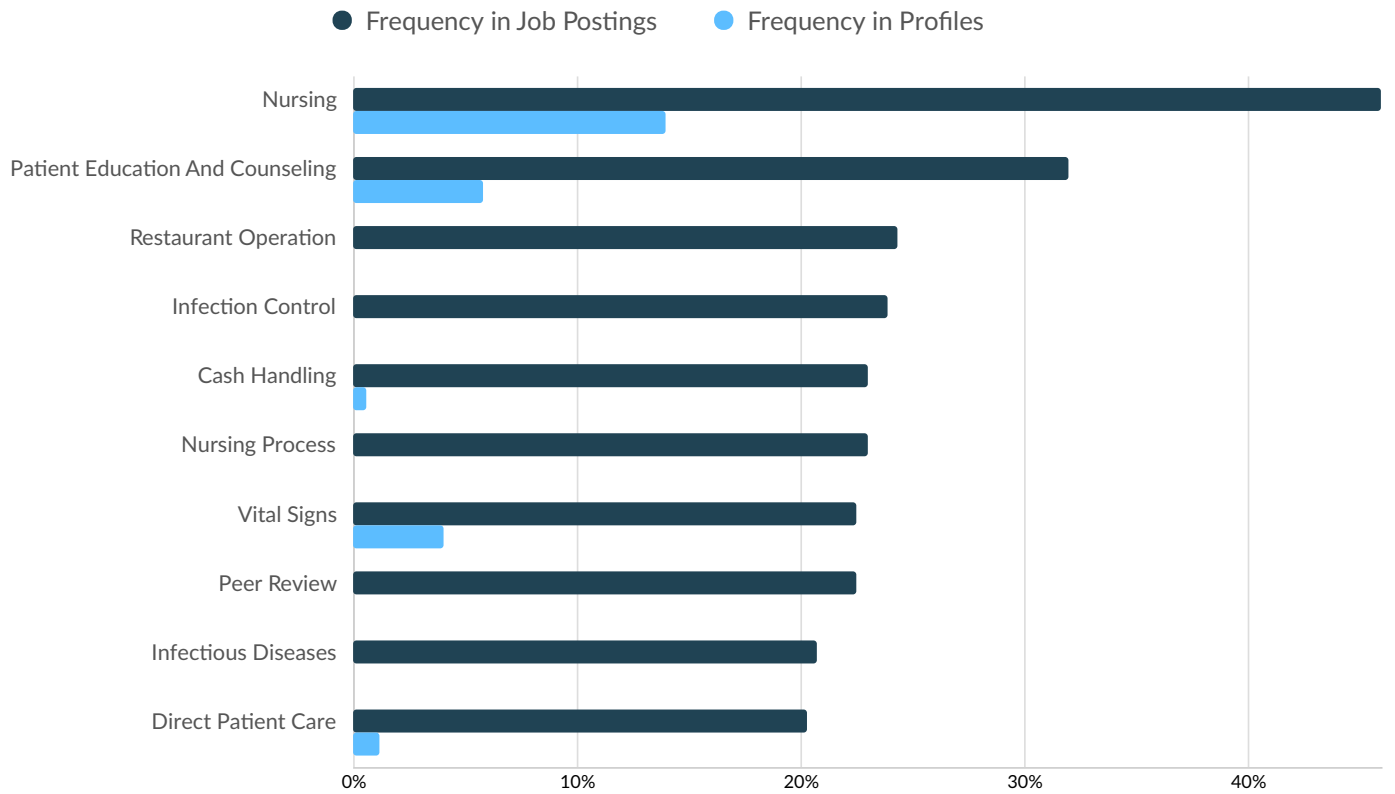
Top Posted Occupations

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	166 / 80	2 : 1 	15 days
Medical Assistants	73 / 31	2 : 1 	15 days
Food Service Managers	130 / 29	4 : 1 	11 days
Fast Food and Counter Workers	101 / 26	4 : 1 	28 days
First-Line Supervisors of Retail Sales Workers	43 / 21	2 : 1 	44 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	32 / 19	2 : 1 	42 days
Retail Salespersons	30 / 10	3 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	5 / 4	1 : 1 	33 days
Home Health and Personal Care Aides	1 / 1	1 : 1 	14 days
Maintenance and Repair Workers, General	17 / 1	17 : 1 	n/a

Top Posted Occupations

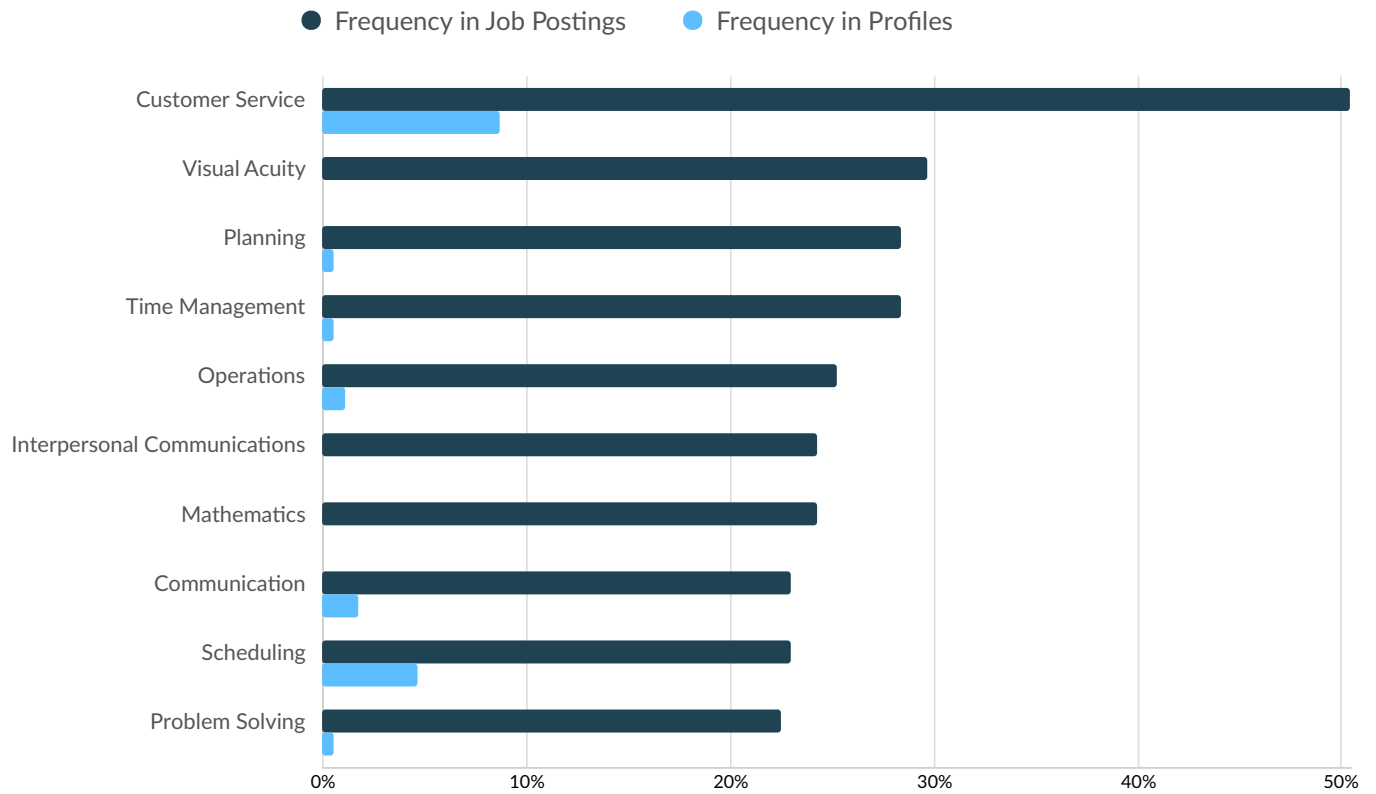
Occupation (O*NET)	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	163 / 77	2 : 1 	15 days
Medical Assistants	73 / 31	2 : 1 	15 days
Food Service Managers	130 / 29	4 : 1 	11 days
Fast Food and Counter Workers	101 / 26	4 : 1 	28 days
First-Line Supervisors of Retail Sales Workers	43 / 21	2 : 1 	44 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	32 / 19	2 : 1 	42 days
Retail Salespersons	30 / 10	3 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	5 / 4	1 : 1 	33 days
Critical Care Nurses	3 / 3	1 : 1 	n/a
Home Health Aides	1 / 1	1 : 1 	14 days

Top Specialized Skills



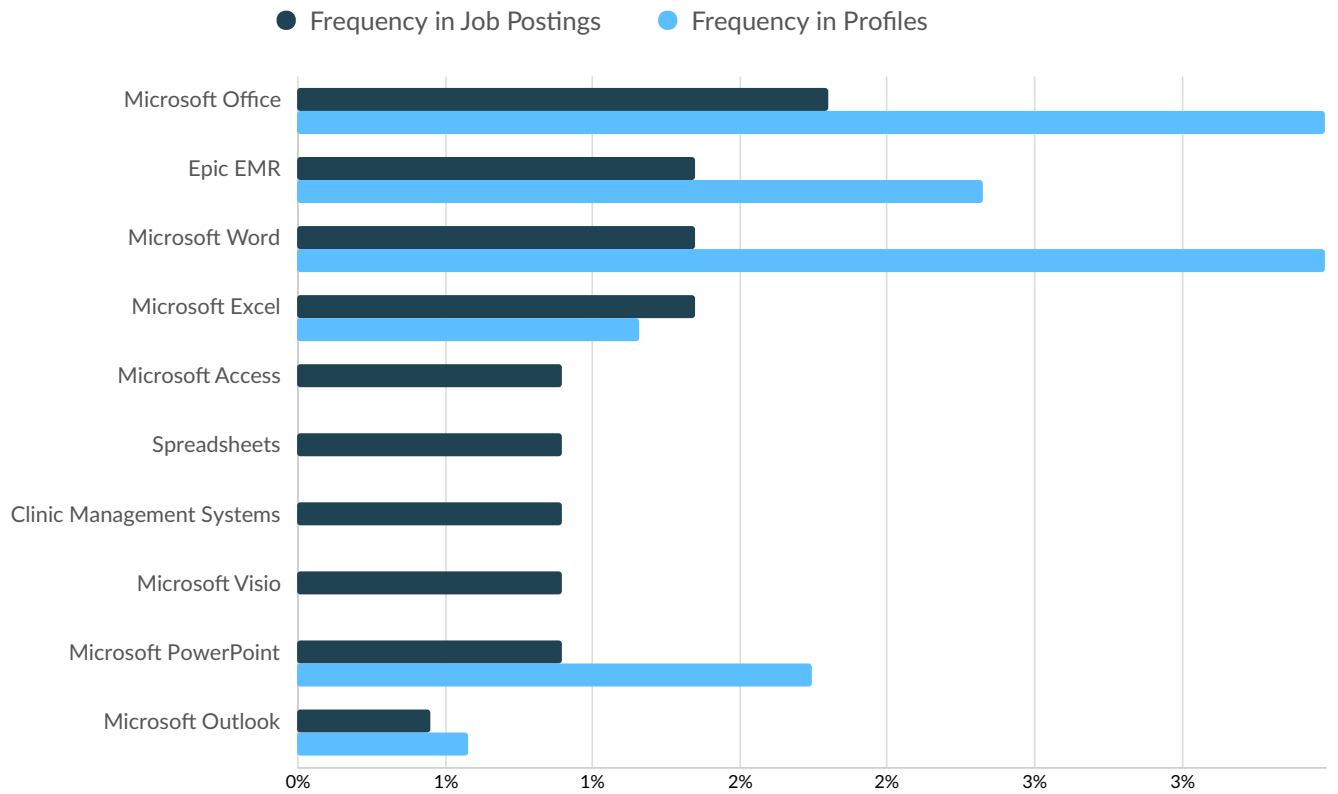
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	102	46%	24	14%	+20.1%	Rapidly Growing
Patient Education And Counseling	71	32%	10	6%	+11.6%	Growing
Restaurant Operation	54	24%	0	0%	+28.0%	Rapidly Growing
Infection Control	53	24%	0	0%	+17.1%	Growing
Cash Handling	51	23%	1	1%	+8.9%	Growing
Nursing Process	51	23%	0	0%	+24.2%	Rapidly Growing
Vital Signs	50	23%	7	4%	+17.2%	Growing
Peer Review	50	23%	0	0%	+18.4%	Growing
Infectious Diseases	46	21%	0	0%	+9.2%	Growing
Direct Patient Care	45	20%	2	1%	+16.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	112	50%	15	9%	+5.2%	Stable
Visual Acuity	66	30%	0	0%	+18.9%	Growing
Planning	63	28%	1	1%	+10.9%	Growing
Time Management	63	28%	1	1%	+14.5%	Growing
Operations	56	25%	2	1%	+8.1%	Stable
Interpersonal Communications	54	24%	0	0%	+12.5%	Growing
Mathematics	54	24%	0	0%	+20.2%	Rapidly Growing
Communication	51	23%	3	2%	+3.6%	Lagging
Scheduling	51	23%	8	5%	+16.4%	Growing
Problem Solving	50	23%	1	1%	+11.3%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	4	2%	6	3%	+18.5%	Growing
Epic EMR	3	1%	4	2%	+16.4%	Growing
Microsoft Word	3	1%	6	3%	+7.2%	Stable
Microsoft Excel	3	1%	2	1%	+17.7%	Growing
Microsoft Access	2	1%	0	0%	+3.9%	Lagging
Spreadsheets	2	1%	0	0%	+22.2%	Rapidly Growing
Clinic Management Systems	2	1%	0	0%	+9.6%	Growing
Microsoft Visio	2	1%	0	0%	+7.7%	Stable
Microsoft PowerPoint	2	1%	3	2%	+26.1%	Rapidly Growing
Microsoft Outlook	1	0%	1	1%	+25.0%	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: July 1 - 31, 2024

Kalamazoo County, Michigan

Parameters

Select Timeframe: Jul 2024 - Jul 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

215

Unique Postings
763 Total Postings

8

Employers Competing
1,634 Total Employers

21 Days

Median Posting Duration
Regional Average: 26 Days

4 : 1

Posting Intensity



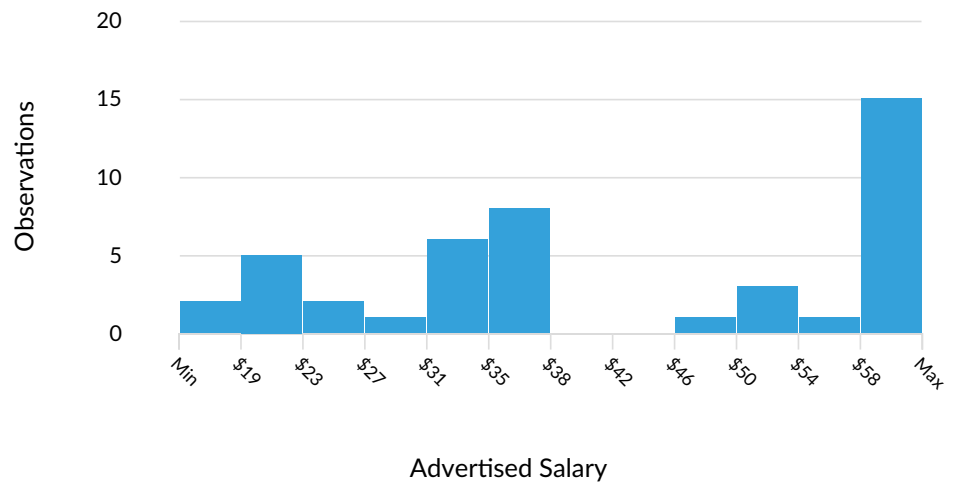
Regional Average: 3 : 1

Advertised Salary

There are 44 advertised salary observations (20% of the 215 matching postings).

\$37.54/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	27	13%
High school or GED	74	34%
Associate's degree	80	37%
Bachelor's degree	104	48%
Master's degree	25	12%
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	74	0	34%
Associate's degree	42	38	20%
Bachelor's degree	66	37	31%
Master's degree	6	19	3%
Ph.D. or professional degree	0	1	0%




Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	142	66%
0 - 1 Years	19	9%
2 - 3 Years	34	16%
4 - 6 Years	12	6%
7 - 9 Years	5	2%
10+ Years	3	1%










Top Companies Posting

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	189 / 91	2 : 1 	26 days
Ascension	499 / 87	6 : 1 	16 days
Stryker	33 / 17	2 : 1 	14 days
Western Michigan University	23 / 7	3 : 1 	25 days
Kalamazoo County Government	9 / 5	2 : 1 	41 days
Zoetis	5 / 4	1 : 1 	n/a
Corewell Health	3 / 2	2 : 1 	17 days
Capital One	2 / 2	1 : 1 	5 days











Top Cities Posting

City	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	738 / 202	4 : 1 	20 days
Portage, MI	23 / 12	2 : 1 	28 days
Richland, MI	2 / 1	2 : 1 	29 days

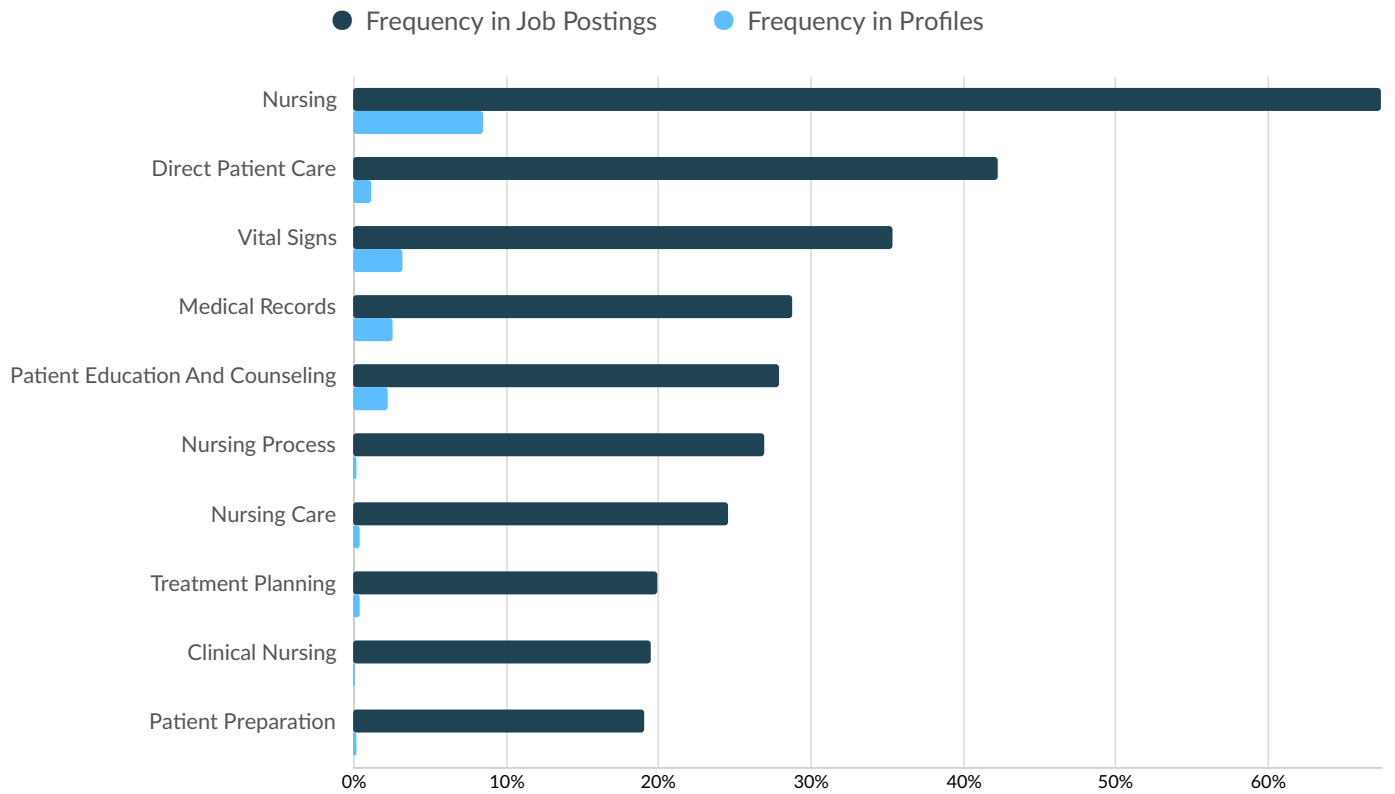
Top Posted Occupations

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	478 / 104	5 : 1 	17 days
Medical Assistants	82 / 43	2 : 1 	26 days
Computer Occupations, All Other	33 / 13	3 : 1 	5 days
Health Technologists and Technicians, All Other	35 / 11	3 : 1 	29 days
Nursing Assistants	44 / 11	4 : 1 	15 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	31 / 11	3 : 1 	25 days
Licensed Practical and Licensed Vocational Nurses	37 / 9	4 : 1 	12 days
Software Developers	13 / 7	2 : 1 	53 days
Managers, All Other	10 / 6	2 : 1 	46 days

Top Posted Occupations

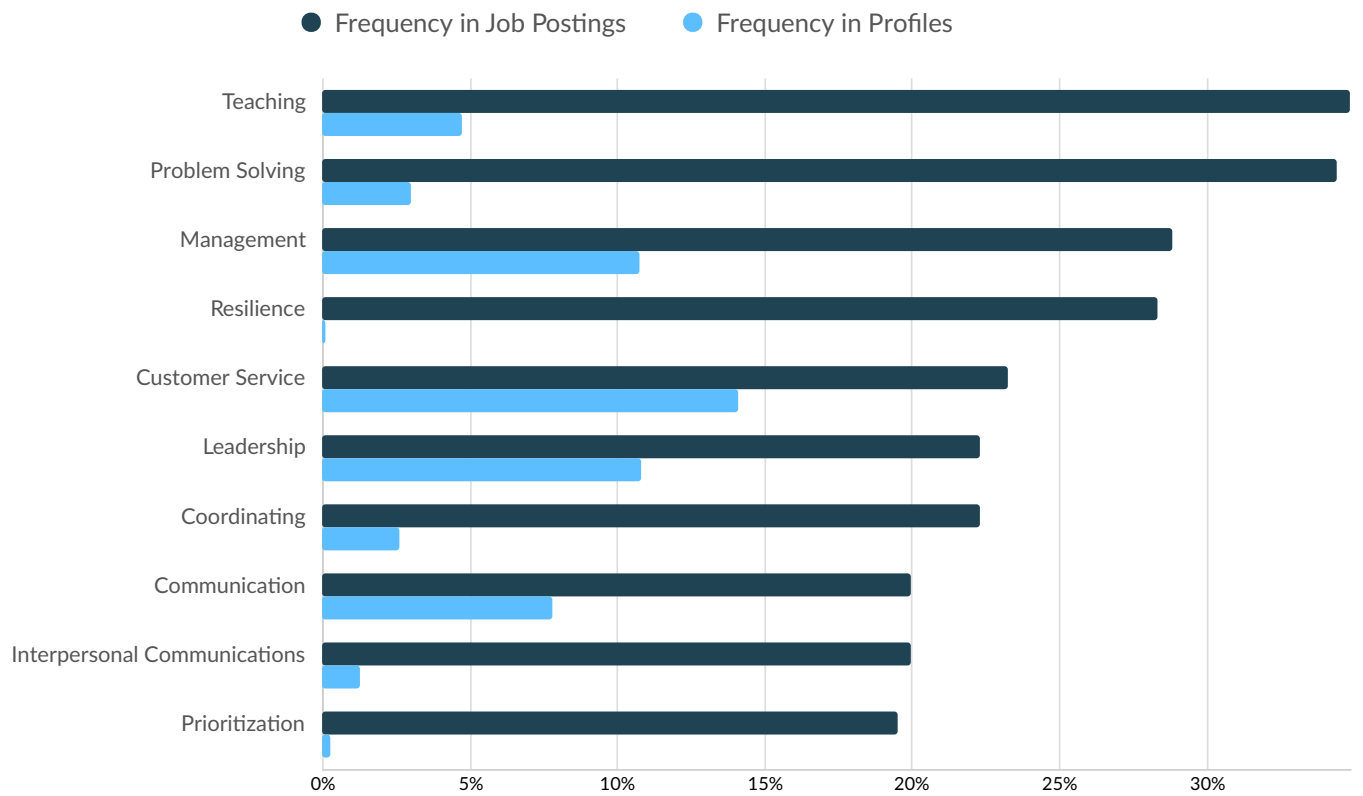
Occupation (O*NET)	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	402 / 91	4 : 1 	16 days
Medical Assistants	82 / 43	2 : 1 	26 days
Critical Care Nurses	74 / 12	6 : 1 	22 days
Nursing Assistants	44 / 11	4 : 1 	15 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	31 / 11	3 : 1 	25 days
Licensed Practical and Licensed Vocational Nurses	37 / 9	4 : 1 	12 days
Health Technologists and Technicians, All Other	31 / 9	3 : 1 	29 days
Software Developers	13 / 7	2 : 1 	53 days
Information Technology Project Managers	22 / 7	3 : 1 	14 days
Managers, All Other	5 / 3	2 : 1 	46 days

Top Specialized Skills



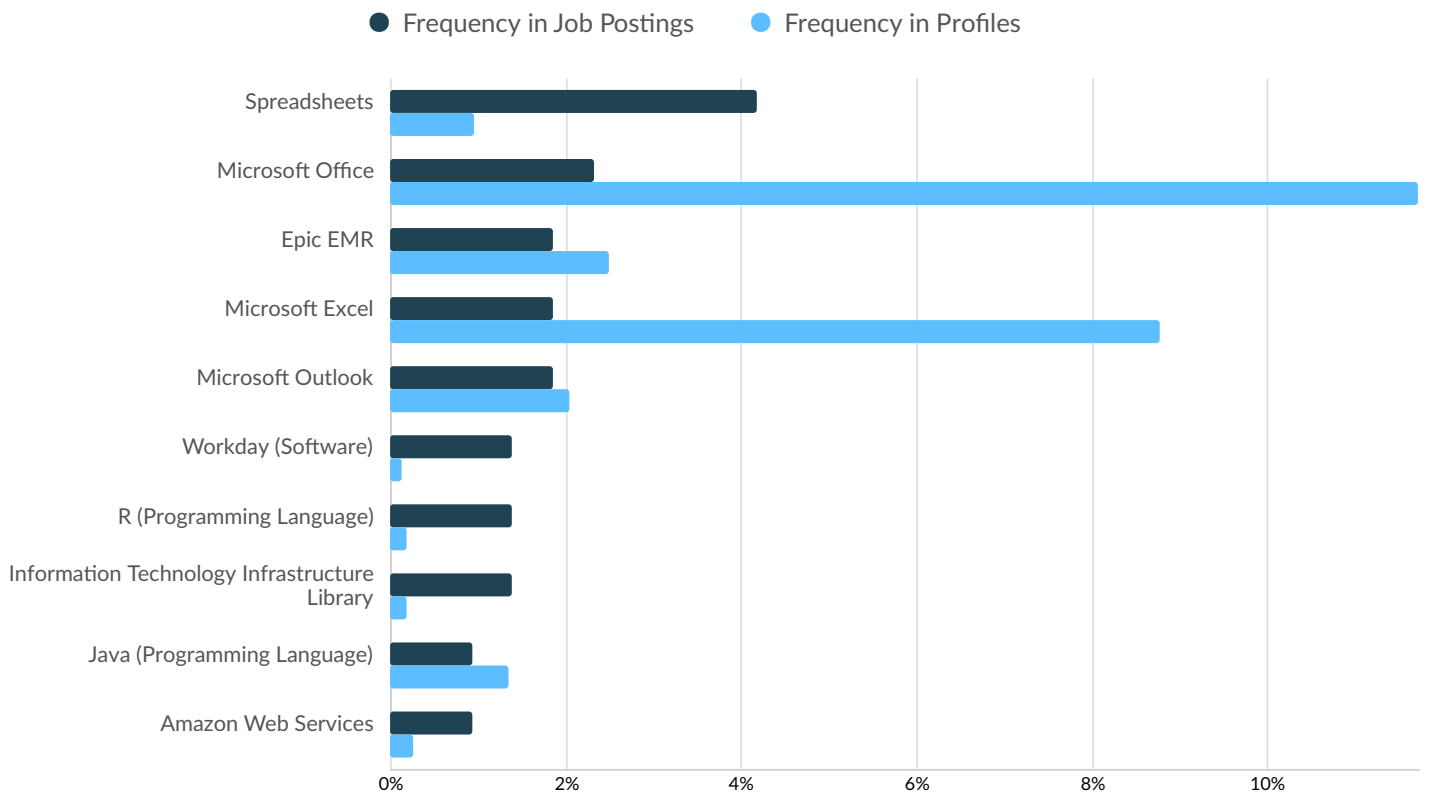
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	145	67%	133	9%	+20.1%	Rapidly Growing
Direct Patient Care	91	42%	19	1%	+16.6%	Growing
Vital Signs	76	35%	51	3%	+17.2%	Growing
Medical Records	62	29%	41	3%	+12.5%	Growing
Patient Education And Counseling	60	28%	35	2%	+11.6%	Growing
Nursing Process	58	27%	3	0%	+24.2%	Rapidly Growing
Nursing Care	53	25%	7	0%	+19.1%	Growing
Treatment Planning	43	20%	6	0%	+6.7%	Stable
Clinical Nursing	42	20%	2	0%	+14.3%	Growing
Patient Preparation	41	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
Teaching	75	35%	74	5%	+18.8%	Growing
Problem Solving	74	34%	47	3%	+11.3%	Growing
Management	62	29%	168	11%	+5.3%	Stable
Resilience	61	28%	2	0%	+12.7%	Growing
Customer Service	50	23%	220	14%	+5.2%	Stable
Leadership	48	22%	169	11%	+8.5%	Stable
Coordinating	48	22%	41	3%	+14.7%	Growing
Communication	43	20%	122	8%	+3.6%	Lagging
Interpersonal Communications	43	20%	20	1%	+12.5%	Growing
Prioritization	42	20%	4	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	9	4%	15	1%	+22.2%	Rapidly Growing
Microsoft Office	5	2%	183	12%	+18.5%	Growing
Epic EMR	4	2%	39	2%	+16.4%	Growing
Microsoft Excel	4	2%	137	9%	+17.7%	Growing
Microsoft Outlook	4	2%	32	2%	+25.0%	Rapidly Growing
Workday (Software)	3	1%	2	0%	+11.3%	Growing
R (Programming Language)	3	1%	3	0%	+20.3%	Rapidly Growing
Information Technology Infrastructure Library	3	1%	3	0%	+19.5%	Growing
Java (Programming Language)	2	1%	21	1%	+17.4%	Growing
Amazon Web Services	2	1%	4	0%	+24.0%	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: July 1 - 31, 2024

St. Joseph County, Michigan

Parameters

Select Timeframe: Jul 2024 - Jul 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

82

Unique Postings
191 Total Postings

8

Employers Competing
346 Total Employers

44 Days

Median Posting Duration
Regional Average: 29 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	19	23%
High school or GED	58	71%
Associate's degree	2	2%
Bachelor's degree	5	6%
Master's degree	0	0%
Ph.D. or professional degree	0	0%









Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	58	0	71%
Associate's degree	2	0	2%
Bachelor's degree	3	2	4%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%









Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	45	55%
0 - 1 Years	16	20%
2 - 3 Years	19	23%
4 - 6 Years	2	2%
7 - 9 Years	0	0%
10+ Years	0	0%









Top Companies Posting

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Dollar General	34 / 23	1 : 1 	44 days
Border Foods	44 / 18	2 : 1 	46 days
Taco Bell	56 / 17	3 : 1 	n/a
Meijer	18 / 10	2 : 1 	38 days
Birch Meadows Senior Care	16 / 8	2 : 1 	n/a
Arby's	19 / 4	5 : 1 	n/a
Admiral Group Plc	2 / 1	2 : 1 	12 days
State of Michigan	2 / 1	2 : 1 	n/a

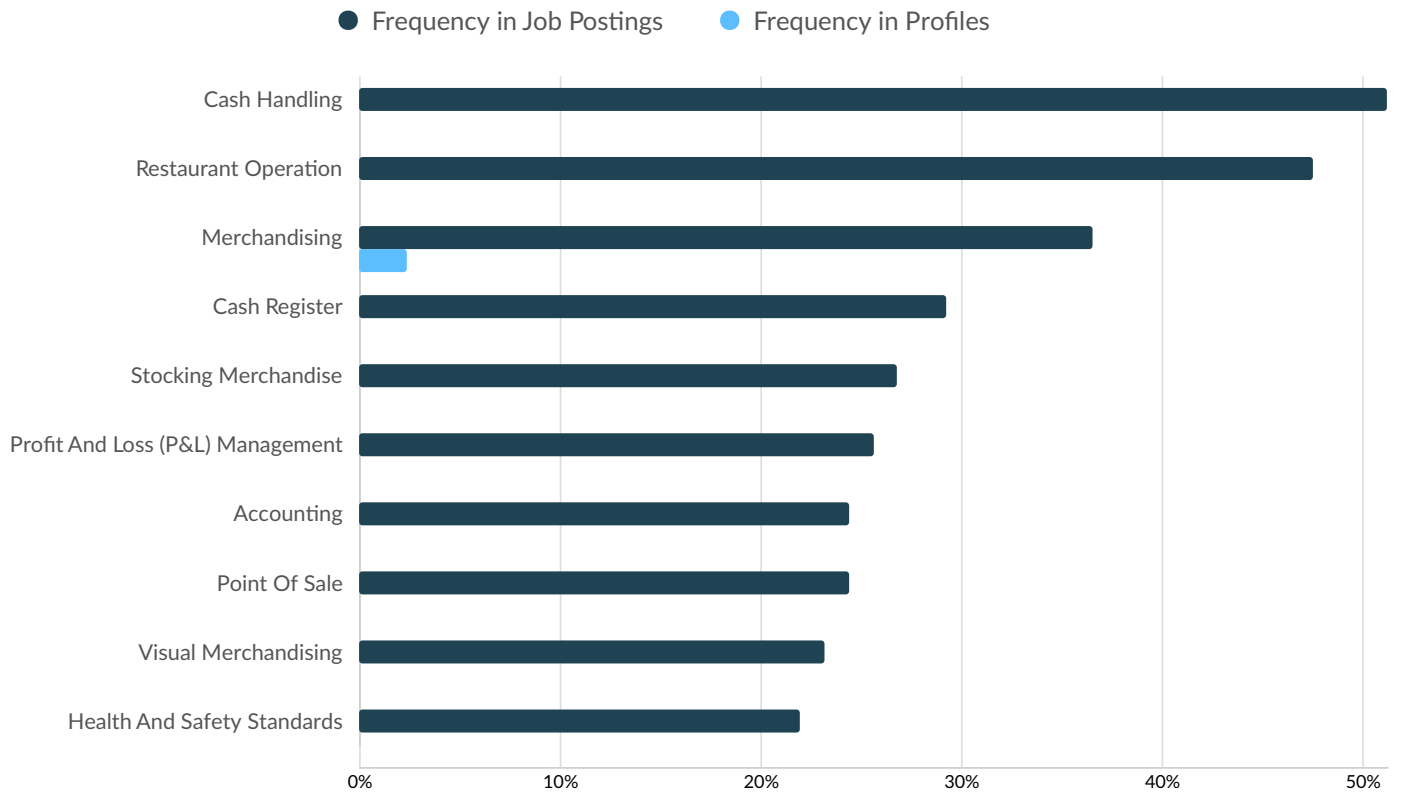
Top Posted Occupations

	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	51 / 19	3 : 1 	46 days
Fast Food and Counter Workers	46 / 16	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	22 / 16	1 : 1 	44 days
Retail Salespersons	24 / 14	2 : 1 	38 days
Cashiers	30 / 8	4 : 1 	28 days
Home Health and Personal Care Aides	13 / 6	2 : 1 	n/a
Registered Nurses	3 / 2	2 : 1 	n/a
Maintenance and Repair Workers, General	2 / 1	2 : 1 	n/a

Top Posted Occupations

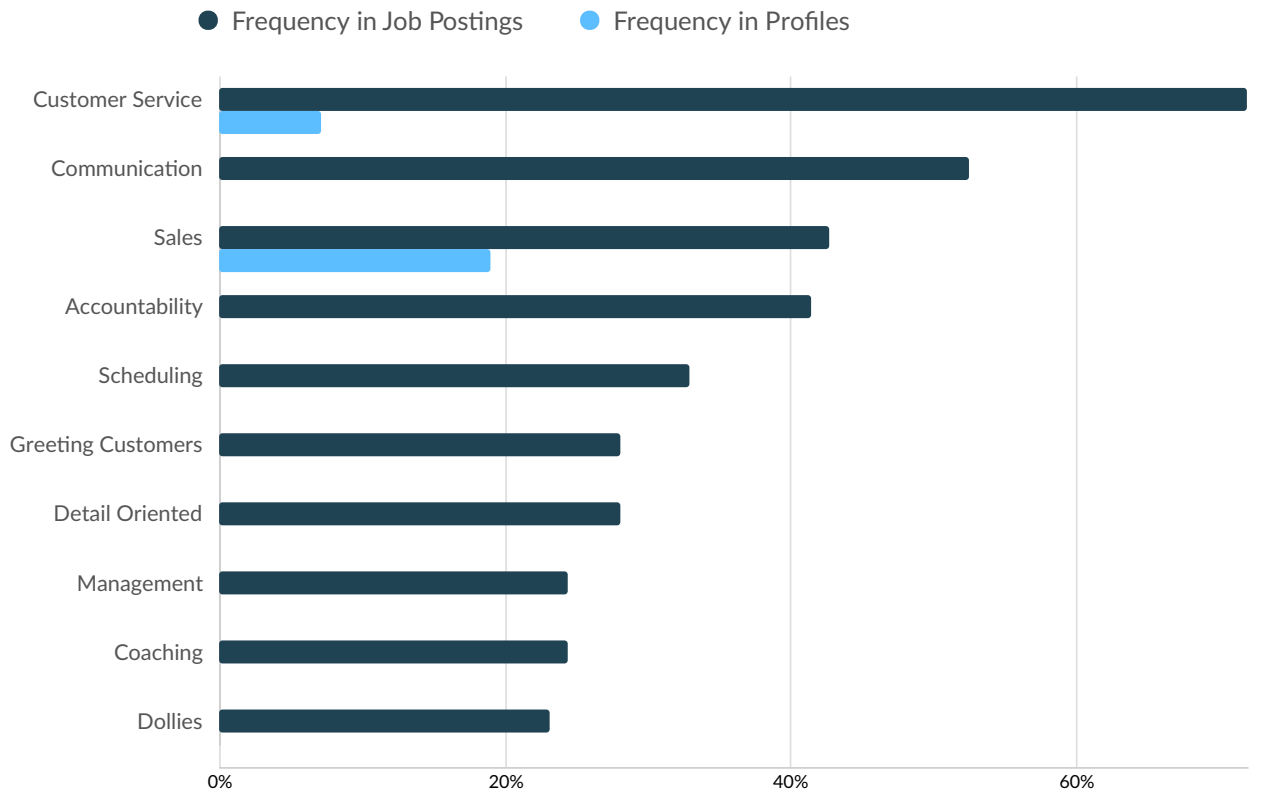
Occupation (O*NET)	Total/Unique (Jul 2024)	Posting Intensity	Median Posting Duration
Food Service Managers	51 / 19	3 : 1 	46 days
Fast Food and Counter Workers	46 / 16	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	22 / 16	1 : 1 	44 days
Retail Salespersons	24 / 14	2 : 1 	38 days
Cashiers	30 / 8	4 : 1 	28 days
Personal Care Aides	13 / 6	2 : 1 	n/a
Registered Nurses	3 / 2	2 : 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
Cash Handling	42	51%	0	0%	+8.9%	Growing
Restaurant Operation	39	48%	0	0%	+28.0%	Rapidly Growing
Merchandising	30	37%	1	2%	+15.0%	Growing
Cash Register	24	29%	0	0%	+21.4%	Rapidly Growing
Stocking Merchandise	22	27%	0	0%	+18.0%	Growing
Profit And Loss (P&L) Management	21	26%	0	0%	+18.3%	Growing
Accounting	20	24%	0	0%	+24.0%	Rapidly Growing
Point Of Sale	20	24%	0	0%	+13.3%	Growing
Visual Merchandising	19	23%	0	0%	+12.9%	Growing
Health And Safety Standards	18	22%	0	0%	+19.0%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	59	72%	3	7%	+5.2%	Stable
Communication	43	52%	0	0%	+3.6%	Lagging
Sales	35	43%	8	19%	+7.8%	Stable
Accountability	34	41%	0	0%	+18.7%	Growing
Scheduling	27	33%	0	0%	+16.4%	Growing
Greeting Customers	23	28%	0	0%	+4.6%	Stable
Detail Oriented	23	28%	0	0%	+7.1%	Stable
Management	20	24%	0	0%	+5.3%	Stable
Coaching	20	24%	0	0%	+16.4%	Growing
Dollies	19	23%	0	0%	+16.7%	Growing

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.