



# Job Posting Analytics

Lightcast Q1 2025 Data Set

For Period: February 1 - 28, 2025

Berrien, Branch, Calhoun, Cass,

Kalamazoo, Saint Joseph, and

Van Buren Counties, Michigan

# Parameters

Select Timeframe: Feb 2025 - Feb 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

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

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Ascension

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Meijer

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Border Foods

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Corewell Health

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Stryker

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Oaklawn Hospital

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Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

## Job Postings Overview

122

Unique Postings  
546 Total Postings


6

Employers Competing  
2,502 Total Employers

19 Days

Median Posting Duration  
Regional Average: 23 Days

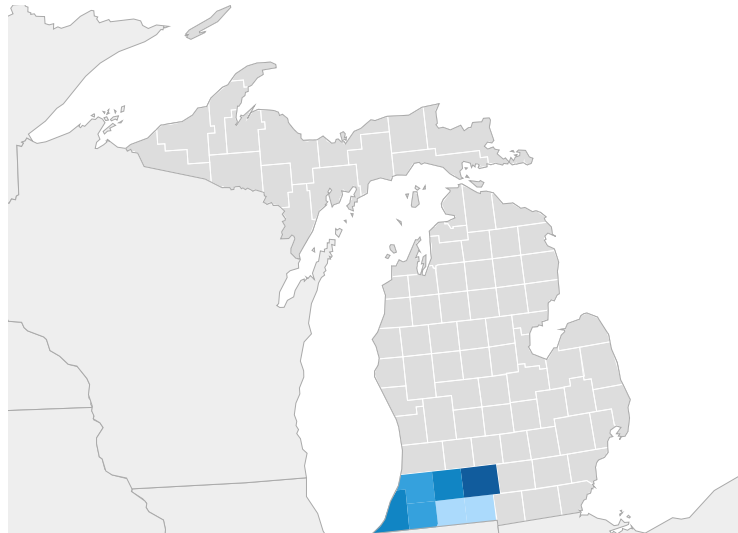
4 : 1

Posting Intensity  
  
Regional Average: 3 : 1

## Advertised Salary

Not enough data for this chart.

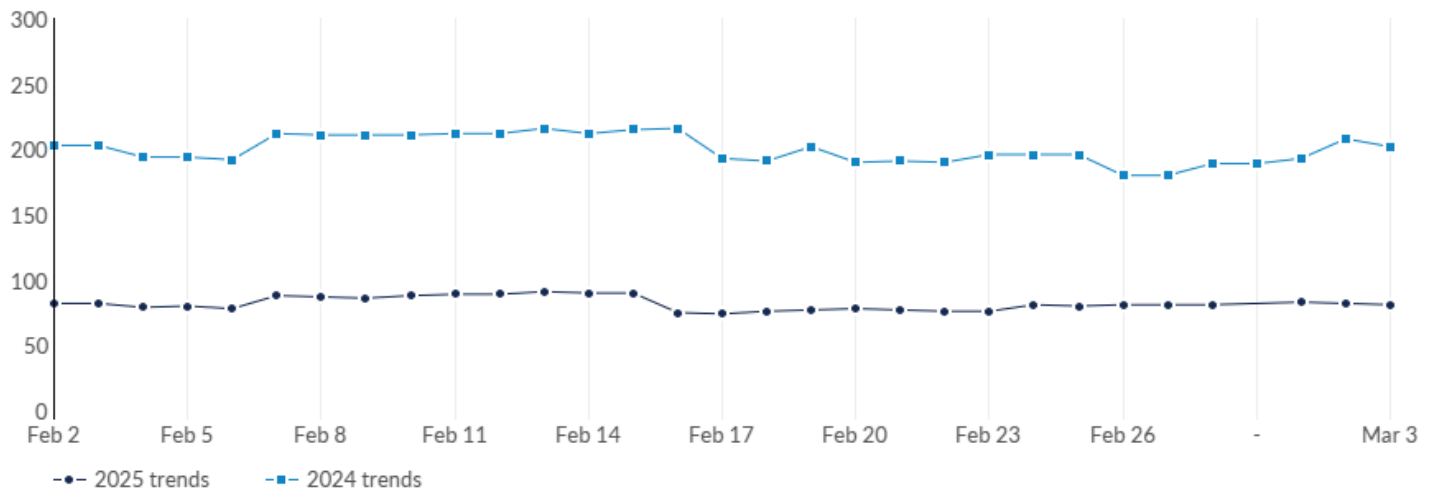
## Job Postings Regional Breakdown



County	Unique Postings (Feb 2025)
Calhoun County, MI	53
Berrien County, MI	22
Kalamazoo County, MI	17
Van Buren County, MI	12
Cass 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
February 2, 2025	82	203	-59.6%
February 3, 2025	82	203	-59.6%
February 4, 2025	79	194	-59.3%
February 5, 2025	80	194	-58.8%
February 6, 2025	78	192	-59.4%
February 7, 2025	88	212	-58.5%
February 8, 2025	87	211	-58.8%
February 9, 2025	86	211	-59.2%
February 10, 2025	88	211	-58.3%
February 11, 2025	89	212	-58.0%
February 12, 2025	89	212	-58.0%
February 13, 2025	91	216	-57.9%
February 14, 2025	90	212	-57.5%
February 15, 2025	90	215	-58.1%
February 16, 2025	75	216	-65.3%
February 17, 2025	74	193	-61.7%
February 18, 2025	76	191	-60.2%
February 19, 2025	77	202	-61.9%

February 20, 2025	78	190	-58.9%
February 21, 2025	77	191	-59.7%
February 22, 2025	76	190	-60.0%
February 23, 2025	76	196	-61.2%
February 24, 2025	81	196	-58.7%
February 25, 2025	80	196	-59.2%
February 26, 2025	81	180	-55.0%
February 27, 2025	81	180	-55.0%
February 28, 2025	81	189	-57.1%
March 1, 2025	83	193	-57.0%
March 2, 2025	82	208	-60.6%
March 3, 2025	81	202	-59.9%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	37	30%
High school or GED	51	42%
Associate's degree	28	23%
Bachelor's degree	16	13%
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	51	0	42%
Associate's degree	24	4	20%
Bachelor's degree	10	6	8%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

## Experience Breakdown







Minimum Experience	Unique Postings	% of Total
No Experience Listed	87	71%
0 - 1 Years	27	22%
2 - 3 Years	7	6%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%

## Top Companies Posting







	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	200 / 40	5 : 1 	n/a
Corewell Health	119 / 22	5 : 1 	9 days
Border Foods	122 / 20	6 : 1 	n/a
Ascension	44 / 16	3 : 1 	25 days
Bronson Healthcare	29 / 16	2 : 1 	12 days
Meijer	32 / 8	4 : 1 	21 days



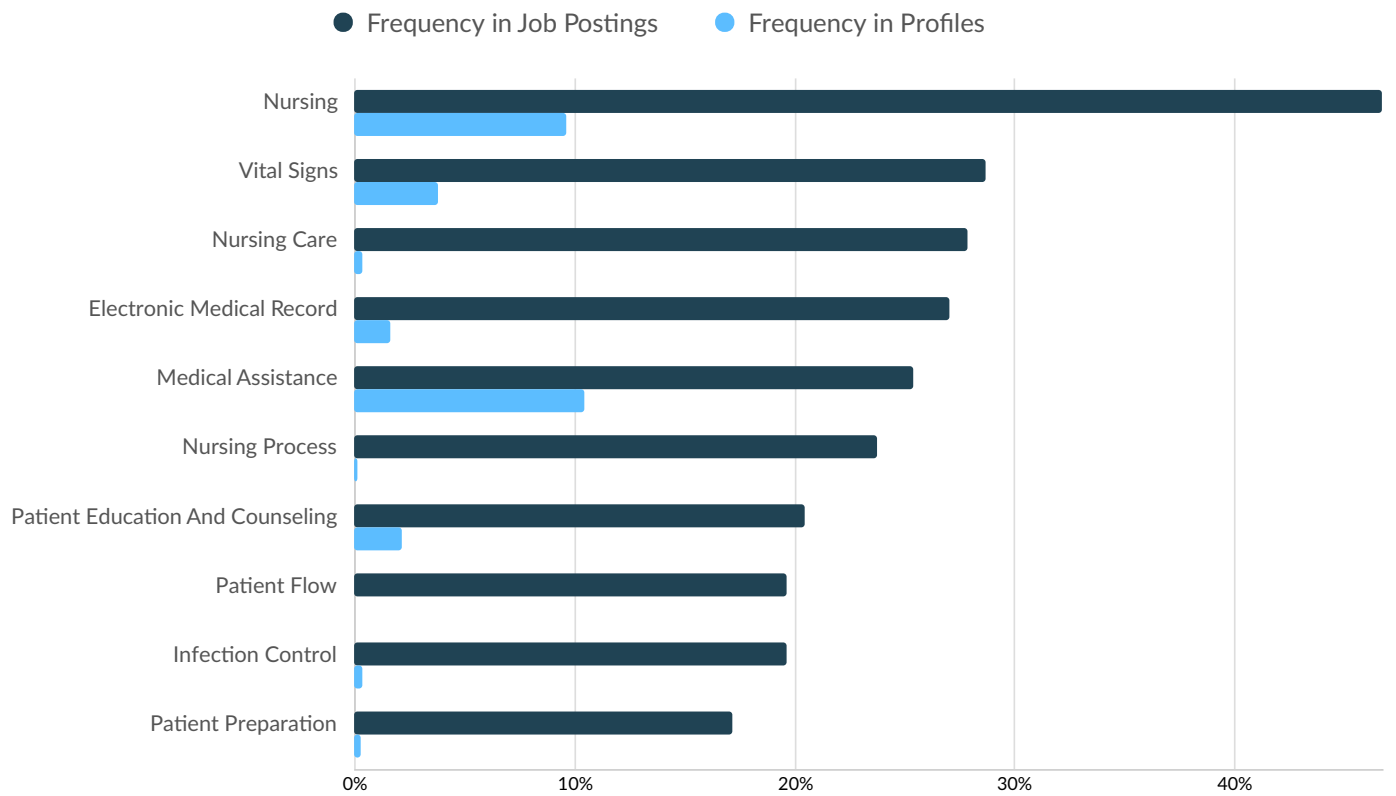
## Top Posted Occupations

	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	177 / 44	4 : 1 	9 days
Medical Assistants	146 / 32	5 : 1 	25 days
Cashiers	116 / 19	6 : 1 	21 days
Cooks, Restaurant	55 / 12	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	23 / 10	2 : 1 	12 days
Nursing Assistants	29 / 5	6 : 1 	n/a

## Top Posted Occupations

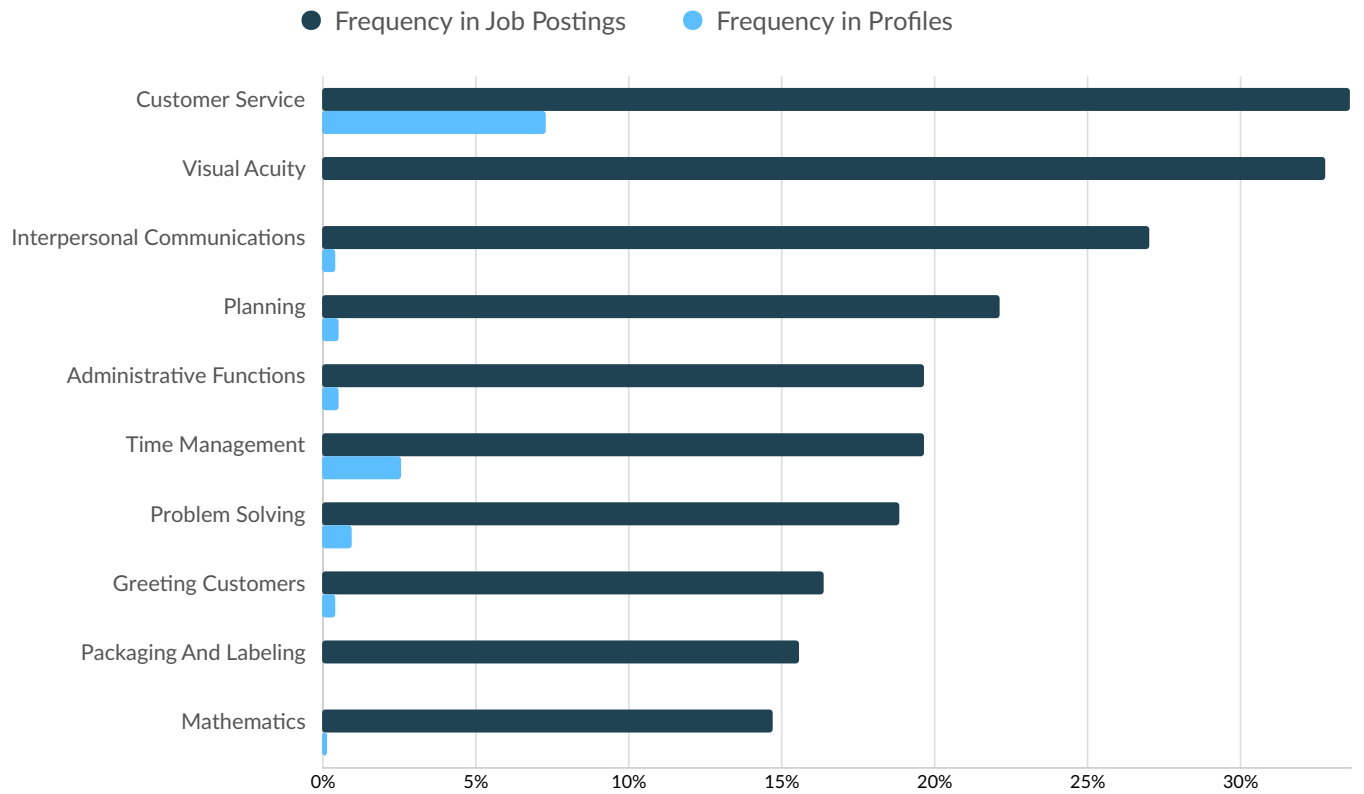
Occupation (O*NET)	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	177 / 44	4 : 1 	9 days
Medical Assistants	146 / 32	5 : 1 	25 days
Cashiers	116 / 19	6 : 1 	21 days
Cooks, Restaurant	55 / 12	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	23 / 10	2 : 1 	12 days
Nursing Assistants	29 / 5	6 : 1 	n/a

# Top Specialized Skills



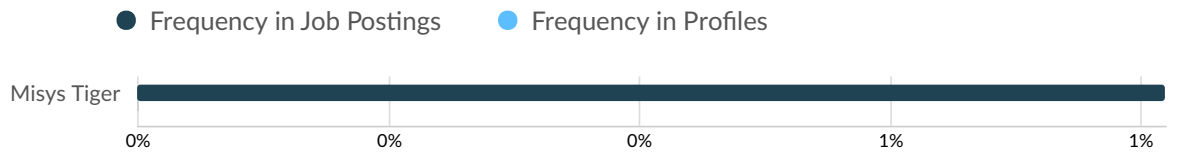
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	57	47%	71	10%	+20.1%	Rapidly Growing
Vital Signs	35	29%	28	4%	+17.2%	Growing
Nursing Care	34	28%	3	0%	+19.1%	Growing
Electronic Medical Record	33	27%	12	2%	+12.1%	Growing
Medical Assistance	31	25%	77	10%	+11.9%	Growing
Nursing Process	29	24%	1	0%	+24.2%	Rapidly Growing
Patient Education And Counseling	25	20%	16	2%	+11.6%	Growing
Patient Flow	24	20%	0	0%	+13.3%	Growing
Infection Control	24	20%	3	0%	+17.1%	Growing
Patient Preparation	21	17%	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	41	34%	54	7%	+5.2%	Stable
Visual Acuity	40	33%	0	0%	+18.9%	Growing
Interpersonal Communications	33	27%	3	0%	+12.5%	Growing
Planning	27	22%	4	1%	+10.9%	Growing
Administrative Functions	24	20%	4	1%	+13.6%	Growing
Time Management	24	20%	19	3%	+14.5%	Growing
Problem Solving	23	19%	7	1%	+11.3%	Growing
Greeting Customers	20	16%	3	0%	+4.6%	Stable
Packaging And Labeling	19	16%	0	0%	+14.8%	Growing
Mathematics	18	15%	1	0%	+20.2%	Rapidly Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Misys Tiger	1	1%	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 Q1 2025 Data Set

For Period: February 1 - 28, 2025

Branch, Calhoun, Kalamazoo, and

Saint Joseph Counties, Michigan

# Parameters

Select Timeframe: Feb 2025 - Feb 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

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

406

Unique Postings  
1,545 Total Postings

9

Employers Competing  
1,852 Total Employers

25 Days

Median Posting Duration  
Regional Average: 23 Days

4 : 1

Posting Intensity



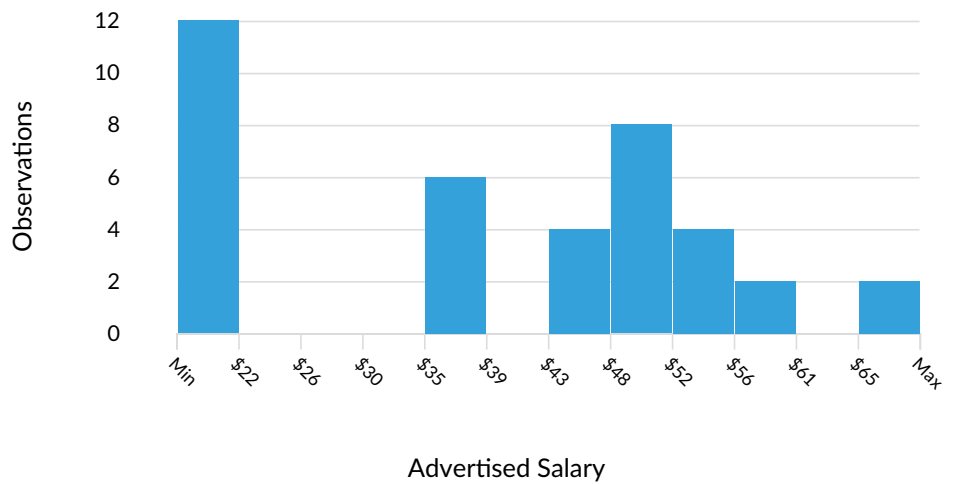
Regional Average: 3 : 1

## Advertised Salary

There are 38 advertised salary observations (9% of the 406 matching postings).

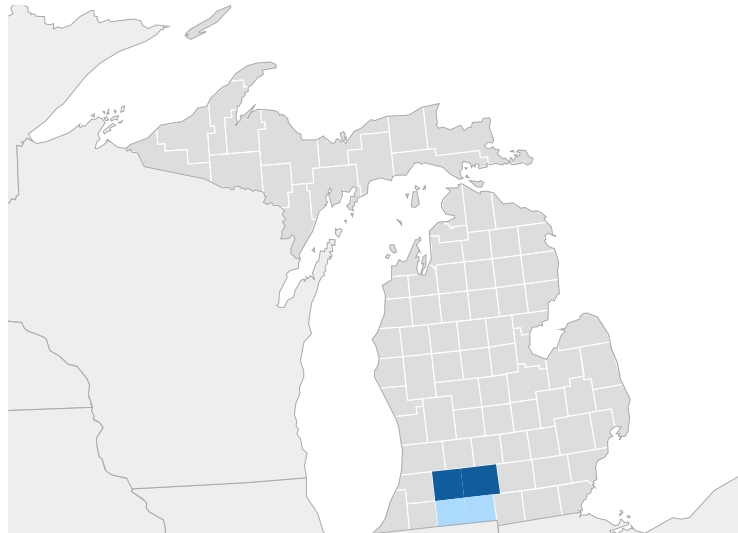
\$43.45/hr

Median Advertised Salary





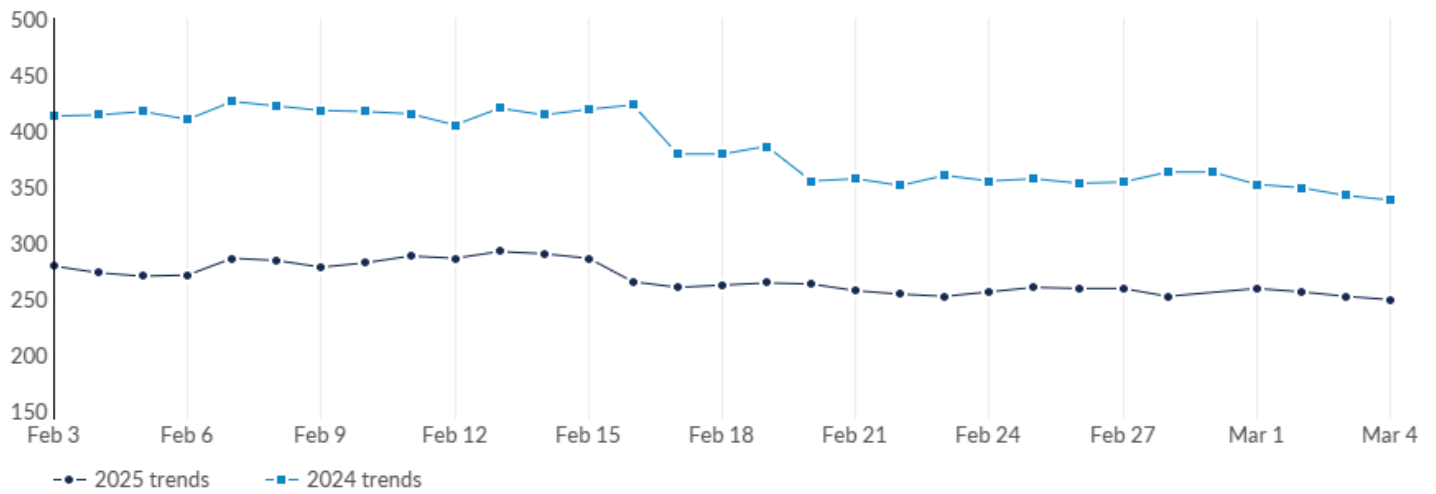
## Job Postings Regional Breakdown



County	Unique Postings (Feb 2025)
Kalamazoo County, MI	204
Calhoun County, MI	163
St. Joseph County, MI	27
Branch County, MI	12

# 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
February 3, 2025	279	413	-32.4%
February 4, 2025	273	414	-34.1%
February 5, 2025	270	417	-35.3%
February 6, 2025	271	410	-33.9%
February 7, 2025	286	426	-32.9%
February 8, 2025	284	422	-32.7%
February 9, 2025	278	418	-33.5%
February 10, 2025	282	417	-32.4%
February 11, 2025	288	415	-30.6%
February 12, 2025	286	405	-29.4%
February 13, 2025	292	420	-30.5%
February 14, 2025	290	414	-30.0%
February 15, 2025	286	419	-31.7%
February 16, 2025	265	423	-37.4%
February 17, 2025	260	379	-31.4%
February 18, 2025	262	379	-30.9%
February 19, 2025	264	386	-31.6%
February 20, 2025	263	355	-25.9%

February 21, 2025	257	357	-28.0%
February 22, 2025	254	351	-27.6%
February 23, 2025	252	360	-30.0%
February 24, 2025	256	355	-27.9%
February 25, 2025	260	357	-27.2%
February 26, 2025	259	353	-26.6%
February 27, 2025	259	354	-26.8%
February 28, 2025	252	363	-30.6%
March 1, 2025	259	352	-26.4%
March 2, 2025	256	349	-26.6%
March 3, 2025	252	342	-26.3%
March 4, 2025	249	338	-26.3%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	82	20%
High school or GED	124	31%
Associate's degree	130	32%
Bachelor's degree	135	33%
Master's degree	22	5%
Ph.D. or professional degree	3	1%










## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	124	0	31%
Associate's degree	98	30	24%
Bachelor's degree	98	34	24%
Master's degree	4	15	1%
Ph.D. or professional degree	0	3	0%











## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	271	67%
0 - 1 Years	62	15%
2 - 3 Years	62	15%
4 - 6 Years	9	2%
7 - 9 Years	1	0%
10+ Years	1	0%















## Top Companies Posting

	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	533 / 112	5 : 1 	24 days
Ascension	519 / 110	5 : 1 	25 days
Bronson Healthcare	150 / 95	2 : 1 	30 days
Border Foods	188 / 39	5 : 1 	n/a
Meijer	80 / 23	3 : 1 	23 days
Walmart	18 / 10	2 : 1 	1 day
Stryker	18 / 8	2 : 1 	19 days
Corewell Health	26 / 5	5 : 1 	36 days
Zoetis	13 / 4	3 : 1 	n/a

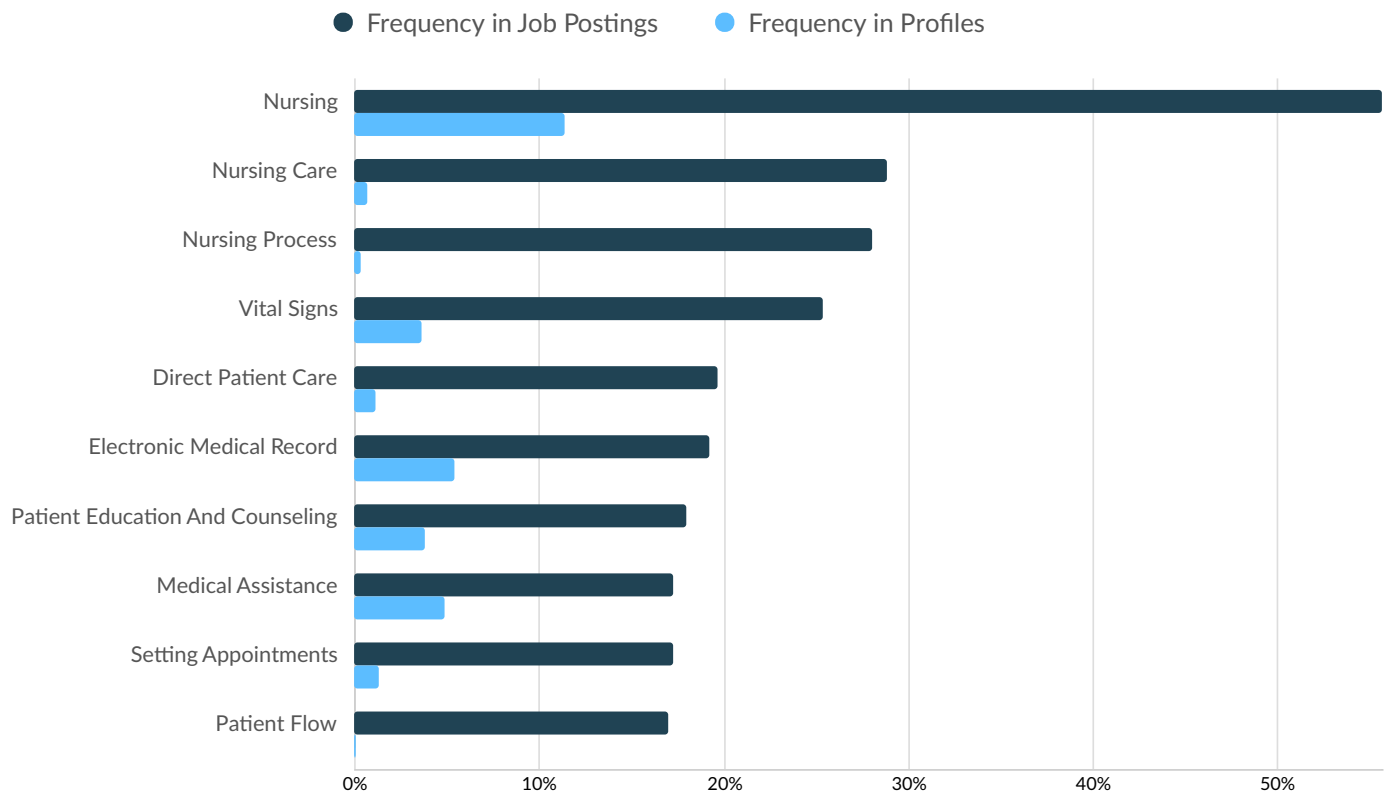
## Top Posted Occupations

	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	763 / 173	4 : 1 	30 days
Medical Assistants	263 / 78	3 : 1 	25 days
Cashiers	135 / 30	5 : 1 	21 days
Fast Food and Counter Workers	105 / 26	4 : 1 	23 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	85 / 26	3 : 1 	13 days
Health Technologists and Technicians, All Other	48 / 24	2 : 1 	17 days
Food Service Managers	46 / 16	3 : 1 	n/a
Medical and Health Services Managers	26 / 16	2 : 1 	25 days
Nursing Assistants	53 / 12	4 : 1 	3 days
Licensed Practical and Licensed Vocational Nurses	21 / 5	4 : 1 	n/a

# Top Posted Occupations

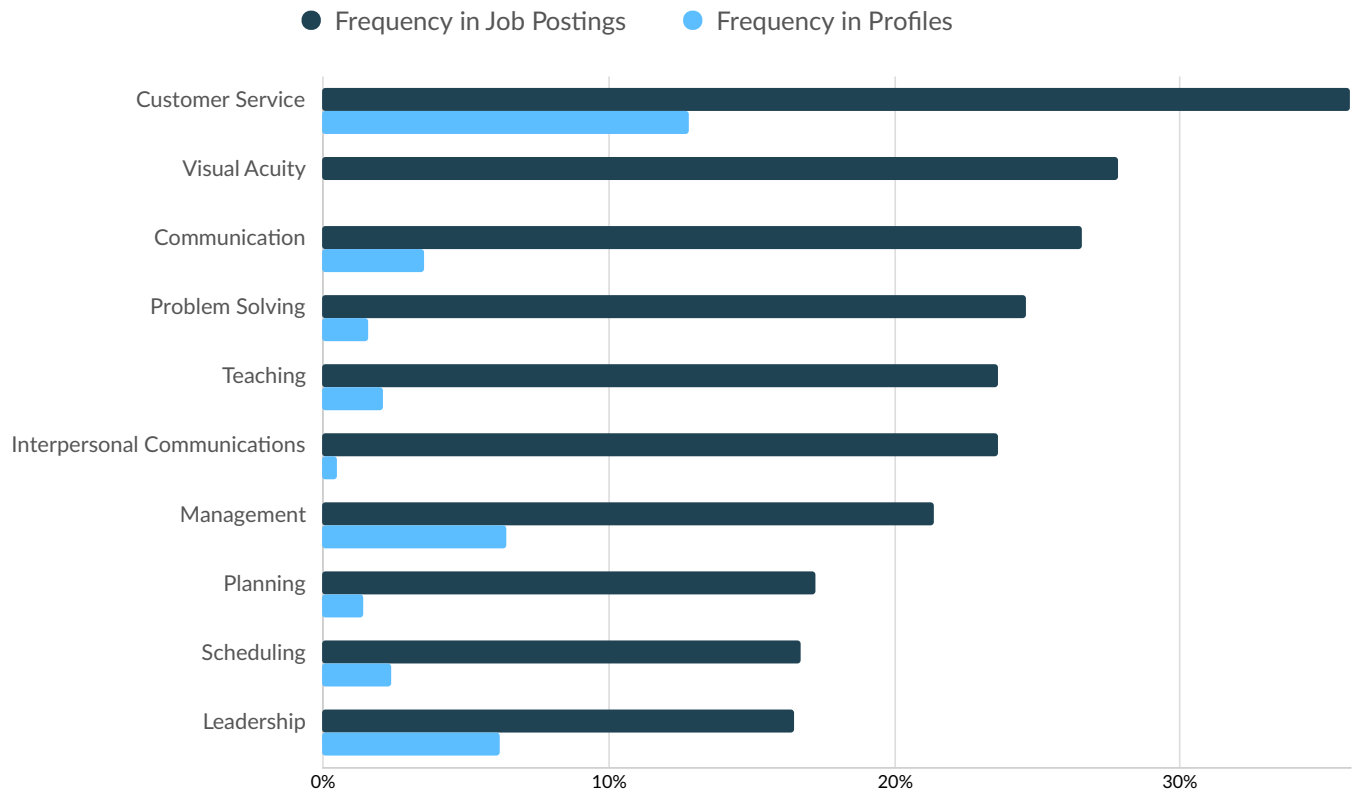
Occupation (O*NET)	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	721 / 162	4 : 1 	30 days
Medical Assistants	263 / 78	3 : 1 	25 days
Cashiers	135 / 30	5 : 1 	21 days
Fast Food and Counter Workers	105 / 26	4 : 1 	23 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	85 / 26	3 : 1 	13 days
Food Service Managers	46 / 16	3 : 1 	n/a
Medical and Health Services Managers	26 / 16	2 : 1 	25 days
Nursing Assistants	53 / 12	4 : 1 	3 days
Patient Representatives	15 / 11	1 : 1 	15 days
Critical Care Nurses	41 / 10	4 : 1 	44 days
Health Technologists and Technicians, All Other	17 / 9	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	21 / 5	4 : 1 	n/a
Neurodiagnostic Technologists	16 / 4	4 : 1 	35 days
Acute Care Nurses	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	226	56%	167	11%	+20.1%	Rapidly Growing
Nursing Care	117	29%	10	1%	+19.1%	Growing
Nursing Process	114	28%	5	0%	+24.2%	Rapidly Growing
Vital Signs	103	25%	54	4%	+17.2%	Growing
Direct Patient Care	80	20%	17	1%	+16.6%	Growing
Electronic Medical Record	78	19%	79	5%	+12.1%	Growing
Patient Education And Counseling	73	18%	56	4%	+11.6%	Growing
Medical Assistance	70	17%	72	5%	+11.9%	Growing
Setting Appointments	70	17%	19	1%	+10.9%	Growing
Patient Flow	69	17%	1	0%	+13.3%	Growing

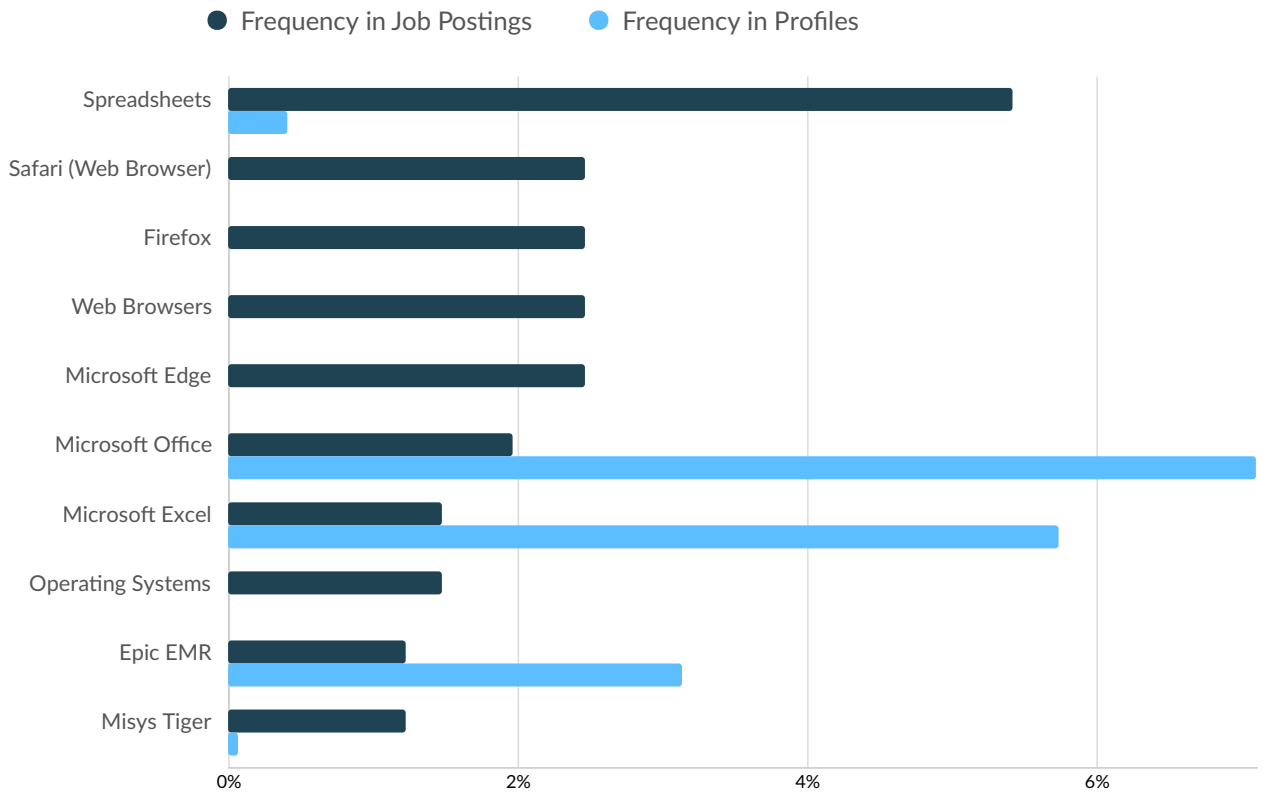
# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	146	36%	188	13%	+5.2%	Stable
Visual Acuity	113	28%	0	0%	+18.9%	Growing
Communication	108	27%	52	4%	+3.6%	Lagging
Problem Solving	100	25%	24	2%	+11.3%	Growing
Teaching	96	24%	31	2%	+18.8%	Growing
Interpersonal Communications	96	24%	8	1%	+12.5%	Growing
Management	87	21%	94	6%	+5.3%	Stable
Planning	70	17%	21	1%	+10.9%	Growing
Scheduling	68	17%	35	2%	+16.4%	Growing
Leadership	67	17%	91	6%	+8.5%	Stable



# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	22	5%	6	0%	+22.2%	Rapidly Growing
Safari (Web Browser)	10	2%	0	0%	+16.7%	Growing
Firefox	10	2%	0	0%	+7.9%	Stable
Web Browsers	10	2%	0	0%	+9.5%	Growing
Microsoft Edge	10	2%	0	0%	+8.0%	Stable
Microsoft Office	8	2%	104	7%	+18.5%	Growing
Microsoft Excel	6	1%	84	6%	+17.7%	Growing
Operating Systems	6	1%	0	0%	+22.6%	Rapidly Growing
Epic EMR	5	1%	46	3%	+16.4%	Growing
Misys Tiger	5	1%	1	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 Q1 2025 Data Set

For Period: February 1 - 28, 2025

Branch County, Michigan

# Parameters

Select Timeframe: Feb 2025 - Feb 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	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

13

Unique Postings  
28 Total Postings

5

Employers Competing  
133 Total Employers

34 Days

Median Posting Duration  
Regional Average: 26 Days

2 : 1

Posting Intensity



Regional Average: 3 : 1

## Advertised Salary

Not enough data for this chart.

## Job Postings Regional Breakdown



County

Unique Postings (Feb 2025)

Branch County, MI

13

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	2	15%
High school or GED	7	54%
Associate's degree	4	31%
Bachelor's degree	4	31%
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	7	0	54%
Associate's degree	4	0	31%
Bachelor's degree	0	4	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	9	69%
0 - 1 Years	2	15%
2 - 3 Years	2	15%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

## Top Companies Posting

	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Border Foods	15 / 5	3 : 1	n/a
Walmart	8 / 4	2 : 1	n/a
Dollar General	2 / 2	1 : 1	n/a
Bronson Healthcare	2 / 1	2 : 1	34 days
Clemens Food Group	1 / 1	1 : 1	n/a

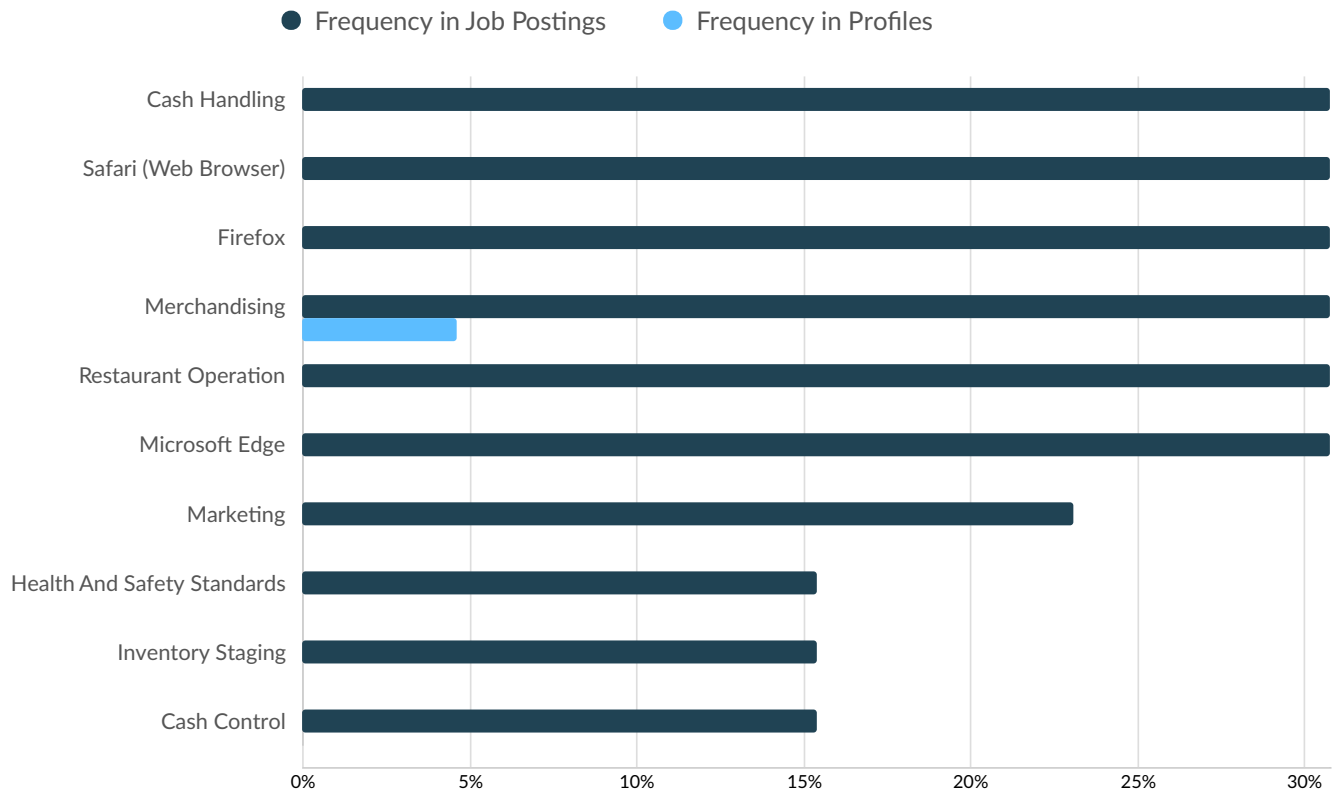
## Top Posted Occupations

	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	6 / 4	2 : 1	n/a
Cashiers	12 / 4	3 : 1	n/a
Food Service Managers	3 / 2	2 : 1	n/a
General and Operations Managers	1 / 1	1 : 1	n/a
Registered Nurses	2 / 1	2 : 1	34 days
Fast Food and Counter Workers	4 / 1	4 : 1	n/a

## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	6 / 4	2 : 1	n/a
Cashiers	12 / 4	3 : 1	n/a
Food Service Managers	3 / 2	2 : 1	n/a
General and Operations Managers	1 / 1	1 : 1	n/a
Registered Nurses	2 / 1	2 : 1	34 days
Fast Food and Counter Workers	4 / 1	4 : 1	n/a

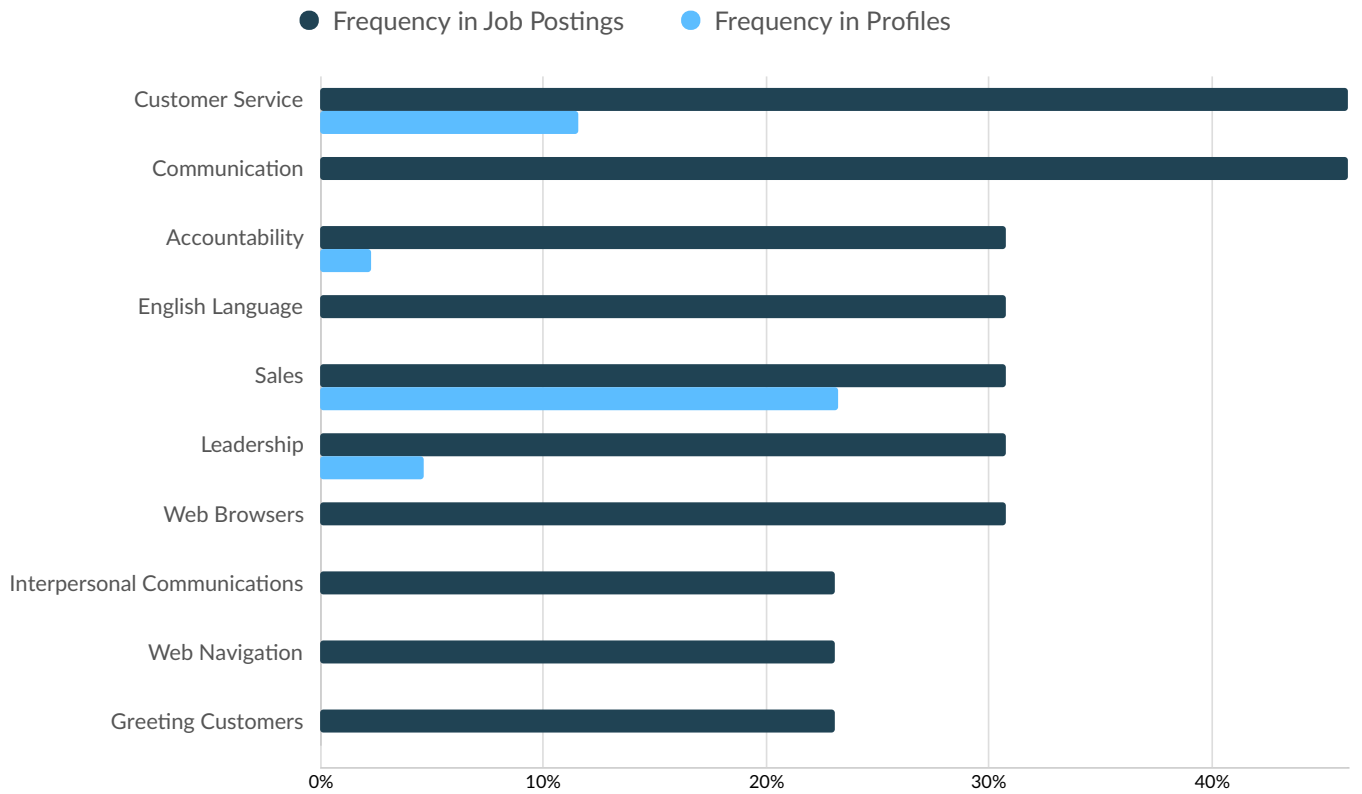
# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Cash Handling	4	31%	0	0%	+8.9%	Growing
Safari (Web Browser)	4	31%	0	0%	+16.7%	Growing
Firefox	4	31%	0	0%	+7.9%	Stable
Merchandising	4	31%	2	5%	+15.0%	Growing
Restaurant Operation	4	31%	0	0%	+28.0%	Rapidly Growing
Microsoft Edge	4	31%	0	0%	+8.0%	Stable
Marketing	3	23%	0	0%	+23.0%	Rapidly Growing
Health And Safety Standards	2	15%	0	0%	+19.0%	Growing
Inventory Staging	2	15%	0	0%	+15.7%	Growing
Cash Control	2	15%	0	0%	+25.1%	Rapidly Growing

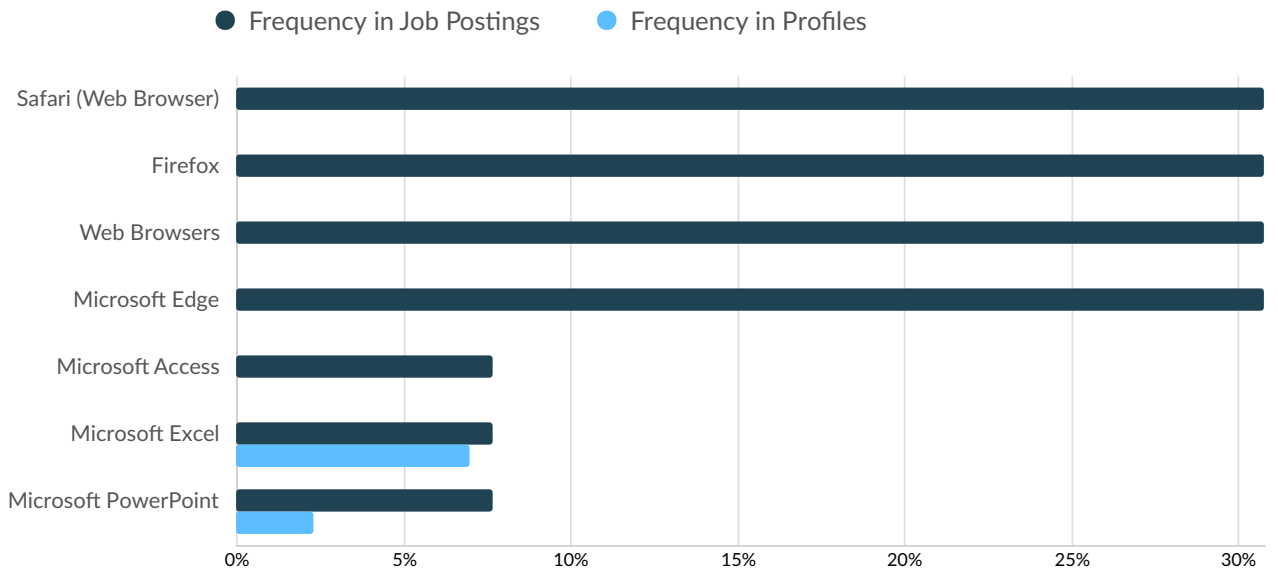


# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	6	46%	5	12%	+5.2%	Stable
Communication	6	46%	0	0%	+3.6%	Lagging
Accountability	4	31%	1	2%	+18.7%	Growing
English Language	4	31%	0	0%	+15.3%	Growing
Sales	4	31%	10	23%	+7.8%	Stable
Leadership	4	31%	2	5%	+8.5%	Stable
Web Browsers	4	31%	0	0%	+9.5%	Growing
Interpersonal Communications	3	23%	0	0%	+12.5%	Growing
Web Navigation	3	23%	0	0%	+10.2%	Growing
Greeting Customers	3	23%	0	0%	+4.6%	Stable

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Safari (Web Browser)	4	31%	0	0%	+16.7%	Growing
Firefox	4	31%	0	0%	+7.9%	Stable
Web Browsers	4	31%	0	0%	+9.5%	Growing
Microsoft Edge	4	31%	0	0%	+8.0%	Stable
Microsoft Access	1	8%	0	0%	+3.9%	Lagging
Microsoft Excel	1	8%	3	7%	+17.7%	Growing
Microsoft PowerPoint	1	8%	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 Q1 2025 Data Set

For Period: February 1 - 28, 2025

Calhoun County, Michigan

# Parameters

Select Timeframe: Feb 2025 - Feb 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	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

163

Unique Postings  
703 Total Postings

10

Employers Competing  
672 Total Employers

25 Days

Median Posting Duration  
Regional Average: 22 Days

4 : 1

Posting Intensity



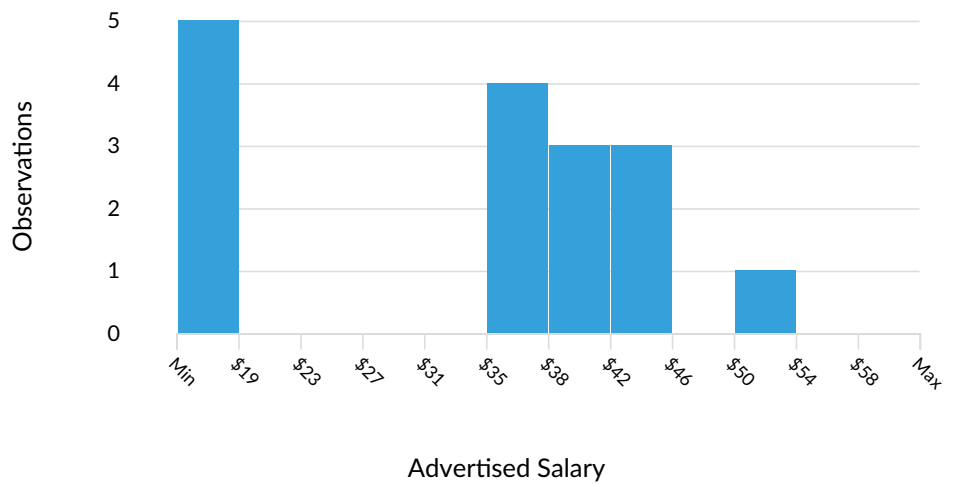
Regional Average: 3 : 1

## Advertised Salary

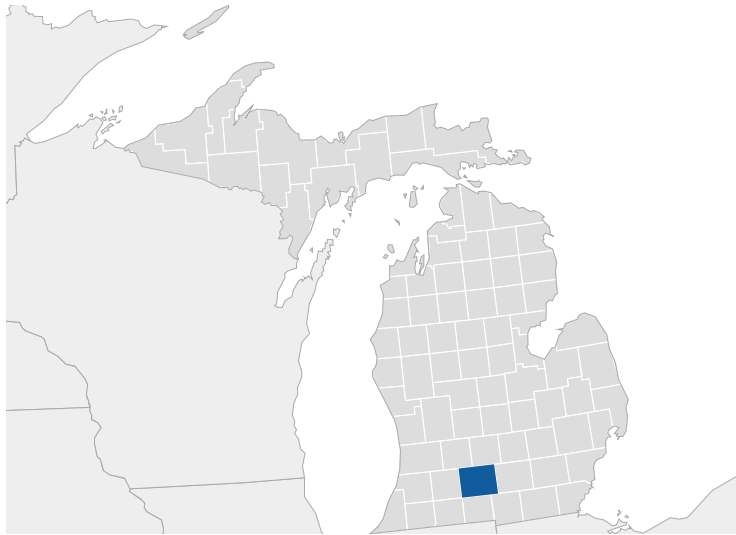
There are 16 advertised salary observations (10% of the 163 matching postings).

\$37.60/hr

Median Advertised Salary



# Job Postings Regional Breakdown



**County**

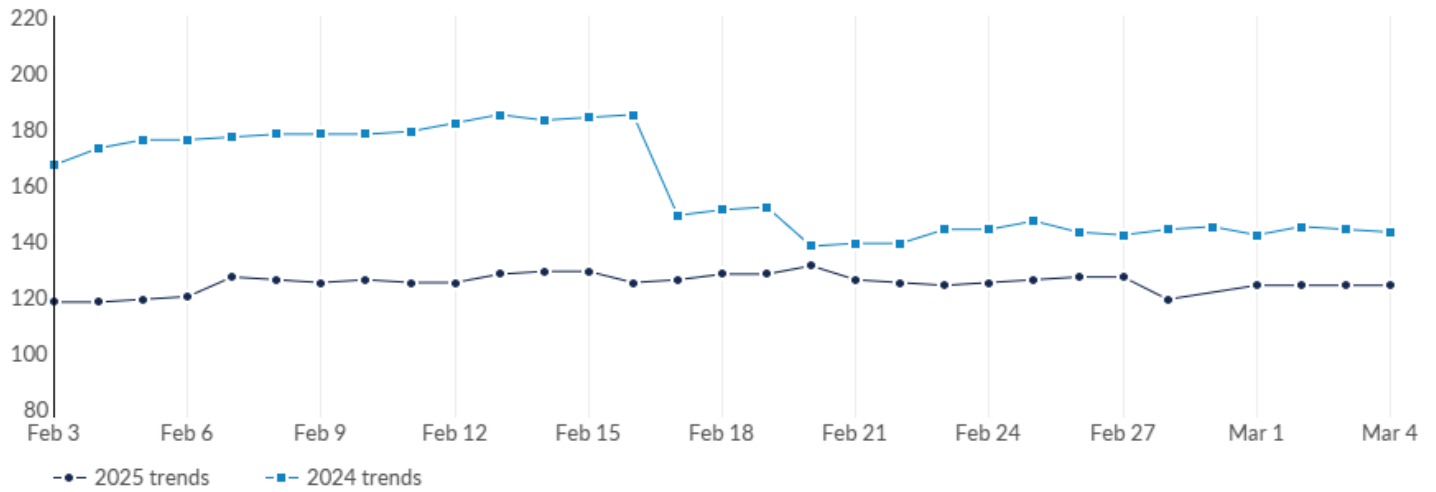
**Unique Postings (Feb 2025)**

Calhoun County, MI

163

# 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
February 3, 2025	118	167	-29.3%
February 4, 2025	118	173	-31.8%
February 5, 2025	119	176	-32.4%
February 6, 2025	120	176	-31.8%
February 7, 2025	127	177	-28.2%
February 8, 2025	126	178	-29.2%
February 9, 2025	125	178	-29.8%
February 10, 2025	126	178	-29.2%
February 11, 2025	125	179	-30.2%
February 12, 2025	125	182	-31.3%
February 13, 2025	128	185	-30.8%
February 14, 2025	129	183	-29.5%
February 15, 2025	129	184	-29.9%
February 16, 2025	125	185	-32.4%
February 17, 2025	126	149	-15.4%
February 18, 2025	128	151	-15.2%
February 19, 2025	128	152	-15.8%
February 20, 2025	131	138	-5.1%



February 21, 2025	126	139	-9.4%
February 22, 2025	125	139	-10.1%
February 23, 2025	124	144	-13.9%
February 24, 2025	125	144	-13.2%
February 25, 2025	126	147	-14.3%
February 26, 2025	127	143	-11.2%
February 27, 2025	127	142	-10.6%
February 28, 2025	119	144	-17.4%
March 1, 2025	124	142	-12.7%
March 2, 2025	124	145	-14.5%
March 3, 2025	124	144	-13.9%
March 4, 2025	124	143	-13.3%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	49	30%
High school or GED	55	34%
Associate's degree	55	34%
Bachelor's degree	17	10%
Master's degree	2	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	55	0	34%
Associate's degree	51	4	31%
Bachelor's degree	8	9	5%
Master's degree	0	2	0%
Ph.D. or professional degree	0	0	0%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	117	72%
0 - 1 Years	24	15%
2 - 3 Years	19	12%
4 - 6 Years	3	2%
7 - 9 Years	0	0%
10+ Years	0	0%










## Top Companies Posting

	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	406 / 82	5 : 1 	24 days
Bronson Healthcare	32 / 22	1 : 1 	6 days
Taco Bell	145 / 15	10 : 1 	46 days
Dollar General	25 / 14	2 : 1 	26 days
Border Foods	52 / 11	5 : 1 	n/a
Subway	18 / 8	2 : 1 	26 days
Select Medical	15 / 5	3 : 1 	32 days
Hogan	3 / 3	1 : 1 	n/a
Clean Team	6 / 2	3 : 1 	18 days
Elara Caring	1 / 1	1 : 1 	12 days

## Top Posted Occupations

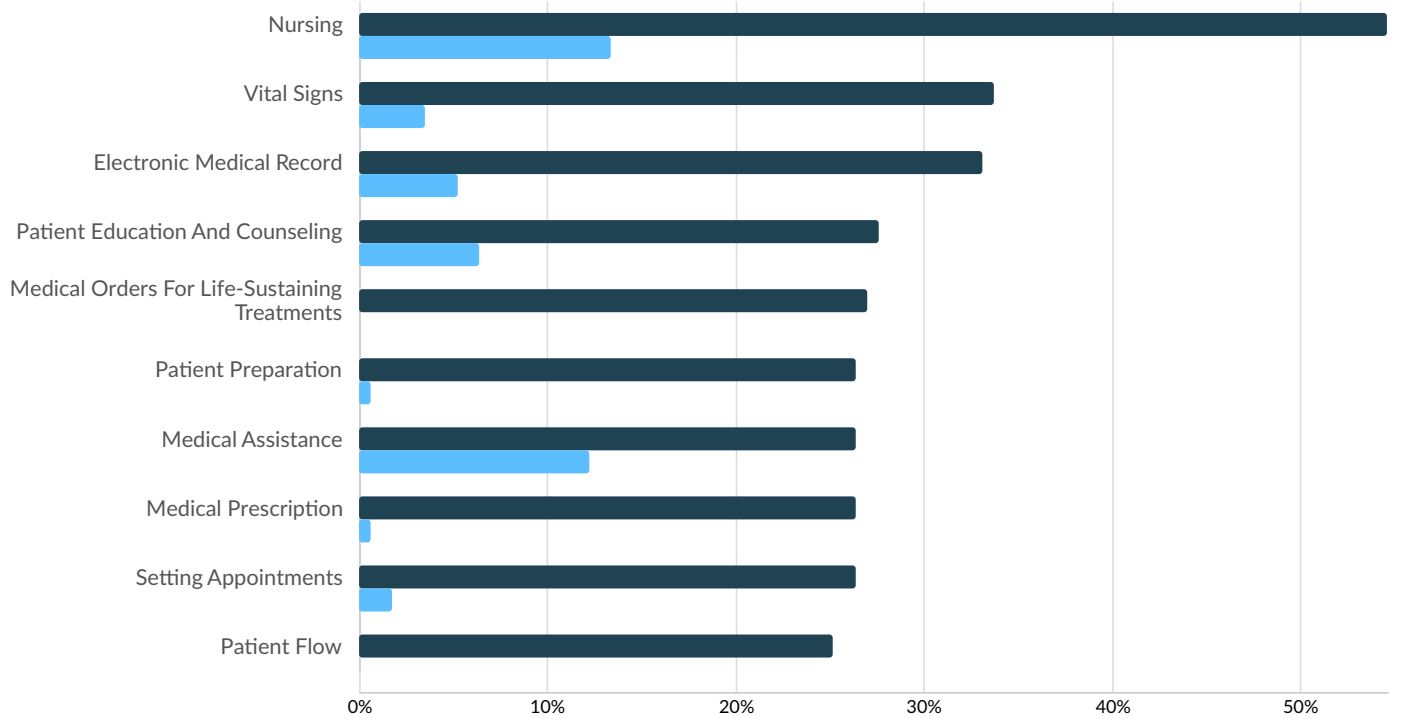
	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	243 / 58	4 : 1 	25 days
Medical Assistants	201 / 44	5 : 1 	25 days
Food Service Managers	124 / 19	7 : 1 	26 days
Fast Food and Counter Workers	91 / 15	6 : 1 	46 days
First-Line Supervisors of Retail Sales Workers	17 / 9	2 : 1 	17 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	11 / 7	2 : 1 	6 days
Maintenance and Repair Workers, General	7 / 4	2 : 1 	24 days
Heavy and Tractor-Trailer Truck Drivers	6 / 4	2 : 1 	50 days
Retail Salespersons	3 / 3	1 : 1 	n/a

# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	243 / 58	4 : 1 	25 days
Medical Assistants	201 / 44	5 : 1 	25 days
Food Service Managers	124 / 19	7 : 1 	26 days
Fast Food and Counter Workers	91 / 15	6 : 1 	46 days
First-Line Supervisors of Retail Sales Workers	17 / 9	2 : 1 	17 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	11 / 7	2 : 1 	6 days
Maintenance and Repair Workers, General	7 / 4	2 : 1 	24 days
Heavy and Tractor-Trailer Truck Drivers	6 / 4	2 : 1 	50 days
Retail Salespersons	3 / 3	1 : 1 	n/a

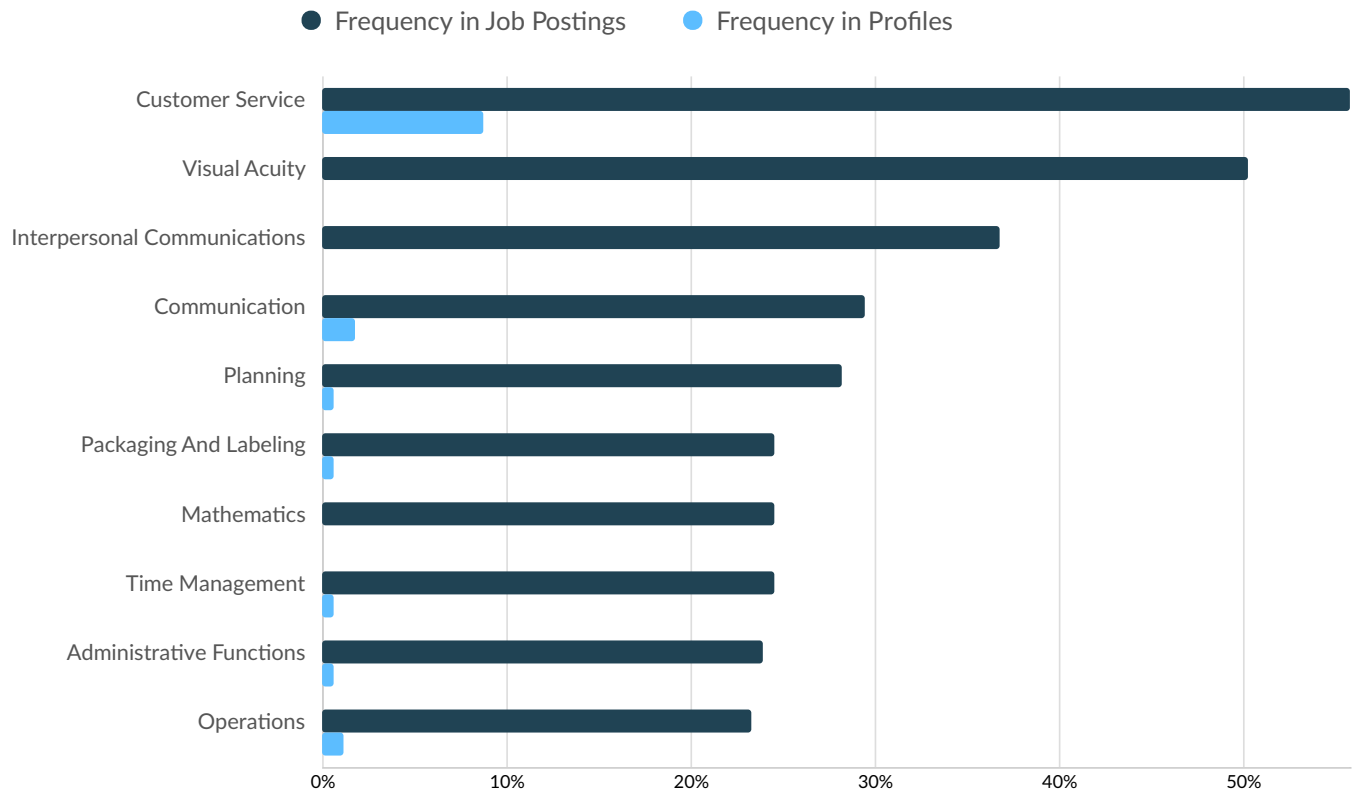
# Top Specialized Skills

● Frequency in Job Postings ● Frequency in Profiles



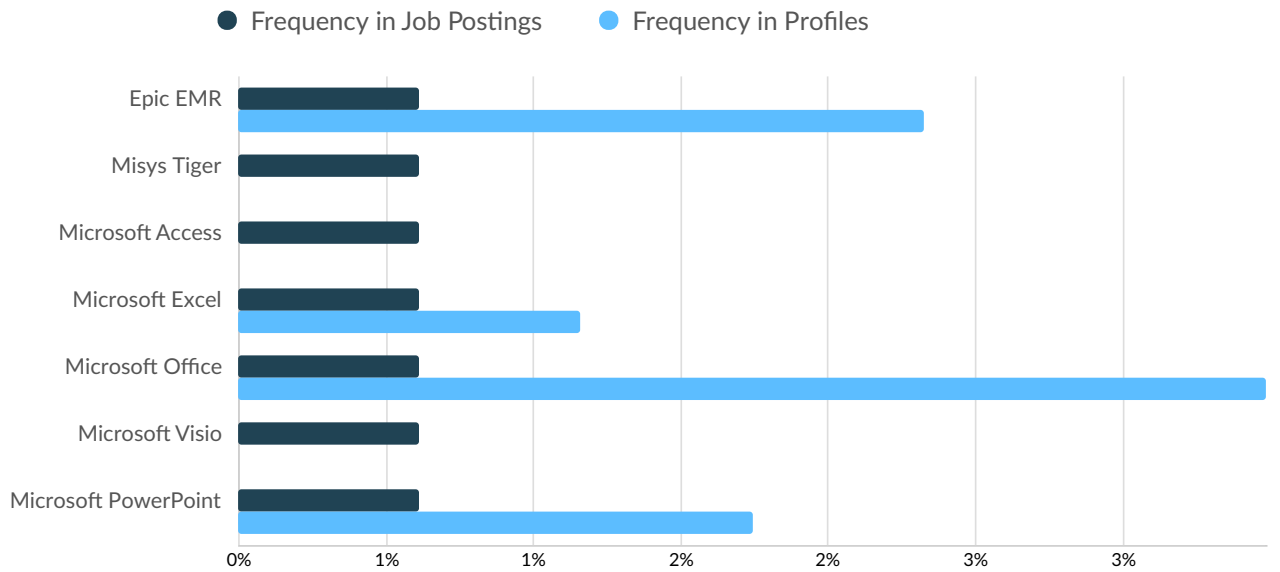
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	89	55%	23	13%	+20.1%	Rapidly Growing
Vital Signs	55	34%	6	3%	+17.2%	Growing
Electronic Medical Record	54	33%	9	5%	+12.1%	Growing
Patient Education And Counseling	45	28%	11	6%	+11.6%	Growing
Medical Orders For Life-Sustaining Treatments	44	27%	0	0%	+8.8%	Growing
Patient Preparation	43	26%	1	1%	+15.8%	Growing
Medical Assistance	43	26%	21	12%	+11.9%	Growing
Medical Prescription	43	26%	1	1%	+8.5%	Growing
Setting Appointments	43	26%	3	2%	+10.9%	Growing
Patient Flow	41	25%	0	0%	+13.3%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	91	56%	15	9%	+5.2%	Stable
Visual Acuity	82	50%	0	0%	+18.9%	Growing
Interpersonal Communications	60	37%	0	0%	+12.5%	Growing
Communication	48	29%	3	2%	+3.6%	Lagging
Planning	46	28%	1	1%	+10.9%	Growing
Packaging And Labeling	40	25%	1	1%	+14.8%	Growing
Mathematics	40	25%	0	0%	+20.2%	Rapidly Growing
Time Management	40	25%	1	1%	+14.5%	Growing
Administrative Functions	39	24%	1	1%	+13.6%	Growing
Operations	38	23%	2	1%	+8.1%	Stable

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Epic EMR	1	1%	4	2%	+16.4%	Growing
Misys Tiger	1	1%	0	0%	+66.7%	Rapidly Growing
Microsoft Access	1	1%	0	0%	+3.9%	Lagging
Microsoft Excel	1	1%	2	1%	+17.7%	Growing
Microsoft Office	1	1%	6	3%	+18.5%	Growing
Microsoft Visio	1	1%	0	0%	+7.7%	Stable
Microsoft PowerPoint	1	1%	3	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 Q1 2025 Data Set

For Period: February 1 - 28, 2025

Kalamazoo County, Michigan

# Parameters

Select Timeframe: Feb 2025 - Feb 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	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

187

Unique Postings  
692 Total Postings

8

Employers Competing  
1,469 Total Employers

28 Days

Median Posting Duration  
Regional Average: 23 Days

4 : 1

Posting Intensity



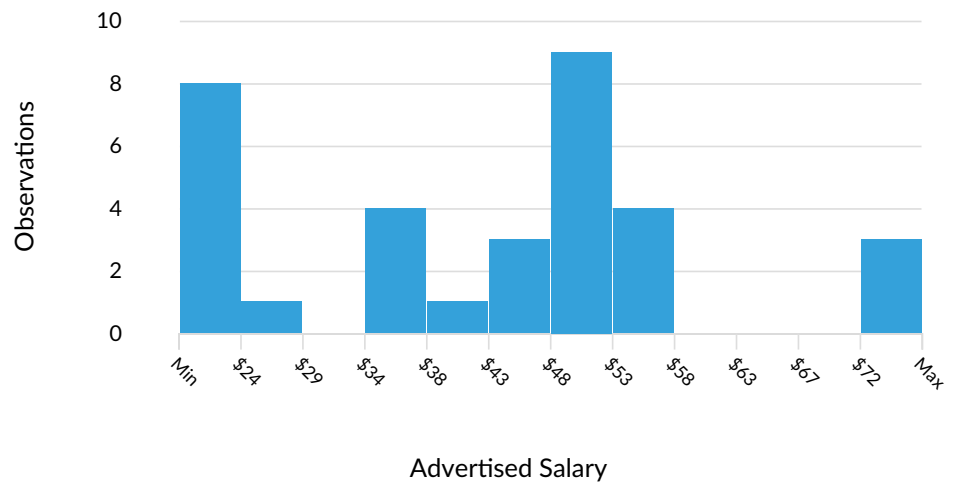
Regional Average: 3 : 1

## Advertised Salary

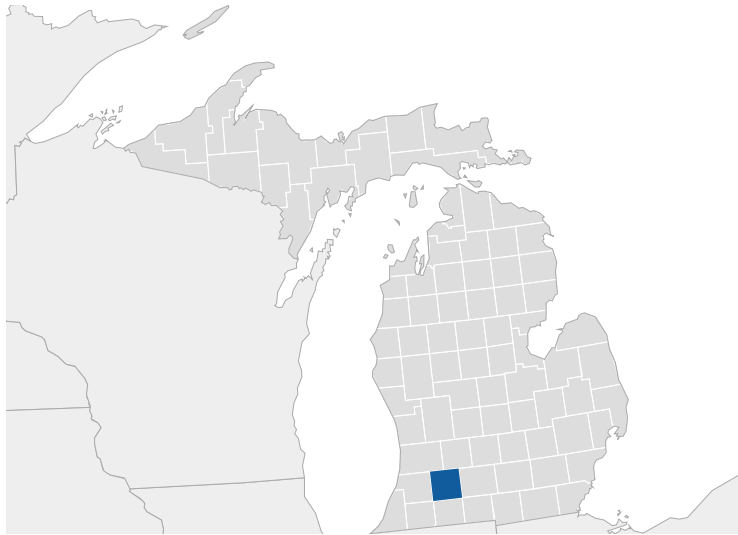
There are 33 advertised salary observations (18% of the 187 matching postings).

\$46.89/hr

Median Advertised Salary



## Job Postings Regional Breakdown



**County**

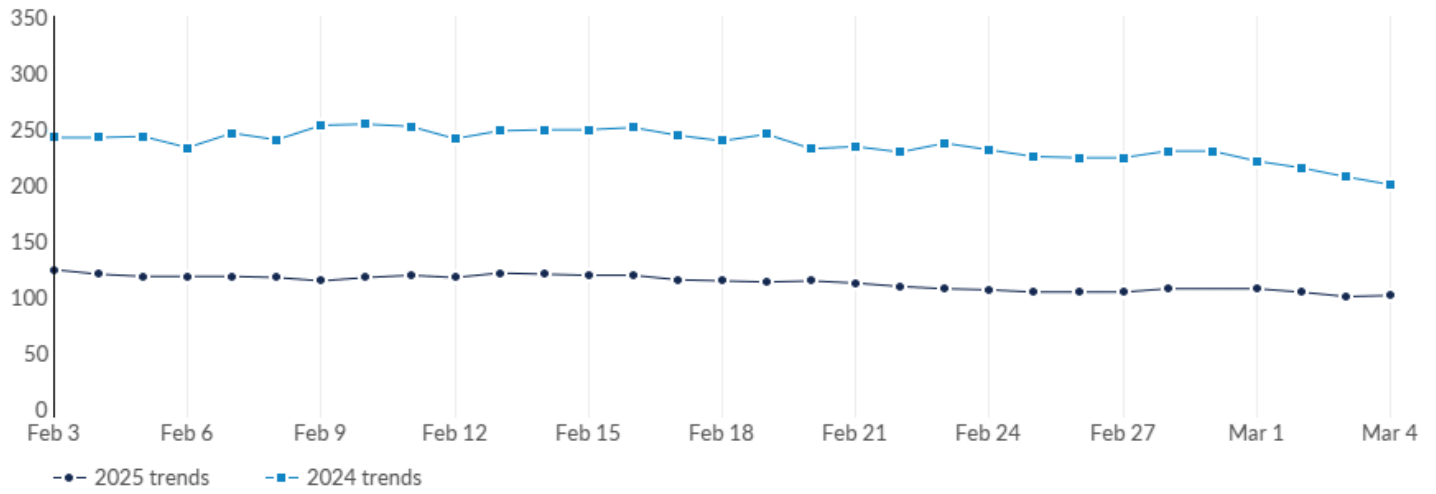
**Unique Postings (Feb 2025)**

Kalamazoo County, MI

187

# 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
February 3, 2025	124	242	-48.8%
February 4, 2025	120	242	-50.4%
February 5, 2025	118	243	-51.4%
February 6, 2025	118	233	-49.4%
February 7, 2025	118	246	-52.0%
February 8, 2025	117	240	-51.3%
February 9, 2025	114	253	-54.9%
February 10, 2025	117	254	-53.9%
February 11, 2025	119	252	-52.8%
February 12, 2025	117	241	-51.5%
February 13, 2025	121	248	-51.2%
February 14, 2025	120	249	-51.8%
February 15, 2025	119	249	-52.2%
February 16, 2025	119	251	-52.6%
February 17, 2025	115	244	-52.9%
February 18, 2025	114	239	-52.3%
February 19, 2025	113	245	-53.9%
February 20, 2025	114	232	-50.9%

February 21, 2025	112	234	-52.1%
February 22, 2025	109	229	-52.4%
February 23, 2025	107	237	-54.9%
February 24, 2025	106	231	-54.1%
February 25, 2025	104	225	-53.8%
February 26, 2025	104	224	-53.6%
February 27, 2025	104	224	-53.6%
February 28, 2025	107	230	-53.5%
March 1, 2025	107	221	-51.6%
March 2, 2025	104	215	-51.6%
March 3, 2025	100	207	-51.7%
March 4, 2025	101	200	-49.5%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	25	13%
High school or GED	53	28%
Associate's degree	44	24%
Bachelor's degree	99	53%
Master's degree	20	11%
Ph.D. or professional degree	5	3%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	53	0	28%
Associate's degree	26	16	14%
Bachelor's degree	80	16	43%
Master's degree	3	12	2%
Ph.D. or professional degree	0	5	0%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	105	56%
0 - 1 Years	38	20%
2 - 3 Years	33	18%
4 - 6 Years	4	2%
7 - 9 Years	6	3%
10+ Years	1	1%

## Top Companies Posting











	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Ascension	496 / 95	5 : 1	27 days
Bronson Healthcare	93 / 56	2 : 1	30 days
Stryker	33 / 13	3 : 1	24 days
Kalamazoo County Government	19 / 9	2 : 1	10 days
Zoetis	17 / 6	3 : 1	n/a
Corewell Health	26 / 5	5 : 1	36 days
Western Michigan University	5 / 2	3 : 1	20 days
Meijer	3 / 1	3 : 1	n/a

## Top Posted Occupations

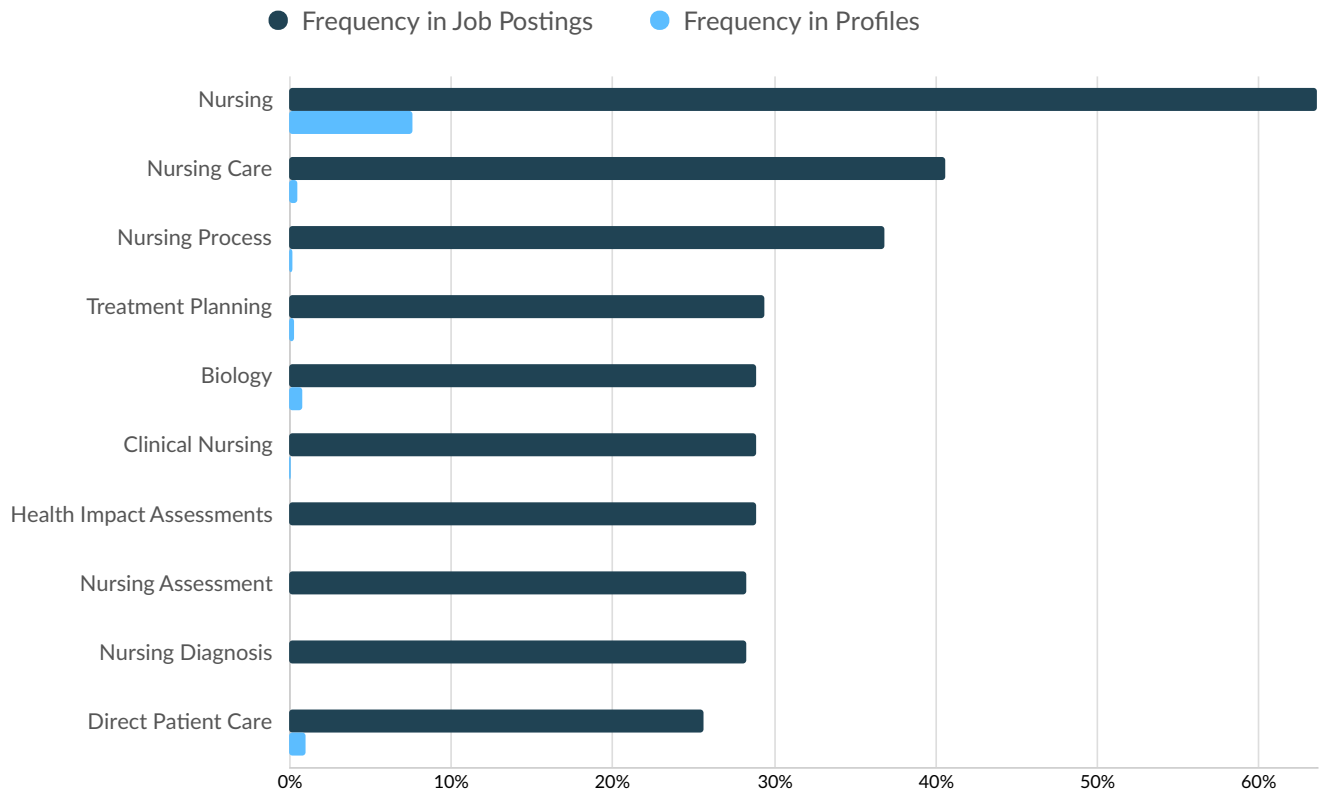
	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	521 / 111	5 : 1	32 days
Medical Assistants	61 / 33	2 : 1	25 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	29 / 13	2 : 1	12 days
Health Technologists and Technicians, All Other	18 / 11	2 : 1	35 days
Computer Occupations, All Other	23 / 7	3 : 1	24 days
Managers, All Other	4 / 3	1 : 1	6 days
Nursing Assistants	16 / 3	5 : 1	3 days
Software Developers	4 / 2	2 : 1	n/a
Industrial Engineering Technologists and Technicians	5 / 2	3 : 1	n/a
Licensed Practical and Licensed Vocational Nurses	11 / 2	6 : 1	n/a



# Top Posted Occupations

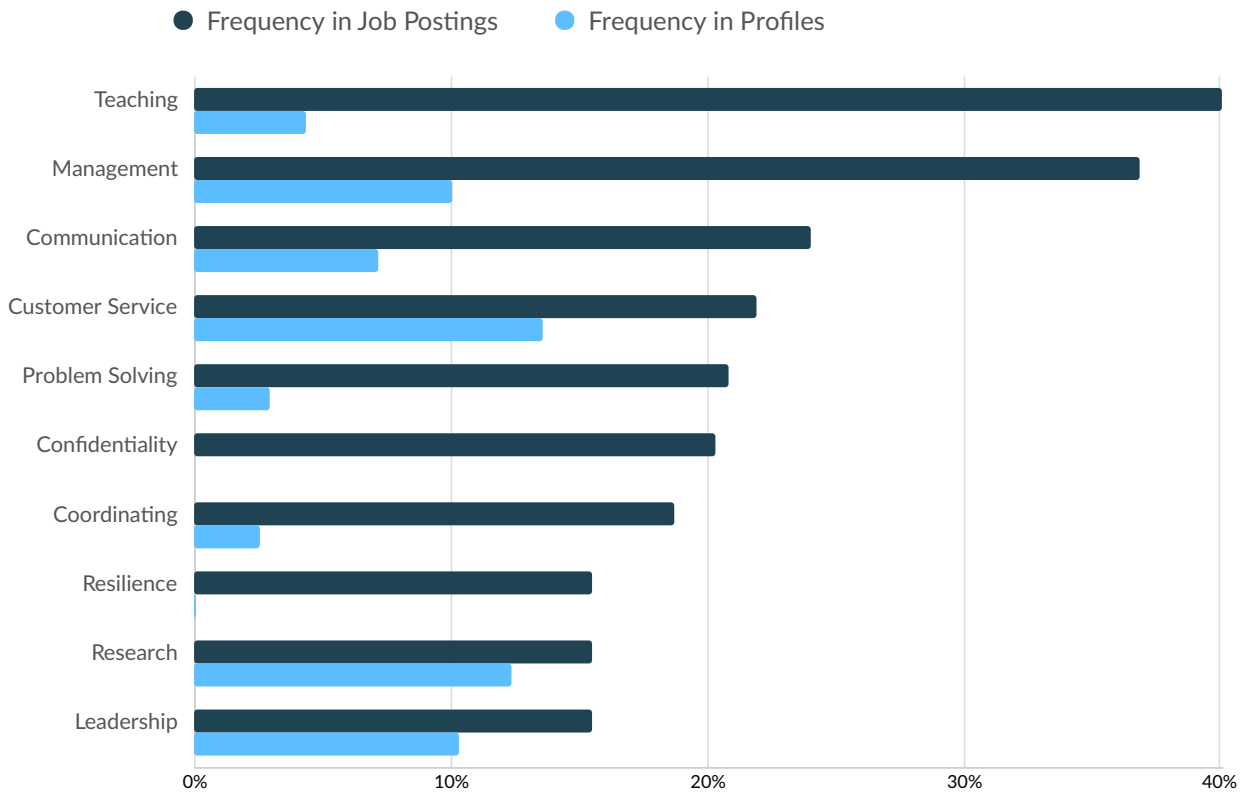
Occupation (O*NET)	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	481 / 101	5 : 1 	30 days
Medical Assistants	61 / 33	2 : 1 	25 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	29 / 13	2 : 1 	12 days
Critical Care Nurses	39 / 9	4 : 1 	44 days
Health Technologists and Technicians, All Other	14 / 8	2 : 1 	n/a
Information Technology Project Managers	10 / 3	3 : 1 	56 days
Nursing Assistants	16 / 3	5 : 1 	3 days
Compliance Managers	3 / 2	2 : 1 	6 days
Software Developers	4 / 2	2 : 1 	n/a
Information Security Engineers	7 / 2	4 : 1 	24 days

# Top Specialized Skills



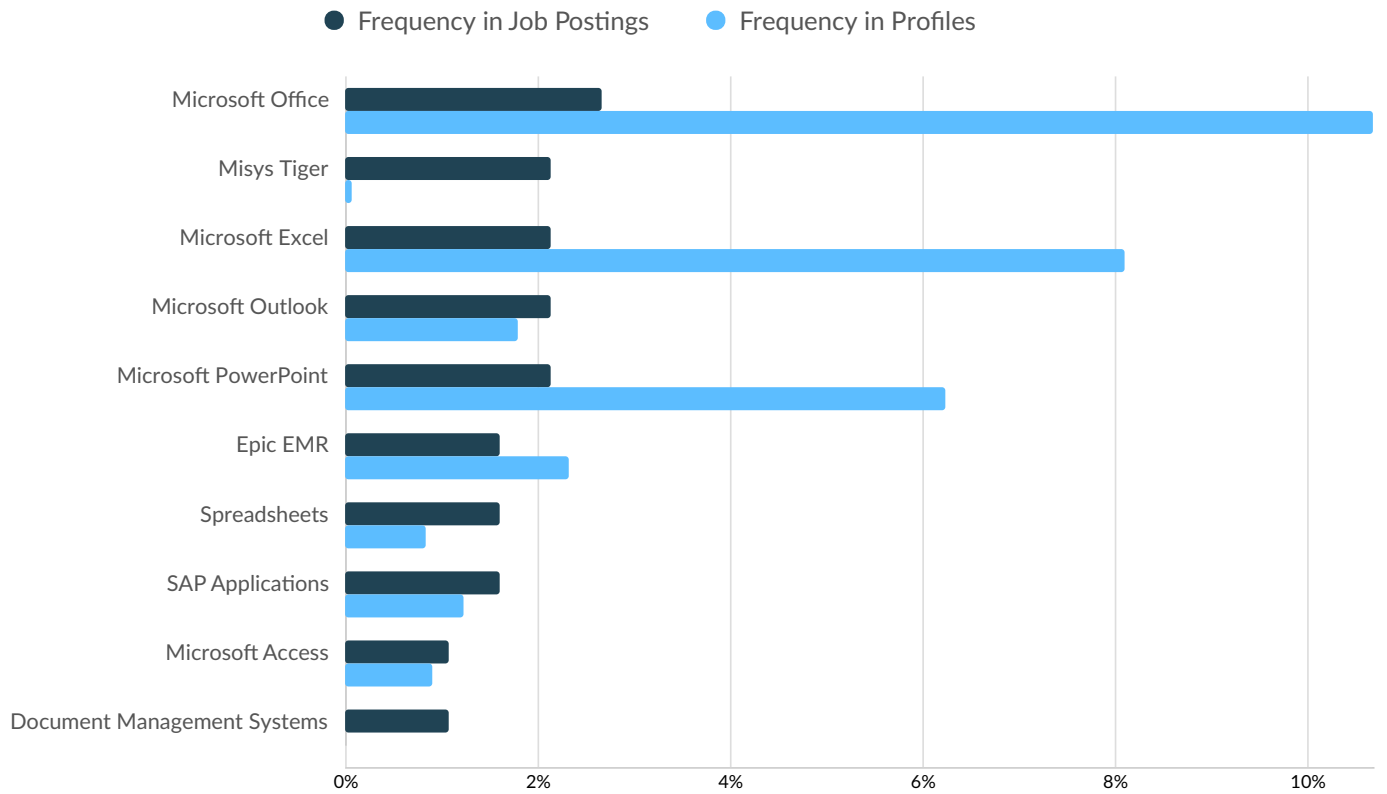
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	119	64%	118	8%	+20.1%	Rapidly Growing
Nursing Care	76	41%	8	1%	+19.1%	Growing
Nursing Process	69	37%	3	0%	+24.2%	Rapidly Growing
Treatment Planning	55	29%	5	0%	+6.7%	Stable
Biology	54	29%	12	1%	+25.7%	Rapidly Growing
Clinical Nursing	54	29%	2	0%	+14.3%	Growing
Health Impact Assessments	54	29%	0	0%	+11.2%	Growing
Nursing Assessment	53	28%	0	0%	+9.5%	Growing
Nursing Diagnosis	53	28%	0	0%	+14.5%	Growing
Direct Patient Care	48	26%	16	1%	+16.6%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	75	40%	68	4%	+18.8%	Growing
Management	69	37%	157	10%	+5.3%	Stable
Communication	45	24%	112	7%	+3.6%	Lagging
Customer Service	41	22%	211	14%	+5.2%	Stable
Problem Solving	39	21%	46	3%	+11.3%	Growing
Confidentiality	38	20%	0	0%	0.0%	
Coordinating	35	19%	40	3%	+14.7%	Growing
Resilience	29	16%	1	0%	+12.7%	Growing
Research	29	16%	192	12%	+17.2%	Growing
Leadership	29	16%	161	10%	+8.5%	Stable

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	5	3%	166	11%	+18.5%	Growing
Misys Tiger	4	2%	1	0%	+66.7%	Rapidly Growing
Microsoft Excel	4	2%	126	8%	+17.7%	Growing
Microsoft Outlook	4	2%	28	2%	+25.0%	Rapidly Growing
Microsoft PowerPoint	4	2%	97	6%	+26.1%	Rapidly Growing
Epic EMR	3	2%	36	2%	+16.4%	Growing
Spreadsheets	3	2%	13	1%	+22.2%	Rapidly Growing
SAP Applications	3	2%	19	1%	+21.6%	Rapidly Growing
Microsoft Access	2	1%	14	1%	+3.9%	Lagging
Document Management Systems	2	1%	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 Q1 2025 Data Set

For Period: February 1 - 28, 2025

St. Joseph County, Michigan

# Parameters

Select Timeframe: Feb 2025 - Feb 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	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

50

Unique Postings  
178 Total Postings

9

Employers Competing  
302 Total Employers

22 Days

Median Posting Duration  
Regional Average: 23 Days

4 : 1

Posting Intensity

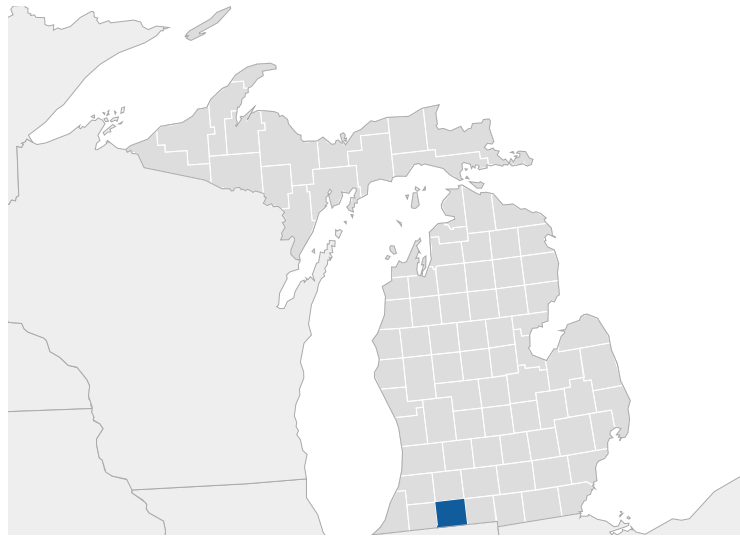


Regional Average: 2 : 1

## Advertised Salary

Not enough data for this chart.

## Job Postings Regional Breakdown



County

Unique Postings (Feb 2025)

St. Joseph County, MI

50



## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	19	38%
High school or GED	29	58%
Associate's degree	0	0%
Bachelor's degree	2	4%
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	29	0	58%
Associate's degree	0	0	0%
Bachelor's degree	2	0	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	34	68%
0 - 1 Years	5	10%
2 - 3 Years	9	18%
4 - 6 Years	2	4%
7 - 9 Years	0	0%
10+ Years	0	0%








## Top Companies Posting

	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Taco Bell	66 / 13	5 : 1 	n/a
Meijer	47 / 11	4 : 1 	37 days
Border Foods	23 / 10	2 : 1 	n/a
Arby's	20 / 5	4 : 1 	18 days
Dollar General	6 / 4	2 : 1 	n/a
Enviro-Clean Services	4 / 2	2 : 1 	22 days
Birch Meadows Senior Care	4 / 2	2 : 1 	n/a
Admiral Group Plc	6 / 2	3 : 1 	n/a
Compass Group	2 / 1	2 : 1 	n/a







## Top Posted Occupations

	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Food Service Managers	51 / 15	3 : 1 	18 days
Fast Food and Counter Workers	40 / 11	4 : 1 	4 days
First-Line Supervisors of Retail Sales Workers	15 / 7	2 : 1 	n/a
Retail Salespersons	33 / 7	5 : 1 	37 days
Cashiers	31 / 6	5 : 1 	n/a
Home Health and Personal Care Aides	4 / 2	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4 / 2	2 : 1 	22 days

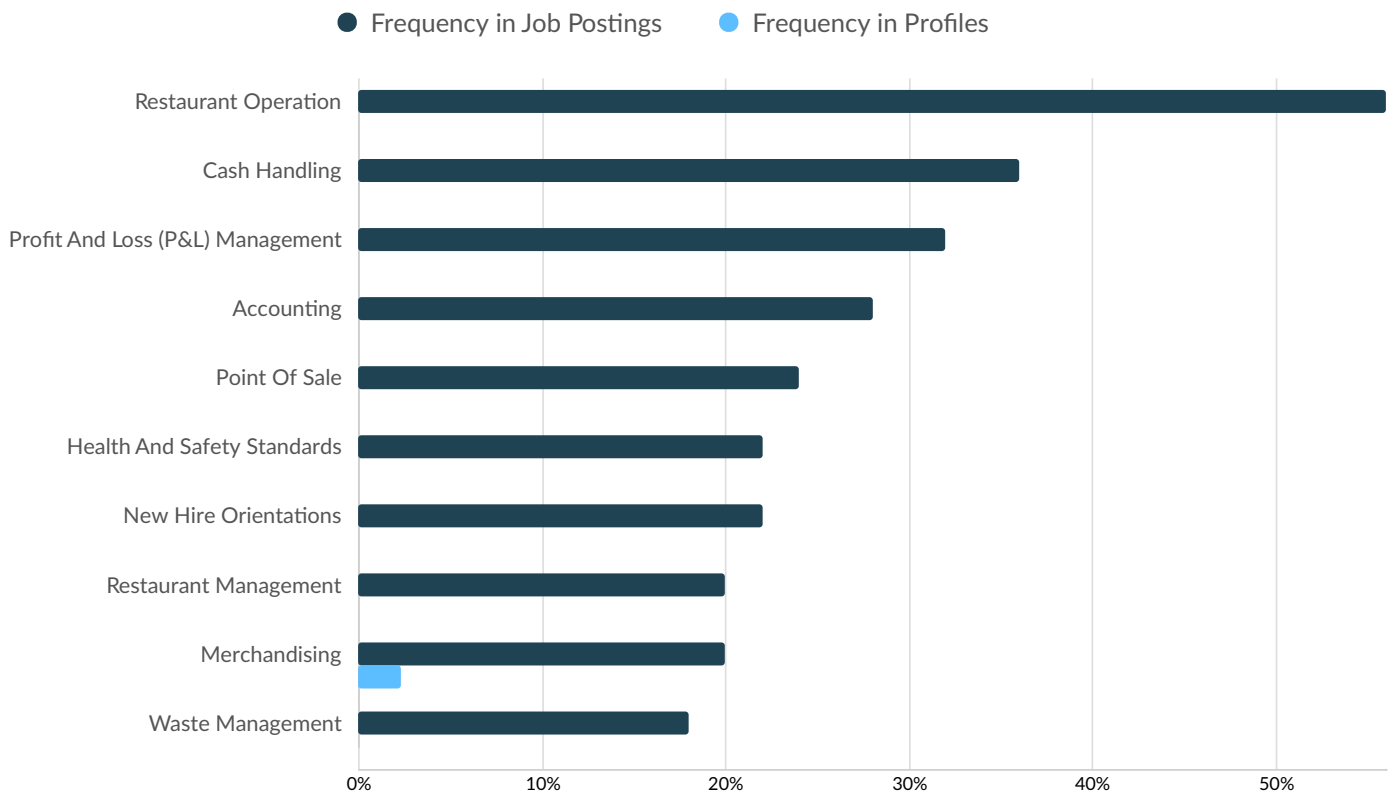
## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Food Service Managers	51 / 15	3 : 1 	18 days
Fast Food and Counter Workers	40 / 11	4 : 1 	4 days
First-Line Supervisors of Retail Sales Workers	15 / 7	2 : 1 	n/a
Retail Salespersons	33 / 7	5 : 1 	37 days
Cashiers	31 / 6	5 : 1 	n/a
Personal Care Aides	4 / 2	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4 / 2	2 : 1 	22 days

## Top Posted Job Titles

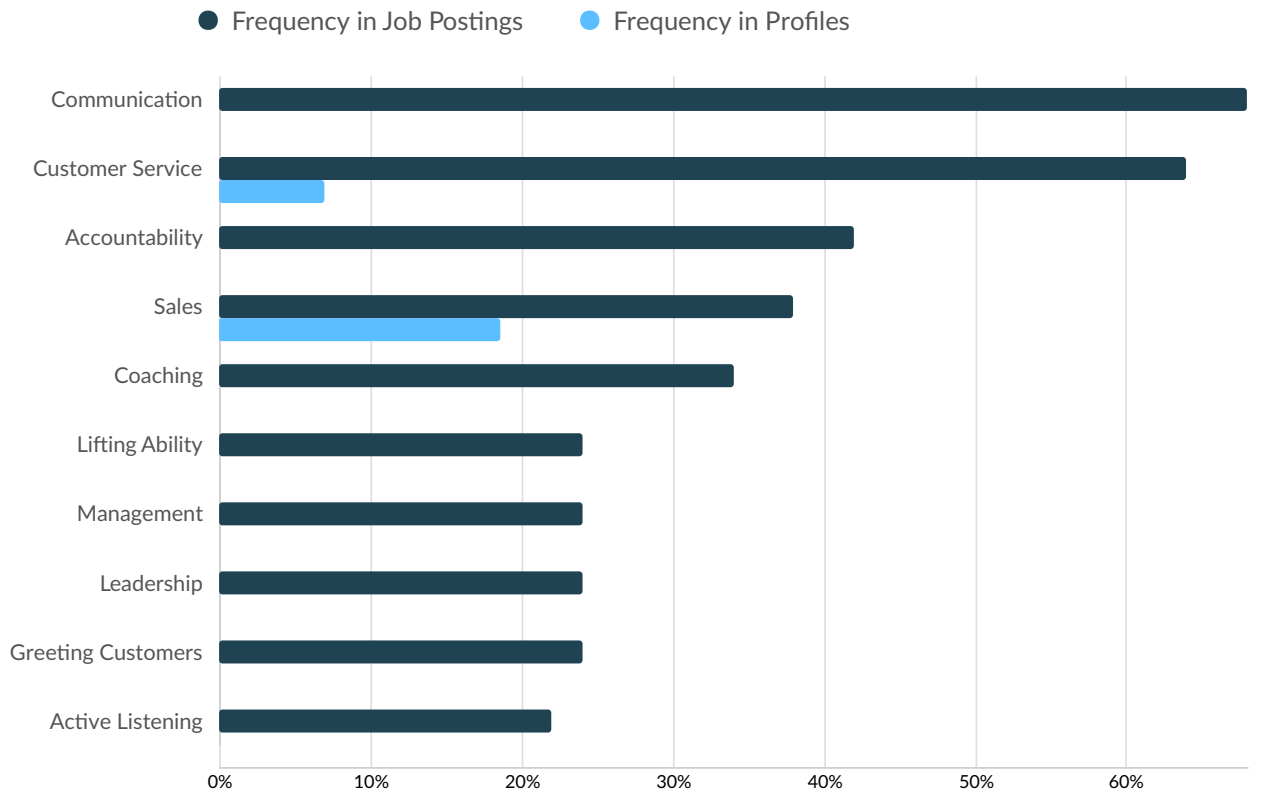
	Total/Unique (Feb 2025)	Posting Intensity	Median Posting Duration
Team Members	22 / 6	4 : 1 	4 days
Cashiers	31 / 6	5 : 1 	n/a
Restaurant General Managers	17 / 5	3 : 1 	n/a
Assistant General Managers	12 / 4	3 : 1 	n/a
Store Managers	6 / 4	2 : 1 	n/a
Shift Managers	17 / 4	4 : 1 	18 days
Crew Members	11 / 3	4 : 1 	n/a
Assistant Managers	8 / 2	4 : 1 	45 days
Store Directors	4 / 2	2 : 1 	n/a
Grocery Leads	14 / 2	7 : 1 	n/a

# Top Specialized Skills



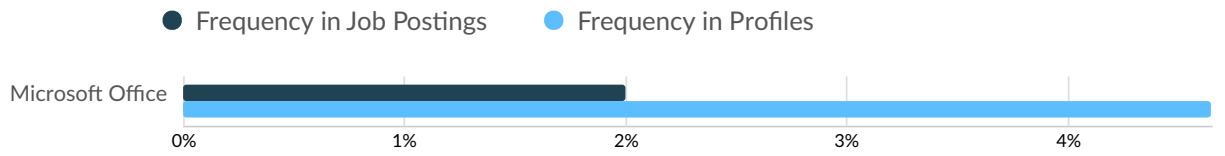
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	28	56%	0	0%	+28.0%	Rapidly Growing
Cash Handling	18	36%	0	0%	+8.9%	Growing
Profit And Loss (P&L) Management	16	32%	0	0%	+18.3%	Growing
Accounting	14	28%	0	0%	+24.0%	Rapidly Growing
Point Of Sale	12	24%	0	0%	+13.3%	Growing
Health And Safety Standards	11	22%	0	0%	+19.0%	Growing
New Hire Orientations	11	22%	0	0%	+12.1%	Growing
Restaurant Management	10	20%	0	0%	+12.3%	Growing
Merchandising	10	20%	1	2%	+15.0%	Growing
Waste Management	9	18%	0	0%	+11.7%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	34	68%	0	0%	+3.6%	Lagging
Customer Service	32	64%	3	7%	+5.2%	Stable
Accountability	21	42%	0	0%	+18.7%	Growing
Sales	19	38%	8	19%	+7.8%	Stable
Coaching	17	34%	0	0%	+16.4%	Growing
Lifting Ability	12	24%	0	0%	+10.6%	Growing
Management	12	24%	0	0%	+5.3%	Stable
Leadership	12	24%	0	0%	+8.5%	Stable
Greeting Customers	12	24%	0	0%	+4.6%	Stable
Active Listening	11	22%	0	0%	+10.0%	Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Office	1	2%	2	5%	+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.