



# January 2026 - Lightcast Report

# Job Posting Analytics

Lightcast Q4 2025 Data Set

January 2026

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



Michigan

# Parameters

Select Timeframe: Jan 2026 - Jan 2026

Occupations:

Results should include

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

Regions:

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

Job Title:

Results should include

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

Company:

Results should include

Description
Pfizer
Fast Pace Health

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

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

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

Description
Walmart
Bronson Healthcare

Ascension

Meijer

Border Foods

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Corewell Health

Stryker

Oaklawn Hospital

## Job Postings Overview

84

Unique Postings  
277 Total Postings

4

Companies Posting  
2,651 Total Companies

14 Days

Median Posting Duration  
Regional Average: 22 Days

3 : 1

Posting Intensity  
Regional Average: 3 : 1

## Advertised Salary

Not enough data for this chart.

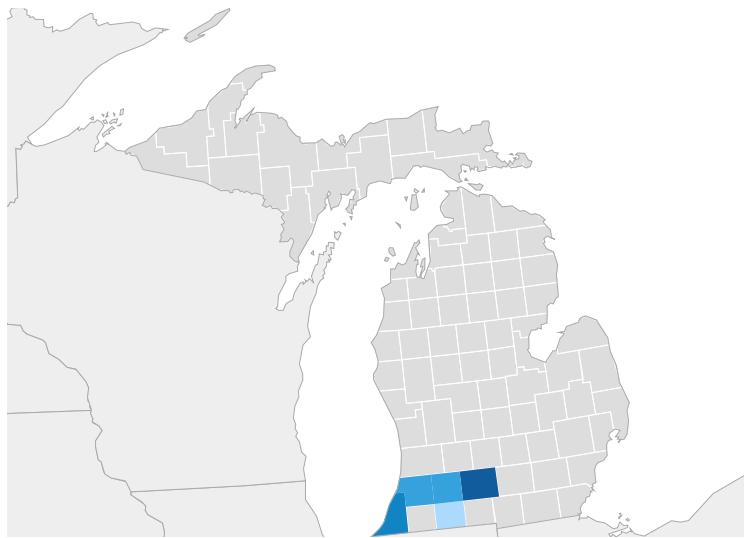
## Advertised Salary Trend

▲ 0.0% Aug 2025 – Jan 2026

\$18.75 Median



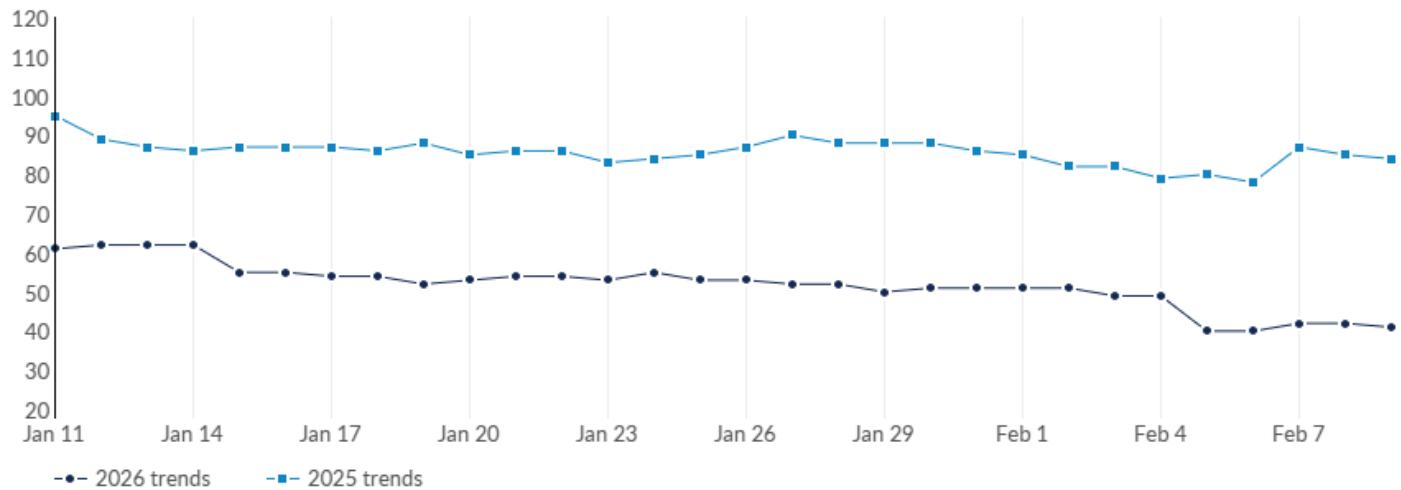
## Job Postings Regional Breakdown



County	Unique Postings (Jan 2026)
Calhoun County, MI	59
Berrien County, MI	12
Kalamazoo County, MI	7
Van Buren County, MI	5
St. Joseph County, MI	1

## 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
January 11, 2026	61	95	-35.8%
January 12, 2026	62	89	-30.3%
January 13, 2026	62	87	-28.7%
January 14, 2026	62	86	-27.9%
January 15, 2026	55	87	-36.8%
January 16, 2026	55	87	-36.8%
January 17, 2026	54	87	-37.9%
January 18, 2026	54	86	-37.2%
January 19, 2026	52	88	-40.9%
January 20, 2026	53	85	-37.6%
January 21, 2026	54	86	-37.2%
January 22, 2026	54	86	-37.2%
January 23, 2026	53	83	-36.1%
January 24, 2026	55	84	-34.5%
January 25, 2026	53	85	-37.6%
January 26, 2026	53	87	-39.1%
January 27, 2026	52	90	-42.2%
January 28, 2026	52	88	-40.9%

January 29, 2026	50	88	-43.2%
January 30, 2026	51	88	-42.0%
January 31, 2026	51	86	-40.7%
February 1, 2026	51	85	-40.0%
February 2, 2026	51	82	-37.8%
February 3, 2026	49	82	-40.2%
February 4, 2026	49	79	-38.0%
February 5, 2026	40	80	-50.0%
February 6, 2026	40	78	-48.7%
February 7, 2026	42	87	-51.7%
February 8, 2026	42	85	-50.6%
February 9, 2026	41	84	-51.2%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	27	32%
High school or GED	22	26%
Associate's degree	32	38%
Bachelor's degree	9	11%
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	22	0	26%
Associate's degree	27	5	32%
Bachelor's degree	8	1	10%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	62	74%
0 - 1 Years	18	21%
2 - 3 Years	4	5%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

## Top Companies Posting

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	199 / 51	4 : 1	n/a
Bronson Healthcare	26 / 17	2 : 1	14 days
Corewell Health	31 / 9	3 : 1	6 days
Meijer	21 / 7	3 : 1	13 days

## Top Cities Posting

City	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	176 / 43	4 : 1	n/a
Battle Creek, MI	28 / 12	2 : 1	14 days
Kalamazoo, MI	12 / 7	2 : 1	7 days
Niles, MI	19 / 4	5 : 1	20 days
Saint Joseph, MI	7 / 3	2 : 1	6 days
South Haven, MI	5 / 3	2 : 1	26 days
Albion, MI	5 / 2	3 : 1	n/a
Paw Paw, MI	2 / 2	1 : 1	n/a
Tekonsha, MI	5 / 2	3 : 1	n/a
Benton Harbor, MI	3 / 1	3 : 1	n/a

## Top Posted Occupations

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Medical Assistants	121 / 34	4 : 1	43 days
Registered Nurses	99 / 26	4 : 1	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19 / 12	2 : 1	12 days
Cashiers	21 / 7	3 : 1	13 days
Nursing Assistants	12 / 3	4 : 1	n/a
Cooks, Restaurant	5 / 2	3 : 1	6 days

## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Medical Assistants	121 / 34	4 : 1	43 days
Registered Nurses	99 / 26	4 : 1	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	19 / 12	2 : 1	12 days
Cashiers	21 / 7	3 : 1	13 days
Nursing Assistants	12 / 3	4 : 1	n/a
Cooks, Restaurant	5 / 2	3 : 1	6 days

## Top Posted Occupations

Occupation	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Medical Assistant	121 / 34	4 : 1	43 days
Registered Nurse	99 / 26	4 : 1	n/a
Janitor / Cleaner	19 / 12	2 : 1	12 days
Cashier	21 / 7	3 : 1	13 days
Nursing Assistant	12 / 3	4 : 1	n/a
Cook	5 / 2	3 : 1	6 days

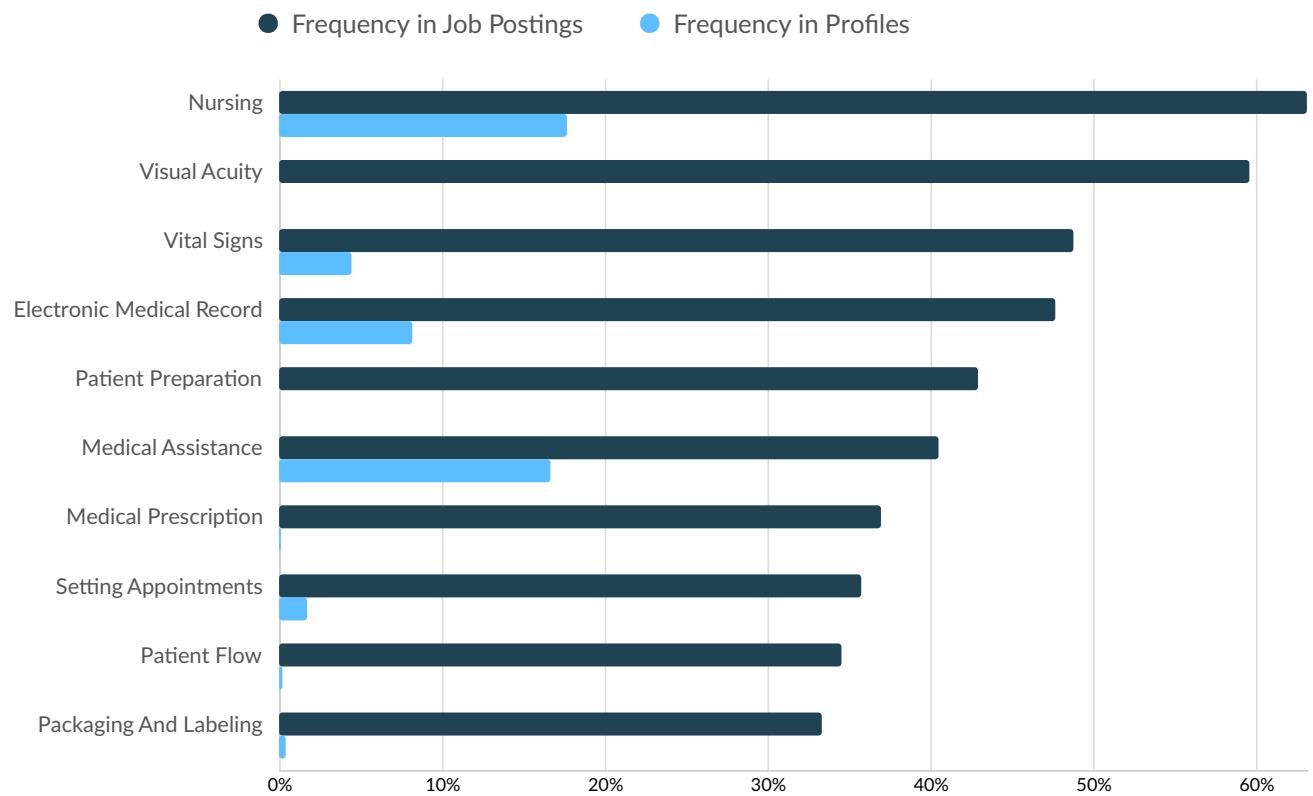
## Top Posted Job Titles

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	103 / 26	4 : 1	 n/a
Registered Nurses	94 / 25	4 : 1	 n/a
Environmental Services Technicians	19 / 12	2 : 1	 12 days
Medical Assistants	27 / 9	3 : 1	 43 days
Cashiers	21 / 7	3 : 1	 13 days
Family Medicine Medical Assistants	3 / 2	2 : 1	 n/a
Cooks	5 / 2	3 : 1	 6 days
Medical Surgical Registered Nurses	5 / 1	5 : 1	 n/a

## Top Industries

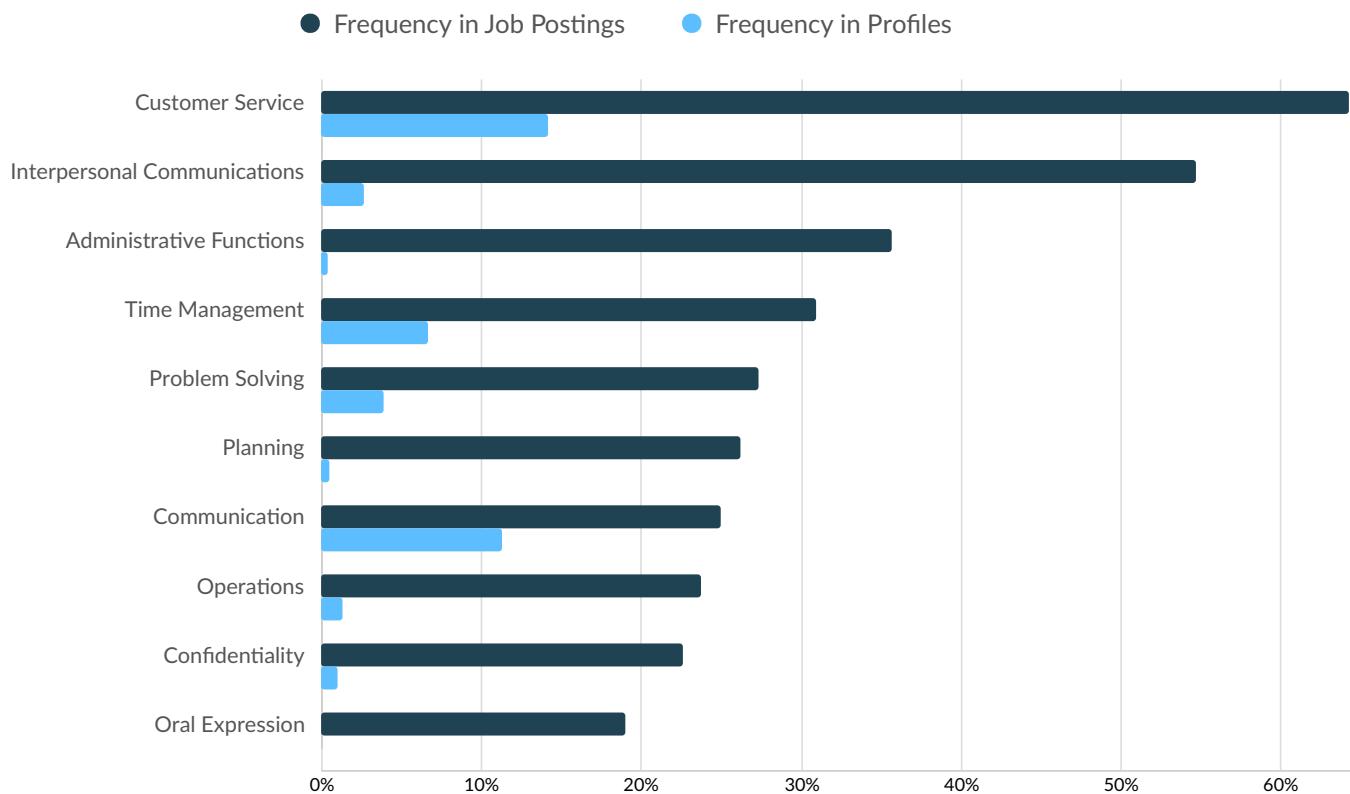
	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	256 / 77	3 : 1	 14 days
Department Stores	21 / 7	3 : 1	 13 days

## Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	53	63%	143	18%	+20.1%	Rapidly Growing
Visual Acuity	50	60%	0	0%	+18.9%	Growing
Vital Signs	41	49%	36	4%	+17.2%	Growing
Electronic Medical Record	40	48%	66	8%	+12.1%	Growing
Patient Preparation	36	43%	0	0%	+15.8%	Growing
Medical Assistance	34	40%	135	17%	+11.9%	Growing
Medical Prescription	31	37%	1	0%	+8.5%	Growing
Setting Appointments	30	36%	14	2%	+10.9%	Growing
Patient Flow	29	35%	2	0%	+13.3%	Growing
Packaging And Labeling	28	33%	3	0%	+14.8%	Growing

## Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	54	64%	115	14%	+5.2%	Stable
Interpersonal Communications	46	55%	22	3%	+12.5%	Growing
Administrative Functions	30	36%	3	0%	+13.6%	Growing
Time Management	26	31%	54	7%	+14.5%	Growing
Problem Solving	23	27%	32	4%	+11.3%	Growing
Planning	22	26%	4	0%	+10.9%	Growing
Communication	21	25%	92	11%	+3.6%	Lagging
Operations	20	24%	11	1%	+8.1%	Stable
Confidentiality	19	23%	8	1%	0.0%	
Oral Expression	16	19%	0	0%	0.0%	

## Top Software Skills

There is not enough data to display this section.

## Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	57
American Red Cross (ARC) Certification	53
Registered Nurse (RN)	37
Certified Medical Assistant (CMA)	31
Basic Cardiac Life Support	29
Licensed Practical Nurse (LPN)	26
Valid Driver's License	10
Advanced Cardiovascular Life Support (ACLS) Certification	9
Certified Clinical Medical Assistant (CCMA)	8
Registered Medical Assistant (RMA)	5

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jan 2026)
peopleanswers.com	46
indeed.com	30
myworkdayjobs.com	17
diversityjobs.com	12
mitalent.org	10
simplyhired.com	2
titalent.com	1

# Appendix B

## Sample Postings

# Family Medicine Medical Assistants – Bronson Healthcare in Kalamazoo, MI (Jan 20..

## Medical Assistant - Full Time - Bronson Family Medicine, The Groves - Kalamazoo, MI

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

Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Family Medicine Medical Assistants

### Medical Assistant

- Full Time
- Bronson Family Medicine, The Groves
- Kalamazoo, MI 3.

5 3.5 out of 5 stars

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday.

This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BMH Bronson Methodist Hospital Title Medical Assistant

- Full Time
- Bronson Family Medicine, The Groves
- Kalamazoo, MI Working under provider's direction provides general nursing functions for the practice.

Records vital signs, immunizations, provides initial patient assessment, obtains concise patient history, and provides various clinical information and support to providers. Processes and posts information to patient's chart, educates patients and families regarding medications, treatments and care, and referrals. Employees providing direct patient care must demonstrate competencies specific to the population served. High school diploma or general education degree (GED) required

### MUST MEET ONE OF THE FOLLOWING

Successful completion of an accredited medical assistant program

### CMA/CCMA/RMA

certified Meet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire

### Note:

Vocational Coordinator to determine eligibility requirements for CMA or RMA within 6 months. BLS certification is required within 90 days of hire/transfer. Knowledge of clinical skills as required with Medical Assistant Certification/Registration. Effective problem-solving and prioritization skills. Must possess excellent interpersonal skills and process information in a confidential manner. Must be able to communicate clearly and effectively with patients, doctors and other staff. Ability to maintain patient confidentiality. Ability to work independently and function as an integral team member with other healthcare professionals. Must have personal computer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization's computerized systems. Must have excellent verbal and communication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a team environment. Must maintain the highest level of confidentiality. Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the

operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves considerable standing or walking, regular lifting of light-weight objects (i.e., 20 pounds or less) and assisting with heavier tasks such as assisting in lifting and moving patients. Minor straining or fatiguing positions must be assumed, and some fatiguing physical motions are required. Prepares patient for examination including patient assessment, histories, vital signs, medication reconciliation, and routine testing of hearing, vision or other. Document pertinent information in chart. Maintains documentation standards and reviews chart prior to appointment to assure requests and documents are in place. Administer treatments as requested by the physician. Obtain specimens for urine testing, phlebotomy, etc. Performs laboratory tests as directed by the physician. Accurately documents required information in patient charts. Set up and assist physician with procedures (laceration repair, pap/pelvic, etc.). Schedule outside tests or procedures for patients in other departments of facilities such as x-ray, MRI, etc. Prepares patients for tests/procedures by providing appropriate instructions. Coordinate admissions, referrals, call in prescriptions, etc. Stock exam rooms with supplies as needed. Conduct day to day inventory of supplies and report items to be ordered. Assist in the scheduling of appointments in EMR system as required. Able to screen calls and determine urgency, necessity of appointments or whether phone advice is sufficient. Assists in completion of misc. patient forms (Worker Compensation, Disability, etc.) Attend staff, educational or other meetings as required. Performs other related duties as assigned by nurses, practice manager, or physician. Shift First Shift Time Type Full time

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

Up to \$1,500.00 Retention Bonus External Candidates Only, \$1,500.00 Scheduled Weekly Hours 40 Cost Center 7790 Bronson Family Medicine

- The Groves (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth.

Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

# Requisition Sales Associates – Oaklawn Hospital in Marshall, MI (Jan 2026 - Active)

## Medical Assistant - Admin - Requisition #866430

Link to Live Job Posting: [mint.peopleanswers.com](https://mint.peopleanswers.com)

Location: Marshall, MI

O\*NET: 31-9092.00

Company: Oaklawn Hospital

Job Title: Requisition Sales Associates

## MEDICAL ASSISTANT - ADMIN

### Job Summary:

Under direct supervision of a provider performs a variety of clinical and administrative tasks while striving to offer perfect care every time to patients. Clinical duties include greeting and escorting patients to the exam room, measuring and recording vitals, collecting, and recording medical and medication histories, preparing patients for examination/procedure, assisting the provider as directed and ensuring efficient clinic patient flow. Additional duties include specimen collection with accurate labeling and prescriptions as directed by the provider. Maintains equipment and supplies. Administrative duties include answering telephones, scheduling appointments, accurate patient registration, processing referrals and prior authorizations. Maintain focus on patient centered care and customer service.

### Essential Functions:

Consistently use an outward mindset and put forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Obtains and records vital signs, height and weight, medical and medication history. Documents all medical information appropriate and accurately in the EMR. Sends records to Health Information Management, as needed. Prepares patients for examination/procedure and ensures patient flow. Assists provider and nursing staff as guided. Implement medical orders in a safe and proper manner. Collects specimens and properly labels, administer immunizations and medication via various routes (IM, SQ, Oral, Nasal), as directed by the provider. Maintains rooms, equipment and supplies to uphold standard precautions. Answers telephones ensuring to handle customer inquiries promptly and appropriately. Schedules appointments, process referrals and prior authorizations. Registers patients, ensuring accuracy, collection and scanning of proper documents, and all required registration steps are followed. Provides patient centered care and customer service.

### Minimum Qualifications:

Qualified candidate will have an active American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification within 90 days of hire and hold one of the following: Registered or Certified Medical Assistant or Licensed Practical Nurse in the State of Michigan or Commiserate combination of education and experience as deemed appropriate by Human Resources and ABR-OE Credential upon hire or Commiserate combination of education and experience as deemed appropriate by Human Resources and Registered or Certified Medical Assistant completion within 90 days.

### Knowledge, Skills & Abilities:

Experience in a medical office or similar setting required. Must possess interpersonal skills sufficient to deal effectively and courteously with a diverse group of patients, doctors, internal callers, and other healthcare personnel, while maintaining strict medical ethics. Successful completion of registration or certification in an accredited Medical Assistant program preferred. Demonstrated knowledge of medical assistant competencies, computers, and EHRs. Patient access knowledge preferred. PCMH experience is a plus.

### Working Conditions:

Potential travel to other offices aiding in relief and/or provider schedules. Potential exposure to blood/body fluids and contagious disease.

### Physical Requirements:

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

# Registered Nurses – Oaklawn Hospital in Marshall, MI (Jan 2026 - Active)

## Registered Nurse - Nights 7PM-7:30AM - Requisition #674834

Link to Live Job Posting: [mint.peopleanswers.com](https://mint.peopleanswers.com)

Location: Marshall, MI

O\*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Registered Nurses

## REGISTERED NURSE

- NIGHTS 7PM-7:30AM

### Job Summary:

Provides patient care using critical thinking and independent judgment, and all phases of nursing process including assessment, diagnosis, planning, implementation and evaluation. Responsible for the direction and supervision of the nursing patient care team.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient. Provides and directs nursing care and evaluates outcomes. Circulates cesarean section cases within the Birth Center operating room. Balances shift staffing according to patient census. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Completes documentation of patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress. Reports actual or potential occurrences according to Oaklawn's procedures. Participates in unit based performance improvement activities, staff meetings, supports change.

### Minimum Qualifications:

Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. ACLS certification. NRP certification prior to completion of orientation.

### Knowledge, Skills & Abilities:

Clear oral expression; oral comprehension includes listening to and understanding others; speaking clearly such that others understand; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

- able to concentrate for protracted periods; time sharing
- able to shift back and forth successfully between two or more activities; manual dexterity
- to manage IV tubing, syringes, and other equipment; information ordering skills
- patterns of numbers, pictures, words and mathematical operations including medication calculation.

Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

### Behaves in accordance with:

Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets. Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Uses technology appropriately including safety standards and measures; follows infection prevention standards.

### Working Conditions:

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

### Physical Requirements:

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

# Registered Nurses – Oaklawn Hospital in Marshall, MI (Jan 2026 - Active)

## Registered Nurse, 1 0700-1930, 2 1900-0730, everythird weekend - Requisition #105185

Link to Live Job Posting: [mint.peopleanswers.com](https://mint.peopleanswers.com)

Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Registered Nurses

## REGISTERED NURSE, 1 0700-1930, 2 1900-0730, EVERYTHIRD WEEKEND

### Job Summary:

Provides professional nursing care for the comfort and well-being of patients using critical thinking and independent judgment, and all phases of nursing process including assessment, diagnosis, planning, implementation and evaluation. Responsible for the direction and supervision of the nursing patient care team typically made up of Certified Nursing Assistants, Licensed Practical Nurses, and other technicians. Collaborates with own team and other disciplines in the provision of care. Documents patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient. Provides and directs nursing care and evaluates outcomes. Uses technology appropriately including safety standards and measures; follows infection prevention standards. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Reports actual or potential occurrences according to Oaklawn Hospital procedures. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Participates in unit based performance improvement activities, staff meetings, supports change. Behaves in accordance with: Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets. Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision.

### Minimum Qualifications:

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

### Knowledge, Skills & Abilities:

Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

- able to concentrate for protracted periods; time sharing
- able to shift back and forth successfully between two or more activities; manual dexterity
- to manage IV tubing, syringes, and other equipment; information ordering skills
- patterns of numbers, pictures, words and mathematical operations including medication calculation.

Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

### Working Conditions:

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

### Physical Requirements:

Constantly stand, walk, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently sit, reach, push/pull, bend/twist, stoop/kneel/crouch, lift/carry 25 to 50+ lbs. Marshall, 200 N. Madison, Marshall, MI 49068

# Cashiers – Meijer in Kalamazoo, MI (Jan 2026 - Feb 2026)

## Cashier Part Time

Link to Live Job Posting: Posting is no longer active

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

Cashier Part Time Meijer parental leave United States, Michigan, Kalamazoo Jan 27, 2026 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be

### Doing:

Utilize technology to complete activities and tasks. You create 'WOW' moments that have a positive and lasting impact on our customers. Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases. Use good eye contact and body language, displaying a friendly and outgoing attitude. Be prepared to handle customer questions adequately and appropriately. Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older. Strong listening and communications skills, face-to-face and virtually. Willingness to learn or existing familiarity with job-specific technology. Problem-solving competence and eagerness to troubleshoot when necessary. Desire to work with customers. Previous retail or customer experience preferred but not required. Good verbal communication skills. Detail oriented and organized. Friendly outgoing attitude. Ability to operate cashier register system.

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q4 2025 Data Set

January 2026  
Branch, Calhoun, Kalamazoo, and St. Joseph Counties



Michigan

# Parameters

Select Timeframe: Jan 2026 - Jan 2026

Occupations:

Results should include

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

Regions:

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

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

# Job Postings Overview

261

Unique Postings

784 Total Postings

8

Companies Posting

2,103 Total Companies

30 Days

Median Posting Duration

Regional Average: 22 Days

3 : 1

Posting Intensity

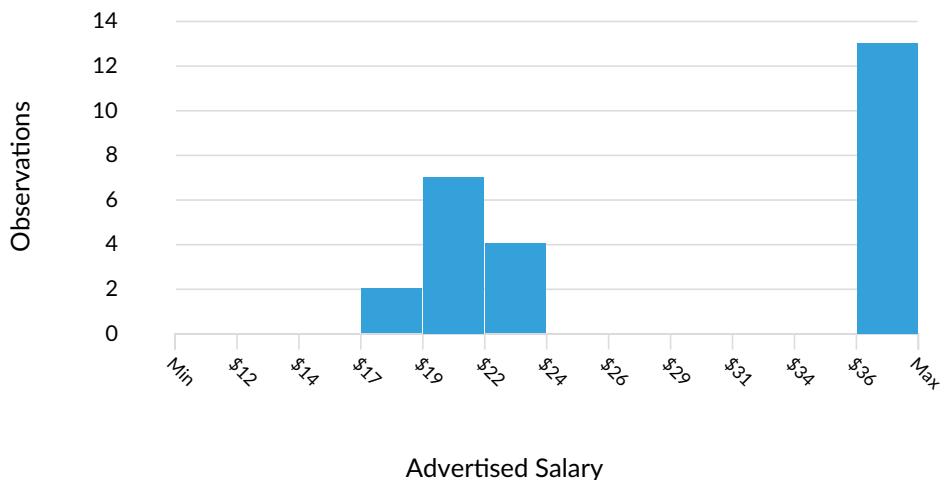
Regional Average: 3 : 1

## Advertised Salary

There are 26 advertised salary observations (10% of the 261 matching postings).

\$24.00/hr

Median Advertised Salary



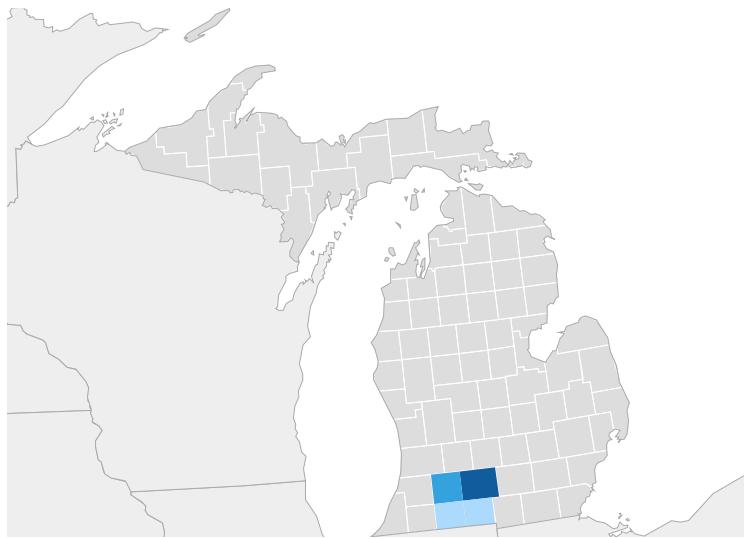
## Advertised Salary Trend

▲ 13.4% Aug 2025 – Jan 2026

\$22.40 Median



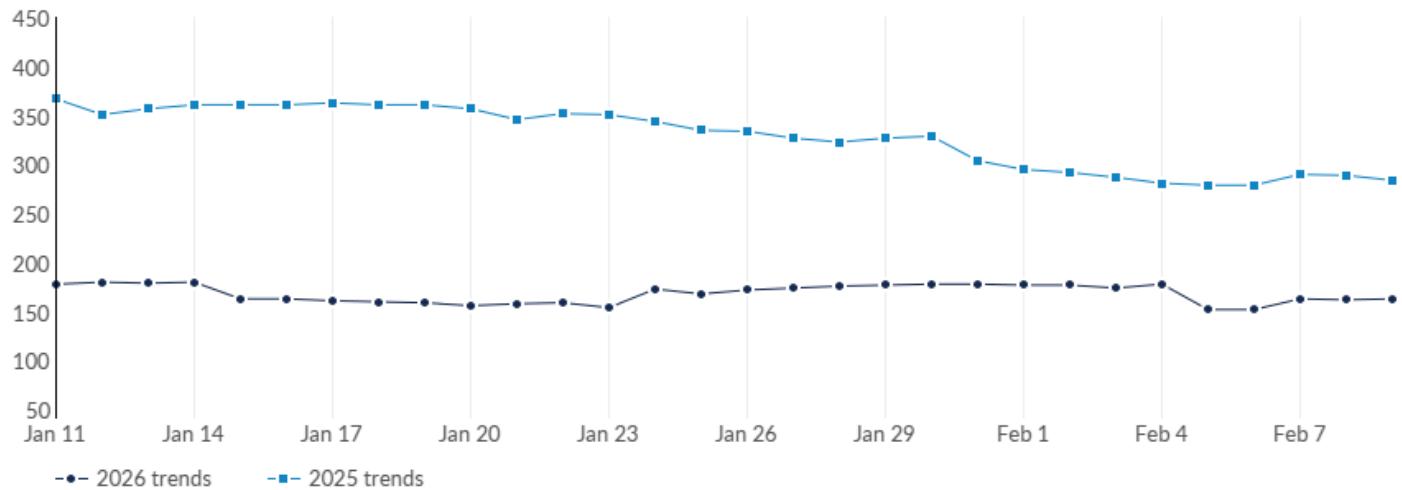
## Job Postings Regional Breakdown



County	Unique Postings (Jan 2026)
Calhoun County, MI	200
Kalamazoo County, MI	55
Branch County, MI	3
St. Joseph County, MI	3

## Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
January 11, 2026	178	367	-51.5%
January 12, 2026	180	351	-48.7%
January 13, 2026	179	357	-49.9%
January 14, 2026	180	361	-50.1%
January 15, 2026	163	361	-54.8%
January 16, 2026	163	361	-54.8%
January 17, 2026	161	363	-55.6%
January 18, 2026	160	361	-55.7%
January 19, 2026	159	361	-56.0%
January 20, 2026	156	357	-56.3%
January 21, 2026	158	346	-54.3%
January 22, 2026	159	352	-54.8%
January 23, 2026	154	351	-56.1%
January 24, 2026	173	344	-49.7%
January 25, 2026	168	335	-49.9%
January 26, 2026	172	334	-48.5%
January 27, 2026	174	327	-46.8%
January 28, 2026	176	323	-45.5%

January 29, 2026	177	327	-45.9%
January 30, 2026	178	329	-45.9%
January 31, 2026	178	304	-41.4%
February 1, 2026	177	295	-40.0%
February 2, 2026	177	292	-39.4%
February 3, 2026	174	287	-39.4%
February 4, 2026	178	281	-36.7%
February 5, 2026	152	279	-45.5%
February 6, 2026	152	279	-45.5%
February 7, 2026	163	290	-43.8%
February 8, 2026	162	289	-43.9%
February 9, 2026	163	284	-42.6%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	99	38%
High school or GED	48	18%
Associate's degree	105	40%
Bachelor's degree	38	15%
Master's degree	12	5%
Ph.D. or professional degree	4	2%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	48	0	18%
Associate's degree	90	15	34%
Bachelor's degree	20	18	8%
Master's degree	4	5	2%
Ph.D. or professional degree	0	4	0%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	178	68%
0 - 1 Years	46	18%
2 - 3 Years	28	11%
4 - 6 Years	6	2%
7 - 9 Years	0	0%
10+ Years	3	1%

## Top Companies Posting

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	613 / 175	4 : 1	45 days
Bronson Healthcare	72 / 41	2 : 1	28 days
Meijer	45 / 13	3 : 1	31 days
Border Foods	20 / 13	2 : 1	7 days
Stryker	12 / 8	2 : 1	5 days
Walmart	10 / 5	2 : 1	27 days
Corewell Health	5 / 3	2 : 1	n/a
Zoetis	7 / 3	2 : 1	n/a

## Top Cities Posting

City	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	575 / 161	4 : 1	45 days
Kalamazoo, MI	72 / 42	2 : 1	27 days
Battle Creek, MI	71 / 27	3 : 1	27 days
Portage, MI	17 / 7	2 : 1	n/a
Tekonsha, MI	10 / 5	2 : 1	n/a
Albion, MI	6 / 3	2 : 1	n/a
Coldwater, MI	8 / 3	3 : 1	45 days
Three Rivers, MI	11 / 2	6 : 1	18 days
Athens, MI	1 / 1	1 : 1	n/a
Burlington, MI	1 / 1	1 : 1	n/a

## Top Posted Occupations

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	263 / 80	3 : 1	45 days
Medical Assistants	192 / 57	3 : 1	43 days
Health Technologists and Technicians, All Other	129 / 47	3 : 1	17 days
Medical and Health Services Managers	40 / 19	2 : 1	28 days
Food Service Managers	20 / 13	2 : 1	7 days
Nursing Assistants	31 / 13	2 : 1	45 days
Cashiers	43 / 13	3 : 1	31 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	32 / 9	4 : 1	27 days
Licensed Practical and Licensed Vocational Nurses	22 / 5	4 : 1	n/a
Fast Food and Counter Workers	12 / 5	2 : 1	27 days

## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	257 / 78	3 : 1	45 days
Medical Assistants	192 / 57	3 : 1	43 days
Patient Representatives	129 / 47	3 : 1	17 days
Medical and Health Services Managers	40 / 19	2 : 1	28 days
Food Service Managers	20 / 13	2 : 1	7 days
Nursing Assistants	31 / 13	2 : 1	45 days
Cashiers	43 / 13	3 : 1	31 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	32 / 9	4 : 1	27 days
Licensed Practical and Licensed Vocational Nurses	22 / 5	4 : 1	n/a
Fast Food and Counter Workers	12 / 5	2 : 1	27 days
Critical Care Nurses	6 / 2	3 : 1	n/a

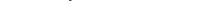
## Top Posted Occupations

Occupation	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	262 / 79	3 : 1	45 days
Medical Assistant	192 / 57	3 : 1	43 days
Registrar / Patient Service Representative	128 / 46	3 : 1	17 days
Healthcare Administrator	31 / 15	2 : 1	12 days
Nursing Assistant	31 / 13	2 : 1	45 days
Restaurant / Food Service Manager	20 / 13	2 : 1	7 days
Office / Administrative Assistant	32 / 9	4 : 1	27 days
Cashier	38 / 9	4 : 1	44 days
Licensed Practical / Vocational Nurse	22 / 5	4 : 1	n/a
Fast Food / Counter Worker	12 / 5	2 : 1	27 days

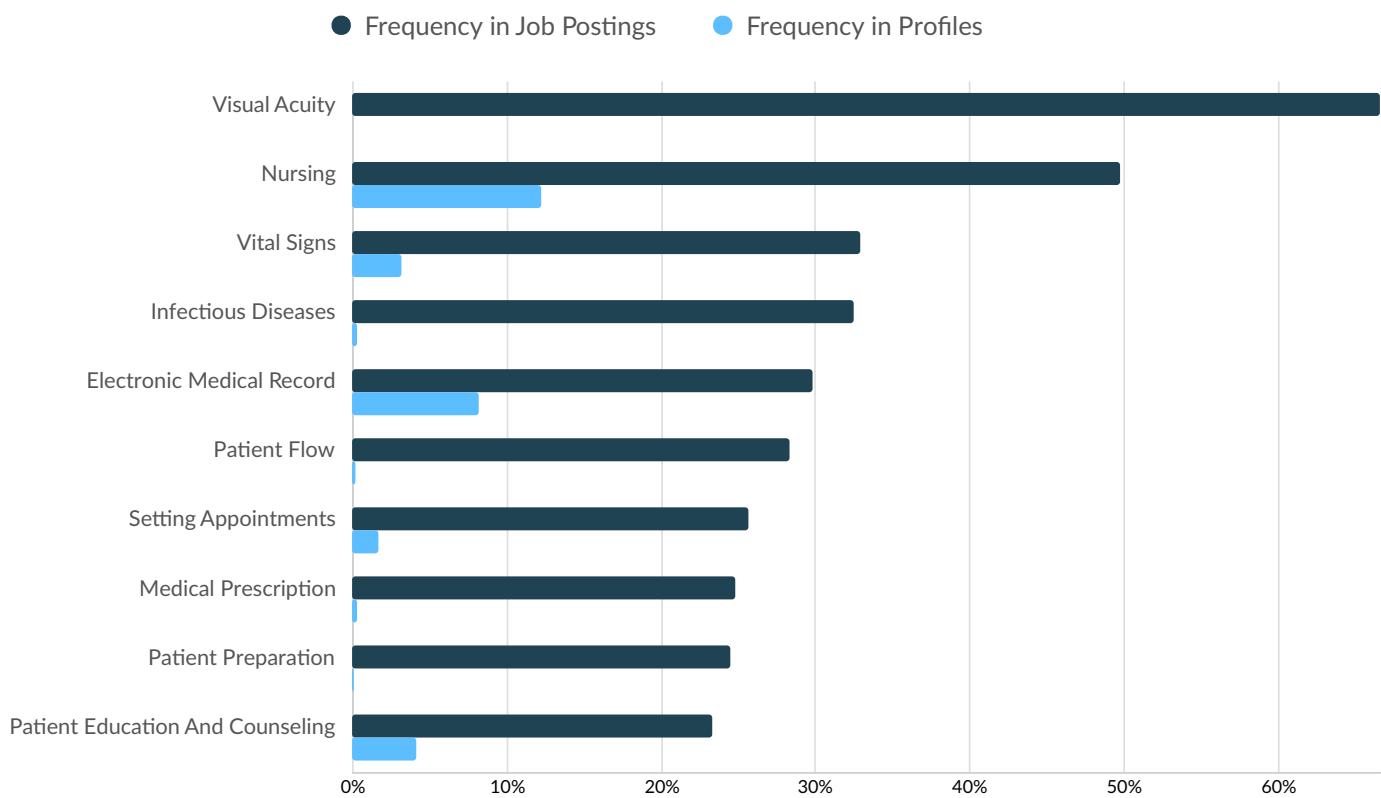
## Top Posted Job Titles

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	103 / 26	4 : 1	n/a
Registered Nurses	89 / 23	4 : 1	n/a
Department Assistants	53 / 18	3 : 1	56 days
Patient Account Representatives	50 / 13	4 : 1	n/a
Emergency Services Registered Nurses	46 / 12	4 : 1	n/a
Assistant General Managers	11 / 7	2 : 1	7 days
Primary Care Medical Assistants	23 / 7	3 : 1	n/a
Medical Assistants	13 / 6	2 : 1	43 days
Restaurant General Managers	9 / 6	2 : 1	6 days
Third Mates	11 / 6	2 : 1	53 days

## Top Industries

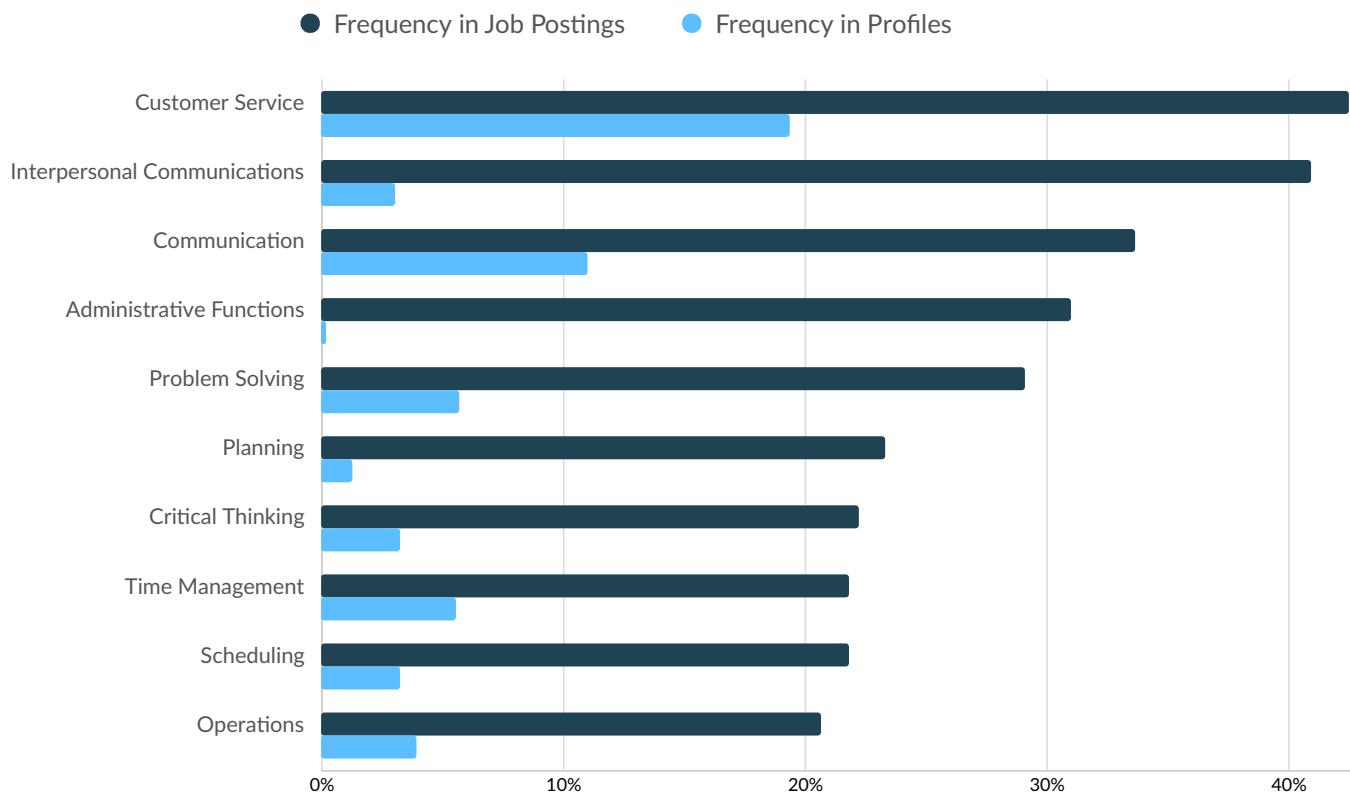
	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	690 / 219	3 : 1 	45 days
Department Stores	45 / 13	3 : 1 	31 days
Limited-Service Restaurants	20 / 13	2 : 1 	7 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	12 / 8	2 : 1 	5 days
Warehouse Clubs and Supercenters	10 / 5	2 : 1 	27 days
Pharmaceutical Preparation Manufacturing	7 / 3	2 : 1 	n/a

## Top Specialized Skills



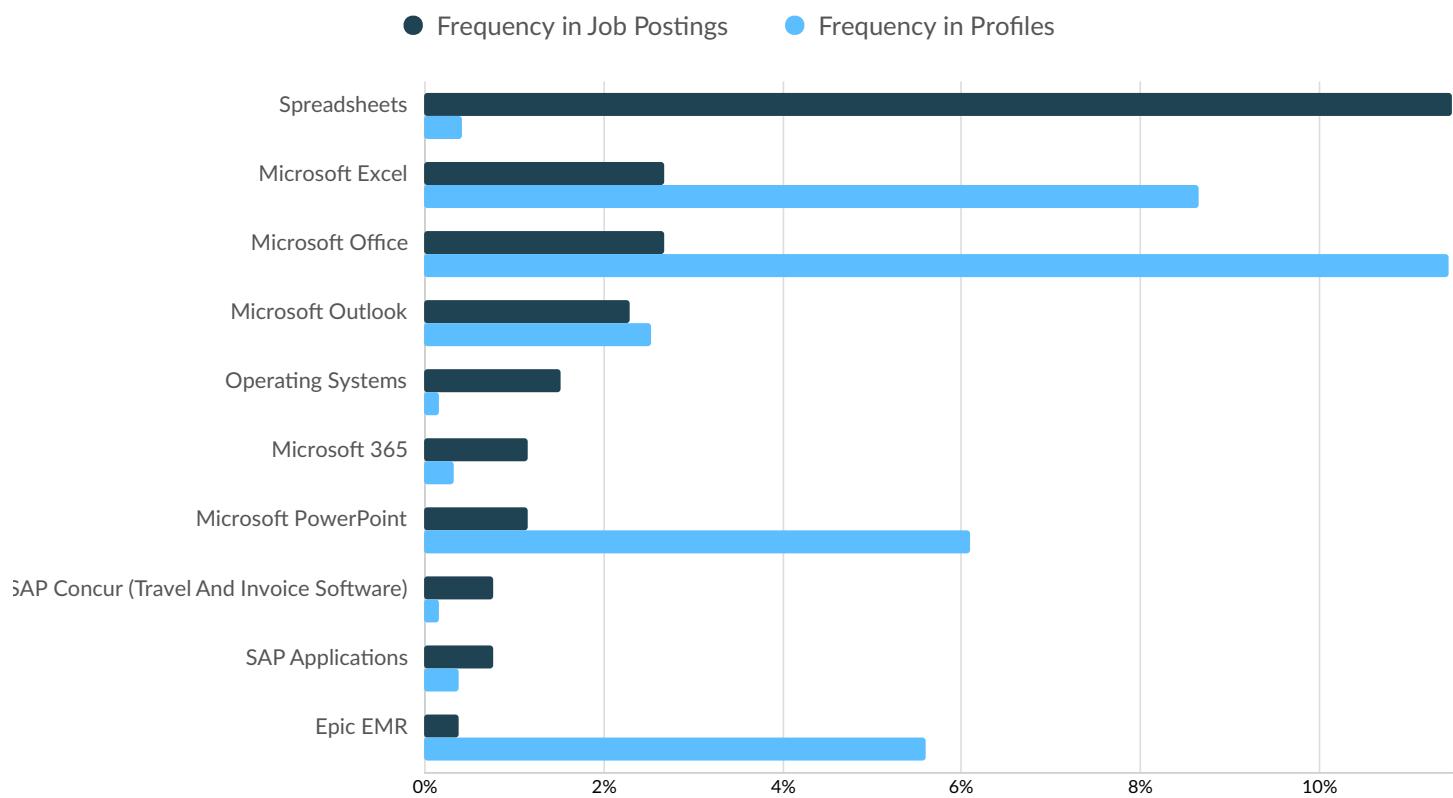
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	174	67%	0	0%	+18.9%	Growing
Nursing	130	50%	289	12%	+20.1%	Rapidly Growing
Vital Signs	86	33%	75	3%	+17.2%	Growing
Infectious Diseases	85	33%	8	0%	+9.2%	Growing
Electronic Medical Record	78	30%	193	8%	+12.1%	Growing
Patient Flow	74	28%	4	0%	+13.3%	Growing
Setting Appointments	67	26%	39	2%	+10.9%	Growing
Medical Prescription	65	25%	8	0%	+8.5%	Growing
Patient Preparation	64	25%	2	0%	+15.8%	Growing
Patient Education And Counseling	61	23%	99	4%	+11.6%	Growing

## Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	111	43%	457	19%	+5.2%	Stable
Interpersonal Communications	107	41%	72	3%	+12.5%	Growing
Communication	88	34%	260	11%	+3.6%	Lagging
Administrative Functions	81	31%	5	0%	+13.6%	Growing
Problem Solving	76	29%	134	6%	+11.3%	Growing
Planning	61	23%	31	1%	+10.9%	Growing
Critical Thinking	58	22%	77	3%	+23.4%	Rapidly Growing
Time Management	57	22%	132	6%	+14.5%	Growing
Scheduling	57	22%	77	3%	+16.4%	Growing
Operations	54	21%	93	4%	+8.1%	Stable

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	30	11%	10	0%	+22.2%	Rapidly Growing
Microsoft Excel	7	3%	204	9%	+17.7%	Growing
Microsoft Office	7	3%	270	11%	+18.5%	Growing
Microsoft Outlook	6	2%	60	3%	+25.0%	Rapidly Growing
Operating Systems	4	2%	4	0%	+22.6%	Rapidly Growing
Microsoft 365	3	1%	8	0%	+18.9%	Growing
Microsoft PowerPoint	3	1%	144	6%	+26.1%	Rapidly Growing
SAP Concur (Travel And Invoice Software)	2	1%	4	0%	+10.3%	Growing
SAP Applications	2	1%	9	0%	+21.6%	Rapidly Growing
Epic EMR	1	0%	132	6%	+16.4%	Growing

## Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	138
American Red Cross (ARC) Certification	120
Registered Nurse (RN)	92
Basic Cardiac Life Support	58
Certified Medical Assistant (CMA)	54
Licensed Practical Nurse (LPN)	53
Advanced Cardiovascular Life Support (ACLS) Certification	38
Valid Driver's License	26
Pediatric Advanced Life Support (PALS)	21
Trauma Nurse Core Course (TNCC)	20

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jan 2026)
peopleanswers.com	145
indeed.com	70
myworkdayjobs.com	40
mitalent.org	17
diversityjobs.com	12
gr8jobs.net	8
dejobs.org	6
mishawakarecruiter.com	3
retirementjobs.com	3
kentwoodrecruiter.com	2
portagerecruiter.com	2
careercircle.com	1
powertofly.com	1
stryker.com	1
titalent.com	1
wyomingrecruiter.com	1

# Appendix B

## Sample Postings

# Family Medicine Medical Assistants – Bronson Healthcare in Kalamazoo, MI (Jan 20..

## Medical Assistant - Full Time - Bronson Family Medicine, The Groves - Kalamazoo, MI

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

Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Family Medicine Medical Assistants

### Medical Assistant

- Full Time
- Bronson Family Medicine, The Groves
- Kalamazoo, MI 3.

5 3.5 out of 5 stars

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday.

This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BMH Bronson Methodist Hospital Title Medical Assistant

- Full Time
- Bronson Family Medicine, The Groves
- Kalamazoo, MI Working under provider's direction provides general nursing functions for the practice.

Records vital signs, immunizations, provides initial patient assessment, obtains concise patient history, and provides various clinical information and support to providers. Processes and posts information to patient's chart, educates patients and families regarding medications, treatments and care, and referrals. Employees providing direct patient care must demonstrate competencies specific to the population served. High school diploma or general education degree (GED) required

### MUST MEET ONE OF THE FOLLOWING

Successful completion of an accredited medical assistant program

### CMA/CCMA/RMA

certified Meet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire

### Note:

Vocational Coordinator to determine eligibility requirements for CMA or RMA within 6 months. BLS certification is required within 90 days of hire/transfer. Knowledge of clinical skills as required with Medical Assistant Certification/Registration. Effective problem-solving and prioritization skills. Must possess excellent interpersonal skills and process information in a confidential manner. Must be able to communicate clearly and effectively with patients, doctors and other staff. Ability to maintain patient confidentiality. Ability to work independently and function as an integral team member with other healthcare professionals. Must have personal computer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization's computerized systems. Must have excellent verbal and communication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a team environment. Must maintain the highest level of confidentiality. Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the

operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves considerable standing or walking, regular lifting of light-weight objects (i.e., 20 pounds or less) and assisting with heavier tasks such as assisting in lifting and moving patients. Minor straining or fatiguing positions must be assumed, and some fatiguing physical motions are required. Prepares patient for examination including patient assessment, histories, vital signs, medication reconciliation, and routine testing of hearing, vision or other. Document pertinent information in chart. Maintains documentation standards and reviews chart prior to appointment to assure requests and documents are in place. Administer treatments as requested by the physician. Obtain specimens for urine testing, phlebotomy, etc. Performs laboratory tests as directed by the physician. Accurately documents required information in patient charts. Set up and assist physician with procedures (laceration repair, pap/pelvic, etc.). Schedule outside tests or procedures for patients in other departments of facilities such as x-ray, MRI, etc. Prepares patients for tests/procedures by providing appropriate instructions. Coordinate admissions, referrals, call in prescriptions, etc. Stock exam rooms with supplies as needed. Conduct day to day inventory of supplies and report items to be ordered. Assist in the scheduling of appointments in EMR system as required. Able to screen calls and determine urgency, necessity of appointments or whether phone advice is sufficient. Assists in completion of misc. patient forms (Worker Compensation, Disability, etc.) Attend staff, educational or other meetings as required. Performs other related duties as assigned by nurses, practice manager, or physician. Shift First Shift Time Type Full time

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

Up to \$1,500.00 Retention Bonus External Candidates Only, \$1,500.00 Scheduled Weekly Hours 40 Cost Center 7790 Bronson Family Medicine

- The Groves (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth.

Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

# Healthcare Economics Analysts – Stryker in Portage, MI (Jan 2026 - Active)

## Manager, Global Market Access and Healthcare Economics

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Portage, MI	O*NET: 11-9111.00
Company: Stryker	Job Title: Healthcare Economics Analysts

Employer:

Stryker Corporation Job Title:

Manager, Global Market Access and Healthcare Economics Job Requisition:

1006.345.3

Job Location:

100% telecommute from anywhere in U.S.

Job Type:

Full Time Rate of Pay:

\$176,545.00 to \$226,900.00 per

Year Duties:

Participate in the development of a Global market access strategy. Accelerate commercialization and pursue or maintain premium prices (upstream market access). Develop and implement sales economic tools for increasing customer engagements globally (downstream market access). Identify the gap of evidence and provide inputs to global market access team at early stage to support long-term access strategy. Conduct health economics analysis and modeling (develop cost-effectiveness, cost-utility, budget impact analysis, sensitivity analysis) to support appropriate funding of Stryker Neurovascular and/or treatment adoption and drives publication in peer-reviewed forums to drive the economic message. Implement in North America and LATAM tactical planning activities required to achieve reimbursement strategic objectives. Monitor North America and LATAM changes in pricing, enlisting and reimbursement regulations and develop / update relevant strategies. Work closely with North America and LATAM Regional & Local team on pricing, reimbursement, health economics and value proposition for clinicians, patients, and payers. Customize health economics tools to answer specific North America and LATAM customer needs. Proactively monitor external environment, customers, and competitors to identify long-term access and commercial opportunities. Train and educate North America and LATAM colleagues in the use of Health Economic models and tools to demonstrate the value of Stryker NV products. Develop processes and tools to support Neurotech Strategic Sales organization. 30% domestic and international travel required.

Requirements:

Master's degree in Pharmacy, Economics, Health Economics, Market Access, Public Affairs, Finance, Marketing or related field (will accept foreign education equivalent) and eight (8) years of health economic and/or market access experience, specifically related to medical devices. Alternatively, Doctorate (Ph.D.) in Economics, Health Economics, Pharmacy, Market Access, Public Affairs, Finance, Marketing or related field

(will accept foreign education equivalent) and six (6) years of health economic and/or market access experience, specifically related to medical devices. Or, Bachelor's degree in Economics, Health Economics, Pharmacy, Market Access, Public Affairs, Finance, or Marketing or related field (will accept foreign education equivalent) and ten (10) years of experience as a Marketing Manager or related occupation with health economic and/or market access experience, specifically related to medical devices. Position requires experience in the following: Experience performing health economics modeling including cost-effectiveness, cost-utility, budget impact and sensitivity analyses. Experience navigating market access pathways and hospital funding systems across 2 or more of the following major markets (NA, LATAM, APAC, EMEA). Experience interacting with North American and LATAM customers and payers, including stakeholders from both public and private sectors. Experience translating complex health economic evidence into clear value propositions for clinicians, payers, and decision-makers. Experience developing and tailoring economic tools for diverse regional and customer needs. Experience collaborating cross-functionally and managing stakeholders. Experience presenting in front of a large audience, including Congress and training courses.

Contact:

hrpractices@stryker.com Must reference job 1006.345.3

# PACU Registered Nurses – Bronson Healthcare in Kalamazoo, MI (Jan 2026 - Active)

## Registered Nurse (RN) - PACU - Full time - 72 hrs/pp - Bronson Methodist Hospital

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

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

Registered Nurse (RN)

- PACU
- Full time
- 72 hrs/pp
- Bronson Methodist Hospital 3.

5 3.5 out of 5 stars

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday.

This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BMH Bronson Methodist Hospital Title Registered Nurse (RN)

- PACU
- Full time
- 72 hrs/pp
- Bronson Methodist Hospital Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity and complexity of care required; and documenting and communicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs.

Employees providing direct patient care must demonstrate competencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the state of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required by completion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific Bronson South Haven Specific

- Effective July 1, 2017 all new hires are expected to successfully obtain their BSN within 8 years of hire date.

Bronson South Haven Specific:

Emergency Department:

SALT triage, ESI Triage, and NIH Stroke Scale to be completed within 90 days of hire date. Advanced Cardiac Life Support, Pediatric Advanced Life Support, and Trauma Nursing Core Course (TNCC only required for FT and part

- time nurses) within 6 months of hire date.

## Special Care Unit:

All nurses in department will need to have Pediatric Advance Life Support certification within 6 months of hire. RNs in Labor & Delivery and Mother/Baby/Antepartum at

## BMH & BBC

### Specific:

The Electronic Fetal Monitoring Certification through PQF or NCC is required within 6 months of completing intermediate fetal monitoring. Current driver's license in the state of Michigan and proof of insurance required for BAH Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action. Must be able to constantly communicate both verbally, in writing and electronically. Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

### Standards of Practice:

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

- o Assesses the patient's physical and developmental needs
- o Analyzes assessment data to identify appropriate patient needs
- o Documents nursing history and age appropriate physical/emotional needs/strengths for assigned patients
- o Reviews vital signs to assess condition of patient and detect deviations from normal.
- The registered nurse analyzes the assessment data to determine patient problems or issues
- o Uses the assessment data to identify patient problems
- o Confirms problems with patient and family when appropriate
- o Documents the expected outcomes and plan of care related to the problems through use of the clinical pathway and outcome teaching record
- The registered nurse identified expected outcomes for a plan individualized to the patient
- o Utilizes the patient/family input when defining outcomes. Incorporates the patient values, ethical and cultural considerations.
- o Coordinates discharge planning for outcomes not achieved utilizing the continuum of care available.
- The registered nurse develops a plan that prescribes interventions to attain expected outcomes.
- o Incorporates clinical pathways into the plan when appropriate
- o Develops individualized interventions with patient input when appropriate
- o Considers data from other members of the healthcare team when developing the plan of care
- The registered nurse implements the identified plan.
- o Implements appropriate interventions.
- o Administers prescribed medication and treatment in accordance with approved nursing techniques and policies.
- o Utilizes evidence-based interventions specific to the patients plan
- o Maintains awareness of comfort and safety needs of the patient.
- o Initiates a patient education plan according to the individualized needs of the patient, and coordinates the implementation of the plan.
- o Manages the care plan for patients by organizing and delegation patient care interventions to be implemented.
- Evaluates the effectiveness of care given by self and others.
- The registered nurse evaluates progress toward attainment of the expected outcomes
- o Evaluates the effectiveness of the planned interventions and the patient response toward achievement of the expected outcomes.
- o Documents the patient response toward the expected outcomes.

### Standards of Professional Performance:

The registered nurse systematically evaluates the quality and effectiveness of nursing practice.

- o Participates in quality improvement activities
- o Uses the results of quality improvement activities to initiate changes in nursing practice. The registered nurse attains knowledge and competency that reflects current nursing practice.
- o Participates in ongoing educational activities related to appropriate knowledge and professional issues.
- o Maintains professional records that provide evidence of competency and continued ongoing educational activities.
- The registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations.
- o Provides age appropriate care in a culturally and ethnically sensitive manner.
- o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development.
- o Participates in systematic peer review as appropriate.
- The registered nurse interacts with and contributes to the professional development of peers and colleagues.
- o Shares knowledge and skills with peers and

colleagues o Maintains compassionate and caring relationships with peers and colleagues o Contributes to a supportive and healthy work environment. The registered nurse collaborates with patient, family, and others in the conduct of nursing practice. o Partners with the multiple health disciplines to effect change and generate positive outcomes for the patient and family, based on the plan of care. The registered nurse integrates ethical provisions in all areas of practice. o Delivers care in a manner that preserves and protects patient autonomy, dignity, confidentiality and rights. o Demonstrates a commitment to connecting with self and others through relationship centered care giving. o Serves as a patient advocate The registered nurse integrates research finding into practice. o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care. The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services. o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in becoming informed consumers about the options, costs, risks and benefits of treatments and care. The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally) Responsibilities related to the Scrub RN o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time. Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies. o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs. o Observant of overt changes in patient's condition that indicates a problem has emerged. o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and recommended changes in procedure. o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians. o Is observant of the changing needs of the operative field and the surgical team, anticipates potential needs, and takes appropriate actions. o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed. o Assigned and responsible for after-hour call on a rotational basis. o Ability to perform scrub duties in multiple services; ie: neuro and ortho STII able to perform spinal fusions in both services.

For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours

For Bronson Lakeview Hospital and Bronson South Haven Hospital:

The RN is responsible for completing the Workday CBL

- "Swing beds".

This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient. Bronson South Haven Hospital and Bronson Lakeview Hospital employees who are approved to work in a Swing Bed Facility only: Employees may be expected to cover shifts at Bronson Lakeview Hospital and/or Bronson South Haven Hospital depending on patient acuity and staffing needs. Shift Variable Time Type Full time Scheduled Weekly Hours 36 Cost Center 5800 PACU (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

## Patient Experience Advocate Full Time

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

Location: Marshall, MI	O*NET: 29-2099.08
Company: Oaklawn Hospital	Job Title: Patient Experience Advocates

Patient Experience Advocate Full Time 3.4 3.4 out of 5 stars

### POSITION TITLE

Patient Experience Advocate

### DEPARTMENT

Quality Improvement

### FLSA STATUS

Exempt

### REPORTING RELATIONSHIP

Director, Quality, Safety, Risk Job Summary:

Coordinate patient feedback and ensure the follow through meets organization and regulatory compliance.

### Essential Functions:

Consistently use an outward mindset and put forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others achieve their goals and objectives. Strong listening, communication skills, social and emotional intelligence, and writing skills. Utilizes professional phone etiquette Chairs and/or attend committee meetings related to patient/visitor satisfaction, patient safety, and quality improvement efforts. Captures patient and family concerns, complaints, grievances, or compliments and accurately log entries Maintains feedback reporting system including ensuring timely response and follow up is completed with the patient or family member Conducts conflict resolution and mediating with healthcare professionals and patient or family members. Provides support and education to clinical and medical staff in making decisions regarding appropriate choices in response to patient feedback Reviews patient feedback occurrences for trends and opportunities for improvement. Analyzes patient satisfaction scores for opportunities for improvement. Provides necessary education/reports to departments/committees related to patient satisfaction. Assist Quality Team to produce internal and external performance reports for analyzing including multiple matrices, data logs, data entry to external agencies, and coordination of the physician scorecards. Works with appropriate staff to create corrective action plans to improve patient satisfaction scores. Assists to facilitate quality initiatives such as improving patient satisfaction, PDCA, FMEAs, Lean and other preventive/corrective action activities. Functions as a resource for ISO and NIAHO standards for staff.

### Minimum Qualifications:

Associates degree in a healthcare related field. Three (3) years of customer service experience.

### Knowledge, Skills & Abilities:

Bachelor's degree in Healthcare Administration, Nursing, or relevant field preferred. Navigates electronic medical records with ease. Willing to learn navigation of EMRs. Desires continual learning, professional growth, and development. Experience with change management with strong influential skills will be helpful. Experience in LEAN, and FMEA tools and processes preferred. Ability to perform in a self-directed manner within a team-focused framework. Required to be detail-oriented with strong organizational and analytic problem-solving skills, as well as have exceptional verbal and written communication skills. Competence in the use of Microsoft Office Word and PowerPoint and proficiency and experience with using Excel is required.

#### **Working Conditions:**

Work is generally performed within an office environment with standard office equipment. Will occasionally audit in patient care areas and meet with patients and/or families at the bedside.

#### **Physical Requirements:**

Constantly see/visual acuity. Frequently sit, talk/hear, handle/grasp/feel. Occasionally lift/carry 1 to 50+ lbs.

# Patient Account Representatives – Oaklawn Hospital in Marshall, MI (Jan 2026 - A...

## Generalist - Patient Accounts Service Center

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

Location: Marshall, MI

O\*NET: 29-2099.08

Company: Oaklawn Hospital

Job Title: Patient Account Representatives

Generalist - Patient Accounts Service Center 3.4 3.4 out of 5 stars 200 North Madison Street, Marshall, MI 49068

### Job Summary:

The PASC Generalist position is primarily responsible for ensuring accurate and complete monthly bank account reconciliations along with supporting the Patient Accounts Services Center department with resolving accounts receivable related issues.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Hands on responsibility for the timely bank account reconciliation process, including preparation and posting of standard journal entries, balance sheet reconciliations and variance analysis. Processes daily reconciliation of cash posting. Obtains and codes daily bank transactions. Resolves cash/posting related issues that fall to the unpostable /missing payment work queue(s). Assists with resolving issues with aging accounts receivable. Works to resolve incorrect patient addresses. Works with appropriate staff to resolve posting issues for professional and facility accounts.

### Minimum Qualifications :

College degree or proof of enrollment in accounting program and Two (2) or more years of accounting/finance experience.

### Knowledge, Skills & Abilities :

Healthcare Finance experience preferred. Intermediate to Advanced Excel skills necessary. Working knowledge of accounting systems. Ability to problem solve complex issues. Strong analytical skills. Self-motivated. Ability to perform all work with accuracy, efficiency, and quality.

### Working Conditions:

Work is generally performed within an office environment, with standard office equipment available.

### Physical Requirements :

Constantly sit, see/visual acuity. Frequently handle/grasp/feel, talk/hear. Occasionally lift/carry 1 to 25 lbs.

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q4 2025 Data Set

January 2026  
Branch County



Michigan

# Parameters

Select Timeframe: Jan 2026 - Jan 2026

Occupations:

Results should include

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

Regions:

Code	Description
26023	Branch County, MI

Company:

Results should include

Description
ProMedica
Border Foods
Walmart
Dollar General

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

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

## Job Postings Overview

28

Unique Postings

43 Total Postings

4

Companies Posting

250 Total Companies

N/A

Median Posting Duration

Regional Average: 24 Days

2 : 1

Posting Intensity



Regional Average: 2 : 1

## Advertised Salary

Not enough data for this chart.

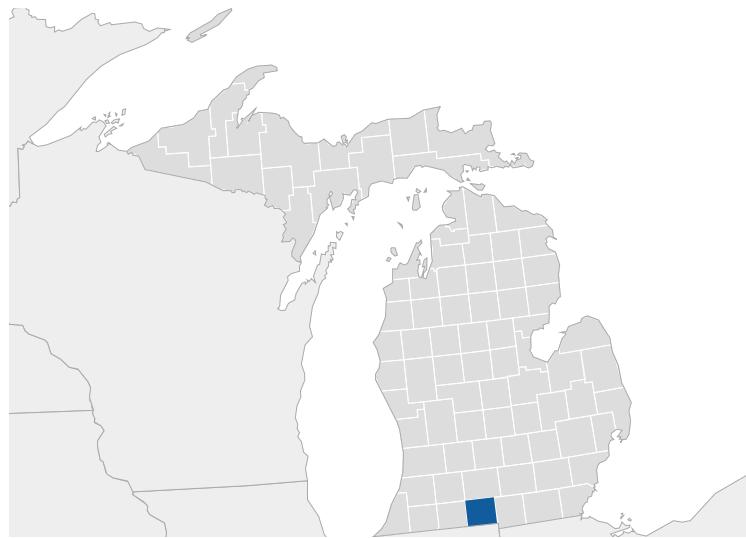
## Advertised Salary Trend

▼ 2.2% Aug 2025 – Jan 2026

\$25.54 Median

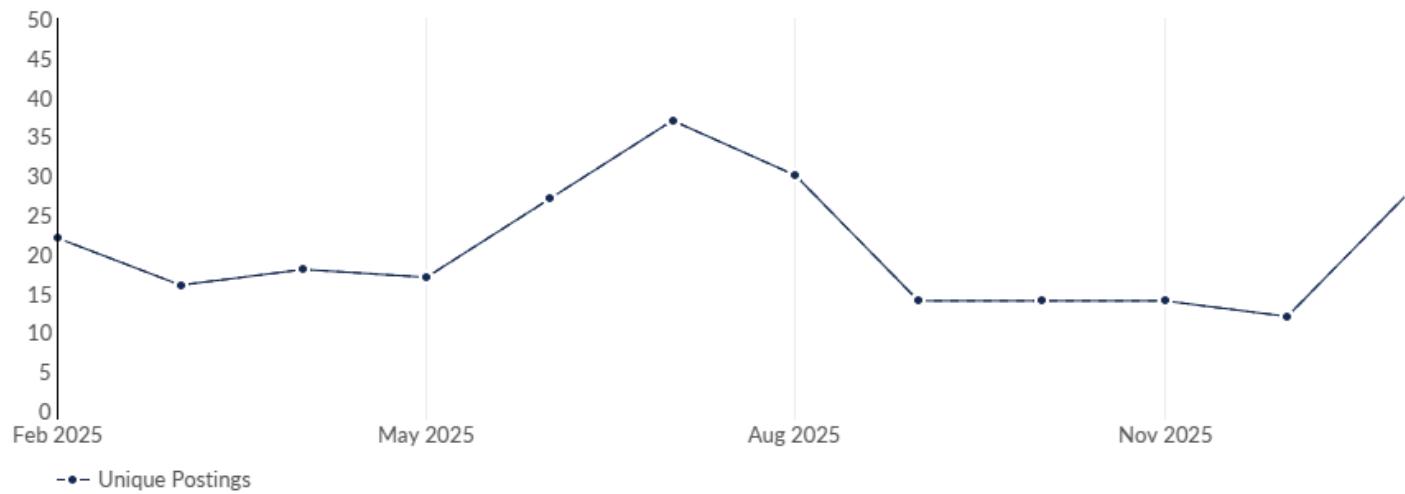


## Job Postings Regional Breakdown



County	Unique Postings (Jan 2026)
Branch County, MI	28

## Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jan 2026	28	2 : 1
Dec 2025	12	3 : 1
Nov 2025	14	4 : 1
Oct 2025	14	4 : 1
Sep 2025	14	3 : 1
Aug 2025	30	2 : 1
Jul 2025	37	2 : 1
Jun 2025	27	2 : 1
May 2025	17	2 : 1
Apr 2025	18	2 : 1
Mar 2025	16	2 : 1
Feb 2025	22	2 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	6	21%
High school or GED	22	79%
Associate's degree	0	0%
Bachelor's degree	0	0%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	22	0	79%
Associate's degree	0	0	0%
Bachelor's degree	0	0	0%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	12	43%
0 - 1 Years	13	46%
2 - 3 Years	1	4%
4 - 6 Years	2	7%
7 - 9 Years	0	0%
10+ Years	0	0%

## Top Companies Posting

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration	
Dollar General	21 / 19	1 : 1		n/a
Bob Evans Restaurants	15 / 5	3 : 1		n/a
Walmart	5 / 3	2 : 1		n/a
Bronson Healthcare	2 / 1	2 : 1		n/a

## Top Cities Posting

City	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration	
Coldwater, MI	32 / 17	2 : 1		n/a
Bronson, MI	5 / 5	1 : 1		n/a
Montgomery, MI	2 / 2	1 : 1		n/a
Quincy, MI	2 / 2	1 : 1		n/a
Union City, MI	2 / 2	1 : 1		n/a

## Top Posted Occupations

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration	
First-Line Supervisors of Retail Sales Workers	13 / 11	1 : 1		n/a
Retail Salespersons	13 / 11	1 : 1		n/a
Food Service Managers	9 / 3	3 : 1		n/a
Fast Food and Counter Workers	6 / 2	3 : 1		n/a
Registered Nurses	2 / 1	2 : 1		n/a

## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	13 / 11	1 : 1	n/a
Retail Salespersons	13 / 11	1 : 1	n/a
Food Service Managers	9 / 3	3 : 1	n/a
Fast Food and Counter Workers	6 / 2	3 : 1	n/a
Registered Nurses	2 / 1	2 : 1	n/a

## Top Posted Occupations

Occupation	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	13 / 11	1 : 1	n/a
Retail Sales Associate	13 / 11	1 : 1	n/a
Restaurant / Food Service Manager	9 / 3	3 : 1	n/a
Fast Food / Counter Worker	6 / 2	3 : 1	n/a
Registered Nurse	2 / 1	2 : 1	n/a

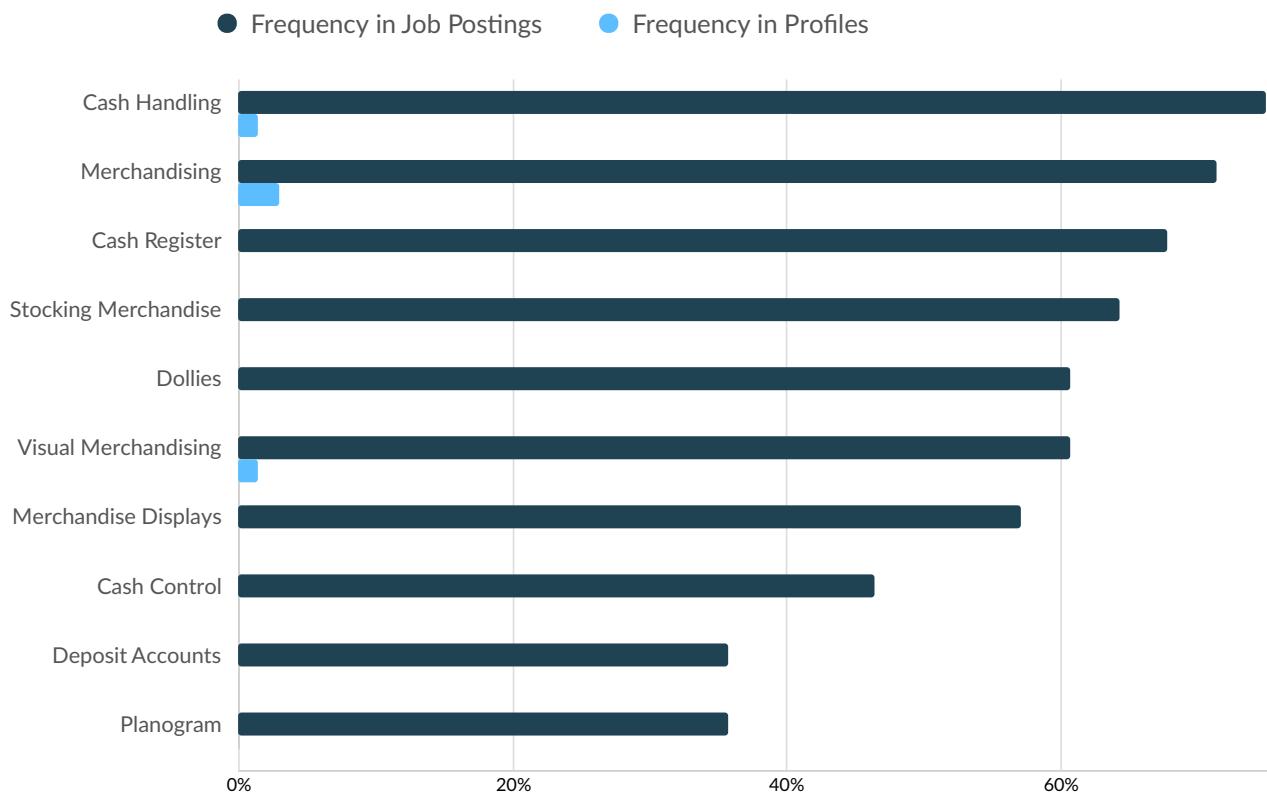
## Top Posted Job Titles

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Assistant Store Managers	8 / 8	1 : 1	 n/a
Sales Associates	4 / 4	1 : 1	 n/a
Associate Sales Managers	4 / 4	1 : 1	 n/a
General Managers	6 / 2	3 : 1	 n/a
Pharmacy Sales Associates	2 / 1	2 : 1	 n/a
Key Supervisors	3 / 1	3 : 1	 n/a
Store Managers In Training	2 / 1	2 : 1	 n/a
Hematology/Oncology Nurse Practitioners	2 / 1	2 : 1	 n/a
Store Managers	2 / 1	2 : 1	 n/a
Store Perishables Managers	1 / 1	1 : 1	 n/a

## Top Industries

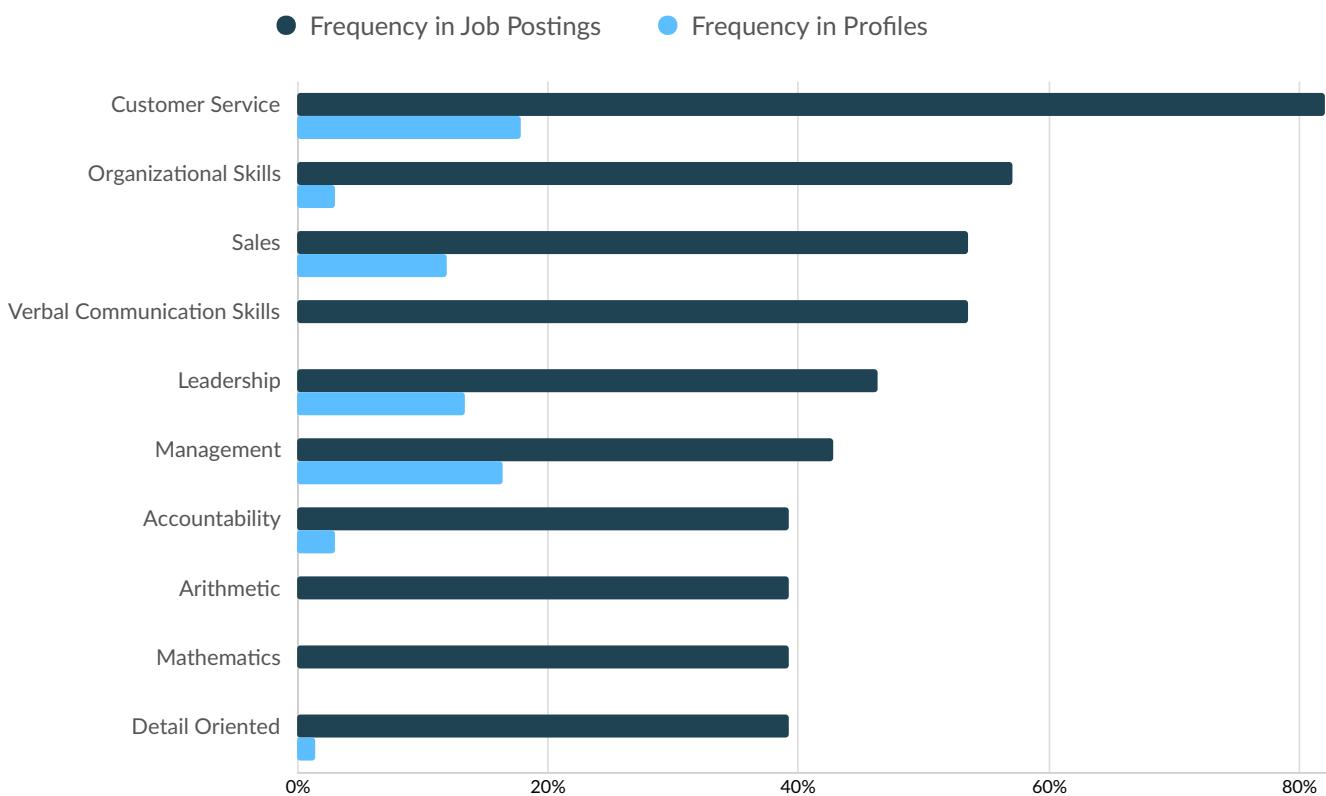
	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
All Other General Merchandise Retailers	21 / 19	1 : 1	 n/a
Full-Service Restaurants	15 / 5	3 : 1	 n/a
Warehouse Clubs and Supercenters	5 / 3	2 : 1	 n/a
General Medical and Surgical Hospitals	2 / 1	2 : 1	 n/a

## Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Cash Handling	21	75%	1	1%	+8.9%	Growing
Merchandising	20	71%	2	3%	+15.0%	Growing
Cash Register	19	68%	0	0%	+21.4%	Rapidly Growing
Stocking Merchandise	18	64%	0	0%	+18.0%	Growing
Dollies	17	61%	0	0%	+16.7%	Growing
Visual Merchandising	17	61%	1	1%	+12.9%	Growing
Merchandise Displays	16	57%	0	0%	+22.0%	Rapidly Growing
Cash Control	13	46%	0	0%	+25.1%	Rapidly Growing
Deposit Accounts	10	36%	0	0%	+10.2%	Growing
Planogram	10	36%	0	0%	+19.5%	Rapidly Growing

## Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	23	82%	12	18%	+5.2%	Stable
Organizational Skills	16	57%	2	3%	+14.3%	Growing
Sales	15	54%	8	12%	+7.8%	Stable
Verbal Communication Skills	15	54%	0	0%	+4.1%	Lagging
Leadership	13	46%	9	13%	+8.5%	Stable
Management	12	43%	11	16%	+5.3%	Stable
Accountability	11	39%	2	3%	+18.7%	Growing
Arithmetic	11	39%	0	0%	+17.0%	Growing
Mathematics	11	39%	0	0%	+20.2%	Rapidly Growing
Detail Oriented	11	39%	1	1%	+7.1%	Stable

## Top Software Skills

There is not enough data to display this section.

## Top Qualifications

No Top Qualifications data for your selection.

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jan 2026)
mitalent.org	18
indeed.com	9
careerarc.com	1
careercircle.com	1
dollargeneral.com	1
gr8jobs.net	1

# Appendix B

## Sample Postings

# Sales Associates – Dollar General in Coldwater, MI (Jan 2026 - Active)

## SALES ASSOCIATE in COLDWATER, MI S24357

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Coldwater, MI

O\*NET: 41-2031.00

Company: Dollar General

Job Title: Sales Associates

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

## GENERAL SUMMARY

Act as the point of contact for customers. Assist in setting and maintaining plan-o-grams and programs. Stock merchandise adequately. Perform other duties as necessary to maximize profitability, customer satisfaction, and teamwork, while protecting company assets. DUTIES and

## ESSENTIAL JOB FUNCTIONS

Unload trucks. Follow company work processes to receive, open and unpack cartons and totes; store merchandise in stock room or move directly to sales floor. Build merchandise displays. Stock merchandise; rotate and face merchandise on shelves. Restock recovered merchandise. Assist customers by locating merchandise. Bail cardboard and take out trash; dust and mop store floors; clean restroom and stockroom. Comply with company policies and procedures. Greet customers. Operate cash register and flatbed scanner to itemize and total customer's purchase; bag merchandise. Collect payment from customer and make change. Assist with ordering merchandise using hand-held scanners, as needed. Clean front end of store and help set up sidewalk displays when necessary.

## Qualifications KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform IBM cash register functions. WORK EXPERIENCE and/or

## EDUCATION

High school diploma or equivalent preferred.

## WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 poundsOccasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

# Store Perishables Managers – Dollar General in Bronson, MI (Jan 2026 - Active)

## STORE PERISHABLE MANAGER - DGPP in BRONSON, MI S25748

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Bronson, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Store Perishables Managers

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

### GENERAL SUMMARY

Under general supervision of the Store Manager, manages the Perishable Departments including, produce, fresh meat, packaged meats, and dairy, frozen food, bread, and thaw and sell bakery products. Assists Store Manager with efficient and effective inventory management, appealing and profitable merchandise presentation and quality customer service. Assists the Store Manager in ensuring a safe working environment and provide protection for company assets according to required procedures. Assists the Store Manager in ensuring staff and store compliance with all food handling rules and regulations. DUTIES and

### RESPONSIBILITIES

Assist Store Manager, as directed, in ensuring the financial integrity of the store through strict cash accountability, key control, and adherence to company security practices and cash control procedures. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications. Assist Store Manager in ensuring employee compliance. Maintain correct perishable stock levels based on store volume using the following tools Current Ads / Planners Produce Order guide Fresh Meat Recap and Order Guide Milk Sales history and order guide Vendor Order Guide Bread order planning and stakes recap, Assist Store Manager, as directed, in training assigned associates in the proper presentation, freshness and pricing standards for all perishable areas. Assist Store Manager, as directed, in training assigned associates in the proper and safe handling of food in compliance with applicable rules and regulations. Train assigned associates in the proper stocking and rotation of Perishable products. Record Perishable Markdowns, while analyzing causes and taking corrective action to prevent recurrences. Train assigned associates in the proper grading and re-packaging standards in produce to minimize markdowns. Accurately record inventory levels as requested by the Store Support Center. Assist the Store Manager with ensuring that customers' needs and requests are routinely addressed in an efficient and timely manner. Maintain daily contact with customers to understand merchandise expectations and desires. Assist in ensuring compliance with sanitation standards and training associates assigned in the Perishable departments using the Cleaning Schedule. Assist with other operational areas as directed by the Store Manager. Qualifications KNOWLEDGE, SKILLS and

### ABILITIES

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Ability to learn and

perform cash register functions to generate reports. Ability to review Operating Statements and identify business trends (including sales, profitability and turn) expense control opportunities, shrink and errors. Knowledge of cash handling procedures including cashier accountability and deposit control. Knowledge of cash, facility and safety control policies and practices. Knowledge of inventory management and merchandising practices. Good organization skills with attention to detail Effective interpersonal and oral & written communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of and willingness to comply with company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications. Ability and willingness to obtain required certifications in food handling.

## WORK EXPERIENCE

&/or

## EDUCATION

High school diploma or equivalent strongly preferred One year of experience in a retail environment and six months supervisory experience preferred Previous lead experience and/or grocery store experience preferred. Attainment of required local and state food handling certifications, if applicable. Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

# Assistant Store Managers – Dollar General in Coldwater, MI (Jan 2026 - Active)

## ASST STORE MGR in COLDWATER, MI S24357

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Coldwater, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Assistant Store Managers

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

### GENERAL SUMMARY

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

### ESSENTIAL JOB FUNCTIONS

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

### Qualifications KNOWLEDGE and SKILLS:

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

### EDUCATION

## EDUCATION

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

## WORKING CONDITIONS

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

# Assistant Store Managers – Dollar General in Bronson, MI (Jan 2026 - Active)

## ASST STORE MANAGER - DGPP in BRONSON, MI S25748

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Bronson, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Assistant Store Managers

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

### GENERAL SUMMARY

Under supervision of the Store Manager, manages the Non-Perishable Food and Merchandise Operations. Assists the Store Manager with efficient and effective inventory management, appealing and profitable merchandise presentation and quality customer service. Assists the Store Manager in ensuring a safe working environment and provides protection for company assets according to required procedures. Assists the Store Manager in ensuring staff and store compliance with all applicable food handling rules and regulations. DUTIES and

### RESPONSIBILITIES

Follow company work processes to receive, open and unpack boxes, cartons and totes of merchandise. Stock merchandise, rotate and face merchandise on shelves, and build merchandise displays. Restock returned and recovered merchandise. Open the store a minimum of one day per week; close the store a minimum of one day per week. Authorize and sign for refunds and overrides; count register; drive to bank and deposit money in bank. Assist in ensuring the financial integrity of the store through strict cashier accountability, key control and adherence to company security practices and cash control procedures. Assist with management of the store in the Store Manager's absence. Assist the Store Manager, as directed, with scheduling employees; enter payroll information into computer. As directed by the Store Manager, order drop-shipments. Assist the Store Manager with ordering; follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction, and inventory management issues on a weekly basis. Assist with the efficient staging, stocking and storage of merchandise. Ensure that merchandise is presented according to established practices and Store Manager direction; utilize merchandise fixtures properly including presentation, product pricing and signage. Assist in plan-o-gram implementation and maintenance. Assist in maintaining accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Conduct safety meetings in absence of the Store Manager; help to maintain a clean, well-organized store and facilitate a safe and secure working and shopping environment. Provide superior customer service leadership. Comply with company policies and procedures; assist the Store Manager in ensuring employee compliance. Assist Store Manager, as directed, in completing all paperwork and documentation according to guidelines and deadlines. Operate cash register and scanner to itemize and total customer's purchase; bag merchandise. Assist the Store Manager to ensure the execution of the stores 7 Day Workflow Plan as it relates to stocking standards and (Find -Fill - Fix) procedures. WORKING CONDITIONS and

### PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping, kneeling and reaching to run check out station and stock merchandise. Frequent handling of merchandise and equipment such as hand-held scanner, pricing guns, box cutters, merchandise containers, two-wheel dollies, rolltainers (four-wheel rolling merchandise carts) and U-boats (six-wheel carts). Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds. Occasional climbing using ladder. Regularly driving/providing own transportation to make bank deposits, attend meetings and travel to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions. May be exposed to extreme cold in freezers. Qualifications KNOWLEDGE, SKILLS and

## ABILITIES

Ability to read and interpret operating statements and identify corrective actions to negative trends, if needed. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Ability to read and interpret documents such as diagrams, health regulations, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform cash register functions to generate reports. Knowledge of recruiting, interviewing, hiring, counseling and termination practices in compliance with applicable law and company requirements. Knowledge of all local and state food handling certifications and requirements. Basic knowledge of personal and network computer systems to communicate with corporate office, to create merchandise signage, to obtain and email data and information, etc. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Knowledge of inventory management and merchandising practices. Knowledge of food handling, safety and sanitation regulations. Ability to effectively communicate information and standards verbally and in writing to staff, suppliers and customers. Ability to interface with staff, suppliers and customers in a respectful and effective manner. Good organizational skills with attention to detail. Ability to solve problems and deal with a variety of situations relating to store operations and business relationships. Ability to obtain the required local and state food handling management certifications.

## WORK EXPERIENCE

&/or

## EDUCATION

High school diploma or equivalent strongly preferred. Three years of retail store experience preferred. Experience to include at least one to two years as a Department Head/Assistant Manager, or similar position in a retail grocery store or equivalent type operation or a current DG key carrier position with similar experience. Dollar General Corporation is an equal opportunity employer.

# Sales Associates – Dollar General in Coldwater, MI (Jan 2026 - Active)

## SALES ASSOCIATE in COLDWATER, MI S23013

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Coldwater, MI

O\*NET: 41-2031.00

Company: Dollar General

Job Title: Sales Associates

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

## GENERAL SUMMARY

Act as the point of contact for customers. Assist in setting and maintaining plan-o-grams and programs. Stock merchandise adequately. Perform other duties as necessary to maximize profitability, customer satisfaction, and teamwork, while protecting company assets. DUTIES and

## ESSENTIAL JOB FUNCTIONS

Unload trucks. Follow company work processes to receive, open and unpack cartons and totes; store merchandise in stock room or move directly to sales floor. Build merchandise displays. Stock merchandise; rotate and face merchandise on shelves. Restock recovered merchandise. Assist customers by locating merchandise. Bail cardboard and take out trash; dust and mop store floors; clean restroom and stockroom. Comply with company policies and procedures. Greet customers. Operate cash register and flatbed scanner to itemize and total customer's purchase; bag merchandise. Collect payment from customer and make change. Assist with ordering merchandise using hand-held scanners, as needed. Clean front end of store and help set up sidewalk displays when necessary.

## Qualifications KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform IBM cash register functions. WORK EXPERIENCE and/or

## EDUCATION

High school diploma or equivalent preferred.

## WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 poundsOccasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q4 2025 Data Set

January 2026  
Calhoun County



Michigan

# Parameters

Select Timeframe: Dec 2025 - Dec 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

Description
Clean Team
Hogan
Border Foods
Dollar General
Bronson Healthcare

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Description
Taco Bell
Oaklawn Hospital
Subway
Select Medical
Elara Caring

## Job Postings Overview

187

## Unique Postings

10

## Companies Posting

717 Total Companies

33 Days

## Median Posting Duration

4 : 1

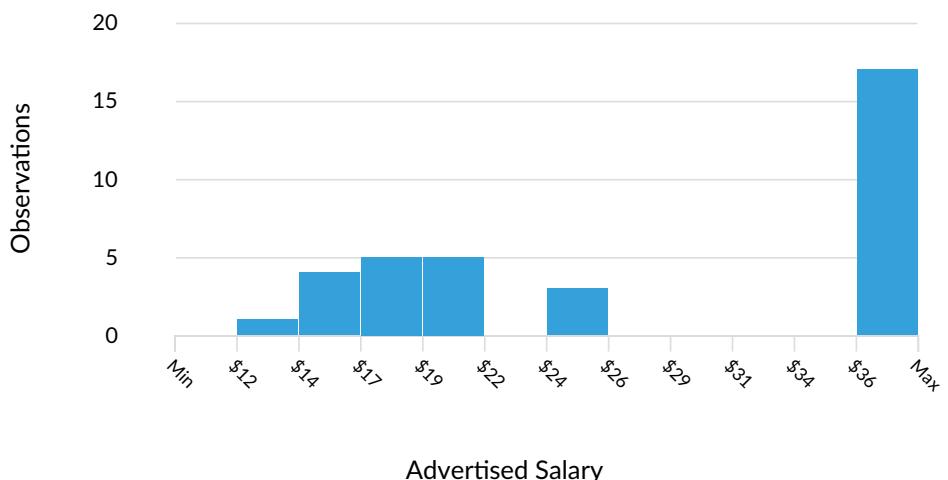
## Posting Intensity

## Advertised Salary

There are 35 advertised salary observations (19% of the 187 matching postings).

**\$24.55/hr**

### Median Advertised Salary



## Advertised Salary Trend

▼ 27.1% Jul 2025 – Dec 2025

\$36.12 Median

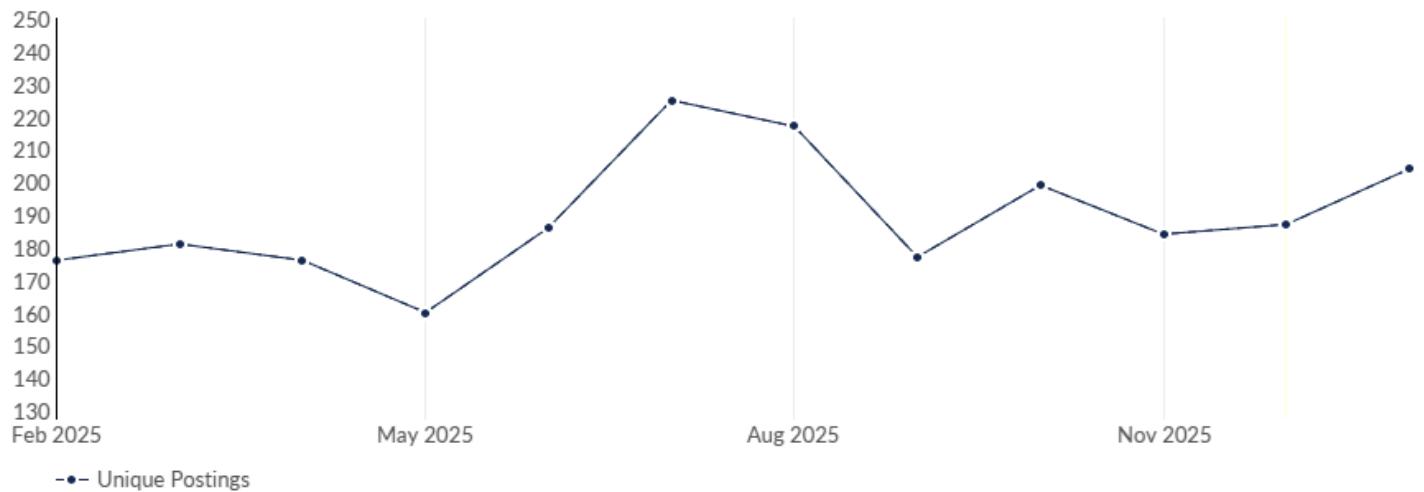


## Job Postings Regional Breakdown



County	Unique Postings (Dec 2025)
Calhoun County, MI	187

## Unique Postings Trend



Month	Unique Postings	Posting Intensity
Feb 2025	176	4 : 1
Mar 2025	181	4 : 1
Apr 2025	176	4 : 1
May 2025	160	4 : 1
Jun 2025	186	4 : 1
Jul 2025	225	4 : 1
Aug 2025	217	4 : 1
Sep 2025	177	5 : 1
Oct 2025	199	5 : 1
Nov 2025	184	4 : 1
Dec 2025	187	4 : 1
Jan 2026	204	3 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	79	42%
High school or GED	36	19%
Associate's degree	57	30%
Bachelor's degree	30	16%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

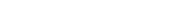
## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	36	0	19%
Associate's degree	55	2	29%
Bachelor's degree	17	13	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	131	70%
0 - 1 Years	39	21%
2 - 3 Years	17	9%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

## Top Companies Posting

	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	546 / 121	5 : 1	 42 days
Taco Bell	71 / 16	4 : 1	 n/a
Bronson Healthcare	25 / 15	2 : 1	 32 days
Subway	25 / 9	3 : 1	 46 days
Hogan	28 / 8	4 : 1	 n/a
Select Medical	36 / 7	5 : 1	 43 days
Dollar General	20 / 5	4 : 1	 n/a
Border Foods	4 / 3	1 : 1	 14 days
Elara Caring	9 / 2	5 : 1	 n/a
Clean Team	4 / 1	4 : 1	 n/a

## Top Cities Posting

City	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	535 / 120	4 : 1	 42 days
Battle Creek, MI	202 / 51	4 : 1	 33 days
Albion, MI	18 / 9	2 : 1	 n/a
Springfield, MI	3 / 2	2 : 1	 n/a
Tekonsha, MI	6 / 2	3 : 1	 n/a
Athens, MI	1 / 1	1 : 1	 14 days
East Leroy, MI	1 / 1	1 : 1	 7 days
Pennfield Charter Township, MI	2 / 1	2 : 1	 50 days

## Top Posted Occupations

	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	380 / 91	4 : 1	40 days
Medical Assistants	205 / 46	4 : 1	32 days
Food Service Managers	100 / 28	4 : 1	33 days
Heavy and Tractor-Trailer Truck Drivers	30 / 9	3 : 1	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	11 / 5	2 : 1	n/a
First-Line Supervisors of Retail Sales Workers	26 / 5	5 : 1	n/a
Home Health and Personal Care Aides	16 / 3	5 : 1	n/a

## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	373 / 88	4 : 1	40 days
Medical Assistants	205 / 46	4 : 1	32 days
Food Service Managers	100 / 28	4 : 1	33 days
Heavy and Tractor-Trailer Truck Drivers	30 / 9	3 : 1	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	11 / 5	2 : 1	n/a
First-Line Supervisors of Retail Sales Workers	26 / 5	5 : 1	n/a
Critical Care Nurses	7 / 3	2 : 1	42 days
Personal Care Aides	9 / 2	5 : 1	n/a
Home Health Aides	7 / 1	7 : 1	n/a

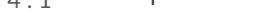
## Top Posted Occupations

Occupation	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	380 / 91	4 : 1	40 days
Medical Assistant	205 / 46	4 : 1	32 days
Restaurant / Food Service Manager	100 / 28	4 : 1	33 days
Tractor-Trailer Truck Driver	30 / 9	3 : 1	n/a
Janitor / Cleaner	11 / 5	2 : 1	n/a
Retail Store Manager / Supervisor	26 / 5	5 : 1	n/a
Caregiver / Personal Care Aide	9 / 2	5 : 1	n/a
Home Health Aide	7 / 1	7 : 1	n/a

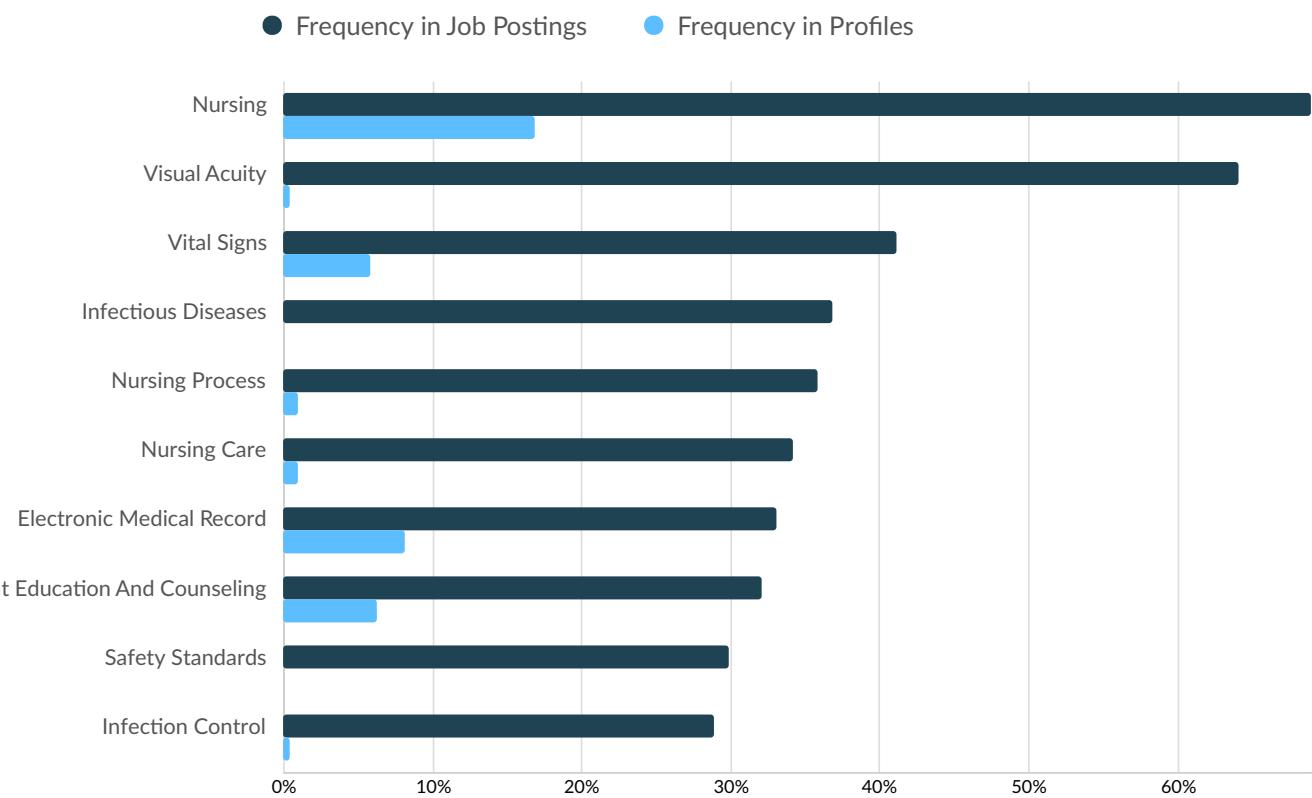
## Top Posted Job Titles

	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	127 / 28	5 : 1	n/a
Requisition Sales Associates	110 / 24	5 : 1	n/a
Emergency Services Registered Nurses	68 / 17	4 : 1	n/a
Assistant General Managers	29 / 8	4 : 1	7 days
Primary Care Medical Assistants	33 / 7	5 : 1	n/a
Shift Managers	22 / 6	4 : 1	n/a
CDL-A Truck Drivers	23 / 6	4 : 1	n/a
Subway Managers	13 / 5	3 : 1	46 days
Restaurant General Managers	24 / 5	5 : 1	14 days
Personal/Family Assistants	19 / 4	5 : 1	n/a

## Top Industries

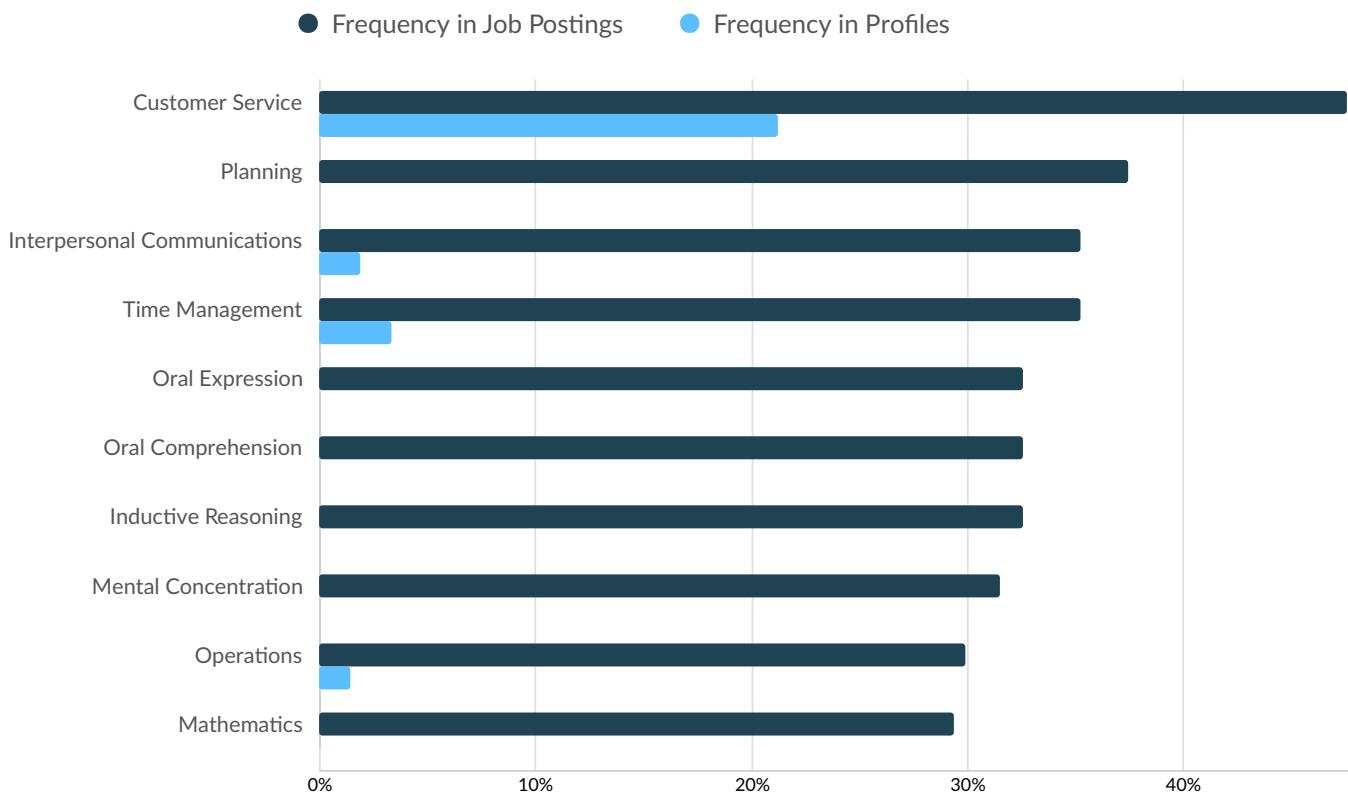
	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	571 / 136	4 : 1 	32 days
Limited-Service Restaurants	100 / 28	4 : 1 	33 days
Footwear Manufacturing	28 / 8	4 : 1 	n/a
All Other Outpatient Care Centers	36 / 7	5 : 1 	43 days
All Other General Merchandise Retailers	20 / 5	4 : 1 	n/a
Home Health Care Services	9 / 2	5 : 1 	n/a
Janitorial Services	4 / 1	4 : 1 	n/a

## Top Specialized Skills



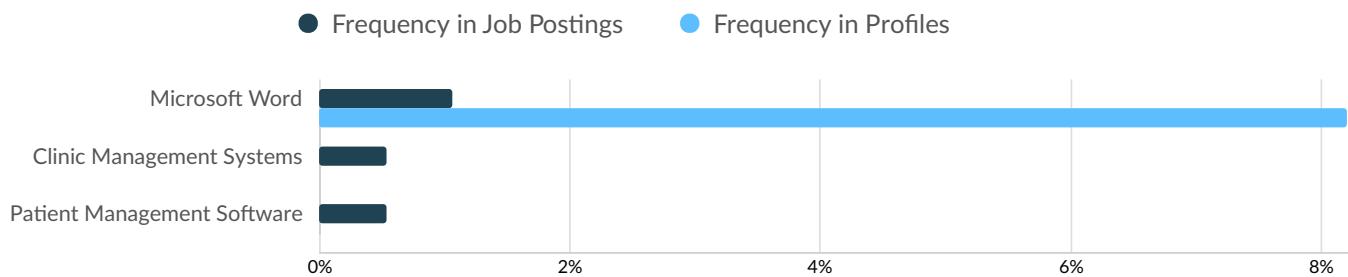
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	129	69%	35	17%	+20.1%	Rapidly Growing
Visual Acuity	120	64%	1	0%	+18.9%	Growing
Vital Signs	77	41%	12	6%	+17.2%	Growing
Infectious Diseases	69	37%	0	0%	+9.2%	Growing
Nursing Process	67	36%	2	1%	+24.2%	Rapidly Growing
Nursing Care	64	34%	2	1%	+19.1%	Growing
Electronic Medical Record	62	33%	17	8%	+12.1%	Growing
Patient Education And Counseling	60	32%	13	6%	+11.6%	Growing
Safety Standards	56	30%	0	0%	+5.9%	Stable
Infection Control	54	29%	1	0%	+17.1%	Growing

## Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	89	48%	44	21%	+5.2%	Stable
Planning	70	37%	0	0%	+10.9%	Growing
Interpersonal Communications	66	35%	4	2%	+12.5%	Growing
Time Management	66	35%	7	3%	+14.5%	Growing
Oral Expression	61	33%	0	0%	0.0%	
Oral Comprehension	61	33%	0	0%	0.0%	
Inductive Reasoning	61	33%	0	0%	+23.8%	Rapidly Growing
Mental Concentration	59	32%	0	0%	+12.7%	Growing
Operations	56	30%	3	1%	+8.1%	Stable
Mathematics	55	29%	0	0%	+20.2%	Rapidly Growing

## Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Word	2	1%	17	8%	+7.2%	Stable
Clinic Management Systems	1	1%	0	0%	+9.6%	Growing
Patient Management Software	1	1%	0	0%	+18.5%	Growing

## Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	132
American Red Cross (ARC) Certification	116
Registered Nurse (RN)	94
Basic Cardiac Life Support	49
Licensed Practical Nurse (LPN)	49
Certified Medical Assistant (CMA)	46
Advanced Cardiovascular Life Support (ACLS) Certification	42
Pediatric Advanced Life Support (PALS)	27
Valid Driver's License	26
Trauma Nurse Core Course (TNCC)	23

# Appendix A

## Top Posting Sources

Website	Postings on Website (Dec 2025)
peopleanswers.com	111
indeed.com	36
mitalent.org	18
tacobell.com	16
dejobs.org	11
myworkdayjobs.com	10
craigslist.org	7
icims.com	3
careerarc.com	2
dollargeneral.com	2
gr8jobs.net	2
applicantpro.com	1
bloomfieldtownshiprecruiter.com	1
fortwaynerecruiter.com	1
grandrapidsrecruiter.com	1
kentwoodrecruiter.com	1
portagerecruiter.com	1

# Appendix B

## Sample Postings

## Bronson Battle Creek Hospital Registered Nurse (RN) Birthplace, Labor Delivery (LD), Mother Baby (MB) and Antepartum Unit (APU)

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

Location: Battle Creek, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Mother/Baby Postpartum Registered Nurses

Bronson Battle Creek Hospital Registered Nurse (RN) Birthplace, Labor Delivery (LD), Mother Baby (MB) and Antepartum Unit (APU) 3.5 3.5 out of 5 stars

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title Bronson Battle Creek Hospital Registered Nurse (RN) Birthplace, Labor Delivery (LD), Mother Baby (MB) and Antepartum Unit (APU) Join Our Team as an Inpatient RN at Bronson Battle Creek Birthplace! Are you ready to advance your nursing career in a supportive, patient-focused environment? Bronson Battle Creek Birthplace, located at Bronson Battle Creek Hospital is looking for compassionate and dedicated Registered Nurses (RNs) to join our team. Why Choose Bronson? We offer competitive benefits and incentives, including: Day 1 health benefits - no waiting period! Competitive pay Generous PTO accrual 403(b) retirement plan with employer matching Tuition reimbursement Wellness benefits Sign-on bonus up to \$20,000 for experienced RNs ( external candidates only) (based on hours/shift) Enhanced Night Shift Differential Pay About Bronson Battle Creek Birthplace At Bronson Battle Creek Birthplace, we are proud to deliver nearly 1,000 babies each year, serving as the region's trusted community hospital for birthing. Our team includes certified nurse midwives, obstetricians, family medicine providers, and pediatric clinicians who provide exceptional care for mothers and newborns.

### We also offer:

A Transition Nursery for infants ( 35 weeks) requiring extra care Seamless coordination with Bronson Methodist Hospital for high-risk referrals and Level

### III NICU

care Support from lactation consultants and a perinatal mood disorder specialist 24/7 in-house anesthesia, obstetric, and pediatric clinician coverage Dedicated social workers, pharmacists, and staff development instructors Our units follow AWHONN staffing guidelines as closely as possible to ensure the highest quality of patient care. Be part of a team that makes a difference every day. ! This is a general posting for inpatient RN positions at Bronson Battle Creek Birthplace . Once you apply, a Talent Acquisition Specialist will connect with you within 48 hours to discuss your areas of interest and preferred hours. From there, your application will be forwarded to the appropriate hiring manager(s). Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity and complexity of care required; and documenting and communicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstrate competencies specific to the

population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the state of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required by completion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific Bronson South Haven Specific- Effective July 1, 2017 all new hires are expected to successfully obtain their BSN within 8 years of hire date.

### Bronson South Haven Specific:

#### Emergency Department:

SALT triage, ESI Triage, and NIH Stroke Scale to be completed within 90 days of hire date. Advanced Cardiac Life Support, Pediatric Advanced Life Support, and Trauma Nursing Core Course (TNCC only required for FT and part -time nurses) within 6 months of hire date.

#### Special Care Unit:

All nurses in department will need to have Pediatric Advance Life Support certification within 6 months of hire. RNs in Labor & Delivery and Mother/Baby/Antepartum at

### BMH & BBC

#### Specific:

The Electronic Fetal Monitoring Certification through PQF or NCC is required within 6 months of completing intermediate fetal monitoring Current driver's license in the state of Michigan and proof of insurance required for BAH Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action Must be able to constantly communicate both verbally, in writing and electronically Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

#### Standards of Practice:

The registered nurse collects comprehensive data pertinent to the patients' health or the situation. o Assesses the patient's physical and developmental needs o Analyzes assessment data to identify appropriate patient needs o Documents nursing history and age appropriate physical/emotional needs/strengths for assigned patients o Reviews vital signs to assess condition of patient and detect deviations from normal. The registered nurse analyzes the assessment data to determine patient problems or issues o Uses the assessment data to identify patient problems o Confirms problems with patient and family when appropriate o Documents the expected outcomes and plan of care related to the problems through use of the clinical pathway and outcome teaching record The registered nurse identified expected outcomes for a plan individualized to the patient o Utilizes the patient/family input when defining outcomes. Incorporates the patient values, ethical and cultural considerations. o Coordinates discharge planning for outcomes not achieved utilizing the continuum of care available. The registered nurse develops a plan that prescribes interventions to attain expected outcomes. o Incorporates clinical pathways into the plan when appropriate o Develops individualized interventions with patient input when appropriate o Considers data from other members of the healthcare team when developing the plan of care The registered nurse implements the identified plan. o Implements appropriate interventions. o Administers prescribed medication and treatment in accordance with approved nursing techniques and policies. o Utilizes evidence-based interventions specific to the patients plan o Maintains awareness of comfort and safety needs of the patient. o Initiates a patient education plan according to the individualized needs of the patient, and coordinates the implementation of the plan. o Manages the care plan for patients by organizing and delegation patient care interventions to be implemented. Evaluates the effectiveness of care given by self and others. The registered nurse evaluates progress toward attainment of the expected outcomes o Evaluates the effectiveness of the planned interventions and the patient response toward achievement of the expected outcomes. o Documents the patient response toward

the expected outcomes.

### Standards of Professional Performance:

The registered nurse systematically evaluates the quality and effectiveness of nursing practice.

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

The registered nurse integrates research finding into practice.

- o Uses research to improve the health of patients and the practice environment.
- o Participates in the various levels of research based on their level of education.

### Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care. The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services.

- o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction
- o Assists the patient and family in becoming informed consumers about the options, costs, risks and benefits of treatments and care. The registered nurse provides leadership in the professional practice setting and the profession.
- o Participated in nursing councils, hospital and unit based committees as appropriate.
- o Attends at least 50% of unit staff meetings
- o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally)
- o Responsibilities related to the Scrub RN
- o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time. Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies.
- o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs.
- o Observant of overt changes in patient's condition that indicates a problem has emerged.
- o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and recommended changes in procedure.
- o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians.
- o Is observant of the changing needs of the operative field and the surgical team, anticipates potential needs, and takes appropriate actions.
- o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed.
- o Assigned and responsible for after-hour call on a rotational basis.
- o Ability to perform scrub duties in multiple services; ie: neuro and ortho STII able to perform spinal fusions in both services.

### For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours

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

The RN is responsible for completing the Workday CBL -"Swing beds". This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient. Bronson South Haven Hospital and Bronson Lakeview Hospital employees who are approved to work in a Swing Bed Facility only: Employees may be expected to cover shifts at Bronson Lakeview Hospital and/or Bronson South Haven Hospital

depending on patient acuity and staffing needs. Shift 12 Hour Night Shift Time Type Full time Scheduled Weekly Hours 36 Cost Center 6830 OB Mother/Baby Unit (BBC) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

# Cardiopulmonary Registered Nurses Team Leader – Bronson Healthcare in Battle Cr..

## Registered Nurse - PRN variable shift - GMU (Cardiopulmonary)

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

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

Registered Nurse - PRN variable shift - GMU (Cardiopulmonary) 3.5 3.5 out of 5 stars Battle Creek, MI Part-time Bronson Healthcare 154 reviews Part-time

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title Registered Nurse - PRN variable shift - GMU (Cardiopulmonary) Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity and complexity of care required; and documenting and communicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstrate competencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 5 years of hire As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given five years from date of hire date to obtain. If, after five years, the nurse has not met this requirement, employment will be terminated. Current RN license in the state of Michigan required BLS certification required by completion of core orientation Critical care or ALS is required for some RNs, unit specific Current driver's license in the state of Michigan and proof of insurance required for BAH Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action Must be able to constantly communicate both verbally, in writing and electronically Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

### Standards of Practice:

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

appropriate o Develops individualized interventions with patient input when appropriate o Considers data from other members of the healthcare team when developing the plan of care The registered nurse implements the identified plan. o Implements appropriate interventions. o Administers prescribed medication and treatment in accordance with approved nursing techniques and policies o Utilizes evidence-based interventions specific to the patients plan o Maintains awareness of comfort and safety needs of the patient. o Initiates a patient education plan according to the individualized needs of the patient, and coordinates the implementation of the plan. o Manages the care plan for patients by organizing and delegation patient care interventions to be implemented. Evaluates the effectiveness of care given by self and others. The registered nurse evaluates progress toward attainment of the expected outcomes o Evaluates the effectiveness of the planned interventions and the patient response toward achievement of the expected outcomes. o Documents the patient response toward the expected outcomes.

### Standards of Professional Performance:

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

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## Bronson Battle Creek Hospital Registered Nurse (RN) Critical Care Unit Full-Time Day Shift

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

Location: Battle Creek, MI	O*NET: 29-1141.03
Company: Bronson Healthcare	Job Title: Critical Care Unit Registered Nurses

Return to selected search result Bronson Battle Creek Hospital Registered Nurse (RN) Critical Care Unit Full-Time Day Shift Apply locations Bronson Battle Creek time type Full time posted on Posted Today job requisition id

### JOB46550 CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title Bronson Battle Creek Hospital Registered Nurse (RN) Critical Care Unit Full-Time Day Shift [?](#)

### Benefits and Incentives:

[?](#) Day 1 health benefits, competitive pay, advancement opportunities, and more! [?](#) Generous PTO accrual [?](#) 403(b) matching [?](#) Tuition reimbursement [?](#) Wellness benefits The Bronson Battle Creek Critical Care Unit (CCU) is a 20-bed unit specializing in the care of patients with life-threatening conditions such as cardiogenic shock, heart failure, liver/renal failure, respiratory failure, neurological conditions, and sepsis. Our multidisciplinary approach and state-of-the-art equipment ensure that patients receive continuous, high-quality care. The Critical Care Unit also includes the Progressive Care Unit, which serves as an intermediary step between ICU and the med/surge floor. Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity and complexity of care required; and documenting and communicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstrate competencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the state of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required by completion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific Bronson South Haven Specific - Effective July 1, 2017 all new hires are expected to successfully obtain their BSN within 8 years of hire date.

Bronson South Haven Specific :

### Emergency Department:

SALT triage, ESI Triage, and NIH Stroke Scale to be completed within 90 days of hire date. Advanced Cardiac Life Support, Pediatric Advanced Life Support, and Trauma Nursing Core Course (TNCC only required for FT and part -time nurses) within 6 months of hire date.

## Special Care Unit:

All nurses in department will need to have Pediatric Advance Life Support certification within 6 months of hire. RNs in Labor & Delivery and Mother/Baby/Antepartum at

## BMH & BBC

### Specific :

The Electronic Fetal Monitoring Certification through PQF or NCC is required within 6 months of completing intermediate fetal monitoring  
Current driver's license in the state of Michigan and proof of insurance required for BAH

- Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action
- Must be able to constantly communicate both verbally, in writing and electronically Work which produces high levels of mental/visual fatigue, e.

g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

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depending on patient acuity and staffing needs. Shift 12 Hour Day Shift Time Type Full time Scheduled Weekly Hours 36 Cost Center Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. Please take a moment to watch a brief video highlighting employment with Bronson!

# CDL-A Truck Drivers – Hogan in Battle Creek, MI (Dec 2025 - Active)

## CDL-A Truck Drivers No Touch Freight - \$1,570-\$1,630 Weekly

Link to Live Job Posting: [battlecreek.craigslist.org](http://battlecreek.craigslist.org)

Location: Battle Creek, MI	O*NET: 53-3032.00
Company: Hogan	Job Title: CDL-A Truck Drivers

un □ ▲ CDL-A Truck Drivers

- No Touch Freight
- \$1,570
- 1,630 Weekly (Battle Creek, MI) Hogan Transports compensation: \$81,500
- 85,000 Annually employment type: Dedicated CDL-A Truck Drivers
- Home Daily
- Earn \$1,570
- 1,630 Weekly!

### Pay & Benefits:

\$0.67

- 0.70 CPM, Based on Experience
- Average Annual Pay of \$81,500
- 85,000 Driver Referral Program = Unlimited Earning Potential!

Vacation and Holiday Pay Medical, Dental, Vision, Life Insurance, 401(k)

### Late-Model Trucks Paid Online Orientation Job Details:

Home Daily No Touch Freight/Drop & Hook Dedicated Account•

### Dry Van Consistent Routes & Set Schedules Requirements:

Valid Class A CDL Minimum 6 months of recent tractor-trailer experience See where the road can take you when you drive for Hogan! Speak to a Dedicated Recruiter today: 866-776-1141 Hogan is family owned and operated with over 100 years of experience in the Transportation Industry. We continue a tradition of unparalleled, personalized service to clients and drivers. Hogan utilizes first-class equipment and advanced technology to help our drivers be successful. Drivers can expect a career embodied by safety, teamwork, professionalism, integrity, and the constant pursuit of excellence. Our nationwide network of dedicated opportunities allows drivers the opportunity to find predictable home time, competitive pay rates, and stable customer freight that best suits their needs. Our goal is to attract, recruit, and retain excellent employees that are passionately motivated to represent Hogan's core values. If this sounds like you, apply today to join the Hogan team!

- Speak to a recruiter today for more details!

Principals only. Recruiters, please don't contact this job poster.

post id:

7905260533 ❤ [ ]

# Population Health Nurses – Oaklawn Hospital in Marshall, MI (Dec 2025 - Active)

## Lead Population Health Nurse - Requisition #661708

Link to Live Job Posting: [mint.peopleanswers.com](http://mint.peopleanswers.com)

Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Population Health Nurses

### LEAD POPULATION HEALTH NURSE

#### Job Summary:

Responsible and accountable for assisting in the day-to-day operations of the Population Health Program. Coordinates team-based care to provide health services to individuals through effective partnerships with patients, caregivers/families, community resources, and physicians. Facilitates a "shared goal model" within and across settings to achieve coordinated high-quality patient and family centered care. Provides professional nursing care for the comfort and well-being of patients under the direction and supervision of a licensed physician, physician assistant or nurse practitioner. Collaborates with own team and other disciplines in the provision of care. Completes documentation of patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress. Maintains focus on patient centered care and customer service.

#### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Establishes, implements, and administers departmental goals, objectives, policies, procedures, new programs, and services. Manages and tracks number of annual Medicare wellness visits completed per staff member and provides reports to Director of Case and Care Management. Ensures compliance with organizational and departmental vision, mission, and goals. Assists in maintaining competent and motivated staff through appropriate selection, orientation, discipline, performance improvement, and education promotion. Promotes employee engagement and empowerment. Works to align function and processes to work as a system. Leads team to improve efficiency and engages in problem solving through effective communication, delegation, coaching/mentoring, and active listening. Ensures cost effective operation of department and assist with budget preparation, monitoring and controlling expenses. Ensures organizational compliance. Interacts frequently with other staff to provide quality pop health outcomes for the patients. Assist in customer satisfaction levels through obtaining direct feedback, problem solving, and identifying opportunities for improvement. Promotes positive customer service attitude both within and outside the department by maintaining effective working relationships with other staff members, physicians, and other departmental leaders. Collaborates with patients/family toward an effective plan of care including but not limited to assess patient and family's unmet health and social needs, provide effective communication to improve health literacy, develop a care plan based on mutual goals with patient, family, and provider's emergency plan, medical summary, and ongoing action plan, as appropriate. Monitor patient's adherence to plan of care and progress towards goals in a timely fashion, facilitate changes, as needed and create ongoing processes for patients/families to determine and request the level of care coordination support they desire over time. Facilitates patient access to appropriate medical and specialty providers as well as other care coordination team support specialists (e.g., Diabetes, Educator, Dietician). Cultivates and supports primary care and subspecialty co-management with timely communication, inquiry, follow up, and integration of information into the care plan regarding transitions-in-care and referrals. Serves as a point of contact, advocate, and informational resource for patient, family, care team, payers, and community resources. Facilitates/attends meetings as needed between patient, families, care team and community resources. Attends and actively participates in Care Coordinator related training and meeting activities. Performs regular visits to provider, patient and family support and education. Collects data and writes brief reports to meet evaluation needs of the program.

## Minimum Qualifications:

Current licensure in Michigan as an RN.

## Knowledge, Skills & Abilities:

Experience in a physician health care office or similar setting, preferred. Clear oral expression; oral comprehension includes listening to and understanding others; speaking clearly such that others understand; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, Athena preferred. Ability to work with diverse patient and staff populations with sensitivity to cultural and spiritual influences impacting patient care. Efficiently manage time with minimal supervision.

## Working Conditions:

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

## Physical Requirements:

Constantly see/visual acuity, handle/grasp/feel, talk/hear, taste/smell. Frequently sit. Occasionally lift/carry 1 to 25 lbs. Marshall, 200 N. Madison, Marshall, MI 49068

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q4 2025 Data Set

January 2026  
Kalamazoo County



Michigan

# Parameters

Select Timeframe: Dec 2025 - Dec 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Bronson Healthcare
Corewell Health

Description
Capital One
Western Michigan University
Zoetis
Stryker
Kalamazoo County Government

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

## Job Postings Overview

60

Unique Postings  
172 Total Postings

5

Companies Posting  
1,379 Total Companies

29 Days

Median Posting Duration  
Regional Average: 21 Days

3 : 1

Posting Intensity  
Regional Average: 3 : 1

## Advertised Salary

Not enough data for this chart.

## Advertised Salary Trend

▼ 25.4% Jul 2025 – Dec 2025

\$57.23 Median

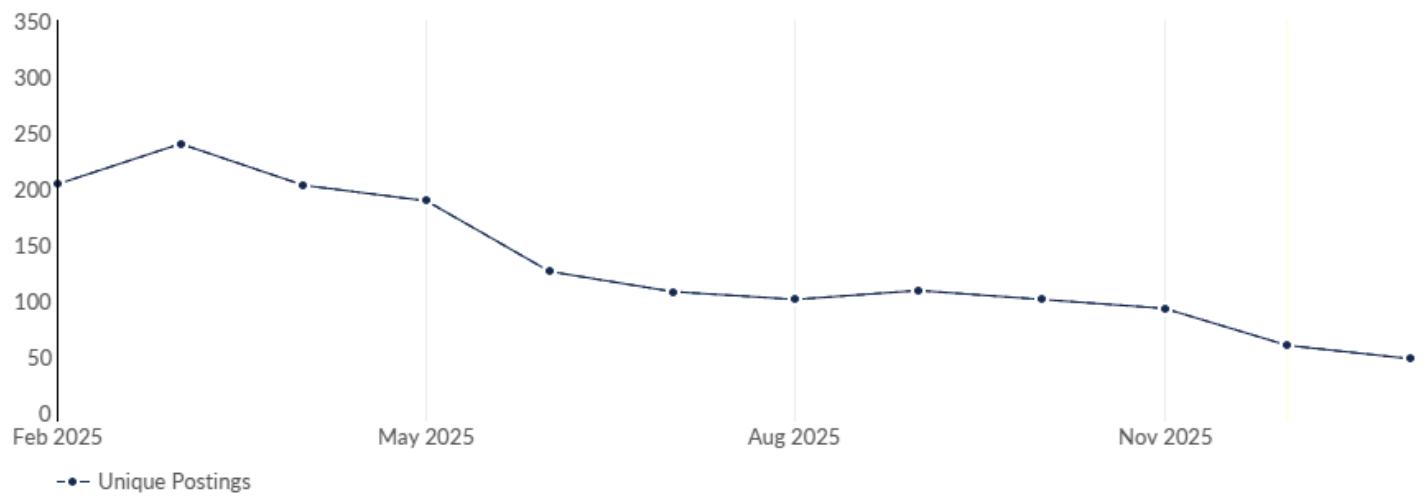


## Job Postings Regional Breakdown



County	Unique Postings (Dec 2025)
Kalamazoo County, MI	60

## Unique Postings Trend



## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	6	10%
High school or GED	26	43%
Associate's degree	32	53%
Bachelor's degree	22	37%
Master's degree	10	17%
Ph.D. or professional degree	4	7%

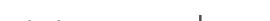
## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	26	0	43%
Associate's degree	16	15	27%
Bachelor's degree	8	14	13%
Master's degree	4	4	7%
Ph.D. or professional degree	0	4	0%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	37	62%
0 - 1 Years	8	13%
2 - 3 Years	8	13%
4 - 6 Years	3	5%
7 - 9 Years	3	5%
10+ Years	1	2%

## Top Companies Posting

	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Bronson Healthcare	54 / 35	2 : 1	 29 days
Stryker	34 / 12	3 : 1	 36 days
Western Michigan University	66 / 7	9 : 1	 16 days
Zoetis	16 / 4	4 : 1	 n/a
Kalamazoo County Government	2 / 2	1 : 1	 n/a

## Top Cities Posting

City	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	148 / 54	3 : 1	 29 days
Portage, MI	23 / 5	5 : 1	 36 days
Richland, MI	1 / 1	1 : 1	 n/a

## Top Posted Occupations

	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	22 / 17	1 : 1	 28 days
Registered Nurses	28 / 16	2 : 1	 31 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	68 / 9	8 : 1	 16 days
Health Technologists and Technicians, All Other	7 / 6	1 : 1	 13 days
Managers, All Other	27 / 5	5 : 1	 36 days
Computer Occupations, All Other	13 / 3	4 : 1	 47 days
Software Developers	3 / 2	2 : 1	 16 days
Licensed Practical and Licensed Vocational Nurses	2 / 1	2 : 1	 n/a
Nursing Assistants	2 / 1	2 : 1	 n/a

## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	22 / 17	1 : 1 	28 days
Registered Nurses	28 / 16	2 : 1 	31 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	68 / 9	8 : 1 	16 days
Patient Representatives	4 / 4	1 : 1 	29 days
Compliance Managers	14 / 3	5 : 1 	n/a
Software Developers	3 / 2	2 : 1 	16 days
Health Technologists and Technicians, All Other	3 / 2	2 : 1 	13 days
Managers, All Other	7 / 1	7 : 1 	36 days
Regulatory Affairs Managers	6 / 1	6 : 1 	n/a
Document Management Specialists	7 / 1	7 : 1 	n/a
Computer Systems Engineers/Architects	2 / 1	2 : 1 	47 days
Information Technology Project Managers	4 / 1	4 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	2 / 1	2 : 1 	n/a
Nursing Assistants	2 / 1	2 : 1 	n/a

## Top Posted Occupations

Occupation	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Medical Assistant	22 / 17	1 : 1	28 days
Registered Nurse	28 / 16	2 : 1	31 days
Office / Administrative Assistant	68 / 9	8 : 1	16 days
Registrar / Patient Service Representative	4 / 4	1 : 1	29 days
Compliance Manager	14 / 3	5 : 1	n/a
Software Developer / Engineer	3 / 2	2 : 1	16 days
Program Manager	7 / 1	7 : 1	36 days
Nursing Assistant	2 / 1	2 : 1	n/a
Emergency Room / Department Technician	2 / 1	2 : 1	13 days
Health Technician / Technologist (Other)	1 / 1	1 : 1	n/a

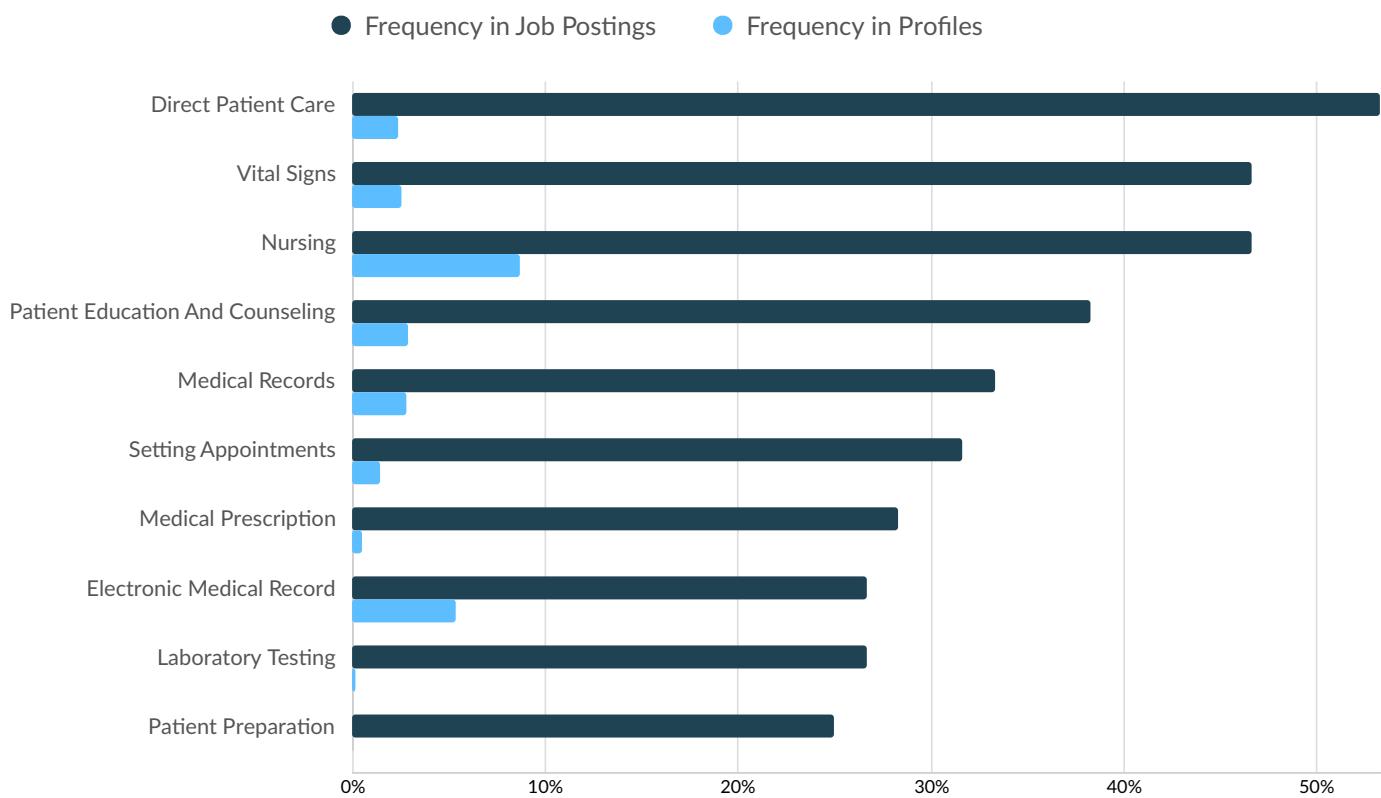
## Top Posted Job Titles

	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
Administrative Assistants	66 / 7	9 : 1	16 days
Pediatric Registered Nurses	11 / 4	3 : 1	n/a
Primary Care Providers	4 / 3	1 : 1	39 days
Internal Medicine Specialists	4 / 3	1 : 1	10 days
Medical Assistants	2 / 2	1 : 1	n/a
Hospital Registered Nurses	2 / 2	1 : 1	n/a
Registered Nurses	3 / 2	2 : 1	n/a
Patient Representatives	2 / 2	1 : 1	n/a
Clinical Assistants/Medical Assistants	1 / 1	1 : 1	22 days
Machine Learning Operations Engineers	2 / 1	2 : 1	n/a

## Top Industries

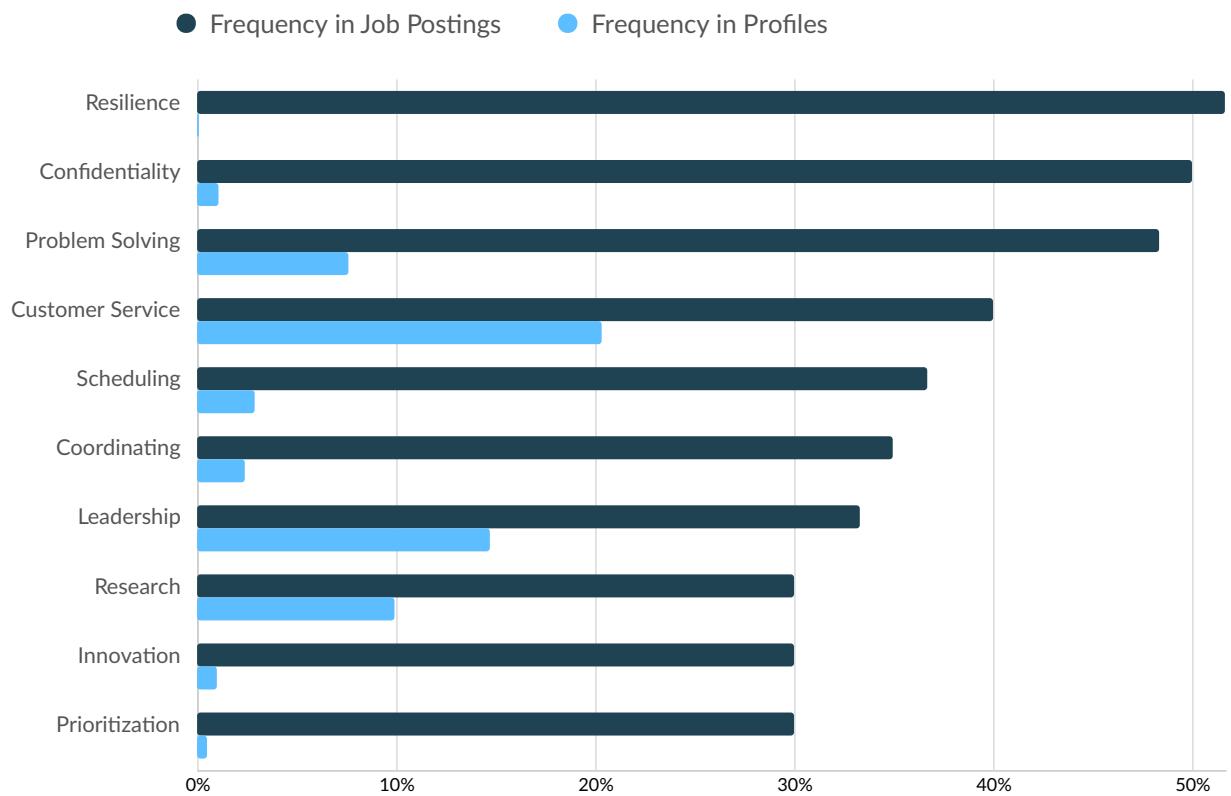
	Total/Unique (Dec 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	54 / 35	2 : 1 	29 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	34 / 12	3 : 1 	36 days
Colleges, Universities, and Professional Schools	66 / 7	9 : 1 	16 days
Pharmaceutical Preparation Manufacturing	16 / 4	4 : 1 	n/a
Other General Government Support	2 / 2	1 : 1 	n/a

## Top Specialized Skills



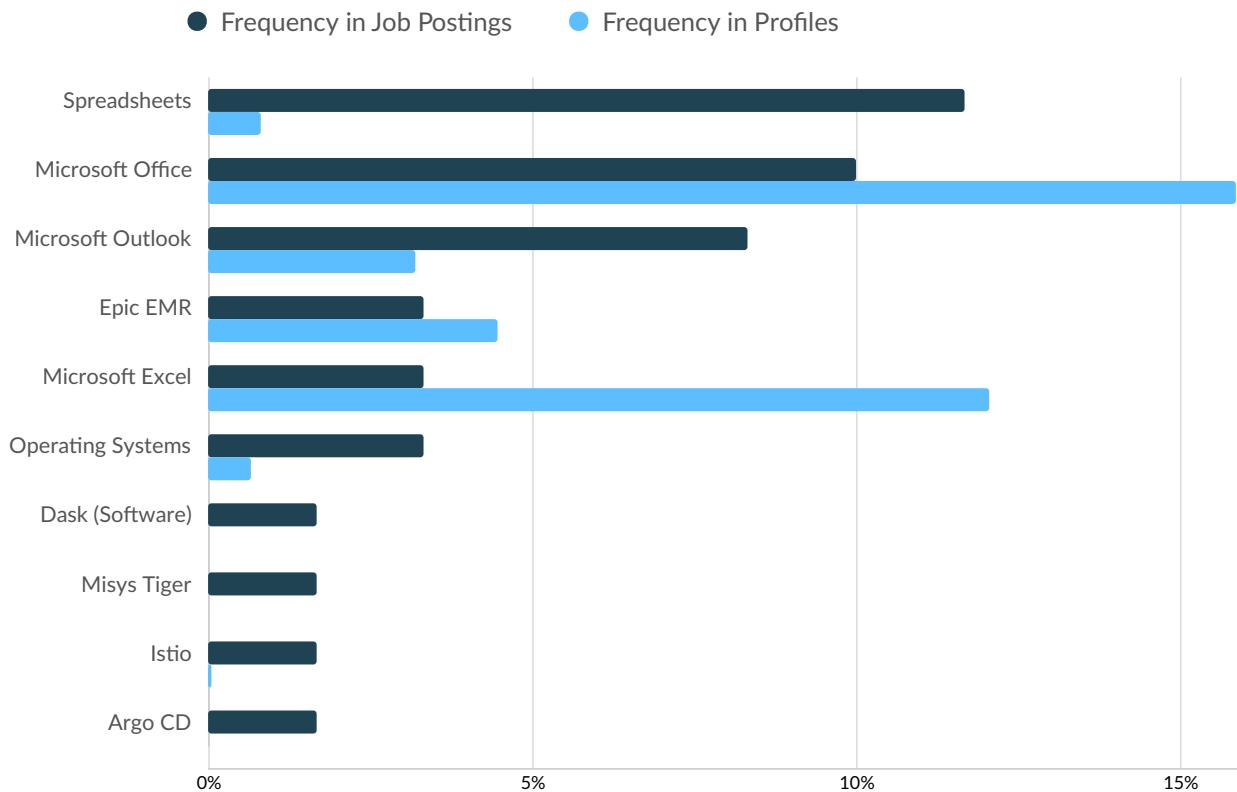
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Direct Patient Care	32	53%	47	2%	+16.6%	Growing
Vital Signs	28	47%	50	3%	+17.2%	Growing
Nursing	28	47%	172	9%	+20.1%	Rapidly Growing
Patient Education And Counseling	23	38%	58	3%	+11.6%	Growing
Medical Records	20	33%	55	3%	+12.5%	Growing
Setting Appointments	19	32%	28	1%	+10.9%	Growing
Medical Prescription	17	28%	10	1%	+8.5%	Growing
Electronic Medical Record	16	27%	106	5%	+12.1%	Growing
Laboratory Testing	16	27%	4	0%	+14.4%	Growing
Patient Preparation	15	25%	0	0%	+15.8%	Growing

## Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Resilience	31	52%	2	0%	+12.7%	Growing
Confidentiality	30	50%	22	1%	0.0%	Stable
Problem Solving	29	48%	150	8%	+11.3%	Growing
Customer Service	24	40%	401	20%	+5.2%	Stable
Scheduling	22	37%	57	3%	+16.4%	Growing
Coordinating	21	35%	48	2%	+14.7%	Growing
Leadership	20	33%	291	15%	+8.5%	Stable
Research	18	30%	195	10%	+17.2%	Growing
Innovation	18	30%	20	1%	+25.8%	Rapidly Growing
Prioritization	18	30%	10	1%	+20.5%	Rapidly Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	7	12%	16	1%	+22.2%	Rapidly Growing
Microsoft Office	6	10%	313	16%	+18.5%	Growing
Microsoft Outlook	5	8%	63	3%	+25.0%	Rapidly Growing
Epic EMR	2	3%	88	4%	+16.4%	Growing
Microsoft Excel	2	3%	238	12%	+17.7%	Growing
Operating Systems	2	3%	13	1%	+22.6%	Rapidly Growing
Dask (Software)	1	2%	0	0%	+29.9%	Rapidly Growing
Misys Tiger	1	2%	0	0%	+66.7%	Rapidly Growing
Istio	1	2%	1	0%	+8.2%	Stable
Argo CD	1	2%	0	0%	-4.2%	Lagging

## Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	18
Registered Medical Assistant (RMA)	13
Certified Medical Assistant (CMA)	13
Basic Life Support (BLS) Certification	12
Certified Clinical Medical Assistant (CCMA)	12
Advanced Life Support	8
Certification In Electronic Fetal Monitoring (C-EFM)	4
Trauma Nurse Core Course (TNCC)	3
Certified Healthcare Access Associate (CHAA)	3
NIH Stroke Scale (NIHSS)	3

# Appendix A

## Top Posting Sources

Website	Postings on Website (Dec 2025)
myworkdayjobs.com	35
indeed.com	20
mitalent.org	8
dejobs.org	5
hercjobs.org	5
stryker.com	5
wmujobs.org	5
diversityjobs.com	4
disabledperson.com	3
icims.com	3
powertofly.com	3
retirementjobs.com	3
scholarshipdb.net	3
mishawakarecruiter.com	1
titalent.com	1

# Appendix B

## Sample Postings

### Administrative Assistants – Western Michigan University in Kalamazoo, MI (Dec 20..

<b>Administrative Assistant II</b>	
Link to Live Job Posting: <a href="http://main.hercjobs.org">main.hercjobs.org</a>	
Location: Kalamazoo, MI	O*NET: 43-6014.00
Company: Western Michigan University	Job Title: Administrative Assistants
<p>Administrative Assistant II  Please see Special Instructions for more details.External applicants should use the WMU - Application.Internal applicants should use the WMU - Internal Application.Position DetailsPosting SummaryCollege Oth Academic Affrs OperationsExecutive Area Provost &amp; VP Academic AffairsDepartment Faculty SenatePosting Detail InformationPosting Number S1416PJob Type Part Time, RegularPay Type NonexemptHourlyPay Grade DCampus Location WMU-Kalamazoo - Main CampusSalary Range Pay ismensurate with qualifications and experience,bined with an excellent benefits package.Number of Vacancies 1General Summary Provides administrative and budgetary support for the supervisor and the department in a lead capacity.Major Duties Uses word-processing and spreadsheet software to produce and editplex letters, memos, reports, statistical tables and other documents. Completes assignments that are broad in nature.Responds independently toplex questions regarding the department. Develops and explains departmental policies and procedures.Provides lead budgetary support, including monitoring, tracking, reconciliation, forecasting and rmending budget allocations. Prepares and analyzes budget reports.Has responsibility for office management. Coordinates office functions and oversees supplies.Develops and oversees a department process or program in coordination with the supervisor.Schedules appointments and coordinates meetings; makes travel arrangements.May supervise student employees.May update the content of the department's .Minimum Qualifications Post high school training or education.Three years' relevant experience.Proficiency with word-processing and spreadsheet software.Experience with using and querying databases and entering and tracking budget data.Desired Qualifications Experience providing guidance to student employees.Notary Public of Michigan or willingness to be appointed and serve.Special Instructions to Applicants External applicants should use the WMU - Application.Internal applicants should use the WMU - Internal Application.Additional Position Information This position is a fiscal year appointment (52 weeks), FTE 0.50; will be scheduled 20 hours per week.Staff Compensation System pay grades and rates are available at: <a href="http://wmichhrstafpensation">wmichhrstafpensation</a>.Western Michigan University offers generous benefits to its employees including health, dental, vision, life and disability insurance, retirement, and tuition discount for the employee and tuition remission for eligible dependents. To access information about the specific benefits available for this position, go to: <a href="http://wmichhrenrollment-staff">wmichhrenrollment-staff</a>.Physical requirements and working conditions Office or other indoor work with minimal physical demands such as occasionally lifting or moving materials less than 25 pounds.Work is generally performed in a well-lit, temperature-controlled indoor environment with occasional exposure to the outdoors or any number of elements.</p>	

## BMH Patient Access Ambassador - Oshtemo - Full Time

Link to Live Job Posting: Posting is no longer active

Location: Kalamazoo, MI	O*NET: 29-2099.08
Company: Bronson Healthcare	Job Title: Patient Ambassadors

BMH Patient Access Ambassador•Oshtemo•Full Time 3.5 3.5 out of 5 stars

### CURRENT BRONSON EMPLOYEES

•Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BMH Bronson Methodist Hospital Title BMH Patient Access Ambassador•Oshtemo•Full Time A patient access ambassador is instrumental in ensuring a positive experience for patients using our self-service tablet check-in process. Customer service is a vital part of this role employees must continually create a positive environment for patients and family. An Ambassador would be expected to be interactive with patients with introducing new technology. Other responsibilities may include registering patients, gathering appropriate demographic and insurance information verification, scheduling appointments, providing patients with financial information, price estimates, and the collection and entry of payments. Current knowledge of billing and coding requirements and ability to apply these based on industry standards is required. Ability to resolve financial issues and negotiate payment arrangements. Representatives must fully understand the ramifications and impact of incomplete or inaccurate information to patient care and overall revenue cycle employees providing direct patient care must demonstrate competencies specific to population served

### Ambassador Responsibilities:

This position may require standing &/or walking for up to a consecutive 4-hour period, per day. Approachable, knowledgeable, and have strong interpersonal skills. Strong belief and excitement with utilizing new technology and tablet implementation A willingness to learn and remain competent in Welcome and patient check in workflows Ability to adapt to change and build rapport with staff & patients easily High comfort level with technology Strong Customer service skills and good verbal communication Highschool or GED Must have excellent computer skills. Demonstrate the ability to identify opportunities for improvement. Required to cross train at all sites with tablet implementation and support as needed. Ability to maintain positive customer service Orient, train, and provides education for staff related to Welcome Tablets and workflows Act as a subject matter expert for the organization by providing guidance on Welcome Tablet features Facilitates the resolution of problematic situations and informs appropriate leadership of action taken. Competent in all registration workflows Daily duties include by not limited to: At the beginning of shift, bring up the welcome concierge application on the support workstation so you have it to troubleshoot issues if needed. Continuously monitor the kiosk concierge throughout the day to ensure all patients successfully check in. Stand near the entrance and warmly greet patients as they arrive to the building. Promoter should encourage patients to use the tablets in the arrival areas. Assist with wayfinding directions to patient appointments. Assist patients who have visual impairments to a desk. Assist patients with mobility issues to take the tablet with them to a chair or guide them to the desk area. Move the chair out of the way to offer additional space. The ambassador should also inform patients about the locations of other Welcome tablets in the building/locations for future visits. Stay near/available to the tablets even if there isn't someone actively using them. Only sit down at the support workstation if needed to assist a patient or if there is a very slow period in the day. Watch patients using the tablets and reach out to them if they are struggling. Ensure that they finish the entire workflow and complete the check-in. If a patient fails at the tablet, guide them over to the support workstation so you can complete the check-in. If possible, let them know what the issue was so they feel more encouraged to try the tablet again in the future.

## Helping patients use the tablet:

Ask the individual if they have an appointment that day or if they have a walk-in service. Patients can use the tablet for arrival if they meet the following criteria: They do not have a paper order. They can pay any applicable copays with a credit card.

## Here is an example script:

"Welcome to Bronson. What services are you arriving for today? I can assist you with using our tablets to check in for your visit." Assist patients with the check in process. Any additional questionnaires? Advise patients if they schedule and e-check in the arrival process is much quicker. Add patient to patient flow, provide pager where applicable. Review and link orders as applicable. Direct patients to the appropriate waiting area for their visit. Extra responsibilities: Ensure signage is clear and appropriate. Clean the tablets. Train new sites on standard work for tablet implementation. The tablet(s) should be wiped down using CaviWipes in the following intervals: Once every hour for sites that have at least 5 or more patients checking in per hour on the tablet. Twice per day at locations that have less than 5 patients check in per hour. Gloves must be used when using CaviWipes. Please ensure that the touchscreen, E-Signature pen, and tablet surface that patients regularly touch is cleaned thoroughly. Please use discretion when cleaning, often one CaviWipe can work for multiple tablets as long as it is still coating the surface. Please allow for at least a minute after cleaning a tablet to allow for the surface to dry before allowing a patient to use it. If you notice any discoloration or warping of the kiosk after wiping down the tablet please stop using CaviWipes and submit a ServiceNow ticket to the HL Prelude team immediately and we will review. Submit IT tickets immediately whenever the tablets are down, need or improvement is identified, or there is equipment failure. Identify opportunities for improvement in the patient flow and work with leadership to develop enhanced training tools. Shift: First Shift, Time: Full time, Type: Scheduled, Weekly Hours: 40, Cost Center: 1201, Patient Access, OP Registration (BHG) Agency Use Policy and Agency Submittal Disclaimer. Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

# Assistant Professors of Emergency Medicine – Stryker in Kalamazoo, MI (Dec 2025...)

## Administrative Assistant, Emergency Medicine

Link to Live Job Posting: Posting is no longer active

Location: Kalamazoo, MI	O*NET: 43-6014.00
Company: Stryker	Job Title: Assistant Professors of Emergency Medicine

Administrative Assistant, Emergency MedicineWMU Homer Stryker, M.D. School of MedicineKalamazoo, MI Overview Western Michigan University Homer Stryker M.D. School of Medicine (WMed) is seeking an Administrative Assistant in our Emergency Medicine Department. Overall provides experience in performing a variety of entry-level administrative duties for one or more specified departments. Exhibits a wide range of knowledge and skills of organizational policies and procedures. Demonstrates customer service principles and practices. Directly leads and supplies information to the general public, clients and customers. Ability to apply communication skills verbally and in writing to all inquiries. Effectively able to problem solve administrative problems and inquires. Proficient in grammar, composing, editing and proofreading various documents. Acquires knowledge to implement departmental administrative practices Responsibilities Answers and directs all incoming calls. Welcomes and directs visitors to the organization. Retrieves, sorts and distributes mail daily. Responsible for scheduling meetings upon request, develops meeting agendas, attends meetings, prepares, and distributes meeting minutes. Works on assignments which are routine in nature, requiring limited judgment. Consults with supervisor on difficult issues. Supports event planning for department, under direct supervision. Responsible for departmental communications. Maintains equipment and reports any malfunctions. Supports and assists with department interview and orientation process for new staff, residents and faculty; including scheduling of interviews, and creating specific orientation materials. Organizes and maintains required forms, training requirements and records for specified department, as required by accrediting agencies. Assists with maintaining portal pages, department documents, and updates digital signage. Organizes and maintains department files electronically and by paper. Availability to work occasional overtime on weekends or evenings to complete time sensitive projects. Acquires knowledge for new technology and policy/procedure revisions. All other duties as assigned. Qualifications

### EDUCATION AND/OR EXPERIENCE

High school diploma or GED and a minimum of a year of administrative assistant or related experience. Knowledge and proficiency in word processing and file management using Microsoft Office and other software required by the department. Knowledge and proficiency in grammar and spelling skills. Ability to effectively communicate with others verbally and in writing. Knowledge of administrative and clerical procedures. Knowledge of customer service principles and practices.

### OTHER SKILLS AND ABILITIES

Ability to operate automated standard office equipment such as multi-phone system, copier, computer, shredder, etc. Ability to meet assigned deadlines. Ability to interpret, comprehend, and transmit complicated and detailed instructions accurately. Ability to use various software programs to develop correspondence, documents, agendas, meeting materials, presentations, organizational charts, etc. Attention to detail. High degree of integrity to maintain absolute confidentiality in all matters related to department. Demonstrates the ability to recognize priorities in organization of work flow. Able to perform duties independently, with a minimal need for direct supervision. Guides and directs co-workers within department. About Western Michigan University Homer Stryker M.D. School of Medicine (WMed) We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-centered care, innovative research, and community partnerships within a welcoming, supportive, and engaging culture. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems, Beacon and Bronson Healthcare. The medical school is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. WMed is the recipient of a \$100 million foundational gift and the Empowering Futures Gift, a philanthropic commitment of \$300 million to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide, as well as the creation of 1,600 new jobs, with an

estimated annual economic impact of \$353 million in Kalamazoo and Calhoun counties. WMED is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program as well as a Master of Science degree program in Biomedical Sciences. We train physicians in 10 residencies and four fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional continuing education, which incorporates accreditation by the Accreditation Council for Continuing Medical Education. WMED Health is the clinical practice of the medical school with more than 300 providers offering comprehensive primary care and specialty services in several locations throughout the Kalamazoo and Battle Creek areas. Faculty in the Department of Pathology serve as the Office of the Medical Examiner for counties throughout Michigan and northern Indiana. The W.E. Upjohn M.D. Campus located in downtown Kalamazoo serves as the primary educational facility with student study and social spaces, team-based learning halls, faculty and administrative offices, a state-of-the-art Simulation Center accredited by the Society for Simulation in Healthcare, basic science research labs, as well as toxicology and forensic pathology labs. WMED builds upon Kalamazoo's century-long foundation of drug discovery and medical device development with a strategic investment in clinical, laboratory, community, and educational research. The Center for Immunobiology, Center for Clinical Research, Research Histology Lab, Innovation Center, and Human Research Protection Program contribute to the medical school's advancement of knowledge through innovation and discovery. Equal Employment Opportunity Employer in compliance with applicable State and Federal law.

## Rehab Support Assistant- Medical Clerical Office Support- Kalamazoo and Oshtemo-Full Time

Link to Live Job Posting: Posting is no longer active

Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Medical Support Assistants

### Rehab Support Assistant

- Medical Clerical Office Support
- Kalamazoo and Oshtemo
- Full Time 3.

5 3.5 out of 5 stars

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday.

This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BMH Bronson Methodist Hospital Title Rehab Support Assistant

- Medical Clerical Office Support
- Kalamazoo and Oshtemo
- Full Time Join Our Team at Bronson Hospital in Kalamazoo!

This role supports daily operations across two Bronson Rehabilitation locations. Shifts are scheduled at Bronson Rehabilitation Oshtemo on Mondays, Wednesdays, and Fridays, and at the Bronson John Street Rehabilitation office on Tuesdays and Thursdays.

Position:

Rehab Support Assistant Location:

Bronson Hospital Kalamazoo•

John St, Bronson Rehabilitation Oshtemo Department:

Physical Therapy Shift:

PRN Make a Difference in Patient Care! Bronson Rehabilitation Services is looking for a detail-oriented and friendly person to support our rehab team. In this role, you'll welcome patients, schedule appointments, check insurance, and help manage patient records. You'll also answer phones, collect payments, and help keep the office running smoothly.

What You'll Do:

As a Rehabilitation Support Assistant, you'll be an important part of our rehab team. Your main job is to help our patients have a smooth and positive experience from the moment they arrive.

You'll:

...  
...

Greet and check in patients Schedule and confirm appointments Verify insurance and help with authorizations Answer phones and take messages Collect payments (at some locations) Keep patient records organized and up to date Help manage supplies and keep the office running smoothly We're looking for someone who is: Friendly, professional, and organized Comfortable using computers and learning new systems Able to work well in a fast-paced environment Great at multitasking and paying attention to details Experienced in a medical or office setting (6-12 months preferred) A high school graduate (or GED) We also value candidates with: Experience in medical billing, including government programs Knowledge of medical terminology and coding (CPT, ICD-10) Familiarity with healthcare systems like Epic, Medic, or Misys Why Work at Bronson? A 2024 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy At Bronson, we believe in teamwork, respect, and providing top-notch care. When you work with us, you're part of a trusted health system that values your work and supports your growth. You'll have the chance to make a difference in patients' lives every day—and be part of a positive, professional team that's committed to helping others. High school diploma or general education degree (GED) and 2-3 years general work experience (hospital preferred), or equivalent combination of education and experience required. 6-12 months of related experience Experience with third party billing (including county, state and federal) strongly preferred. Medical Terminology, CPT and ICD-10 coding strongly preferred. Previous computer experience including hospital-based programs (i.e. Epic/Medic/Misys/Tiger or other practice management system) preferred. Keyboarding and computer skills Accurate filing Professional communication Excellent customer service skills Light clerical duties as assigned. Math skills Basic office equipment Ability to maintain confidentiality of sensitive medical information. Concentrate and pay close attention to detail Ability to multi-task Ability to establish effective working relations with office staff and employees in a team Work which produces very high levels of mental/visual fatigue, e.g. CRT work between 70 and 90 percent of the time, and work involving extremely close tolerances and considerable hand/eye coordination for sustained periods of time. The job produces some physical demands. Typical of jobs that include regular walking, standing, stooping, bending, sitting, and some lifting of light weight objects. Schedules and coordinates patient appointments for multiple facilities and ancillary departments according to office/provider preferences and the needs of patients. Verifies insurance eligibility using on-line systems when available, or using phone Obtains authorization based on payer specific criteria Registers patients accurately and efficiently and confirms patient / guarantor/employer demographic and insurance information. Completes all required fields in electronic health record. Greets and checks in patients accurately and efficiently. Track receipt of signed treatment plans/progress notes Manages assigned workqueues in electronic health record. Answers telephones, takes messages, routes callers, and provides / relays information in a manner consistent with service standards. Maintains patient medical records according to current required standards. Obtains patient authorization for transfer of any / all private health information. Maintains patient confidentiality of data and information. Performs basic office duties such as sorting / distributing mail, copying, filing, faxing, typing, ordering/stocking supplies/linen, and completing forms, as needed. Provides and/or completes required patient forms Collects and enters payments, follows required balancing procedures (for sites that have payment process developed and enabled) Analyzes, interprets and enters physician orders Scans and indexes forms Follows established processes, protocols and workflows Maintains department infection control needs May need to cross train and provide coverage at other departments within Rehabilitation Services as needed. Shift Variable Time Type Full time Scheduled Weekly Hours 40 Cost Center 4100 Physical Therapy

- OP (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth.

Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

# Machine Learning Operations Engineers – Zoetis in Kalamazoo, MI (Dec 2025 - Jan...

## Senior DevOps / MLOps Engineer

Link to Live Job Posting: Posting is no longer active

Location: Kalamazoo, MI	O*NET: 15-1252.00
Company: Zoetis	Job Title: Machine Learning Operations Engineers

Senior DevOps / MLOps Engineer Zoetis, Inc paid holidays United States, Michigan, Kalamazoo Dec 23, 2025 As the leader in animal health, Zoetis is looking to recruit a Senior DevOps/MLOps Engineer into its world-class Veterinary Medicine Research and Development (VMRD) organization to operationalize AI/ML, scientific modeling, and digital twin workloads. You'll build secure, scalable platforms and data pipelines across cloud and onprem/HPC, partnering closely with biologists and data scientists to translate scientific questions into reliable production systems.

### Essential Duties and Responsibilities:

Build endtoend DevOps/MLOps foundations: CI/CD for code/data/models, containerization/orchestration, artifact/registry management, and secure configuration.Design and operate data engineering pipelines (batch/streaming) with data quality checks, lineage, schema contracts, and governance across lake/warehouse environments.Productionize scientific and digital twin workflows into services/APIs and lightweight UIs with reproducibility, versioning, auditability, and compliant deployment.Implement scalable training/inference (batch/realtime) with observability, SLIs/SLOs, runbooks, incident response, and automated rollback strategies.Run distributed/HPC jobs (including GPU) and optimize storage, throughput, and cost across onprem and cloud; collaborate with scientists on experiment design, data/compute needs, and validation. Required Experience/ Skills PhD in a quantitative field (computer science, ML, computational biology, applied math) or MS/BS with equivalent senior engineer level experience working in a scientific domain.6+ years building production systems; strong software engineering fundamentals.Expert in PythonStrong experience with a query language such as SQL, MapReduce, and/or CypherProficiency in one of: C++, Go, Rust, Java, or Scala.Docker, Kubernetes, CI/CD (e.g., GitHub Actions), secure artifact/container registries.Data pipeline orchestration (e.g., Databricks, Dagster, Kedro); streaming (Kafka or Redis); data modeling with SQL/NoSQL/graph.

### MLOps:

experiment tracking and model versioning (e.g., MLflow), model serving and monitoring.Cloud (AWS/Azure/GCP) and onprem/HPC (e.g., Slurm) experience.Experience on multidisciplinary projects and teams, including scientists and software engineers, with excellent communication with scientific stakeholders. Additional Experience/ Skills APIs and scientific apps: FastAPI; minimal UIs (Streamlit/React); scientific computing (NumPy, Pandas, SciPy).

### DevOps/IaC:

Terraform; GitOps (Argo CD/Flux); Helm/Kustomize; Docker/Kubernetes; secure registries and config.Data engineering: dbt and feature stores; Parquet/Delta; schema/lineage with Avro/Protobuf, OpenLineage, Great Expectations.

### Observability/SRE:

Prometheus/Grafana; ELK/OpenSearch; OpenTelemetry; SLIs/SLOs and performance profiling/optimization.Distributed compute and resilience: Dask, Ray, Spark; HPC/Slurm; GPU scheduling; service mesh (Istio/Linkerd), API gateways, ingress; encryption/secrets/KMS, audit trails, backup/restore, DR. Job Type Fulltime, Remote (US).Work hours aligned to US Eastern through US Pacific time zones. The following base pay range reflects the anticipated base pay for this position if a selected candidate were to be located in (Colorado). Base pay may vary based on location and other factors.

## Base Pay Range:

\$105,000 - \$128,000 The following base pay range reflects the anticipated base pay for this position if a selected candidate were to be located in (California), (NJ Remote), (NY Remote), or (Washington). Base pay may vary based on location and other factors.

## Base Pay Range:

\$118,000 - \$145,000 [This position is eligible for short-term incentive compensation.] [The position is also eligible for long-term incentive.] We offer a competitive and comprehensive benefits package, which includes healthcare, dental coverage, and retirement savings benefits along with paid holidays, vacation and disability insurance. Full time Regular Colleague Any unsolicited resumes sent to Zoetis from a third party, such as an Agency recruiter, including unsolicited resumes sent to a Zoetis mailing address, fax machine or email address, directly to Zoetis employees, or to Zoetis resume database will be considered Zoetis property. Zoetis will NOT pay a fee for any placement resulting from the receipt of an unsolicited resume. Zoetis will consider any candidate for whom an Agency has submitted an unsolicited resume to have been referred by the Agency free of any charges or fees. This includes any Agency that is an approved/engaged vendor but does not have the appropriate approvals to be engaged on a search. Zoetis is committed to equal opportunity in the terms and conditions of employment for all employees and job applicants without regard to race, color, religion, sex, sexual orientation, age, gender identity or gender expression, national origin, disability or veteran status or any other protected classification. Disabled individuals are given an equal opportunity to use our online application system. We offer reasonable accommodations as an alternative if requested by an individual with a disability. Please contact Zoetis Colleague Services at [zoetiscolleagueservices@zoetis.com](mailto:zoetiscolleagueservices@zoetis.com) to request an accommodation. Zoetis also complies with all applicable national, state and local laws governing nondiscrimination in employment as well as employment eligibility verification requirements of the Immigration and Nationality Act. All applicants must possess or obtain authorization to work in the US for Zoetis. Zoetis retains sole and exclusive discretion to pursue sponsorship for the acquisition or maintenance of nonimmigrant status and employment eligibility, considering factors such as availability of qualified US workers. Individuals requiring sponsorship must disclose this fact. Please note that Zoetis seeks information related to job applications from candidates for jobs in the U.S.

solely via the following:

(1) our company website at [www.zoetis.com](http://www.zoetis.com).

Zoetis.com/careers site, or (2) via email to/from addresses using only the Zoetis domain of "@zoetis.com". In addition, Zoetis does not use Google Hangout for any recruitment related activities. Any solicitation or request for information related to job applications with Zoetis via any other means and/or utilizing email addresses with any other domain should be disregarded. In addition, Zoetis will never ask candidates to make any type of personal financial investment related to gaining employment with Zoetis.

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q4 2025 Data Set

January 2026  
St. Joseph County



Michigan

# Parameters

Select Timeframe: Jan 2026 - Jan 2026

Occupations:

Results should include

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

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

Description
Enviro-Clean Services
Birch Meadows Senior Care
Meijer
ADMIRAL
Border Foods

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

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

## Job Postings Overview

45

Unique Postings  
70 Total Postings

5

Companies Posting  
339 Total Companies

5 Days

Median Posting Duration  
Regional Average: 18 Days

2 : 1

Posting Intensity  
  
Regional Average: 2 : 1

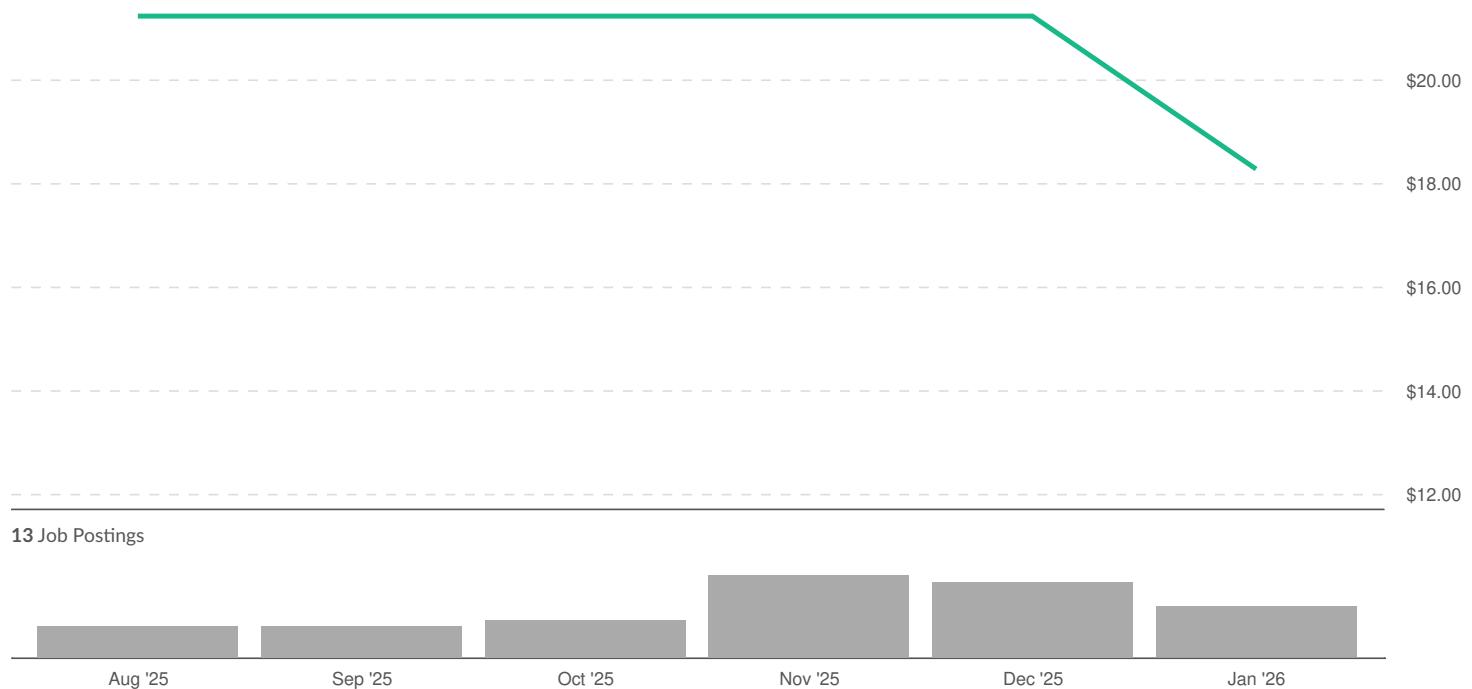
## Advertised Salary

Not enough data for this chart.

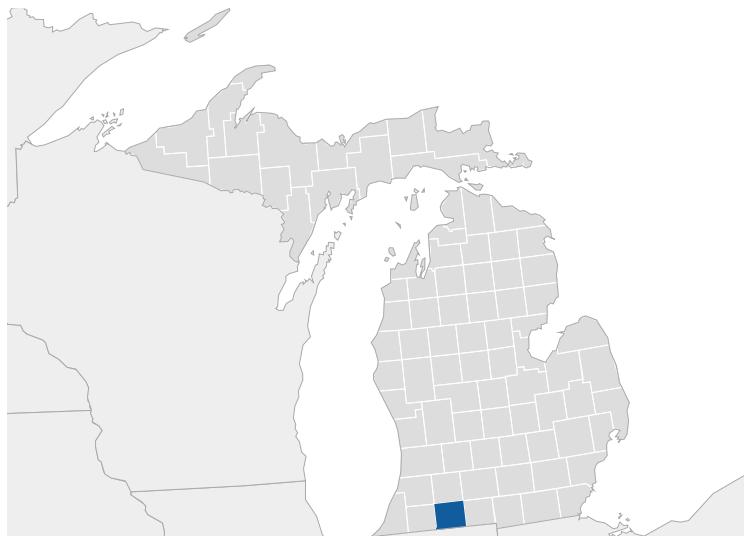
## Advertised Salary Trend

▼ 13.9% Aug 2025 – Jan 2026

\$21.23 Median

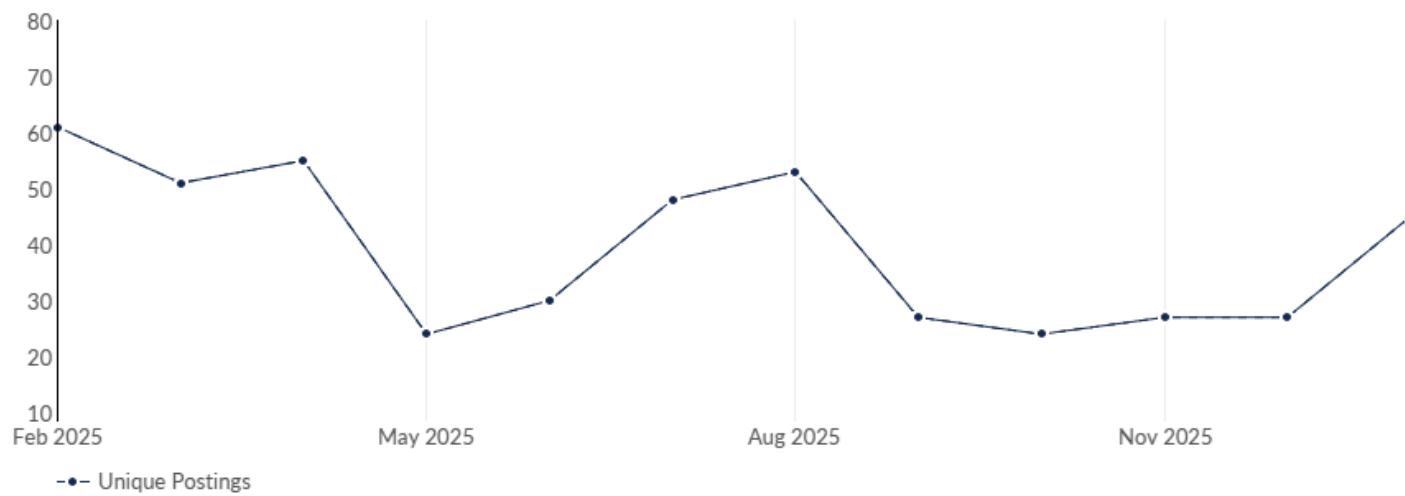


## Job Postings Regional Breakdown



County	Unique Postings (Jan 2026)
St. Joseph County, MI	45

## Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jan 2026	45	2 : 1
Dec 2025	27	2 : 1
Nov 2025	27	2 : 1
Oct 2025	24	3 : 1
Sep 2025	27	3 : 1
Aug 2025	53	2 : 1
Jul 2025	48	2 : 1
Jun 2025	30	2 : 1
May 2025	24	3 : 1
Apr 2025	55	3 : 1
Mar 2025	51	3 : 1
Feb 2025	61	3 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	6	13%
High school or GED	39	87%
Associate's degree	0	0%
Bachelor's degree	0	0%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	39	0	87%
Associate's degree	0	0	0%
Bachelor's degree	0	0	0%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	22	49%
0 - 1 Years	20	44%
2 - 3 Years	3	7%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

## Top Companies Posting

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Dollar General	37 / 31	1 : 1	 n/a
Taco Bell	7 / 7	1 : 1	 n/a
Meijer	15 / 4	4 : 1	 5 days
Arby's	5 / 2	3 : 1	 n/a
Birch Meadows Senior Care	6 / 1	6 : 1	 n/a

## Top Cities Posting

City	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Three Rivers, MI	32 / 15	2 : 1	 18 days
Sturgis, MI	18 / 13	1 : 1	 5 days
Centreville, MI	7 / 4	2 : 1	 n/a
White Pigeon, MI	4 / 4	1 : 1	 n/a
Constantine, MI	3 / 3	1 : 1	 n/a
Burr Oak, MI	2 / 2	1 : 1	 n/a
Colon, MI	2 / 2	1 : 1	 n/a
Mendon, MI	2 / 2	1 : 1	 n/a

## Top Posted Occupations

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	24 / 18	1 : 1	 n/a
Retail Salespersons	14 / 14	1 : 1	 5 days
Food Service Managers	11 / 8	1 : 1	 n/a
Cashiers	10 / 3	3 : 1	 18 days
Home Health and Personal Care Aides	6 / 1	6 : 1	 n/a
Fast Food and Counter Workers	5 / 1	5 : 1	 n/a

## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	24 / 18	1 : 1	 n/a
Retail Salespersons	14 / 14	1 : 1	 5 days
Food Service Managers	11 / 8	1 : 1	 n/a
Cashiers	10 / 3	3 : 1	 18 days
Personal Care Aides	6 / 1	6 : 1	 n/a
Fast Food and Counter Workers	5 / 1	5 : 1	 n/a

## Top Posted Occupations

Occupation	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	24 / 18	1 : 1	n/a
Retail Sales Associate	14 / 14	1 : 1	5 days
Restaurant / Food Service Manager	11 / 8	1 : 1	n/a
Cashier	10 / 3	3 : 1	18 days
Caregiver / Personal Care Aide	6 / 1	6 : 1	n/a
Fast Food / Counter Worker	5 / 1	5 : 1	n/a

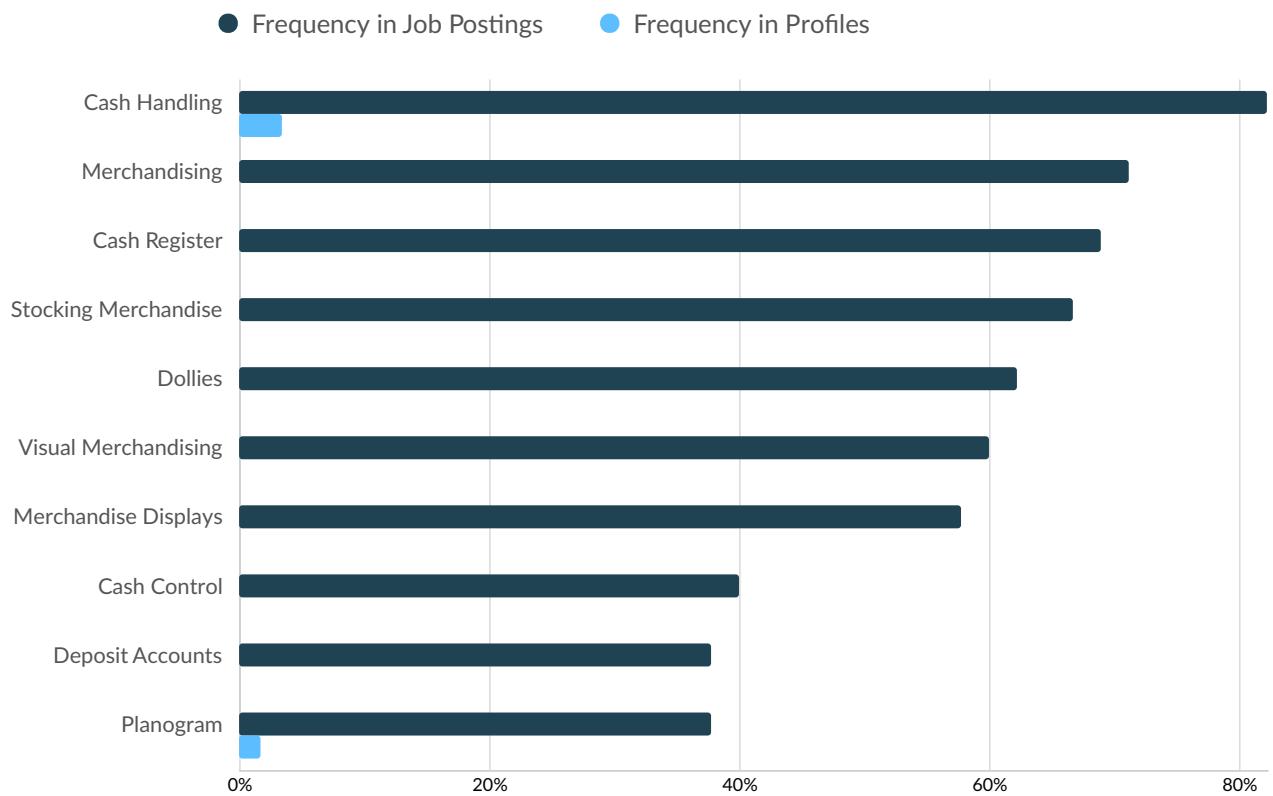
## Top Posted Job Titles

	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
Assistant Store Managers	13 / 13	1 : 1	n/a
Associate Sales Managers	8 / 8	1 : 1	n/a
Sales Associates	4 / 4	1 : 1	n/a
Shift Managers	3 / 3	1 : 1	n/a
Assistant General Managers	2 / 2	1 : 1	n/a
Restaurant General Managers	2 / 2	1 : 1	n/a
Cashiers	7 / 2	4 : 1	18 days
MBA Candidates	5 / 2	3 : 1	n/a
Assistant Managers	4 / 1	4 : 1	n/a
Caregivers	6 / 1	6 : 1	n/a

## Top Industries

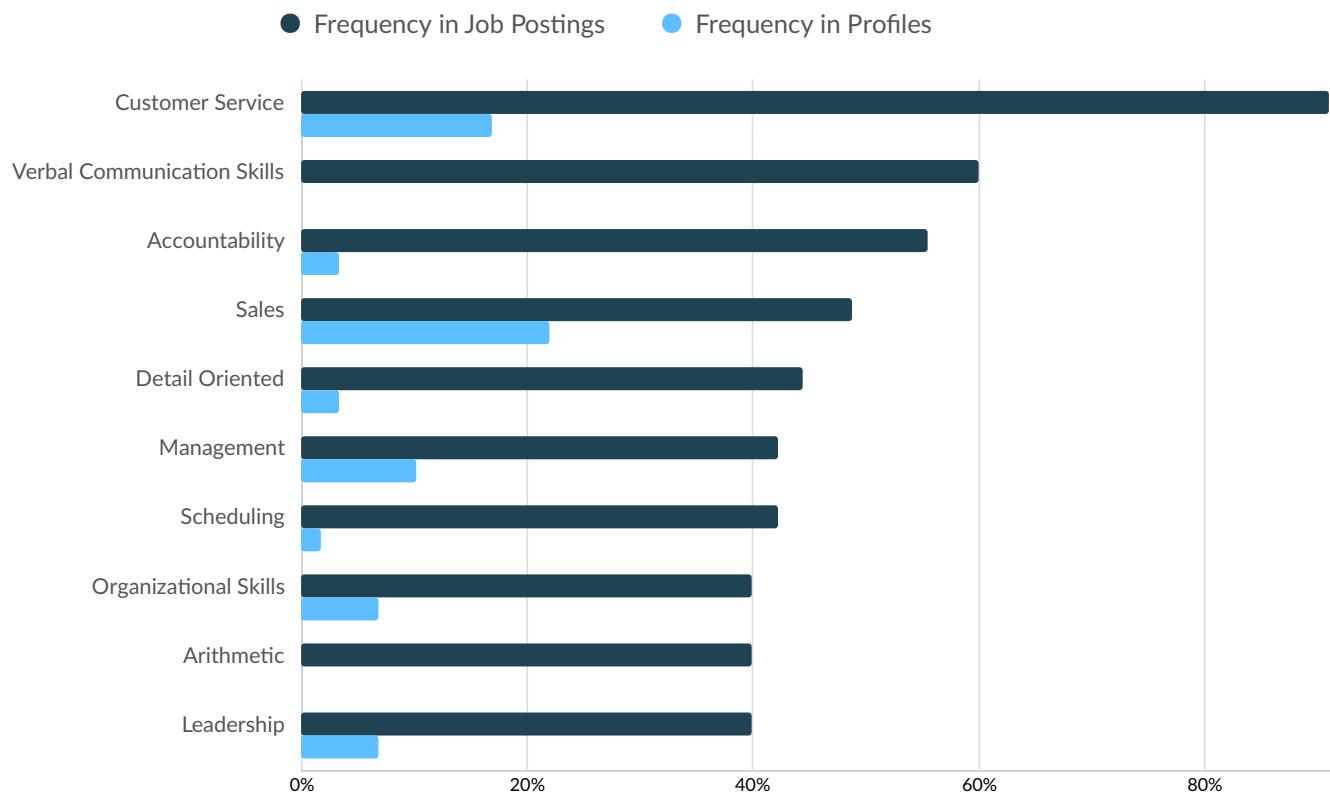
	Total/Unique (Jan 2026)	Posting Intensity	Median Posting Duration
All Other General Merchandise Retailers	37 / 31	1 : 1	 n/a
Limited-Service Restaurants	12 / 9	1 : 1	 n/a
Department Stores	15 / 4	4 : 1	 5 days

## Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Cash Handling	37	82%	2	3%	+8.9%	Growing
Merchandising	32	71%	0	0%	+15.0%	Growing
Cash Register	31	69%	0	0%	+21.4%	Rapidly Growing
Stocking Merchandise	30	67%	0	0%	+18.0%	Growing
Dollies	28	62%	0	0%	+16.7%	Growing
Visual Merchandising	27	60%	0	0%	+12.9%	Growing
Merchandise Displays	26	58%	0	0%	+22.0%	Rapidly Growing
Cash Control	18	40%	0	0%	+25.1%	Rapidly Growing
Deposit Accounts	17	38%	0	0%	+10.2%	Growing
Planogram	17	38%	1	2%	+19.5%	Rapidly Growing

## Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	41	91%	10	17%	+5.2%	Stable
Verbal Communication Skills	27	60%	0	0%	+4.1%	Lagging
Accountability	25	56%	2	3%	+18.7%	Growing
Sales	22	49%	13	22%	+7.8%	Stable
Detail Oriented	20	44%	2	3%	+7.1%	Stable
Management	19	42%	6	10%	+5.3%	Stable
Scheduling	19	42%	1	2%	+16.4%	Growing
Organizational Skills	18	40%	4	7%	+14.3%	Growing
Arithmetic	18	40%	0	0%	+17.0%	Growing
Leadership	18	40%	4	7%	+8.5%	Stable

## Top Software Skills

There is not enough data to display this section.

## Top Qualifications

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

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jan 2026)
mitalent.org	32
tacobell.com	7
indeed.com	6
diversityjobs.com	4
myworkdayjobs.com	3
arbys.com	2
careerarc.com	2
dollargeneral.com	2

# Appendix B

## Sample Postings

# Associate Sales Managers – Dollar General in Sturgis, MI (Jan 2026 - Active)

## SALES ASSOCIATE in STURGIS, MI S24569

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Sturgis, MI

O\*NET: 41-2031.00

Company: Dollar General

Job Title: Associate Sales Managers

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

## GENERAL SUMMARY

Act as the point of contact for customers. Assist in setting and maintaining plan-o-grams and programs. Stock merchandise adequately. Perform other duties as necessary to maximize profitability, customer satisfaction, and teamwork, while protecting company assets. DUTIES and

## ESSENTIAL JOB FUNCTIONS

Unload trucks. Follow company work processes to receive, open and unpack cartons and totes; store merchandise in stock room or move directly to sales floor. Build merchandise displays. Stock merchandise; rotate and face merchandise on shelves. Restock recovered merchandise. Assist customers by locating merchandise. Bail cardboard and take out trash; dust and mop store floors; clean restroom and stockroom. Comply with company policies and procedures. Greet customers. Operate cash register and flatbed scanner to itemize and total customer's purchase; bag merchandise. Collect payment from customer and make change. Assist with ordering merchandise using hand-held scanners, as needed. Clean front end of store and help set up sidewalk displays when necessary.

## Qualifications KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform IBM cash register functions. WORK EXPERIENCE and/or

## EDUCATION

High school diploma or equivalent preferred.

## WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 poundsOccasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

# Associate Sales Managers – Dollar General in Sturgis, MI (Jan 2026 - Active)

## SALES ASSOCIATE in STURGIS, MI S22837

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Sturgis, MI

O\*NET: 41-2031.00

Company: Dollar General

Job Title: Associate Sales Managers

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

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## Qualifications KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform IBM cash register functions. WORK EXPERIENCE and/or

## EDUCATION

High school diploma or equivalent preferred.

## WORKING CONDITIONS

Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 poundsOccasional climbing (using step ladder) up to heights of six feet Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

# Assistant Store Managers – Dollar General in White Pigeon, MI (Jan 2026 - Active)

## ASST STORE MGR in WHITE PIGEON, MI S19851

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: White Pigeon, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Assistant Store Managers

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

### GENERAL SUMMARY

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

### ESSENTIAL JOB FUNCTIONS

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

### Qualifications KNOWLEDGE and SKILLS:

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

### EDUCATION

## EDUCATION

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

## WORKING CONDITIONS

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

# Assistant Store Managers – Dollar General in Mendon, MI (Jan 2026 - Active)

## ASST STORE MGR in MENDON, MI S16737

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Mendon, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Assistant Store Managers

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

### GENERAL SUMMARY

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

### ESSENTIAL JOB FUNCTIONS

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

### Qualifications KNOWLEDGE and SKILLS:

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

### EDUCATION

## EDUCATION

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

## WORKING CONDITIONS

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

## SALES ASSOCIATE in MENDON, MI S16737

Link to Live Job Posting: [jobs.mitalent.org](https://jobs.mitalent.org)

Location: Mendon, MI

O\*NET: 41-2031.00

Company: Dollar General

Job Title: Associate Sales Managers

Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html) . Job Details

## GENERAL SUMMARY

The Sales Associate acts as a point of contact for our customers. The duties of the Sales Associate include assisting customers in locating and purchasing merchandise, operating the cash register, stocking merchandise, recovering merchandise, cleaning the store, and performing other duties as assigned by the Store Manager to maximize store profitability and customer satisfaction while protecting company assets. DUTIES and

## ESSENTIAL JOB FUNCTIONS

Provide excellent customer service, greet and assist customers. Operate cash register and scanner to itemize and total customer's purchase, collect payment from customers and make change, bag merchandise, and assist customers with merchandise as necessary. Follow company merchandise processes; unpack, stock, restock, and rotate merchandise on shelves and build merchandise displays. Clean the store, take out trash, dust and mop store floors, clean restroom and receiving room, and help set up sidewalk displays.

## Qualifications KNOWLEDGE and SKILLS:

Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow planogram and merchandise presentation guides. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform cash register functions. Ability to stock merchandise. WORK EXPERIENCE and/or

## EDUCATION

High school diploma or equivalent preferred.

## WORKING CONDITIONS

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

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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