

July 2026 Lightcast Report



Job Posting Analytics

Lightcast Q3 2026 Data Set

July 2026

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

Michigan

Parameters

Select Timeframe: Jul 2026 - Jul 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

Corewell Health
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

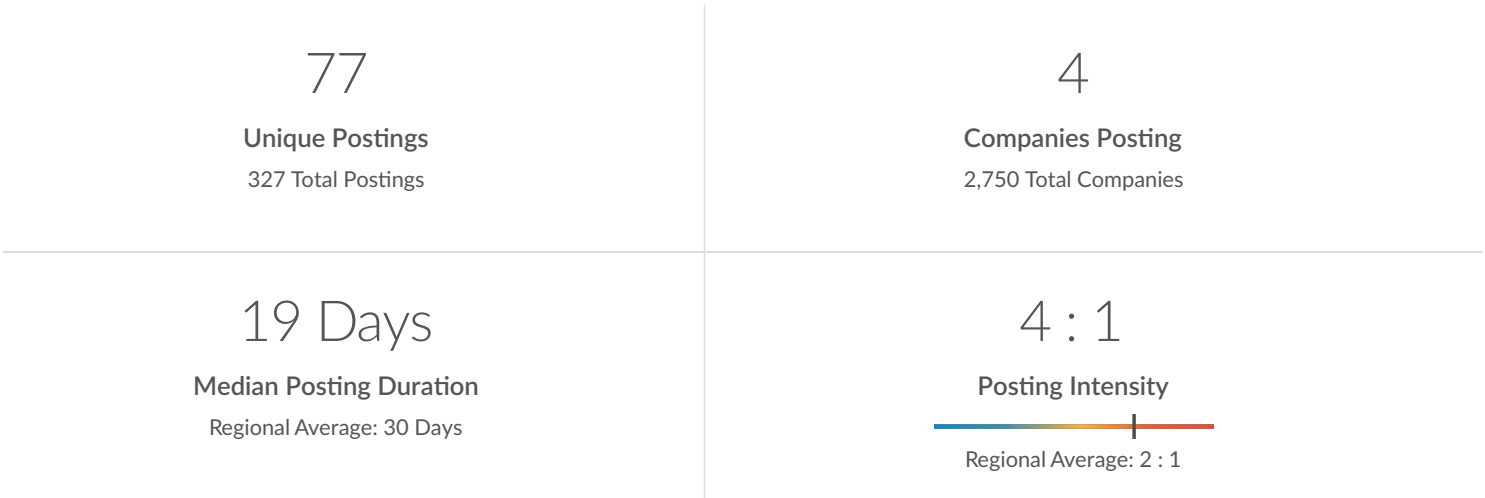
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

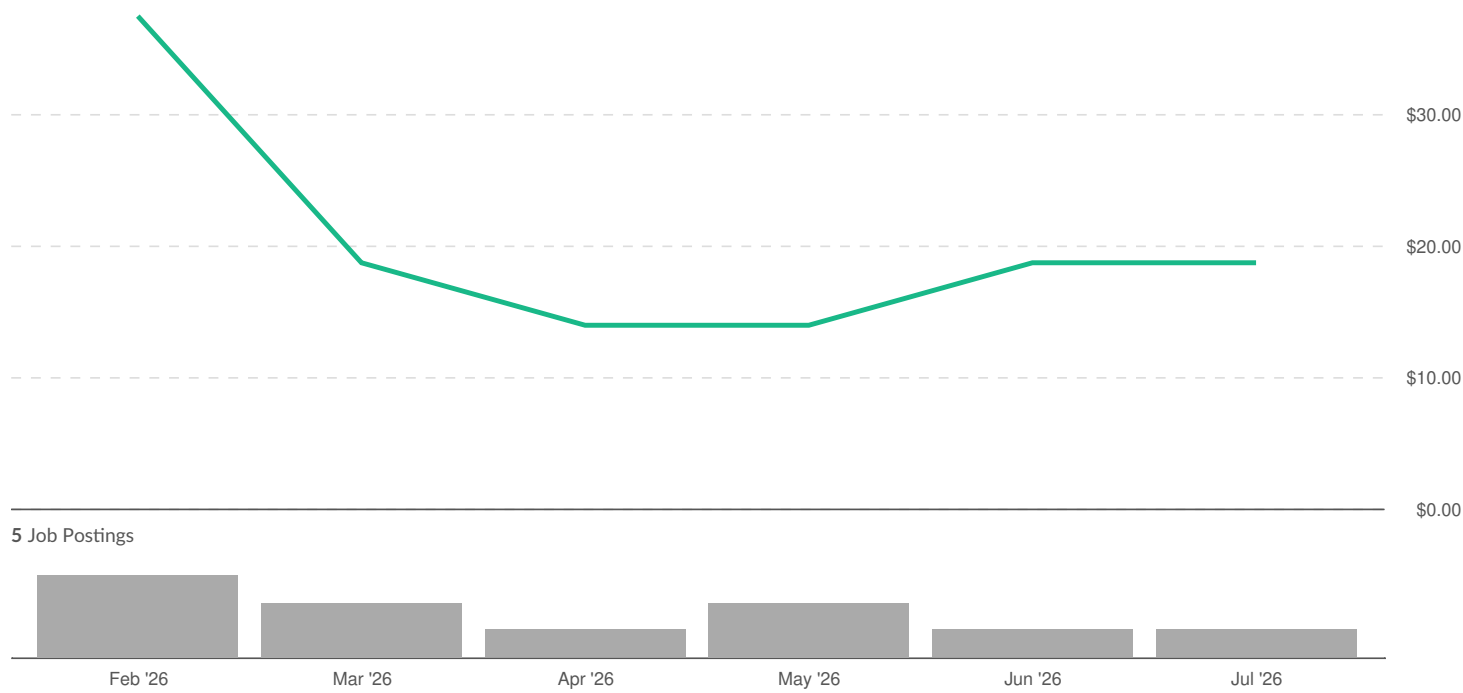


Advertised Salary

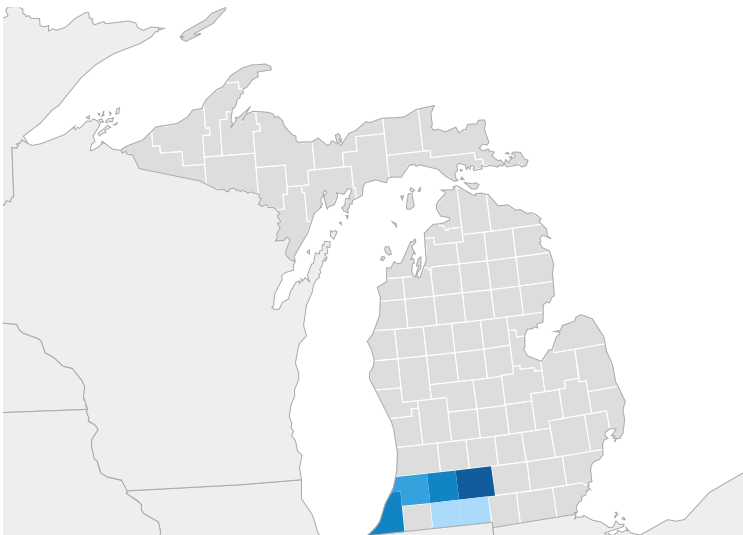
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Advertised Salary Trend

▼ 50.1% Feb 2026 – Jul 2026
\$18.77 Median

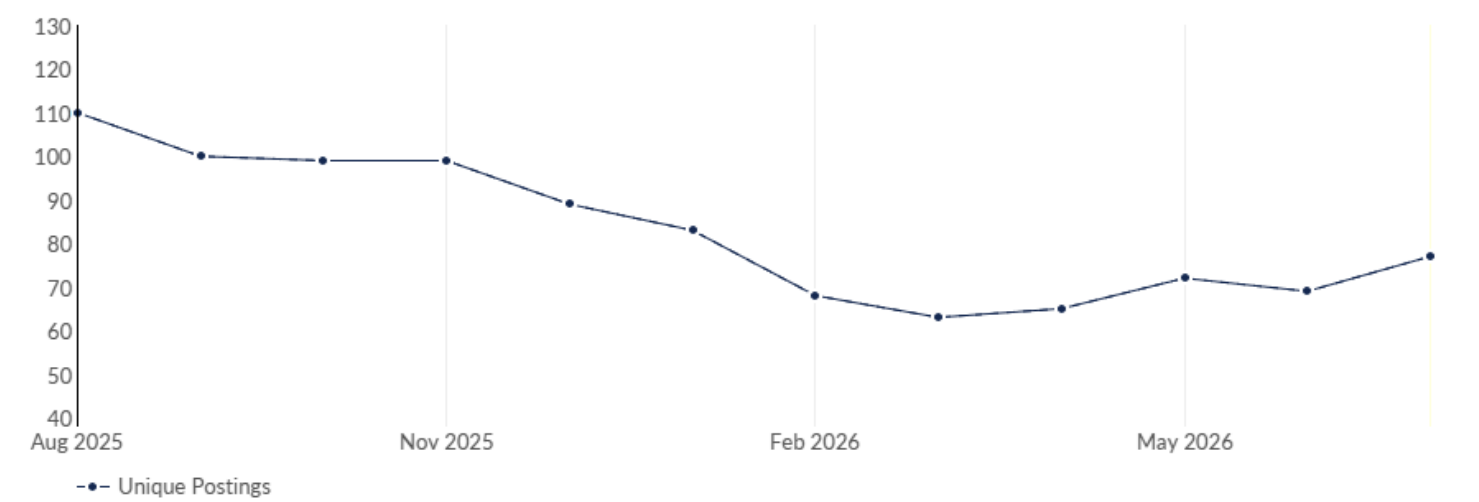


Job Postings Regional Breakdown



County	Unique Postings (Jul 2026)
Calhoun County, MI	47
Berrien County, MI	12
Kalamazoo County, MI	11
Van Buren County, MI	5
Branch County, MI	1

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jul 2026	77	4 : 1
Jun 2026	69	5 : 1
May 2026	72	5 : 1
Apr 2026	65	5 : 1
Mar 2026	63	5 : 1
Feb 2026	68	4 : 1
Jan 2026	83	4 : 1
Dec 2025	89	4 : 1
Nov 2025	99	5 : 1
Oct 2025	99	5 : 1
Sep 2025	100	5 : 1
Aug 2025	110	5 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	42	55%
High school or GED	17	22%
Associate's degree	14	18%
Bachelor's degree	8	10%
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	17	0	22%
Associate's degree	13	1	17%
Bachelor's degree	5	3	6%
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	52	68%
0 - 1 Years	18	23%
2 - 3 Years	7	9%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	207 / 43	5 : 1 	39 days
Bronson Healthcare	13 / 13	1 : 1 	15 days
Meijer	62 / 11	6 : 1 	19 days
Corewell Health	45 / 10	5 : 1 	17 days

Top Cities Posting

City	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	184 / 38	5 : 1 	39 days
Battle Creek, MI	15 / 6	3 : 1 	19 days
Kalamazoo, MI	11 / 6	2 : 1 	n/a
Niles, MI	20 / 6	3 : 1 	19 days
Albion, MI	10 / 3	3 : 1 	n/a
Paw Paw, MI	3 / 3	1 : 1 	15 days
Saint Joseph, MI	21 / 3	7 : 1 	17 days
Portage, MI	20 / 2	10 : 1 	n/a
South Haven, MI	5 / 2	3 : 1 	19 days
Stevensville, MI	9 / 2	5 : 1 	n/a

Top Posted Occupations

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	122 / 30	4 : 1 	17 days
Nursing Assistants	60 / 11	5 : 1 	n/a
Medical Assistants	48 / 11	4 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	20 / 11	2 : 1 	19 days
Cashiers	62 / 11	6 : 1 	19 days
Cooks, Restaurant	15 / 3	5 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	122 / 30	4 : 1 	17 days
Nursing Assistants	60 / 11	5 : 1 	n/a
Medical Assistants	48 / 11	4 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	20 / 11	2 : 1 	19 days
Cashiers	62 / 11	6 : 1 	19 days
Cooks, Restaurant	15 / 3	5 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	122 / 30	4 : 1 	17 days
Nursing Assistant	60 / 11	5 : 1 	n/a
Medical Assistant	48 / 11	4 : 1 	n/a
Janitor / Cleaner	20 / 11	2 : 1 	19 days
Cashier	62 / 11	6 : 1 	19 days
Cook	15 / 3	5 : 1 	n/a

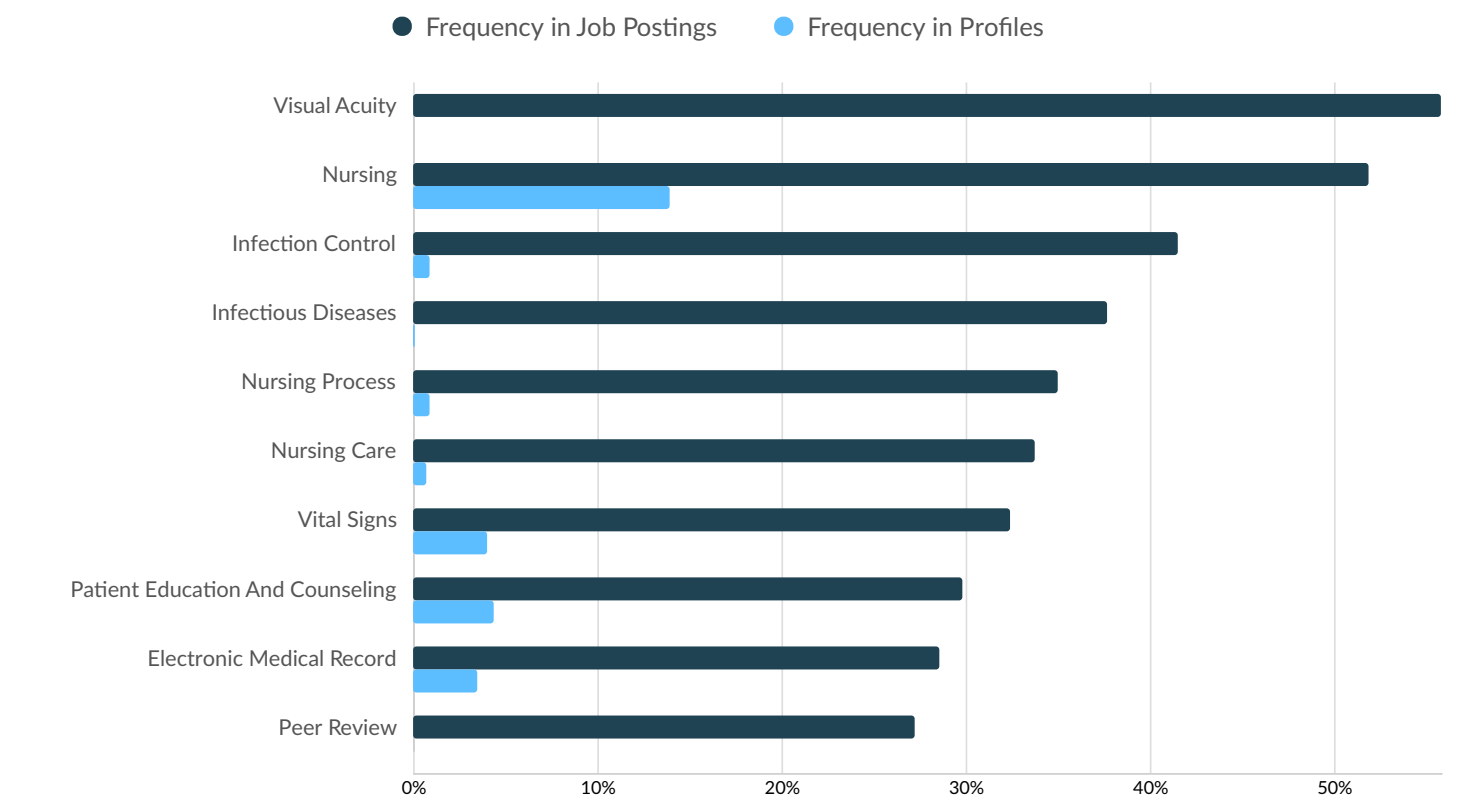
Top Posted Job Titles

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	116 / 23	5 : 1 	n/a
Registered Nurses	93 / 22	4 : 1 	39 days
Environmental Services Technicians	20 / 11	2 : 1 	19 days
Cashiers	62 / 11	6 : 1 	19 days
Medical Surgical Registered Nurses	19 / 5	4 : 1 	17 days
Cooks	15 / 3	5 : 1 	n/a
Medical Assistants	2 / 2	1 : 1 	n/a

Top Industries

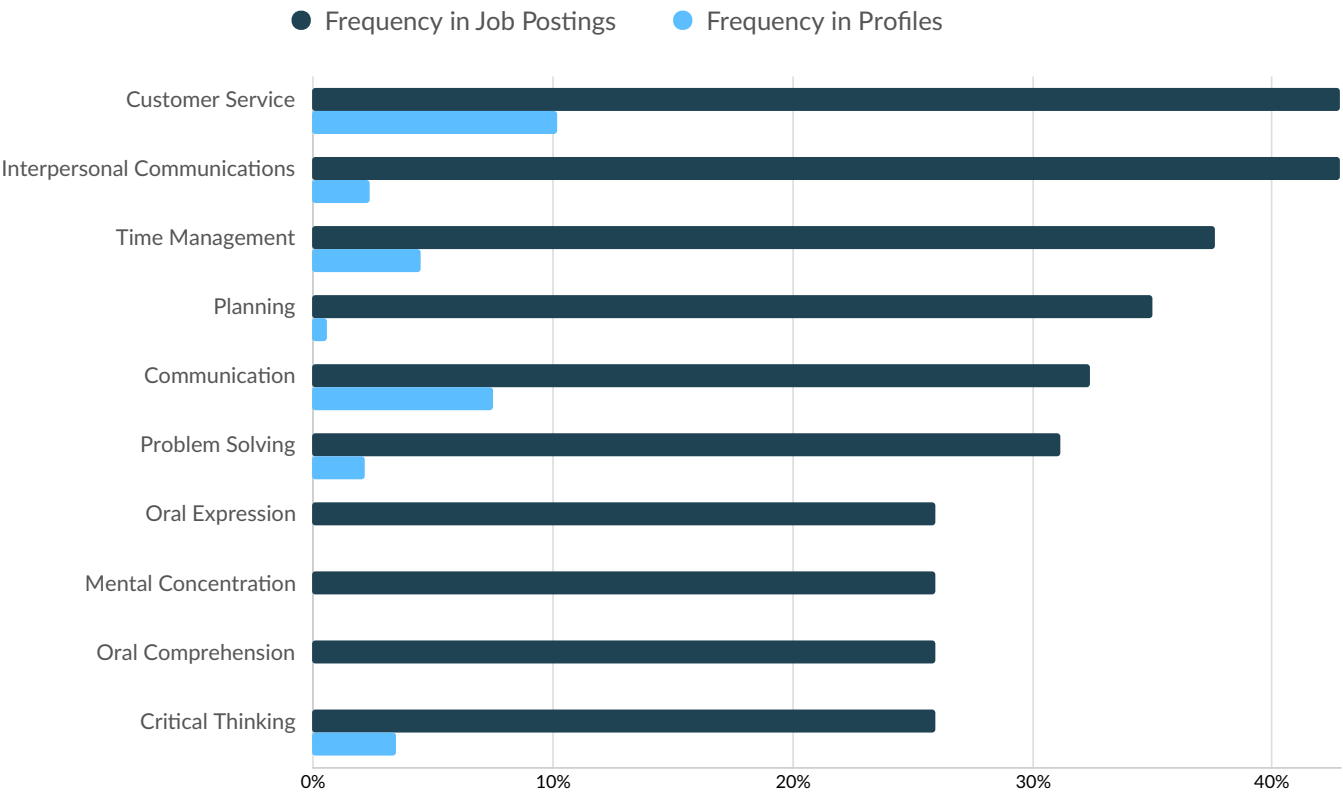
	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	265 / 66	4 : 1 	19 days
Department Stores	62 / 11	6 : 1 	19 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	43	56%	0	0%	+18.4%	Rapidly Growing
Nursing	40	52%	157	14%	+16.1%	Growing
Infection Control	32	42%	10	1%	+15.6%	Growing
Infectious Diseases	29	38%	1	0%	+6.8%	Stable
Nursing Process	27	35%	10	1%	+19.7%	Rapidly Growing
Nursing Care	26	34%	8	1%	+15.3%	Growing
Vital Signs	25	32%	45	4%	+16.8%	Growing
Patient Education And Counseling	23	30%	49	4%	+15.1%	Growing
Electronic Medical Record	22	29%	39	3%	+13.6%	Growing
Peer Review	21	27%	0	0%	+16.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	33	43%	115	10%	+5.0%	Stable
Interpersonal Communications	33	43%	27	2%	+11.9%	Growing
Time Management	29	38%	51	5%	+12.7%	Growing
Planning	27	35%	7	1%	+10.3%	Growing
Communication	25	32%	85	8%	+8.5%	Stable
Problem Solving	24	31%	25	2%	+11.1%	Growing
Oral Expression	20	26%	0	0%	+4.5%	Stable
Mental Concentration	20	26%	0	0%	+12.7%	Growing
Oral Comprehension	20	26%	0	0%	+21.3%	Rapidly Growing
Critical Thinking	20	26%	39	3%	+19.3%	Rapidly Growing

Top Software Skills

There is not enough data to display this section.

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	48
American Red Cross (ARC) Certification	43
Registered Nurse (RN)	41
Basic Cardiac Life Support	21
Certified Medical Assistant (CMA)	11
Certified Nursing Assistant (CNA)	11
Licensed Practical Nurse (LPN)	10
Advanced Cardiovascular Life Support (ACLS) Certification	9
Valid Driver's License	8
Critical Care Registered Nurse (CCRN)	4

Top Advertised Benefits

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Education and Career Development	154 / 33	5 : 1 	19 days
Paid Leave	62 / 11	6 : 1 	19 days
Retirement and Savings	45 / 10	5 : 1 	17 days
Supplemental Pay	12 / 10	1 : 1 	15 days
Health and Wellness Benefits	4 / 4	1 : 1 	19 days

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2026)
peopleanswers.com	40
indeed.com	29
myworkdayjobs.com	18
mitalent.org	17
diversityjobs.com	8
simplyhired.com	3
bebee.com	1

Appendix B

Sample Postings

EVS Technician- Kalamazoo, Full Time- 2nd Shift, 3pm-11:30pm

Link to Live Job Posting: www.indeed.com

Location: Kalamazoo, MI

O*NET: 37-2011.00

Company: Bronson Healthcare

Job Title: Environmental Services Technicians

Position:

Environmental Service Technician Location:

Bronson Hospital Kalamazoo Department:

Environmental Services Shift:

Full Time•40 hr/wk 2nd Shift Benefits Eligible Make a Difference in Patient Care! At Bronson Hospital, we are committed to keeping our patients and visitors safe and healthy. We're looking for an Environmental Service Technician to help maintain cleanliness and infection control across the hospital. You'll play an important role in making sure the hospital is a clean, safe place for everyone.

What You'll Do:

Clean and sanitize patient rooms (both occupied and unoccupied), public areas, surgical areas, and other spaces as assigned Stock supplies and keep equipment clean and in working order Follow safety and infection control guidelines to ensure the hospital is always clean and safe Provide excellent service to both hospital staff and patients Work closely with the Environmental Services Manager to make sure all tasks are completed to the highest standards Follow detailed instructions and regularly check your work to meet quality standards

What We're Looking For:

A positive attitude and a strong desire to help others Attention to detail and the ability to follow safety and cleanliness guidelines Ability to work well with a team and follow instructions from supervisors Good communication skills and a willingness to learn Ability to work in a fast-paced environment and stay focused on the task at hand Previous experience in cleaning is a plus, but not required Why Work at Bronson? A 2025 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 Effective April 19, 2021 a high school diploma or general education degree (GED) is no longer required for this position. (BBC only) Michigan driver's license and insurability may be required Ability to work independently. Must be able to communicate (verbally and in writing) in English (at or above the 8th grade level) with departmental staff and internal and external customers. Must possess interpersonal skills that represent Bronson in a positive and professional manner. Must exhibit excellent customer service skills, thoroughness and time management skills.. Must be able to comfortably accept delegation and negotiate task priorities. Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personal computer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Performs most duties while standing, sitting, and/or walking. Lifts and/or pushes supplies and equipment. Frequent reaching, stooping, bending, kneeling, and crouching, is required to perform many job duties. Ability to work while standing on a stepladder at a height of four feet is required. Occasional exposure to risk of injury when working with electrical equipment. Must be able to walk stairs when necessary. Good

balance is required when performing all duties. The employee is occasionally required to work in confined spaces and occupied areas. May experience occasional pressure due to multiple calls and inquiries. May be called upon to handle emergency or crisis situations. Required protecting clothing may include gloves, eye protection, face protection, and shoe covers. Performs all cleaning functions involved in daily general cleaning and maintaining of patient rooms, operating rooms and ancillary areas, patient related areas, and departmental general areas following the system's ten steps of cleaning as defined in the Environmental Services Department Manual. (For

BBC & BLH ONLY

•may do laundry) Maintains knowledge of, and complies with, all relevant laws, regulations per CDC, OSHA, the EPA, Joint Commission and policies, procedures and standards necessary for role. Follows all isolation procedures in isolation and contact plus rooms Detail clean vents, fan fixtures, tops of windows, door frames, wall art, bumpers, furniture and other areas as necessary Cleans public areas; lobbies, waiting rooms, rest rooms, elevators, utility rooms, exam rooms, offices, stairwells, and other areas assigned Collects and replaces all sharps and black pharmacy box containers in patient care areas. Documents and maintains records of assigned cleaning tasks. Restocking of supplies in assigned areas as needed. Communicates information and requests as appropriate to the registered nurse and/or patient care assistant. Communicate and provide exceptional service to patients, staff, families and visitors. Maintains confidentiality of patient and unit data per HIPPA regulations. Removes trash and soiled linen from assigned areas and transports to disposal area. Keeps work areas neat and orderly, cleans equipment and assists with other duties as assigned. May operate mechanical floor equipment such as IMops, vacuums, sweepers and other related environmental equipment. Cleans equipment and stores in assigned locations. Direct visitors as necessary. May collect trays from patient rooms. Coordinates activities related to cleaning area with department coordinator as needed. Assumes responsibility for own growth and development; attends regular staff meetings. Actively participates and supports the Bronson Management System by attending huddles and adopting the problem solving methods. Operates ultraviolet (UV) disinfection equipment (Surfacide UV Robot). •BBC Only All other duties as assigned which may include the use of the trash compactor, and emptying trash and linen chutes. Specific to

BMH Lab, BSH, BLH & BLIRC:

Collect, label and organize all Biomedical Waste for pick up by the waste hauler. Collect, transport and take all recycling to compactor or comingle dumpster. Transport waste to appropriate compactor or outside dumpster as needed. Change privacy curtains where needed. Round, inspect and maintain all assigned areas within scope of facility. Areas to include but not limited to: Lab work areas, offices, restrooms, waiting areas, patient procedure rooms, stairwells, receiving dock, ambulatory storage, EVS closets, BIO storage rooms, recycling areas inside and outside, elevator landing, elevator's inside and out, elevator tracks. Proper use of and maintenance of all assigned floor care machinery. Machinery to include but not limited to: auto scrubbers, corded and battery powered vacuums, iMop, burnishers and side by side scrubbers. Shift Second Shift Time Type Full time

Sign-On Bonus External Candidates Only:

Up to \$750.00 Retention Bonus External Candidates Only, \$750.00 Scheduled Weekly Hours 40 Cost Center 1620 Environmental Services (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.

Registered Nurse-7p-0730 - Requisition #345926

Link to Live Job Posting: mint.peopleanswers.com

Location: Marshall, MI

O*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Registered Nurses

REGISTERED NURSE-7P-0730

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. ACLS certification prior to completion of orientation.

Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN and CCRN 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, 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, bend/twist, stoop/kneel/crouch, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs. Marshall, 200 N. Madison, Marshall, MI 49068

Registered Nurses — Oaklawn Hospital in Marshall, MI (Jul 2026 - Active)

Registered Nurse-7p-0730 - Requisition #696303	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Registered Nurses

REGISTERED NURSE-7P-0730

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. May communicate with external agencies to ensure proper placement to identify medical and psychiatric needs and provide phone triage.

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. Assists in collecting vital signs, reviewing lab results, and providing other physical assessments as requested by the psychiatrist for patient care. 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. Handle with cares within two (2) months of hire.

Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN strongly preferred. Clear oral expression; oral comprehension includes listening to and understanding others; Familiarity with electronic medical records. 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; 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, bend/twist, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs. Marshall, 200 N. Madison, Marshall, MI 49068

Requisition Sales Associates — Oaklawn Hospital in Marshall, MI (Jul 2026 - Active)

Nurse Aide-7p-0730a - Requisition #661352

Link to Live Job Posting: mint.peopleanswers.com

Location: Marshall, MI

O*NET: 31-1131.00

Company: Oaklawn Hospital

Job Title: Requisition Sales Associates

NURSE AIDE-7P-0730A

Job Summary:

Under the direct supervision of the Charge/Registered Nurse and/or Physician, provides direct care to an assigned patient population.

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. Assists in providing activities of daily living to an assigned patient population. Completes hourly rounds on assigned patient population. Communicates readily with patients and families and serves as a liaison between the patient and licensed staff. Assists in answering call lights in a timely manner. Performs duties within the realm of a certified nursing assistant. Monitors supplies and restocks accordingly. Assists in specimen collection, identification, and transportation to lab. Assists clinically as needed. Relieves Unit Secretary for breaks. Performs rotation in CPR as needed. Assists patients in obtaining essential needs such as blankets, fluids, and nutrition after verifying with attending or RN.

Minimum Qualifications:

Certified Nursing Assistant. American Heart Association or American Red Cross Basic Cardiac Life Support (BLS) Certification within 90 days of hire. Completion of Hard cuff Restraints and Soft Limb Restraints Certification within two (2) months of hire and annual re-certification.

Knowledge, Skills & Abilities:

Familiar with critical equipment such as vents and cardiac monitors. Must be able to work efficiently in a busy environment while maintaining a friendly demeanor and possess effective interpersonal communication skills.

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

Registered Nurses — Oaklawn Hospital in Marshall, MI (Jul 2026 - Active)

Registered Nurse-7p-0730 - Requisition #249772	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Registered Nurses

REGISTERED NURSE-7P-0730

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. May communicate with external agencies to ensure proper placement to identify medical and psychiatric needs and provide phone triage.

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. Assists in collecting vital signs, reviewing lab results, and providing other physical assessments as requested by the psychiatrist for patient care. 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. Handle with cares within two (2) months of hire.

Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN strongly preferred. Clear oral expression; oral comprehension includes listening to and understanding others; Familiarity with electronic medical records. 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; 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, bend/twist, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ 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 Q3 2026 Data Set

July 2026

Branch, Calhoun, Kalamazoo, and St. Joseph Counties

Michigan

Parameters

Select Timeframe: Jul 2026 - Jul 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

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

Regions:

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

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

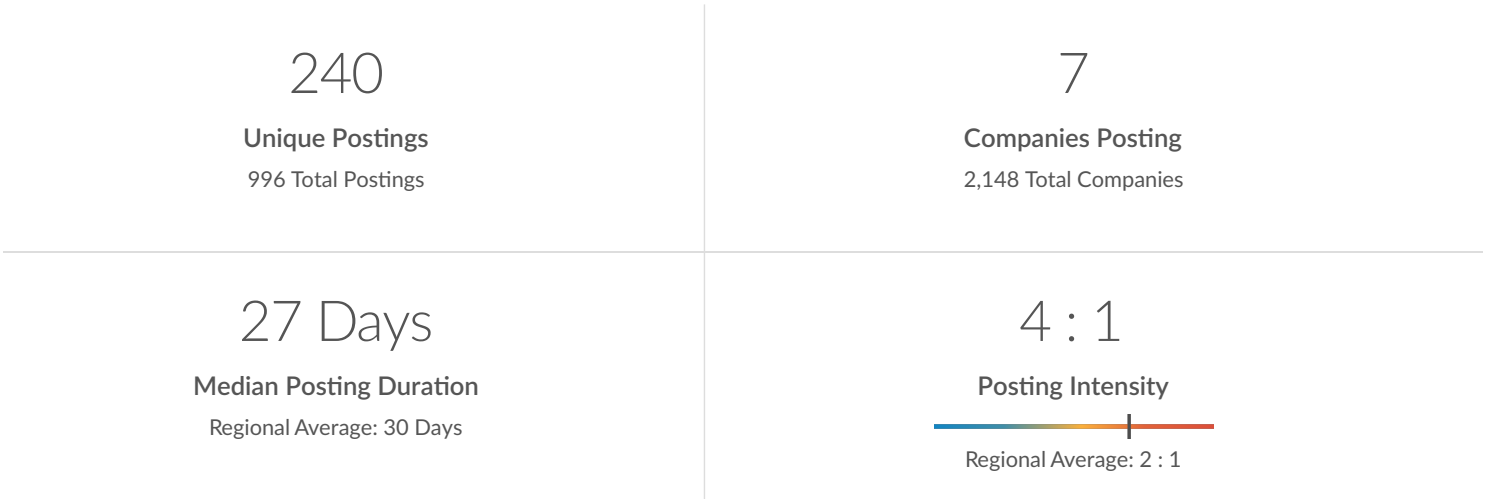
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary

Not enough data for this chart.

Advertised Salary Trend

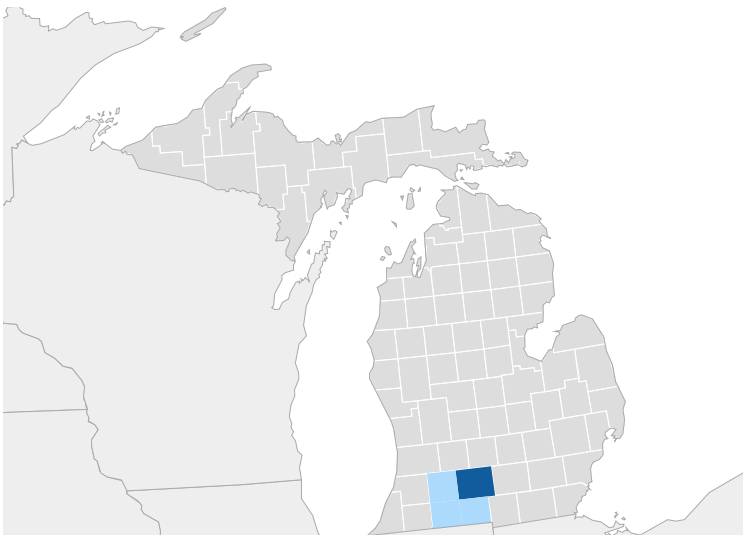
▲ 0.0% Feb 2026 – Jul 2026
\$36.12 Median



63 Job Postings

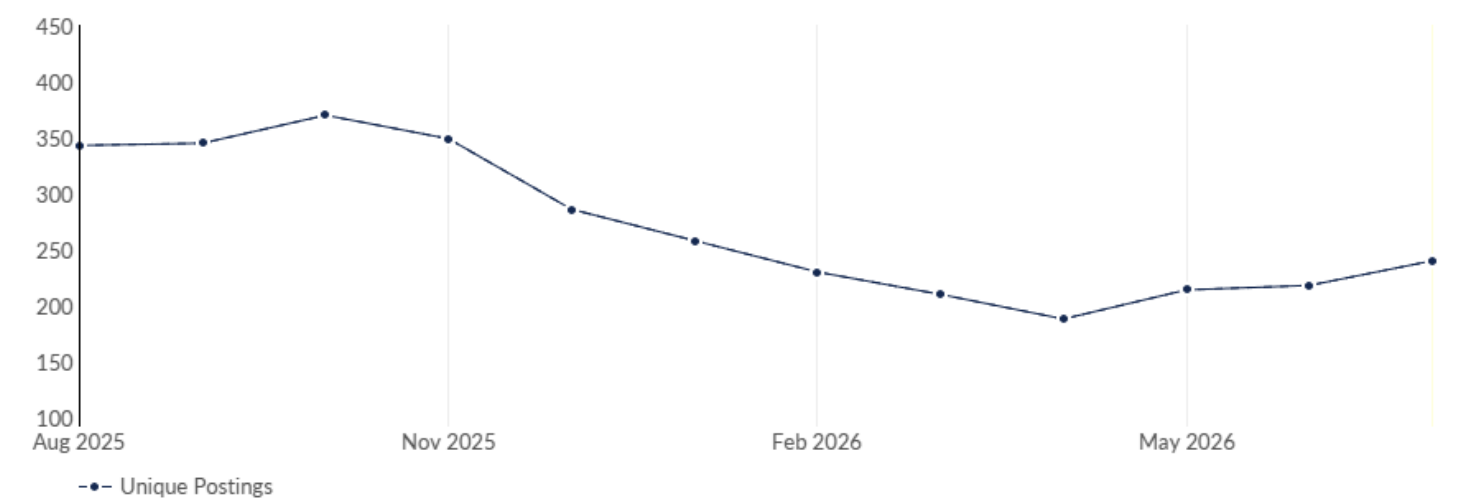


Job Postings Regional Breakdown



County	Unique Postings (Jul 2026)
Calhoun County, MI	183
Kalamazoo County, MI	43
St. Joseph County, MI	8
Branch County, MI	6

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jul 2026	240	4 : 1
Jun 2026	218	5 : 1
May 2026	214	4 : 1
Apr 2026	188	4 : 1
Mar 2026	210	3 : 1
Feb 2026	230	3 : 1
Jan 2026	258	3 : 1
Dec 2025	286	4 : 1
Nov 2025	349	3 : 1
Oct 2025	370	4 : 1
Sep 2025	345	4 : 1
Aug 2025	343	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	126	53%
High school or GED	38	16%
Associate's degree	61	25%
Bachelor's degree	30	13%
Master's degree	5	2%
Ph.D. or professional degree	1	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	38	0	16%
Associate's degree	55	6	23%
Bachelor's degree	19	11	8%
Master's degree	2	3	1%
Ph.D. or professional degree	0	1	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	166	69%
0 - 1 Years	33	14%
2 - 3 Years	39	16%
4 - 6 Years	2	1%
7 - 9 Years	0	0%
10+ Years	0	0%

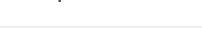
Top Companies Posting

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	775 / 165	5 : 1 	39 days
Bronson Healthcare	52 / 31	2 : 1 	21 days
Meijer	138 / 26	5 : 1 	27 days
Border Foods	13 / 8	2 : 1 	n/a
Walmart	10 / 6	2 : 1 	58 days
Corewell Health	3 / 2	2 : 1 	n/a
Zoetis	5 / 2	3 : 1 	n/a

Top Cities Posting

City	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	728 / 154	5 : 1 	39 days
Kalamazoo, MI	52 / 27	2 : 1 	21 days
Battle Creek, MI	63 / 25	3 : 1 	23 days
Portage, MI	45 / 8	6 : 1 	27 days
Coldwater, MI	29 / 6	5 : 1 	n/a
Three Rivers, MI	41 / 6	7 : 1 	57 days
Albion, MI	12 / 4	3 : 1 	n/a
Sturgis, MI	2 / 2	1 : 1 	n/a
Augusta, MI	2 / 1	2 : 1 	n/a
Fulton, MI	1 / 1	1 : 1 	n/a

Top Posted Occupations

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	377 / 93	4 : 1 	21 days
Health Technologists and Technicians, All Other	214 / 49	4 : 1 	11 days
Medical Assistants	90 / 22	4 : 1 	34 days
Medical and Health Services Managers	72 / 19	4 : 1 	23 days
Nursing Assistants	93 / 16	6 : 1 	n/a
Fast Food and Counter Workers	58 / 14	4 : 1 	30 days
Cashiers	68 / 13	5 : 1 	21 days
Food Service Managers	13 / 8	2 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	5 / 3	2 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6 / 3	2 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	350 / 84	4 : 1 	21 days
Patient Representatives	208 / 47	4 : 1 	11 days
Medical Assistants	90 / 22	4 : 1 	34 days
Medical and Health Services Managers	72 / 19	4 : 1 	23 days
Nursing Assistants	93 / 16	6 : 1 	n/a
Fast Food and Counter Workers	58 / 14	4 : 1 	30 days
Cashiers	68 / 13	5 : 1 	21 days
Food Service Managers	13 / 8	2 : 1 	n/a
Critical Care Nurses	26 / 8	3 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	5 / 3	2 : 1 	n/a
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6 / 3	2 : 1 	n/a
Health Technologists and Technicians, All Other	6 / 2	3 : 1 	n/a
Clinical Nurse Specialists	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	375 / 91	4 : 1 	21 days
Registrar / Patient Service Representative	192 / 44	4 : 1 	11 days
Medical Assistant	90 / 22	4 : 1 	34 days
Nursing Assistant	93 / 16	6 : 1 	n/a
Healthcare Administrator	50 / 14	4 : 1 	23 days
Fast Food / Counter Worker	58 / 14	4 : 1 	30 days
Cashier	68 / 13	5 : 1 	21 days
Restaurant / Food Service Manager	13 / 8	2 : 1 	n/a
Pharmacy Manager / Director	22 / 5	4 : 1 	15 days
Office / Administrative Assistant	6 / 3	2 : 1 	n/a

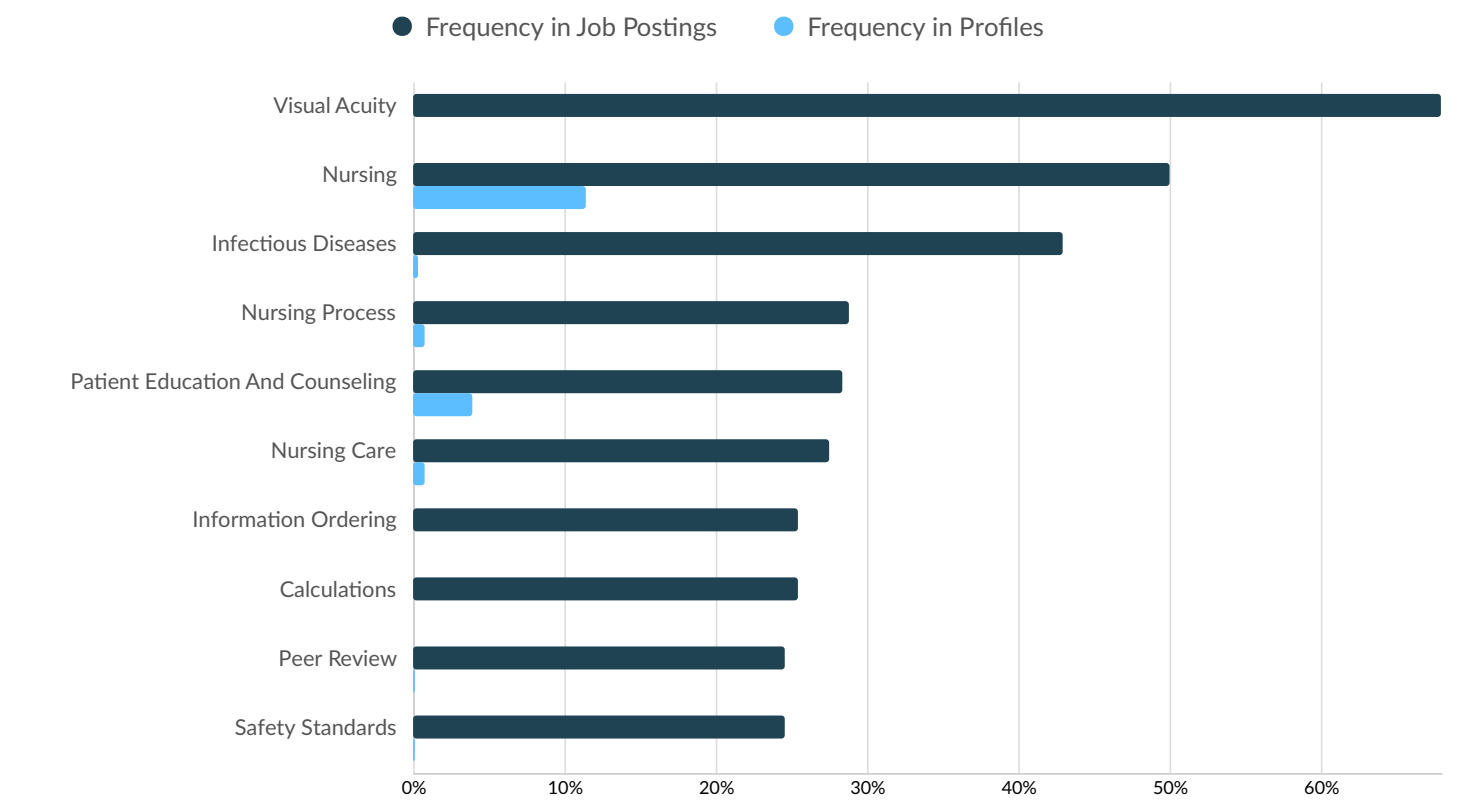
Top Posted Job Titles

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	116 / 23	5 : 1 	n/a
Registered Nurses	93 / 22	4 : 1 	39 days
Emergency Services Registered Nurses	82 / 15	5 : 1 	n/a
Pre-Registration Representatives	33 / 10	3 : 1 	n/a
Cashiers	52 / 8	7 : 1 	21 days
Department Assistants	27 / 7	4 : 1 	41 days
Gastroenterology Registered Nurses	50 / 7	7 : 1 	n/a
Occupational Medicine Registered Nurses	28 / 6	5 : 1 	n/a
NICU Registered Nurses	24 / 6	4 : 1 	n/a
Restaurant General Managers	10 / 6	2 : 1 	n/a

Top Industries

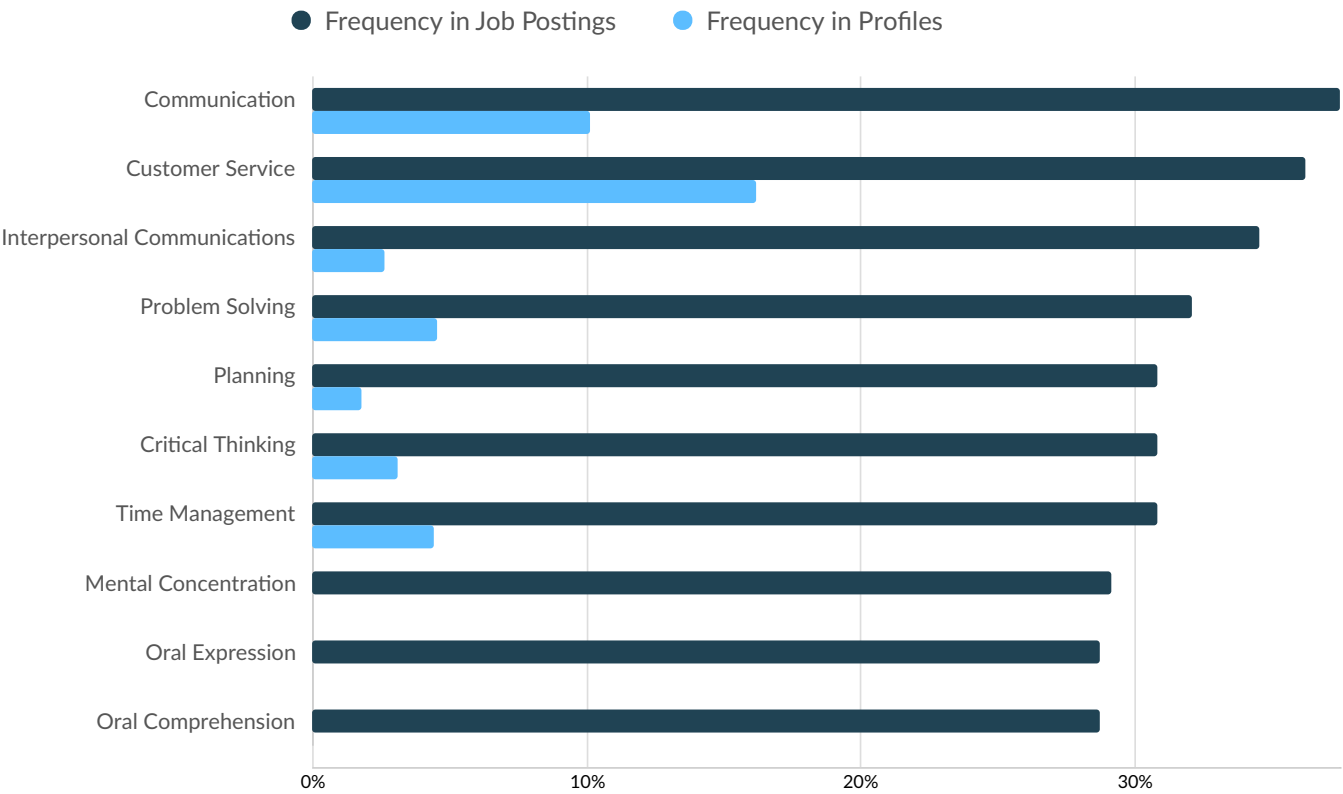
	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	830 / 198	4 : 1 	23 days
Department Stores	138 / 26	5 : 1 	27 days
Limited-Service Restaurants	13 / 8	2 : 1 	n/a
Warehouse Clubs and Supercenters	10 / 6	2 : 1 	58 days
Pharmaceutical Preparation Manufacturing	5 / 2	3 : 1 	n/a

Top Specialized Skills



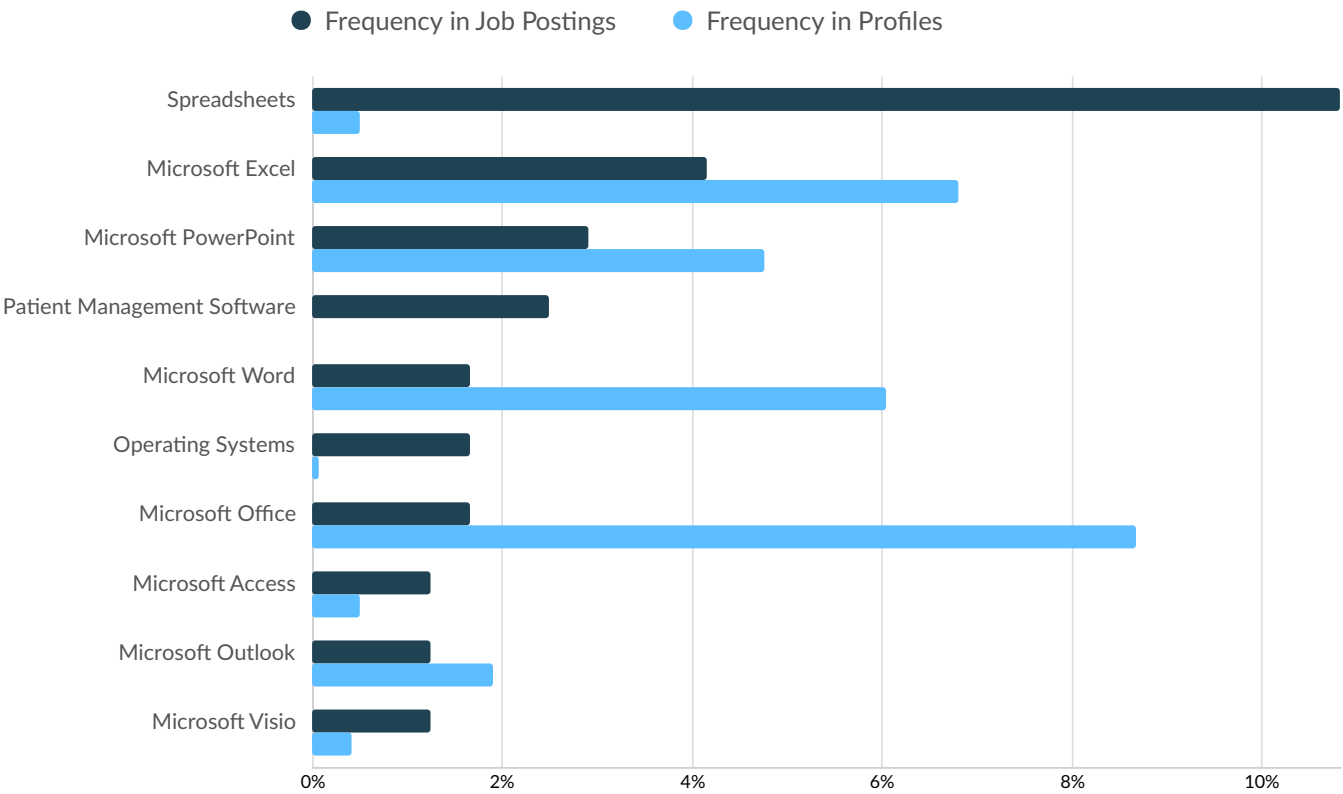
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	163	68%	0	0%	+18.4%	Rapidly Growing
Nursing	120	50%	301	11%	+16.1%	Growing
Infectious Diseases	103	43%	9	0%	+6.8%	Stable
Nursing Process	69	29%	21	1%	+19.7%	Rapidly Growing
Patient Education And Counseling	68	28%	104	4%	+15.1%	Growing
Nursing Care	66	28%	21	1%	+15.3%	Growing
Information Ordering	61	25%	0	0%	+27.0%	Rapidly Growing
Calculations	61	25%	0	0%	+14.4%	Growing
Peer Review	59	25%	3	0%	+16.6%	Growing
Safety Standards	59	25%	3	0%	+10.7%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	90	38%	266	10%	+8.5%	Stable
Customer Service	87	36%	426	16%	+5.0%	Stable
Interpersonal Communications	83	35%	70	3%	+11.9%	Growing
Problem Solving	77	32%	120	5%	+11.1%	Growing
Planning	74	31%	47	2%	+10.3%	Growing
Critical Thinking	74	31%	82	3%	+19.3%	Rapidly Growing
Time Management	74	31%	116	4%	+12.7%	Growing
Mental Concentration	70	29%	0	0%	+12.7%	Growing
Oral Expression	69	29%	0	0%	+4.5%	Stable
Oral Comprehension	69	29%	0	0%	+21.3%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	26	11%	13	0%	+15.6%	Growing
Microsoft Excel	10	4%	179	7%	+14.8%	Growing
Microsoft PowerPoint	7	3%	125	5%	+19.9%	Rapidly Growing
Patient Management Software	6	3%	0	0%	+17.8%	Rapidly Growing
Microsoft Word	4	2%	159	6%	+6.8%	Stable
Operating Systems	4	2%	2	0%	+14.7%	Growing
Microsoft Office	4	2%	228	9%	+16.9%	Growing
Microsoft Access	3	1%	13	0%	+3.4%	Lagging
Microsoft Outlook	3	1%	50	2%	+22.2%	Rapidly Growing
Microsoft Visio	3	1%	11	0%	+4.6%	Stable

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	133
Registered Nurse (RN)	113
American Red Cross (ARC) Certification	113
Basic Cardiac Life Support	48
Advanced Cardiovascular Life Support (ACLS) Certification	41
Valid Driver's License	26
Pediatric Advanced Life Support (PALS)	25
Licensed Practical Nurse (LPN)	22
Trauma Nurse Core Course (TNCC)	20
Certified Medical Assistant (CMA)	20

Top Advertised Benefits

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Education and Career Development	423 / 99	4 : 1 	27 days
Paid Leave	182 / 48	4 : 1 	30 days
Supplemental Pay	36 / 20	2 : 1 	43 days
Insurance	23 / 13	2 : 1 	58 days
Retirement and Savings	12 / 7	2 : 1 	43 days
Other Benefits	8 / 4	2 : 1 	58 days
Work-Life Balance	9 / 4	2 : 1 	n/a
Health and Wellness Benefits	2 / 1	2 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2026)
peopleanswers.com	147
indeed.com	70
myworkdayjobs.com	30
mitalent.org	23
diversityjobs.com	19
walmart.com	4
gr8jobs.net	3
jobserve.com	3
ardms.org	1
craigslist.org	1
dejobs.org	1
healthjobsnationwide.com	1

Appendix B

Sample Postings

Requirements Managers — Oaklawn Hospital in Marshall, MI (Jul 2026 - Active)

Nurse Extern, (1) 0700-1930 and (1)1900-0730, weekend requirements casual hours	
Link to Live Job Posting: www.indeed.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Requirements Managers

Job Summary:

Under the direct supervision of the Charge/Registered Nurse and/or Physician, provides direct care to an assigned patient population. Completes documentation of 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. Assists in providing activities of daily living to an assigned patient population. Completes hourly rounds on assigned patient population. Communicates readily with patients and families and serves as a liaison between the patient and licensed staff. Assists in answering call lights in a timely manner. Performs duties within the realm of a nurse extern. Including but not limited to the following tasks, once competency achieved with nursing program AND direct RN over sight and co-signatures. Head to toe assessment Data collection for adult admission history Urinary Catheter insertion and/or discontinuation (includes straight catheterizations) Bladder scanning Simple Dressing Changes with wound assessment NG placement Monitors supplies and restocks accordingly. Assists in specimen collection, identification and transportation to lab. Assists clinically as needed. Performs rotation in CPR as needed. Assists patients in obtaining essential needs such as blankets, fluids and nutrition after verifying with attending or RN. Uses technology appropriately including safety standards and measures; follows infection prevention standards.

Minimum Qualifications :

Completion of Nursing Fundamentals semester in an accredited school of nursing program; excellent written, verbal and interpersonal skills; BLS from American Red Cross or American Heart Association certification.

Knowledge, Skills & Abilities :

Nurse aide certification preferred; Proficiency in computer documentation preferred. Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention - able to concentrate for protracted periods; time sharing - able to shift back and forth successfully between two or more activities; 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, reach, push/pull, see/visual acuity, handle/grasp/feel, bend/twist, talk/hear, lift/carry 50+ lbs. Frequently sit, stoop/kneel/crouch.

Occupational Health Nurses — Zoetis in Kalamazoo, MI (Jul 2026 - Active)

Occupational Health Nurse

Link to Live Job Posting: zoetis.wd5.myworkdayjobs.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Zoetis

Job Title: Occupational Health Nurses

Responsibilities:

Provide on-site occupational health services, including assessment, triage, and treatment of work-related injuries and illnessesAdminister first aid, medications, vaccinations, and health screenings as appropriateConduct health evaluations (e.g., fitness-for-duty, return-to-work exams)Maintain accurate, confidential medical records in accordance with regulatory standards (e.g., OSHA, HIPAA, ADA, FMLA)Serve as the Occupational Health point of contact on a variety of employee leave cases including

FMLA, ADA

accommodations, short-term/long-term disability, and company-specific leave programsServe as the Occupational Health point of contact, when needed, for employees navigating the medical aspect of leave processes, ensuring clear communication and supportPartner with external providers, clinics, and specialists to coordinate care as neededSupport audits and compliance reporting as requiredCoordinate with HR, legal, and third-party administrators to ensure compliance with federal, state, and company policiesConduct periodic medical surveillance exams such as audiometry, spirometry, vision screening, and other required monitoringTrack and analyze employee health data to identify trends, early risk indicators, and potential occupational exposureParticipate with the Occupational Health program to promote health and wellness programs, including injury prevention and health education

Required Qualifications:

Active Registered Nurse (RN) license in good standing3+ years of clinical nursing experience (occupational health, medical case management, or related field preferred)Knowledge of leave of absence regulations (FMLA, ADA, disability programs)Strong assessment, clinical decision-making, and documentation skillsExcellent communication and interpersonal skillsStrong attention to detailAbility to handle sensitive and confidential information Desired Qualifications Certification in Occupational Health Nursing (COHN/COHN-S) or Case Management (CCM)Experience with disability management and return-to-work programsFamiliarity with OSHA regulations and workplace safety standardsFull 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.

Notice:

Zoetis Recruiters will contact candidates via email from an address ending in @zoetis.com and may also initially connect with candidates through LinkedIn, including LinkedIn InMail. Zoetis does not use Gmail, Outlook, Yahoo, or other web-based/generic email domains to communicate about job opportunities, interviews, or offers of employment. If you receive a recruitment-related email message claiming to be from Zoetis that does not come from @zoetis.com, please treat it as suspicious. For your security, do not reply, click links, open attachments, share personal or financial information, or send money in response to unexpected or questionable recruitment communications. 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 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.

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.

Cardiovascular Registered Nurse (RN) - Cath Lab - Part-time (48hrs/pp)Link to Live Job Posting: www.indeed.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Cardiovascular Registered Nurses

BLS/ACLS

certification required within 1 year of hire date. Basic PC computer skills to operate the database and office programs used in the department; can be acquired after hire Regularly works with patients where social sensitivity and the ability to communicate effectively are definitely required Must be able to work and communicate with all managers, employees, physicians, and customers with which Cardiovascular Services Department does business Must be able to work well within a small work group which includes: communicating effectively with team members, assertively handling conflict, diplomatically resolving issues, participating in problem-solving Must treat everyone in a professional manner 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. Assesses, monitors, and provides appropriate professional nursing care to patients throughout their stay in CVSL. Documents abnormalities in physical assessment, as well as recommended interventions and patient response; obtains and notes physician orders; and, maintains appropriate nursing and patient records. Responsible for assisting the physician with invasive cardiology procedures, such as heart catheterizations, intra-aortic balloon pump insertion, pacemaker and ICD insertion, etc. Functions as scrub nurse, circulator and/or recorder in diagnostic cases, and as a circulator or recorder in intervention cases. Typically the duties and responsibilities include but are not limited to: o setting up sterile table according to procedure o prepping and draping patient appropriately and using proper sterile techniques during procedures o preparing and proficiently operating all equipment (including radiographic) used in the procedure and all related monitoring and recording equipment o assisting and anticipating the needs of the physician in the performance of procedures o communicating significant data to physicians and other members of the team as each case proceeds o administering all medications when required Manages images for review by the physician and for the permanent record. Completely and accurately documents and charges procedures; enters and records pertinent laboratory values, pressure waveforms and ECGs physical assessments and other pertinent information into logs and the computer and processes related paperwork. Orders and maintains appropriate levels of medications as well as other routine supplies used in the Lab. Maintains instruments and equipment in a clean and functional condition. Performs minor repairs, calibrations, and adjustments on equipment. Brings to the attention of supervisor the need for special service or maintenance. Keeps current in professional knowledge of diagnostic and interventional cardiovascular technologies. Additional on call requirements above and beyond regular scheduled hours Weekends and Holidays also required Shift Variable Time Type Part time Scheduled Weekly Hours 24 Cost Center 3702 Cardiovascular Cath Lab (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.

ENT Physicians — Oaklawn Hospital in Marshall, MI (Jul 2026 - Active)

Medical Assistant - Ear, Nose, & Throat

Link to Live Job Posting: www.indeed.com

Location: Marshall, MI

O*NET: 31-9092.00

Company: Oaklawn Hospital

Job Title: ENT Physicians

JOB DESCRIPTION POSITION TITLE

Medical Assistant

DEPARTMENT

Oaklawn Medical Group

FLSA STATUS

Non-exempt

REPORTING RELATIONSHIP

Manager 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

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.

Representative - Registration Full-Time Float position/Days and hours vary

Link to Live Job Posting: www.indeed.com

Location: Marshall, MI

O*NET: 29-2099.08

Company: Oaklawn Hospital

Job Title: Float Sales and Service Representatives

Job Summary:

The Registration Representative is responsible for the processing of inpatient and outpatient admissions in an accurate and efficient manner.

Essential Functions:

Consistently performs using an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Accurately gathers information and inputs data in all phases of the registration process as well as registers patients in a timely fashion. Assures that the patient or guardian, as outlined by procedure, signs all appropriate paper work. Assures all patients are offered Oaklawn Privacy Practices and the Patient Rights and Responsibilities brochure. Verifies all appropriate insurance coverage. Obtains and scans patient driver's license and insurance cards as applicable Follows appropriate procedures for cash collections, asking for and collecting, to the extent possible, on all non-covered services and applicable co-pays and deductible at the point of service Assures a payable diagnosis for all Medicare restricted tests or obtains an ABN from the patient if applicable Handles patient inquiries promptly and appropriately. Balances cash receipts daily in a timely, accurate manner.

Minimum Qualifications:

High school diploma or equivalent.

Knowledge Skills Abilities :

Knowledge of medical terminology, computer experience and computer skills. Possess excellent verbal communication, interpersonal, organizational, customer service, and critical thinking skills. Ability to problem solve, handle conflict and adapt to frequent change. Previous hospital registration and insurance verification preferred. Possess the ability to work with patients with varying degrees of illness.

Working Conditions:

Work is generally performed within an office environment, with standard office equipment available. Work may include Emergency Department registration. Potentially exposed to infectious diseases.

Physical Requirements:

Constantly see/visual acuity, handle/grasp/feel, talk/hear. Frequently sit, walk, reach, bend/twist. Occasionally lift/carry 1 to 49 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 Q3 2026 Data Set

July 2026
Branch County

Michigan

Parameters

Select Timeframe: Jul 2026 - Jul 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

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

Regions:

Code	Description
26023	Branch County, MI

Company:

Results should include

Description
ProMedica
Border Foods
Walmart
Dollar General

Description
Bronson Healthcare
Bob Evans Restaurants
Clemens Food Group

Minimum Experience Required: Any

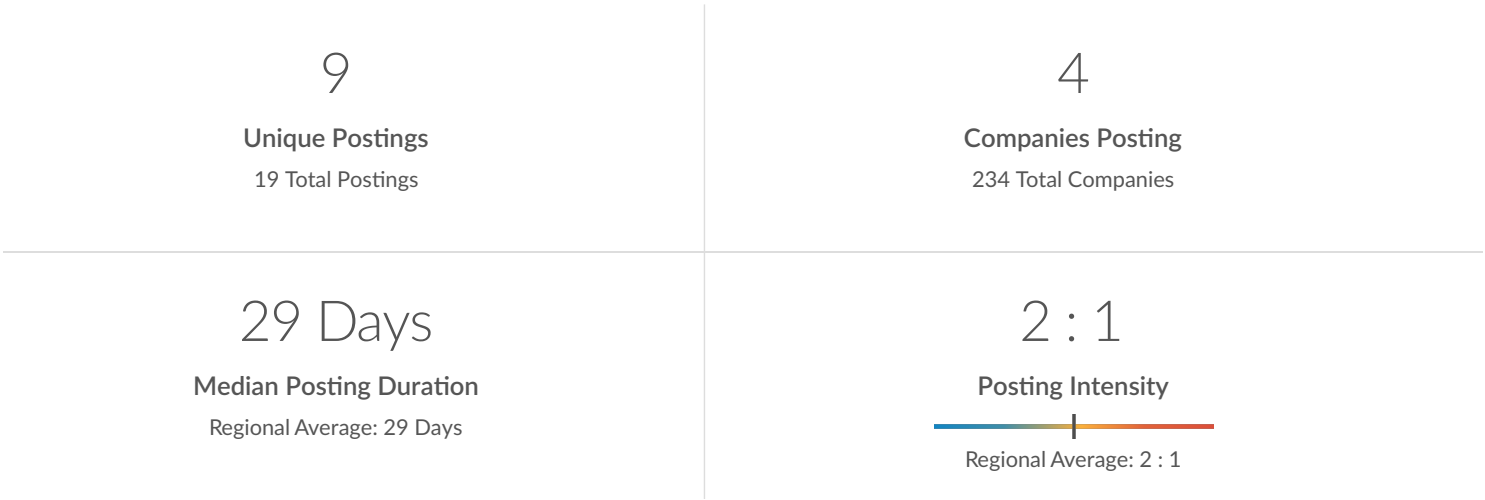
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

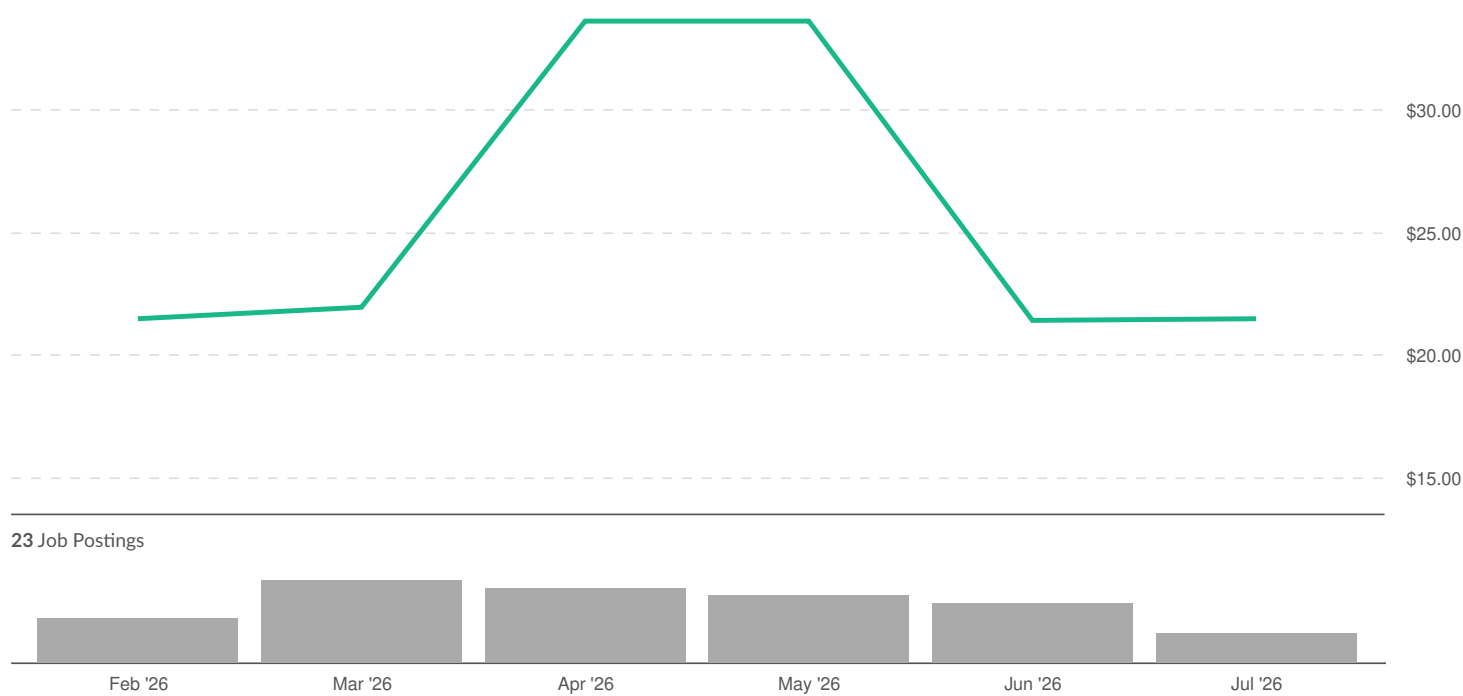


Advertised Salary

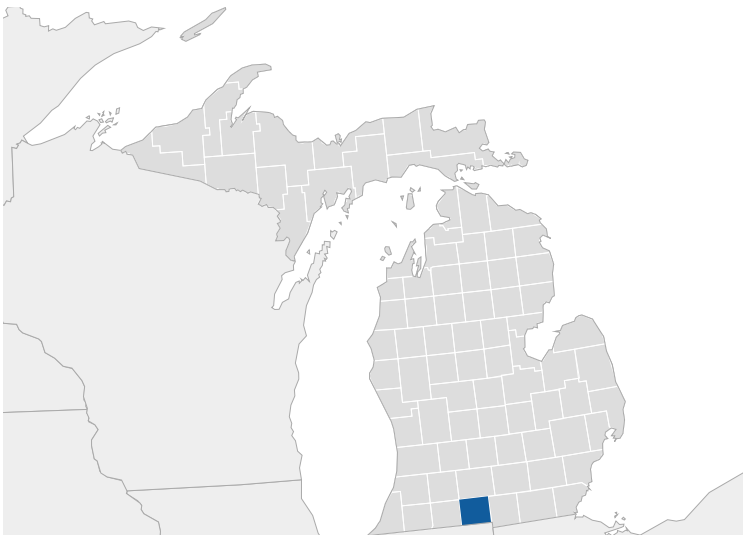
Not enough data for this chart.

Advertised Salary Trend

▲0.1% Feb 2026 – Jul 2026
\$21.97 Median

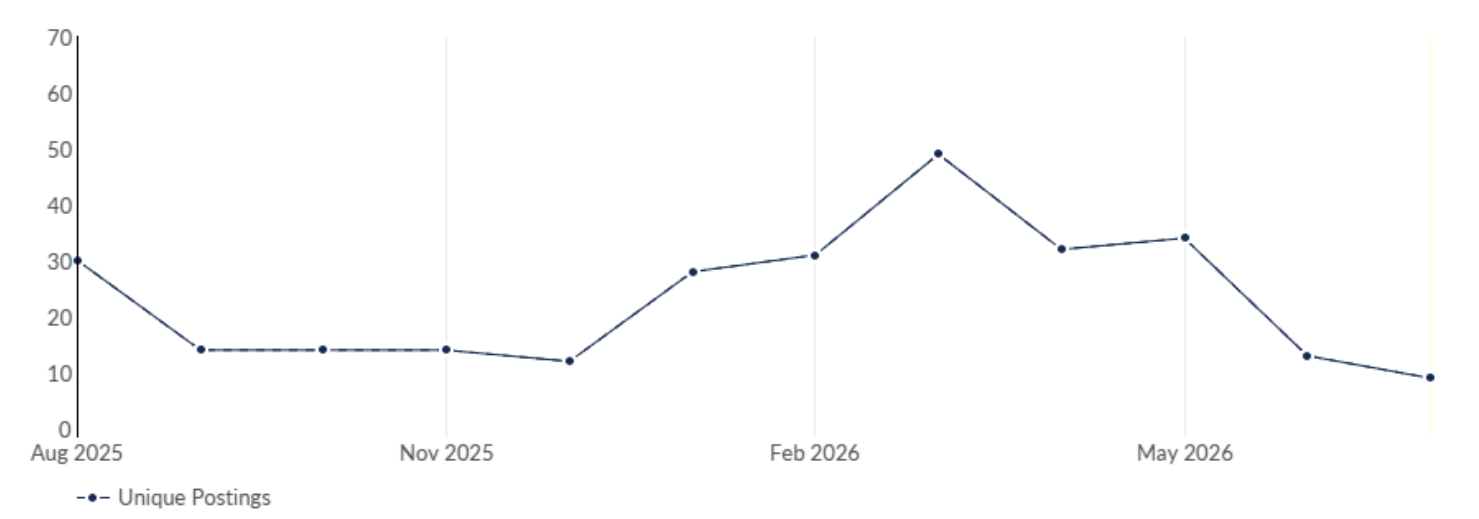


Job Postings Regional Breakdown



County	Unique Postings (Jul 2026)
Branch County, MI	9

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jul 2026	9	2 : 1
Jun 2026	13	2 : 1
May 2026	34	2 : 1
Apr 2026	32	2 : 1
Mar 2026	49	1 : 1
Feb 2026	31	2 : 1
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

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	7	78%
High school or GED	2	22%
Associate's degree	0	0%
Bachelor's degree	0	0%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2	0	22%
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	6	67%
0 - 1 Years	1	11%
2 - 3 Years	1	11%
4 - 6 Years	1	11%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Walmart	10 / 5	2 : 1 	n/a
Bronson Healthcare	6 / 2	3 : 1 	n/a
Dollar General	2 / 1	2 : 1 	n/a
Bob Evans Restaurants	1 / 1	1 : 1 	29 days

Top Cities Posting

City	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Coldwater, MI	17 / 8	2 : 1 	29 days
Union City, MI	2 / 1	2 : 1 	n/a

Top Posted Occupations

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	7 / 4	2 : 1 	n/a
Registered Nurses	6 / 2	3 : 1 	n/a
Retail Salespersons	5 / 2	3 : 1 	n/a
Food Service Managers	1 / 1	1 : 1 	29 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	7 / 4	2 : 1 	n/a
Registered Nurses	6 / 2	3 : 1 	n/a
Retail Salespersons	5 / 2	3 : 1 	n/a
Food Service Managers	1 / 1	1 : 1 	29 days

Top Posted Occupations

Occupation	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	7 / 4	2 : 1 	n/a
Registered Nurse	6 / 2	3 : 1 	n/a
Retail Sales Associate	5 / 2	3 : 1 	n/a
Restaurant / Food Service Manager	1 / 1	1 : 1 	29 days

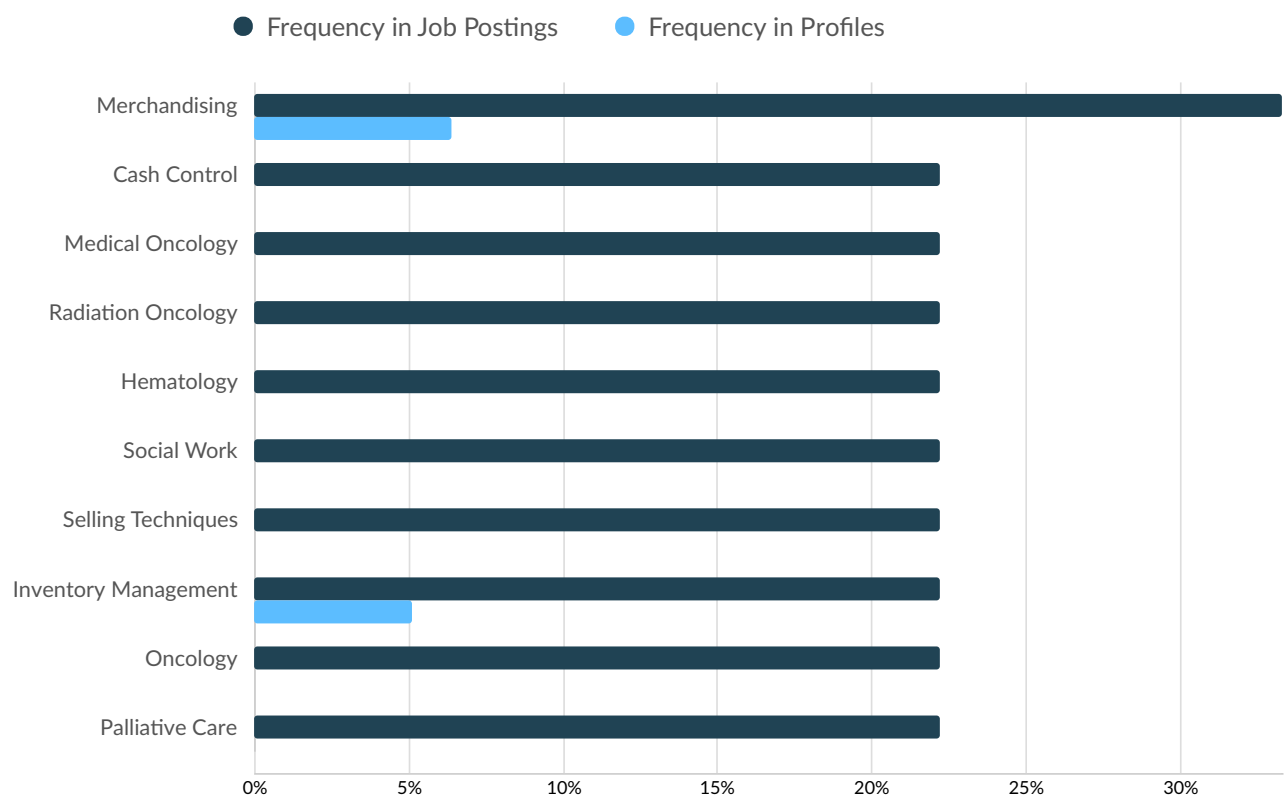
Top Posted Job Titles

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Pharmacy Sales Associates	2 / 1	2 : 1 	n/a
Digital Learning Coaches	3 / 1	3 : 1 	n/a
General Managers	1 / 1	1 : 1 	29 days
Hematology/Oncology Nurse Practitioners	4 / 1	4 : 1 	n/a
Team Supervisors	1 / 1	1 : 1 	n/a
City Managers	2 / 1	2 : 1 	n/a
Apparel Supervisors	1 / 1	1 : 1 	n/a
Fashion Associates	3 / 1	3 : 1 	n/a

Top Industries

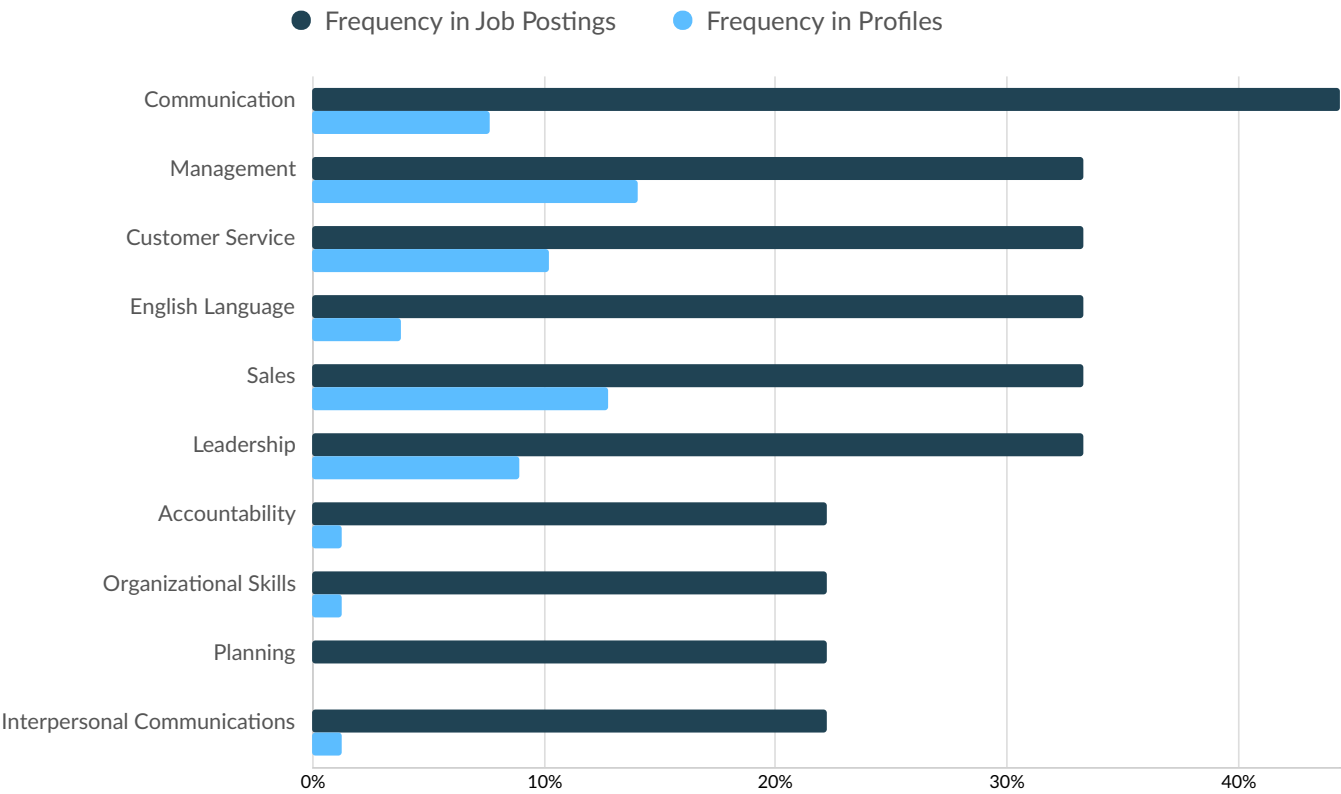
	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Warehouse Clubs and Supercenters	10 / 5	2 : 1 	n/a
General Medical and Surgical Hospitals	6 / 2	3 : 1 	n/a
All Other General Merchandise Retailers	2 / 1	2 : 1 	n/a
Full-Service Restaurants	1 / 1	1 : 1 	29 days

Top Specialized Skills



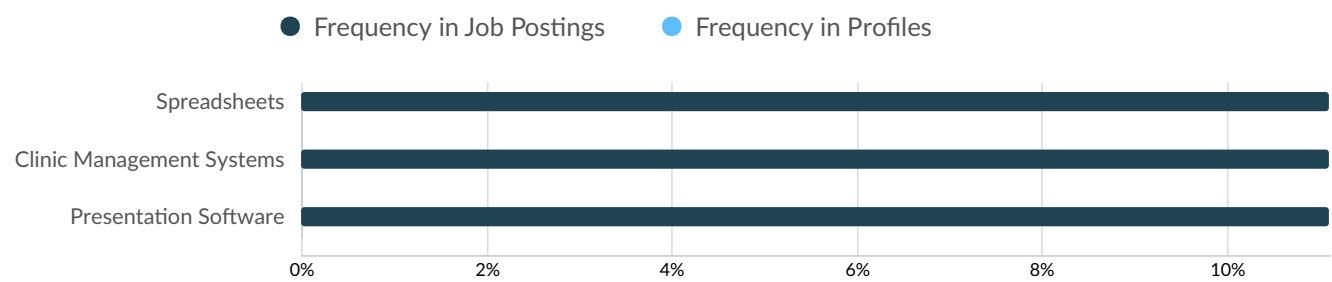
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	3	33%	5	6%	+12.7%	Growing
Cash Control	2	22%	0	0%	+19.5%	Rapidly Growing
Medical Oncology	2	22%	0	0%	+17.6%	Rapidly Growing
Radiation Oncology	2	22%	0	0%	+15.0%	Growing
Hematology	2	22%	0	0%	+9.7%	Growing
Social Work	2	22%	0	0%	+10.9%	Growing
Selling Techniques	2	22%	0	0%	-0.7%	Lagging
Inventory Management	2	22%	4	5%	+14.9%	Growing
Oncology	2	22%	0	0%	+3.0%	Lagging
Palliative Care	2	22%	0	0%	+17.3%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	4	44%	6	8%	+8.5%	Stable
Management	3	33%	11	14%	+5.7%	Stable
Customer Service	3	33%	8	10%	+5.0%	Stable
English Language	3	33%	3	4%	+13.0%	Growing
Sales	3	33%	10	13%	+7.7%	Stable
Leadership	3	33%	7	9%	+9.5%	Growing
Accountability	2	22%	1	1%	+15.1%	Growing
Organizational Skills	2	22%	1	1%	+13.3%	Growing
Planning	2	22%	0	0%	+10.3%	Growing
Interpersonal Communications	2	22%	1	1%	+11.9%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	1	11%	0	0%	+15.6%	Growing
Clinic Management Systems	1	11%	0	0%	+12.0%	Growing
Presentation Software	1	11%	0	0%	+15.2%	Growing

Top Qualifications

Postings with Qualification	
Drug Enforcement Agency (DEA) License	1
Bachelor Of Science In Business	1

Top Advertised Benefits

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Supplemental Pay	14 / 5	3 : 1	n/a
Retirement and Savings	9 / 4	2 : 1	29 days
Insurance	8 / 3	3 : 1	n/a
Other Benefits	8 / 3	3 : 1	n/a
Paid Leave	8 / 3	3 : 1	n/a
Work-Life Balance	7 / 3	2 : 1	29 days

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2026)
walmart.com	5
indeed.com	3
mitalent.org	3
ardms.org	1
dollargeneral.com	1
gr8jobs.net	1
jobtarget.com	1

Appendix B

Sample Postings

Digital Learning Coaches — Walmart in Coldwater, MI (Jun 2026 - Active)

(USA) Digital Coach	
Link to Live Job Posting: jobs.mitalent.org	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Walmart	Job Title: Digital Learning Coaches
Individual: Builds highperforming teams embraces differences in people cultures ideas and experiences creates a workplace where associates feel seen supported and connected through a culture of belonging creates opportunities for all associates to thrive and performx000B Respect the Individual: Works collaboratively builds strong and trusting relationships communicates with impact energy and positivity to motivate and influencex000B Respect the Individual: Attracts and retains the best talent empowers and develops talent and recognizes others contributions and accomplishments Act with Integrity: Maintains and promotes the highest standards of integrity ethics and compliance models the Walmart values to support and foster our culture holds oneself and others accountable supports Walmarts goal of becoming a regenerative company by making a positive impact for associates customers members and the world around useg creating a sense of belonging eliminating waste participating in local giving Act with Integrity: Acts in a selfless manner and is consistently humble selfaware honest fair and transparent Serve Our Customers and Members Delivers results while putting the customer first considers and adapts to how where and when customers shop and applies the EDLP and EDLC business models to all plans Serve Our Customers and Members Makes decisions based on data insights and analysis balances short and longterm priorities and considers our customers fellow associates shareholders suppliers business partners and communities when making plans Strive for Excellence: Displays curiosity and a desire to learn takes calculated risks demonstrates courage and resilience and encourages learning from mistakes Strive for Excellence: Drives continuous improvements adopts and encourages the use of new technologies and skills and supports others through change At Walmart, we offer competitive pay as well as performance-based bonus awards and other great benefits for a happier mind, body, and wallet. Health benefits include medical, vision and dental coverage. Financial benefits include 401(k), stock purchase and company-paid life insurance. Paid time off benefits include PTO (including sick leave), parental leave, family care leave, bereavement, jury duty, and voting. Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more. You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive	

more. You will also receive PTO and/or FTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see <https://one.walmart.com/notices>. Live Better U is a Walmart-paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One.

Walmart. The annual salary range for this position is \$65,000.00 - \$100,000.00 Additional compensation includes annual or quarterly performance bonuses. Additional compensation for certain positions may also include : Regional Pay Zone (RPZ) (based on location) Complex Structure (based on external factors that create challenges) ■

State Pay Differential:

■ This job has an additional differential to meet legislative requirements, where applicable. ■ ■ Minimum Qualifications... Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications. 2 years' of college; OR 1 year's retail experience and 1 year's supervisory experience; OR 2 years' general work experience and 1 year's supervisory experience. For facilities that sell firearms, I acknowledge that the position for which I am applying will require successful completion of a firearms- specific Criminal Background Check (CBC) and Firearms Authorized Training. For facilities that sell only ammunition and have state specific requirements, I acknowledge that the position for which I am applying may require a current state issued Certificate of Eligibility. Associates will be required to attend and successfully complete all job-required trainings and assessments (for example, Academy trainings, Open Door trainings, etc.). Preferred Qualifications... Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications. Bachelor of Science in Business Management and Leadership through Live Better U and Bellevue University, General work experience supervising 5 or more direct reports to include the responsibility of performance management, mentoring, hiring, and firing Primary Location... 800 E

CHICAGO ST, COLDWATER, MI

49036-2055, United States of America Walmart and its subsidiaries are committed to maintaining a drug-free workplace and has a no tolerance policy regarding the use of illegal drugs and alcohol on the job. This policy applies to all employees and aims to create a safe and productive work environment.

General Managers — Bob Evans Restaurants in Coldwater, MI (Jun 2026 - Jul 2026)

General Manager

Link to Live Job Posting: Posting is no longer active

Location: Coldwater, MI

O*NET: 11-9051.00

Company: Bob Evans Restaurants

Job Title: General Managers

Employer Match Our Purpose:

We pride ourselves on serving high quality farm fresh food at Bob Evans! We are

AMERICA'S FARM FRESH!

We work hard, pay attention to details (perfect plates, perfect bags), and provide our guests with the best, all-around family dining experience. We have immense pride in our culture and roots to our communities. Working at Bob Evans is about being part of something big - we have a passion for taking care of each other and our guests while serving farm-fresh food at a great value. Our Founder, Bob Evans, was all about growing good...join us at Bob Evans and be an integral part of Where Good Grows.

General Manager Responsibilities:

The position of General Manager is a fast-paced role that manages the daily operations and staff of the restaurant, including the execution of all Company policies, procedures, programs, and systems. The General Manager provides leadership, direction, training, and development to all direct reports. This role also contributes to the success of the restaurant by building sales, hitting goals, as well as driving restaurant profitability. Decisions are guided by established policies/procedures and the Director of Operations. Management responsibilities in accordance with the Company's policies and applicable laws Responsibilities include recruiting, interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees including termination of employees; addressing complaints and resolving problems Shapes culture of restaurant and works diligently to ensure a high level of employee engagement in the restaurant Coach and mentor team members to ensure employee's success on the job and guest satisfaction. Model professional behavior while creating a warm, friendly, and hospitable atmosphere that encourages people to do their BEST Communicate sales performance and anticipated variances to the restaurant management team. Cascade corporate programs and initiatives to the management team and staff Occasionally assist team members with category job duties as needed Champion sales building activities and suggestive selling Maximize table turnover, sales per guest, and sales per hour Meet and greet guests; investigate and resolve food quality/service issues and satisfying the guest 100% Maintain efficient operations, appropriate cost controls, and profit management Ensure OSHA, local health and safety codes, and company safety and security policies are met. Enforce safe work behaviors to maintain a safe environment for both guests and crew members. Monitor daily activities to ensure quality food and cleanliness standards Control day-to-day operations - following cash control/security procedures, maintaining inventory, managing food and labor, reviewing financial reports and schedules, and taking appropriate actions P&L management - Manage food cost, labor cost, carryout cost and other controllable items Control food costs by following recipes and portion control; as well as being responsible for weekly inventory process Manage labor costs by optimizing weekly schedules of employees, managers and key supervisors and monitoring daily schedules and sales performance through effective use of the company's labor scheduling tool Ensure proper use of restaurant equipment Responsible for maintaining facility and all company assets All other duties as assigned Bob Evans Restaurants, LLC is EEO compliant and participates in

E-Verify Why Choose Us:

Competitive Compensation Health and Welfare Benefits 401(k) with Company Match Flexible Scheduling Opportunity for development and career growth

Knowledge:

- Excellent communication skills
- Strong interpersonal skills and conflict resolution abilities
- Strong planning and organization skills
- Dedication to providing exceptional guest service
- Excellent computer skills
- Strong analytical/problem solving skills
- Exceptional team building capability
- Basic business math and accounting skills
- Basic personal computer literacy
- Ability to manage multiple projects
- Ability to be a role model in employee appearance and presentation
- Available to work a variety of shifts and weekends

Education/Experience:

- High School diploma or equivalent
- Prior experience in a leadership role is required.
- A minimum of 4-6 years of prior experience in a family, fast-food, or casual dining restaurant is strongly preferred
- College and/or culinary schooling preferred
- For alcohol serving restaurants, Bob Evans follows all State mandated age requirements to serve alcohol which apply to our manager positions.

Physical Requirements:

The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The physical demands described here are representative of those that must be regularly met by an employee to successfully perform the essential functions of this job. This list is not designed to contain a comprehensive listing of activities and the employer reserves the right to change or assign other duties to this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the job. While performing the duties of this job you will regularly be required to:

- Stand for entire shift and walk for long periods of time without rest or sitting down
- Push, lift, carry and transfer up to 50 pounds
- Reach with hands
- Use hands to finger, handle, or feel objects, tools, or controls
- Bend and stoop
- Can taste and smell
- Verbally communicate with others
- Use close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus
- Have ability to freely access all areas of restaurant including selling floor(s), stock area, and register area We continue to update our safety and sanitation procedures to follow the current CDC, local, and state guidelines.

Our goal is to provide a safe environment for both our employees and guests.

Team Supervisors — Walmart in Coldwater, MI (Jun 2026 - Aug 2026)

Seasonal Team Supervisor	
Link to Live Job Posting: Posting is no longer active	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Walmart	Job Title: Team Supervisors

APP Medical Oncology/Hematology - Coldwater, MI

Link to Live Job Posting: Posting is no longer active

Location: Coldwater, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Unclassified

Position Highlights:

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

Qualifications:

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

Bronson's Culture Statement:

At Bronson, we believe all people should have full and equal access to opportunities to live healthy lives and are committed to achieving that access across our health system. We are building a culture of belonging in an environment free of prejudice, negative bias, and stereotypes for those we employ and for the communities we serve. We are striving to employ the best teams in the communities we serve to enhance the quality of care we provide and the interactions we have with our patients, families, colleagues, and communities. We have a strategic focus on living our values by showing respect, building trust, uncovering, and addressing avoidable and unjust conditions that negatively impact individual health and wellbeing. We dedicate ourselves to seeing and advocating for all, removing barriers to care, and reducing disparities to conscientiously fulfill our mission that all have full and equal access to the opportunities to live healthy lives: Together, we advance the health of our communities. For more information on Bronson visit bronsonhealth.com. Interested Candidates please email CV to Hilary Wade at wadeh@bronsonhg.org Performs comprehensive and problem focused histories and physical examinations, interprets laboratory and radiologic tests. Interprets and correlates subjective and objective patient data, formulating a diagnosis. Under the direction of the physician, reviews patient findings and develops a treatment plan within the scope of practice. Performs above activities in the outpatient and inpatient settings. Employees providing direct patient care must demonstrate competencies specific to the population served. Successful completion of a Physician Assistant program Licensure as Physician Assistant and state DEA license to prescribe medications Current prescriptive authority and collaborative agreement with oversight physician(s) should also be in place Must maintain all requirements for medical staff privileges

- Ability to utilize word processing, spreadsheet, presentation programs, and other software relevant to the job
- Regularly communicates clearly and effectively both verbally and in writing (Utilizing SBAR technique)
- Communicates with internal customers such as, physicians, multi-disciplinary team, finance, management and external customers such as,

patients, third party payers, community agencies on a daily basis and often simultaneously 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. The job produces some physical demands. Typical of jobs that include regular walking, standing, stooping, bending, sitting, and some lifting of light weight objects.

- Concurrent Clinical Management
- Coordinates care with the multi-disciplinary team to facilitate implementation of patients' progress towards outcomes, which includes discharge or transfer of care.

Acts as a clinical resource for the multi-disciplinary team.

This is accomplished by:

o Assertive coordination among the multi-disciplinary team o Identifying common patient complications and utilizes appropriate preventative measures. o Assisting in the development and integration of quality measures/evidence into clinical practice.

Utilization Review:

- Performs an initial comprehensive assessment of the patient to determine if the patient requires a higher intensity of service and requires transfer to a hospital setting.

This is accomplished by:

o Applying knowledge of regulatory and third party payor criteria. o Utilization Management o Facilitating timely discharges/transfers to the appropriate level of care. Clinical Management

- Evaluate and appropriately manage patients.
- Evaluate lab, EKG, imaging studies
- Complete appropriate documentation necessary to support:
 - Billing
 - Medical care
 - Orders
 - Progress Notes
- Be available for any nursing questions or to evaluated status changes for patients Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 8827 Hematology & Medical Oncology Phys (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.

Pharmacy Sales Associates — Walmart in Coldwater, MI (May 2026 - Jul 2026)

Pharmacy Sales Associate	
Link to Live Job Posting: Posting is no longer active	
Location: Coldwater, MI	O*NET: 41-2031.00
Company: Walmart	Job Title: Pharmacy Sales Associates
\$28 an hour - Part-time Walmart 281,710 reviews \$15 \$28 an hour - Part-time Hourly Wage: \$15 \$28 per/hour The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation includes annual or quarterly performance incentives. Additional compensation in the form of premiums may be paid in amounts ranging from \$0.35 per hour to \$3.00 per hour in specific circumstances. Premiums may be based on schedule, facility, season, or specific work performed. Multiple premiums may apply if applicable criteria are met. Employment Type: Part-Time Available shifts: Mid-Shift, Closing Location Walmart Supercenter #1593 800 E CHICAGO ST, COLDWATER, MI, 49036, US Job Overview Pharmacy associates focus on the needs of our customers as they entrust us with their prescriptions and health needs. They are responsible for providing customer service in our store pharmacies. Benefits & perks At Walmart, we offer competitive pay as well as performance-based incentive awards and other great benefits for a happier mind, body, and wallet. Health benefits include medical, vision and dental coverage. Financial benefits include 401(k), stock purchase and company-paid life insurance. Paid time off benefits include parental leave, family care leave, bereavement, jury duty, and voting. Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more. You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see Smart Guide page Live Better U is a Walmart-paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One. Walmart.com. Walmart is committed to maintaining a drug-free workplace and has a no tolerance policy regarding the use of illegal drugs and alcohol on the job. This policy applies to all employees and aims to create a safe and productive work environment.	

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 Q3 2026 Data Set

July 2026
Calhoun County

Michigan

Parameters

Select Timeframe: Jul 2026 - Jul 2026

Occupations:

Results should include

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

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

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

Description
Clean Team
Hogan
Border Foods
Dollar General
Bronson Healthcare

Description
Taco Bell
Oaklawn Hospital
Subway
Select Medical
Elara Caring

Minimum Experience Required: Any

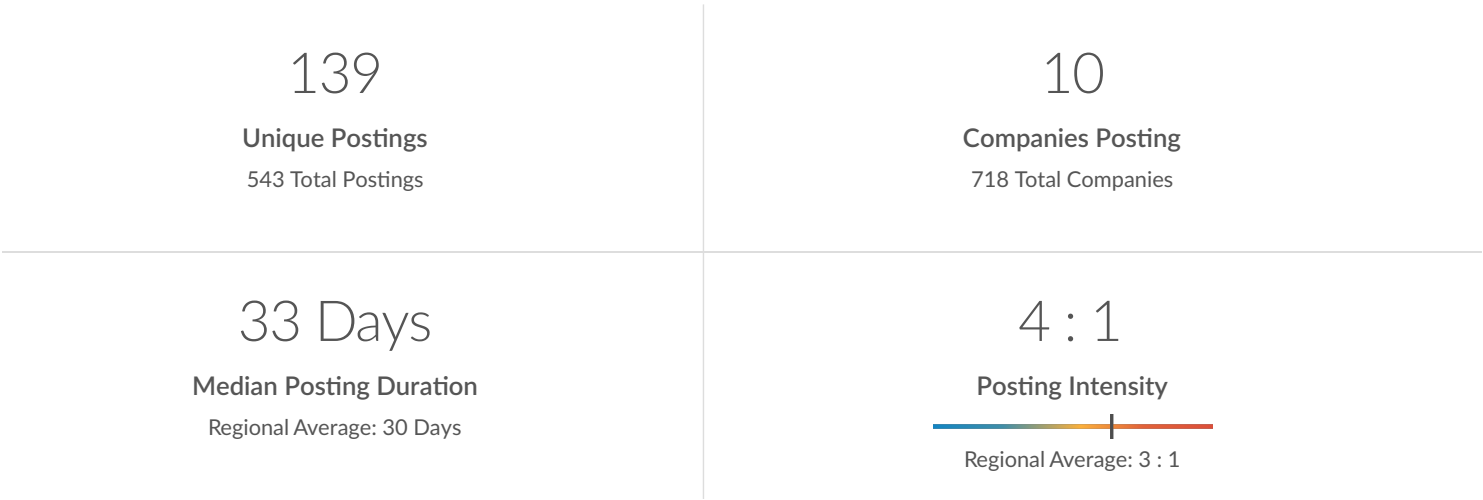
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

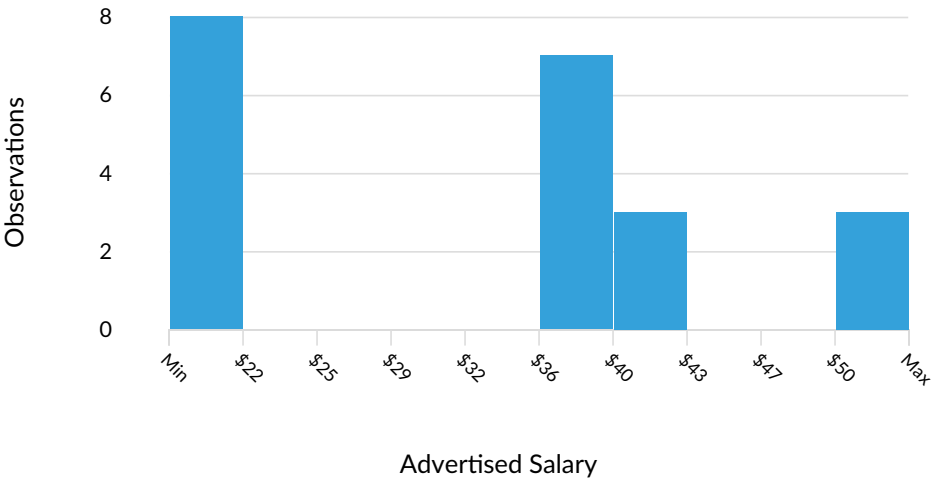


Advertised Salary

There are 21 advertised salary observations (15% of the 139 matching postings).

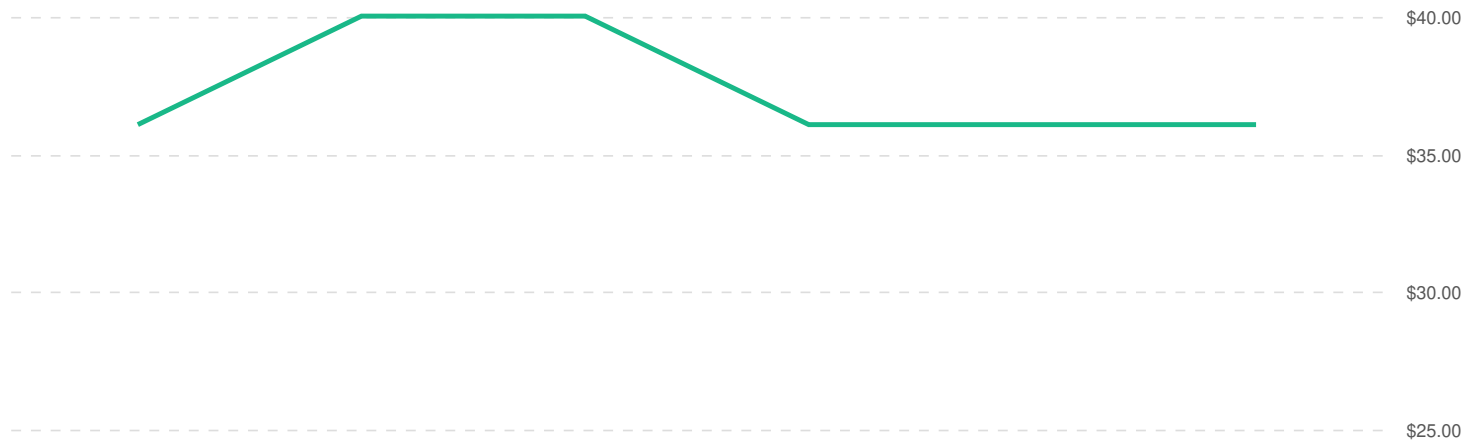
\$36.12/hr

Median Advertised Salary



Advertised Salary Trend

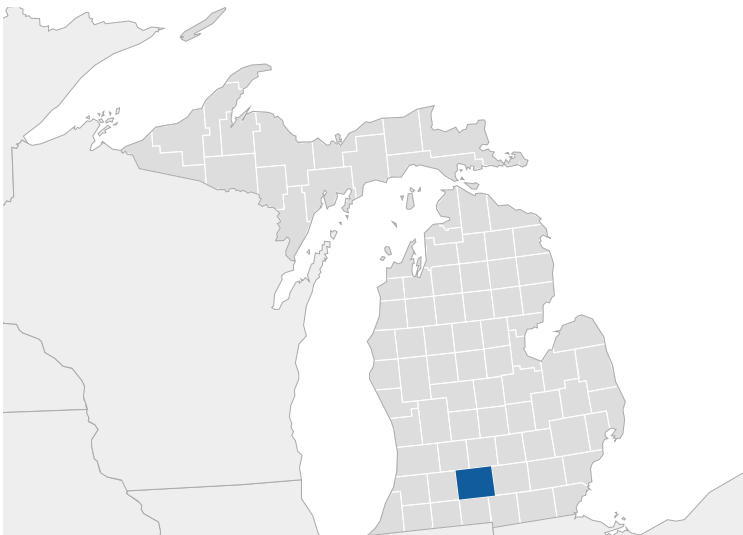
▲ 0.0% Feb 2026 – Jul 2026
\$36.12 Median



47 Job Postings

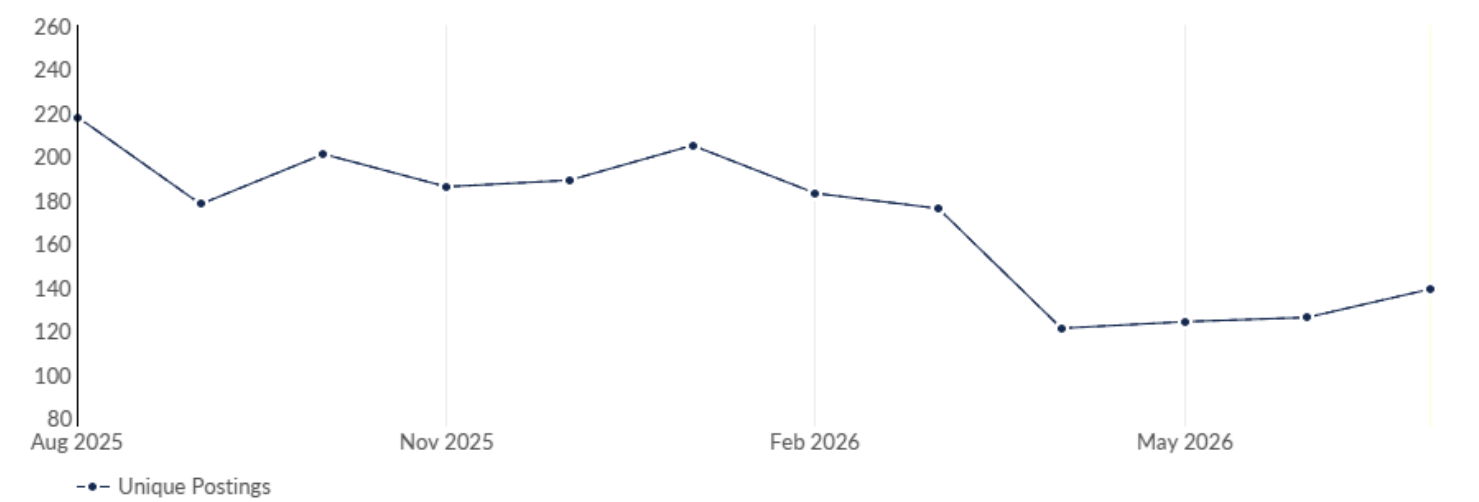


Job Postings Regional Breakdown



County	Unique Postings (Jul 2026)
Calhoun County, MI	139

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jul 2026	139	4 : 1
Jun 2026	126	4 : 1
May 2026	124	4 : 1
Apr 2026	121	4 : 1
Mar 2026	176	3 : 1
Feb 2026	183	3 : 1
Jan 2026	205	3 : 1
Dec 2025	189	4 : 1
Nov 2025	186	4 : 1
Oct 2025	201	5 : 1
Sep 2025	178	5 : 1
Aug 2025	218	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	80	58%
High school or GED	24	17%
Associate's degree	25	18%
Bachelor's degree	17	12%
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	24	0	17%
Associate's degree	25	0	18%
Bachelor's degree	10	7	7%
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	88	63%
0 - 1 Years	37	27%
2 - 3 Years	12	9%
4 - 6 Years	2	1%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	451 / 99	5 : 1 	39 days
Taco Bell	21 / 9	2 : 1 	n/a
Bronson Healthcare	8 / 7	1 : 1 	19 days
Select Medical	30 / 7	4 : 1 	n/a
Dollar General	14 / 5	3 : 1 	n/a
Hogan	4 / 3	1 : 1 	33 days
Border Foods	6 / 3	2 : 1 	n/a
Clean Team	3 / 2	2 : 1 	n/a
Subway	2 / 2	1 : 1 	n/a
Elara Caring	4 / 2	2 : 1 	45 days

Top Cities Posting

City	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Marshall, MI	441 / 101	4 : 1 	39 days
Battle Creek, MI	86 / 30	3 : 1 	33 days
Albion, MI	15 / 7	2 : 1 	n/a
Tekonsha, MI	1 / 1	1 : 1 	n/a

Top Posted Occupations

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	388 / 90	4 : 1 	39 days
Medical Assistants	82 / 18	5 : 1 	n/a
Food Service Managers	29 / 14	2 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	14 / 5	3 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5 / 4	1 : 1 	19 days
Home Health and Personal Care Aides	13 / 3	4 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	4 / 3	1 : 1 	33 days
Maintenance and Repair Workers, General	8 / 2	4 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	370 / 85	4 : 1 	39 days
Medical Assistants	82 / 18	5 : 1 	n/a
Food Service Managers	29 / 14	2 : 1 	n/a
Critical Care Nurses	18 / 5	4 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	14 / 5	3 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5 / 4	1 : 1 	19 days
Home Health Aides	13 / 3	4 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	4 / 3	1 : 1 	33 days
Maintenance and Repair Workers, General	8 / 2	4 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	386 / 88	4 : 1 	39 days
Medical Assistant	82 / 18	5 : 1 	n/a
Restaurant / Food Service Manager	29 / 14	2 : 1 	n/a
Retail Store Manager / Supervisor	14 / 5	3 : 1 	n/a
Janitor / Cleaner	5 / 4	1 : 1 	19 days
Home Health Aide	13 / 3	4 : 1 	n/a
Tractor-Trailer Truck Driver	4 / 3	1 : 1 	33 days
Nursing Manager / Supervisor	2 / 2	1 : 1 	n/a
Building and General Maintenance Technician	8 / 2	4 : 1 	n/a

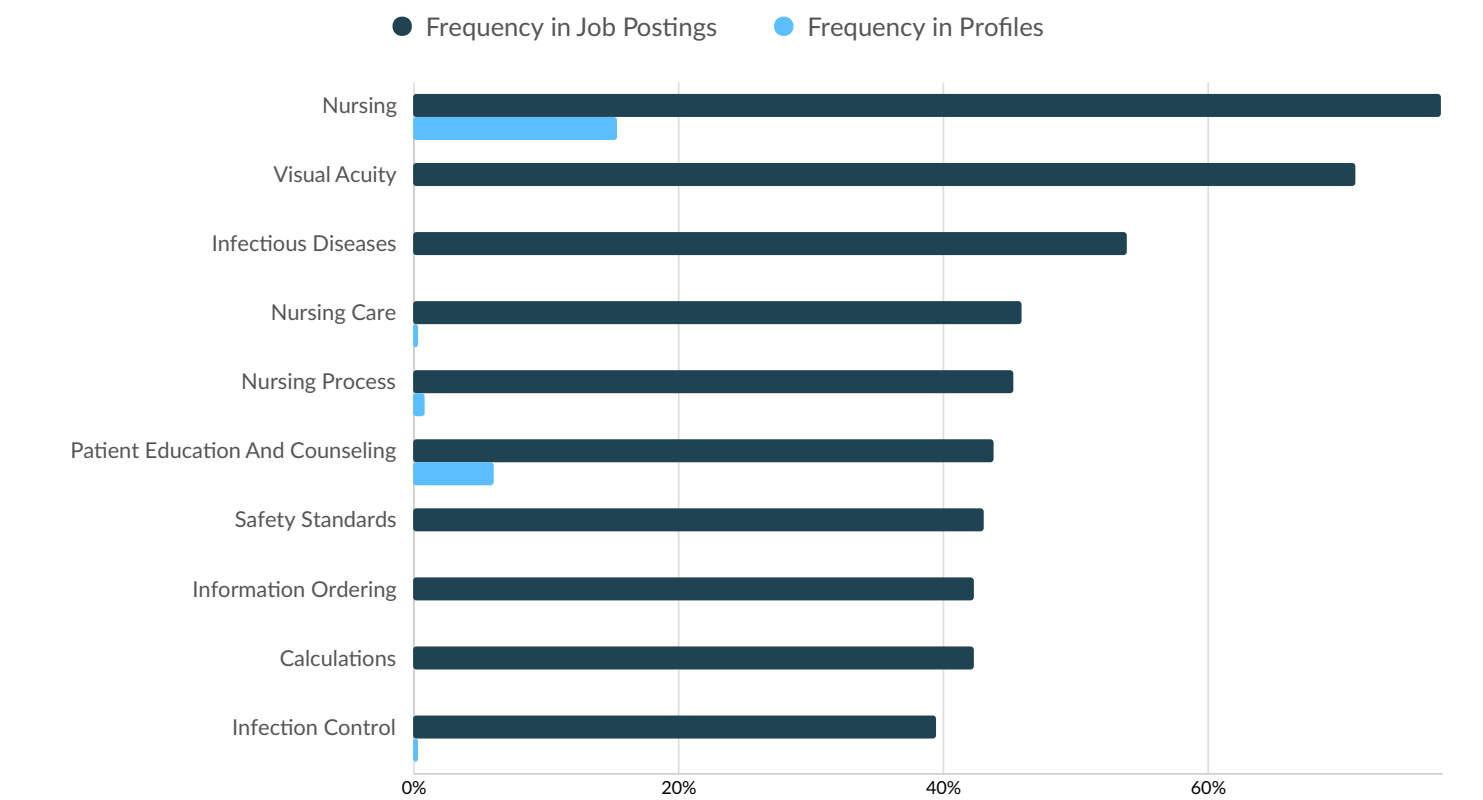
Top Posted Job Titles

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	120 / 26	5 : 1 	39 days
Emergency Services Registered Nurses	82 / 15	5 : 1 	n/a
Requisition Sales Associates	51 / 11	5 : 1 	n/a
Occupational Medicine Registered Nurses	28 / 6	5 : 1 	n/a
Restaurant General Managers	11 / 5	2 : 1 	n/a
Registered Nurses Cat	28 / 5	6 : 1 	n/a
Assistant General Managers	9 / 4	2 : 1 	n/a
Health Center Manager Registered Nurses	13 / 4	3 : 1 	n/a
Critical Care Unit Registered Nurses	13 / 3	4 : 1 	n/a
Gastroenterology Registered Nurses	17 / 3	6 : 1 	n/a

Top Industries

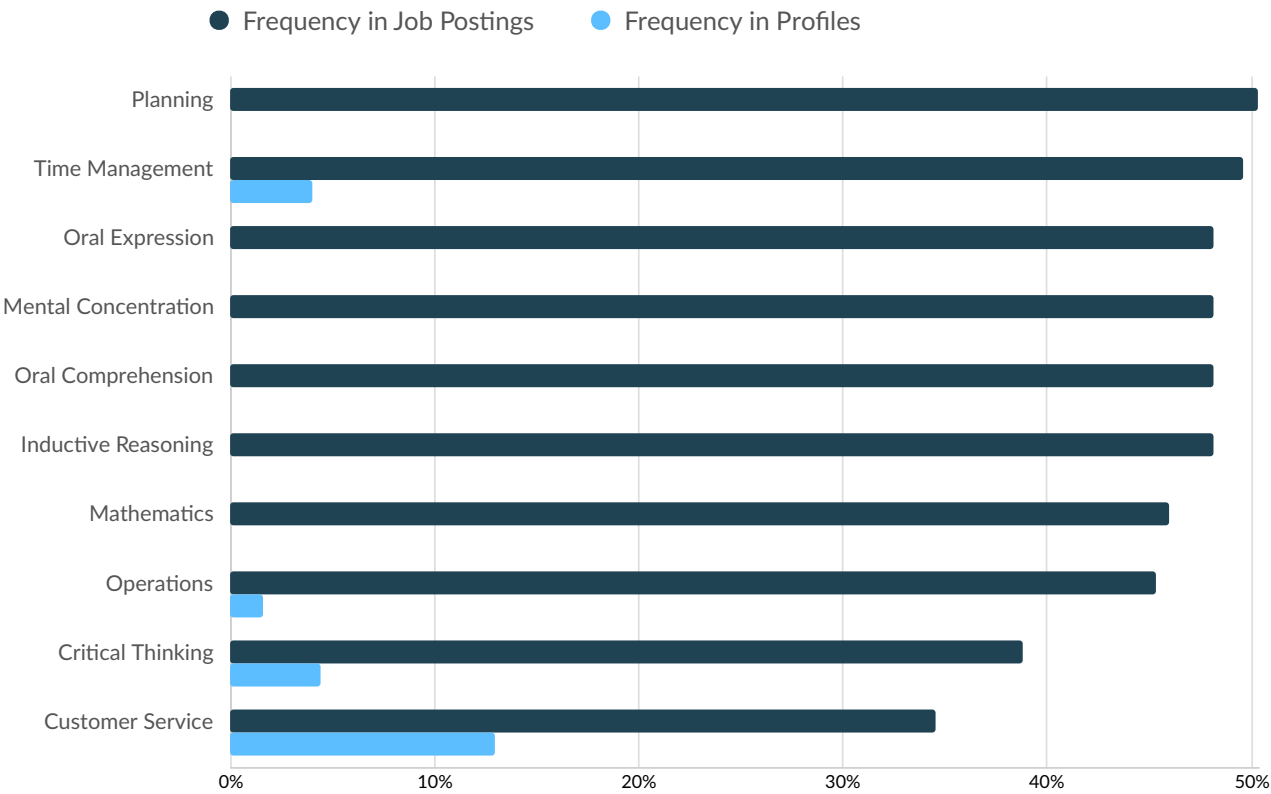
	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	489 / 113	4 : 1 	19 days
Limited-Service Restaurants	29 / 14	2 : 1 	n/a
All Other General Merchandise Retailers	14 / 5	3 : 1 	n/a
Footwear Manufacturing	4 / 3	1 : 1 	33 days
Janitorial Services	3 / 2	2 : 1 	n/a
Home Health Care Services	4 / 2	2 : 1 	45 days

Top Specialized Skills



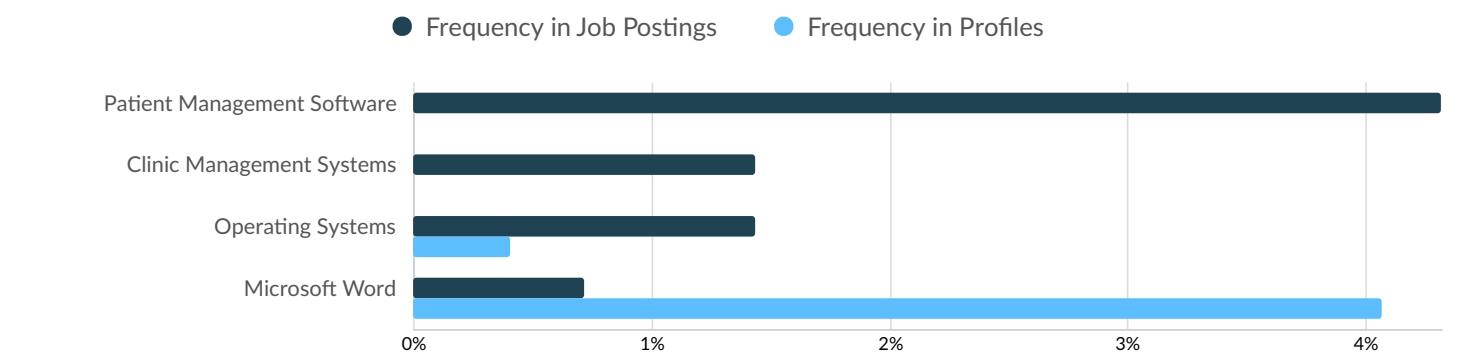
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	108	78%	38	15%	+16.1%	Growing
Visual Acuity	99	71%	0	0%	+18.4%	Rapidly Growing
Infectious Diseases	75	54%	0	0%	+6.8%	Stable
Nursing Care	64	46%	1	0%	+15.3%	Growing
Nursing Process	63	45%	2	1%	+19.7%	Rapidly Growing
Patient Education And Counseling	61	44%	15	6%	+15.1%	Growing
Safety Standards	60	43%	0	0%	+10.7%	Growing
Information Ordering	59	42%	0	0%	+27.0%	Rapidly Growing
Calculations	59	42%	0	0%	+14.4%	Growing
Infection Control	55	40%	1	0%	+15.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Planning	70	50%	0	0%	+10.3%	Growing
Time Management	69	50%	10	4%	+12.7%	Growing
Oral Expression	67	48%	0	0%	+4.5%	Stable
Mental Concentration	67	48%	0	0%	+12.7%	Growing
Oral Comprehension	67	48%	0	0%	+21.3%	Rapidly Growing
Inductive Reasoning	67	48%	0	0%	+21.0%	Rapidly Growing
Mathematics	64	46%	0	0%	+17.2%	Rapidly Growing
Operations	63	45%	4	2%	+8.8%	Stable
Critical Thinking	54	39%	11	4%	+19.3%	Rapidly Growing
Customer Service	48	35%	32	13%	+5.0%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Patient Management Software	6	4%	0	0%	+17.8%	Rapidly Growing
Clinic Management Systems	2	1%	0	0%	+12.0%	Growing
Operating Systems	2	1%	1	0%	+14.7%	Growing
Microsoft Word	1	1%	10	4%	+6.8%	Stable

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	106
American Red Cross (ARC) Certification	92
Registered Nurse (RN)	91
Advanced Cardiovascular Life Support (ACLS) Certification	32
Basic Cardiac Life Support	31
Certified Medical Assistant (CMA)	18
Licensed Practical Nurse (LPN)	18
Pediatric Advanced Life Support (PALS)	17
Valid Driver's License	16
Trauma Nurse Core Course (TNCC)	15

Top Advertised Benefits

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Education and Career Development	303 / 74	4 : 1 	39 days
Paid Leave	71 / 28	3 : 1 	43 days
Insurance	59 / 22	3 : 1 	33 days
Supplemental Pay	56 / 20	3 : 1 	43 days
Retirement and Savings	36 / 14	3 : 1 	43 days
Work-Life Balance	19 / 7	3 : 1 	45 days
Health and Wellness Benefits	2 / 2	1 : 1 	19 days

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2026)
peopleanswers.com	86
indeed.com	27
mitalent.org	10
tacobell.com	9
dejobs.org	7
dollargeneral.com	4
craigslist.org	3
careerarc.com	2
jobserve.com	2
applicantpro.com	1
myworkdayjobs.com	1

Appendix B

Sample Postings

Requirements Managers — Oaklawn Hospital in Marshall, MI (Jul 2026 - Active)

Nurse Extern, (1) 0700-1930 and (1)1900-0730, weekend requirements casual hours	
Link to Live Job Posting: www.indeed.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Requirements Managers

Job Summary:

Under the direct supervision of the Charge/Registered Nurse and/or Physician, provides direct care to an assigned patient population. Completes documentation of 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. Assists in providing activities of daily living to an assigned patient population. Completes hourly rounds on assigned patient population. Communicates readily with patients and families and serves as a liaison between the patient and licensed staff. Assists in answering call lights in a timely manner. Performs duties within the realm of a nurse extern. Including but not limited to the following tasks, once competency achieved with nursing program AND direct RN over sight and co-signatures. Head to toe assessment Data collection for adult admission history Urinary Catheter insertion and/or discontinuation (includes straight catheterizations) Bladder scanning Simple Dressing Changes with wound assessment NG placement Monitors supplies and restocks accordingly. Assists in specimen collection, identification and transportation to lab. Assists clinically as needed. Performs rotation in CPR as needed. Assists patients in obtaining essential needs such as blankets, fluids and nutrition after verifying with attending or RN. Uses technology appropriately including safety standards and measures; follows infection prevention standards.

Minimum Qualifications :

Completion of Nursing Fundamentals semester in an accredited school of nursing program; excellent written, verbal and interpersonal skills; BLS from American Red Cross or American Heart Association certification.

Knowledge, Skills & Abilities :

Nurse aide certification preferred; Proficiency in computer documentation preferred. Clear oral expression; oral comprehension includes listening to and understanding others; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention - able to concentrate for protracted periods; time sharing - able to shift back and forth successfully between two or more activities; 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, reach, push/pull, see/visual acuity, handle/grasp/feel, bend/twist, talk/hear, lift/carry 50+ lbs. Frequently sit, stoop/kneel/crouch.

RN House Supervisor - Days	
Link to Live Job Posting: dejobs.org	
Location: Battle Creek, MI	O*NET: 29-1141.00
Company: Select Medical	Job Title: Registered Nurses House Supervisor
- Overview - Position: - House Supervisor- Registered Nurse (RN) - Location: Battle Creek, MI - Schedule: Three 12 hour shifts per week 7am to 7pm - Sign-on bonus: \$15,000.00 - Select Specialty Hospital is a critical illness recovery hospital committed to providing world-class inpatient post-ICU services to chronic, critically ill patients who require extended healing and recovery. We help patients during some of the most vulnerable, painful moments of their lives - and House Supervisors (RN) play a central role in providing compassionate, excellent treatment and leadership every step of the way. - We support your career growth and personal well-being: + •Start Strong•: Extensive orientation program to ensure a smooth transition into our setting + •Advance Your Career•: 100% company-paid scholarship (BSN), tuition reimbursement, and continuing education + •Elevate Your Skills•: Clinical ladder programs and certifications such as PCCN and CCRN + •Ease the Burden•: Student debt benefit program + •Recharge & Refresh•: Generous PTO to maintain a healthy work-life balance + •Your Health Matters•: Comprehensive medical/RX, health, vision, and dental plan offerings + •Invest in Your Future: - Company-matching 401(k) retirement plan, as well as life and disability protection + - Your Impact Matters: - Join a team of over 44,000 committed to providing exceptional patient care - Responsibilities + Effectively managing resources during your assigned shift. + Creating a healthy work atmosphere that promotes both team and individual growth. + Constantly monitoring the workplace to ensure that all company policies and procedures are being maintained. + Serving as a clinical resource to the staff and patients/families. + Working cooperatively as an ancillary interdisciplinary team member to identify and solve patient-specific and facility-wide needs, while also improving operations. - Qualifications - Minimum Qualifications:	

• Minimum Qualifications.

- + Valid State Registered Nurse (RN) License + BLS and ACLS required at hire.

- Preferred Qualifications:

- + Five (5) years of critical care/progressive clinical care experience is preferred. + Prior clinical management experience is preferred. + BSN is preferred.

- Additional Data

- _Equal Opportunity Employer/including Disabled/Veterans_

- Location :

Location

- _US-MI-Battle Creek_

- Job ID

- _375044_

- Position Type

- _Full Time-12 Hour Shift Days_

- Experience (Years)

- _3_

- Category

- _Registered Nurse_

- Company

- _Select Specialty Hospital - Battle Creek_

ENT Physicians — Oaklawn Hospital in Marshall, MI (Jul 2026 - Active)

Medical Assistant - Ear, Nose, & Throat

Link to Live Job Posting: www.indeed.com

Location: Marshall, MI

O*NET: 31-9092.00

Company: Oaklawn Hospital

Job Title: ENT Physicians

JOB DESCRIPTION POSITION TITLE

Medical Assistant

DEPARTMENT

Oaklawn Medical Group

FLSA STATUS

Non-exempt

REPORTING RELATIONSHIP

Manager 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

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.

Cleaners – Clean Team in Battle Creek, MI (Jul 2026 - Active)

Morning Cleaner	
Link to Live Job Posting: www.indeed.com	
Location: Battle Creek, MI	O*NET: 37-2011.00
Company: Clean Team	Job Title: Cleaners
ZIP CODES	
49053, 49015, 49033, 49014, 49012, 49034, 49037, 49017	

Assistant General Managers — Border Foods in Battle Creek, MI (Jul 2026 - Active)

Assistant General Manager	
Link to Live Job Posting: www.indeed.com	
Location: Battle Creek, MI	O*NET: 11-9051.00
Company: Border Foods	Job Title: Assistant General Managers

Assistant Manager Core Values:

Accountability & Integrity:

Consistently demonstrates integrity in actions and expectations Guides team members and Shift Leaders, ensuring they complete all assigned duties and serve safe, quality food in a friendly manner Scheduling and deploying the Team correctly monitors the performance of each Team Member and hold them accountable for standards and expectations. Ensures a quality customer experience by driving fast and friendly service Maintains point of sale system by reporting all system failures and verifies download accuracy (e.g. pricing updates, menu changes). Ensure health and safety standards are met Adheres to all local, state, and federal laws and guidelines.

Family & Teamwork:

Creates unity in the team by building cross functional relationships Respond to Team Member questions and resolves employee issues in a timely manner. Provide a restaurant that is a safe place for team members to work and customers to visit Able to navigate challenging situations and provide appropriate guidance Motivates and supports the team through active listening and the ability to communicate to a wide variety of audiences Represents Border Foods in handling customer complaints and/or issues; demonstrating a sincere approach and desire to find an effective solution. Instills a recognition culture that creates a positive work environment

Excellence:

Strategic planner creates short term and long-term strategies for restaurant success Delivers profit by utilizing and interpreting the P&L in order to make the appropriate financial adjustments Sourcing, hiring, and developing excellent Team Members Conducting New Hire orientation and developing the training plan for each new hire Minimizes loss through strict observance of cash handling policies, proper training of Team Members, and complying with all accounting/banking requirements. Demonstrates efficient labor control, inventory control, and waste management.

Empowerment:

Builds the capabilities of their team Provides learning and development opportunities for all Team Members. Offers guidance to Team Members Consistently demonstrates active and timely coaching capabilities. Bringing others along, operationally, through use of tools.

Required or Preferred Experience:

Minimum of one years restaurant or retail experience, or combined experience and education. Experience with sales building, P&L statements, recruiting, and training. Proven track record of successful hiring and retention. Required when needed, the ability to work early morning, evenings, late night, weekends, and some holidays. Schedule demands may change. This non-exempt management position is expected to work a minimum of 50 hours per week. ServeSafe Certified Must be at least 18 years of age. Valid Driver's license and vehicle insurance. High school diploma or equivalent.

Physical Demands:

The physical demands for this position are sits, stands, bends, lifts, and moves intermittently during working hours. These physical requirements may be accomplished with or without reasonable accommodation. The duties of this position may change from time to time. Border Foods reserves the right to add or delete duties and responsibilities at the discretion of Border Foods or its managers. This job description is intended to describe the general level of work being performed. It is not intended to be all-inclusive. Border Foods is proud to be an Equal Opportunity Employer of Minorities, Women, Protected Veterans, and individuals with Disabilities and does not discriminate based on gender identity or sexual orientation. "You are applying for work with a franchisee of Taco Bell, not Taco Bell Corp. or any of its affiliates. If hired, the franchisee will be your only employer. Franchisees are independent business owners who set their own wage and benefit programs that can vary among franchisees." \$14 per hour - \$35 per hour

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 Q3 2026 Data Set

July 2026
Kalamazoo County

Michigan

Parameters

Select Timeframe: Jul 2026 - Jul 2026

Occupations:

Results should include

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

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

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Bronson Healthcare
Corewell Health

Description
Capital One
Western Michigan University
Zoetis
Stryker
Kalamazoo County Government

Minimum Experience Required: Any

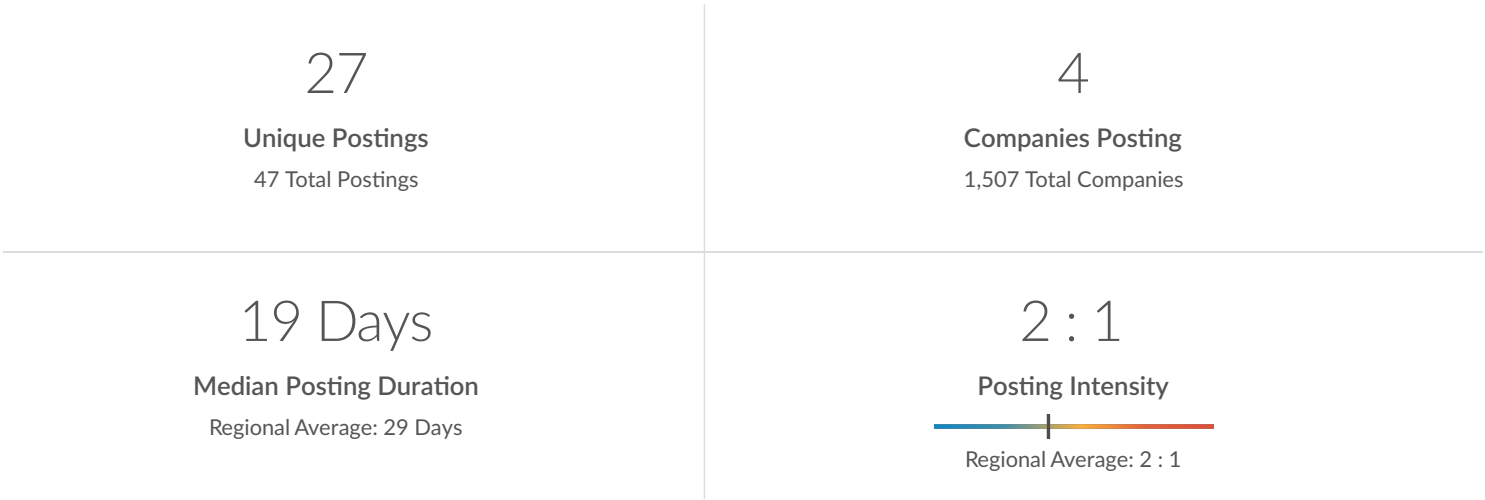
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

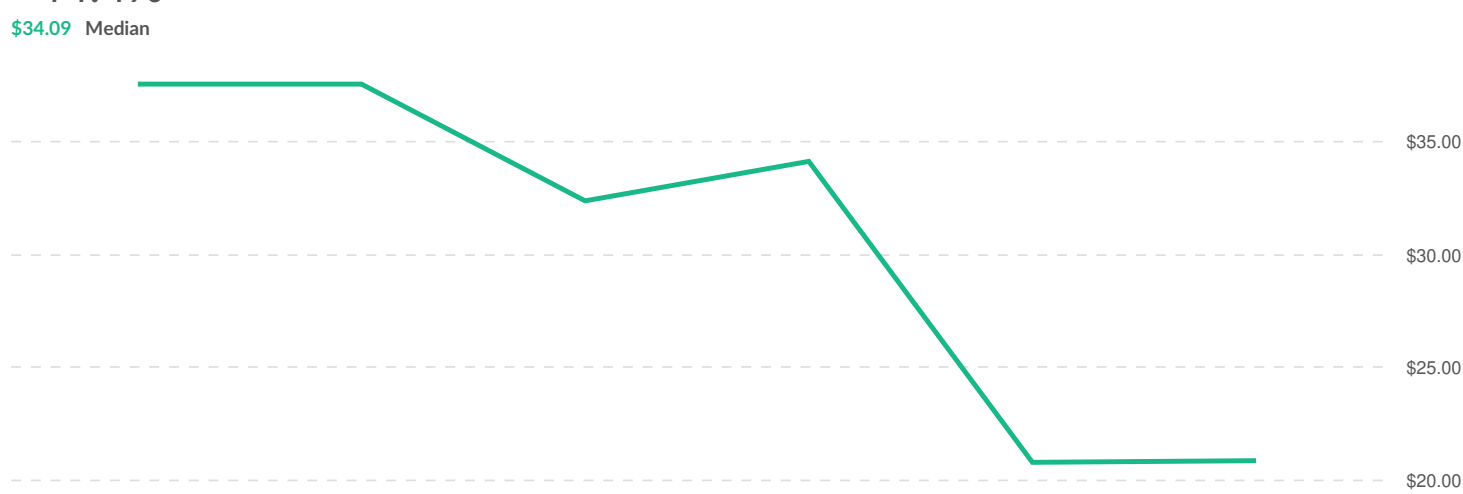


Advertised Salary

Not enough data for this chart.

Advertised Salary Trend

▼44.4% Feb 2026 – Jul 2026
\$34.09 Median



20 Job Postings

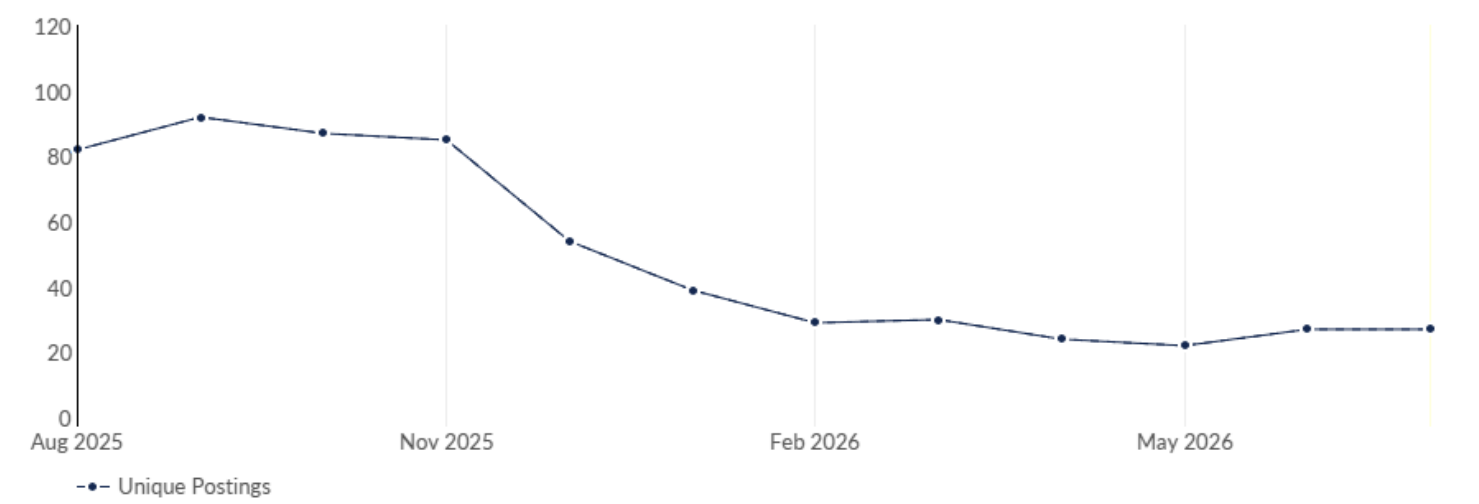


Job Postings Regional Breakdown



County	Unique Postings (Jul 2026)
Kalamazoo County, MI	27

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jul 2026	27	2 : 1
Jun 2026	27	2 : 1
May 2026	22	3 : 1
Apr 2026	24	2 : 1
Mar 2026	30	3 : 1
Feb 2026	29	3 : 1
Jan 2026	39	3 : 1
Dec 2025	54	3 : 1
Nov 2025	85	2 : 1
Oct 2025	87	2 : 1
Sep 2025	92	2 : 1
Aug 2025	82	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	3	11%
High school or GED	13	48%
Associate's degree	11	41%
Bachelor's degree	10	37%
Master's degree	3	11%
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	13	0	48%
Associate's degree	7	4	26%
Bachelor's degree	3	7	11%
Master's degree	1	2	4%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	13	48%
0 - 1 Years	4	15%
2 - 3 Years	8	30%
4 - 6 Years	1	4%
7 - 9 Years	1	4%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Bronson Healthcare	25 / 16	2 : 1 	21 days
Zoetis	10 / 4	3 : 1 	30 days
Kalamazoo County Government	4 / 4	1 : 1 	6 days
Western Michigan University	8 / 3	3 : 1 	19 days

Top Cities Posting

City	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	46 / 26	2 : 1 	19 days
Richland, MI	1 / 1	1 : 1 	30 days

Top Posted Occupations

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	18 / 11	2 : 1 	21 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	11 / 6	2 : 1 	15 days
Managers, All Other	8 / 3	3 : 1 	30 days
Health Technologists and Technicians, All Other	6 / 3	2 : 1 	11 days
Medical Assistants	3 / 3	1 : 1 	34 days
Licensed Practical and Licensed Vocational Nurses	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurses	9 / 7	1 : 1 	21 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	11 / 6	2 : 1 	15 days
Managers, All Other	8 / 3	3 : 1 	30 days
Critical Care Nurses	8 / 3	3 : 1 	n/a
Patient Representatives	6 / 3	2 : 1 	11 days
Medical Assistants	3 / 3	1 : 1 	34 days
Clinical Nurse Specialists	1 / 1	1 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Registered Nurse	16 / 9	2 : 1 	21 days
Office / Administrative Assistant	11 / 6	2 : 1 	15 days
Program Manager	8 / 3	3 : 1 	30 days
Registrar / Patient Service Representative	6 / 3	2 : 1 	11 days
Medical Assistant	3 / 3	1 : 1 	34 days
Clinical Nurse Specialist	1 / 1	1 : 1 	n/a
Nursing Manager / Supervisor	1 / 1	1 : 1 	n/a
Licensed Practical / Vocational Nurse	1 / 1	1 : 1 	n/a

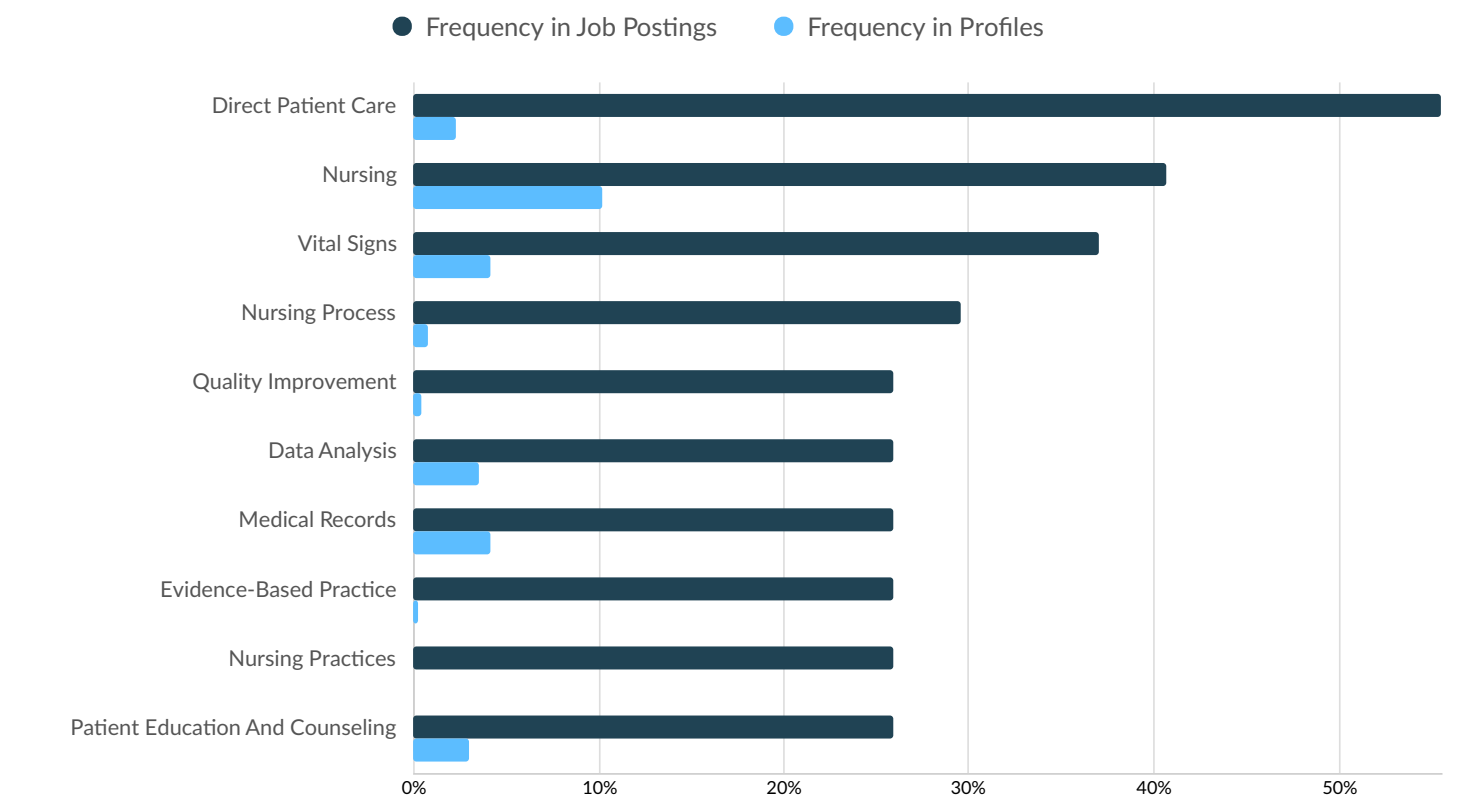
Top Posted Job Titles

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Administrative Assistants	7 / 4	2 : 1 	6 days
NICU Registered Nurses	5 / 2	3 : 1 	n/a
Child Welfare Specialists	5 / 2	3 : 1 	30 days
Practice Medical Assistants	1 / 1	1 : 1 	34 days
Cardiovascular Registered Nurses	1 / 1	1 : 1 	n/a
Medical Assistants	1 / 1	1 : 1 	n/a
Project Team Leads	3 / 1	3 : 1 	n/a
Nurses	1 / 1	1 : 1 	n/a
Practice Support Assistants	1 / 1	1 : 1 	n/a
Hospital Registered Nurses	1 / 1	1 : 1 	21 days

Top Industries

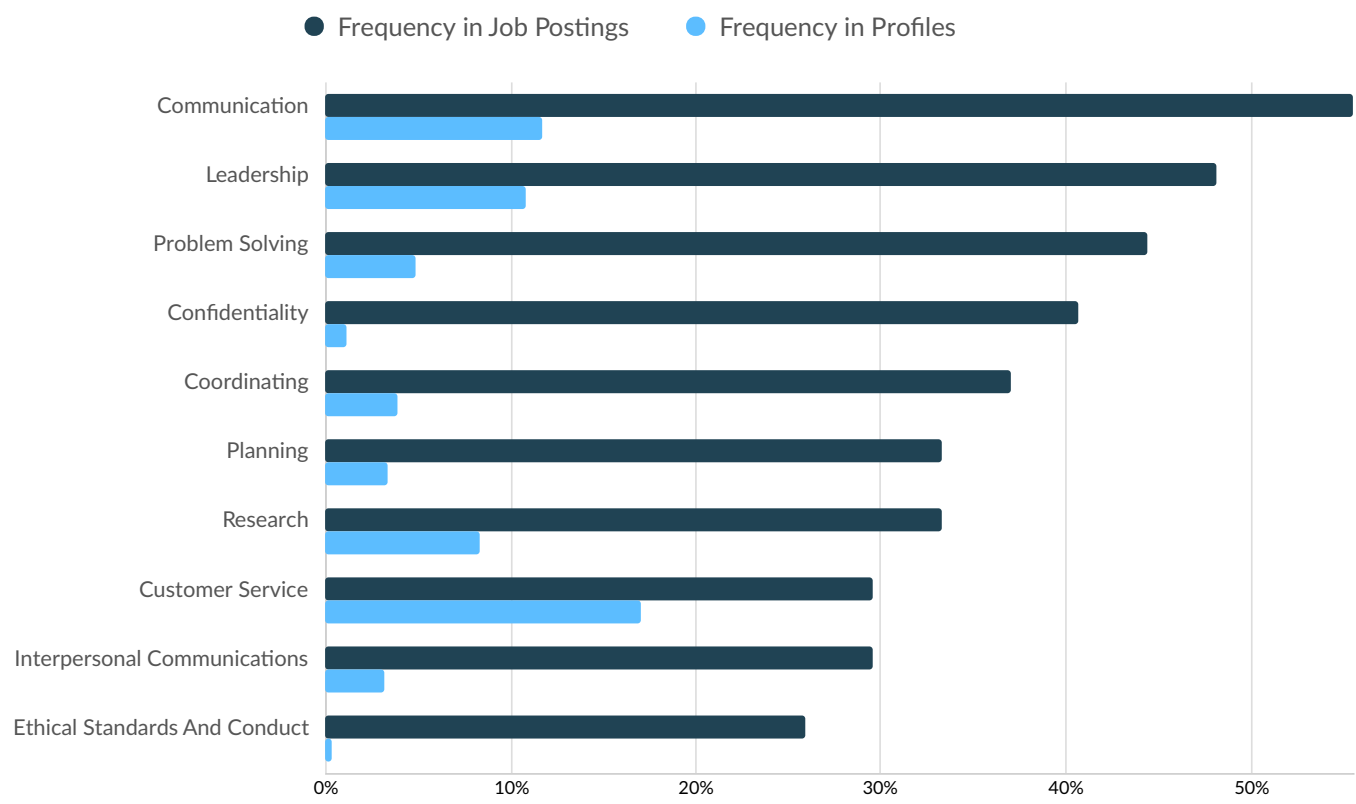
	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	25 / 16	2 : 1 	21 days
Pharmaceutical Preparation Manufacturing	10 / 4	3 : 1 	30 days
Other General Government Support	4 / 4	1 : 1 	6 days
Colleges, Universities, and Professional Schools	8 / 3	3 : 1 	19 days

Top Specialized Skills



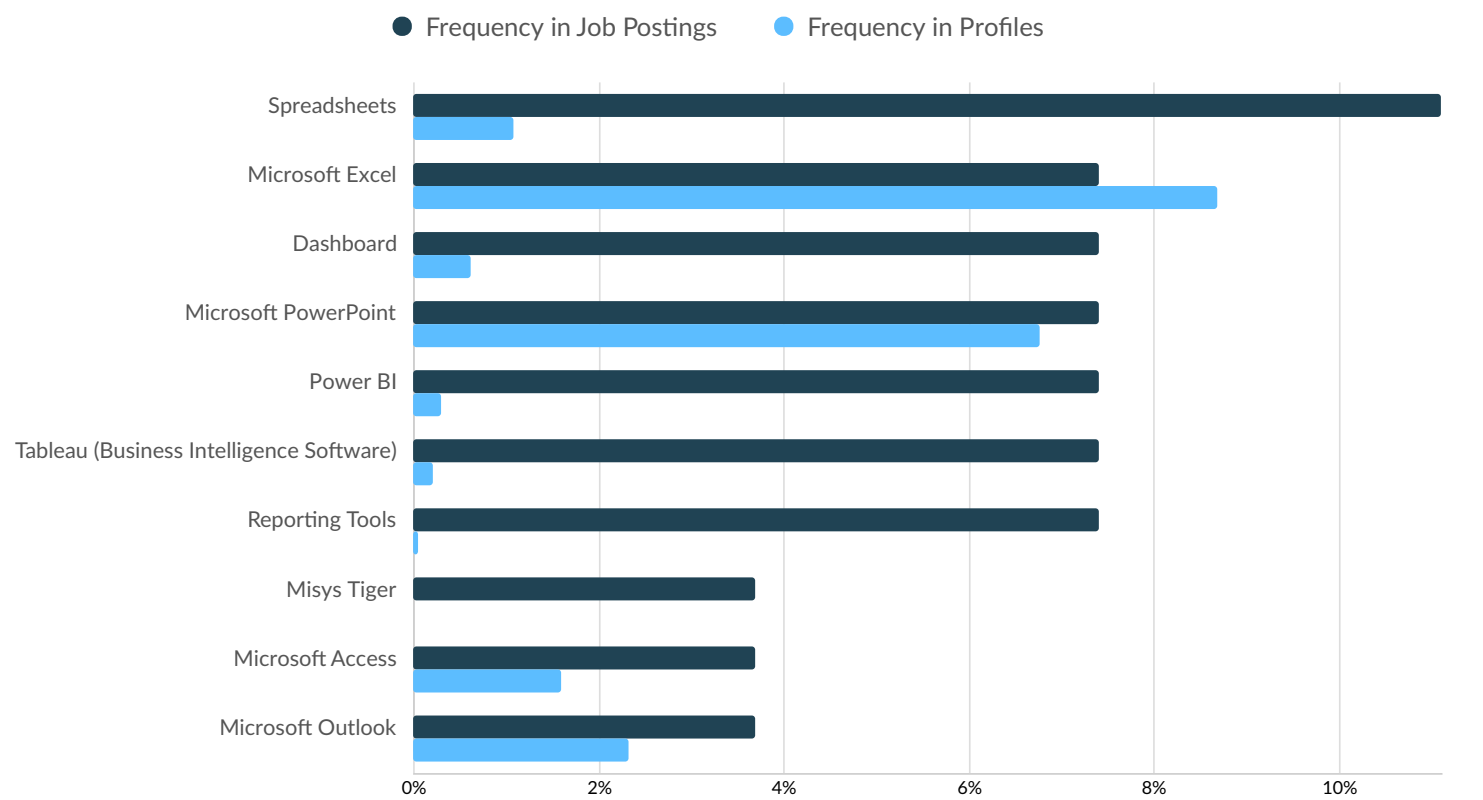
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Direct Patient Care	15	56%	45	2%	+15.4%	Growing
Nursing	11	41%	197	10%	+16.1%	Growing
Vital Signs	10	37%	80	4%	+16.8%	Growing
Nursing Process	8	30%	16	1%	+19.7%	Rapidly Growing
Quality Improvement	7	26%	9	0%	+15.1%	Growing
Data Analysis	7	26%	69	4%	+19.9%	Rapidly Growing
Medical Records	7	26%	80	4%	+13.1%	Growing
Evidence-Based Practice	7	26%	5	0%	+13.0%	Growing
Nursing Practices	7	26%	0	0%	+15.6%	Growing
Patient Education And Counseling	7	26%	58	3%	+15.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	15	56%	227	12%	+8.5%	Stable
Leadership	13	48%	209	11%	+9.5%	Growing
Problem Solving	12	44%	94	5%	+11.1%	Growing
Confidentiality	11	41%	23	1%	+7.0%	Stable
Coordinating	10	37%	75	4%	+12.8%	Growing
Planning	9	33%	65	3%	+10.3%	Growing
Research	9	33%	161	8%	+14.3%	Growing
Customer Service	8	30%	330	17%	+5.0%	Stable
Interpersonal Communications	8	30%	62	3%	+11.9%	Growing
Ethical Standards And Conduct	7	26%	7	0%	+15.4%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	3	11%	21	1%	+15.6%	Growing
Microsoft Excel	2	7%	168	9%	+14.8%	Growing
Dashboard	2	7%	12	1%	+24.9%	Rapidly Growing
Microsoft PowerPoint	2	7%	131	7%	+19.9%	Rapidly Growing
Power BI	2	7%	6	0%	+19.6%	Rapidly Growing
Tableau (Business Intelligence Software)	2	7%	4	0%	+16.4%	Growing
Reporting Tools	2	7%	1	0%	+9.7%	Growing
Misys Tiger	1	4%	0	0%	+65.5%	Rapidly Growing
Microsoft Access	1	4%	31	2%	+3.4%	Lagging
Microsoft Outlook	1	4%	45	2%	+22.2%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	11
Basic Life Support (BLS) Certification	9
Advanced Cardiovascular Life Support (ACLS) Certification	8
Pediatric Advanced Life Support (PALS)	6
Certification In Electronic Fetal Monitoring (C-EFM)	6
Trauma Nurse Core Course (TNCC)	5
Advanced Life Support	5
NIH Stroke Scale (NIHSS)	4
Valid Driver's License	4
Bachelor Of Science in Nursing (BSN)	1

Top Advertised Benefits

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Education and Career Development	14 / 8	2 : 1 	21 days
Insurance	12 / 6	2 : 1 	19 days
Health and Wellness Benefits	4 / 3	1 : 1 	n/a
Paid Leave	3 / 3	1 : 1 	n/a
Retirement and Savings	6 / 3	2 : 1 	33 days
Supplemental Pay	2 / 2	1 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2026)
indeed.com	21
myworkdayjobs.com	6
diversityjobs.com	4
mitalent.org	4
wmujobs.org	3

Appendix B

Sample Postings

Occupational Health Nurses — Zoetis in Kalamazoo, MI (Jul 2026 - Active)

Occupational Health Nurse

Link to Live Job Posting: zoetis.wd5.myworkdayjobs.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Zoetis

Job Title: Occupational Health Nurses

Responsibilities:

Provide on-site occupational health services, including assessment, triage, and treatment of work-related injuries and illnessesAdminister first aid, medications, vaccinations, and health screenings as appropriateConduct health evaluations (e.g., fitness-for-duty, return-to-work exams)Maintain accurate, confidential medical records in accordance with regulatory standards (e.g., OSHA, HIPAA, ADA, FMLA)Serve as the Occupational Health point of contact on a variety of employee leave cases including

FMLA, ADA

accommodations, short-term/long-term disability, and company-specific leave programsServe as the Occupational Health point of contact, when needed, for employees navigating the medical aspect of leave processes, ensuring clear communication and supportPartner with external providers, clinics, and specialists to coordinate care as neededSupport audits and compliance reporting as requiredCoordinate with HR, legal, and third-party administrators to ensure compliance with federal, state, and company policiesConduct periodic medical surveillance exams such as audiometry, spirometry, vision screening, and other required monitoringTrack and analyze employee health data to identify trends, early risk indicators, and potential occupational exposureParticipate with the Occupational Health program to promote health and wellness programs, including injury prevention and health education

Required Qualifications:

Active Registered Nurse (RN) license in good standing3+ years of clinical nursing experience (occupational health, medical case management, or related field preferred)Knowledge of leave of absence regulations (FMLA, ADA, disability programs)Strong assessment, clinical decision-making, and documentation skillsExcellent communication and interpersonal skillsStrong attention to detailAbility to handle sensitive and confidential information Desired Qualifications Certification in Occupational Health Nursing (COHN/COHN-S) or Case Management (CCM)Experience with disability management and return-to-work programsFamiliarity with OSHA regulations and workplace safety standardsFull 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.

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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 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.

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(1) our company website at 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.

Cardiovascular Registered Nurse (RN) - Cath Lab - Part-time (48hrs/pp)Link to Live Job Posting: www.indeed.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Cardiovascular Registered Nurses

BLS/ACLS

certification required within 1 year of hire date. Basic PC computer skills to operate the database and office programs used in the department; can be acquired after hire Regularly works with patients where social sensitivity and the ability to communicate effectively are definitely required Must be able to work and communicate with all managers, employees, physicians, and customers with which Cardiovascular Services Department does business Must be able to work well within a small work group which includes: communicating effectively with team members, assertively handling conflict, diplomatically resolving issues, participating in problem-solving Must treat everyone in a professional manner 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. Assesses, monitors, and provides appropriate professional nursing care to patients throughout their stay in CVSL. Documents abnormalities in physical assessment, as well as recommended interventions and patient response; obtains and notes physician orders; and, maintains appropriate nursing and patient records. Responsible for assisting the physician with invasive cardiology procedures, such as heart catheterizations, intra-aortic balloon pump insertion, pacemaker and ICD insertion, etc. Functions as scrub nurse, circulator and/or recorder in diagnostic cases, and as a circulator or recorder in intervention cases. Typically the duties and responsibilities include but are not limited to: o setting up sterile table according to procedure o prepping and draping patient appropriately and using proper sterile techniques during procedures o preparing and proficiently operating all equipment (including radiographic) used in the procedure and all related monitoring and recording equipment o assisting and anticipating the needs of the physician in the performance of procedures o communicating significant data to physicians and other members of the team as each case proceeds o administering all medications when required Manages images for review by the physician and for the permanent record. Completely and accurately documents and charges procedures; enters and records pertinent laboratory values, pressure waveforms and ECGs physical assessments and other pertinent information into logs and the computer and processes related paperwork. Orders and maintains appropriate levels of medications as well as other routine supplies used in the Lab. Maintains instruments and equipment in a clean and functional condition. Performs minor repairs, calibrations, and adjustments on equipment. Brings to the attention of supervisor the need for special service or maintenance. Keeps current in professional knowledge of diagnostic and interventional cardiovascular technologies. Additional on call requirements above and beyond regular scheduled hours Weekends and Holidays also required Shift Variable Time Type Part time Scheduled Weekly Hours 24 Cost Center 3702 Cardiovascular Cath Lab (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.

Nurses — Kalamazoo County Government in Kalamazoo, MI (Jul 2026 - Active)

NURSE I & II 012-26

Link to Live Job Posting: www.indeed.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Kalamazoo County Government

Job Title: Nurses

GENERAL SUMMARY

The purpose of these positions is to provide medical and nursing services to people who are resident within the Kalamazoo County Jail, a 24 hour, physically secured criminal justice facility. Nursing care is delivered using the established nursing process, including assessment, planning, intervention, implementation, and evaluation, of applicable state jail standards, and all relevant laws, regulations, and under the direction of the Sheriff's Office contracted physician. This position collaborates with interdisciplinary partners, including mental health providers, contracted physicians, local hospitals, and pharmacies, to ensure continuity of care, maintain security and safety standards, and deliver effective, patient-centered treatment in accordance with accepted best practices..

ESSENTIAL DUTIES & RESPONSIBILITIES

Assesses, evaluates, and treats medical concerns/conditions. Administers medications on a regular basis. Evaluates newly arrested people including assessing, vital signs, injuries, intoxication, and/or any other health concerns. Conducts physicals as required by the Michigan Department of Corrections (MDOC). Maintains medical inventory and supplies; manages and secures jail resident medications, including distribution schedules, documentation; and monitoring of patients' responses to medication. Collaborates with contracted medical providers, local pharmacies, and mental health providers. Assists in creating and updating agency protocols, and policies as they relate to medical needs. Performs related work as assigned.

MINIMUM QUALIFICATIONS

Nurse I Required Education and Experience Associate's degree from an accredited college or university in nursing One to three (1 to 3) years of related work experience in nursing Required Licenses or Certifications Registered Nurse in the State of Michigan

MINIMUM QUALIFICATIONS

Nurse II Required Education and Experience Bachelor of Science in nursing (BSN) from an accredited college or university Three to Five (3 to 5) years of work experience in nursing Required Licenses or Certifications Registered Nurse in the State of Michigan Please provide a copy of your nursing license with your application. The County offers a comprehensive benefits package for this position, including: Medical, Prescription, Dental, & Vision coverage Employer-funded Defined Benefit retirement plan Life & Disability insurance Tuition reimbursement Employee Assistance Program (EAP) Pet insurance Paid sick leave Paid holidays Overtime (as needed)

VETERANS

are encouraged to apply. Please provide your joint services transcript with your application. Pay Scale

- Nurse I
- 109X Pay Scale
- Nurse II
- 110X Fulltime
- Shift varies

Position :

10564001

Code :

26012-1

Type :

INTERNAL & EXTERNAL

Job Family :

MEDICAL Posting Start :

02/08/2026

Posting End :

12/31/9999

Details :

Benefit Information

HOURLY RATE RANGE

\$34.21

- 38.

32

Project Team Leads — Zoetis in Kalamazoo, MI (Jul 2026 - Active)

Project Team Leader

Link to Live Job Posting: zoetis.wd5.myworkdayjobs.com

Location: Kalamazoo, MI

O*NET: 11-9199.00

Company: Zoetis

Job Title: Project Team Leads

Position Summary:

The dedicated Project Team Leader role will provide strategic leadership and oversight for complex cross-functional and divisional matrixed Zoetis innovation programs. The PTL will be responsible for defining and aligning program profiles as well as timeline, risk, and investment strategies from ideation to supply readiness and commercial launch. The PTL will lead a team of marketing, manufacturing, and R D colleagues to drive cross-functional and divisional alignment, while ensuring successful delivery of the program outcomes inclusive of health authority approvals, supply readiness, and commercial launch.

Essential Duties and Responsibilities:

Act as the single point of accountability to governance for both strategic and technical aspects of complex programs. Lead the development and execution of the program strategy (profile, timeline, investment, risk) ensuring alignment with governance. Oversee multiple interrelated tactical teams, managing dependencies, budget, risks, and resource allocation to optimize program performance. Serve as the primary liaison between governance, multi-divisional tactical teams, functional lines, and external Zoetis partners to facilitate decision-making and stakeholder alignment. Manage escalations, resolve complex issues, and generate alignment that impact the program profile via governance and supporting forums like, but not limited to the Therapeutics Council and Co-Dev Leadership Teams. Represent the program in governance meetings, providing transparent and insightful updates on progress, risks, and opportunities. Create and foster a high-performance, collaborative, and accountable team culture. Collaborate closely with Project and Program Management teams to maintain accurate and up-to-date program plans including work, interdependencies, budget and resources in project/portfolio management tools (e.g., EPM). Champion team compliance with regulatory, quality, and organizational standards throughout the program lifecycle.

Requirements:

Degree in Life Sciences, Pharmacy, Technology or related field preferred. In-depth understanding of Zoetis' R D operating model and business acumen preferred. Minimum 7 years of progressive experience in delivering large cross-functional programs within the pharmaceutical R D or related industry. Strong expertise of end-to-end product development pathways, with in depth knowledge in at least two tactical areas (e.g process, regulatory, safety, clinical, manufacturing technology etc.). Strong strategic thinking, problem-solving and decision-making skills. Excellent communication and stakeholder management abilities at all organizational levels. A strong track record of matrixed leadership capabilities including the ability to assess and adapt communication, accountability, and motivational styles within a team of diverse personalities and backgrounds from across the company. Proficiency with project and portfolio management tools and methodologies, embracing working with data to monitor program success, and to inform program and portfolio decision making. Demonstrated experience of successfully using interpersonal skills (conflict management, team accountability, and dealing with ambiguity) within a team setting. Self-driven and passionate about leading a group of colleagues to a common goal for many years through positive and successful times and challenging dynamic situations. Demonstrated exceptional time management skills allowing for leadership of multiple complex programs in parallel. 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

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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.

Registered Nurse (RN) - Emergency Department (ED) - Bronson Methodist Hospital - Full-time 12D (7a-7p)

Link to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Emergency Department Registered Nurses

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)

- Emergency Department (ED)
- Bronson Methodist Hospital
- Full-time 12D (7a-7p) 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

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.

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 12 Hour Day Shift Time Type Full time Scheduled Weekly Hours 36 Cost Center 4300 Trauma Emergency Center (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. Please take a moment to watch a brief video highlighting employment with Bronson!

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 Q3 2026 Data Set

July 2026
St. Joseph County

Michigan

Parameters

Select Timeframe: Jul 2026 - Jul 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

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

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

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

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

Minimum Experience Required: Any

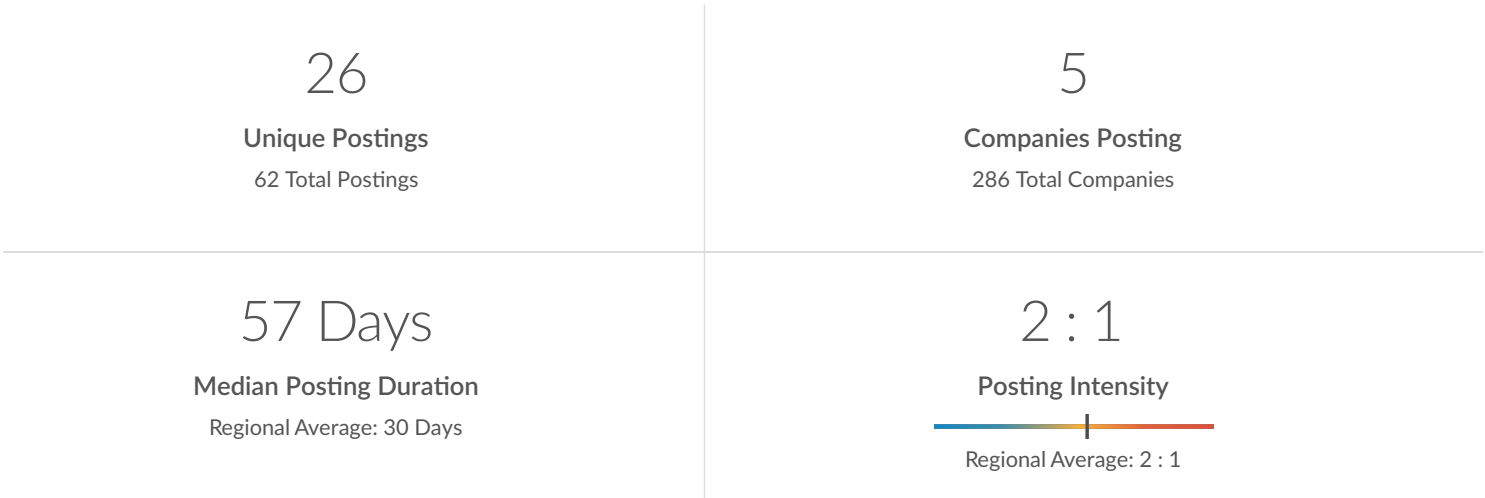
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary

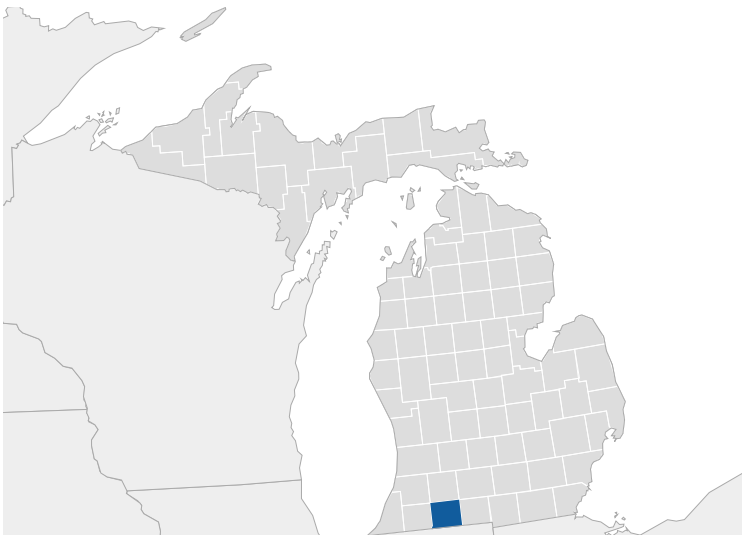
Not enough data for this chart.

Advertised Salary Trend

▲ 21.7% Feb 2026 – Jul 2026
\$18.28 Median

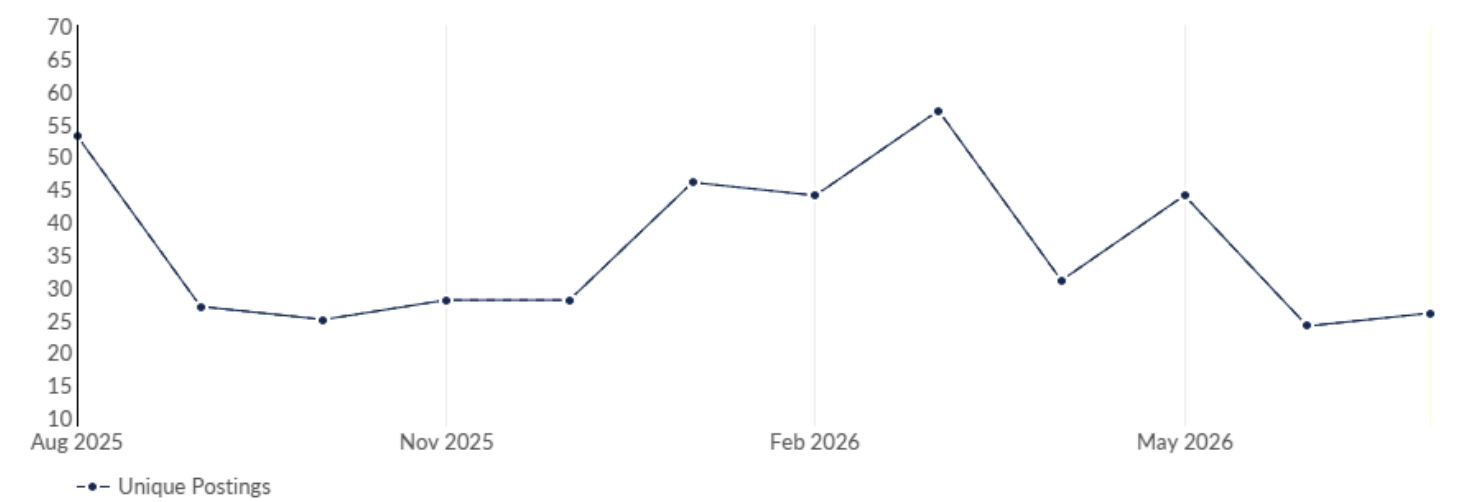


Job Postings Regional Breakdown



County	Unique Postings (Jul 2026)
St. Joseph County, MI	26

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jul 2026	26	2 : 1
Jun 2026	24	3 : 1
May 2026	44	2 : 1
Apr 2026	31	3 : 1
Mar 2026	57	2 : 1
Feb 2026	44	2 : 1
Jan 2026	46	2 : 1
Dec 2025	28	2 : 1
Nov 2025	28	3 : 1
Oct 2025	25	3 : 1
Sep 2025	27	3 : 1
Aug 2025	53	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	14	54%
High school or GED	10	38%
Associate's degree	0	0%
Bachelor's degree	2	8%
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	10	0	38%
Associate's degree	0	0	0%
Bachelor's degree	2	0	8%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	15	58%
0 - 1 Years	7	27%
2 - 3 Years	2	8%
4 - 6 Years	2	8%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Meijer	41 / 8	5 : 1 	57 days
Taco Bell	8 / 8	1 : 1 	n/a
Birch Meadows Senior Care	4 / 4	1 : 1 	n/a
Arby's	7 / 4	2 : 1 	n/a
Dollar General	2 / 2	1 : 1 	n/a

Top Cities Posting

City	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Three Rivers, MI	53 / 19	3 : 1 	57 days
Sturgis, MI	7 / 5	1 : 1 	n/a
White Pigeon, MI	2 / 2	1 : 1 	n/a

Top Posted Occupations

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Food Service Managers	13 / 10	1 : 1 	n/a
Home Health and Personal Care Aides	4 / 4	1 : 1 	n/a
Retail Salespersons	12 / 4	3 : 1 	n/a
Fast Food and Counter Workers	17 / 3	6 : 1 	57 days
Cashiers	14 / 3	5 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	2 / 2	1 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Food Service Managers	13 / 10	1 : 1 	n/a
Personal Care Aides	4 / 4	1 : 1 	n/a
Retail Salespersons	12 / 4	3 : 1 	n/a
Fast Food and Counter Workers	17 / 3	6 : 1 	57 days
Cashiers	14 / 3	5 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	2 / 2	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Restaurant / Food Service Manager	13 / 10	1 : 1 	n/a
Caregiver / Personal Care Aide	4 / 4	1 : 1 	n/a
Retail Sales Associate	12 / 4	3 : 1 	n/a
Fast Food / Counter Worker	17 / 3	6 : 1 	57 days
Cashier	14 / 3	5 : 1 	n/a
Retail Store Manager / Supervisor	2 / 2	1 : 1 	n/a

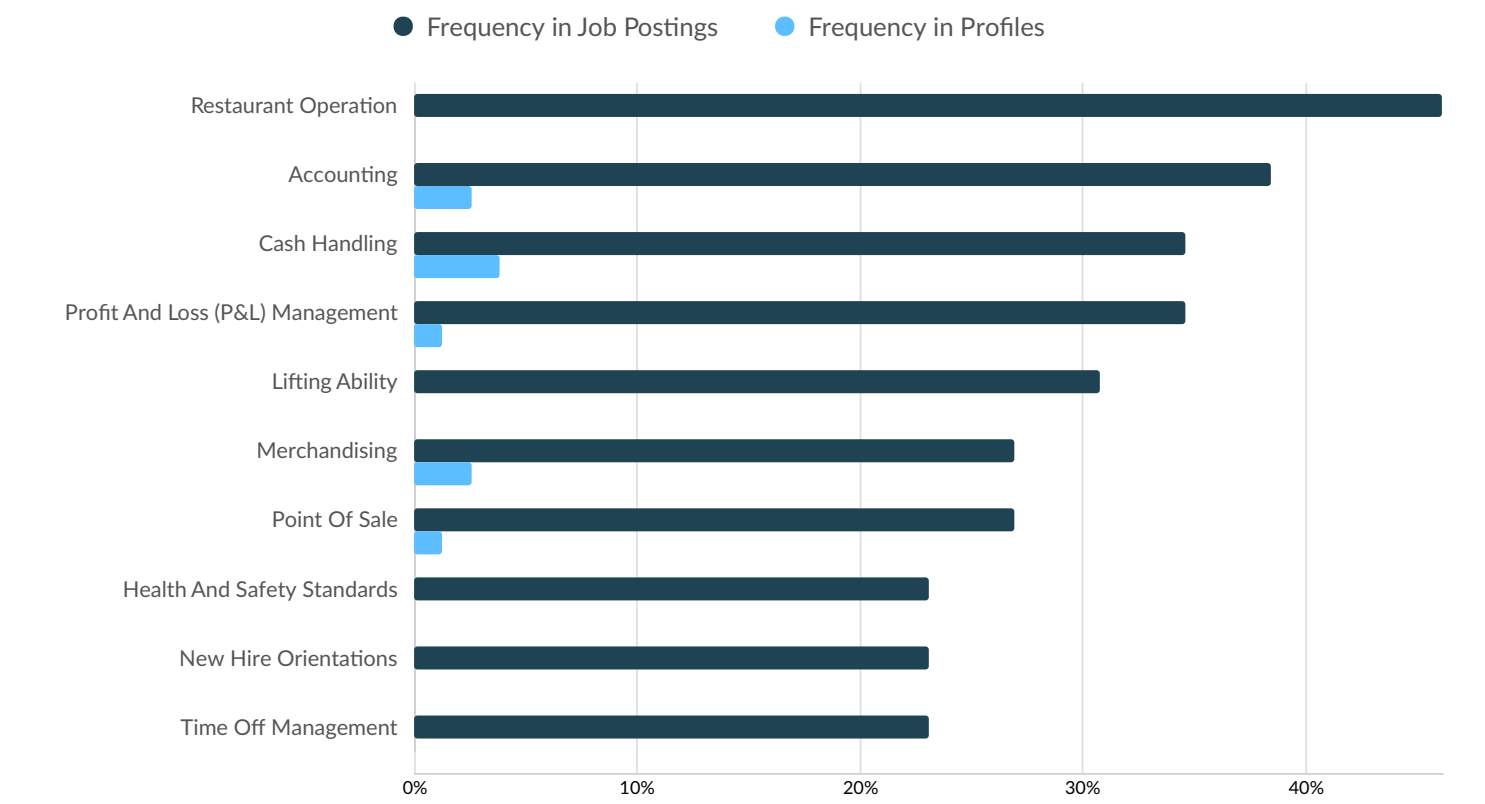
Top Posted Job Titles

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Shift Managers	5 / 4	1 : 1 	n/a
Food Clerks	17 / 3	6 : 1 	57 days
Cashiers	14 / 3	5 : 1 	n/a
Assistant General Managers	2 / 2	1 : 1 	n/a
Assistant Managers	4 / 2	2 : 1 	n/a
Restaurant General Managers	2 / 2	1 : 1 	n/a
Caregivers	2 / 2	1 : 1 	n/a
Store Managers	2 / 2	1 : 1 	n/a
Caregivers/Aides	1 / 1	1 : 1 	n/a
Night Managers	3 / 1	3 : 1 	n/a

Top Industries

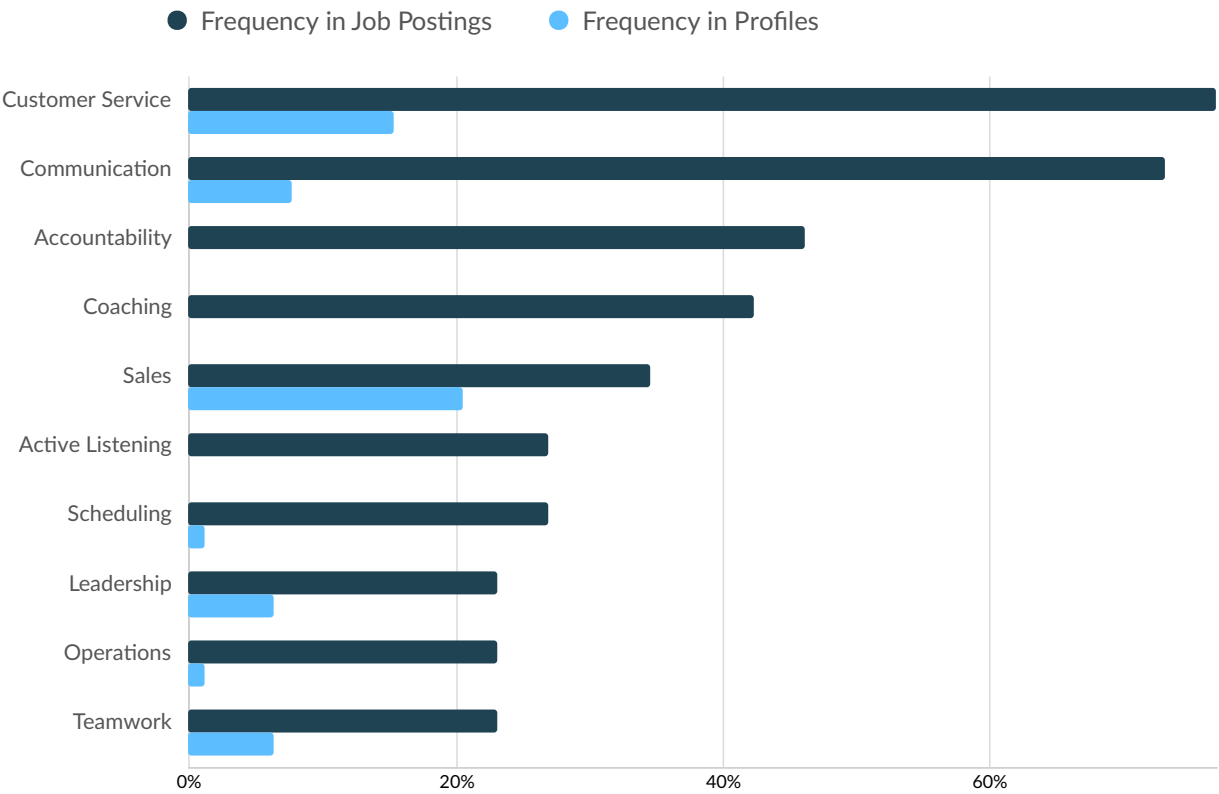
	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Limited-Service Restaurants	15 / 12	1 : 1 	n/a
Department Stores	41 / 8	5 : 1 	57 days
All Other General Merchandise Retailers	2 / 2	1 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	12	46%	0	0%	+22.1%	Rapidly Growing
Accounting	10	38%	2	3%	+16.3%	Growing
Cash Handling	9	35%	3	4%	+9.8%	Growing
Profit And Loss (P&L) Management	9	35%	1	1%	+16.0%	Growing
Lifting Ability	8	31%	0	0%	+10.2%	Growing
Merchandising	7	27%	2	3%	+12.7%	Growing
Point Of Sale	7	27%	1	1%	+12.9%	Growing
Health And Safety Standards	6	23%	0	0%	+15.6%	Growing
New Hire Orientations	6	23%	0	0%	+11.6%	Growing
Time Off Management	6	23%	0	0%	+15.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	20	77%	12	15%	+5.0%	Stable
Communication	19	73%	6	8%	+8.5%	Stable
Accountability	12	46%	0	0%	+15.1%	Growing
Coaching	11	42%	0	0%	+14.1%	Growing
Sales	9	35%	16	21%	+7.7%	Stable
Active Listening	7	27%	0	0%	+12.4%	Growing
Scheduling	7	27%	1	1%	+14.1%	Growing
Leadership	6	23%	5	6%	+9.5%	Growing
Operations	6	23%	1	1%	+8.8%	Stable
Teamwork	6	23%	5	6%	+14.1%	Growing

Top Software Skills

There is not enough data to display this section.

Top Qualifications

Postings with Qualification	
ServSafe Certification	8
Valid Driver's License	8

Top Advertised Benefits

	Total/Unique (Jul 2026)	Posting Intensity	Median Posting Duration
Paid Leave	54 / 18	3 : 1 	57 days
Education and Career Development	48 / 15	3 : 1 	57 days
Insurance	13 / 10	1 : 1 	n/a
Supplemental Pay	11 / 8	1 : 1 	n/a
Other Benefits	7 / 4	2 : 1 	n/a
Work-Life Balance	4 / 4	1 : 1 	n/a

Appendix A

Top Posting Sources

Website	Postings on Website (Jul 2026)
indeed.com	11
diversityjobs.com	8
tacobell.com	8
myworkdayjobs.com	7
mitalent.org	5
arbys.com	4
careerarc.com	1
dollargeneral.com	1

Appendix B

Sample Postings

Night Managers — Meijer in Sturgis, MI (Jul 2026 - Active)

Overnight Manager	
Link to Live Job Posting: meijer.wd5.myworkdayjobs.com	
Location: Sturgis, MI	O*NET: 41-2031.00
Company: Meijer	Job Title: Night Managers
Doing: Engages with team members in span of care to ensure they are receiving appropriate onboarding, training and development, and coaching and feedback to be successful in all they do. Identifies talent and engages in career discussions to support overall store staffing and ensure a diversified talent pipeline strategy for team member as well as leadership roles. Involvement in candid discussions with team members to ensure Meijer standards are upheld and team members have the ability to grow within the organization. Accountability for area operations and financial results by overseeing the execution of corporate plans to ensure all services and products are effectively managed in order to maximize sales and productivity ultimately owning budget line items in the P&L. Drives safety and compliance throughout the store in addition to overall condition management as well as responsibility for following all compliance procedures in the store. Ensures the Team Leaders and Leads are providing guidance and assigning daily work assignments for team members as well as any training needs. This job profile is not meant to be all inclusive of the responsibilities of this position; may perform other duties as assigned or required. What You Bring with You (Qualifications): Bachelor's degree or equivalent experience. Minimum 4+ years of retail/grocery or customer service experience. Progressive leadership experience preferred. A passion to provide industry leading service. Demonstrated ability to communicate with team members in a way that provides clear and precise direction. Demonstrated ability to analyze financial and statistical information and use that information to make informed decisions. Demonstrated ability to lead an organization that practices working safely at all times. Demonstrates proactive/creative thinking and applies it to the business. A thorough understanding of seasonal and diverse merchandising which leads to meeting the needs of our customers/community and gaining sales and market share. A strong business acumen. An innovative attitude to help Meijer set the industry standard. A commitment to fostering an inclusive environment where all team members and vendors feel valued and supported.	

Store Managers — Dollar General in White Pigeon, MI (Jul 2026 - Active)

STORE MANAGER IN WHITE PIGEON, MI

Link to Live Job Posting: careers.dollargeneral.com

Location: White Pigeon, MI

O*NET: 41-1011.00

Company: Dollar General

Job Title: Store Managers

GENERAL SUMMARY

Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and

ESSENTIAL JOB FUNCTIONS

Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction and inventory management issues on a weekly basis; follow up on Basic Stock Replenishment (BSR)/cycle counts. Facilitate the efficient staging, stocking and storage of merchandise by following defined company work processes. Ensure that all merchandise is presented according to established practices; utilize merchandise fixtures properly including presentation, product pricing and signage. Maintain accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Ensure the financial integrity of the store through strict cashier accountability, key control, and adherence to stated company security practices and cash control procedures. Provide superior customer service leadership. Maintain a clean, well-organized store; facilitate a safe and secure working and shopping environment. Ensure that store is adequately equipped with tools necessary to perform required tasks. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications; ensure employee compliance. Complete all paperwork and documentation according to guidelines and deadlines.

Qualifications KNOWLEDGE and SKILLS:

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. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports. Knowledge of inventory management and merchandising practices. Effective oral and written communication skills. Effective interpersonal skills. Knowledge of recruiting, interviewing, hiring, counseling and termination practices including legal compliance and internal processes. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Good organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

EDUCATION

High school diploma or equivalent strongly preferred. One year of management experience in a retail environment preferred.

COMPETENCIES

Aligns motives, values and beliefs with Dollar General values. Supports ownership by tapping into the potential of others. Acts as a liaison between the corporate office and store employees. Fosters cooperation and collaboration. Interacts with staff tactfully yet directly and maintains an open forum of exchange. Demonstrates responsiveness and sensitivity to customer needs. Applies basic principles of retail (i.e., ordering cycles, peak inventories, merchandise flow, etc.). Provides continuous attention to development of staff. Recruits, hires and trains qualified applicants to fulfill a store need. Ensures store compliance to federal labor laws and company policies and procedures. WORKING CONDITIONS and

PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping and kneeling to run check out station, stock merchandise and unload trucks. Frequent handling of merchandise and equipment such as hand-held scanner, pricing guns, box cutters, merchandise containers, two-wheel dollies, 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 and occasionally to attend management meetings and to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions. Dollar General Corporation is an equal opportunity employer.

Qualifications:

KNOWLEDGE and SKILLS:

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. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports. Knowledge of inventory management and merchandising practices. Effective oral and written communication skills. Effective interpersonal skills. Knowledge of recruiting, interviewing, hiring, counseling and termination practices including legal compliance and internal processes. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE program, etc.) Good organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

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Caregivers — Birch Meadows Senior Care in Three Rivers, MI (Jul 2026 - Active)

Caregiver - 2nd Shift - Part Time Or On Call at Birch Meadows AFC

Link to Live Job Posting: www.indeed.com

Location: Three Rivers, MI	O*NET: 31-1122.00
Company: Birch Meadows Senior Care	Job Title: Caregivers

BIRCH MEADOWS SENIOR CARE

Three Rivers, Michigan birchmeadows.org

CAREGIVER

About Birch Meadows Birch Meadows is Senior care home in Three Rivers, Michigan, rooted in a family legacy of senior care dating back to 1960. We consider it an honor to care for our residents, and we take that responsibility seriously. Our small, home-like setting and low resident-to-staff ratio mean every caregiver here genuinely matters — and is genuinely accountable. This Is Real Caregiving Work Caring for older adults well means there will be warm moments and difficult ones equally. Our residents need caregivers who understand that helping someone through a hard time, assisting with personal care, or redirecting a confused resident with patience are not the lesser parts of the job. They are the job. We're looking for people who bring the same pride and attentiveness to every task, because our residents deserve nothing less — and they deserve to know that the person who cares for them will be there, consistently, every single day. If you are mature, dependable, and have a genuine heart for the elderly — not just a fondness for them, but a real commitment to their dignity and comfort — we want to hear from you.

Responsibilities Include Hands-on personal care:

bathing, dressing, toileting, incontinence care, and hygiene assistance Mobility support: helping residents in and out of bed, walking, and exercising safely Medication administration per state regulations Monitoring and recording vital signs and health observations; reporting changes to management Maintaining accurate resident care records Housekeeping, laundry, and kitchen duties to keep the home clean and safe Supporting residents' mental engagement and independence through activities and interaction Carrying out individualized care plans consistently across shifts Responsibilities vary based on shift worked. All employees will be trained for all shift duties. What We're Looking For Maturity, reliability, and a calm presence under pressure Prior caregiving experience is a plus, but we will absolutely train the right person Physical stamina — this work requires lifting, standing, and hands-on assistance throughout your shift The ability to respond to dementia-related behaviors, with patience and composure Punctuality and follow-through — our residents depend on consistent, on-time care Willingness to work a weekend rotation and a full shift every shift. Strong communication and the ability to work closely with a small dynamic team

Food Clerks — Meijer in Three Rivers, MI (Jul 2026 - Active)

Produce Food Clerk	
Link to Live Job Posting: meijer.wd5.myworkdayjobs.com	
Location: Three Rivers, MI	O*NET: 35-3023.00
Company: Meijer	Job Title: Food Clerks

Store Managers — Dollar General in White Pigeon, MI (Jul 2026 - Aug 2026)

STORE MANAGER	
Link to Live Job Posting: Posting is no longer active	
Location: White Pigeon, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Store Managers
Company: Dollar General Location: White Pigeon, MI Career Level: Mid-Senior Level Industries: Retail, Wholesale, Apparel Description 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. Job Details: GENERAL SUMMARY Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and ESSENTIAL JOB FUNCTIONS Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan,	

seasonal direction and inventory management issues on a weekly basis; follow up on Basic Stock Replenishment (BSR)/cycle counts. Facilitate the efficient staging, stocking and storage of merchandise by following defined company work processes. Ensure that all merchandise is presented according to established practices; utilize merchandise fixtures properly including presentation, product pricing and signage. Maintain accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Ensure the financial integrity of the store through strict cashier accountability, key control, and adherence to stated company security practices and cash control procedures. Provide superior customer service leadership. Maintain a clean, well-organized store; facilitate a safe and secure working and shopping environment. Ensure that store is adequately equipped with tools necessary to perform required tasks. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications; ensure employee compliance. Complete all paperwork and documentation according to guidelines and deadlines.

Qualifications:

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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.