

# Job Posting Analytics

Lightcast Q2 2025 Data Set

June 2025

Berrien, Branch, Calhoun, Cass,  
Kalamazoo, St. Joseph, VanBuren



Michigan

# Parameters

Select Timeframe: Jun 2025 - Jun 2025

Occupations:

Results should include

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

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

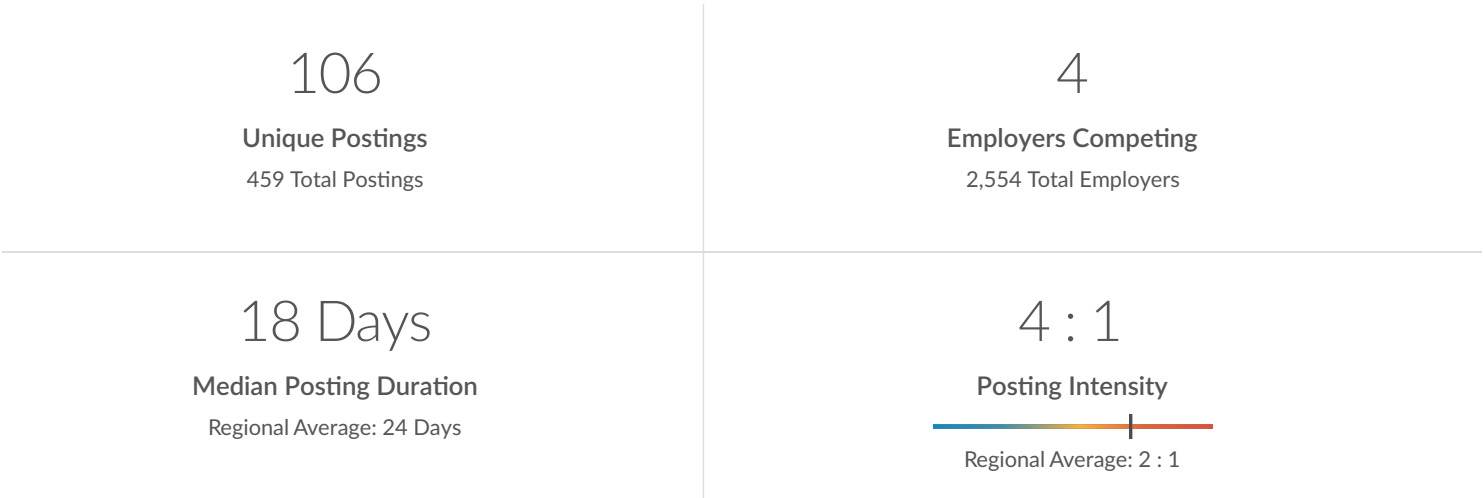
Education Level: Any

Job Type: Include Internships

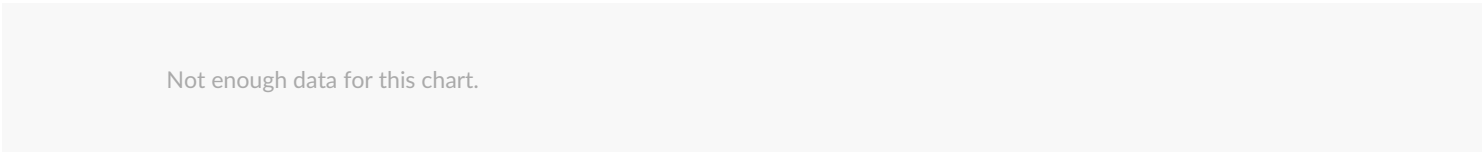
Keyword Search:

Posting Type: Active Postings

# Job Postings Overview



## Advertised Salary



# Advertised Salary Trend

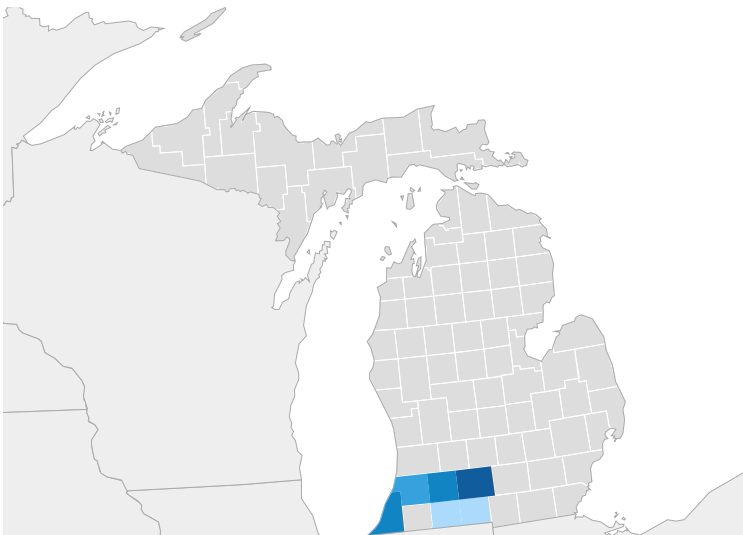
▲ 100.0% Jan 2025 – Jun 2025  
\$37.50 Median



12 Job Postings



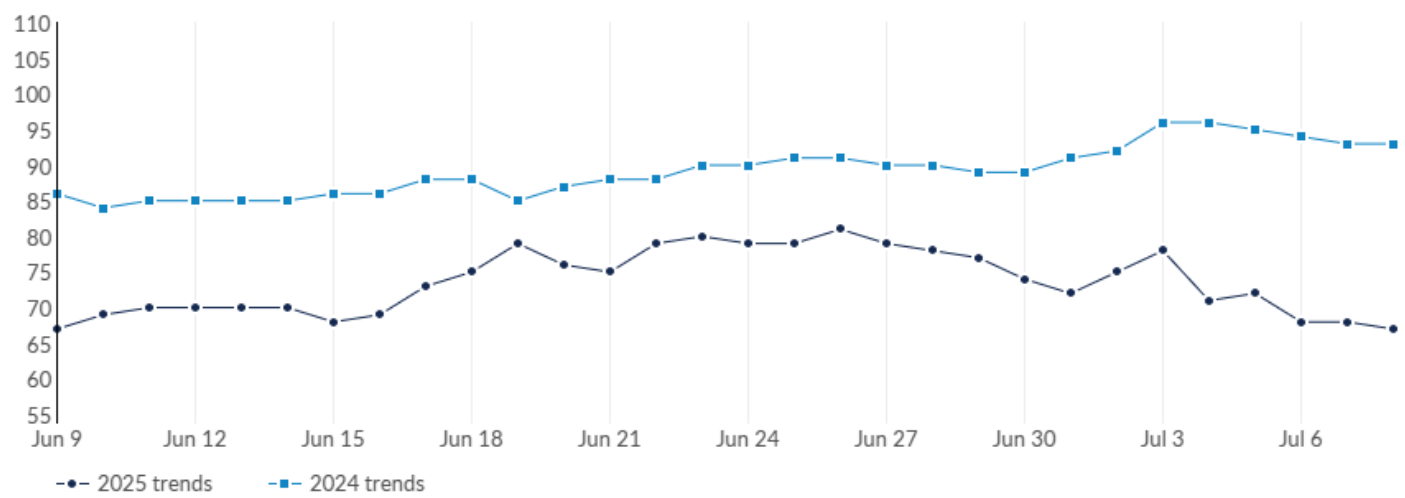
# Job Postings Regional Breakdown



County	Unique Postings (Jun 2025)
Calhoun County, MI	60
Berrien County, MI	17
Kalamazoo County, MI	15
Van Buren County, MI	10
Branch County, MI	2

# Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
June 9, 2025	67	86	-22.1%
June 10, 2025	69	84	-17.9%
June 11, 2025	70	85	-17.6%
June 12, 2025	70	85	-17.6%
June 13, 2025	70	85	-17.6%
June 14, 2025	70	85	-17.6%
June 15, 2025	68	86	-20.9%
June 16, 2025	69	86	-19.8%
June 17, 2025	73	88	-17.0%
June 18, 2025	75	88	-14.8%
June 19, 2025	79	85	-7.1%
June 20, 2025	76	87	-12.6%
June 21, 2025	75	88	-14.8%
June 22, 2025	79	88	-10.2%
June 23, 2025	80	90	-11.1%
June 24, 2025	79	90	-12.2%
June 25, 2025	79	91	-13.2%
June 26, 2025	81	91	-11.0%

June 27, 2025	79	90	-12.2%
June 28, 2025	78	90	-13.3%
June 29, 2025	77	89	-13.5%
June 30, 2025	74	89	-16.9%
July 1, 2025	72	91	-20.9%
July 2, 2025	75	92	-18.5%
July 3, 2025	78	96	-18.8%
July 4, 2025	71	96	-26.0%
July 5, 2025	72	95	-24.2%
July 6, 2025	68	94	-27.7%
July 7, 2025	68	93	-26.9%
July 8, 2025	67	93	-28.0%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	36	34%
High school or GED	29	27%
Associate's degree	38	36%
Bachelor's degree	19	18%
Master's degree	0	0%
Ph.D. or professional degree	0	0%







## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	29	0	27%
Associate's degree	32	6	30%
Bachelor's degree	9	10	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	71	67%
0 - 1 Years	29	27%
2 - 3 Years	6	6%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







## Top Companies Posting

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	281 / 53	5 : 1 	n/a
Bronson Healthcare	44 / 26	2 : 1 	11 days
Corewell Health	79 / 16	5 : 1 	18 days
Meijer	55 / 11	5 : 1 	30 days







## Top Cities Posting

City	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	254 / 46	6 : 1 	n/a
Battle Creek, MI	43 / 13	3 : 1 	8 days
Kalamazoo, MI	28 / 13	2 : 1 	11 days
Saint Joseph, MI	36 / 7	5 : 1 	18 days
South Haven, MI	11 / 7	2 : 1 	11 days
Niles, MI	26 / 5	5 : 1 	n/a
Benton Harbor, MI	5 / 2	3 : 1 	n/a
Coldwater, MI	7 / 2	4 : 1 	n/a
Paw Paw, MI	6 / 2	3 : 1 	13 days
Albion, MI	2 / 1	2 : 1 	n/a







## Top Posted Occupations

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	178 / 39	5 : 1 	24 days
Medical Assistants	145 / 33	4 : 1 	21 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	30 / 14	2 : 1 	8 days
Cashiers	55 / 11	5 : 1 	30 days
Nursing Assistants	43 / 7	6 : 1 	n/a
Cooks, Restaurant	8 / 2	4 : 1 	n/a









# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	178 / 39	5 : 1 	24 days
Medical Assistants	145 / 33	4 : 1 	21 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	30 / 14	2 : 1 	8 days
Cashiers	55 / 11	5 : 1 	30 days
Nursing Assistants	43 / 7	6 : 1 	n/a
Cooks, Restaurant	8 / 2	4 : 1 	n/a



# Top Posted Occupations

Occupation	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	178 / 39	5 : 1 	24 days
Medical Assistant	145 / 33	4 : 1 	21 days
Janitor / Cleaner	30 / 14	2 : 1 	8 days
Cashier	55 / 11	5 : 1 	30 days
Nursing Assistant	43 / 7	6 : 1 	n/a
Cook	8 / 2	4 : 1 	n/a

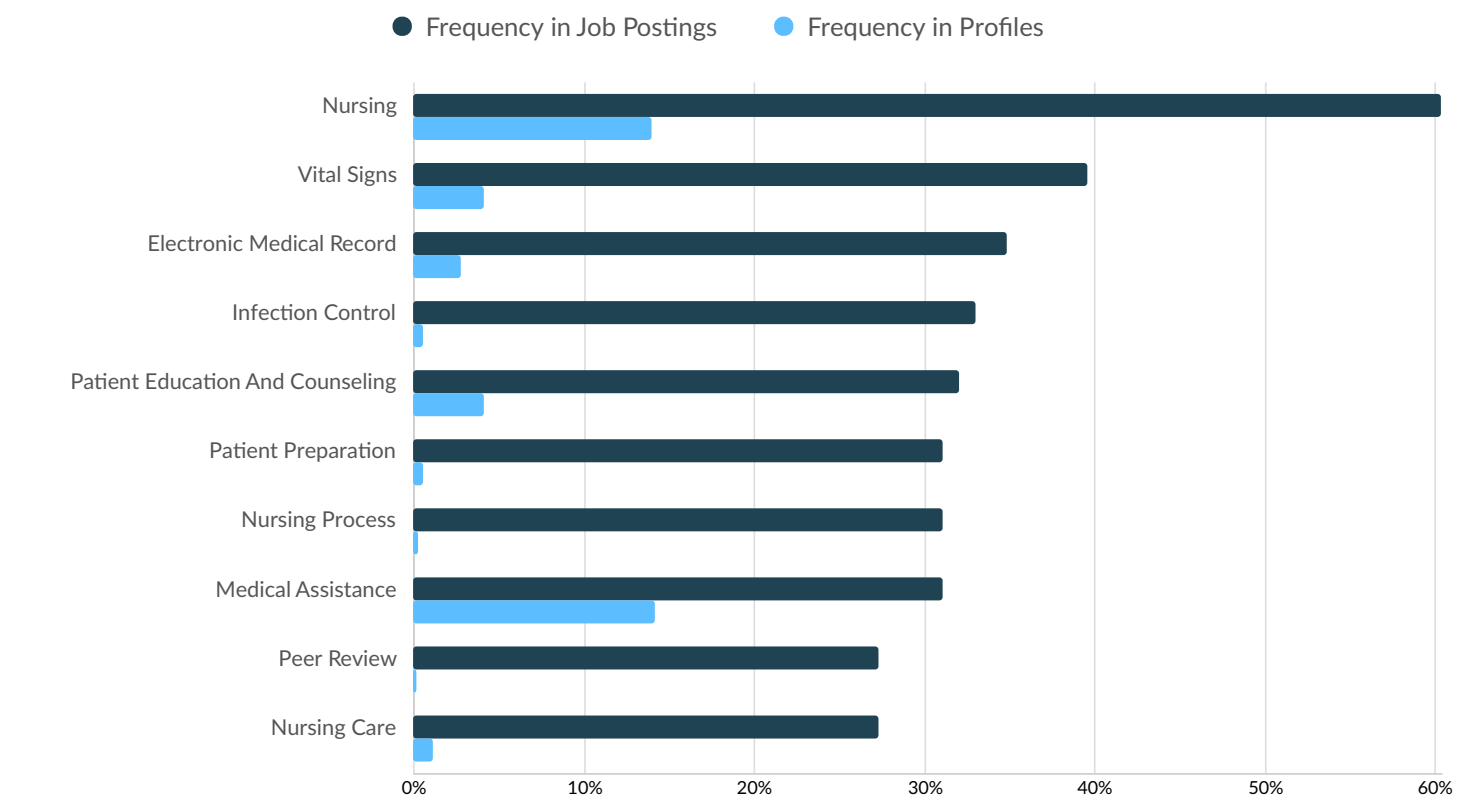
## Top Posted Job Titles

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	152 / 31	5 : 1 	32 days
Requisition Sales Associates	139 / 27	5 : 1 	n/a
Environmental Services Technicians	30 / 14	2 : 1 	8 days
Medical Assistants	47 / 11	4 : 1 	33 days
Cashiers	55 / 11	5 : 1 	30 days
Medical Surgical Registered Nurses	23 / 7	3 : 1 	18 days
Family Medicine Medical Assistants	5 / 3	2 : 1 	13 days
Cooks	8 / 2	4 : 1 	n/a

## Top Industries

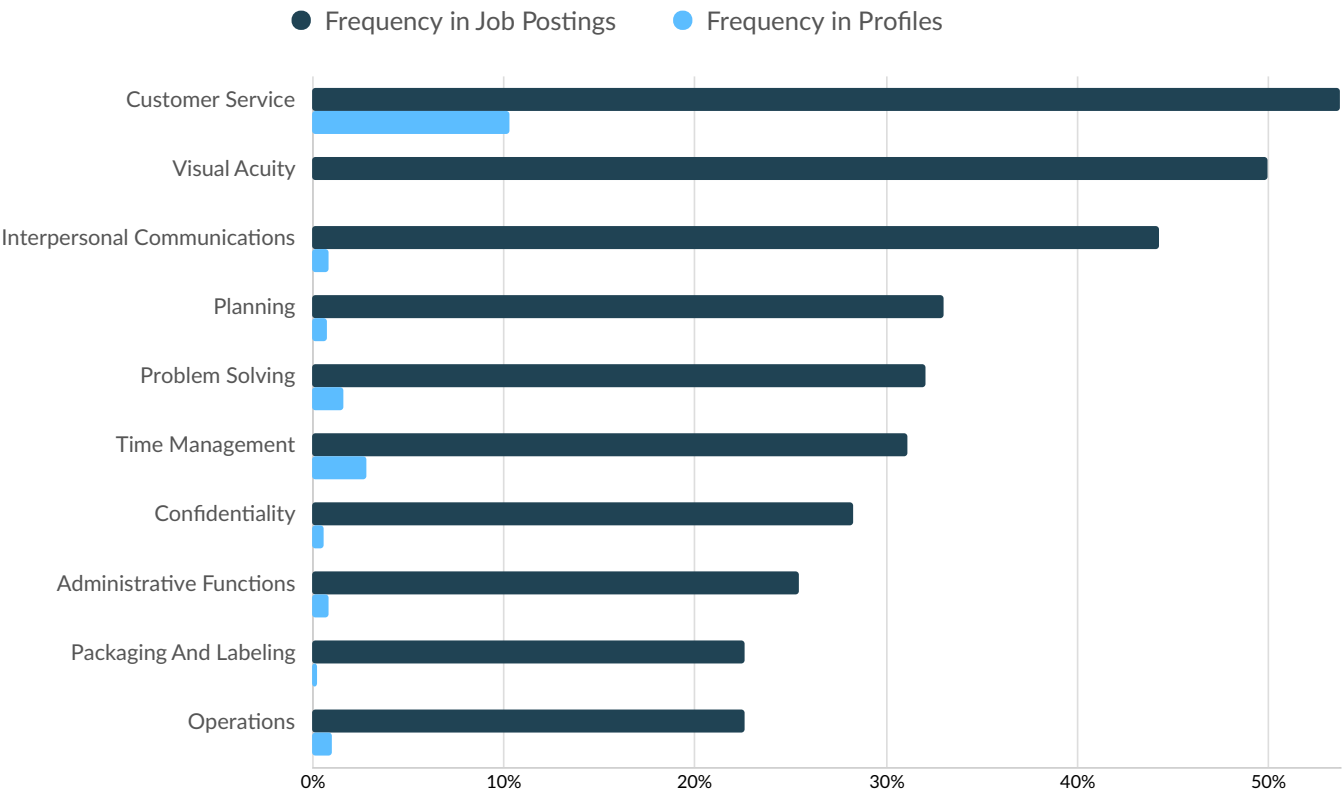
	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	404 / 95	4 : 1 	13 days
Department Stores	55 / 11	5 : 1 	30 days

# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	64	60%	95	14%	+20.1%	Rapidly Growing
Vital Signs	42	40%	28	4%	+17.2%	Growing
Electronic Medical Record	37	35%	19	3%	+12.1%	Growing
Infection Control	35	33%	4	1%	+17.1%	Growing
Patient Education And Counseling	34	32%	28	4%	+11.6%	Growing
Patient Preparation	33	31%	4	1%	+15.8%	Growing
Nursing Process	33	31%	2	0%	+24.2%	Rapidly Growing
Medical Assistance	33	31%	96	14%	+11.9%	Growing
Peer Review	29	27%	1	0%	+18.4%	Growing
Nursing Care	29	27%	8	1%	+19.1%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	57	54%	70	10%	+5.2%	Stable
Visual Acuity	53	50%	0	0%	+18.9%	Growing
Interpersonal Communications	47	44%	6	1%	+12.5%	Growing
Planning	35	33%	5	1%	+10.9%	Growing
Problem Solving	34	32%	11	2%	+11.3%	Growing
Time Management	33	31%	19	3%	+14.5%	Growing
Confidentiality	30	28%	4	1%	0.0%	
Administrative Functions	27	25%	6	1%	+13.6%	Growing
Packaging And Labeling	24	23%	2	0%	+14.8%	Growing
Operations	24	23%	7	1%	+8.1%	Stable

# Top Software Skills

There is not enough data to display this section.

# Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	68
American Red Cross (ARC) Certification	57
Registered Nurse (RN)	47
Certified Medical Assistant (CMA)	28
Basic Cardiac Life Support	27
Advanced Cardiovascular Life Support (ACLS) Certification	21
Licensed Practical Nurse (LPN)	20
Certified Clinical Medical Assistant (CCMA)	11
Valid Driver's License	10
Critical Care Registered Nurse (CCRN)	10

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jun 2025)
peopleanswers.com	48
indeed.com	36
myworkdayjobs.com	36
dejobs.org	18
diversityjobs.com	15
hospitalcareers.com	6
retirementjobs.com	5
corewellhealth.org	4
jobshark.com	3
simplyhired.com	3
jobserve.com	1



# Appendix B

## Sample Postings

Medical Assistants – Corewell Health in Hartford, MI (Jun 2025 - Active)

Medical Assistant Stagg Medical Center	
Link to Live Job Posting: <a href="https://spectrumhealth.wd5.myworkdayjobs.com">spectrumhealth.wd5.myworkdayjobs.com</a>	
Location: Hartford, MI	O*NET: 31-9092.00
Company: Corewell Health	Job Title: Medical Assistants
<p>Medical Assistant Stagg Medical Center Corewell Health United States, Michigan, Hartford Jul 04, 2025 Job Summary Under the direction of a licensed professional, the Medical Assistant performs and oversees functions within scope of practice related to the clinical activities, including but not limited to: maintaining patient flow by assisting and promoting the delivery of health care, performs technical procedures and clinically-oriented activities. The Medical Assistant will assist management in achieving office efficiencies in accordance with stated policies/procedures to ensure efficient operations with a focus on supporting physicians, clinic staff and management, which embodies the "Service First" philosophy to promote customer satisfaction. Essential Functions Facilitates efficient and effective patient flow including preparing the patient for the visit/admission and providing specific services and education as determined by the providers in accordance with scope of practice. Performs necessary administrative duties to ensure all information is current and updated. Includes maintenance and monitoring of electronic health record. Maintains and cleans environment, work area, equipment and communicates any equipment malfunctions to appropriate department/unit personnel. Greets and communicates with patients and families in a manner consistent with care and respect. Communicates, collaborates and anticipates the needs of the other members of the health care team in order to ensure continuity and quality of care and coordination of services. Collects, monitors and reports patient data/needs to licensed team members as directed. Follows documentation standards. Demonstrates high standard of moral and ethical behavior. Commits to continuous improvement of patient experience, which includes patient safety, quality of care and excellent service. Advocates for privacy, confidentiality and security of patient, staff and organizational data. Adheres to the organization's published values, standards and policies. Engages in continuous study of the entire professional field, including best practices, to maintain the professional competence, knowledge and skills necessary for the satisfactory performance of all assigned responsibilities. Completes required continuous training and education, including department specific requirements. Assists providers with examinations, procedures and/or treatments by preparing patient and ensuring appropriate supplies/equipment are readily available. Prepares, administers and documents medications that are within scope of practice and directed by the provider. Qualifications Required High School Diploma or equivalent Successful completion of a competency-based Medical Assistant training program CRT-Medical Assistant, Certified (CMA)</p> <ul style="list-style-type: none"><li>• AAMA American Association of Medical Assistants 120 Days Or CRT-Medical Assistant, Certified (CCMA)</li><li>• NHA National Healthcareer Association 120 Days Or CRT-Medical Assistant, Certified (NCMA)</li><li>• NCCT National Center for Competency Testing 120 Days Or CRT-Medical Assistant, Certified (NRCMA)</li><li>• NAHP National Association for Health Professionals 120 Days Or CRT-Medical Assistant, Registered (RMA)</li><li>• AMT American Medical Technologists 120 Days CRT-Basic Life Support (BLS)</li><li>• AHA American Heart Association 90 Days Or CRT-Basic Life Support (BLS)</li><li>• ARC American Red Cross 90 Days Preferred 1 year of relevant experience Working in a physician practice or healthcare setting How Corewell Health cares for you Comprehensive benefits package to meet your financial, health, and work/life balance goals.</li></ul> <p>Learn more here. On-demand pay program powered by Payactiv Discounts directory with deals on the things that matter to you, like restaurants, phone plans, spas, and more! Optional identity theft protection, home and auto insurance, pet insurance Traditional and Roth retirement options with service contribution and match savings Eligibility for benefits is determined by employment type and status Primary Location SITE</p> <ul style="list-style-type: none"><li>• Stagg Medical Center</li><li>• 525 S Center St</li><li>• Hartford Department Name Primary Care Practice</li><li>• Hartford Employment Type Full time Shift Day (United States of America) Weekly Scheduled Hours 40 Hours of Work 7:15 a.m. to 5:45 p.m. Days Worked Monday to Friday Weekend Frequency</li></ul>	

## N/A CURRENT COREWELL HEALTH TEAM MEMBERS

- Please apply through Find Jobs from your Workday team member account.

This career site is for Non-Corewell Health team members only. Corewell Health is committed to providing a safe environment for our team members, patients, visitors, and community. We require a drug-free workplace and require team members to comply with the MMR, Varicella, Tdap, and Influenza vaccine requirement if in an on-site or hybrid workplace category. We are committed to supporting prospective team members who require reasonable accommodations to participate in the job application process, to perform the essential functions of a job, or to enjoy equal benefits and privileges of employment due to a disability, pregnancy, or sincerely held religious belief. Corewell Health grants equal employment opportunity to all qualified persons without regard to race, color, national origin, sex, disability, age, religion, genetic information, marital status, height, weight, gender, pregnancy, sexual orientation, gender identity or expression, veteran status, or any other legally protected category. An interconnected, collaborative culture where all are encouraged to bring their whole selves to work, is vital to the health of our organization. As a health system, we advocate for equity as we care for our patients, our communities, and each other. From workshops that develop cultural intelligence, to our inclusion resource groups for people to find community and empowerment at work, we are dedicated to ongoing resources that advance our values of diversity, equity, and inclusion in all that we do. We invite those that share in our commitment to join our team. You may request assistance in completing the application process by calling 616.486.7447.

EVS Associate- Battle Creek, 64hrs/pp 3rd Shift	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Battle Creek, MI	O*NET: 37-2011.00
Company: Bronson Healthcare	Job Title: Environmental Services Technicians
EVS Associate- Battle Creek, 64hrs/pp 3rd Shift 3.5 3.5 out of 5 stars 300 NORTH AVENUE, Battle Creek, MI 49017 CURRENT	
BRONSON EMPLOYEES	
<p>- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title EVS Associate- Battle Creek, 64hrs/pp 3rd Shift Join Our Team at Bronson Battle Creek Hospital!</p>	
Position:	
Environmental Service Associate Location:	
Bronson Battle Creek Hospital Department:	
Environmental Services Shift:	
<p>Part Time- 32 hr/wk 3rd 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 Associate 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.</p>	
What You'll Do:	
<p>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</p>	
What We're Looking For:	
<p>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 or maintenance is a plus, but not required Why Work at Bronson? A 2024 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy 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</p>	

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. Shift Third Shift Time Type Part time

## Sign-On Bonus External Candidates Only:

Up to \$375.00 Retention Bonus External Candidates Only, \$375.00 Scheduled Weekly Hours 32 Cost Center 1620 Environmental Services (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.

### Medical Assistant - 36 hours per week - Bronson FastCare - Kalamazoo locations

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

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

Medical Assistant

- 36 hours per week
- Bronson FastCare
- Kalamazoo locations 3.

5 3.5 out of 5 stars Kalamazoo, MI

#### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday.

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

- 36 hours per week
- Bronson FastCare
- Kalamazoo locations Working under provider's direction provides general nursing functions for the practice.

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

#### MUST MEET ONE OF THE FOLLOWING

Successful completion of an accredited medical assistant program

#### CMA/CCMA/RMA

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

Note:

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

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

### Sign-On Bonus External Candidates Only:

Up to \$1,500.00 Retention Bonus External Candidates Only, \$1,500.00 Scheduled Weekly Hours 36 Cost Center 7687 Bronson FastCare (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.

EVS Associate Battle Creek- PRN - 3rd Shift 11:00pm-7:30am	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Battle Creek, MI	O*NET: 37-2011.00
Company: Bronson Healthcare	Job Title: Environmental Services Technicians
<div>EVS Associate Battle Creek</div> <div><ul style="list-style-type: none"><li>PRN•3rd Shift 11:00pm-7:30am EVS Associate Battle Creek•PRN•3rd Shift 11:00pm-7:30am locationsBronson Battle Creektime typePart timeposted onPosted 8 Days Agojob requisition id</li></ul></div> <div>JOB43100 CURRENT BRONSON EMPLOYEES</div> <div><ul style="list-style-type: none"><li>using the career worklet in Workday.</li></ul><p>This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBBC Bronson Battle Creek TitleEVS Associate Battle Creek</p><ul style="list-style-type: none"><li>PRN•3rd Shift 11:00pm-7:30am Join Our Team at Bronson Battle Creek Hospital!</li></ul></div> <div>Position:</div> <div>Environmental Service Associate Location:</div> <div>Bronson Battle Creek Hospital Department:</div> <div>Environmental Services Shift:</div> <p>PRN 3rd Shift Make a Difference in Patient Care! At Bronson Hospital, we aremitted to keeping our patients and visitors safe and healthy. We're looking for an Environmental Service Associate 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.</p> <div>What You'll Do:</div> <p>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 arepleted to the highest standards Follow detailed instructions and regularly check your work to meet quality standards</p> <div>What We're Looking For:</div> <p>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 Goodmunication 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 or maintenance is a plus, but not required Why Work at Bronson? A 2024 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping themunity 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</p>	



- 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 personalputer 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, andplies 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 trashpactor, and emptying trash and linen chutes.

Shift Third Shift Time Type Part time Scheduled Weekly Hours 10 Cost Center 1620 Environmental Services (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. take a moment to watch a brief video highlighting employment with Bronson!

Cashiers — Meijer in Three Rivers, MI (Jun 2025 - Active)

Cashier	
Link to Live Job Posting: <a href="https://dejobs.org">dejobs.org</a>	
Location: Three Rivers, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>Cashier Meijer parental leave United States, Michigan, Three Rivers Jun 23, 2025 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be</p> <p>Doing:</p> <p>Utilize technology to complete activities and tasks.You create 'WOW' moments that have a positive and lasting impact on our customers.Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases.Use good eye contact and body language, displaying a friendly and outgoing attitude.Be prepared to handle customer questions adequately and appropriately.Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older.Strong listening and communications skills, face-to-face and virtually.Willingness to learn or existing familiarity with job-specific technology.Problem-solving competence and eagerness to troubleshoot when necessary.Desire to work with customers.Previous retail or customer experience preferred but not required.Good verbal communication skills.Detail oriented and organized.Friendly outgoing attitude.Ability to operate cashier register system.</p>	

# 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 Q2 2025 Data Set

Branch, Calhoun, Kalamazoo, St. Joseph  
June 2025



Michigan

# Parameters

Select Timeframe: Jun 2025 - Jun 2025

Occupations:

Results should include

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

Regions:

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

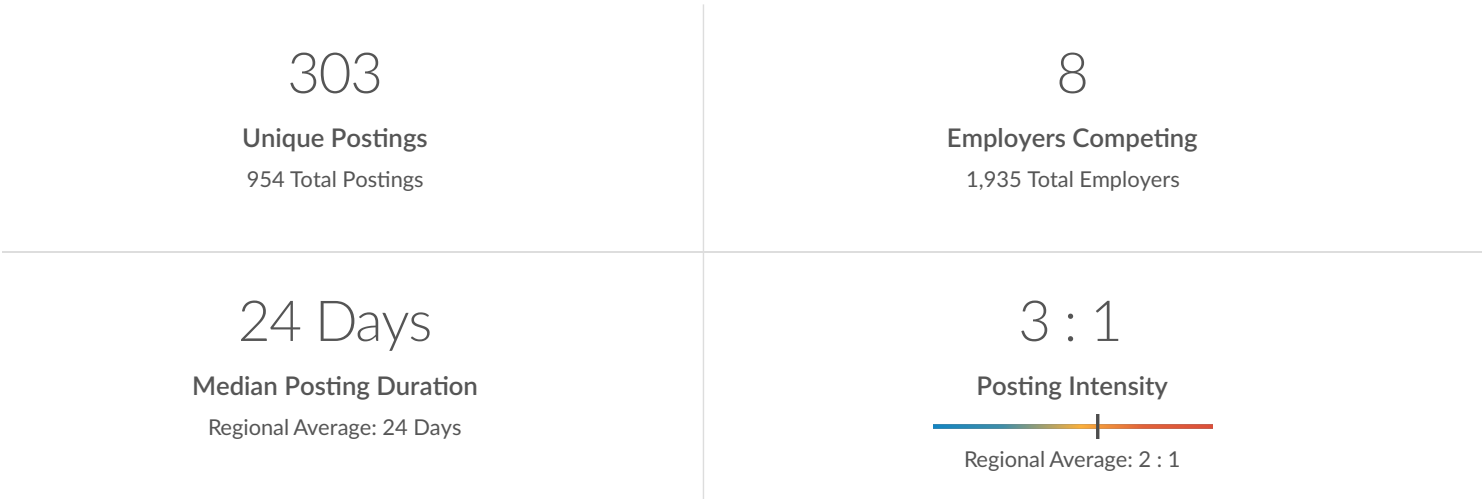
Posting Type: Active Postings

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

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

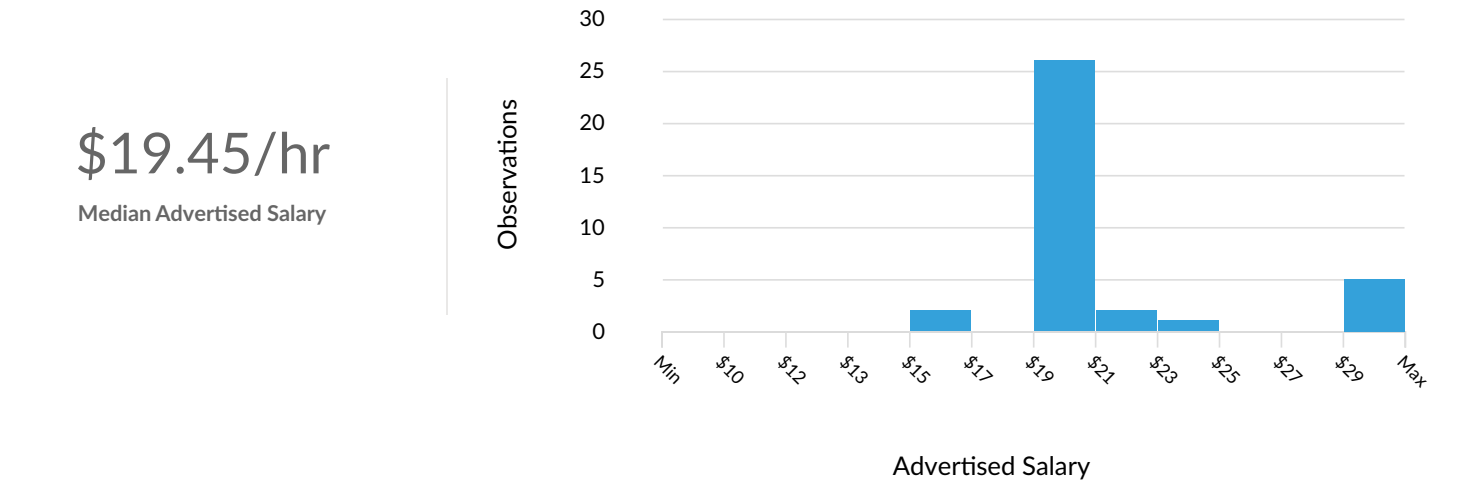
Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

# Job Postings Overview



## Advertised Salary

There are 36 advertised salary observations (12% of the 303 matching postings).



# Advertised Salary Trend

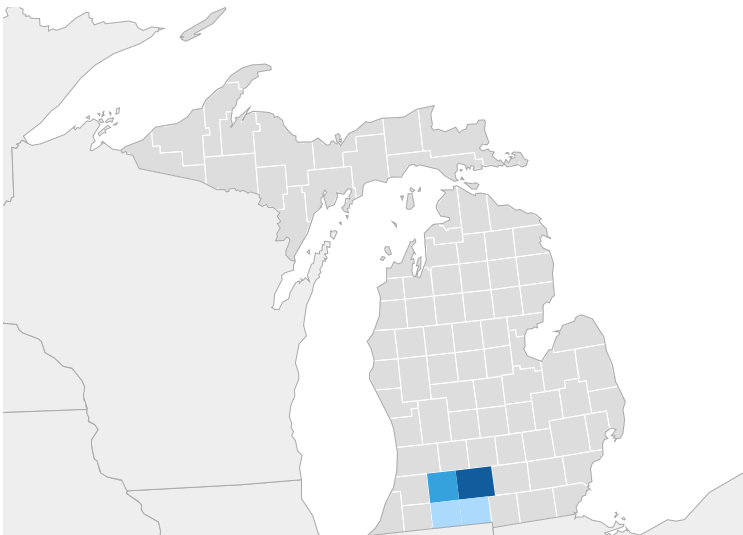
▼48.2% Jan 2025 – Jun 2025  
\$24.00 Median



124 Job Postings



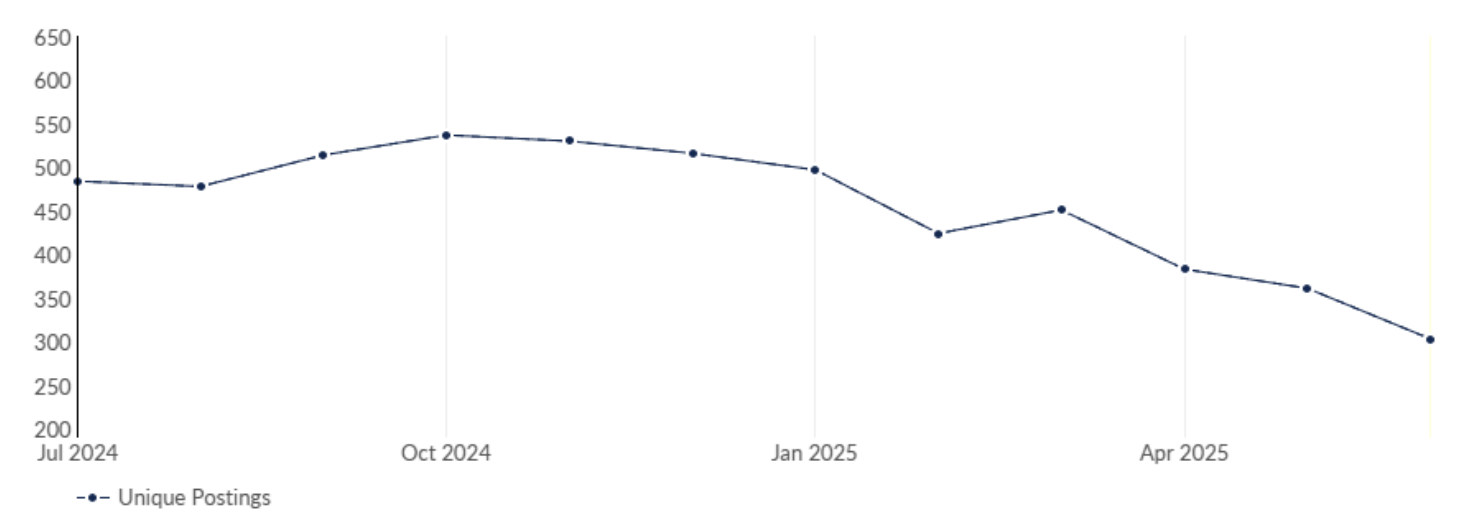
# Job Postings Regional Breakdown



County	Unique Postings (Jun 2025)
Calhoun County, MI	195
Kalamazoo County, MI	88
Branch County, MI	11
St. Joseph County, MI	9



# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	303	3 : 1
May 2025	361	4 : 1
Apr 2025	383	4 : 1
Mar 2025	451	4 : 1
Feb 2025	424	4 : 1
Jan 2025	497	4 : 1
Dec 2024	516	4 : 1
Nov 2024	530	4 : 1
Oct 2024	537	4 : 1
Sep 2024	514	4 : 1
Aug 2024	478	3 : 1
Jul 2024	484	3 : 1

# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	101	33%
High school or GED	64	21%
Associate's degree	135	45%
Bachelor's degree	68	22%
Master's degree	16	5%
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	64	0	21%
Associate's degree	101	33	33%
Bachelor's degree	30	38	10%
Master's degree	7	8	2%
Ph.D. or professional degree	0	1	0%

# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	227	75%
0 - 1 Years	37	12%
2 - 3 Years	35	12%
4 - 6 Years	3	1%
7 - 9 Years	0	0%
10+ Years	1	0%











## Top Companies Posting

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	658 / 138	5 : 1	34 days
Bronson Healthcare	135 / 101	1 : 1	22 days
Walmart	31 / 27	1 : 1	16 days
Meijer	67 / 15	4 : 1	14 days
Ascension	27 / 10	3 : 1	32 days
Stryker	19 / 8	2 : 1	11 days
Border Foods	14 / 3	5 : 1	26 days
Pfizer	3 / 1	3 : 1	n/a














## Top Cities Posting

City	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	613 / 128	5 : 1	34 days
Kalamazoo, MI	142 / 78	2 : 1	29 days
Battle Creek, MI	105 / 60	2 : 1	19 days
Coldwater, MI	22 / 8	3 : 1	n/a
Portage, MI	31 / 6	5 : 1	11 days
Three Rivers, MI	9 / 5	2 : 1	n/a
Albion, MI	13 / 4	3 : 1	n/a
Sturgis, MI	6 / 3	2 : 1	16 days
Homer, MI	2 / 2	1 : 1	n/a
Quincy, MI	2 / 2	1 : 1	n/a











# Top Posted Occupations

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	366 / 106	3 : 1 	32 days
Medical Assistants	218 / 71	3 : 1 	32 days
Health Technologists and Technicians, All Other	113 / 38	3 : 1 	19 days
Cashiers	68 / 23	3 : 1 	38 days
Medical and Health Services Managers	61 / 19	3 : 1 	12 days
Fast Food and Counter Workers	30 / 19	2 : 1 	14 days
Nursing Assistants	52 / 11	5 : 1 	34 days
Licensed Practical and Licensed Vocational Nurses	16 / 7	2 : 1 	52 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	16 / 6	3 : 1 	11 days
Food Service Managers	14 / 3	5 : 1 	26 days











## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	364 / 104	4 : 1 	32 days
Medical Assistants	218 / 71	3 : 1 	32 days
Patient Representatives	108 / 33	3 : 1 	19 days
Cashiers	68 / 23	3 : 1 	38 days
Medical and Health Services Managers	61 / 19	3 : 1 	12 days
Fast Food and Counter Workers	30 / 19	2 : 1 	14 days
Nursing Assistants	52 / 11	5 : 1 	34 days
Licensed Practical and Licensed Vocational Nurses	16 / 7	2 : 1 	52 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	16 / 6	3 : 1 	11 days
Health Technologists and Technicians, All Other	4 / 4	1 : 1 	18 days
Food Service Managers	14 / 3	5 : 1 	26 days
Critical Care Nurses	2 / 2	1 : 1 	17 days
Neurodiagnostic Technologists	1 / 1	1 : 1 	12 days








# Top Posted Occupations

Occupation	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	363 / 103	4 : 1 	32 days
Medical Assistant	218 / 71	3 : 1 	32 days
Registrar / Patient Service Representative	107 / 32	3 : 1 	19 days
Cashier	68 / 23	3 : 1 	38 days
Fast Food / Counter Worker	30 / 19	2 : 1 	14 days
Healthcare Administrator	42 / 12	4 : 1 	12 days
Nursing Assistant	52 / 11	5 : 1 	34 days
Licensed Practical / Vocational Nurse	16 / 7	2 : 1 	52 days
Office / Administrative Assistant	16 / 6	3 : 1 	11 days
Care Coordinator	10 / 3	3 : 1 	n/a

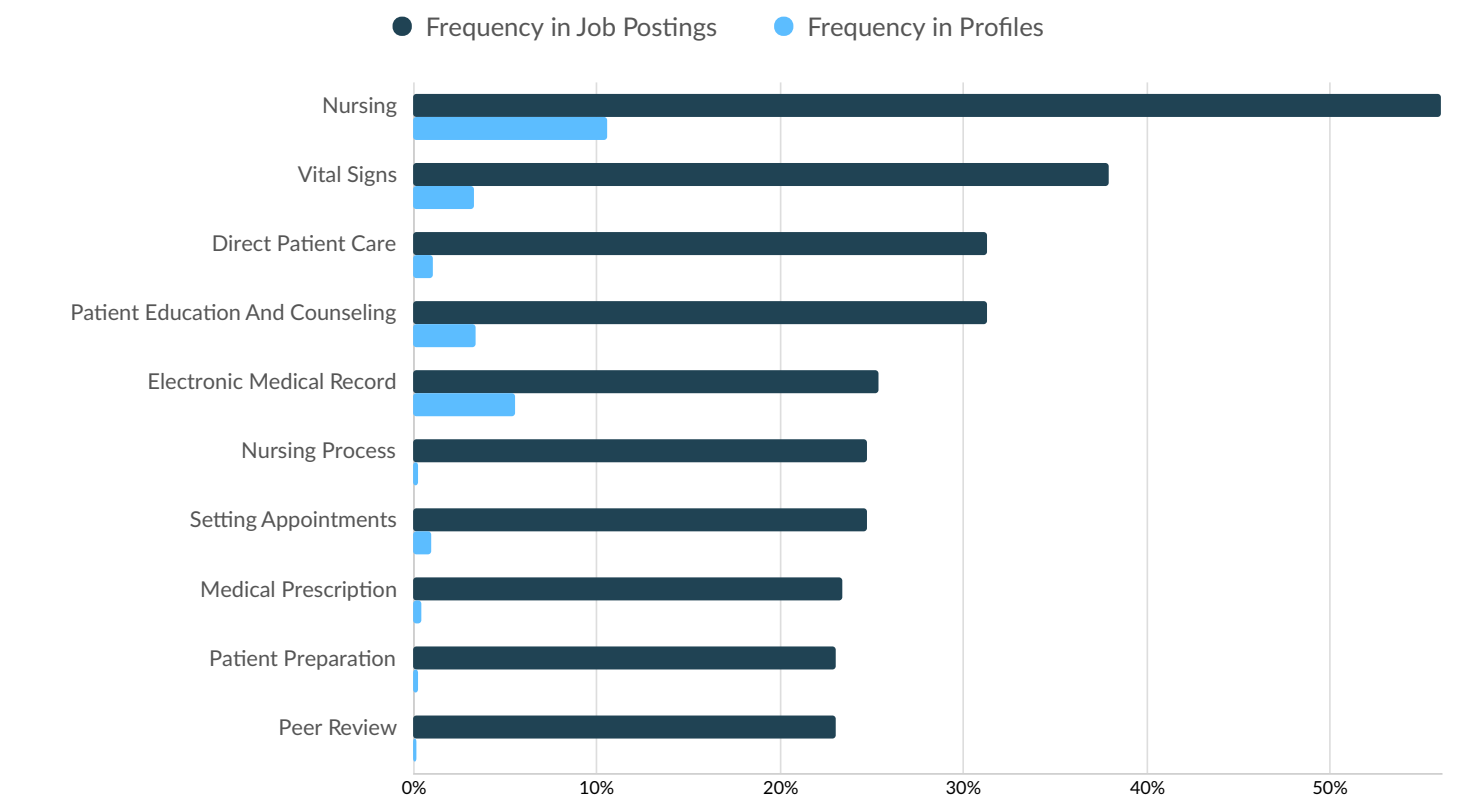
# Top Posted Job Titles

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	139 / 27	5 : 1 	n/a
Registered Nurses	144 / 26	6 : 1 	32 days
Department Assistants	62 / 16	4 : 1 	n/a
Frontline Cashiers	9 / 9	1 : 1 	n/a
Pre-Registration Representatives	34 / 9	4 : 1 	n/a
Freezer/Cooler Stockers	9 / 9	1 : 1 	n/a
Cashiers	49 / 8	6 : 1 	44 days
Emergency Services Registered Nurses	38 / 7	5 : 1 	n/a
Medical Assistants	10 / 6	2 : 1 	33 days
Primary Care Medical Assistants	14 / 6	2 : 1 	32 days

# Top Industries

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	793 / 239	3 : 1 	23 days
Warehouse Clubs and Supercenters	31 / 27	1 : 1 	16 days
Department Stores	67 / 15	4 : 1 	14 days
All Other Miscellaneous Ambulatory Health Care Services	27 / 10	3 : 1 	32 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	19 / 8	2 : 1 	11 days
Limited-Service Restaurants	14 / 3	5 : 1 	26 days
Pharmaceutical Preparation Manufacturing	3 / 1	3 : 1 	n/a

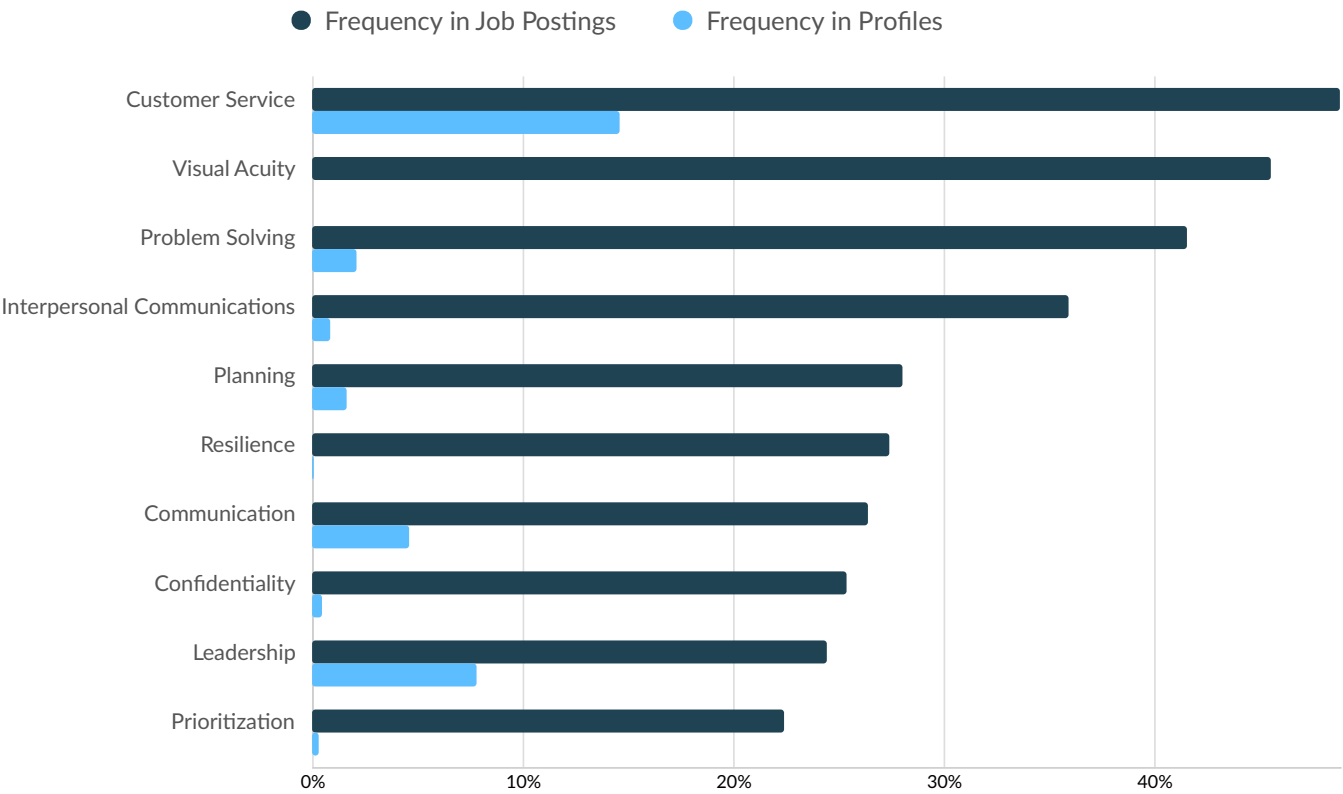
# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	170	56%	213	11%	+20.1%	Rapidly Growing
Vital Signs	115	38%	67	3%	+17.2%	Growing
Direct Patient Care	95	31%	22	1%	+16.6%	Growing
Patient Education And Counseling	95	31%	69	3%	+11.6%	Growing
Electronic Medical Record	77	25%	113	6%	+12.1%	Growing
Nursing Process	75	25%	6	0%	+24.2%	Rapidly Growing
Setting Appointments	75	25%	20	1%	+10.9%	Growing
Medical Prescription	71	23%	9	0%	+8.5%	Growing
Patient Preparation	70	23%	6	0%	+15.8%	Growing
Peer Review	70	23%	3	0%	+18.4%	Growing

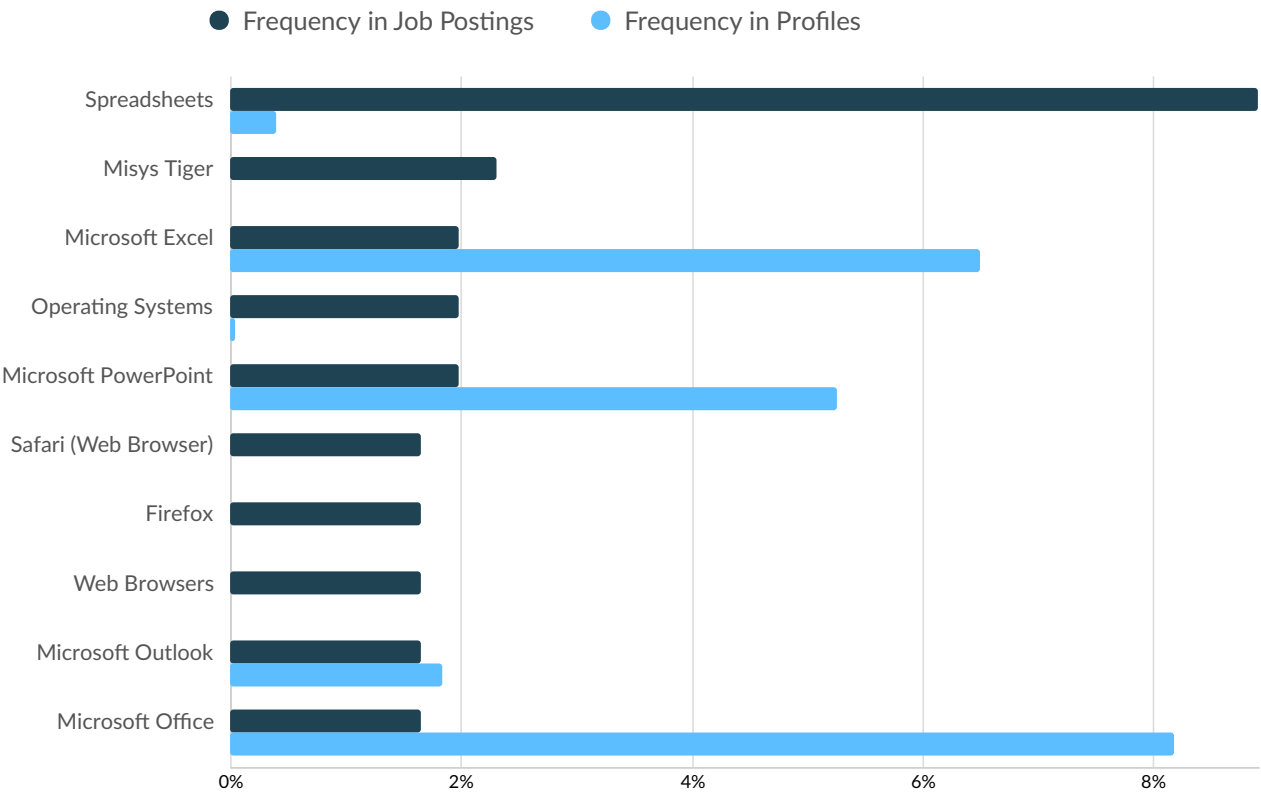


# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	148	49%	294	15%	+5.2%	Stable
Visual Acuity	138	46%	0	0%	+18.9%	Growing
Problem Solving	126	42%	43	2%	+11.3%	Growing
Interpersonal Communications	109	36%	17	1%	+12.5%	Growing
Planning	85	28%	33	2%	+10.9%	Growing
Resilience	83	27%	2	0%	+12.7%	Growing
Communication	80	26%	93	5%	+3.6%	Lagging
Confidentiality	77	25%	10	0%	0.0%	
Leadership	74	24%	158	8%	+8.5%	Stable
Prioritization	68	22%	7	0%	+20.5%	Rapidly Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	27	9%	8	0%	+22.2%	Rapidly Growing
Misys Tiger	7	2%	0	0%	+66.7%	Rapidly Growing
Microsoft Excel	6	2%	131	6%	+17.7%	Growing
Operating Systems	6	2%	1	0%	+22.6%	Rapidly Growing
Microsoft PowerPoint	6	2%	106	5%	+26.1%	Rapidly Growing
Safari (Web Browser)	5	2%	0	0%	+16.7%	Growing
Firefox	5	2%	0	0%	+7.9%	Stable
Web Browsers	5	2%	0	0%	+9.5%	Growing
Microsoft Outlook	5	2%	37	2%	+25.0%	Rapidly Growing
Microsoft Office	5	2%	165	8%	+18.5%	Growing

# Top Qualifications

Postings with Qualification	
Basic Life Support (BLS) Certification	159
Registered Nurse (RN)	120
American Red Cross (ARC) Certification	101
Certified Medical Assistant (CMA)	64
Basic Cardiac Life Support	51
Advanced Cardiovascular Life Support (ACLS) Certification	49
Licensed Practical Nurse (LPN)	47
Advanced Life Support	34
Valid Driver's License	29
Pediatric Advanced Life Support (PALS)	29

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jun 2025)
peopleanswers.com	122
myworkdayjobs.com	107
indeed.com	72
themuse.com	21
dejobs.org	11
diversityjobs.com	6
icims.com	6
disabledperson.com	5
retirementjobs.com	5
jobshark.com	3
allretailjobs.com	2
ascension.org	2
eastlansingrecruiter.com	2
hospitalcareers.com	2
jobserve.com	2
kalamazoorecruiter.com	2
southbendrecruiter.com	2
stryker.com	2
associationcareernetwork.com	1
careervitals.com	1
gr8jobs.net	1
healthjobsnationwide.com	1
lansingrecruiter.com	1
portagerecruiter.com	1
taylorrecruiter.com	1

# Appendix B

## Sample Postings

Social Service Liaison - Full Time 80Hrs/Pp - Bronson Methodist Hospital	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Kalamazoo, MI	O*NET: 29-2099.08
Company: Bronson Healthcare	Job Title: Hospital Liaisons
<div>Social Service Liaison<ul style="list-style-type: none"><li>Full Time 80Hrs/Pp</li><li>Bronson Methodist Hospital Social Service Liaison</li><li>Full Time 80Hrs/Pp</li><li>Bronson Methodist Hospital locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 7 Days Agojob requisition id</li></ul></div> <div>JOB43723 CURRENT BRONSON EMPLOYEES<ul style="list-style-type: none"><li>using the career worklet in Workday.</li></ul><p>This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleSocial Service Liaison</p><ul style="list-style-type: none"><li>Full Time 80Hrs/Pp</li><li>Bronson Methodist Hospital Reporting to the System Manager of Case Management the Social Services Liaison (SSL) manages and assists in the flow of patient access, discharge and follow up functions for patients with a high utilization rate in the BMH Emergency Department.</li></ul><p>The SSL provides case management for patients withplex psychosocial needs and facilitates solutions to the resource needs, behavioral health needs, and psychosocial needs. This positions coordinates, negotiates, procures, and facilitates the utilization of resources for patients to provide high-quality, cost-effective oues to reduce hospital utilization and readmissions. The SSL will develop collaborative relationships withmunity partners and patients developing strategies connecting patients with resources to improve their overall health.</p><div>Responsibilities:</div><p>Work with multidisciplinary team and providers to create standard care plan on patients. Review care plan and/or behavioral contract with patient as needed.Reassess and modify care plans as needed.Provide appropriate interventions which demonstrate knowledge of and sensitive to different cultural backgrounds, health literacy, and educational backgrounds of the population served. Utilize interpreter services per policy.Perform psychosocial assessment including barriers to coping, mental health history, cognitive development, adverse developmental events, resistance to treatment, and mental health symptoms.Assess eligibility of uninsured and underinsured patients for federal, state andmunity programs to assist funding of medical care. Assist patient with processing paperwork and collaborate with Patient Financial Counselors as needed.Work with ED Medical Social Worker to address depression and or suicidal ideation and determine crisis response/action to take for resolution.Educate patients on advanced directive and advanced care planning and assist with thepletion of documents. Address end of life issues in collaboration with others.Function as a liaison tomunity programs, participate inmunity meetings and maintain a network of appropriate contacts to identify potential resources for meeting patient's needs.Promote empowerment of patient in self-management of disease.Participate in meetings and organizational groups as requested.Assess patient SDOH needs and provide resources as needed.Make referrals to appropriate level of care and assist with arranging services per the needs of the patient.Assure implementation of care plans throughout the continuum of care to include post-acute providers.Utilize motivational interviewing techniques to support goals and reduce barriers to achieving them.Track and analyze data as needed.</p><div>Job Requirements:</div></div>	

### Education:

BSW, Counseling, or Behavioral Science related degree

### Work Experience:

(2) years case management experience in a behavioral health setting

### Required Skills:

Excellent organizational and problem-solving skills, ability to be flexible, and creative. Knowledge of and ability to work within a complex healthcare system including applied practice and aptitude in advocating for patient needs while balancing organizational needs. Demonstrate ability to work collaboratively as a member of the interdisciplinary team. Superior verbal and written communication, behavioral interviewing skills, assessment skills including psychosocial assessment, and the ability to work with a varied population. Proficient in Microsoft Office, PowerPoint, and Excel. Excellent customer service skills and patient/family centered care. Ability to work independently and to see consultation as necessary. Ability to work in a high volume fast-paced environment. Shift: First Shift Time Type: Full time Scheduled Weekly Hours: 40 Cost Center: 2450 Case Management/Medical Social Work (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. take a moment to watch a brief video highlighting employment with Bronson!

### Medical Assistant - 36 hours per week - Bronson FastCare - Kalamazoo locations

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

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

Medical Assistant

- 36 hours per week
- Bronson FastCare
- Kalamazoo locations 3.

5 3.5 out of 5 stars Kalamazoo, MI

#### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday.

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

- 36 hours per week
- Bronson FastCare
- Kalamazoo locations Working under provider's direction provides general nursing functions for the practice.

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

#### MUST MEET ONE OF THE FOLLOWING

Successful completion of an accredited medical assistant program

#### CMA/CCMA/RMA

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

Note:

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



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

### Sign-On Bonus External Candidates Only:

Up to \$1,500.00 Retention Bonus External Candidates Only, \$1,500.00 Scheduled Weekly Hours 36 Cost Center 7687 Bronson FastCare (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.

Bronson Hospital Registered Nurse - Mother/Baby Unit Full-Time Nights 7p-7a	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Mother-Baby Registered Nurses
<div>Bronson Hospital Registered Nurse</div> <div><ul style="list-style-type: none"><li>Mother/Baby Unit Full-Time Nights 7p-7a Bronson Hospital Registered Nurse</li><li>Mother/Baby Unit Full-Time Nights 7p-7a locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 8 Days Agojob requisition id</li></ul></div> <div>JOB43023 CURRENT BRONSON EMPLOYEES</div> <div><ul style="list-style-type: none"><li>using the career worklet in Workday.</li></ul><p>This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist HospitalTitleBronson Hospital Registered Nurse</p><div><ul style="list-style-type: none"><li>Mother/Baby Unit Full-Time Nights 7p-7a 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 oues 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 andplexity of care required; and documenting andmunicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs.</li></ul><p>Employees providing direct patient care must demonstratetencies 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 bypletion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific Bronson South Haven Specific</p><div><ul style="list-style-type: none"><li>Effective July 1, 2017 all new hires are expected to successfully obtain their BSN within 8 years of hire date.</li></ul></div><p>Bronson South Haven Specific:</p><p>Emergency Department:</p><p>SALT triage, ESI Triage, and NIH Stroke Scale to bepleted 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</p><div><ul style="list-style-type: none"><li>time nurses) within 6 months of hire date.</li></ul></div><p>Special Care Unit:</p></div></div>	

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

## BMH & BBC

### Specific:

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

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

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

### Standards of Practice:

- The registered nurse collects comprehensive data pertinent to the patients' health or the situation.
  - o Assesses the patient's physical and developmental needs
  - o Analyzes assessment data to identify appropriate patient needs
  - o Documents nursing history and age appropriate physical/emotional needs/strengths for assigned patients
  - o Reviews vital signs to assess condition of patient and detect deviations from normal.
- The registered nurse analyzes the assessment data to determine patient problems or issues
  - o Uses the assessment data to identify patient problems
  - o Confirms problems with patient and family when appropriate
  - o Documents the expected outcomes and plan of care related to the problems through use of the clinical pathway and the teaching record
- The registered nurse identifies 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 patient's plan
  - o Maintains awareness of effort 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 delegating 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 passionate 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 commitment to connecting with self and others through relationship centered care giving. o Serves as a patient advocate
- The registered nurse integrates research finding into practice.
- o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

### Such activities may include:

- identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care.
- The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services.
- o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in being 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 Word day CBL

- "Swing beds".

This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient. Bronson South Haven Hospital and Bronson Lakeview Hospital employees who are approved to work in a Swing Bed Facility only: Employees may be expected to cover shifts at Bronson Lakeview Hospital and/or Bronson South Haven Hospital depending on patient acuity and staffing needs. Shift 12 Hour Night Shift

Time Type: Full time Scheduled weekly Hours: 36 Cost Center: 6830 OB Mother/Baby Unit (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. take a moment to watch a brief video highlighting employment with Bronson!

Practice Clinical Coordinator Bronson Urology Specialist - Battle Creek: Full Time 80 hrs./PP	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Battle Creek, MI	O*NET: 11-9111.00
Company: Bronson Healthcare	Job Title: Clinical Practice Coordinators
<p>Practice Clinical Coordinator Bronson Urology Specialist</p> <ul style="list-style-type: none"><li>• Battle Creek: Full Time 80 hrs./PP Practice Clinical Coordinator Bronson Urology Specialist</li><li>• Battle Creek: Full Time 80 hrs./PP locationsBronson Battle Creektime typeFull timeposted onPosted 8 Days Agojob requisition id</li></ul> <p>JOB43624 CURRENT BRONSON EMPLOYEES</p> <ul style="list-style-type: none"><li>• using the career worklet in Workday.</li></ul> <p>This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBBC Bronson Battle Creek TitlePractice Clinical Coordinator Bronson Urology Specialist•</p> <p>Battle Creek:</p> <p>Full Time 80 hrs./PP The Practice Clinical Coordinator, under the direction of the Practice Manager, plans and organizes the clinical support staff and their functions for the practice. It is the responsibility of this position to support the providers in clinical duties, and to support the Practice Manager, providing continuity of leadership day-to-day. The Practice Clinical Coordinator acts as a role model, mentor, and resource to the clinical staff to ensure that all standards are maintained and to encourage a team environment. The Practice Clinical Coordinator is involved in assisting the Practice Manager in attracting, developing, maintaining, and retraining qualified staff members. Duties may include assisting with hiring, orientation, monitoring and evaluating performance, problem solving, employee counseling, staffing and payroll. The individual is responsible for resolving clinical issues concerning the day-to-day office operations of the practice. In addition to duties involving practice personnel, the Practice Clinical Coordinator serves as a contact for internal and external customers. He/she is responsible for creating an environment, which fosters positive customer service and meets all quality standards, implementing new and monitoring ongoing processes. This person is responsible for supporting and assisting in achieving practice and organizational goals. This role provides opportunity for leadership succession. Employees providing direct patient care must demonstratpetencies specific to the population served. Successfulpletion of a Medical Assistant or LPN program and 3 years relevant and recent clinical experience required Current Medical Assistant or LPN license required (must be in good standing and valid in the state of Michigan).BLS certification required bypletion of core orientation</p> <ul style="list-style-type: none"><li>• Requires a skill level that epasses all clinical aspects of practice management</li><li>• Demonstrated ability to work with and lead a variety of people</li><li>• Demonstrated independent decision making ability and able to work with customers in challenging situations</li><li>• Ability to read, interpret, and analvze data from variousputer systems, reporting mechanisms, and equipment in order to set an</li></ul>	

ability to read, interpret, and analyze data from radiograph systems, reporting mechanisms, and equipment in order to develop an appropriate plan of action

- Must possess organization and prioritization skills
- Knowledge and skill in proper charting methods including legible handwriting and the ability to prioritize
- Must have excellent communication skills (orally, face to face and/or by telephone, and in writing) and a positive customer relations orientation
- Ability to establish effective working relations with office staff and employees in a team environment
- Able to maintain positive rapport with all levels of leadership and providers
- Must maintain the highest level of confidentiality and may require the use of significant tact in order to handle sensitive matters
- Ability to give easily understood directions Work which is constantly and exceptionally tiring mentally and/or visually.

Conditions exist more than 90% of the work 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.

- Accountable for coordination of day to day clinical practice operations.
- Supervision of practice clinical staff.
- Manages the practice variability as it occurs responding to changes in staffing levels and patient flow.
- Supports staff providing patient care.
- Assesses and directs the allocation of resources.
- Functions as a clinical resource for staff.
- Responsible for the assignment of staff and delineating of patient care.
- Participates in employment function including hiring, orientation, and corrective action. Facilitates the orientation process, conducts annual reviews, and provides feedback to staff and Practice Manager.
- Validates the clinical skills of practice clinical staff.
- Participates in the creation, review, and administration of policies and procedures, and ensures that all policies, procedures, and guidelines are being followed by practice clinical staff.
- Weekly payroll updates
- Clinical inventory and ordering and narcotic inventory
- Immunization monitoring and vaccine control
- MCIR
- Provide inservices on new equipment and existing annually
- OSHA, CLIApliance and other standards including policies.
- Manages difficult situations using effective diplomatic problem-solving skills in a timely manner.
- Encourages team environment as well as individual accountability.
- Provides support to the Practice Manager.
- Performs other related duties as assigned. Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 8194 Bronson Urology Specialists
- Battle Cre (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.

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Practice Support Assistant Bronson Constance Brown Hearing Center: Full Time 80 hrs./PP	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Battle Creek, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Practice Support Assistants

Practice Support Assistant Bronson Constance Brown Hearing Center:

Full Time 80 hrs./

PP Practice Support Assistant Bronson Constance Brown Hearing Center:

Full Time 80 hrs./PP locationsBronson Healthcare Grouptime typeFull timeposted onPosted 10 Days Agojob requisition id

JOB43622 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBHG Bronson Healthcare Group Title

Practice Support Assistant Bronson Constance Brown Hearing Center:

Full Time 80 hrs./PP The Practice Support Assistant performs various duties including answering phones, greeting patients, scheduling, patient check-in, preparing and retrieving files, and directing telephone calls. Employees providing direct patient care must demonstratetencies specific to the population served. High school diploma or general education degree (GED) and 3-6 months of related experience required.Previous experience working with medical insurance highly preferred. Must have keyboarding andputer skills, the ability to file accurately, possess professionalmunication and excellent customer service skills and be able to perform other light clerical duties as assignedPreviousputer experience including hospital-based programs (i.e., Medic/Misys/Tiger or other practice management system) preferredProficient in ability to organize, alphabetize, and file and prioritize multiple tasksMust have excellent math skills and be able to use basic office equipmentAbility to maintain confidentiality of sensitive medical informationMust have excellent verbal andmunication skillsAbility to maintain positive customer serviceAbility to establish effective working relations with office staff and employees in a team environmentMust maintain the highest level of confidentiality Work which produces very high levels of mental/visual fatigue, e.g. CRT work between 70 and 90 percent of the time, and work involving extremely close tolerances and considerable hand/eye coordination for sustained periods of time. The job produces some physical demands. Typical of jobs that include regular walking, standing, stooping, bending, sitting, and some lifting of light weight objectsRegisters patients/customers and confirms patient/guarantor demographic and insurance information.Completes all required fields in practice management systemDetermines patient co-payments (utilizing electronic insurance verification system) and collects payments on amounts due (current and past).Enter charges/payments into MISYS/Tiger system (or other practice management system).Prepares encounter form(s) for charge entry for services rendered using the correct ICD-9 and CPT codes as they relate to Codescan.Schedules and coordinates patient appointments, tests, and referrals according to office/provider preferences and the needs of patients.Answers telephones, takes messages, routes callers, and provides/relays information in a manner consistent with service standards.Maintains patient medical records according to current required standards.Obtains patient authorization for transfer of any/all private health information.Maintains patient confidentiality of data and information.Performs basic office duties such as sorting/distributing mail, conving, filing, faxing, ordering supplies, andnleting forms, as needed.Performs basicposition of letters and reports. Formats, types and



mail, copying, filing, faxing, ordering supplies, and proofing forms, as needed. Performs subposition of letters and reports. Formats, types and proofreads standard correspondence, reports, and other documents. Maintains a clean unit environment/work area and communicates any equipment malfunction/problem to appropriate personnel. Maintains accountability for special projects as assigned. Performs such individual assignments as management may direct. Establishes and maintains effective working relationships within the organization. Engages in continuous study to maintain the competence, knowledge, and skills necessary for the satisfactory performance of all assigned responsibilities. Completes required training and education, including department specific requirements. Ensures that required documentation for activities within areas of responsibility is performed in an accurate and timely manner. Ensures that patients, their families, visitors, customers, and employees are treated with kindness and respect. Demonstrates teamwork and integrity in all work related activities. Demonstrates knowledge of hospital safety and infection control policies and procedures, maintaining a safe and clean environment. Maintain provider schedules, including meetings, appointments, cancellations, re-schedules, add-on appointments, etc. Physician daily schedules. Run reports from MISYS/Tiger system (e.g., charge summary, missing ticket, etc.). Prepare deposit, completing daily deposit verification form, and verifying accuracy of deposit. Performs other duties as may be assigned by the physician or practice manager/office supervisor. Maintains unsupervised access to the unit medication room(s) for stocking and/or retrieving supplies.

### Practice Centralized Services:

Additional duties may include; department focuses on demographic and insurance entry for all clinical patients, reviews accounts for missing and inaccurate information and communicates with office staff at each location to ensure accurate registration for patients who are new to Bronson, who have not been seen in over a year, have an account that raises a flag, has inactive insurance or is marked as an auto/workersp ShiftVariable Time TypeFull time Scheduled Weekly Hours40 Cost Center8124 Bronson Constance Brown Hearing Centers (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. 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 Q2 2025 Data Set

Branch County  
June 2025



Michigan

# Parameters

Select Timeframe: Jun 2025 - Jun 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26023	Branch County, MI

Company:

Results should include

Description
ProMedica
Border Foods
Walmart
Dollar General

Description
Bronson Healthcare
Bob Evans Restaurants
Clemens Food Group

Minimum Experience Required: Any

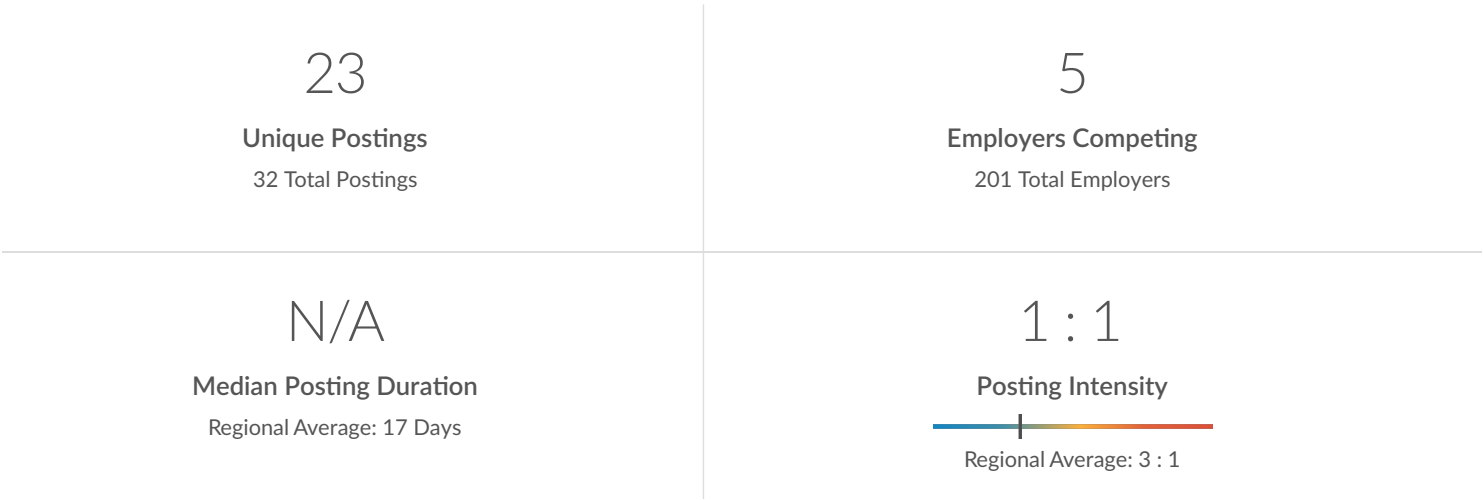
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

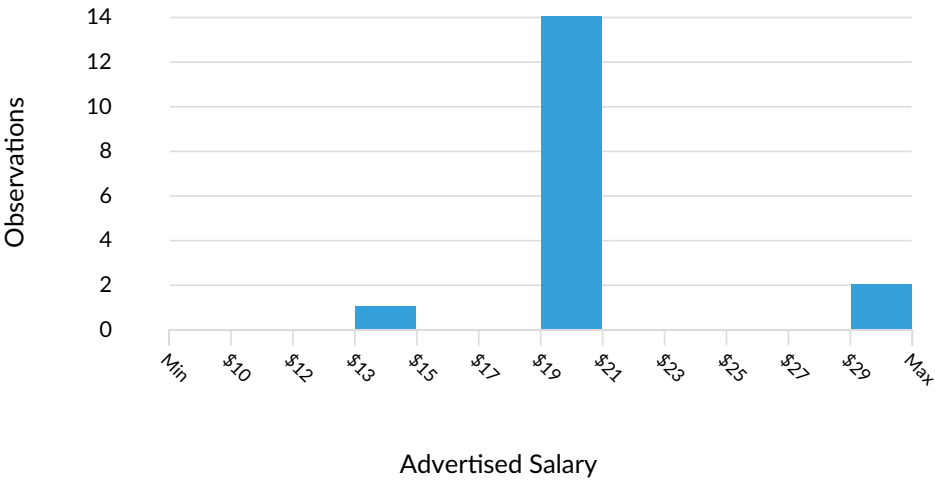


## Advertised Salary

There are 17 advertised salary observations (74% of the 23 matching postings).

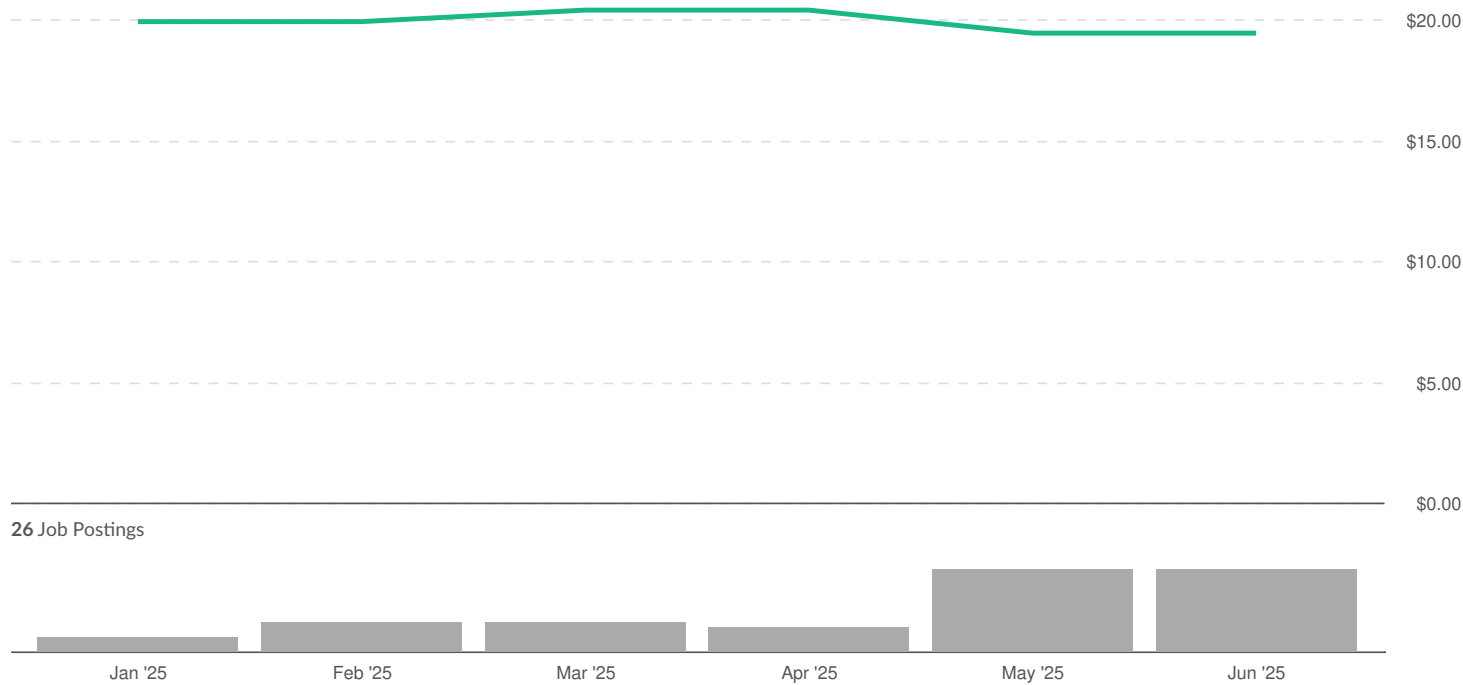
\$19.51/hr

Median Advertised Salary

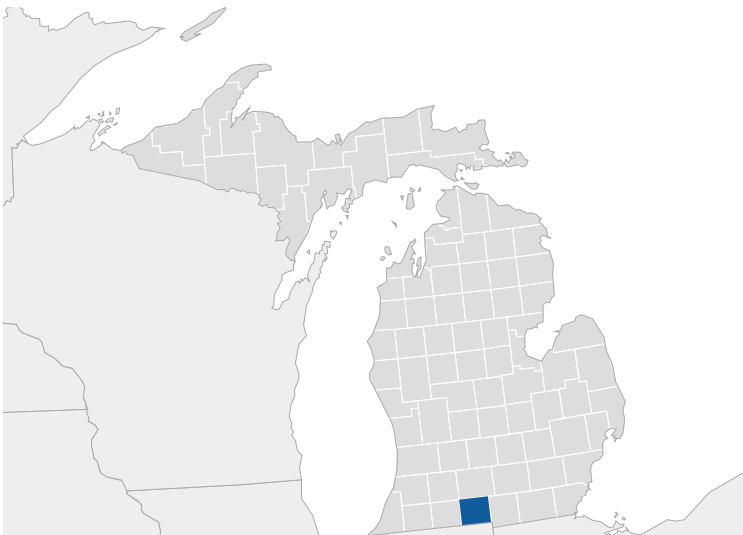


# Advertised Salary Trend

▼ 2.2% Jan 2025 - Jun 2025  
\$19.51 Median

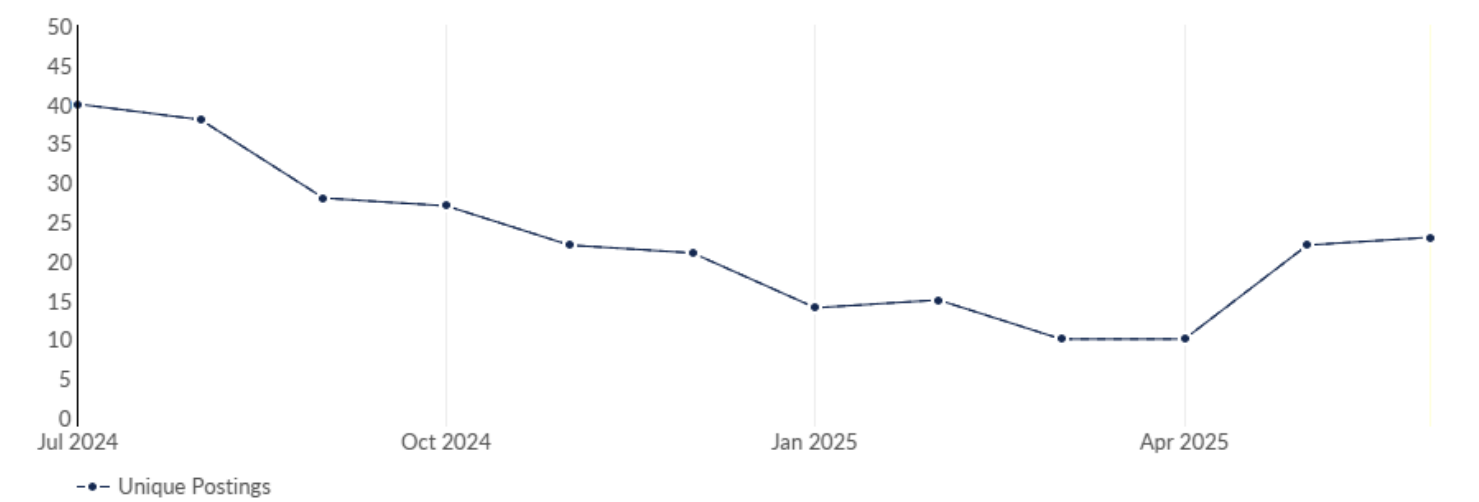


# Job Postings Regional Breakdown



County	Unique Postings (Jun 2025)
Branch County, MI	23

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	23	1 : 1
May 2025	22	2 : 1
Apr 2025	10	2 : 1
Mar 2025	10	2 : 1
Feb 2025	15	2 : 1
Jan 2025	14	3 : 1
Dec 2024	21	3 : 1
Nov 2024	22	3 : 1
Oct 2024	27	3 : 1
Sep 2024	28	3 : 1
Aug 2024	38	3 : 1
Jul 2024	40	3 : 1



# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	20	87%
High school or GED	3	13%
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	3	0	13%
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	17	74%
0 - 1 Years	5	22%
2 - 3 Years	0	0%
4 - 6 Years	1	4%
7 - 9 Years	0	0%
10+ Years	0	0%






# Top Companies Posting

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Walmart	22 / 15	1 : 1 	n/a
ProMedica	2 / 2	1 : 1 	n/a
Dollar General	2 / 2	1 : 1 	n/a
Bronson Healthcare	4 / 2	2 : 1 	n/a
Bob Evans Restaurants	2 / 2	1 : 1 	n/a




# Top Cities Posting

City	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Coldwater, MI	23 / 14	2 : 1 	n/a
Quincy, MI	6 / 6	1 : 1 	n/a
Union City, MI	3 / 3	1 : 1 	n/a







# Top Posted Occupations

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Retail Salespersons	10 / 10	1 : 1 	n/a
Registered Nurses	6 / 4	2 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	10 / 3	3 : 1 	n/a
Cashiers	3 / 3	1 : 1 	n/a
Fast Food and Counter Workers	2 / 2	1 : 1 	n/a
Food Service Managers	1 / 1	1 : 1 	n/a

# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Retail Salespersons	10 / 10	1 : 1 	n/a
Registered Nurses	5 / 3	2 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	10 / 3	3 : 1 	n/a
Cashiers	3 / 3	1 : 1 	n/a
Fast Food and Counter Workers	2 / 2	1 : 1 	n/a
Food Service Managers	1 / 1	1 : 1 	n/a
Critical Care Nurses	1 / 1	1 : 1 	n/a






# Top Posted Occupations

Occupation	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Retail Sales Associate	10 / 10	1 : 1 	n/a
Registered Nurse	6 / 4	2 : 1 	n/a
Retail Store Manager / Supervisor	10 / 3	3 : 1 	n/a
Cashier	3 / 3	1 : 1 	n/a
Fast Food / Counter Worker	2 / 2	1 : 1 	n/a
Restaurant / Food Service Manager	1 / 1	1 : 1 	n/a

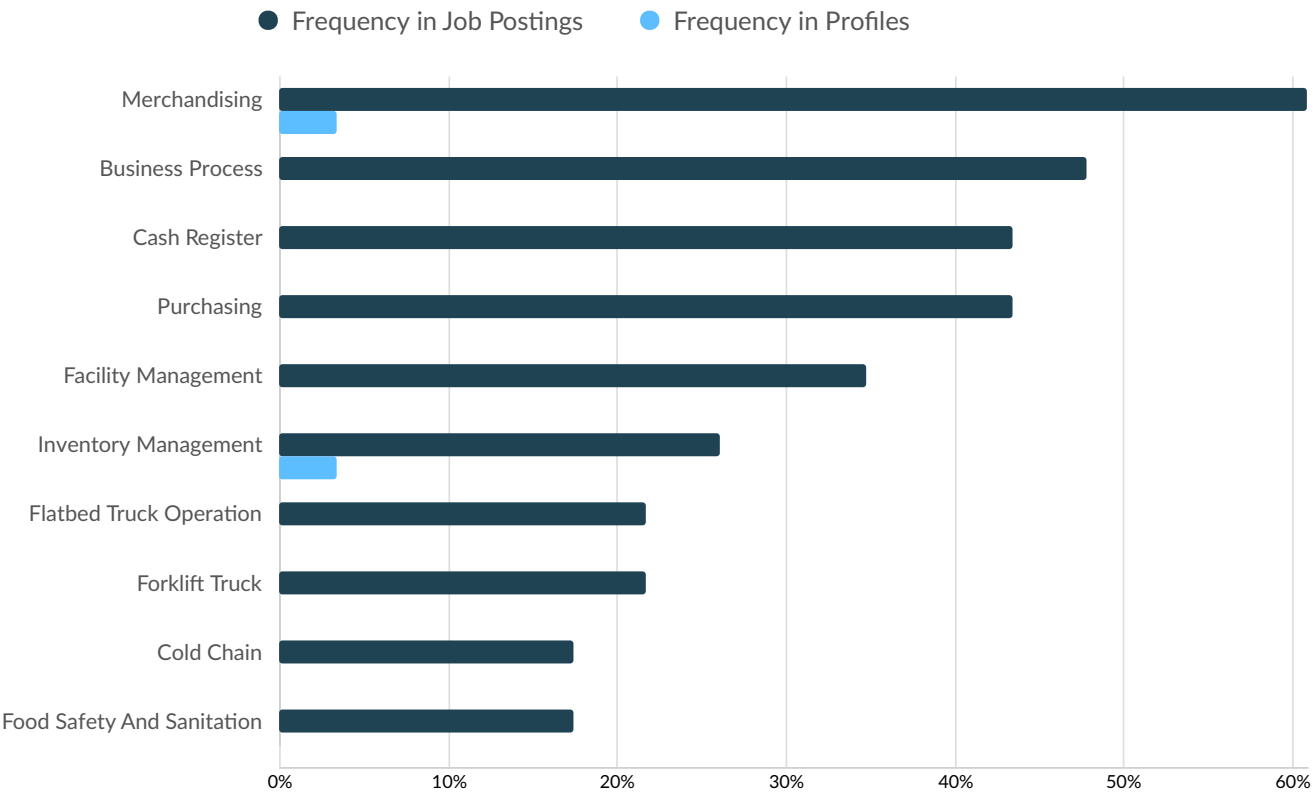
# Top Posted Job Titles

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Prepared Foods Team Members	3 / 3	1 : 1 	n/a
Frontline Cashiers	3 / 3	1 : 1 	n/a
Retail Attendants	3 / 3	1 : 1 	n/a
Hematology/Oncology Nurse Practitioners	4 / 2	2 : 1 	n/a
Guest Service Team Members/Cart Attendants	1 / 1	1 : 1 	n/a
Pharmacy Sales Associates	1 / 1	1 : 1 	n/a
Registered Nurses Unit Manager	1 / 1	1 : 1 	n/a
General Managers	1 / 1	1 : 1 	n/a
Store Managers In Training	1 / 1	1 : 1 	n/a
Wound Care Registered Nurses	1 / 1	1 : 1 	n/a

# Top Industries

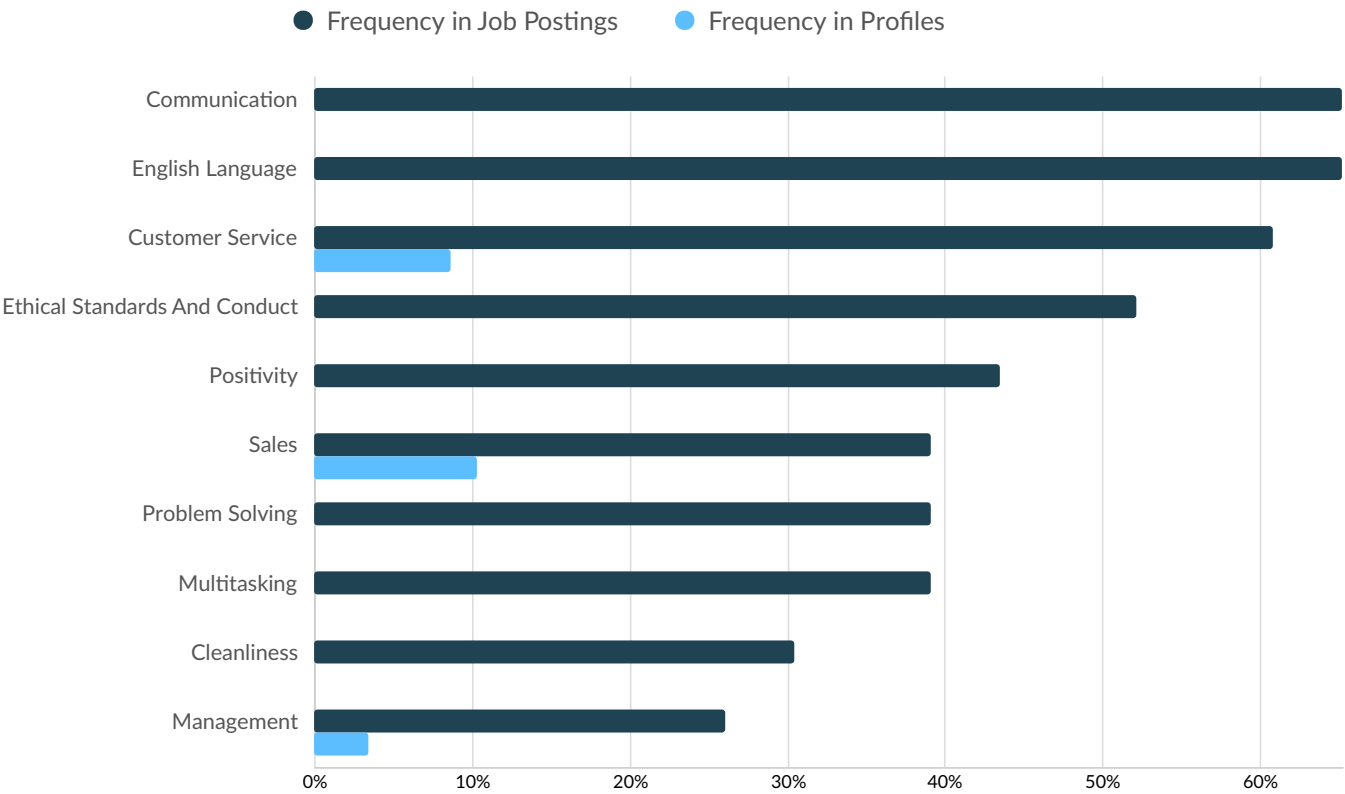
	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Warehouse Clubs and Supercenters	22 / 15	1 : 1 	n/a
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	2 / 2	1 : 1 	n/a
All Other General Merchandise Retailers	2 / 2	1 : 1 	n/a
General Medical and Surgical Hospitals	4 / 2	2 : 1 	n/a
Full-Service Restaurants	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
Merchandising	14	61%	2	3%	+15.0%	Growing
Business Process	11	48%	0	0%	+22.8%	Rapidly Growing
Cash Register	10	43%	0	0%	+21.4%	Rapidly Growing
Purchasing	10	43%	0	0%	+19.6%	Rapidly Growing
Facility Management	8	35%	0	0%	+11.6%	Growing
Inventory Management	6	26%	2	3%	+12.6%	Growing
Flatbed Truck Operation	5	22%	0	0%	+3.0%	Lagging
Forklift Truck	5	22%	0	0%	+5.5%	Stable
Cold Chain	4	17%	0	0%	+14.8%	Growing
Food Safety And Sanitation	4	17%	0	0%	+11.7%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	15	65%	0	0%	+3.6%	Lagging
English Language	15	65%	0	0%	+15.3%	Growing
Customer Service	14	61%	5	9%	+5.2%	Stable
Ethical Standards And Conduct	12	52%	0	0%	+18.3%	Growing
Positivity	10	43%	0	0%	+18.4%	Growing
Sales	9	39%	6	10%	+7.8%	Stable
Problem Solving	9	39%	0	0%	+11.3%	Growing
Multitasking	9	39%	0	0%	+18.4%	Growing
Cleanliness	7	30%	0	0%	+11.1%	Growing
Management	6	26%	2	3%	+5.3%	Stable

# Top Software Skills

There is not enough data to display this section.

# Top Qualifications

	Postings with Qualification
Food Safety Certification	3
Food Handler's Card	3
Registered Nurse (RN)	2
Advanced Cardiovascular Life Support (ACLS) Certification	2
Bachelor Of Science In Business	1

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jun 2025)
themuse.com	13
indeed.com	3
careercircle.com	2
healthjobsnationwide.com	2
associationcareernetwork.com	1
careerarc.com	1
dejobs.org	1
disabledperson.com	1
dollargeneral.com	1
gr8jobs.net	1
walmart.com	1



# Appendix B

## Sample Postings

### Pharmacy Sales Associates — Walmart in Coldwater, MI (Jun 2025 - Active)

Pharmacy Sales Associate	
Link to Live Job Posting: <a href="http://www.careercircle.com">www.careercircle.com</a>	
Location: Coldwater, MI	O*NET: 41-2031.00
Company: Walmart	Job Title: Pharmacy Sales Associates
<p>Hourly Wage:</p> <p>\$14 - \$27 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.</p> <p>Employment Type:</p> <p>Full-Time Available shifts: Mid-Shift, Closing Location Walmart Supercenter #1593 800 E</p> <p>CHICAGO ST, COLDWATER, MI, 49036, US</p> <p>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 &amp; 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.</p> <p>Walmart.com.</p>	

## Medical Oncology/Hematology Nurse Practitioner or Physician Assistant opportunity - Coldwater, Michigan

Link to Live Job Posting: [hcar.fahsa.associationcareernetwork.com](https://hcar.fahsa.associationcareernetwork.com)

Location: Coldwater, MI

O\*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Hematology/Oncology Nurse Practitioners

Bronson Healthcare is seeking a Nurse Practitioner or Physician Assistant to join its high-performing oncology team.

### 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 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 Healthcare's Commitment to

### Diversity, Equity, Inclusion & Belonging:

At Bronson, we believe all people should have full and equal access to opportunities to live healthy lives. We are committed to putting diversity, equity and inclusion (DEI) into practice 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 a diverse workforce 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 DEI to help us live our values by showing respect, building trust and uncovering and addressing avoidable and unjust conditions that negatively impact individual health and wellbeing. We dedicate ourselves to seeing and advocating for the underserved, removing barriers to care and reducing disparities to conscientiously fulfill our mission: Together, we advance the health of our communities. For more information on Bronson visit [bronsonhealth.com](https://bronsonhealth.com). Interested Candidates please email CV to Hilary Wade at [wadeh@bronsonhg.org](mailto:wadeh@bronsonhg.org)

## Unclassified — Bob Evans Restaurants in Coldwater, MI (Jun 2025 - Active)

### Carryout

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

Location: Coldwater, MI

O\*NET: 35-3023.00

Company: Bob Evans Restaurants

Job Title: Unclassified

Carryout 3.4 3.4 out of 5 stars 361 North Willowbrook Road, Coldwater, MI 49036 Up to \$15.00 per hour depending on restaurant concept experience Early Close / No Late Nights Great Work / Life Balance Career Growth Excellent Benefits including 401(k) with

#### Employer Match Our Purpose:

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

#### AMERICAS 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.

#### Carry Out Attendant Responsibilities:

Greet all guests in a friendly, warm, and welcoming manner Understands and utilizes menu knowledge and situational selling techniques when placing orders for carryout guests Package food and beverage orders, condiments, and appropriate items promptly and accurately. Ensure items are prepared properly and on a timely basis, following the company standards Communicate professionally with guests to determine their needs and help them with the menu selections Wear a headset to communicate with managers and teammates to help expedite the guest experience Handle cash and credit transactions; accurately account for all receivables including cash, credit cards, coupons, and gift cards Practice safe food and beverage handling and always clean up Keep carry out area clean of debris and keep the general work area stocked and clean Safely handle food prep equipment such as beverage machines, salad cases, etc. Monitor the cleanliness, organization and stock levels of the bakery and retail areas Effectively handles guest complaints and involves the manager at the appropriate time Answer phone calls using company script per meal period in a fast and friendly manner Accurately input carry out orders into the computer system Assist in the expediting and delivery of meals to dine-in guests Assist in greeting guests and escorting guests to tables Assist in cashing guests out if the cashier is not available Assist with pre-bussing tables, rolling silverware or any other needed task May be asked to assist in other job categories as well All other duties as assigned To perform this job successfully, an individual must be able to perform each essential duty satisfactorily while possessing dependability and exceptional teamwork skills 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:

Ability to identify and resolve issues as they arise Detailed oriented with the ability to multi-task Ability to prioritize, good organizational skills

#### Education/Experience:

#### Education/ Experience.

0-2 years related experience Strong knowledge of commonly used concepts, practices, and procedures in a restaurant Relies on experience and judgment to plan and accomplish goals

#### 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 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.

#### Brand:

#### Bob Evans Restaurants Address:

361 North Willowbrook Rd Coldwater, MI - 49036

#### Property Description:

02035 -

#### Coldwater Property Number:

02035

# General Managers — Bob Evans Restaurants in Coldwater, MI (Jun 2025 - Active)

General Manager	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Coldwater, MI	O*NET: 11-9051.00
Company: Bob Evans Restaurants	Job Title: General Managers
<p>General Manager 3.4 3.4 out of 5 stars 361 North Willowbrook Road, Coldwater, MI 49036 Pay up to \$70,000 per year depending on experience and geographic location / local market demand Early Close / No Late Nights Great Work / Life Balance Career Growth Excellent Benefits including 401(k) with</p> <p>Employer Match Our Purpose:</p> <p>We pride ourselves on serving high quality farm fresh food at Bob Evans! We are</p> <p>AMERICAS FARM FRESH!</p> <p>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.</p> <p>General Manager Responsibilities:</p> <p>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 Companys 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 employees 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&amp;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 companys 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</p>	

EV-Verif-Mkt-Chicago-IL

## Everything you 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.

## Brand:

### Bob Evans Restaurants Address:

361 North Willowbrook Rd Coldwater, MI - 49036

### Property Description:

02035 -

### Coldwater Property Number:

02035

## Wound Care Registered Nurses — ProMedica in Coldwater, MI (Jun 2025 - Active)

### RN / Registered Nurse - Wound Care Clinic - Per Diem - Days

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

Location: Coldwater, MI

O\*NET: 29-1141.00

Company: ProMedica

Job Title: Wound Care Registered Nurses

#### Job Description:

ProMedica Coldwater Regional Hospital has been providing high-quality health care services to the Branch County community since 1939. Located in Coldwater, Michigan, ProMedica Coldwater has 71 acute medical beds and 16 adult psychiatric beds to care for patients and their families.

#### Position Summary:

The staff RN is a professional caregiver who assumes responsibility and accountability for designated patients. They will provide care to the patients through the therapeutic use of self, the nursing process, the environment/instrumentation and other health care team members.

#### Job Requirements:

Graduate from an accredited school of nursing Current licensure in the State of Michigan CPR within three months of employment. ACLS with six months of hire. Successful completion of medication competency test within two months of employment ProMedica is a mission-based, not-for-profit integrated healthcare organization headquartered in Toledo, Ohio. For more information, please visit [www.promedica.org/about-promedica](http://www.promedica.org/about-promedica) Qualified applicants will receive consideration for employment without regard to race, color, national origin, ancestry, religion, sex/gender (including pregnancy), sexual orientation, gender identity or gender expression, age, physical or mental disability, military or protected veteran status, citizenship, familial or marital status, genetics, or any other legally protected category. In compliance with the Americans with Disabilities Act Amendment Act (ADAAA), if you have a disability and would like to request an accommodation in order to apply for a job with ProMedica, please contact [employment@promedica.org](mailto:employment@promedica.org) Equal Opportunity Employer/Drug-Free Workplace

# 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 Q2 2025 Data Set

Calhoun County  
June 2025



Michigan

# Parameters

Select Timeframe: Jun 2025 - Jun 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

Description
Clean Team
Hogan
Border Foods
Dollar General
Bronson Healthcare

Description
Taco Bell
Oaklawn Hospital
Subway
Select Medical
Elara Caring

Minimum Experience Required: Any

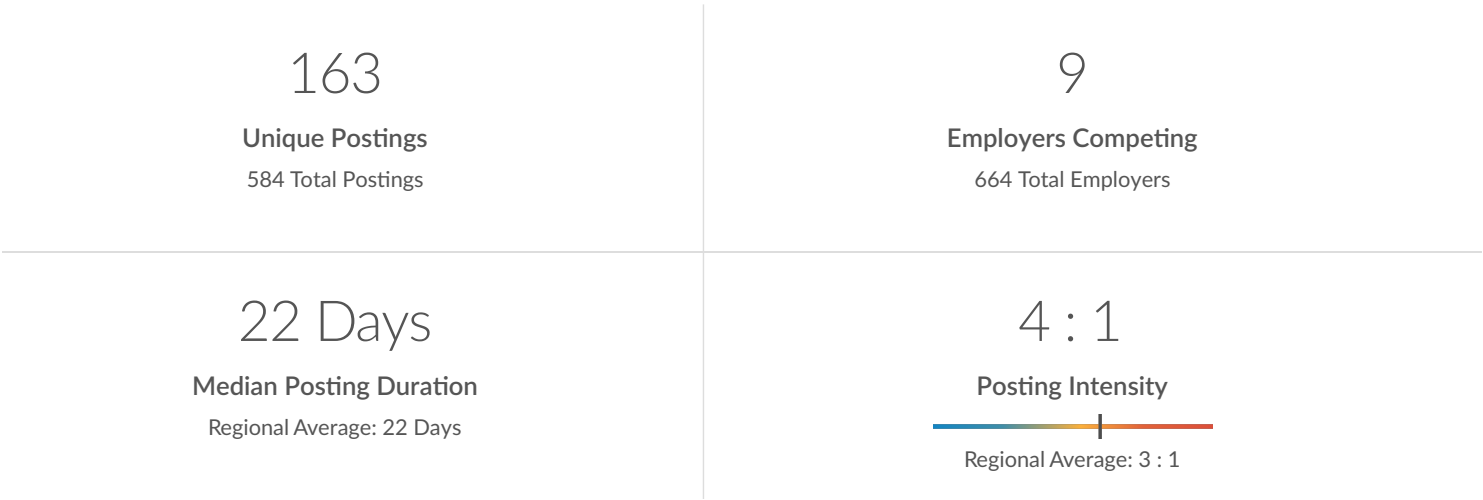
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

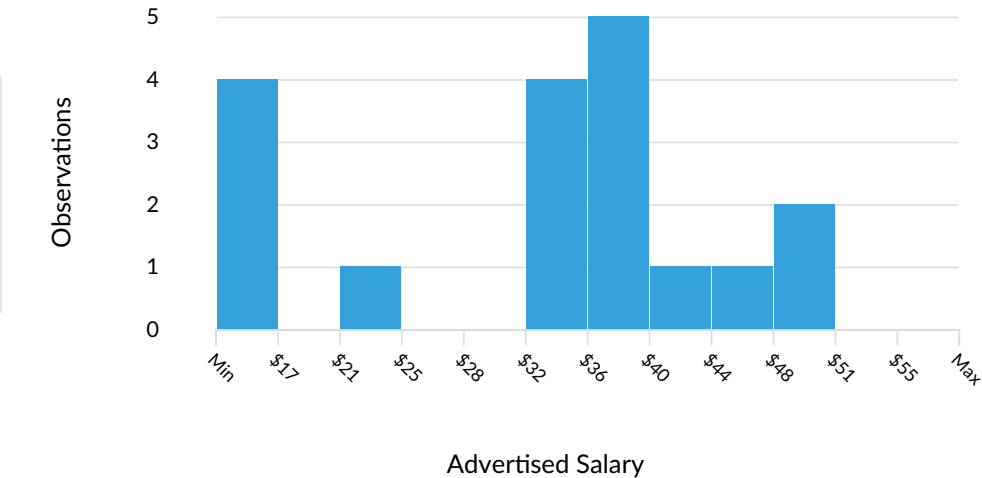


## Advertised Salary

There are 18 advertised salary observations (11% of the 163 matching postings).

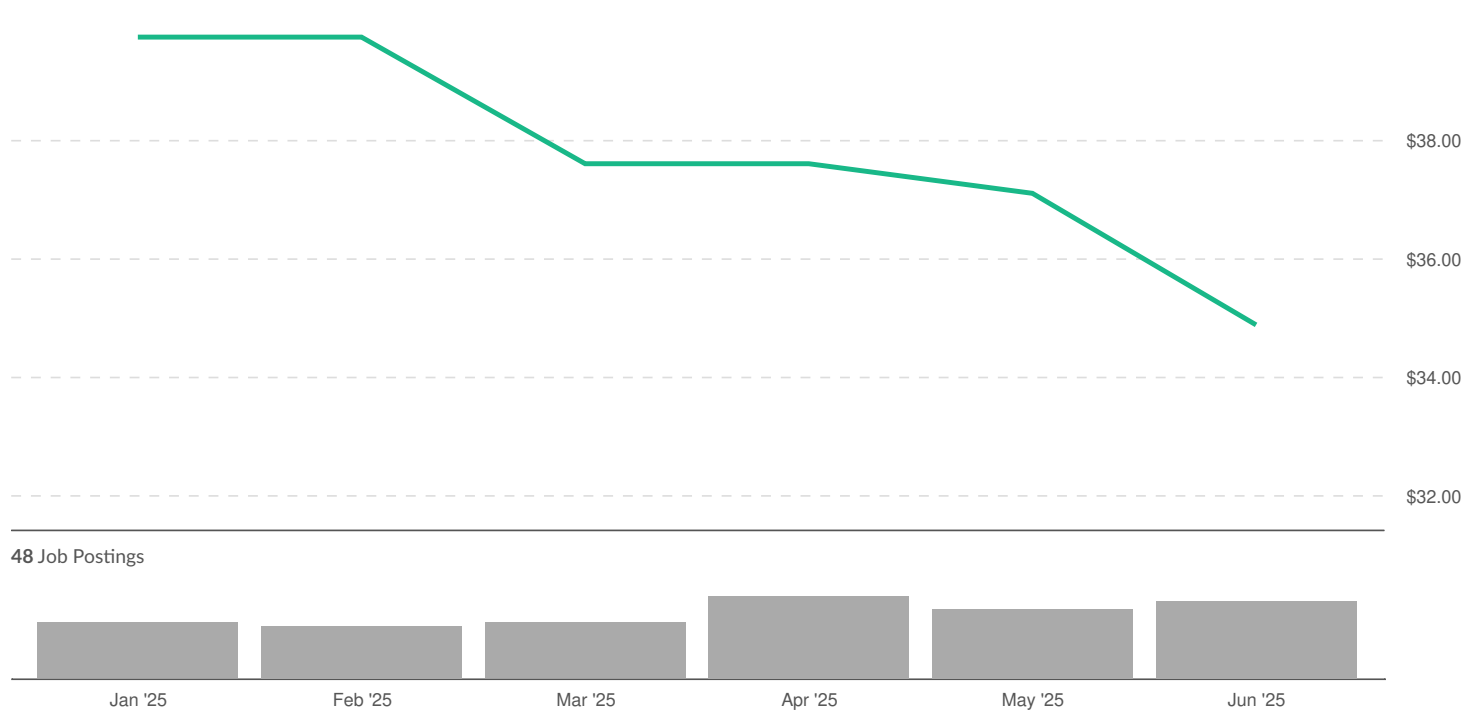
\$34.89/hr

Median Advertised Salary



# Advertised Salary Trend

▼ 12.2% Jan 2025 – Jun 2025  
\$37.60 Median



# Job Postings Regional Breakdown



County	Unique Postings (Jun 2025)
Calhoun County, MI	163

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	163	4 : 1
May 2025	152	4 : 1
Apr 2025	159	4 : 1
Mar 2025	165	4 : 1
Feb 2025	167	4 : 1
Jan 2025	218	5 : 1
Dec 2024	184	5 : 1
Nov 2024	203	4 : 1
Oct 2024	204	4 : 1
Sep 2024	196	4 : 1
Aug 2024	183	3 : 1
Jul 2024	201	3 : 1
Jun 2024	181	3 : 1
May 2024	182	3 : 1
Apr 2024	185	3 : 1
Mar 2024	200	3 : 1
Feb 2024	234	3 : 1
Jan 2024	205	3 : 1
Dec 2023	223	3 : 1
Nov 2023	157	4 : 1

Oct 2023	150	4 : 1
Sep 2023	130	4 : 1
Aug 2023	113	3 : 1
Jul 2023	118	3 : 1
Jun 2023	103	3 : 1
May 2023	135	3 : 1
Apr 2023	143	3 : 1
Mar 2023	134	3 : 1
Feb 2023	89	4 : 1
Jan 2023	149	3 : 1
Dec 2022	249	2 : 1
Nov 2022	287	2 : 1
Oct 2022	280	2 : 1
Sep 2022	271	2 : 1
Aug 2022	272	2 : 1
Jul 2022	247	2 : 1
Jun 2022	176	2 : 1
May 2022	144	3 : 1
Apr 2022	172	3 : 1
Mar 2022	139	2 : 1
Feb 2022	175	2 : 1
Jan 2022	305	2 : 1
Dec 2021	507	2 : 1
Nov 2021	466	2 : 1
Oct 2021	320	2 : 1
Sep 2021	147	2 : 1
Aug 2021	156	2 : 1
Jul 2021	215	2 : 1
Jun 2021	208	2 : 1
May 2021	225	2 : 1
Apr 2021	179	2 : 1

Mar 2021	118	2 : 1
Feb 2021	213	2 : 1
Jan 2021	165	2 : 1
Dec 2020	197	2 : 1
Nov 2020	155	2 : 1
Oct 2020	151	2 : 1
Sep 2020	49	2 : 1
Aug 2020	135	2 : 1
Jul 2020	163	2 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	58	36%
High school or GED	25	15%
Associate's degree	67	41%
Bachelor's degree	45	28%
Master's degree	2	1%
Ph.D. or professional degree	0	0%

## Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	25	0	15%
Associate's degree	62	5	38%
Bachelor's degree	17	28	10%
Master's degree	1	1	1%
Ph.D. or professional degree	0	0	0%








# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	113	69%
0 - 1 Years	34	21%
2 - 3 Years	15	9%
4 - 6 Years	1	1%
7 - 9 Years	0	0%
10+ Years	0	0%








# Top Companies Posting

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	449 / 90	5 : 1 	n/a
Bronson Healthcare	47 / 35	1 : 1 	19 days
Hogan	19 / 8	2 : 1 	n/a
Select Medical	20 / 8	3 : 1 	15 days
Elara Caring	20 / 7	3 : 1 	38 days
Dollar General	11 / 6	2 : 1 	22 days
Subway	9 / 6	2 : 1 	36 days
Border Foods	7 / 2	4 : 1 	26 days
Clean Team	2 / 1	2 : 1 	n/a









# Top Cities Posting

City	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	436 / 87	5 : 1 	n/a
Battle Creek, MI	131 / 65	2 : 1 	19 days
Tekonsha, MI	9 / 6	2 : 1 	22 days
Albion, MI	5 / 3	2 : 1 	n/a
Springfield, MI	3 / 2	2 : 1 	40 days










# Top Posted Occupations

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	343 / 86	4 : 1 	19 days
Medical Assistants	171 / 43	4 : 1 	23 days
First-Line Supervisors of Retail Sales Workers	20 / 10	2 : 1 	15 days
Food Service Managers	16 / 8	2 : 1 	36 days
Heavy and Tractor-Trailer Truck Drivers	19 / 8	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	8 / 5	2 : 1 	7 days
Home Health and Personal Care Aides	7 / 3	2 : 1 	n/a





# Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	343 / 86	4 : 1 	19 days
Medical Assistants	171 / 43	4 : 1 	23 days
First-Line Supervisors of Retail Sales Workers	20 / 10	2 : 1 	15 days
Food Service Managers	16 / 8	2 : 1 	36 days
Heavy and Tractor-Trailer Truck Drivers	19 / 8	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	8 / 5	2 : 1 	7 days
Home Health Aides	5 / 2	3 : 1 	n/a
Personal Care Aides	2 / 1	2 : 1 	n/a





# Top Posted Occupations

Occupation	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	342 / 85	4 : 1 	32 days
Medical Assistant	171 / 43	4 : 1 	23 days
Retail Store Manager / Supervisor	20 / 10	2 : 1 	15 days
Restaurant / Food Service Manager	16 / 8	2 : 1 	36 days
Tractor-Trailer Truck Driver	19 / 8	2 : 1 	n/a
Janitor / Cleaner	8 / 5	2 : 1 	7 days
Home Health Aide	5 / 2	3 : 1 	n/a
Caregiver / Personal Care Aide	2 / 1	2 : 1 	n/a
Nursing Manager / Supervisor	1 / 1	1 : 1 	16 days

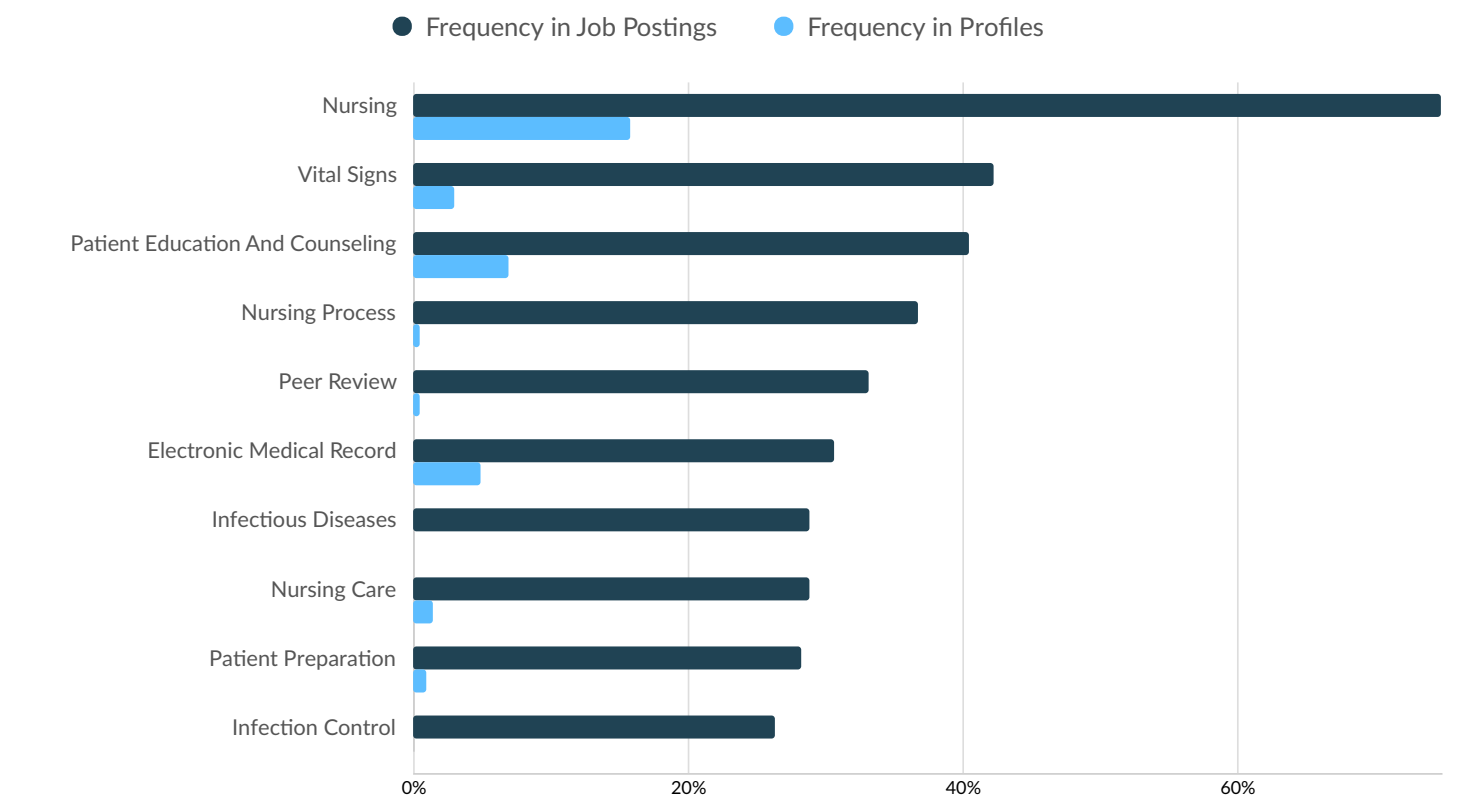
# Top Posted Job Titles

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	150 / 27	6 : 1 	32 days
Requisition Sales Associates	89 / 18	5 : 1 	n/a
Emergency Services Registered Nurses	38 / 7	5 : 1 	n/a
CDL-A Truck Drivers	16 / 6	3 : 1 	n/a
Personal/Family Assistants	29 / 5	6 : 1 	n/a
Registered Nurses Cat	28 / 5	6 : 1 	n/a
Store Managers	10 / 5	2 : 1 	n/a
Home Health Registered Nurses	14 / 4	4 : 1 	38 days
Environmental Services Technicians	6 / 4	2 : 1 	7 days
Clinic Medical Assistants	19 / 4	5 : 1 	n/a

# Top Industries

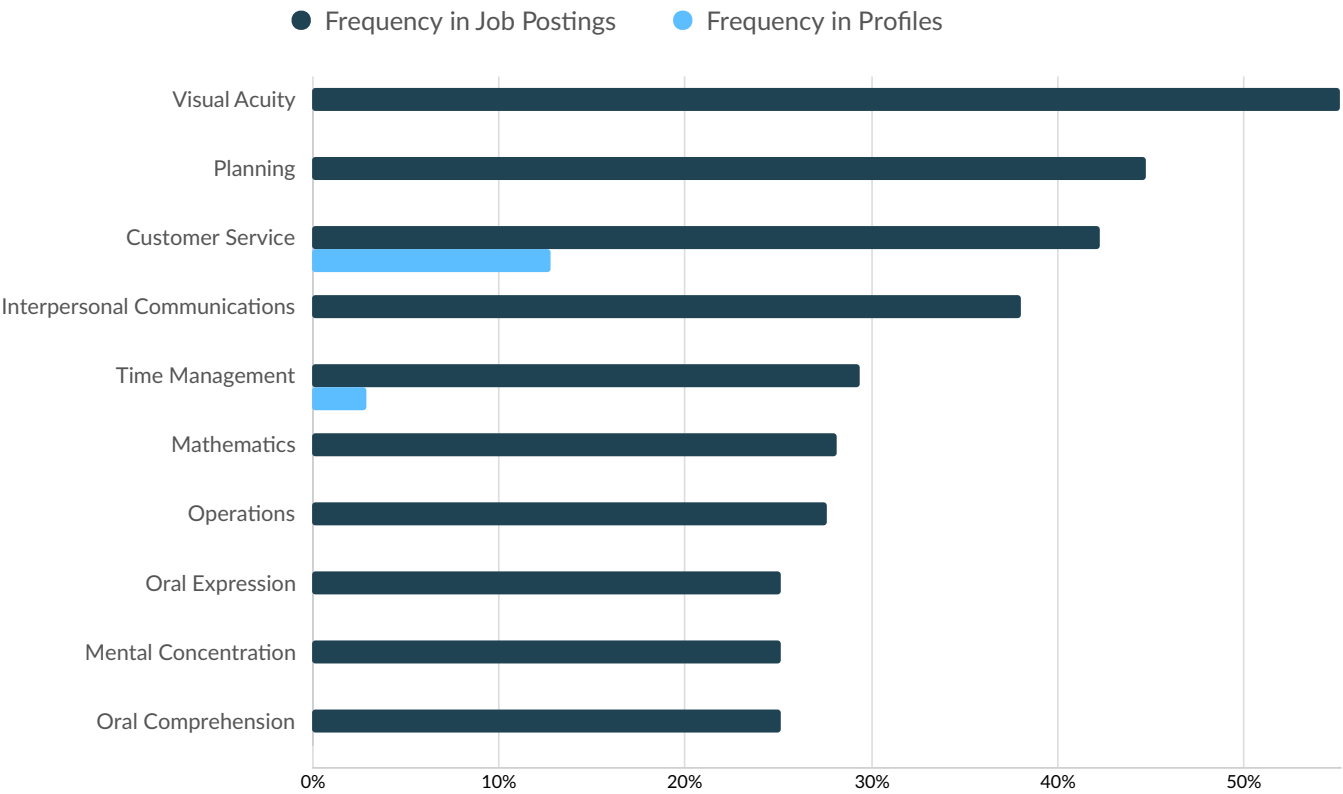
	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	496 / 125	4 : 1 	19 days
Motorcycle, ATV, and All Other Motor Vehicle Dealers	19 / 8	2 : 1 	n/a
All Other Outpatient Care Centers	20 / 8	3 : 1 	15 days
Limited-Service Restaurants	16 / 8	2 : 1 	36 days
Home Health Care Services	20 / 7	3 : 1 	38 days
All Other General Merchandise Retailers	11 / 6	2 : 1 	22 days
Janitorial Services	2 / 1	2 : 1 	n/a

# Top Specialized Skills



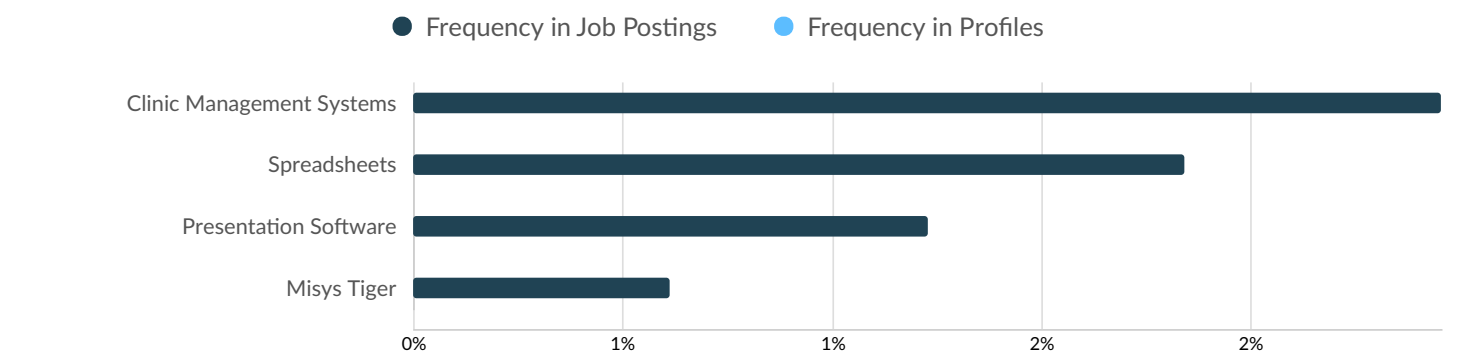
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	122	75%	32	16%	+20.1%	Rapidly Growing
Vital Signs	69	42%	6	3%	+17.2%	Growing
Patient Education And Counseling	66	40%	14	7%	+11.6%	Growing
Nursing Process	60	37%	1	0%	+24.2%	Rapidly Growing
Peer Review	54	33%	1	0%	+18.4%	Growing
Electronic Medical Record	50	31%	10	5%	+12.1%	Growing
Infectious Diseases	47	29%	0	0%	+9.2%	Growing
Nursing Care	47	29%	3	1%	+19.1%	Growing
Patient Preparation	46	28%	2	1%	+15.8%	Growing
Infection Control	43	26%	0	0%	+17.1%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	90	55%	0	0%	+18.9%	Growing
Planning	73	45%	0	0%	+10.9%	Growing
Customer Service	69	42%	26	13%	+5.2%	Stable
Interpersonal Communications	62	38%	0	0%	+12.5%	Growing
Time Management	48	29%	6	3%	+14.5%	Growing
Mathematics	46	28%	0	0%	+20.2%	Rapidly Growing
Operations	45	28%	0	0%	+8.1%	Stable
Oral Expression	41	25%	0	0%	0.0%	
Mental Concentration	41	25%	0	0%	+12.7%	Growing
Oral Comprehension	41	25%	0	0%	0.0%	

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Clinic Management Systems	4	2%	0	0%	+9.6%	Growing
Spreadsheets	3	2%	0	0%	+22.2%	Rapidly Growing
Presentation Software	2	1%	0	0%	+21.0%	Rapidly Growing
Misys Tiger	1	1%	0	0%	+66.7%	Rapidly Growing

# Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	111
Registered Nurse (RN)	88
American Red Cross (ARC) Certification	83
Advanced Cardiovascular Life Support (ACLS) Certification	42
Certified Medical Assistant (CMA)	41
Basic Cardiac Life Support	36
Licensed Practical Nurse (LPN)	36
Valid Driver's License	23
Pediatric Advanced Life Support (PALS)	20
Trauma Nurse Core Course (TNCC)	18

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jun 2025)
peopleanswers.com	81
indeed.com	41
myworkdayjobs.com	31
dejobs.org	12
craigslist.org	7
careerarc.com	3
dollargeneral.com	3
allretailjobs.com	1
applicantpro.com	1
dearbornheightsrecruiter.com	1
gr8jobs.net	1
healthjobsnationwide.com	1
jobserve.com	1
jobshark.com	1
lansingrecruiter.com	1
mentorrecruiter.com	1
southbendrecruiter.com	1
taylorrecruiter.com	1
waterfordrecruiter.com	1



# Appendix B

## Sample Postings

Hospice Registered Nurse Case Manager	
Link to Live Job Posting: <a href="#">dejobs.org</a>	
Location: Battle Creek, MI	O*NET: 29-1141.00
Company: Elara Caring	Job Title: Hospice Registered Nurses Case Manager

Hospice Registered Nurse Case Manager 3.2 3.2 out of 5 stars Battle Creek, MI 49014 At Elara Caring, we have a unique opportunity to play a huge role in the growth of an entire home care industry. Here, each employee has the chance to make a real difference by carrying out our mission every day. Join our elite team of healthcare professionals, providing the Right Care, at the Right Time, in the Right Place.

### Job Description:

Registered Nurse (RN) Case Manager•Hospice Serving Battle Creek and Marshall, MI Full Time/Mon-Fri/Salaried Do you have a passion for going above and beyond in patient care? At Elara Caring , we believe that the best care starts with the right people — and that's why we want you on our team. As a Registered Nurse (RN) Case Manager with our Hospice team, you'll provide compassionate care wherever patients call home, guiding them and their families through every step of the care journey. You'll be making a meaningful impact every day — not just delivering care, but being part of something truly important.•Why Join Elara Caring? At Elara Caring, we're united by one mission: to deliver the right care, at the right time, in the right place. We serve over 65,000 patients nationwide and continue to grow — offering you endless opportunities to make a difference. Here's what you can expect: A collaborative, supportive work environment The opportunity to lead care for patients in your local community Comprehensive onboarding with ongoing mentorship and preceptor support Continuing Education Units (CEUs) provided at no cost Opportunities for career advancement Competitive compensation and comprehensive benefits (medical, dental, vision•available after 30 days) 401K match and paid time off for full-time employees Fleet vehicles available per company policy Fully prepared for

### COVID-19

with appropriate PPE and protocols•What You Bring to

### Elara:

Graduate of an accredited Nursing Program (Diploma, Associate, or Bachelor's) Current Registered Nurse (RN) license in the state of Michigan At least 1 year of clinical nursing experience Prior hospice or home health experience preferred Strong nursing skills and ability to manage multiple priorities Reliable transportation to travel between patient locations•If you're a compassionate RN looking to make a real difference — and to do it with a supportive, mission-driven team — we'd love to connect with you. Apply today and join us in delivering care with purpose. We value the unique skills of veterans and military spouses. We encourage applications from military veterans and their families. Elara Caring provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to sex (including pregnancy, childbirth or related medical conditions), race, color, age (40 and older), national origin, religion, disability, genetic information, marital status, sexual orientation, gender identity, gender reassignment, protected veteran status, or any other basis prohibited under applicable federal, state or local law. Elara Caring participates in E-Verify and we will provide the Federal Government with your Form I-9 information to confirm that you are authorized to work in the United States. Employers like Elara Caring can only use E-Verify once you have accepted the job offer and completed the Form I-9. At Elara Caring, pay and compensation are determined by a variety of factors, including education, job-related knowledge, skills, training, and experience. Our compensation structure reflects the cost of labor across different U.S. geographic markets, and may vary based on location. This is not a comprehensive list of all job responsibilities and requirements; upon request, a job description can be provided. If you are an individual with a disability and are unable or limited in your ability to use or access our career site as a result of your disability, you may request reasonable accommodations by reaching out to [recruiting@elara.com](mailto:recruiting@elara.com).

## CDL-A Truck Drivers — Hogan in Albion, MI (Jun 2025 - Active)

### CDL A Truck Drivers Mostly Home Daily No Touch Freight

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

Location: Albion, MI	O*NET: 53-3032.00
Company: Hogan	Job Title: CDL-A Truck Drivers
<p><b>Job Description:</b></p> <p>CDLA Truck Drivers</p> <ul style="list-style-type: none"> <li>• No Touch Freight</li> <li>• Earn \$1,350</li> </ul> <p><b>Weekly Pay&amp; Benefits:</b></p> <p>Average Annual Pay of \$70,000</p> <ul style="list-style-type: none"> <li>• 75,000 \$5,000 Sign-OnBonus for Experienced Drivers</li> <li>• Annual Mileage Pay Increase</li> <li>• DriverReferral Program = Unlimited Earning Potential!</li> </ul> <p>Vacation andHoliday Pay Medical, Dental, Vision, Life Insurance, 401(k)</p> <p><b>Late-Model Trucks Paid Online Orientation Job Details:</b></p> <p>Home Nightlyw/ Occasional Layover No Touch Freight Dedicated Account</p> <ul style="list-style-type: none"> <li>• ReeferLocal &amp; Regional routes</li> </ul> <p><b>Requirements:</b></p> <p>Valid Class A CDL Hiring New&amp; Experienced Drivers Position is based in Austinburg, OH; Mustlive within 50 miles of location. See where the road can take youwhen you drive for Hogan! Hogan is family owned and operated withover 100 years of experience in the Transportation Industry. Wecontinue a tradition of unparalleled, personalized service toclients and drivers. Hogan utilizes first-class equipment andadvanced technology to help our drivers be successful. Drivers canexpect a career embodied by safety, teamwork, professionalism,integrity, and the constant pursuit of excellence. Our nationwidenetwork of dedicated opportunities allows drivers the opportunityto find predictable home time, competitive pay rates, and stablecustomer freight that best suits their needs. Our goal is toattract, recruit, and retain excellent employees that arepassionately motivated to represent Hogan's core values. If thissounds like you, apply today to join the Hogan team!</p> <ul style="list-style-type: none"> <li>• Speak to arecruiter today for more details!</li> </ul>	

EVS Associate- Battle Creek, 64hrs/pp 3rd Shift	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Battle Creek, MI	O*NET: 37-2011.00
Company: Bronson Healthcare	Job Title: Environmental Services Technicians
EVS Associate- Battle Creek, 64hrs/pp 3rd Shift 3.5 3.5 out of 5 stars 300 NORTH AVENUE, Battle Creek, MI 49017 CURRENT	
BRONSON EMPLOYEES	
<p>- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title EVS Associate- Battle Creek, 64hrs/pp 3rd Shift Join Our Team at Bronson Battle Creek Hospital!</p>	
Position:	
Environmental Service Associate Location:	
Bronson Battle Creek Hospital Department:	
Environmental Services Shift:	
<p>Part Time- 32 hr/wk 3rd 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 Associate 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.</p>	
What You'll Do:	
<p>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</p>	
What We're Looking For:	
<p>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 or maintenance is a plus, but not required Why Work at Bronson? A 2024 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy 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</p>	

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. Shift Third Shift Time Type Part time

## Sign-On Bonus External Candidates Only:

Up to \$375.00 Retention Bonus External Candidates Only, \$375.00 Scheduled Weekly Hours 32 Cost Center 1620 Environmental Services (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.

EVS Associate Battle Creek- PRN - 3rd Shift 11:00pm-7:30am	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Battle Creek, MI	O*NET: 37-2011.00
Company: Bronson Healthcare	Job Title: Environmental Services Technicians
<p>EVS Associate Battle Creek</p> <ul style="list-style-type: none"><li>PRN•3rd Shift 11:00pm-7:30am EVS Associate Battle Creek•PRN•3rd Shift 11:00pm-7:30am locationsBronson Battle Creektime typePart timeposted onPosted 8 Days Agojob requisition id</li></ul> <p>JOB43100 CURRENT BRONSON EMPLOYEES</p> <ul style="list-style-type: none"><li>using the career worklet in Workday.</li></ul> <p>This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBBC Bronson Battle Creek TitleEVS Associate Battle Creek</p> <ul style="list-style-type: none"><li>PRN•3rd Shift 11:00pm-7:30am Join Our Team at Bronson Battle Creek Hospital!</li></ul> <p>Position:</p> <p>Environmental Service Associate Location:</p> <p>Bronson Battle Creek Hospital Department:</p> <p>Environmental Services Shift:</p> <p>PRN 3rd Shift Make a Difference in Patient Care! At Bronson Hospital, we aremitted to keeping our patients and visitors safe and healthy. We're looking for an Environmental Service Associate 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.</p> <p>What You'll Do:</p> <p>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 arepleted to the highest standards Follow detailed instructions and regularly check your work to meet quality standards</p> <p>What We're Looking For:</p> <p>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 Goodmunication 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 or maintenance is a plus, but not required Why Work at Bronson? A 2024 Forbes Best-In-State Employer Competitive salary Shift differential pay Comprehensive Wellness Program Rotating weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping themunity 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</p>	

- 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 personalputer 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, andplies 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 trashpactor, and emptying trash and linen chutes.

Shift Third Shift Time Type Part time Scheduled Weekly Hours 10 Cost Center 1620 Environmental Services (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. take a moment to watch a brief video highlighting employment with Bronson!



Registered Nurse (RN) - Per Diem Nightshift	
Link to Live Job Posting: <a href="#">dejobs.org</a>	
Location: Battle Creek, MI	O*NET: 29-1141.00
Company: Select Medical	Job Title: Registered Nurses Shift Manager
<div><ul style="list-style-type: none"><li>Overview</li><li>Critical Illness Recovery Hospital</li></ul><div><ul style="list-style-type: none"><li>Location:</li><li>B•attle Creek, Michigan (Select Specialty Hospital•Battle Creek)•Registered Nurse (RN)•PRN Nightshift•</li></ul></div><div>Hours:<ul style="list-style-type: none"><li>7:00 pm</li><li>7:30 am</li><li>Sign On Bonus Available!</li></ul></div><div><ul style="list-style-type: none"><li>Pay:</li><li>\$50.00 per hour</li><li>_Competitive shift differentials for nights and weekends_</li><li>Select Specialty Hospital Battle Creek</li><li>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.</li></ul><div>We help patients during some of the most vulnerable, painful moments of their lives<ul style="list-style-type: none"><li>and Registered Nurses (RNs) play a central role in providing compassionate, excellent treatment every step of the way.</li><li>At our company, we support your career growth and personal well-being.</li><li>+ •Start Strong•: Extensive and thorough Registered Nurse (RN) orientation program to ensure a smooth transition into our setting.</li></ul></div><div>+<ul style="list-style-type: none"><li>Flexible Scheduling</li><li>: Minimum per diem requirement of 4 shifts in a 6-week period. +</li><li>Opportunity for Advancement</li><li>: Demonstrate your skills and dedication which could lead to potential full-time opportunities. +</li></ul></div><div><ul style="list-style-type: none"><li>Your Impact Matters:</li><li>Join a team of over 44,000 nationwide committed to providing exceptional care.</li><li>Responsibilities</li><li>Responsibilities</li><li>+ Receive admissions and/or transfers to the unit + Initial and ongoing systematic patient assessment + Timely and accurate documentation using appropriate systems + Interpret assessment/diagnostic data including labs and telemetry + Ensure medical orders are transcribed and processed accurately + Competence in Rapid Response and code events + Instruct and counsel patients/families + Performs other duties as assigned •Qualifications•</li></ul></div></div></div>	

### Minimum Qualifications:

- + Valid State RN License + BLS is required at hire. + ACLS is required at hire.
- Preferred Qualifications:
  - + Clinical experience Apply for this job (<https://jobs-selectmedicalcorp.icims.com/jobs/333944/registered-nurse>
  - 28rn%29
  - -per-diem-nightshift/job?mode=apply&ply=yes&\_iframe=1&hashed=1374627814) Share this job
  - Job ID
  - \_333944\_
  - Experience (Years)
  - \_2\_
  - Category
  - \_Registered Nurse\_
  - Street Address
  - \_300 North Avenue\_

# 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 Q2 2025 Data Set

Kalamazoo County  
July 2025



Michigan

# Parameters

Select Timeframe: Jun 2025 - Jun 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Bronson Healthcare
Corewell Health

Description
Capital One
Western Michigan University
Zoetis
Stryker
Kalamazoo County Government

Minimum Experience Required: Any

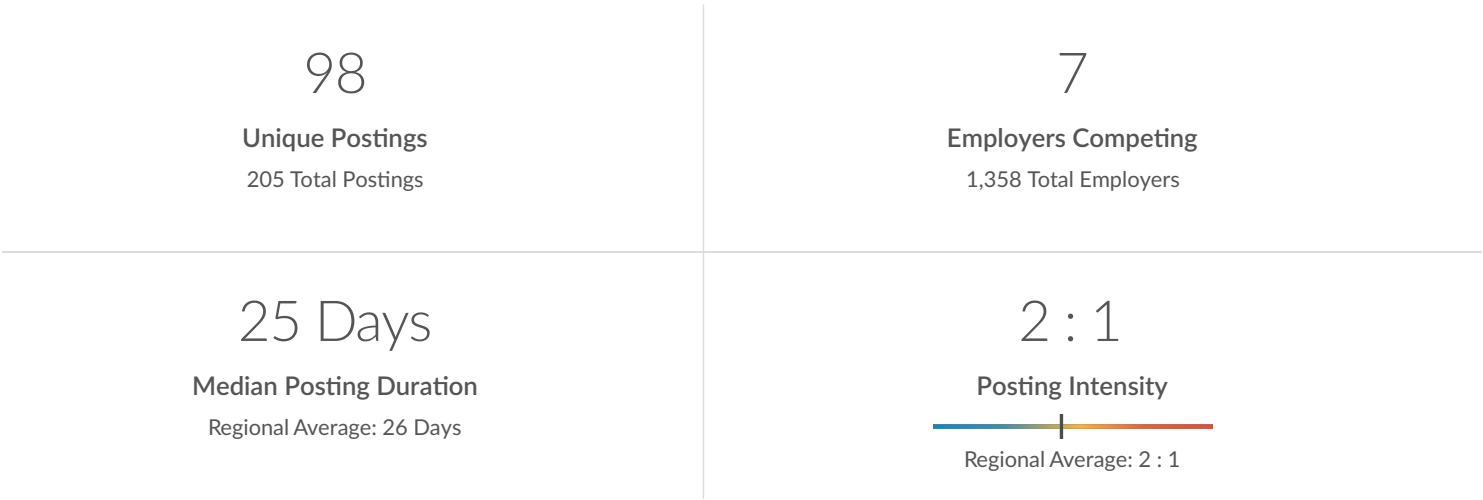
Education Level: Any

Job Type: Include Internships

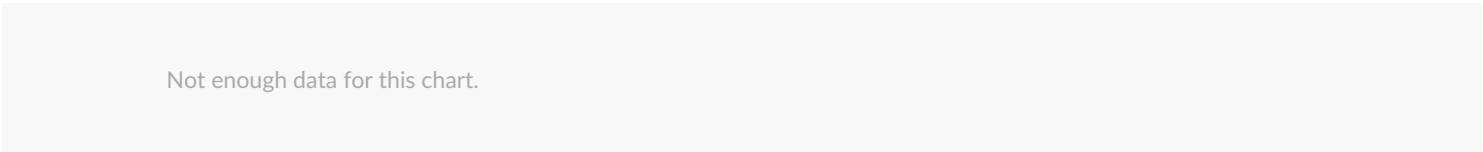
Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

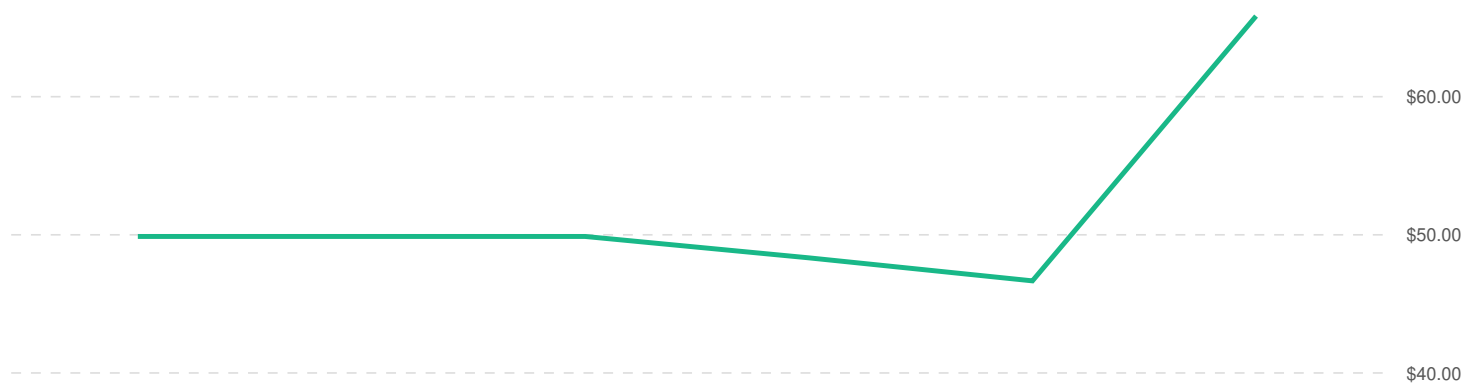


## Advertised Salary



# Advertised Salary Trend

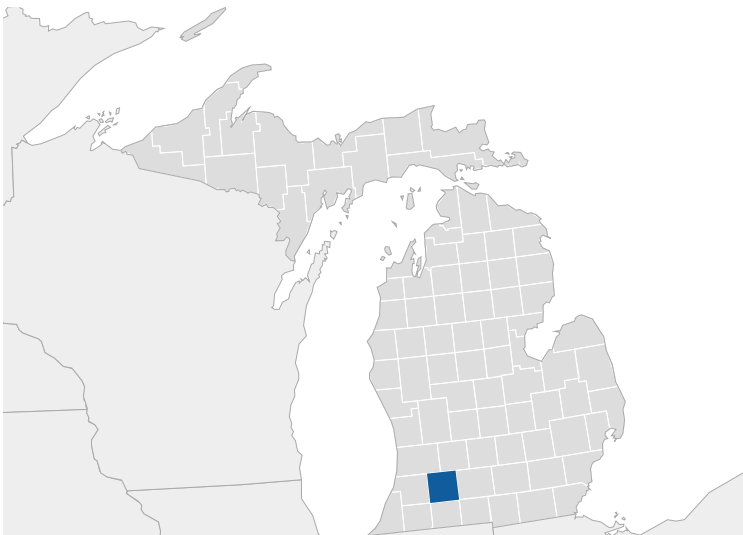
▲ 32.1% Jan 2025 – Jun 2025  
\$49.85 Median



72 Job Postings



# Job Postings Regional Breakdown

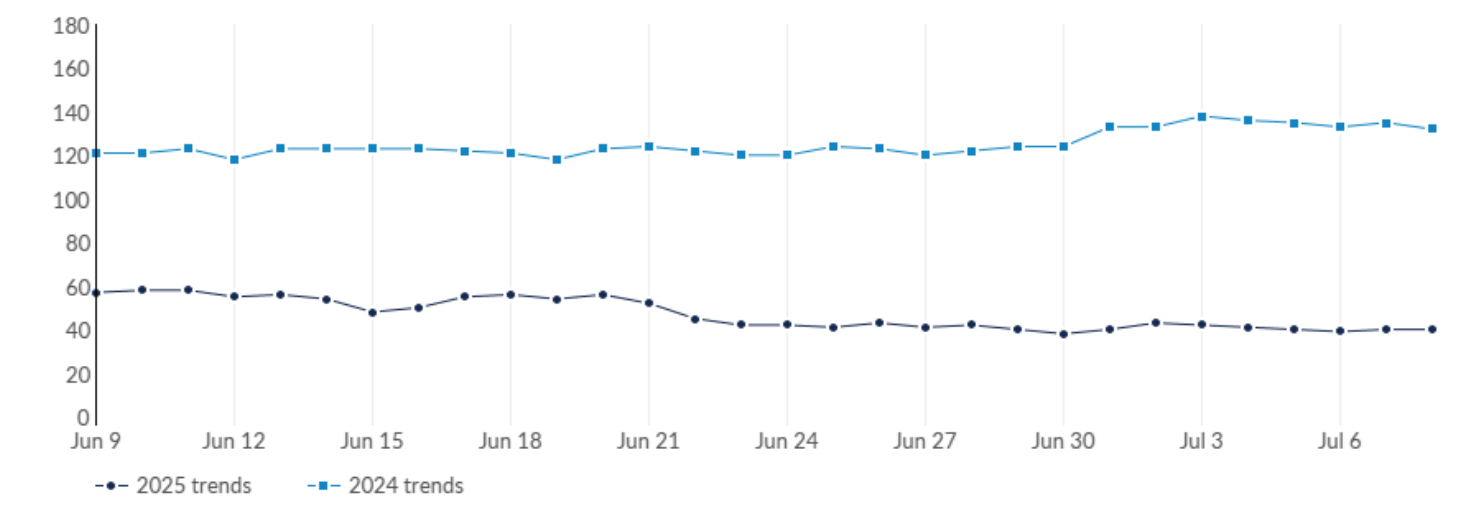


County	Unique Postings (Jun 2025)
Kalamazoo County, MI	98



# Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
June 9, 2025	57	121	-52.9%
June 10, 2025	58	121	-52.1%
June 11, 2025	58	123	-52.8%
June 12, 2025	55	118	-53.4%
June 13, 2025	56	123	-54.5%
June 14, 2025	54	123	-56.1%
June 15, 2025	48	123	-61.0%
June 16, 2025	50	123	-59.3%
June 17, 2025	55	122	-54.9%
June 18, 2025	56	121	-53.7%
June 19, 2025	54	118	-54.2%
June 20, 2025	56	123	-54.5%
June 21, 2025	52	124	-58.1%
June 22, 2025	45	122	-63.1%
June 23, 2025	42	120	-65.0%
June 24, 2025	42	120	-65.0%
June 25, 2025	41	124	-66.9%
June 26, 2025	43	123	-65.0%

June 27, 2025	41	120	-65.8%
June 28, 2025	42	122	-65.6%
June 29, 2025	40	124	-67.7%
June 30, 2025	38	124	-69.4%
July 1, 2025	40	133	-69.9%
July 2, 2025	43	133	-67.7%
July 3, 2025	42	138	-69.6%
July 4, 2025	41	136	-69.9%
July 5, 2025	40	135	-70.4%
July 6, 2025	39	133	-70.7%
July 7, 2025	40	135	-70.4%
July 8, 2025	40	132	-69.7%

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	8	8%
High school or GED	31	32%
Associate's degree	40	41%
Bachelor's degree	54	55%
Master's degree	18	18%
Ph.D. or professional degree	1	1%








# Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	31	0	32%
Associate's degree	20	19	20%
Bachelor's degree	35	19	36%
Master's degree	4	13	4%
Ph.D. or professional degree	0	1	0%



# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	52	53%
0 - 1 Years	11	11%
2 - 3 Years	16	16%
4 - 6 Years	12	12%
7 - 9 Years	3	3%
10+ Years	4	4%









# Top Companies Posting

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Bronson Healthcare	70 / 51	1 : 1 	24 days
Stryker	50 / 25	2 : 1 	37 days
Ascension	26 / 9	3 : 1 	32 days
Western Michigan University	47 / 6	8 : 1 	n/a
Kalamazoo County Government	5 / 4	1 : 1 	17 days
Zoetis	4 / 2	2 : 1 	16 days
Pfizer	3 / 1	3 : 1 	n/a















# Top Cities Posting

City	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	178 / 85	2 : 1 	31 days
Portage, MI	27 / 13	2 : 1 	23 days











# Top Posted Occupations

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	61 / 34	2 : 1 	32 days
Medical Assistants	39 / 25	2 : 1 	32 days
Software Developers	21 / 10	2 : 1 	37 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	49 / 9	5 : 1 	17 days
Computer Occupations, All Other	14 / 7	2 : 1 	16 days
Managers, All Other	13 / 6	2 : 1 	15 days
Health Technologists and Technicians, All Other	7 / 6	1 : 1 	12 days
Licensed Practical and Licensed Vocational Nurses	1 / 1	1 : 1 	n/a







## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	59 / 32	2 : 1 	32 days
Medical Assistants	39 / 25	2 : 1 	32 days
Software Developers	21 / 10	2 : 1 	37 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	49 / 9	5 : 1 	17 days
Managers, All Other	9 / 5	2 : 1 	15 days
Computer Systems Engineers/Architects	6 / 3	2 : 1 	16 days
Information Technology Project Managers	6 / 3	2 : 1 	10 days
Patient Representatives	4 / 3	1 : 1 	38 days
Critical Care Nurses	2 / 2	1 : 1 	17 days
Health Technologists and Technicians, All Other	2 / 2	1 : 1 	n/a
Regulatory Affairs Managers	4 / 1	4 : 1 	n/a
Information Security Engineers	2 / 1	2 : 1 	11 days
Licensed Practical and Licensed Vocational Nurses	1 / 1	1 : 1 	n/a
Neurodiagnostic Technologists	1 / 1	1 : 1 	12 days







# Top Posted Occupations

Occupation	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	59 / 32	2 : 1 	32 days
Medical Assistant	39 / 25	2 : 1 	32 days
Software Developer / Engineer	21 / 10	2 : 1 	37 days
Office / Administrative Assistant	49 / 9	5 : 1 	17 days
IT Project / Program Manager	7 / 4	2 : 1 	10 days
Program Manager	7 / 3	2 : 1 	15 days
Computer Systems Engineer / Architect	6 / 3	2 : 1 	16 days
Registrar / Patient Service Representative	3 / 2	2 : 1 	38 days
Nursing Manager / Supervisor	2 / 2	1 : 1 	n/a
Higher Education Administrator	1 / 1	1 : 1 	n/a

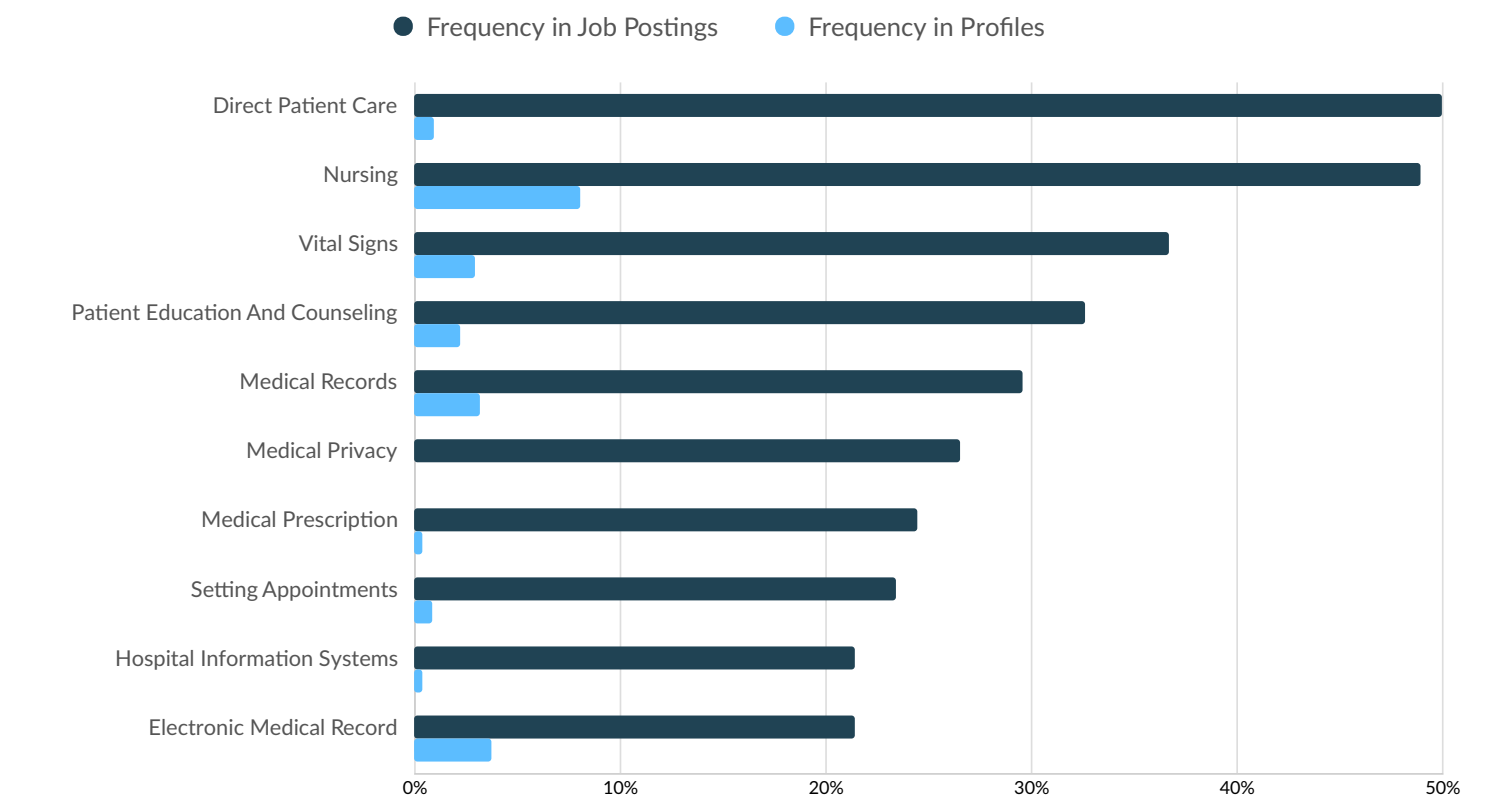
# Top Posted Job Titles

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Administrative Assistants	47 / 7	7 : 1 	11 days
Practice Support Assistants	4 / 4	1 : 1 	14 days
Medical Assistants	7 / 3	2 : 1 	33 days
Primary Care Medical Assistants	5 / 3	2 : 1 	32 days
Emergency Room Registered Nurses	2 / 2	1 : 1 	n/a
Gastroenterology Registered Nurses	4 / 2	2 : 1 	37 days
Principal Architects	4 / 2	2 : 1 	37 days
Medical Surgical Registered Nurses	2 / 2	1 : 1 	n/a
Pediatric Registered Nurses	2 / 2	1 : 1 	n/a
Medical Surgical Telemetry Registered Nurses	2 / 2	1 : 1 	32 days

# Top Industries

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	70 / 51	1 : 1 	24 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	50 / 25	2 : 1 	37 days
All Other Miscellaneous Ambulatory Health Care Services	26 / 9	3 : 1 	32 days
Colleges, Universities, and Professional Schools	47 / 6	8 : 1 	n/a
Other General Government Support	5 / 4	1 : 1 	17 days
Pharmaceutical Preparation Manufacturing	7 / 3	2 : 1 	16 days

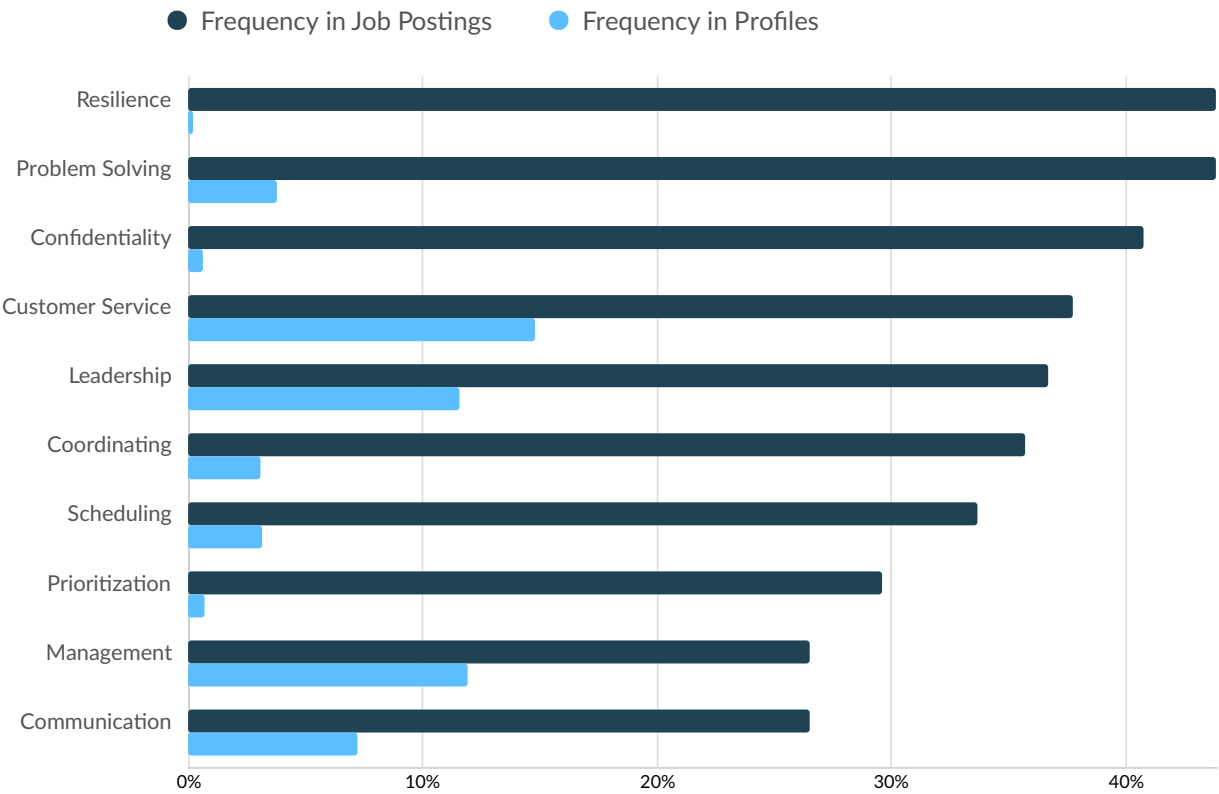
# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Direct Patient Care	49	50%	16	1%	+16.6%	Growing
Nursing	48	49%	135	8%	+20.1%	Rapidly Growing
Vital Signs	36	37%	49	3%	+17.2%	Growing
Patient Education And Counseling	32	33%	37	2%	+11.6%	Growing
Medical Records	29	30%	53	3%	+12.5%	Growing
Medical Privacy	26	27%	0	0%	+16.6%	Growing
Medical Prescription	24	24%	7	0%	+8.5%	Growing
Setting Appointments	23	23%	15	1%	+10.9%	Growing
Hospital Information Systems	21	21%	6	0%	+11.8%	Growing
Electronic Medical Record	21	21%	62	4%	+12.1%	Growing

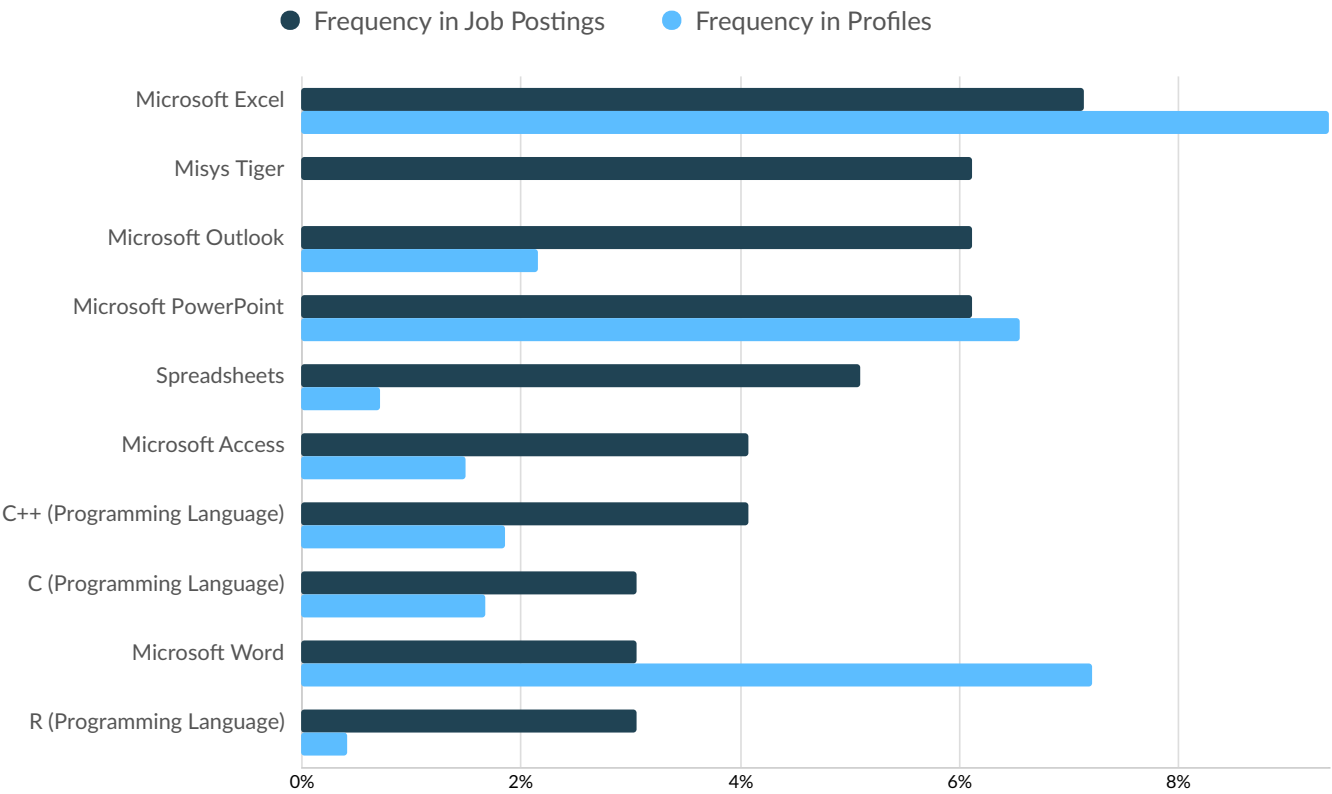


# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Resilience	43	44%	4	0%	+12.7%	Growing
Problem Solving	43	44%	63	4%	+11.3%	Growing
Confidentiality	40	41%	10	1%	0.0%	
Customer Service	37	38%	246	15%	+5.2%	Stable
Leadership	36	37%	193	12%	+8.5%	Stable
Coordinating	35	36%	51	3%	+14.7%	Growing
Scheduling	33	34%	53	3%	+16.4%	Growing
Prioritization	29	30%	12	1%	+20.5%	Rapidly Growing
Management	26	27%	199	12%	+5.3%	Stable
Communication	26	27%	120	7%	+3.6%	Lagging

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	7	7%	156	9%	+17.7%	Growing
Misys Tiger	6	6%	0	0%	+66.7%	Rapidly Growing
Microsoft Outlook	6	6%	36	2%	+25.0%	Rapidly Growing
Microsoft PowerPoint	6	6%	109	7%	+26.1%	Rapidly Growing
Spreadsheets	5	5%	12	1%	+22.2%	Rapidly Growing
Microsoft Access	4	4%	25	2%	+3.9%	Lagging
C++ (Programming Language)	4	4%	31	2%	+10.0%	Growing
C (Programming Language)	3	3%	28	2%	+10.1%	Growing
Microsoft Word	3	3%	120	7%	+7.2%	Stable
R (Programming Language)	3	3%	7	0%	+20.3%	Rapidly Growing

# Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	33
Basic Life Support (BLS) Certification	31
Registered Medical Assistant (RMA)	19
Certified Medical Assistant (CMA)	19
Certified Clinical Medical Assistant (CCMA)	17
Advanced Life Support	16
Advanced Cardiovascular Life Support (ACLS) Certification	11
Pediatric Advanced Life Support (PALS)	9
Certification In Electronic Fetal Monitoring (C-EFM)	9
Trauma Nurse Core Course (TNCC)	5

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jun 2025)
myworkdayjobs.com	56
indeed.com	40
dejobs.org	23
stryker.com	11
hercjobs.org	6
icims.com	6
wmujobs.org	6
scholarshipdb.net	3
ascension.org	2
disabledperson.com	2
hospitalcareers.com	2
kalamazoorecruiter.com	2
careervitals.com	1
diversityjobs.com	1
eastlansingrecruiter.com	1
jobserve.com	1
lansingrecruiter.com	1
southbendrecruiter.com	1

# Appendix B

## Sample Postings

Directors of IT PMO — Stryker in Kalamazoo, MI (Jun 2025 - Active)

Senior Program Manager, IT PMO - Hybrid	
Link to Live Job Posting: <a href="https://dejobs.org">dejobs.org</a>	
Location: Kalamazoo, MI	O*NET: 15-1299.09
Company: Stryker	Job Title: Directors of IT PMO
<p>Who We're Looking For:</p> <p>We're looking for a dynamic leader to drive critical technology programs at Stryker. Senior Program Managers lead multiple projects and the people running them—they can deliver a program, or a portfolio of projects, and optimize the structure of those efforts for success. They may lead a large, strategically-critical project or projects to ensure timelines and goals are met/communicated appropriately. This position will be focused on initiatives for our Corporate Functions and partnering to drive key objectives with company-wide impacts.</p> <p>Responsibilities:</p> <p>Manage complex, global programs working across multiple stakeholder groups to deliver transformational change across the organization that enables scale. Develop program charters and management plans. Direct, manage, monitor, and control programs. Identify, optimize, and maintain inter-program synergy. Evaluate tradeoffs across programs. Influence functional leadership to define, manage, and own inter- and intra-program scope. Develop, optimize, and manage inter-program timelines. Analyze and address critical path, major workstreams, intersecting milestones, interdependencies. Own the program schedule. Create program budgets with cross-functional managers and directors. Optimize, monitor, and maintain costs within budget. Drive project cost efficiencies. Measure benefits delivered as a result of the program. Partner with project teams to create program Quality Plans, using a multitude of quality planning tools and techniques. Monitor and maintain plans. Mentor others in quality excellence. Develop a risk management plan for the program(s). Identify, analyze, and understand project risks, develop and monitor a risk response plan. Mentor others in risk management practices. Develop a Procurement Management Plan and be a strategic partner in the selection of procurement partners. Partner to hold suppliers accountable and ensure their plans align with Stryker's. Estimate, acquire and assign cross functional program resources. Leverage resources across programs. Define the role, responsibility, and deliverables for each team member. Provide direct feedback to functional managers and directors on performance reviews. Coach and mentor team members and functional managers. Recruit and onboard staff; participate on hiring teams for cross-functional groups. May recruit, hire, onboard, manage, and develop direct staff. Develop stakeholder relationships and strategies for the effective management across broad range of expectations and requirements. Develop and Execute communications management plan for program teams and key stakeholders. Create and influence best practices for functional communications and organizational change management. Required Qualifications Bachelor's Degree required Minimum of 10 years of experience leading complex technology implementations, with a strong focus on system implementation preferably within compliance-driven environments Minimum of 3 years of people leadership experience or proven ability to manage cross-functional project teams, with the potential to grow into a formal people management role in the near future Preferred Qualifications Proven success managing ambiguous or evolving systems; experience selecting and standing up new platforms or technologies is highly valued Demonstrated expertise in change management strategies for enterprise-wide technology initiatives Strong negotiation skills, particularly with vendors, internal stakeholders, and cross-functional teams Ability to effectively influence stakeholders at all levels of the organization, including executive leadership</p>	

Nurses — Kalamazoo County Government in Kalamazoo, MI (Jun 2025 - Active)

Nurse I or Nurse II	
Link to Live Job Posting: <a href="#">dejobs.org</a>	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Kalamazoo County Government	Job Title: Nurses
<ul style="list-style-type: none"><li>This position offers the potential for a flexible work arrangement.</li></ul> <ul style="list-style-type: none"><li>GENERAL SUMMARY</li></ul> <p>The purpose of this job is to provide nursing care in the community setting. Develops, implements, and monitors a variety of public health programs, based on division and role. Conducts outreach in the clinical and community setting. Performs assessments, completes referrals, and maintains documentation. Performs care coordination, case management, and public education. Specific duties will vary based on the assigned division.</p> <ul style="list-style-type: none"><li>ESSENTIAL DUTIES &amp; RESPONSIBILITIES</li></ul> <ul style="list-style-type: none"><li>Nurse-Family Partnership (NFP)- Coordinates care for clients and families.</li><li>- Performs home visits (in-person and telehealth) in accordance with the Nurse-Family Partnership (NFP) model. Develops therapeutic relationships with families, conducts assessments, and provides education, support, and referrals for enrolled families. Determines environmental safety risks.- Maintains relationships with community partners and service providers, and maintains knowledge of community resources.- Collects and enters data in required digital management systems.</li></ul>	

Social Service Liaison - Full Time 80Hrs/Pp - Bronson Methodist Hospital	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Kalamazoo, MI	O*NET: 29-2099.08
Company: Bronson Healthcare	Job Title: Hospital Liaisons
<div><div>Social Service Liaison</div><div><ul style="list-style-type: none"><li>Full Time 80Hrs/Pp</li><li>Bronson Methodist Hospital Social Service Liaison</li><li>Full Time 80Hrs/Pp</li><li>Bronson Methodist Hospital locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 7 Days Agojob requisition id</li></ul></div></div> <div>JOB43723 CURRENT BRONSON EMPLOYEES</div> <div><ul style="list-style-type: none"><li>using the career worklet in Workday.</li></ul><p>This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, 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 ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleSocial Service Liaison</p><ul style="list-style-type: none"><li>Full Time 80Hrs/Pp</li><li>Bronson Methodist Hospital Reporting to the System Manager of Case Management the Social Services Liaison (SSL) manages and assists in the flow of patient access, discharge and follow up functions for patients with a high utilization rate in the BMH Emergency Department.</li></ul><p>The SSL provides case management for patients withplex psychosocial needs and facilitates solutions to the resource needs, behavioral health needs, and psychosocial needs. This positions coordinates, negotiates, procures, and facilitates the utilization of resources for patients to provide high-quality, cost-effective oues to reduce hospital utilization and readmissions. The SSL will develop collaborative relationships withmunity partners and patients developing strategies connecting patients with resources to improve their overall health.</p><div>Responsibilities:</div><p>Work with multidisciplinary team and providers to create standard care plan on patients. Review care plan and/or behavioral contract with patient as needed.Reassess and modify care plans as needed.Provide appropriate interventions which demonstrate knowledge of and sensitive to different cultural backgrounds, health literacy, and educational backgrounds of the population served. Utilize interpreter services per policy.Perform psychosocial assessment including barriers to coping, mental health history, cognitive development, adverse developmental events, resistance to treatment, and mental health symptoms.Assess eligibility of uninsured and underinsured patients for federal, state andmunity programs to assist funding of medical care. Assist patient with processing paperwork and collaborate with Patient Financial Counselors as needed.Work with ED Medical Social Worker to address depression and or suicidal ideation and determine crisis response/action to take for resolution.Educate patients on advanced directive and advanced care planning and assist with thepletion of documents. Address end of life issues in collaboration with others.Function as a liaison tomunity programs, participate inmunity meetings and maintain a network of appropriate contacts to identify potential resources for meeting patient's needs.Promote empowerment of patient in self-management of disease.Participate in meetings and organizational groups as requested.Assess patient SDOH needs and provide resources as needed.Make referrals to appropriate level of care and assist with arranging services per the needs of the patient.Assure implementation of care plans throughout the continuum of care to include post-acute providers.Utilize motivational interviewing techniques to support goals and reduce barriers to achieving them.Track and analyze data as needed.</p><div>Job Requirements:</div></div>	



### Education:

BSW, Counseling, or Behavioral Science related degree

### Work Experience:

(2) years case management experience in a behavioral health setting

### Required Skills:

Excellent organizational and problem-solving skills, ability to be flexible, and creative. Knowledge of and ability to work within a complex healthcare system including applied practice and aptitude in advocating for patient needs while balancing organizational needs. Demonstrate ability to work collaboratively as a member of the interdisciplinary team. Superior verbal and written communication, behavioral interviewing skills, assessment skills including psychosocial assessment, and the ability to work with a varied population. Proficient in Microsoft Office, PowerPoint, and Excel. Excellent customer service skills and patient/family centered care. Ability to work independently and to see consultation as necessary. Ability to work in a high volume fast-paced environment. Shift: First Shift Time Type: Full time Scheduled Weekly Hours: 40 Cost Center: 2450 Case Management/Medical Social Work (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. take a moment to watch a brief video highlighting employment with Bronson!

Firmware Test Engineers — Stryker in Portage, MI (Jun 2025 - Active)

Senior Firmware Test Engineer	
Link to Live Job Posting: <a href="https://careers.stryker.com">careers.stryker.com</a>	
Location: Portage, MI	O*NET: 15-1299.08
Company: Stryker	Job Title: Firmware Test Engineers
<p>Work Flexibility:</p> <p>Onsite What You Will Do:</p> <p>Technical Responsibilities:</p> <p>Develop Automation scripts using C and Python for Design Verification Design Test Fixtures for Hardware - Software Integration Tests</p> <p>Perform User Acceptance Tests (Manual Black Box Tests) on Products Produce Design Verification Documentation (</p> <p>Eg:</p> <p>Test Tracing Docs)</p> <p>Business Responsibilities:</p> <p>Demonstrate advanced understanding of customer needs and design inputs Demonstrate proficiency with product's intended use and clinical procedures</p> <p>Med Device Compliance:</p> <p>Follow fundamental industry standards, design requirements and test strategies which apply to regulatory requirements Follow R D design controls and risk management, per the</p> <p>Quality Management System What You Will Need:</p> <p>Required Qualifications:</p> <p>Bachelor's degree in Software Engineering/ Computer Science/Electrical Engineering/Computer Engineering or related discipline 2+ years of experience programming using</p> <p>C and Python Preferred Qualifications:</p> <p>Strong Knowledge in various communication Protocols like I2C, SMBus, CAN, RS232/485 Experience using common Lab Equipment (</p> <p>Ex:</p> <p>Oscilloscopes, Power Supplies) Experience developing Test Fixtures Knowledge of Electronic Circuits (</p> <p>Ex:</p> <p>Battery Control and Motor Control) Source Code Repository, Integration and deployment processes experience (</p>	

Eg:

Jenkins, Github and Perforce)

### Travel Percentage:

10% Stryker Corporation is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, ethnicity, color, religion, sex, gender identity, sexual orientation, national origin, disability, or protected veteran status. Stryker is an EO employer - M/F/Veteran/Disability. Stryker Corporation will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. Stryker is one of the world's leading medical technology companies and, together with its customers, is driven to make healthcare better. We offer innovative products and services in Orthopaedics, Medical and Surgical, and Neurotechnology and Spine that help improve patient and hospital outcomes. We are proud to be named one of the World's Best Workplaces! For more information, visit: [www.stryker.com](http://www.stryker.com)

**Work Flexibility**

**Remote** - Role allows you to work the majority to 100% of time from an alternate workplace. These roles could have travel expectations, and you must work within the country of the job requisition location.

**Field-based** - You can expect to regularly work a majority to 100% of time at customer facilities and has a set territory or expectation to travel within a set boundary. Almost all sales roles would likely be qualified as field-based.

**Onsite** - Role is 100% located at a Stryker facility. Some ad hoc flexibility may be available depending on role, level, and job requirements. Manufacturing roles and any role that requires physical presence at the office would qualify under this category.

**Hybrid** - You can expect to regularly work in both an alternate workplace and a Stryker facility. Roles that are partially remote or co-located would qualify as hybrid, and the expectation to be onsite would be defined and agreed upon by your manager/supervisor.

Medical Assistant - 36 hours per week - Bronson FastCare - Kalamazoo locations	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Medical Assistants
<p>Medical Assistant</p> <ul style="list-style-type: none"><li>• 36 hours per week</li><li>• Bronson FastCare</li><li>• Kalamazoo locations 3.</li></ul> <p>5 3.5 out of 5 stars Kalamazoo, MI</p> <p>CURRENT BRONSON EMPLOYEES</p> <ul style="list-style-type: none"><li>• Please apply using the career worklet in Workday.</li></ul> <p>This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BMH Bronson Methodist Hospital Title Medical Assistant</p> <ul style="list-style-type: none"><li>• 36 hours per week</li><li>• Bronson FastCare</li><li>• Kalamazoo locations Working under provider's direction provides general nursing functions for the practice.</li></ul> <p>Records vital signs, immunizations, provides initial patient assessment, obtains concise patient history, and provides various clinical information and support to providers. Processes and posts information to patient's chart, educates patients and families regarding medications, treatments and care, and referrals. Employees providing direct patient care must demonstrate competencies specific to the population served. High school diploma or general education degree (GED) required</p> <p>MUST MEET ONE OF THE FOLLOWING</p> <p>Successful completion of an accredited medical assistant program</p> <p>CMA/CCMA/RMA</p> <p>certified Meet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire</p> <p>Note:</p> <p>Vocational Coordinator to determine eligibility requirements for CMA or RMA within 6 months. BLS certification is required within 90 days of hire/transfer. Knowledge of clinical skills as required with Medical Assistant Certification/Registration. Effective problem-solving and prioritization skills. Must possess excellent interpersonal skills and process information in a confidential manner. Must be able to communicate clearly and effectively with patients, doctors and other staff. Ability to maintain patient confidentiality. Ability to work independently and function as an integral team member with other healthcare professionals. Must have personal computer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization's computerized systems. Must have excellent verbal and communication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a team environment. Must maintain the highest level of confidentiality. Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the</p>	

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

### Sign-On Bonus External Candidates Only:

Up to \$1,500.00 Retention Bonus External Candidates Only, \$1,500.00 Scheduled Weekly Hours 36 Cost Center 7687 Bronson FastCare (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.

# 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 Q2 2025 Data Set

St. Joseph County  
June 2025



Michigan

# Parameters

Select Timeframe: Jun 2025 - Jun 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

Description
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:

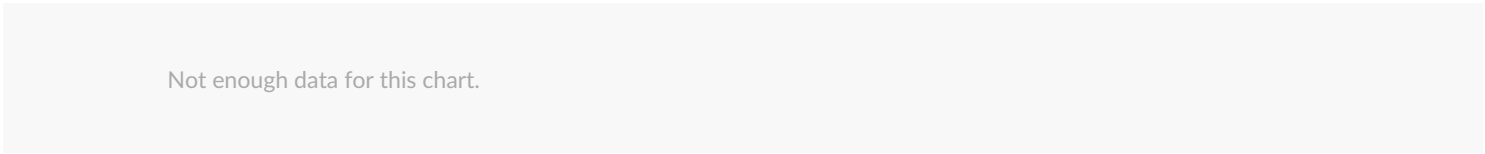
Posting Type: Active Postings



# Job Postings Overview



## Advertised Salary

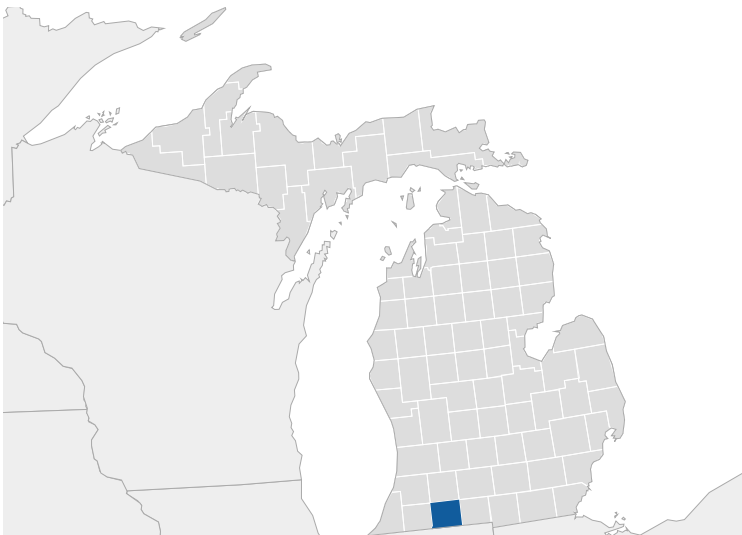


# Advertised Salary Trend

▼6.9% Jan 2025 - Jun 2025  
\$13.97 Median

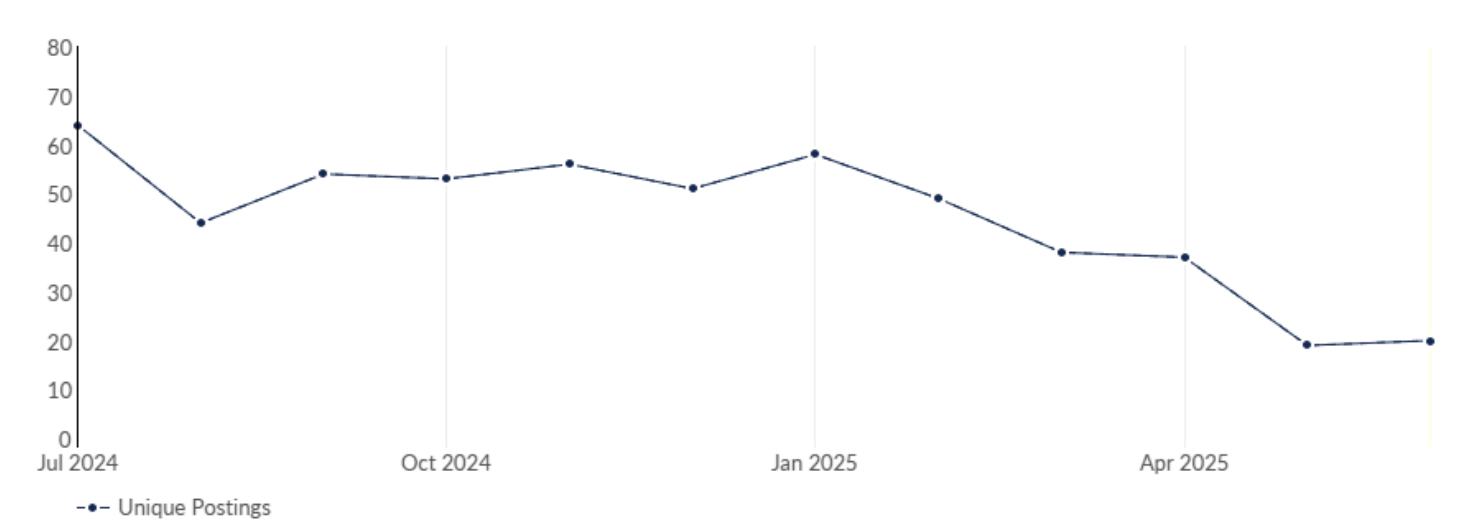


# Job Postings Regional Breakdown



County	Unique Postings (Jun 2025)
St. Joseph County, MI	20

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jun 2025	20	2 : 1
May 2025	19	3 : 1
Apr 2025	37	3 : 1
Mar 2025	38	3 : 1
Feb 2025	49	4 : 1
Jan 2025	58	4 : 1
Dec 2024	51	4 : 1
Nov 2024	56	3 : 1
Oct 2024	53	3 : 1
Sep 2024	54	3 : 1
Aug 2024	44	3 : 1
Jul 2024	64	3 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	11	55%
High school or GED	4	20%
Associate's degree	0	0%
Bachelor's degree	5	25%
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	4	0	20%
Associate's degree	0	0	0%
Bachelor's degree	5	0	25%
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	75%
0 - 1 Years	2	10%
2 - 3 Years	0	0%
4 - 6 Years	3	15%
7 - 9 Years	0	0%
10+ Years	0	0%







# Top Companies Posting

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Meijer	18 / 6	3 : 1 	13 days
Birch Meadows Senior Care	7 / 4	2 : 1 	n/a
Dollar General	6 / 4	2 : 1 	n/a
ADMIRAL	2 / 2	1 : 1 	17 days
Arby's	5 / 2	3 : 1 	n/a
State of Michigan	3 / 2	2 : 1 	n/a







# Top Cities Posting

City	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Three Rivers, MI	24 / 10	2 : 1 	n/a
Sturgis, MI	11 / 6	2 : 1 	13 days
Centreville, MI	6 / 4	2 : 1 	n/a



# Top Posted Occupations

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Retail Salespersons	15 / 8	2 : 1 	13 days
Home Health and Personal Care Aides	7 / 4	2 : 1 	n/a
Food Service Managers	5 / 2	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	3 / 2	2 : 1 	n/a
Cashiers	8 / 2	4 : 1 	n/a
Maintenance and Repair Workers, General	3 / 2	2 : 1 	n/a

## Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Retail Salespersons	15 / 8	2 : 1 	13 days
Personal Care Aides	7 / 4	2 : 1 	n/a
Food Service Managers	5 / 2	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	3 / 2	2 : 1 	n/a
Cashiers	8 / 2	4 : 1 	n/a
Maintenance and Repair Workers, General	3 / 2	2 : 1 	n/a






## Top Posted Occupations

Occupation	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Retail Sales Associate	15 / 8	2 : 1 	13 days
Caregiver / Personal Care Aide	7 / 4	2 : 1 	n/a
Restaurant / Food Service Manager	5 / 2	3 : 1 	n/a
Field Service Technician	3 / 2	2 : 1 	n/a
Retail Store Manager / Supervisor	3 / 2	2 : 1 	n/a
Cashier	8 / 2	4 : 1 	n/a

# Top Posted Job Titles

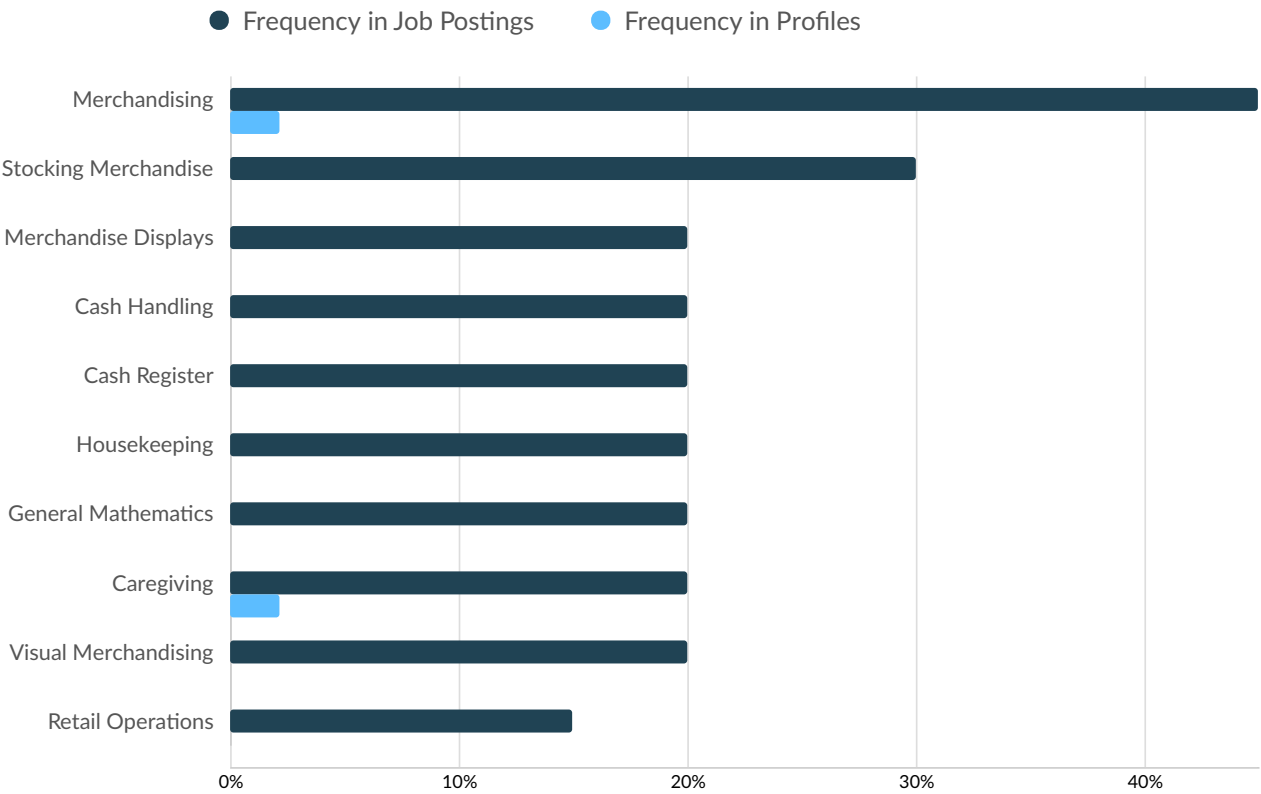
	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Store Directors	6 / 3	2 : 1 	13 days
Sales Associates/Cashiers	2 / 2	1 : 1 	17 days
Caregivers	4 / 2	2 : 1 	n/a
Assistant Store Managers	3 / 2	2 : 1 	n/a
Sales Associates	3 / 2	2 : 1 	n/a
Cashiers	8 / 2	4 : 1 	n/a
Assistant Managers	3 / 1	3 : 1 	n/a
Baggers	4 / 1	4 : 1 	n/a
In-Home Caregivers	1 / 1	1 : 1 	n/a
Shift Managers	2 / 1	2 : 1 	n/a

# Top Industries

	Total/Unique (Jun 2025)	Posting Intensity	Median Posting Duration
Department Stores	18 / 6	3 : 1 	13 days
All Other General Merchandise Retailers	6 / 4	2 : 1 	n/a
Other Gambling Industries	2 / 2	1 : 1 	17 days
Limited-Service Restaurants	5 / 2	3 : 1 	n/a
Police Protection	3 / 2	2 : 1 	n/a

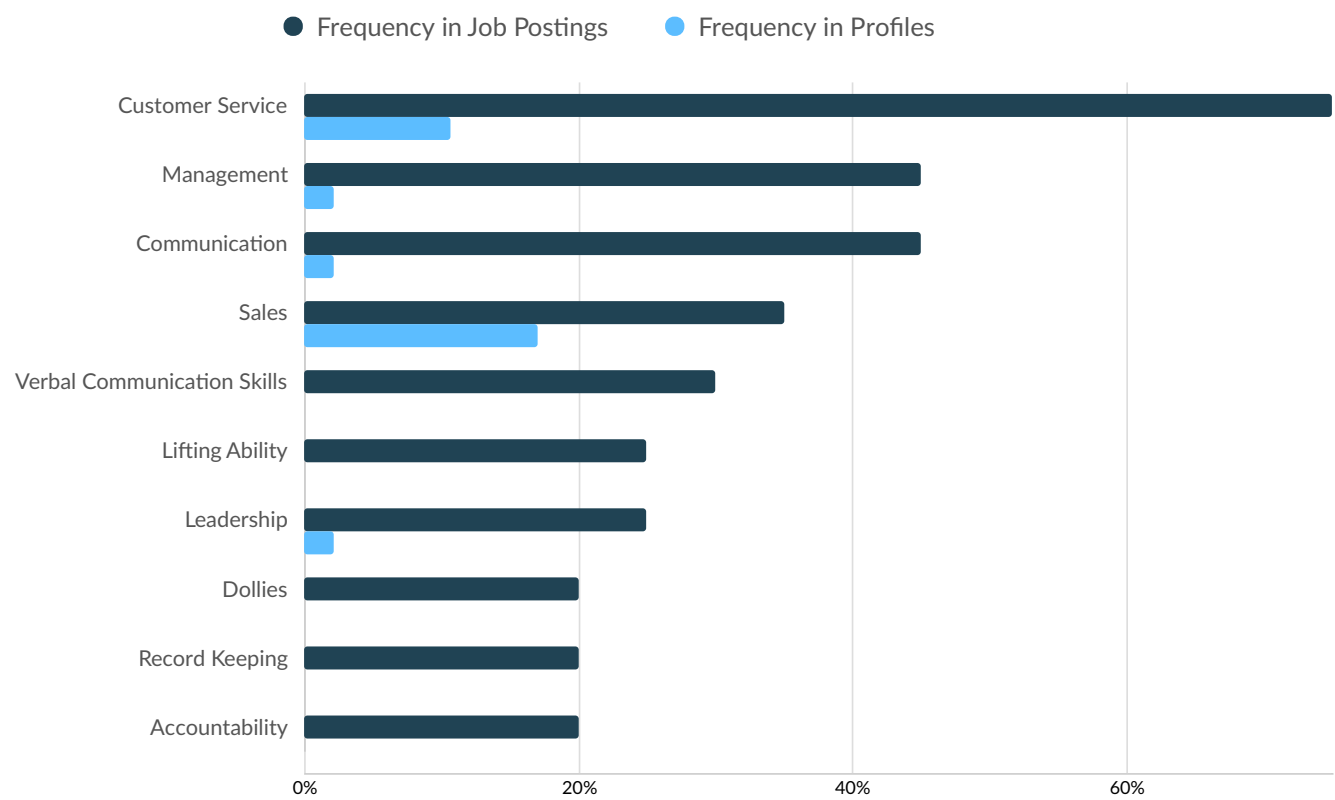


# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	9	45%	1	2%	+15.0%	Growing
Stocking Merchandise	6	30%	0	0%	+18.0%	Growing
Merchandise Displays	4	20%	0	0%	+22.0%	Rapidly Growing
Cash Handling	4	20%	0	0%	+8.9%	Growing
Cash Register	4	20%	0	0%	+21.4%	Rapidly Growing
Housekeeping	4	20%	0	0%	+13.3%	Growing
General Mathematics	4	20%	0	0%	+14.8%	Growing
Caregiving	4	20%	1	2%	+23.1%	Rapidly Growing
Visual Merchandising	4	20%	0	0%	+12.9%	Growing
Retail Operations	3	15%	0	0%	+11.0%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	15	75%	5	11%	+5.2%	Stable
Management	9	45%	1	2%	+5.3%	Stable
Communication	9	45%	1	2%	+3.6%	Lagging
Sales	7	35%	8	17%	+7.8%	Stable
Verbal Communication Skills	6	30%	0	0%	+4.1%	Lagging
Lifting Ability	5	25%	0	0%	+10.6%	Growing
Leadership	5	25%	1	2%	+8.5%	Stable
Dollies	4	20%	0	0%	+16.7%	Growing
Record Keeping	4	20%	0	0%	+9.2%	Growing
Accountability	4	20%	0	0%	+18.7%	Growing

# Top Software Skills

There is not enough data to display this section.

# Top Qualifications

	Postings with Qualification
ServSafe Certification	2
Valid Driver's License	2

# Appendix A

## Top Posting Sources

Website	Postings on Website (Jun 2025)
indeed.com	12
dejobs.org	5
diversityjobs.com	5
myworkdayjobs.com	4
arbys.com	2
careerarc.com	2
dollargeneral.com	2
retirementjobs.com	1

# Appendix B

## Sample Postings

Sales Associates — Dollar General in Centreville, MI (Jun 2025 - Active)

SALES ASSOCIATE	
Link to Live Job Posting: <a href="http://www.careerarc.com">www.careerarc.com</a>	
Location: Centreville, MI	O*NET: 41-2031.00
Company: Dollar General	Job Title: Sales Associates
<p>SALES ASSOCIATE 2.9 2.9</p> <p>out of 5 stars 370 Eleanor Drive, Centreville, MI 49032</p> <p>Work Where You Matter:</p> <p>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.</p> <p>Company Overview:</p> <p>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 <a href="http://www.dollargeneral.com/about-us.html">www.dollargeneral.com/about-us.html</a>.</p> <p>Job Details:</p> <p>GENERAL SUMMARY</p> <p>Act as the point of contact for customers. Assist in setting and maintaining plan-o-grams and programs. Stock merchandise adequately. Perform other duties as necessary to maximize profitability, customer satisfaction, and teamwork, while protecting company assets. DUTIES and</p> <p>ESSENTIAL JOB FUNCTIONS</p> <p>Unload trucks. Follow company work processes to receive, open and unpack cartons and totes; store merchandise in stock room or move directly to sales floor. Build merchandise displays. Stock merchandise; rotate and face merchandise on shelves. Restock recovered merchandise. Assist customers by locating merchandise. Bail cardboard and take out trash; dust and mop store floors; clean restroom and stockroom. Comply with company policies and procedures. Greet customers. Operate cash register and flatbed scanner to itemize and total customer's purchase; bag merchandise. Collect payment from customer and make change. Assist with ordering merchandise using hand-held scanners, as needed. Clean front end of store and help set up sidewalk displays when necessary.</p> <p>Qualifications:</p> <p>KNOWLEDGE and SKILLS:</p>	

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

## EDUCATION

High school diploma or equivalent preferred.

## WORKING CONDITIONS

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

ASST STORE MGR	
Link to Live Job Posting: <a href="http://www.careerarc.com">www.careerarc.com</a>	
Location: Centreville, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Assistant Store Managers
<p>ASST STORE MGR 2.9 2.9</p> <p>out of 5 stars 370 Eleanor Drive, Centreville, MI 49032</p> <p>Work Where You Matter:</p> <p>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.</p> <p>Company Overview:</p> <p>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 <a href="http://www.dollargeneral.com/about-us.html">www.dollargeneral.com/about-us.html</a>.</p> <p>Job Details:</p> <p>GENERAL SUMMARY</p> <p>The Assistant Store Manager helps maintain a clean, well-organized store with a customer-first focus. At the direction and delegation of the Store Manager, the Assistant Store Manager assists with supervision of store employees, management and presentation of merchandise, completion of paperwork, and preparation of deposits. The Assistant Store Manager also performs stocking and cashiering functions, and performs other duties as necessary to maximize profitability and customer satisfaction while protecting company assets and reducing losses.</p> <p>DUTIES and</p> <p>ESSENTIAL JOB FUNCTIONS</p> <p>Provide superior customer service leadership; greet and assist customers, and operate cash register and scanner to itemize the customer's purchase. Open and close the store a minimum of two days per week. Assist Store Manager with scheduling employees, providing adequate training for employees, conducting safety meetings, and ensuring employee compliance with company policies and procedures. Follow company work processes to manage merchandise, including receiving, unpacking, stocking, restocking and rotating merchandise on shelves and building merchandise displays. Assist in maintaining accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Assist in implementation and maintenance of planograms; ensure merchandise is presented according to established practices and Store Manager direction. Assist in ensuring financial integrity of the store through strict cashier accountability, key control, adherences to company security practices and cash control procedures; authorize and sign for refunds and overrides, count register tills, and deposit money in bank. Assist with management of the store in the Store Manager's absence.</p>	



deposit money in bank. Assist with management of the store in the Store Manager's absence.

## Qualifications:

### KNOWLEDGE and SKILLS:

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

### EDUCATION

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

### WORKING CONDITIONS

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

Assistant Store Managers – Dollar General in Centreville, MI (Jun 2025 - Active)

ASST STORE MGR in CENTREVILLE, MI S31661	
Link to Live Job Posting: <a href="https://careers.dollargeneral.com">careers.dollargeneral.com</a>	
Location: Centreville, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Assistant Store Managers
<p>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 <a href="https://www.dollargeneral.com/about-us.html">www.dollargeneral.com/about-us.html</a> . Job Details</p> <p>GENERAL SUMMARY</p> <p>The Assistant Store Manager helps maintain a clean, well-organized store with a customer-first focus. At the direction and delegation of the Store Manager, the Assistant Store Manager assists with supervision of store employees, management and presentation of merchandise, completion of paperwork, and preparation of deposits. The Assistant Store Manager also performs stocking and cashiering functions, and performs other duties as necessary to maximize profitability and customer satisfaction while protecting company assets and reducing losses.</p> <p>DUTIES and</p> <p>ESSENTIAL JOB FUNCTIONS</p> <p>Provide superior customer service leadership; greet and assist customers, and operate cash register and scanner to itemize the customer's purchase. Open and close the store a minimum of two days per week. Assist Store Manager with scheduling employees, providing adequate training for employees, conducting safety meetings, and ensuring employee compliance with company policies and procedures. Follow company work processes to manage merchandise, including receiving, unpacking, stocking, restocking and rotating merchandise on shelves and building merchandise displays. Assist in maintaining accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Assist in implementation and maintenance of planograms; ensure merchandise is presented according to established practices and Store Manager direction. Assist in ensuring financial integrity of the store through strict cashier accountability, key control, adherences to company security practices and cash control procedures; authorize and sign for refunds and overrides, count register tills, and deposit money in bank. Assist with management of the store in the Store Manager's absence.</p> <p>Qualifications KNOWLEDGE and SKILLS:</p> <p>Effective interpersonal, written and oral communication skills. Ability to solve problems and deal with a variety of situations. Good organization skills with attention to detail. Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Ability to perform cash register functions and generate reports. Knowledge of cash, facility, and safety control policies and practices. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to drive own vehicle to the bank to deposit money. WORK EXPERIENCE and/or</p> <p>EDUCATION</p>	

## EDUCATION

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

## WORKING CONDITIONS

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

## Qualifications:

## KNOWLEDGE and SKILLS:

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Sales Associates — Dollar General in Centreville, MI (Jun 2025 - Active)

SALES ASSOCIATE in CENTREVILLE, MI S31661	
Link to Live Job Posting: <a href="https://careers.dollargeneral.com">careers.dollargeneral.com</a>	
Location: Centreville, MI	O*NET: 41-2031.00
Company: Dollar General	Job Title: Sales Associates
<p>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 <a href="https://www.dollargeneral.com/about-us.html">www.dollargeneral.com/about-us.html</a> . Job Details</p> <p>GENERAL SUMMARY</p> <p>Act as the point of contact for customers. Assist in setting and maintaining plan-o-grams and programs. Stock merchandise adequately. Perform other duties as necessary to maximize profitability, customer satisfaction, and teamwork, while protecting company assets. DUTIES and</p> <p>ESSENTIAL JOB FUNCTIONS</p> <p>Unload trucks. Follow company work processes to receive, open and unpack cartons and totes; store merchandise in stock room or move directly to sales floor. Build merchandise displays. Stock merchandise; rotate and face merchandise on shelves. Restock recovered merchandise. Assist customers by locating merchandise. Bail cardboard and take out trash; dust and mop store floors; clean restroom and stockroom. Comply with company policies and procedures. Greet customers. Operate cash register and flatbed scanner to itemize and total customer's purchase; bag merchandise. Collect payment from customer and make change. Assist with ordering merchandise using hand-held scanners, as needed. Clean front end of store and help set up sidewalk displays when necessary.</p> <p>Qualifications KNOWLEDGE and SKILLS:</p> <p>Effective interpersonal and oral communication skills. Understanding of safety policies and practices. Ability to read and follow plan-o-gram and merchandise presentation guidance. Knowledge of basic cash handling procedures. Basic mathematical skills. Ability to perform IBM cash register functions. WORK EXPERIENCE and/or</p> <p>EDUCATION</p> <p>High school diploma or equivalent preferred.</p> <p>WORKING CONDITIONS</p> <p>Frequent walking and standing Frequent bending, stooping, and kneeling to run check out station, stock merchandise and unload trucks; which may also require the ability to push and/or pull rolltainers for stocking merchandise Frequent handling of merchandise and equipment such as handheld scanners, pricing guns, box cutters, merchandise containers, two-wheel dollies, U-boats (six-wheel carts), and rolltainers Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds Occasional climbing (using step ladder) up to heights of six feet</p>	

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Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

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### KNOWLEDGE and SKILLS:

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Fast-paced environment; moderate noise level Occasional exposure to outside weather conditions Relocation assistance is not available for this position. Dollar General Corporation is an equal opportunity employer.

Store Directors — Meijer in Sturgis, MI (Jun 2025 - Active)

Assistant Store Director	
Link to Live Job Posting: <a href="https://meijer.wd5.myworkdayjobs.com">meijer.wd5.myworkdayjobs.com</a>	
Location: Sturgis, MI	O*NET: 41-2031.00
Company: Meijer	Job Title: Store Directors

Assistant Store Director Meijer parental leave United States, Michigan, Sturgis Jun 25, 2025 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! Provides direction related to operations, processes, and conditions of the store. Plans, directs, and supervises the team in the day-to-day operation of the store. Is responsible for the selection, training and development, and performance management for all team members in span of care. Develops strategies to improve customer service, drives store sales and increases profitability. Ensures customer needs are met, complaints are resolved effectively and efficiently, and service is quick and efficient. Ensures that all products and displays are merchandised effectively to maximize sales and profitability. Forecasts staffing needs and develops recruiting strategy to provide optimal staffing in all areas. Works in a manner that reflects the Meijer brand and values.

### Purpose:

Key responsibilities for this position include: Overall operations responsibility across food and general merchandise areas. Management across the store of planograms, seasonal resets, and endcaps. Engaging team members and leadership to provide the best possible shopping experience for our customers. Creates a culture that drives positive team member engagement to retain talent as well as recruit new talent to meet forecasted staffing needs. Identifying, selecting, and developing talent within the store. Upholding the cultural standards and values via open, clear, and effective communication. Assessing the financial results of the store, implementing, and executing appropriate business strategies to drive store profitability and results. Developing strategies to improve customer service, store sales and profitability. Ensuring customer needs are met, complaints are resolved effectively and efficiently, and service is quick and efficient. Ensuring that all products and displays are merchandised to maximize sales and profitability. Being a strong community partner by cultivating relationships in the local community to support the Meijer brand. What You'll be

### Doing:

Ability to assist the Store Director in running the overall store operations as needed. Leads performance management activities for leaders and team members while making decisions on performance ratings, career development and promotion potential. Attracts, selects, and retains a team that supports the Meijer culture, including valuing Diversity, Equity, and Inclusion. Responsible for daily communication with team, leading huddles to share financial performance, customer feedback, recognition, and other important information. Drives candid and open communication within the store built on Meijer's philosophy of Care and Accountability. Communicates product freshness standards and ensures that processes and procedures are followed. Responsible for all store operations in absence of the Store Director. Verifies that all operations are run in a manner consistent with Meijer's and local authorities' Food Safety standards. Through personal involvement, assist in creating a connection with the communities and customers we serve. Delivers on key performance metrics which includes sales, shrink, labor, margin, total direct contribution, net profit, customer satisfaction, and safety. Driver of new implementations/initiatives identified by store operations. Remains informed and aware of the changing macro environment and customer desires and drives strategies to keep Meijer competitive. Involved in daily DSD execution, backroom and salesfloor excellence. Keeps current on competitive trends and strengths and weaknesses of current competitors. Follows company merchandising planograms and uses 85/15 to design plans including (but not limited to) ordering, weekly ad set/seasonal assortments, displays & pricing. This job profile is not meant to be all inclusive of the responsibilities of this position. You may perform other duties as assigned or required. What You Bring with You (Qualifications): Bachelor's degree or equivalent experience. Minimum 5+ years of retail/grocery/operations management/customer service experience. 4+ years of progressive leadership experience. A passion to lead those in span of care while providing industry leading service. 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.

# 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.