



Job Posting Analytics

Lightcast Q1 2024 Data Set

For Period: March 1 - 31, 2024

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

Parameters

Select Timeframe: Mar 2024 - Mar 2024

Occupations:

Results should include

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

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

Regions:

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

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

Job Title:

Results should include

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

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

Company:

Results should include

Description
Pfizer
Fast Pace Health

Description
Walmart
Bronson Healthcare

Ascension

Meijer

Border Foods

Corewell Health

Stryker

Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

227

Unique Postings
671 Total Postings

8

Employers Competing
3,295 Total Employers

26 Days

Median Posting Duration
Regional Average: 25 Days

3 : 1

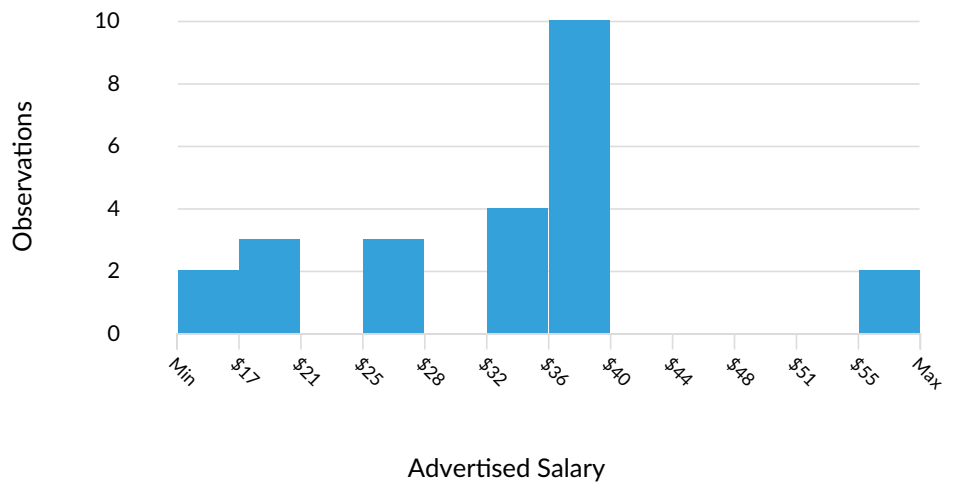
Posting Intensity
Regional Average: 3 : 1

Advertised Salary

There are 24 advertised salary observations (11% of the 227 matching postings).

\$35.88/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	22	10%
High school or GED	129	57%
Associate degree	55	24%
Bachelor's degree	30	13%
Master's degree	30	13%
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	129	0	57%
Associate degree	38	17	17%
Bachelor's degree	8	22	4%
Master's degree	30	0	13%
Ph.D. or professional degree	0	0	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	110	48%
0 - 1 Years	110	48%
2 - 3 Years	7	3%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Fast Pace Health	127 / 59	2 : 1 	19 days
Corewell Health	167 / 55	3 : 1 	39 days
Bronson Healthcare	83 / 37	2 : 1 	21 days
Oaklawn Hospital	41 / 25	2 : 1 	n/a
Border Foods	123 / 24	5 : 1 	n/a
Ascension	107 / 19	6 : 1 	20 days
Meijer	22 / 7	3 : 1 	59 days
Walmart	1 / 1	1 : 1 	n/a

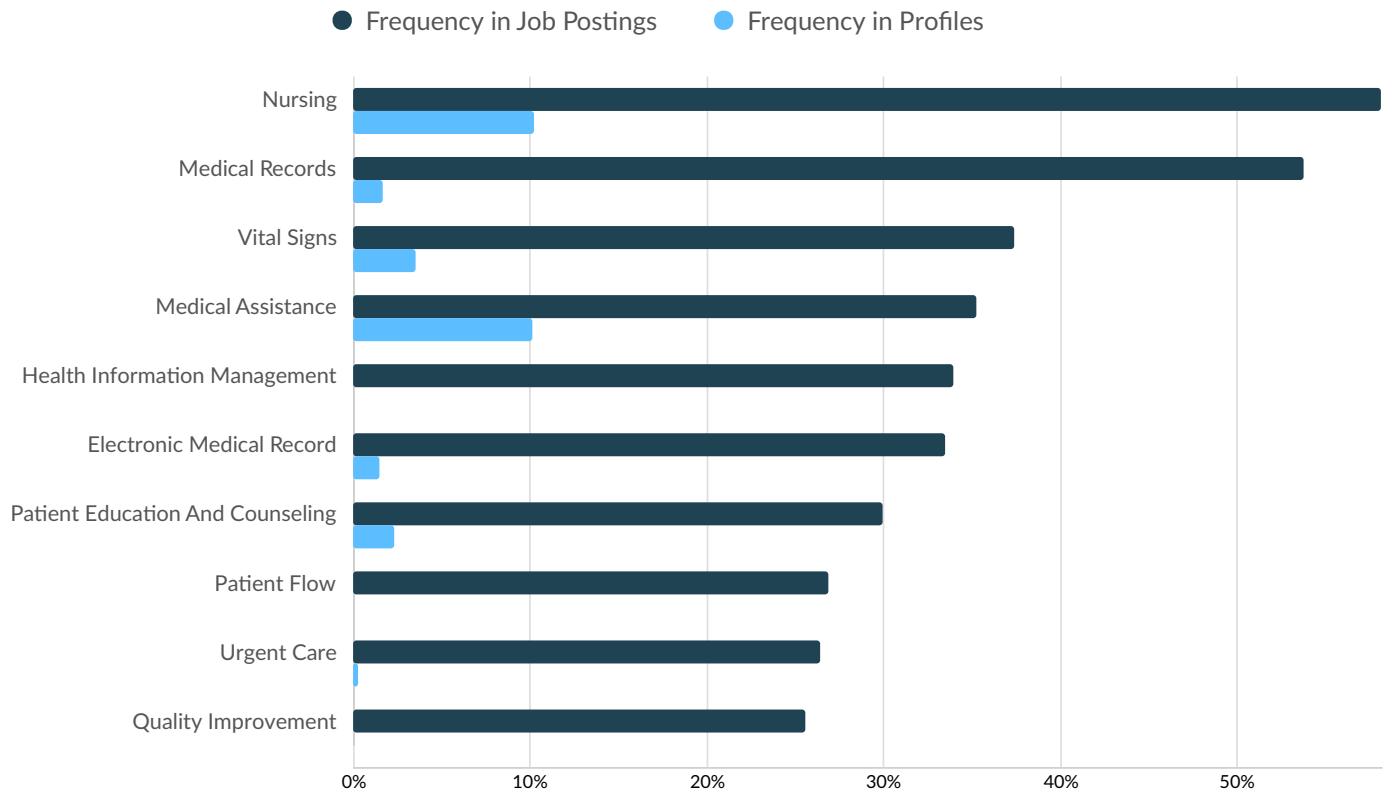
Top Posted Occupations

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Medical Assistants	160 / 81	2 : 1 	39 days
Registered Nurses	163 / 40	4 : 1 	21 days
Nurse Practitioners	80 / 30	3 : 1 	35 days
Radiologic Technologists and Technicians	47 / 29	2 : 1 	14 days
Cashiers	88 / 21	4 : 1 	59 days
Cooks, Restaurant	68 / 15	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	56 / 5	11 : 1 	n/a
Health Technologists and Technicians, All Other	6 / 3	2 : 1 	n/a
Surgeons, All Other	2 / 2	1 : 1 	n/a
Nursing Assistants	1 / 1	1 : 1 	n/a

Top Posted Occupations

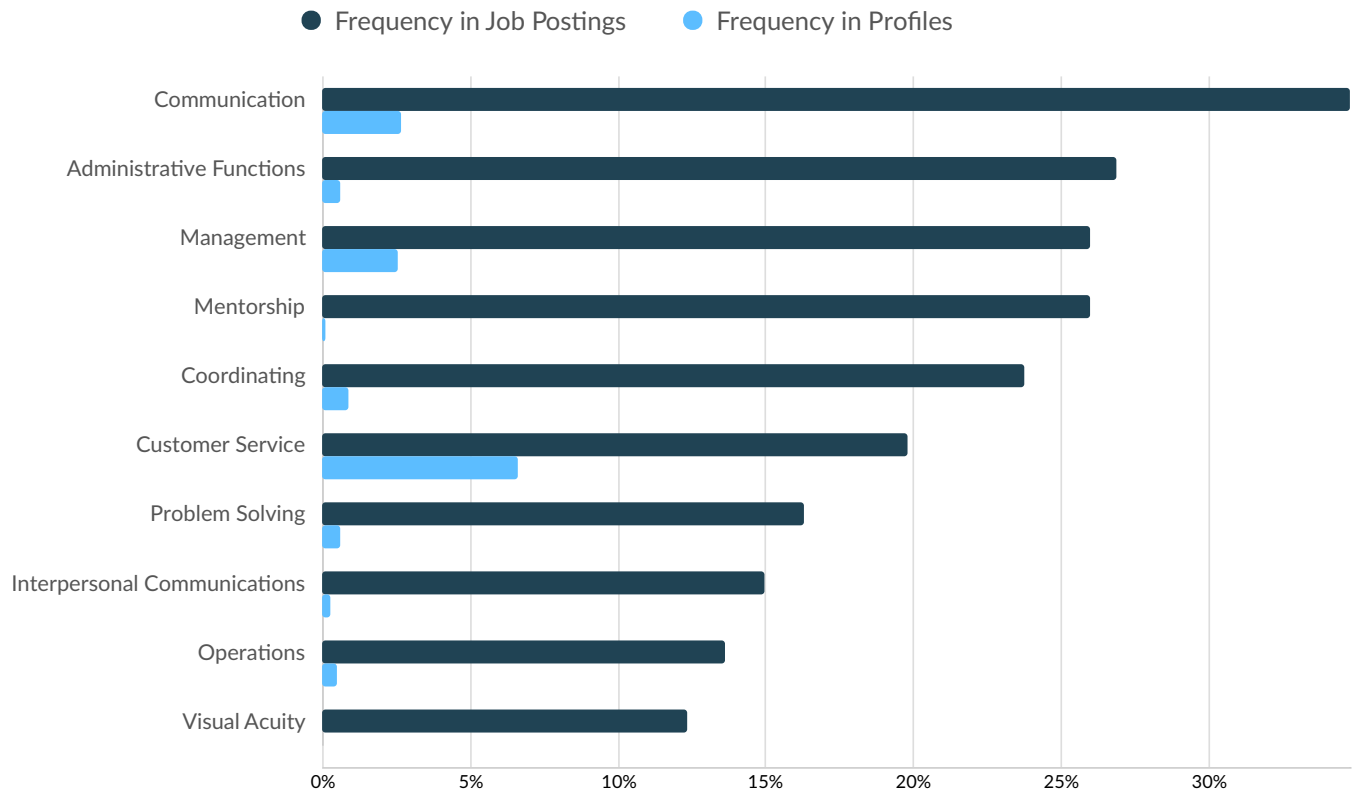
Occupation (O*NET)	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Medical Assistants	160 / 81	2 : 1 	39 days
Registered Nurses	145 / 38	4 : 1 	21 days
Nurse Practitioners	80 / 30	3 : 1 	35 days
Radiologic Technologists and Technicians	47 / 29	2 : 1 	14 days
Cashiers	88 / 21	4 : 1 	59 days
Cooks, Restaurant	68 / 15	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	56 / 5	11 : 1 	n/a
Health Technologists and Technicians, All Other	6 / 3	2 : 1 	n/a
Critical Care Nurses	18 / 2	9 : 1 	n/a
Surgeons, All Other	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
Nursing	132	58%	81	10%	+20.1%	Growing
Medical Records	122	54%	13	2%	+12.5%	Growing
Vital Signs	85	37%	28	4%	+17.2%	Growing
Medical Assistance	80	35%	80	10%	+11.9%	Growing
Health Information Management	77	34%	0	0%	+7.5%	Stable
Electronic Medical Record	76	33%	12	2%	+12.1%	Growing
Patient Education And Counseling	68	30%	18	2%	+11.6%	Growing
Patient Flow	61	27%	0	0%	+13.3%	Growing
Urgent Care	60	26%	2	0%	+15.1%	Growing
Quality Improvement	58	26%	0	0%	+16.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	79	35%	21	3%	+3.6%	Lagging
Administrative Functions	61	27%	5	1%	+13.6%	Growing
Management	59	26%	20	3%	+5.3%	Stable
Mentorship	59	26%	1	0%	+16.5%	Growing
Coordinating	54	24%	7	1%	+14.7%	Growing
Customer Service	45	20%	52	7%	+5.2%	Stable
Problem Solving	37	16%	5	1%	+11.3%	Growing
Interpersonal Communications	34	15%	2	0%	+12.5%	Growing
Operations	31	14%	4	1%	+8.1%	Stable
Visual Acuity	28	12%	0	0%	+18.9%	Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q1 2024 Data Set

For Period: March 1 - 31, 2024

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

Parameters

Select Timeframe: Mar 2024 - Mar 2024

Occupations:

Results should include

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

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

Regions:

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

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

547

Unique Postings
1,876 Total Postings

9

Employers Competing
2,599 Total Employers

26 Days

Median Posting Duration
Regional Average: 24 Days

3 : 1

Posting Intensity



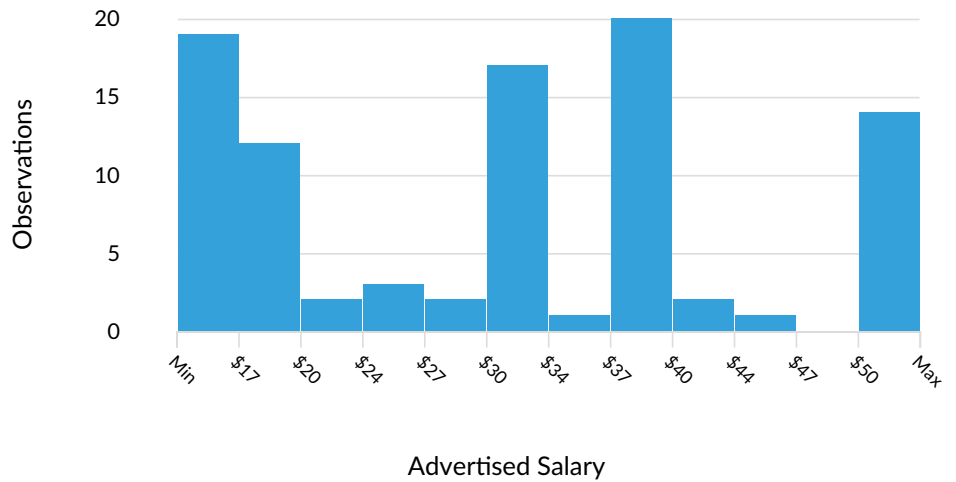
Regional Average: 3 : 1

Advertised Salary

There are 93 advertised salary observations (17% of the 547 matching postings).

\$33.42/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	86	16%
High school or GED	285	52%
Associate degree	193	35%
Bachelor's degree	130	24%
Master's degree	23	4%
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	285	0	52%
Associate degree	113	77	21%
Bachelor's degree	58	68	11%
Master's degree	5	18	1%
Ph.D. or professional degree	0	0	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	381	70%
0 - 1 Years	72	13%
2 - 3 Years	82	15%
4 - 6 Years	10	2%
7 - 9 Years	1	0%
10+ Years	1	0%











Top Companies Posting

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Bronson Healthcare	340 / 202	2 : 1 	23 days
Ascension	939 / 146	6 : 1 	26 days
Oaklawn Hospital	107 / 79	1 : 1 	n/a
Border Foods	321 / 58	6 : 1 	n/a
Corewell Health	89 / 28	3 : 1 	57 days
Meijer	36 / 19	2 : 1 	22 days
Stryker	34 / 10	3 : 1 	37 days
Pfizer	8 / 3	3 : 1 	n/a
Walmart	2 / 2	1 : 1 	n/a

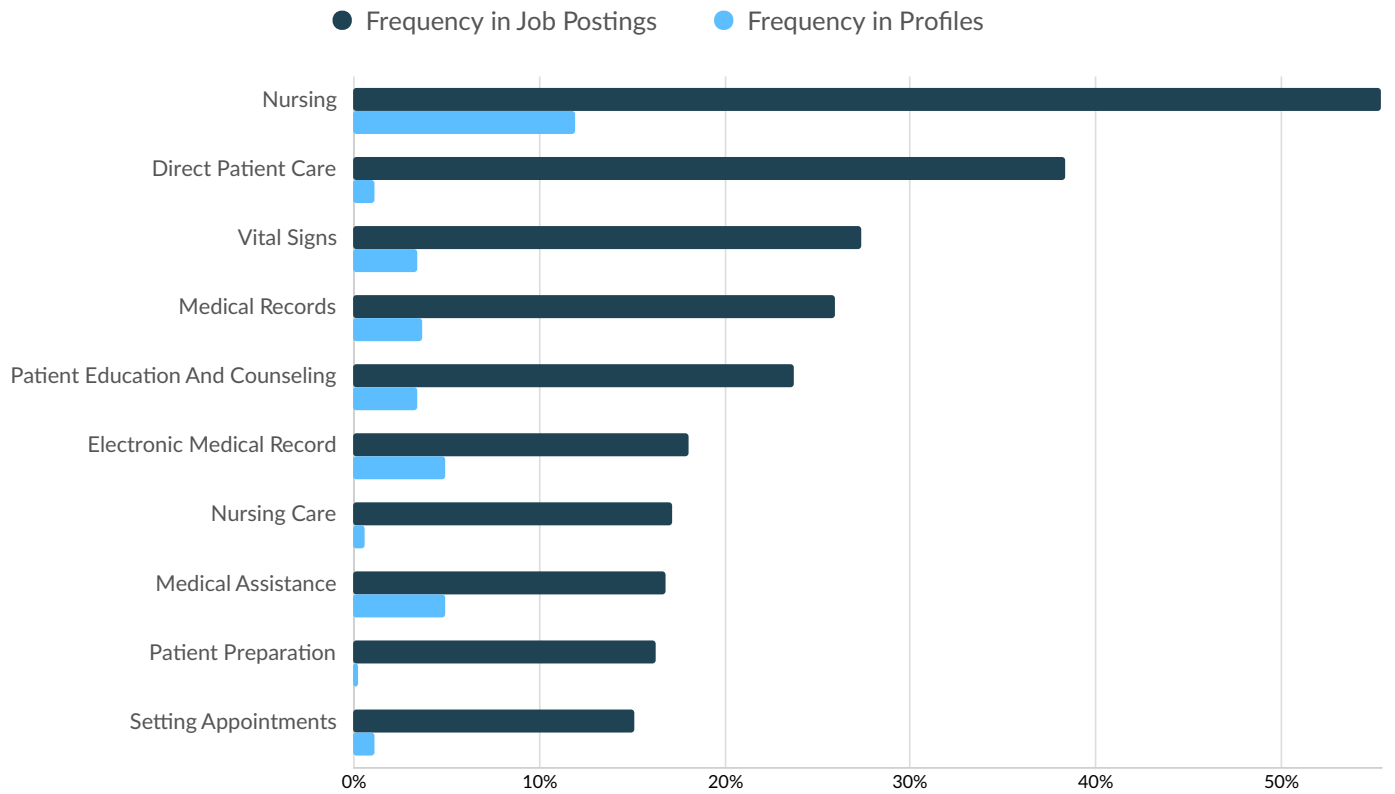
Top Posted Occupations

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	825 / 184	4 : 1 	26 days
Medical Assistants	187 / 106	2 : 1 	40 days
Health Technologists and Technicians, All Other	140 / 51	3 : 1 	23 days
Nursing Assistants	195 / 48	4 : 1 	32 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	61 / 38	2 : 1 	n/a
Fast Food and Counter Workers	132 / 30	4 : 1 	11 days
Cashiers	86 / 27	3 : 1 	22 days
Food Service Managers	147 / 25	6 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	78 / 24	3 : 1 	25 days
Medical and Health Services Managers	25 / 14	2 : 1 	37 days

Top Posted Occupations

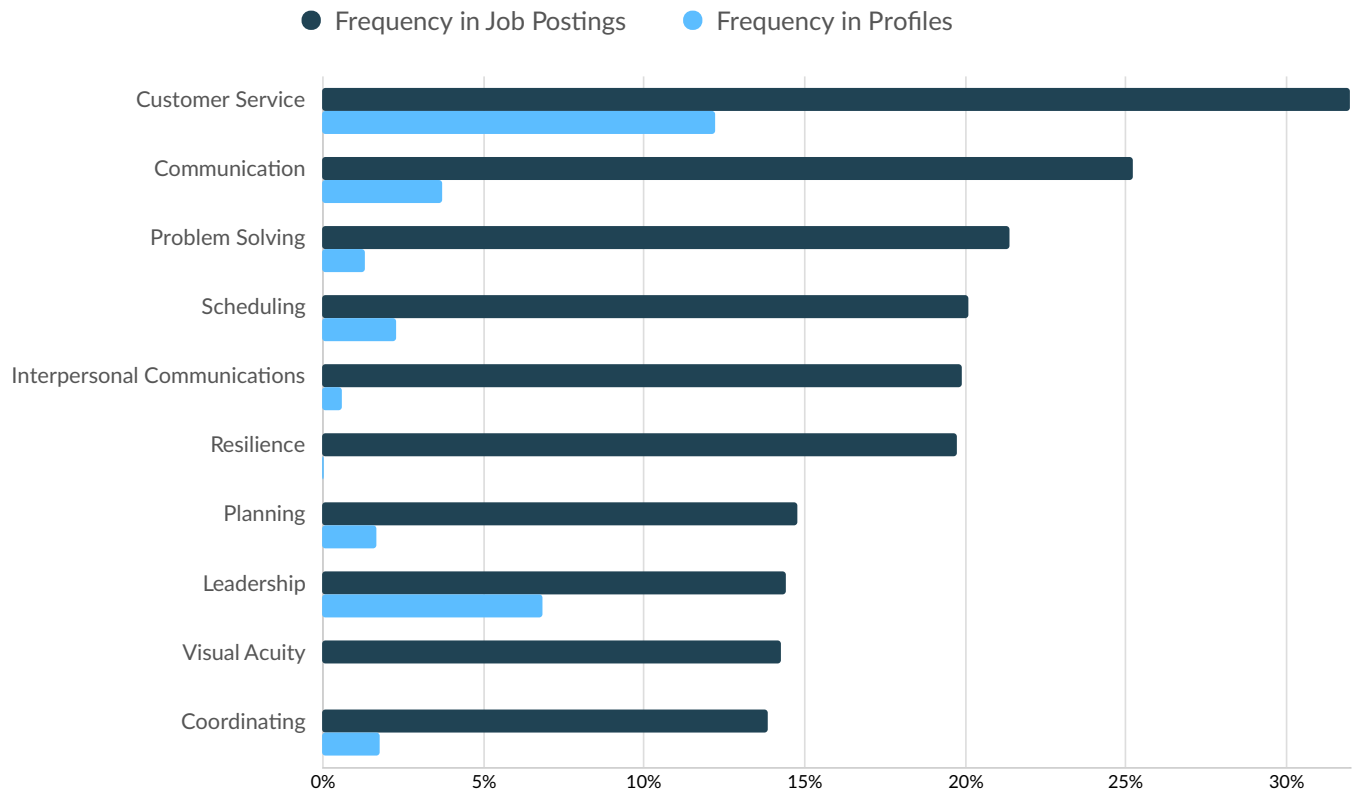
Occupation (O*NET)	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	641 / 160	4 : 1 	26 days
Medical Assistants	187 / 106	2 : 1 	40 days
Nursing Assistants	195 / 48	4 : 1 	32 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	61 / 38	2 : 1 	n/a
Fast Food and Counter Workers	132 / 30	4 : 1 	11 days
Health Technologists and Technicians, All Other	109 / 29	4 : 1 	n/a
Cashiers	86 / 27	3 : 1 	22 days
Food Service Managers	147 / 25	6 : 1 	n/a
Critical Care Nurses	184 / 24	8 : 1 	21 days
Licensed Practical and Licensed Vocational Nurses	78 / 24	3 : 1 	25 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	303	55%	182	12%	+20.1%	Growing
Direct Patient Care	210	38%	17	1%	+16.6%	Growing
Vital Signs	150	27%	52	3%	+17.2%	Growing
Medical Records	142	26%	57	4%	+12.5%	Growing
Patient Education And Counseling	130	24%	53	3%	+11.6%	Growing
Electronic Medical Record	99	18%	76	5%	+12.1%	Growing
Nursing Care	94	17%	10	1%	+19.1%	Growing
Medical Assistance	92	17%	76	5%	+11.9%	Growing
Patient Preparation	89	16%	4	0%	+15.8%	Growing
Setting Appointments	83	15%	18	1%	+10.9%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	175	32%	186	12%	+5.2%	Stable
Communication	138	25%	57	4%	+3.6%	Lagging
Problem Solving	117	21%	20	1%	+11.3%	Growing
Scheduling	110	20%	35	2%	+16.4%	Growing
Interpersonal Communications	109	20%	9	1%	+12.5%	Growing
Resilience	108	20%	1	0%	+12.7%	Growing
Planning	81	15%	26	2%	+10.9%	Growing
Leadership	79	14%	104	7%	+8.5%	Stable
Visual Acuity	78	14%	0	0%	+18.9%	Growing
Coordinating	76	14%	27	2%	+14.7%	Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q1 2024 Data Set

For Period: March 1 - 31, 2024

Branch County

Parameters

Select Timeframe: Mar 2024 - Mar 2024

Occupations:

Results should include

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

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

Regions:

Code	Description
26023	Branch County, MI

Company:

Results should include

Description	Description
ProMedica	Bronson Healthcare
Border Foods	Bob Evans Restaurants
Walmart	Clemens Food Group
Dollar General	

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

31

Unique Postings
62 Total Postings


7

Employers Competing
116 Total Employers

23 Days

Median Posting Duration
Regional Average: 9 Days

2 : 1

Posting Intensity

Regional Average: 2 : 1

Advertised Salary

Not enough data for this chart.

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	7	23%
High school or GED	19	61%
Associate degree	4	13%
Bachelor's degree	4	13%
Master's degree	0	0%
Ph.D. or professional degree	0	0%








Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	19	0	61%
Associate degree	4	0	13%
Bachelor's degree	1	3	3%
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	21	68%
0 - 1 Years	4	13%
2 - 3 Years	5	16%
4 - 6 Years	1	3%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
ProMedica	28 / 8	4 : 1 	6 days
Border Foods	14 / 6	2 : 1 	n/a
Bronson Healthcare	7 / 6	1 : 1 	23 days
Dollar General	5 / 5	1 : 1 	11 days
Clemens Food Group	4 / 3	1 : 1 	n/a
Bob Evans Restaurants	3 / 2	2 : 1 	n/a
Walmart	1 / 1	1 : 1 	n/a

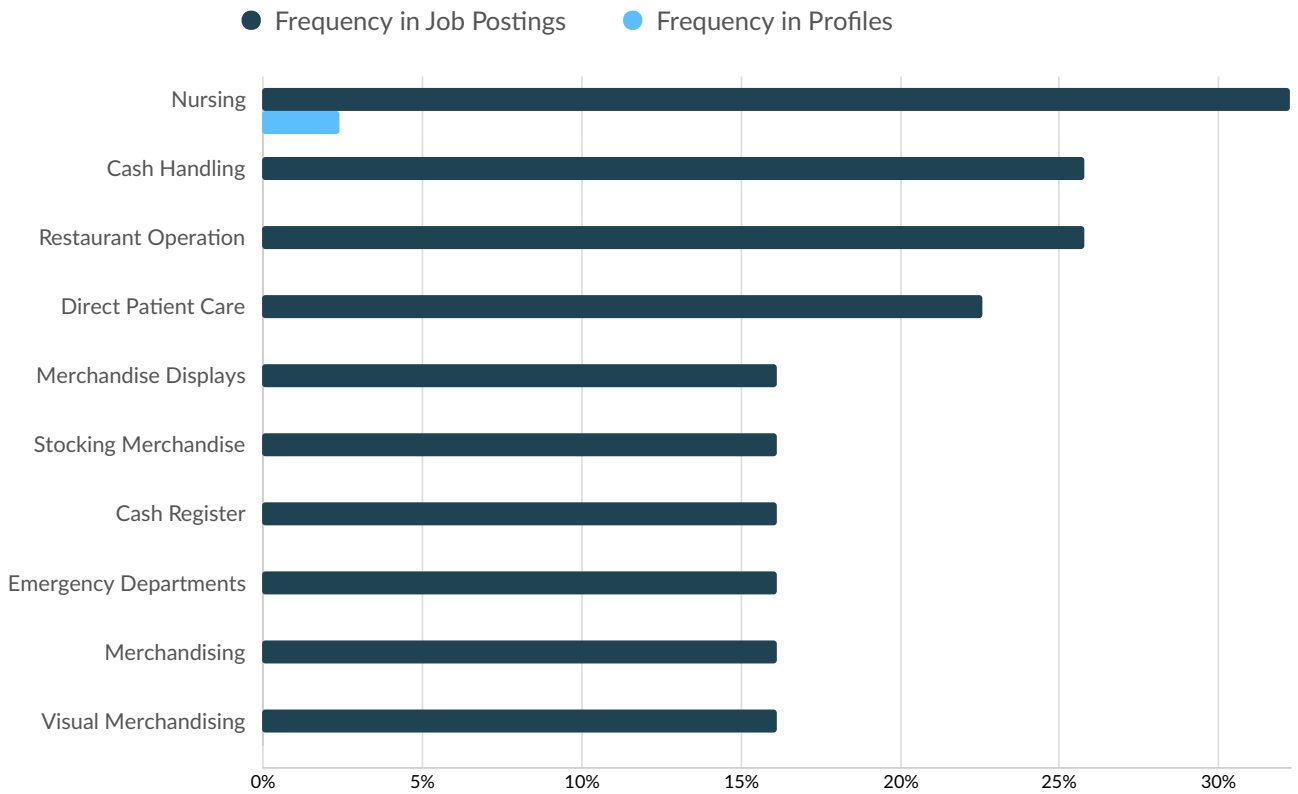
Top Posted Occupations

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	15 / 9	2 : 1 	23 days
Food Service Managers	8 / 5	2 : 1 	n/a
Health Technologists and Technicians, All Other	18 / 4	5 : 1 	23 days
Retail Salespersons	4 / 4	1 : 1 	11 days
General and Operations Managers	4 / 3	1 : 1 	n/a
Business Operations Specialists, All Other	3 / 2	2 : 1 	n/a
Fast Food and Counter Workers	6 / 2	3 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	1 / 1	1 : 1 	n/a
Cashiers	3 / 1	3 : 1 	n/a

Top Posted Occupations

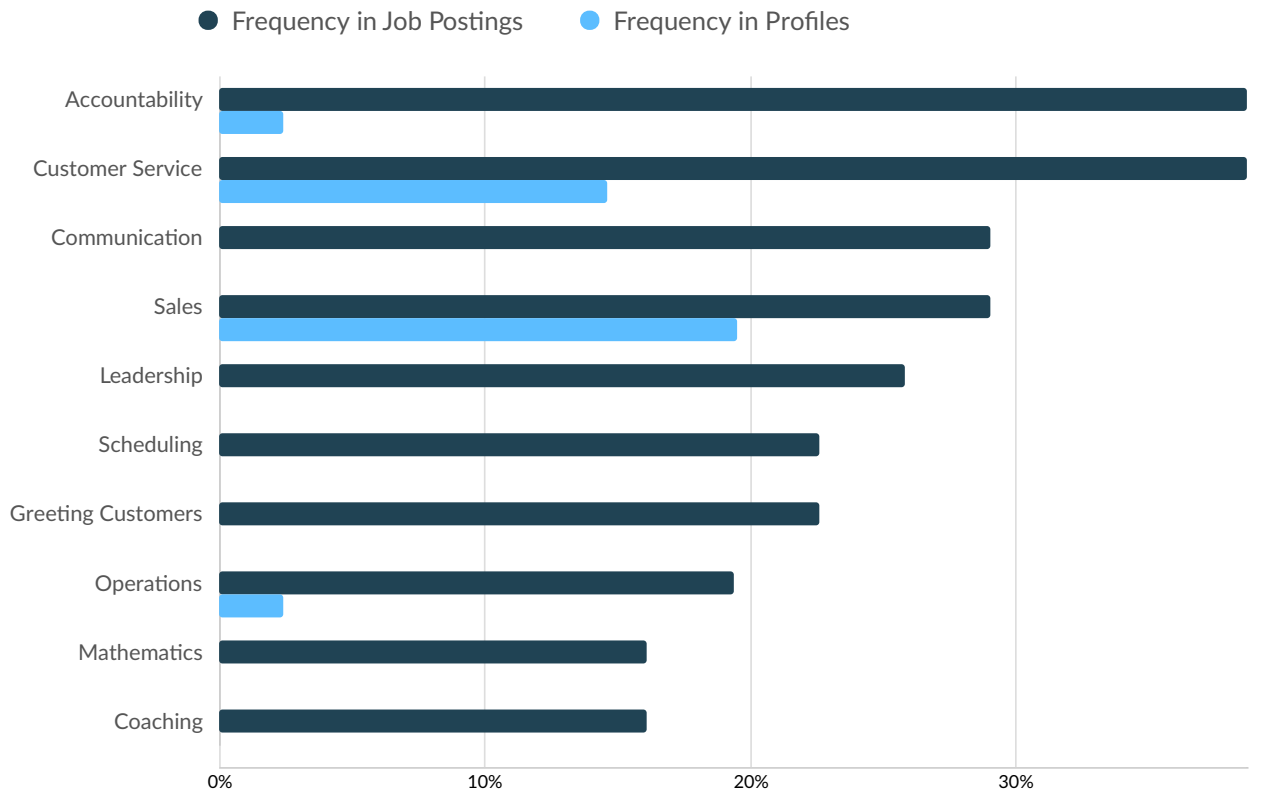
Occupation (O*NET)	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	15 / 9	2 : 1 	23 days
Food Service Managers	8 / 5	2 : 1 	n/a
Retail Salespersons	4 / 4	1 : 1 	11 days
General and Operations Managers	4 / 3	1 : 1 	n/a
Health Technologists and Technicians, All Other	15 / 2	8 : 1 	51 days
Patient Representatives	3 / 2	2 : 1 	4 days
Fast Food and Counter Workers	6 / 2	3 : 1 	n/a
Online Merchants	1 / 1	1 : 1 	n/a
Security Management Specialists	2 / 1	2 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	1 / 1	1 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	10	32%	1	2%	+20.1%	Growing
Cash Handling	8	26%	0	0%	+8.9%	Stable
Restaurant Operation	8	26%	0	0%	+28.0%	Rapidly Growing
Direct Patient Care	7	23%	0	0%	+16.6%	Growing
Merchandise Displays	5	16%	0	0%	+22.0%	Rapidly Growing
Stocking Merchandise	5	16%	0	0%	+18.0%	Growing
Cash Register	5	16%	0	0%	+21.4%	Rapidly Growing
Emergency Departments	5	16%	0	0%	+9.1%	Stable
Merchandising	5	16%	0	0%	+15.0%	Growing
Visual Merchandising	5	16%	0	0%	+12.9%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Accountability	12	39%	1	2%	+18.7%	Growing
Customer Service	12	39%	6	15%	+5.2%	Stable
Communication	9	29%	0	0%	+3.6%	Lagging
Sales	9	29%	8	20%	+7.8%	Stable
Leadership	8	26%	0	0%	+8.5%	Stable
Scheduling	7	23%	0	0%	+16.4%	Growing
Greeting Customers	7	23%	0	0%	+4.6%	Lagging
Operations	6	19%	1	2%	+8.1%	Stable
Mathematics	5	16%	0	0%	+20.2%	Growing
Coaching	5	16%	0	0%	+16.4%	Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q1 2024 Data Set

For Period: March 1 - 31, 2024

Calhoun County

Parameters

Select Timeframe: Mar 2024 - Mar 2024

Occupations:

Results should include

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

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

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

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

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

188

Unique Postings
569 Total Postings

10

Employers Competing
893 Total Employers

26 Days

Median Posting Duration
Regional Average: 24 Days

3 : 1

Posting Intensity



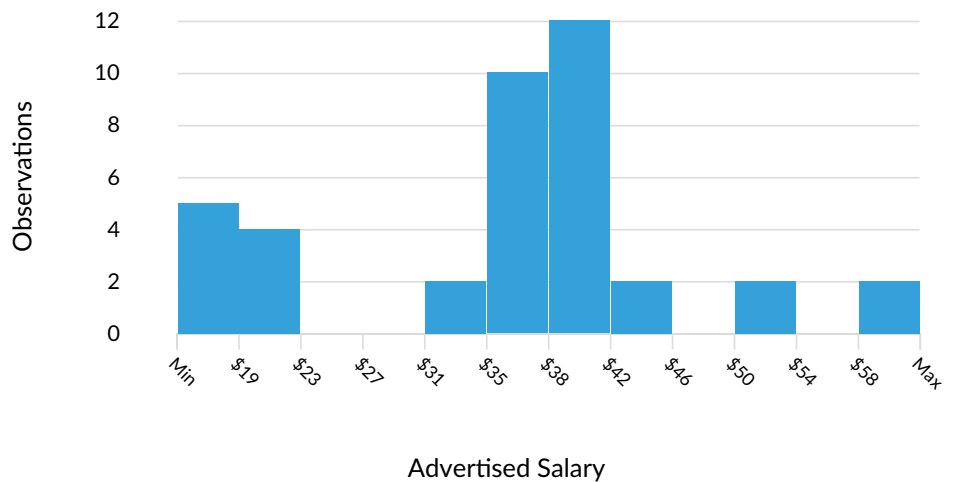
Regional Average: 3 : 1

Advertised Salary

There are 39 advertised salary observations (21% of the 188 matching postings).

\$37.60/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	61	32%
High school or GED	62	33%
Associate degree	64	34%
Bachelor's degree	39	21%
Master's degree	8	4%
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	62	0	33%
Associate degree	52	12	28%
Bachelor's degree	12	24	6%
Master's degree	1	7	1%
Ph.D. or professional degree	0	0	0%







Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	134	71%
0 - 1 Years	28	15%
2 - 3 Years	23	12%
4 - 6 Years	3	2%
7 - 9 Years	0	0%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	68 / 50	1 : 1 	n/a
Bronson Healthcare	77 / 42	2 : 1 	21 days
Border Foods	118 / 17	7 : 1 	n/a
Dollar General	34 / 16	2 : 1 	19 days
Clean Team	83 / 15	6 : 1 	15 days
Taco Bell	62 / 12	5 : 1 	n/a
Elara Caring	14 / 12	1 : 1 	39 days
Hogan	49 / 10	5 : 1 	53 days
Select Medical	42 / 8	5 : 1 	4 days
Subway	22 / 6	4 : 1 	11 days

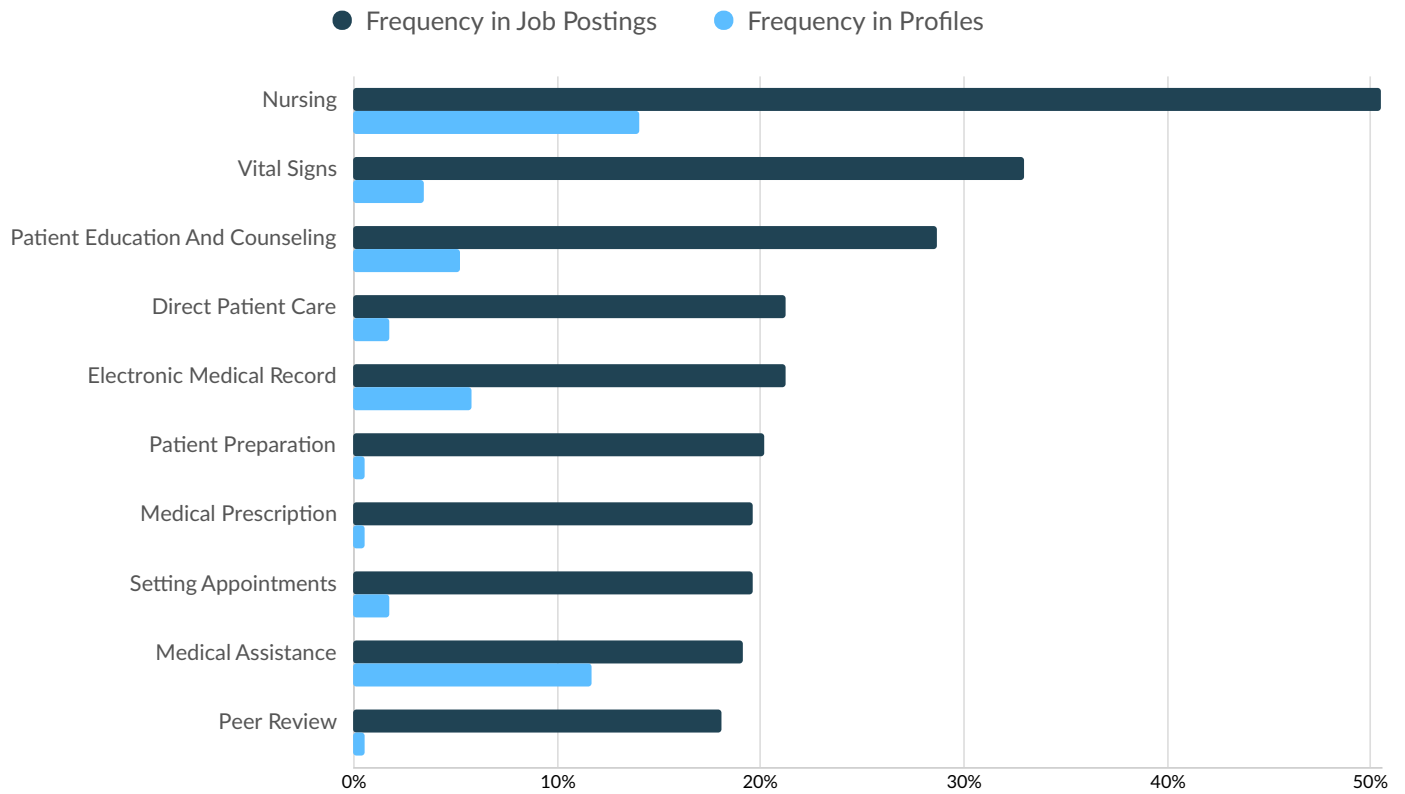
Top Posted Occupations

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	132 / 68	2 : 1 	26 days
Medical Assistants	62 / 39	2 : 1 	n/a
Fast Food and Counter Workers	88 / 19	5 : 1 	11 days
Food Service Managers	116 / 18	6 : 1 	58 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	85 / 16	5 : 1 	15 days
Heavy and Tractor-Trailer Truck Drivers	49 / 10	5 : 1 	53 days
Retail Salespersons	12 / 9	1 : 1 	19 days
First-Line Supervisors of Retail Sales Workers	22 / 7	3 : 1 	59 days
Home Health and Personal Care Aides	3 / 2	2 : 1 	n/a

Top Posted Occupations

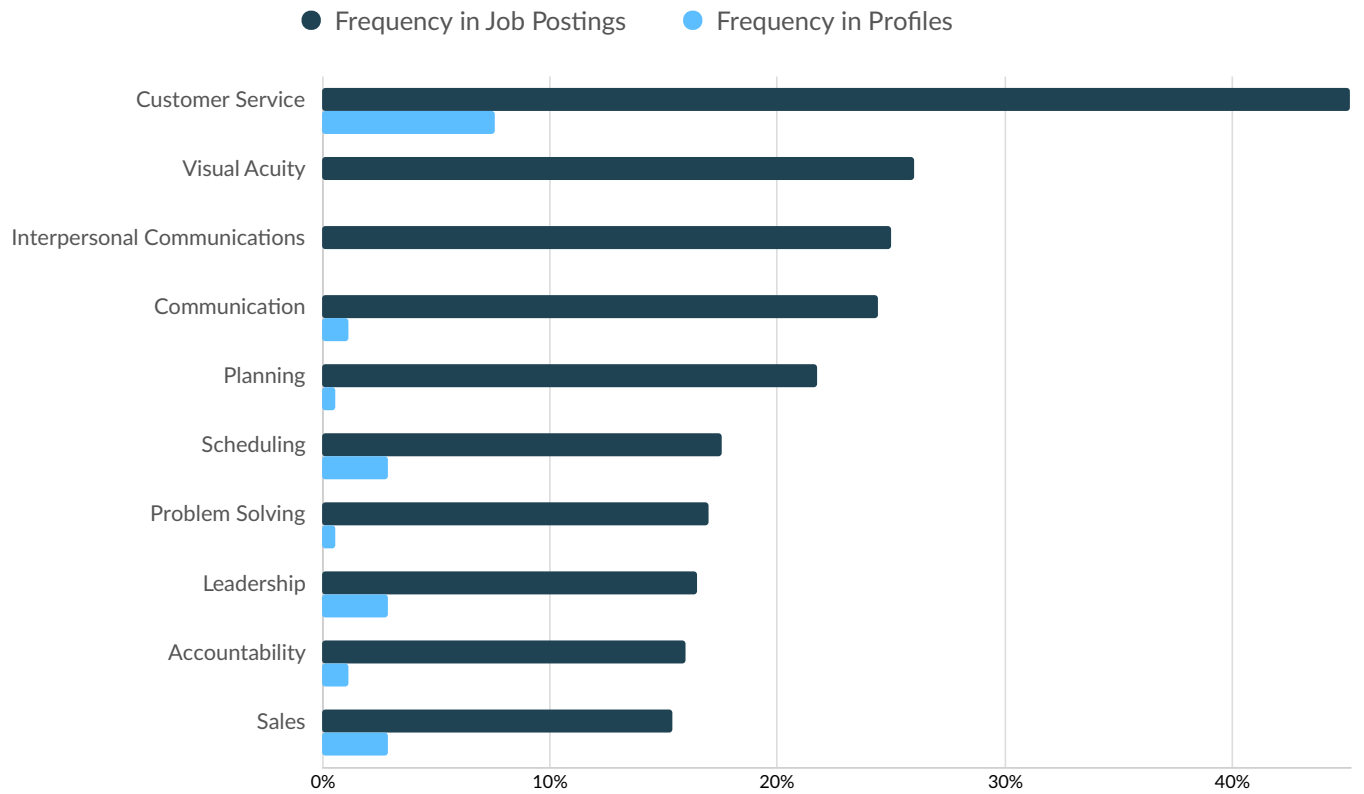
Occupation (O*NET)	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	127 / 63	2 : 1 	26 days
Medical Assistants	62 / 39	2 : 1 	n/a
Fast Food and Counter Workers	88 / 19	5 : 1 	11 days
Food Service Managers	116 / 18	6 : 1 	58 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	85 / 16	5 : 1 	15 days
Heavy and Tractor-Trailer Truck Drivers	49 / 10	5 : 1 	53 days
Retail Salespersons	12 / 9	1 : 1 	19 days
First-Line Supervisors of Retail Sales Workers	22 / 7	3 : 1 	59 days
Critical Care Nurses	5 / 5	1 : 1 	n/a
Home Health Aides	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
Nursing	95	51%	24	14%	+20.1%	Growing
Vital Signs	62	33%	6	4%	+17.2%	Growing
Patient Education And Counseling	54	29%	9	5%	+11.6%	Growing
Direct Patient Care	40	21%	3	2%	+16.6%	Growing
Electronic Medical Record	40	21%	10	6%	+12.1%	Growing
Patient Preparation	38	20%	1	1%	+15.8%	Growing
Medical Prescription	37	20%	1	1%	+8.5%	Stable
Setting Appointments	37	20%	3	2%	+10.9%	Growing
Medical Assistance	36	19%	20	12%	+11.9%	Growing
Peer Review	34	18%	1	1%	+18.4%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	85	45%	13	8%	+5.2%	Stable
Visual Acuity	49	26%	0	0%	+18.9%	Growing
Interpersonal Communications	47	25%	0	0%	+12.5%	Growing
Communication	46	24%	2	1%	+3.6%	Lagging
Planning	41	22%	1	1%	+10.9%	Growing
Scheduling	33	18%	5	3%	+16.4%	Growing
Problem Solving	32	17%	1	1%	+11.3%	Growing
Leadership	31	16%	5	3%	+8.5%	Stable
Accountability	30	16%	2	1%	+18.7%	Growing
Sales	29	15%	5	3%	+7.8%	Stable

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q1 2024 Data Set

For Period: March 1 - 31, 2024

Kalamazoo County

Parameters

Select Timeframe: Mar 2024 - Mar 2024

Occupations:

Results should include

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

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

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

Description	Description
Pfizer	Capital One
Ascension	Western Michigan University
Meijer	Zoetis
Bronson Healthcare	Stryker
Corewell Health	Kalamazoo County Government

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

424

Unique Postings
1,686 Total Postings

10

Employers Competing
1,832 Total Employers

26 Days

Median Posting Duration
Regional Average: 25 Days

4 : 1

Posting Intensity



Regional Average: 3 : 1

Advertised Salary

There are 138 advertised salary observations (33% of the 424 matching postings).

\$35.38/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	47	11%
High school or GED	197	46%
Associate degree	128	30%
Bachelor's degree	177	42%
Master's degree	58	14%
Ph.D. or professional degree	14	3%











Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	197	0	46%
Associate degree	62	51	15%
Bachelor's degree	113	49	27%
Master's degree	5	39	1%
Ph.D. or professional degree	0	14	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	220	52%
0 - 1 Years	49	12%
2 - 3 Years	61	14%
4 - 6 Years	55	13%
7 - 9 Years	27	6%
10+ Years	12	3%











Top Companies Posting

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Ascension	934 / 142	7 : 1 	26 days
Bronson Healthcare	224 / 124	2 : 1 	n/a
Capital One	204 / 46	4 : 1 	n/a
Pfizer	142 / 44	3 : 1 	4 days
Stryker	70 / 27	3 : 1 	14 days
Corewell Health	51 / 23	2 : 1 	57 days
Kalamazoo County Government	24 / 9	3 : 1 	n/a
Western Michigan University	21 / 5	4 : 1 	n/a
Zoetis	4 / 3	1 : 1 	n/a
Meijer	12 / 1	12 : 1 	n/a

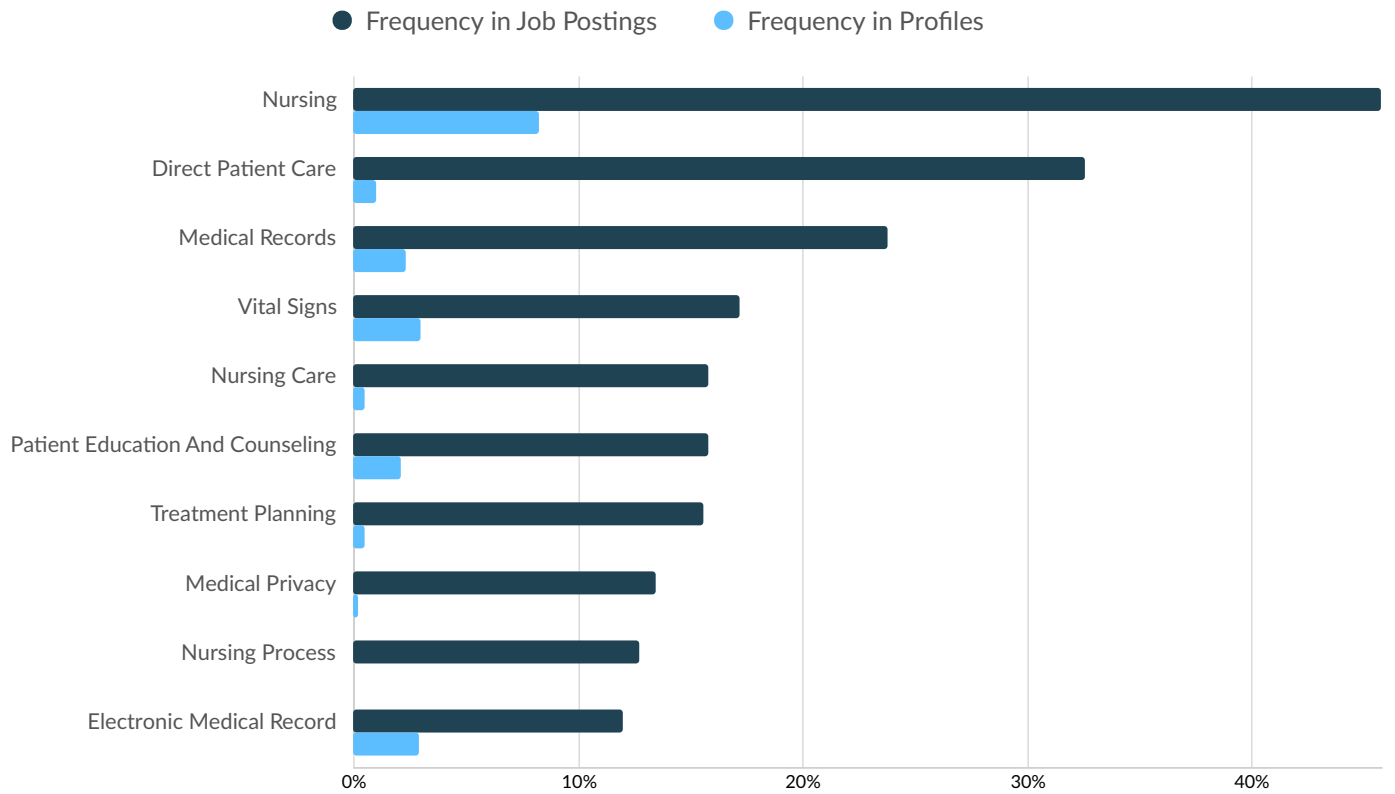
Top Posted Occupations

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	717 / 131	5 : 1 	26 days
Medical Assistants	113 / 60	2 : 1 	40 days
Software Developers	202 / 48	4 : 1 	5 days
Nursing Assistants	182 / 38	5 : 1 	32 days
Industrial Engineering Technologists and Technicians	91 / 30	3 : 1 	5 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	74 / 30	2 : 1 	n/a
Health Technologists and Technicians, All Other	115 / 29	4 : 1 	11 days
Managers, All Other	48 / 24	2 : 1 	4 days
Licensed Practical and Licensed Vocational Nurses	73 / 18	4 : 1 	26 days
Computer Occupations, All Other	71 / 16	4 : 1 	39 days

Top Posted Occupations

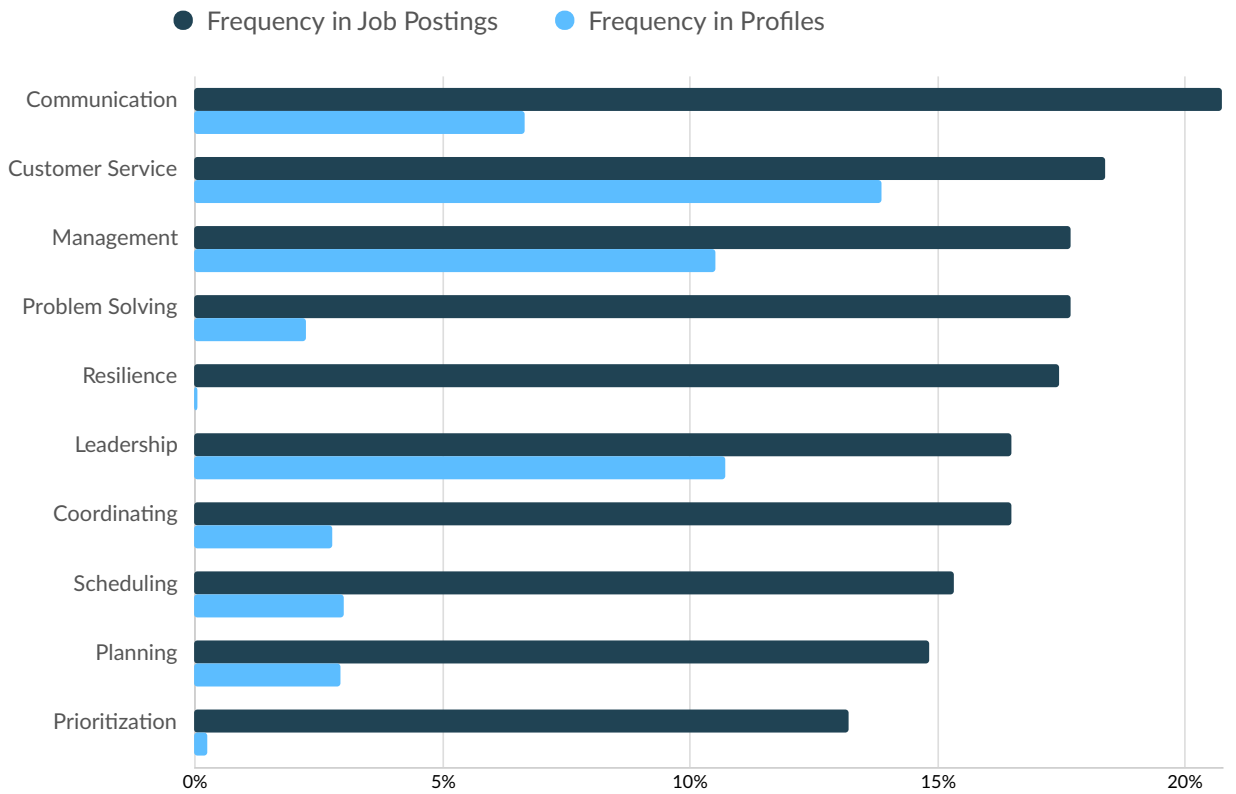
Occupation (O*NET)	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	537 / 112	5 : 1 	26 days
Medical Assistants	113 / 60	2 : 1 	40 days
Software Developers	202 / 48	4 : 1 	5 days
Nursing Assistants	182 / 38	5 : 1 	32 days
Industrial Engineering Technologists and Technicians	91 / 30	3 : 1 	5 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	74 / 30	2 : 1 	n/a
Health Technologists and Technicians, All Other	101 / 21	5 : 1 	n/a
Managers, All Other	37 / 19	2 : 1 	4 days
Critical Care Nurses	180 / 19	9 : 1 	32 days
Licensed Practical and Licensed Vocational Nurses	73 / 18	4 : 1 	26 days

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	194	46%	131	8%	+20.1%	Growing
Direct Patient Care	138	33%	16	1%	+16.6%	Growing
Medical Records	101	24%	37	2%	+12.5%	Growing
Vital Signs	73	17%	48	3%	+17.2%	Growing
Nursing Care	67	16%	8	1%	+19.1%	Growing
Patient Education And Counseling	67	16%	34	2%	+11.6%	Growing
Treatment Planning	66	16%	8	1%	+6.7%	Stable
Medical Privacy	57	13%	3	0%	+16.6%	Growing
Nursing Process	54	13%	0	0%	+24.2%	Rapidly Growing
Electronic Medical Record	51	12%	46	3%	+12.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	88	21%	106	7%	+3.6%	Lagging
Customer Service	78	18%	220	14%	+5.2%	Stable
Management	75	18%	167	11%	+5.3%	Stable
Problem Solving	75	18%	36	2%	+11.3%	Growing
Resilience	74	17%	1	0%	+12.7%	Growing
Leadership	70	17%	170	11%	+8.5%	Stable
Coordinating	70	17%	44	3%	+14.7%	Growing
Scheduling	65	15%	48	3%	+16.4%	Growing
Planning	63	15%	47	3%	+10.9%	Growing
Prioritization	56	13%	4	0%	+20.5%	Rapidly Growing

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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



Job Posting Analytics

Lightcast Q1 2024 Data Set

For Period: March 1 - 31, 2024

St. Joseph County

Parameters

Select Timeframe: Mar 2024 - Mar 2024

Occupations:

Results should include

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

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

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

Description	Description
Enviro-Clean Services	Dollar General
Birch Meadows Senior Care	Arby's
Meijer	Taco Bell
Admiral Group Plc	State of Michigan
Border Foods	Compass Group

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

63

Unique Postings
151 Total Postings

10

Employers Competing
306 Total Employers

31 Days

Median Posting Duration
Regional Average: 26 Days

2 : 1

Posting Intensity



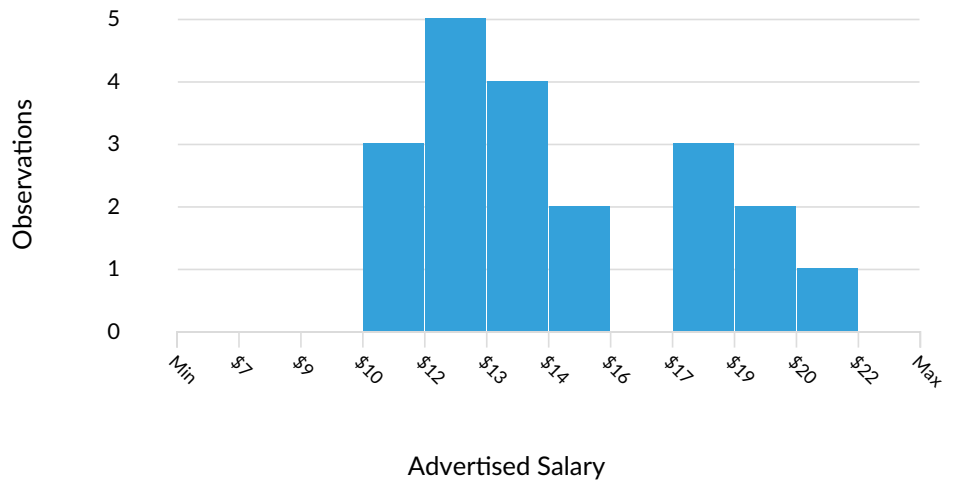
Regional Average: 2 : 1

Advertised Salary

There are 20 advertised salary observations (32% of the 63 matching postings).

\$13.23/hr

Median Advertised Salary



Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	27	43%
High school or GED	35	56%
Associate degree	0	0%
Bachelor's degree	0	0%
Master's degree	1	2%
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	35	0	56%
Associate degree	0	0	0%
Bachelor's degree	0	0	0%
Master's degree	1	0	2%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	44	70%
0 - 1 Years	9	14%
2 - 3 Years	10	16%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%









Top Companies Posting

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Border Foods	33 / 13	3 : 1 	n/a
Taco Bell	24 / 10	2 : 1 	32 days
Dollar General	9 / 9	1 : 1 	8 days
Meijer	14 / 7	2 : 1 	36 days
Admiral Group Plc	21 / 5	4 : 1 	24 days
Compass Group	12 / 5	2 : 1 	4 days
Birch Meadows Senior Care	5 / 4	1 : 1 	43 days
Arby's	19 / 4	5 : 1 	n/a
Enviro-Clean Services	8 / 3	3 : 1 	16 days
State of Michigan	6 / 3	2 : 1 	n/a

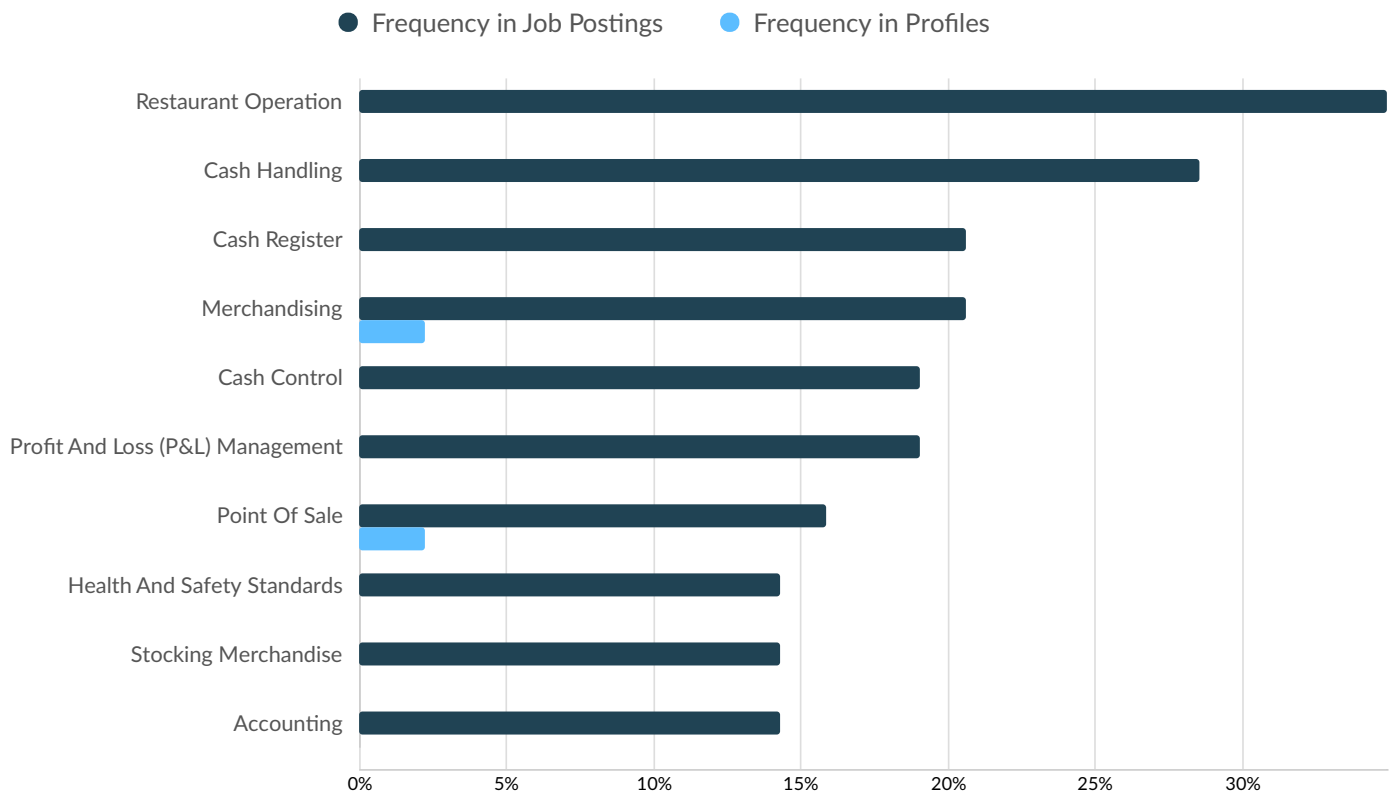
Top Posted Occupations

	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	44 / 17	3 : 1 	4 days
Food Service Managers	37 / 12	3 : 1 	31 days
Cashiers	20 / 9	2 : 1 	36 days
First-Line Supervisors of Retail Sales Workers	17 / 8	2 : 1 	28 days
Retail Salespersons	14 / 7	2 : 1 	8 days
Home Health and Personal Care Aides	5 / 4	1 : 1 	43 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	8 / 3	3 : 1 	16 days
Production Workers, All Other	6 / 3	2 : 1 	n/a

Top Posted Occupations

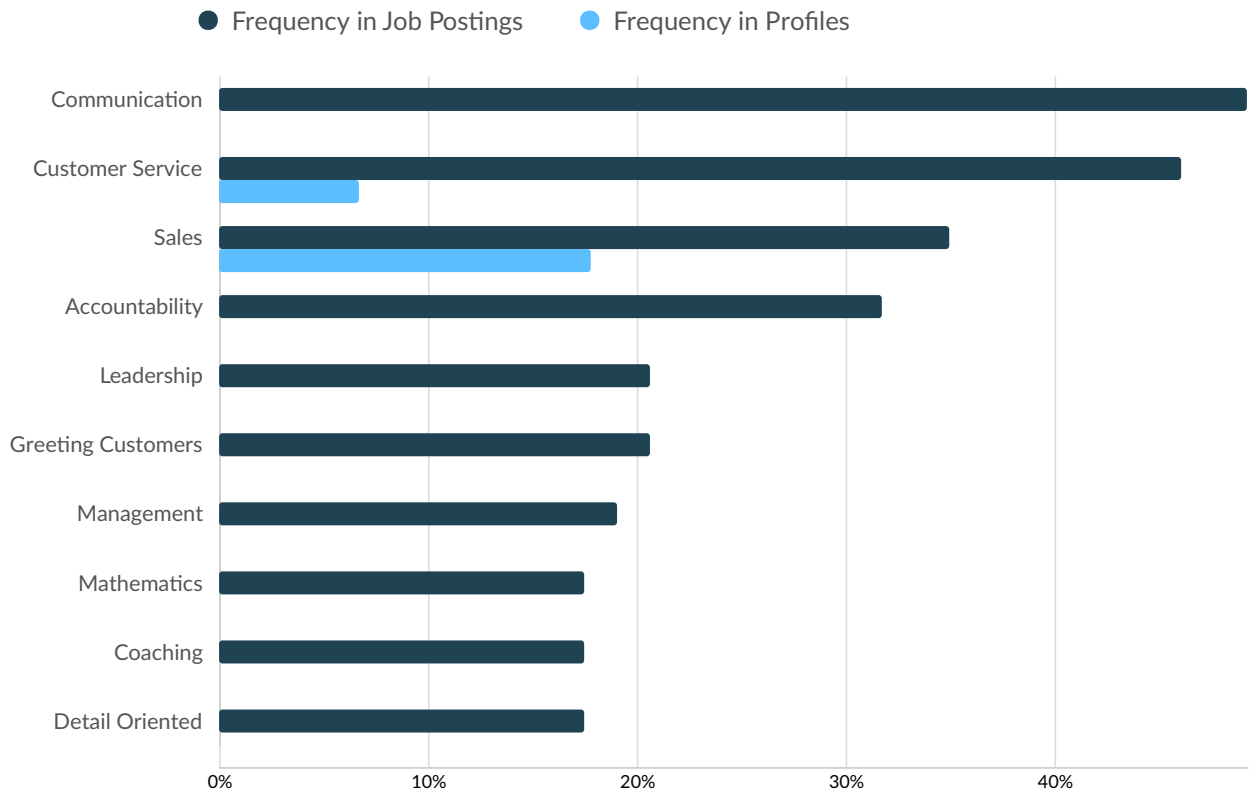
Occupation (O*NET)	Total/Unique (Mar 2024)	Posting Intensity	Median Posting Duration
Fast Food and Counter Workers	44 / 17	3 : 1 	4 days
Food Service Managers	37 / 12	3 : 1 	31 days
Cashiers	20 / 9	2 : 1 	36 days
First-Line Supervisors of Retail Sales Workers	17 / 8	2 : 1 	28 days
Retail Salespersons	14 / 7	2 : 1 	8 days
Personal Care Aides	5 / 4	1 : 1 	43 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	8 / 3	3 : 1 	16 days
Production Workers, All Other	6 / 3	2 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Restaurant Operation	22	35%	0	0%	+28.0%	Rapidly Growing
Cash Handling	18	29%	0	0%	+8.9%	Stable
Cash Register	13	21%	0	0%	+21.4%	Rapidly Growing
Merchandising	13	21%	1	2%	+15.0%	Growing
Cash Control	12	19%	0	0%	+25.1%	Rapidly Growing
Profit And Loss (P&L) Management	12	19%	0	0%	+18.3%	Growing
Point Of Sale	10	16%	1	2%	+13.3%	Growing
Health And Safety Standards	9	14%	0	0%	+19.0%	Growing
Stocking Merchandise	9	14%	0	0%	+18.0%	Growing
Accounting	9	14%	0	0%	+24.0%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	31	49%	0	0%	+3.6%	Lagging
Customer Service	29	46%	3	7%	+5.2%	Stable
Sales	22	35%	8	18%	+7.8%	Stable
Accountability	20	32%	0	0%	+18.7%	Growing
Leadership	13	21%	0	0%	+8.5%	Stable
Greeting Customers	13	21%	0	0%	+4.6%	Lagging
Management	12	19%	0	0%	+5.3%	Stable
Mathematics	11	17%	0	0%	+20.2%	Growing
Coaching	11	17%	0	0%	+16.4%	Growing
Detail Oriented	11	17%	0	0%	+7.1%	Stable

Appendix A - Data Sources and Calculations

Lightcast Job Postings

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