



# Job Posting Analytics

Lightcast Q2 2025 Data Set

Region 8: Berrien, Branch, Calhoun,  
Cass, Kalamazoo, St. Joseph, Van Buren,

May 2025

Michigan

# Parameters

Select Timeframe: May 2025 - May 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

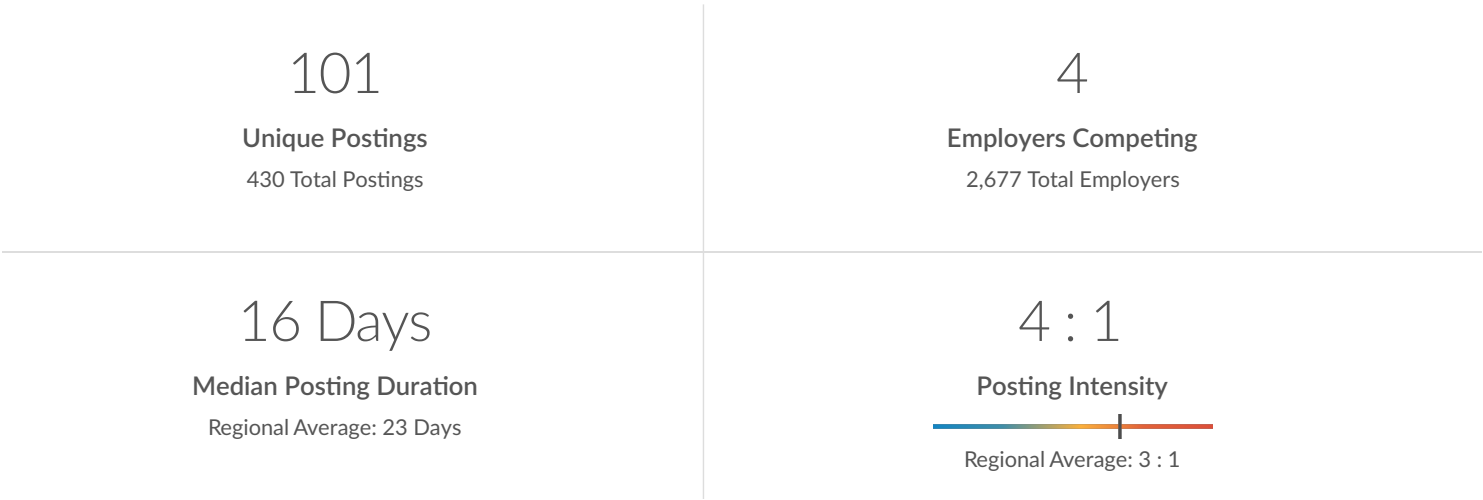
Education Level: Any

Job Type: Include Internships

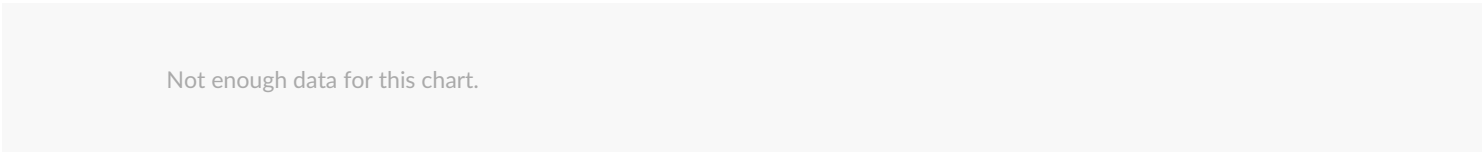
Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

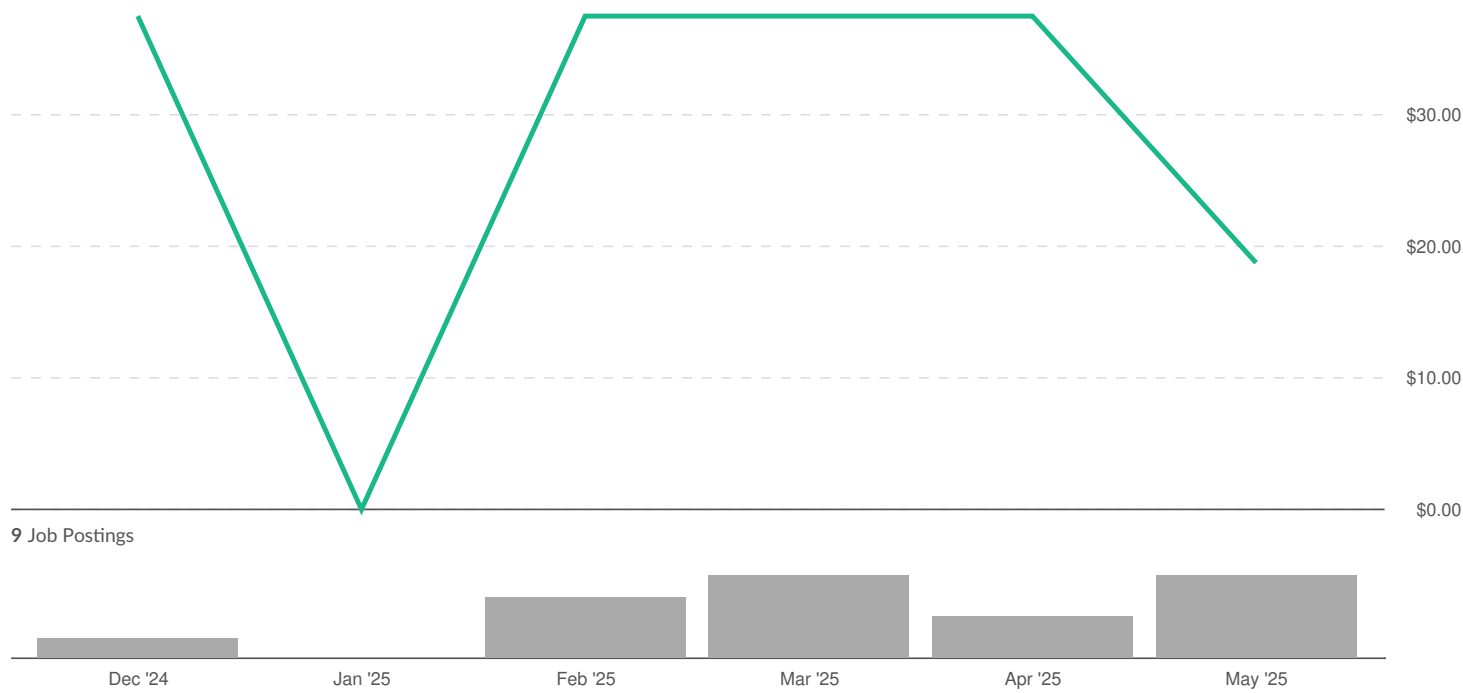


## Advertised Salary

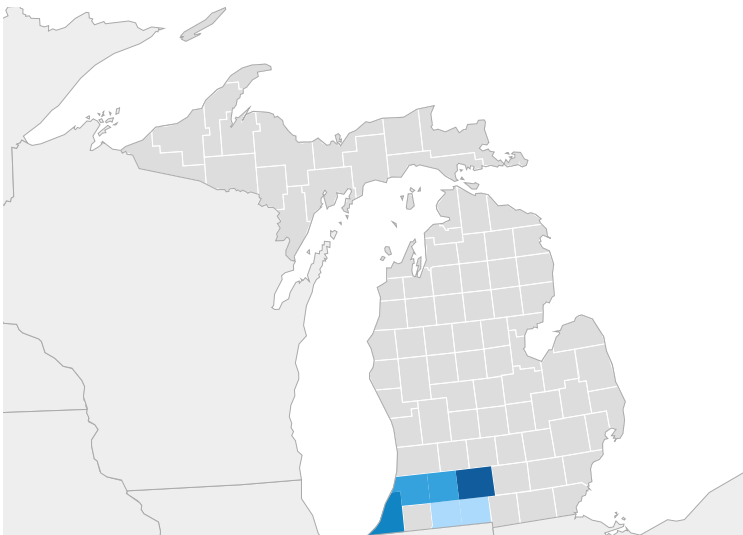


# Advertised Salary Trend

▼ 50.0% Dec 2024 – May 2025  
\$37.50 Median

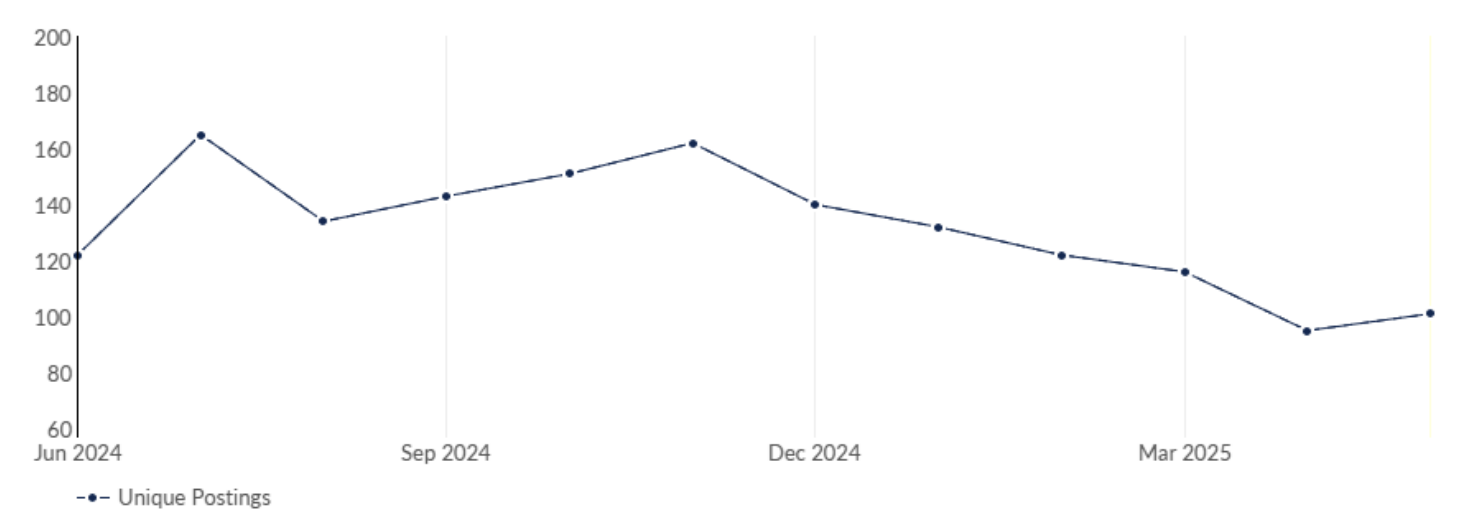


# Job Postings Regional Breakdown



County	Unique Postings (May 2025)
Calhoun County, MI	56
Berrien County, MI	18
Kalamazoo County, MI	13
Van Buren County, MI	9
Branch County, MI	3

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
May 2025	101	4 : 1
Apr 2025	95	5 : 1
Mar 2025	116	5 : 1
Feb 2025	122	5 : 1
Jan 2025	132	5 : 1
Dec 2024	140	5 : 1
Nov 2024	162	5 : 1
Oct 2024	151	5 : 1
Sep 2024	143	5 : 1
Aug 2024	134	5 : 1
Jul 2024	165	4 : 1
Jun 2024	122	4 : 1

# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	36	36%
High school or GED	31	31%
Associate's degree	30	30%
Bachelor's degree	14	14%
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	31	0	31%
Associate's degree	27	3	27%
Bachelor's degree	7	7	7%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

# Experience Breakdown











Minimum Experience	Unique Postings	% of Total
No Experience Listed	68	67%
0 - 1 Years	28	28%
2 - 3 Years	5	5%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%









# Top Companies Posting

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	250 / 50	5 : 1 	17 days
Bronson Healthcare	30 / 23	1 : 1 	13 days
Corewell Health	95 / 16	6 : 1 	23 days
Meijer	55 / 12	5 : 1 	n/a







# Top Cities Posting

City	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	223 / 42	5 : 1 	n/a
Battle Creek, MI	34 / 12	3 : 1 	14 days
Kalamazoo, MI	21 / 11	2 : 1 	11 days
Saint Joseph, MI	62 / 7	9 : 1 	12 days
South Haven, MI	7 / 6	1 : 1 	11 days
Benton Harbor, MI	8 / 3	3 : 1 	n/a
Coldwater, MI	12 / 3	4 : 1 	n/a
Niles, MI	18 / 3	6 : 1 	20 days
Paw Paw, MI	5 / 3	2 : 1 	11 days
Albion, MI	3 / 2	2 : 1 	17 days







# Top Posted Occupations

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	143 / 35	4 : 1 	20 days
Medical Assistants	159 / 31	5 : 1 	23 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	23 / 15	2 : 1 	11 days
Cashiers	55 / 12	5 : 1 	n/a
Nursing Assistants	41 / 7	6 : 1 	n/a
Cooks, Restaurant	9 / 1	9 : 1 	n/a









# Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	143 / 35	4 : 1 	20 days
Medical Assistants	159 / 31	5 : 1 	23 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	23 / 15	2 : 1 	11 days
Cashiers	55 / 12	5 : 1 	n/a
Nursing Assistants	41 / 7	6 : 1 	n/a
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# Top Posted Occupations

Occupation	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	143 / 35	4 : 1 	20 days
Medical Assistant	159 / 31	5 : 1 	23 days
Janitor / Cleaner	23 / 15	2 : 1 	11 days
Cashier	55 / 12	5 : 1 	n/a
Nursing Assistant	41 / 7	6 : 1 	n/a
Cook	9 / 1	9 : 1 	n/a

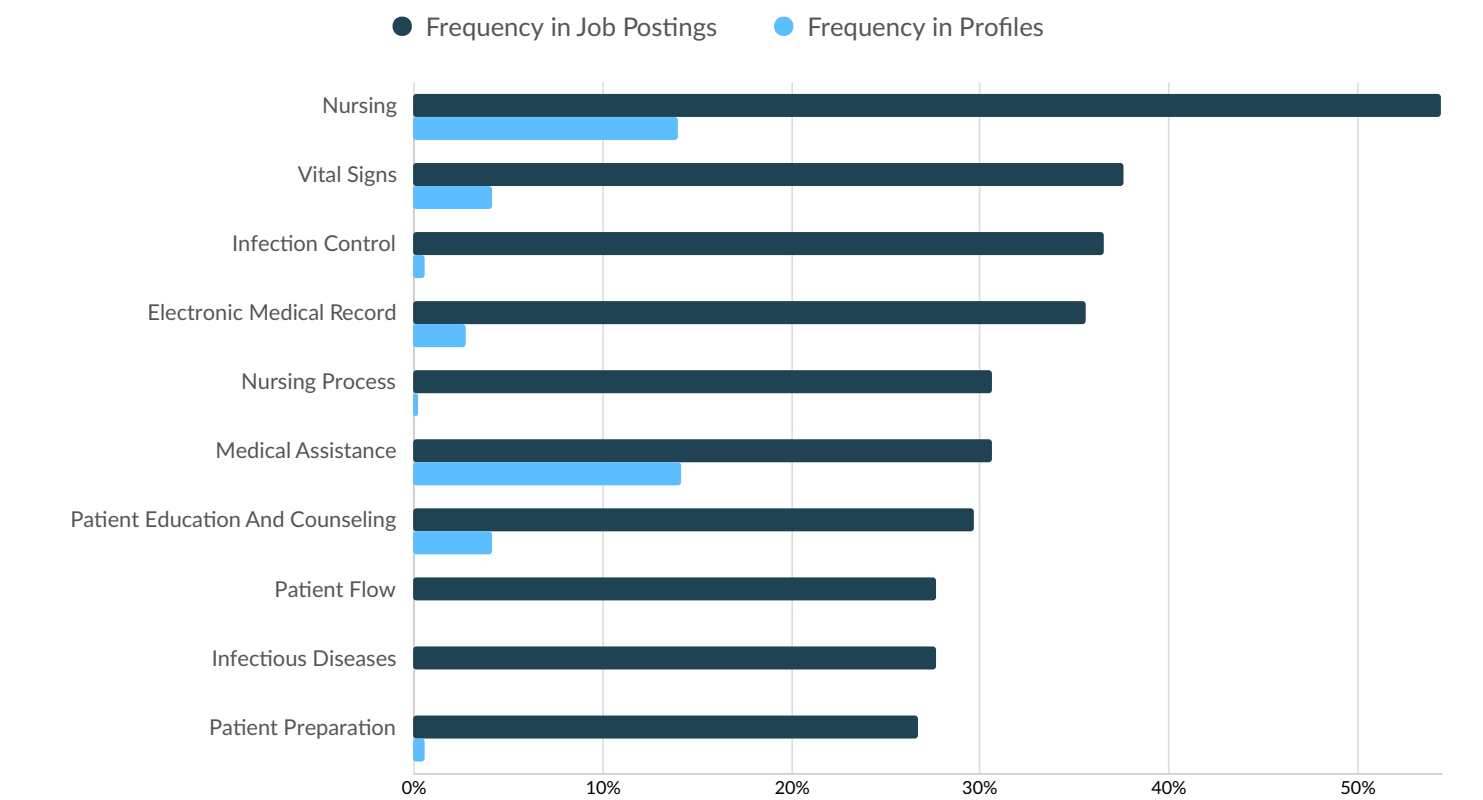
# Top Posted Job Titles

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	123 / 30	4 : 1 	56 days
Requisition Sales Associates	137 / 26	5 : 1 	n/a
Environmental Services Technicians	23 / 15	2 : 1 	11 days
Cashiers	55 / 12	5 : 1 	n/a
Medical Assistants	67 / 11	6 : 1 	23 days
Family Medicine Medical Assistants	6 / 3	2 : 1 	17 days
Medical Surgical Registered Nurses	10 / 3	3 : 1 	20 days
Cooks	9 / 1	9 : 1 	n/a

# Top Industries

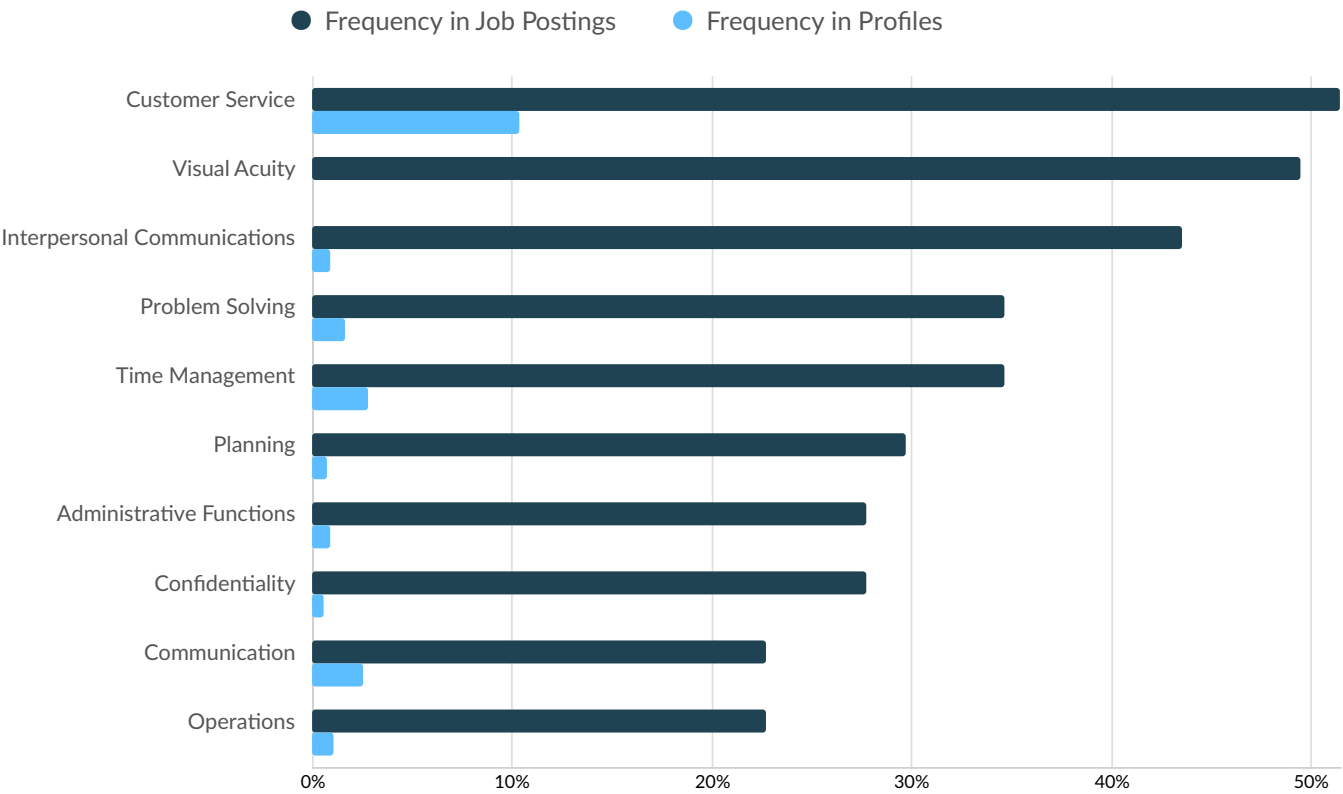
	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	375 / 89	4 : 1 	16 days
Department Stores	55 / 12	5 : 1 	n/a

# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	55	54%	95	14%	+20.1%	Rapidly Growing
Vital Signs	38	38%	28	4%	+17.2%	Growing
Infection Control	37	37%	4	1%	+17.1%	Growing
Electronic Medical Record	36	36%	19	3%	+12.1%	Growing
Nursing Process	31	31%	2	0%	+24.2%	Rapidly Growing
Medical Assistance	31	31%	96	14%	+11.9%	Growing
Patient Education And Counseling	30	30%	28	4%	+11.6%	Growing
Patient Flow	28	28%	0	0%	+13.3%	Growing
Infectious Diseases	28	28%	0	0%	+9.2%	Growing
Patient Preparation	27	27%	4	1%	+15.8%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	52	51%	70	10%	+5.2%	Stable
Visual Acuity	50	50%	0	0%	+18.9%	Growing
Interpersonal Communications	44	44%	6	1%	+12.5%	Growing
Problem Solving	35	35%	11	2%	+11.3%	Growing
Time Management	35	35%	19	3%	+14.5%	Growing
Planning	30	30%	5	1%	+10.9%	Growing
Administrative Functions	28	28%	6	1%	+13.6%	Growing
Confidentiality	28	28%	4	1%	0.0%	
Communication	23	23%	17	3%	+3.6%	Lagging
Operations	23	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	67
American Red Cross (ARC) Certification	57
Registered Nurse (RN)	45
Basic Cardiac Life Support	24
Certified Medical Assistant (CMA)	24
Licensed Practical Nurse (LPN)	19
Advanced Cardiovascular Life Support (ACLS) Certification	18
Valid Driver's License	12
Certified Clinical Medical Assistant (CCMA)	11
Critical Care Registered Nurse (CCRN)	9

# Appendix A

## Top Posting Sources

Website	Postings on Website (May 2025)
peopleanswers.com	45
indeed.com	39
myworkdayjobs.com	27
dejobs.org	17
corewellhealth.org	9
hospitalcareers.com	4
retirementjobs.com	4
simplyhired.com	4
mitalent.org	3
jobserve.com	2
diversityjobs.com	1

# Appendix B

## Sample Postings



# Cashiers — Meijer in Stevensville, MI (May 2025 - Active)

Cashier	
Link to Live Job Posting: <a href="https://www.indeed.com">www.indeed.com</a>	
Location: Stevensville, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>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!</p> <ul style="list-style-type: none"><li>• Meijer Rewards</li><li>• + 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!</li></ul> <p>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 (<a href="https://www.youtube.com/watch?v=\_x9Jc4zyQfM&amp;feature=emb\_logo">https://www.youtube.com/watch?v=\_x9Jc4zyQfM&amp;feature=emb\_logo</a>) for an overview of the position.</p> <ul style="list-style-type: none"><li>• What You'll be</li></ul> <p>Doing:</p> <ul style="list-style-type: none"><li>• + Utilize technology to complete activities and tasks.</li></ul> <p>+ 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.</p> <ul style="list-style-type: none"><li>• What You Bring with You (Qualifications):</li><li>• + 18 years of age or older.</li></ul> <p>+ 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. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification.</p> <ul style="list-style-type: none"><li>• If you have a disability and require a reasonable accommodation to complete any part of your application,</li><li>• please</li><li>• click</li><li>• here</li><li>• to submit your request</li><li>• . Submissions that are not seeking help to complete the application due to a disability will not be responded to.</li><li>•</li></ul>	

# Cashiers — Meijer in Sturgis, MI (May 2025 - Active)

Cashier	
Link to Live Job Posting: <a href="https://dejobs.org">dejobs.org</a>	
Location: Sturgis, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>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. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification. If you have a disability and require a reasonable accommodation to complete any part of your application, please click here to submit your request. Submissions that are not seeking help to complete the application due to a disability will not be responded to.</p>	

Cashiers — Meijer in [Unknown City], MI (May 2025 - Active)

Cashier	
Link to Live Job Posting: <a href="https://meijer.wd5.myworkdayjobs.com">meijer.wd5.myworkdayjobs.com</a>	
Location: [Unknown City], MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>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. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification. If you have a disability and require a reasonable accommodation to complete any part of your application, please click here to submit your request. Submissions that are not seeking help to complete the application due to a disability will not be responded to.</p>	

## Registered Nurses — Oaklawn Hospital in Marshall, MI (May 2025 - Active)

### Registered Nurse - Requisition #667915

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

Location: Marshall, MI

O\*NET: 29-1141.00

Company: Oaklawn Hospital

Job Title: Registered Nurses

#### REGISTERED NURSE

##### Job Summary:

Provides professional nursing care for the comfort and well being of patients. Diagnoses, intervenes, evaluates and plans for patients care according to the nursing process. Administers prescribed medications, changes dressings, performs wound and surgical site care and monitors patient vital signs. Observes and maintains records and documentation of patient care, patient condition, reactions and response to treatment and tracks patient progress.

#### ESSENTIAL FUNCTIONS

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Recovers and cares for patients in first phase recovery. Circulates and scrubs on surgical cases as needed. Pre-ops and post-ops patients. Makes initial assessment and determine the total nursing needs of assigned patients in recovery room. Notifies nurse in charge and physician of any pertinent physical or emotional findings. Meets patient's physical and emotional needs and carry out physician orders. Plans care in collaboration with patient, family and significant other. Explains all procedures thoroughly to reduce patient anxiety. Supervises and performs the daily care and preparation of patients for treatment and/or surgery (proper dress and pre-medication). Performs direct patient care and assists physician as needed.

##### Minimum Qualifications:

Current Registered Nurse licensure in the State of Michigan. BLS from American Red Cross or American Heart Association/ACLS. PALS certification within 12 months of hire.

##### Knowledge, Skills & Abilities:

BSN preferred. Two (2) years RN experience preferred. CNOR certification and surgical nursing experience preferred.

##### Working Conditions:

Potentially exposed to infectious diseases.

##### Physical Requirements:

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

EVS Associate - Battle Creek, PRN - 3rd Shift	
Link to Live Job Posting: Posting is no longer active	
Location: Battle Creek, MI	O*NET: 37-2011.00
Company: Bronson Healthcare	Job Title: Environmental Services Technicians
<div>EVS Associate<ul style="list-style-type: none"><li>Battle Creek, PRN</li><li>3rd Shift EVS Associate</li><li>Battle Creek, PRN</li><li>3rd Shift locationsBronson Battle Creektime typePart timeposted onPosted 3 Days Agojob requisition id</li></ul></div> <div>JOB43278 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. LocationBBC Bronson Battle Creek TitleEVS Associate</p><ul style="list-style-type: none"><li>Battle Creek, PRN</li><li>3rd Shift 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> <div>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.</div> <div>What You'll Do:</div> <div>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</div> <div>What We're Looking For:</div> <div>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</div>	

weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy Effective April 19, 2021 a high school diploma or general education degree (GED) is no longer required for this position. (BBC only) Michigan driver's license and insurability may be required

- Ability to work independently.
- Must be able to communicate (verbally and in writing) in English (at or above the 8th grade level) with departmental staff and internal and external customers.
- Must possess interpersonal skills that represent Bronson in a positive and professional manner.
- Must exhibit excellent customer service skills, thoroughness and time management skills..
- Must be able to comfortably accept delegation and negotiate task priorities.

Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personal computer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Performs most duties while standing, sitting, and/or walking. Lifts and/or pushes supplies and equipment. Frequent reaching, stooping, bending, kneeling, and crouching, is required to perform many job duties. Ability to work while standing on a stepladder at a height of four feet is required. Occasional exposure to risk of injury when working with electrical equipment. Must be able to walk stairs when necessary. Good balance is required when performing all duties. The employee is occasionally required to work in confined spaces and occupied areas. May experience occasional pressure due to multiple calls and inquiries. May be called upon to handle emergency or crisis situations. Required protective 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 HIPAA 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.

Specific to

## BMH Lab, BSH, BLH & BLIRC:

Collect, label and organize all Biomedical Waste for pick up by the waste hauler. Collect, transport and take all recycling to proper or single dumpster. Transport waste to appropriate pactor or outside dumpster as needed. Change privacy curtains w needed. Round, inspect and maintain all assigned areas within scope of facility. Areas to include but not limited to: Lab work areas, offices, restrooms, waiting areas, patient procedure rooms, stairwells, receiving dock, ambulatory storage, EVS closets, BIO storage rooms, recycling areas inside and outside, elevator

landing, elevator's inside and out, elevator tracks. Proper use of and maintenance of all assigned floor care machinery. Machinery to include but not limited to: auto scrubbers, corded and battery powered vacuums, iMop, burnishers and side by side scrubbers. ShiftThird Shift Time TypePart time Scheduled Weekly Hours10 Cost Center1620 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!

# 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, and St.  
Joseph Counties

May 2025

Michigan

# Parameters

Select Timeframe: May 2025 - May 2025

Occupations:

Results should include

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

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

Regions:

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

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

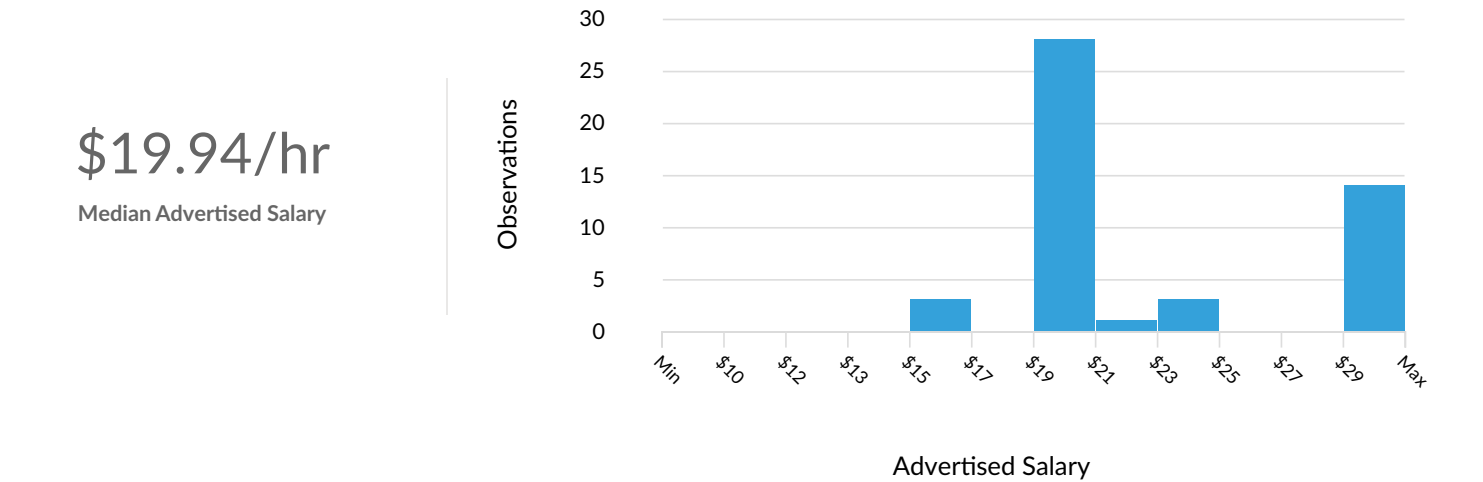
Posting Type: Active Postings

# Job Postings Overview



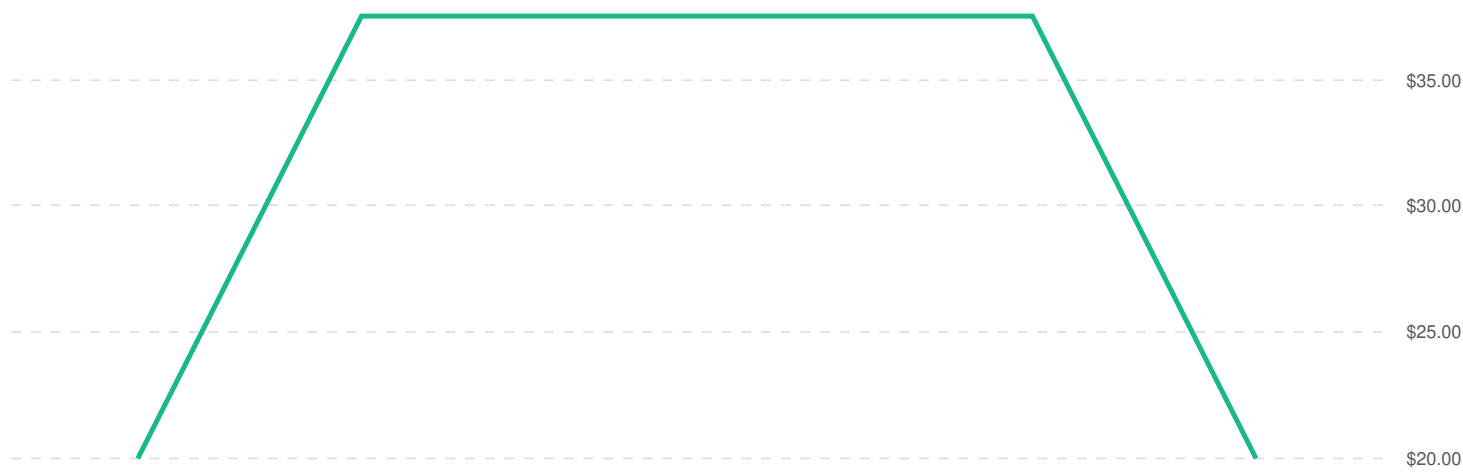
## Advertised Salary

There are 49 advertised salary observations (14% of the 348 matching postings).



# Advertised Salary Trend

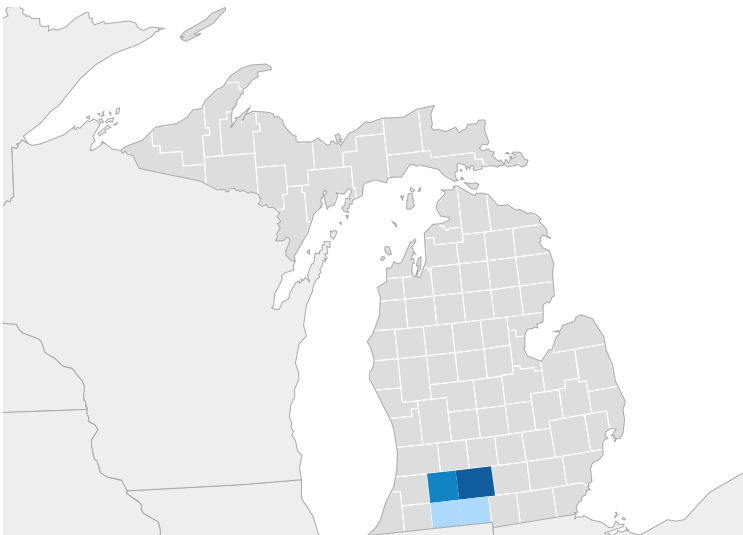
▲ 0.0% Dec 2024 – May 2025  
\$24.00 Median



135 Job Postings

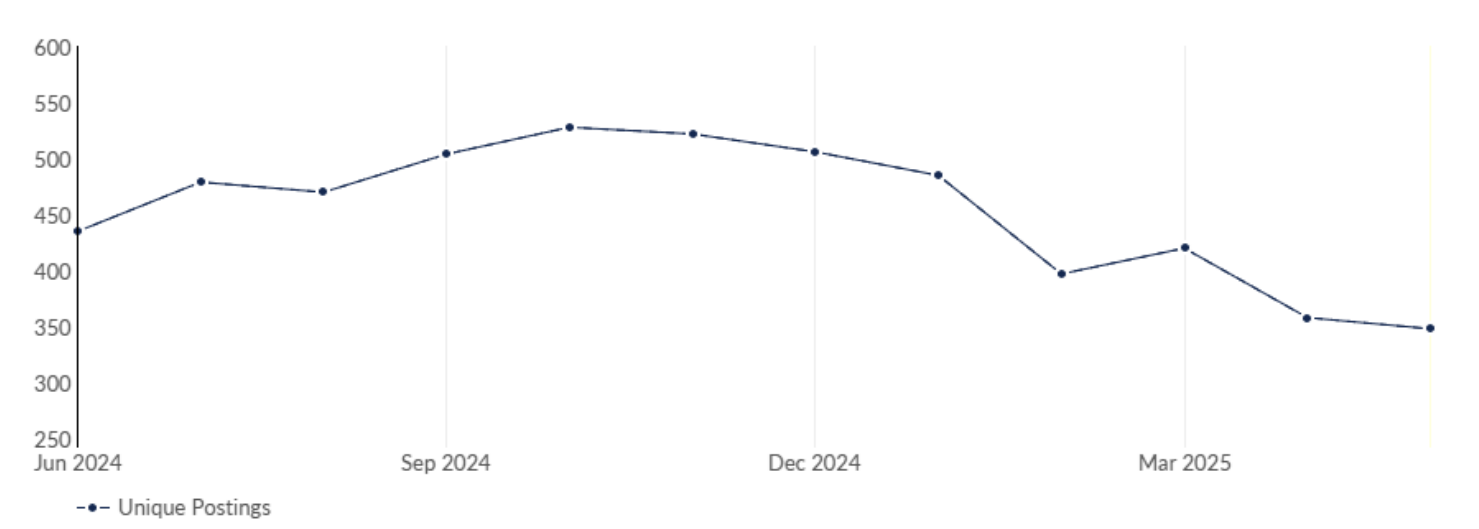


# Job Postings Regional Breakdown



County	Unique Postings (May 2025)
Calhoun County, MI	184
Kalamazoo County, MI	137
St. Joseph County, MI	15
Branch County, MI	12

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
May 2025	348	3 : 1
Apr 2025	358	4 : 1
Mar 2025	420	4 : 1
Feb 2025	397	4 : 1
Jan 2025	485	4 : 1
Dec 2024	506	4 : 1
Nov 2024	522	4 : 1
Oct 2024	528	4 : 1
Sep 2024	504	4 : 1
Aug 2024	470	3 : 1
Jul 2024	479	3 : 1
Jun 2024	435	3 : 1

## Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	103	30%
High school or GED	73	21%
Associate's degree	126	36%
Bachelor's degree	110	32%
Master's degree	13	4%
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	73	0	21%
Associate's degree	85	38	24%
Bachelor's degree	82	28	24%
Master's degree	5	7	1%
Ph.D. or professional degree	0	1	0%











## Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	235	68%
0 - 1 Years	63	18%
2 - 3 Years	43	12%
4 - 6 Years	7	2%
7 - 9 Years	0	0%
10+ Years	0	0%

# Top Companies Posting











	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	554 / 126	4 : 1 	26 days
Bronson Healthcare	133 / 90	1 : 1 	19 days
Ascension	364 / 72	5 : 1 	26 days
Walmart	37 / 30	1 : 1 	23 days
Meijer	54 / 12	5 : 1 	15 days
Stryker	19 / 10	2 : 1 	13 days
Border Foods	16 / 4	4 : 1 	16 days
Corewell Health	6 / 4	2 : 1 	8 days

# Top Cities Posting













City	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	454 / 123	4 : 1 	25 days
Marshall, MI	509 / 115	4 : 1 	26 days
Battle Creek, MI	106 / 60	2 : 1 	23 days
Sturgis, MI	19 / 10	2 : 1 	29 days
Coldwater, MI	26 / 9	3 : 1 	28 days
Portage, MI	26 / 8	3 : 1 	13 days
Albion, MI	18 / 6	3 : 1 	16 days
Three Rivers, MI	11 / 4	3 : 1 	n/a
Galesburg, MI	2 / 2	1 : 1 	8 days
Homer, MI	2 / 2	1 : 1 	n/a













# Top Posted Occupations

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	627 / 148	4 : 1 	26 days
Medical Assistants	208 / 75	3 : 1 	17 days
Health Technologists and Technicians, All Other	91 / 32	3 : 1 	11 days
Cashiers	74 / 27	3 : 1 	17 days
Medical and Health Services Managers	48 / 17	3 : 1 	18 days
Nursing Assistants	73 / 15	5 : 1 	17 days
Fast Food and Counter Workers	17 / 15	1 : 1 	15 days
Licensed Practical and Licensed Vocational Nurses	22 / 9	2 : 1 	8 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	7 / 6	1 : 1 	13 days
Food Service Managers	16 / 4	4 : 1 	16 days











## Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	553 / 133	4 : 1 	25 days
Medical Assistants	208 / 75	3 : 1 	17 days
Patient Representatives	88 / 29	3 : 1 	9 days
Cashiers	74 / 27	3 : 1 	17 days
Medical and Health Services Managers	48 / 17	3 : 1 	18 days
Critical Care Nurses	74 / 15	5 : 1 	26 days
Nursing Assistants	73 / 15	5 : 1 	17 days
Fast Food and Counter Workers	17 / 15	1 : 1 	15 days
Licensed Practical and Licensed Vocational Nurses	22 / 9	2 : 1 	8 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	7 / 6	1 : 1 	13 days
Food Service Managers	16 / 4	4 : 1 	16 days
Health Technologists and Technicians, All Other	3 / 3	1 : 1 	11 days







# Top Posted Occupations

Occupation	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	623 / 144	4 : 1 	26 days
Medical Assistant	208 / 75	3 : 1 	17 days
Registrar / Patient Service Representative	88 / 29	3 : 1 	9 days
Cashier	74 / 27	3 : 1 	17 days
Nursing Assistant	73 / 15	5 : 1 	17 days
Fast Food / Counter Worker	17 / 15	1 : 1 	15 days
Healthcare Administrator	32 / 10	3 : 1 	18 days
Licensed Practical / Vocational Nurse	22 / 9	2 : 1 	8 days
Office / Administrative Assistant	7 / 6	1 : 1 	13 days
Nursing Manager / Supervisor	4 / 4	1 : 1 	25 days

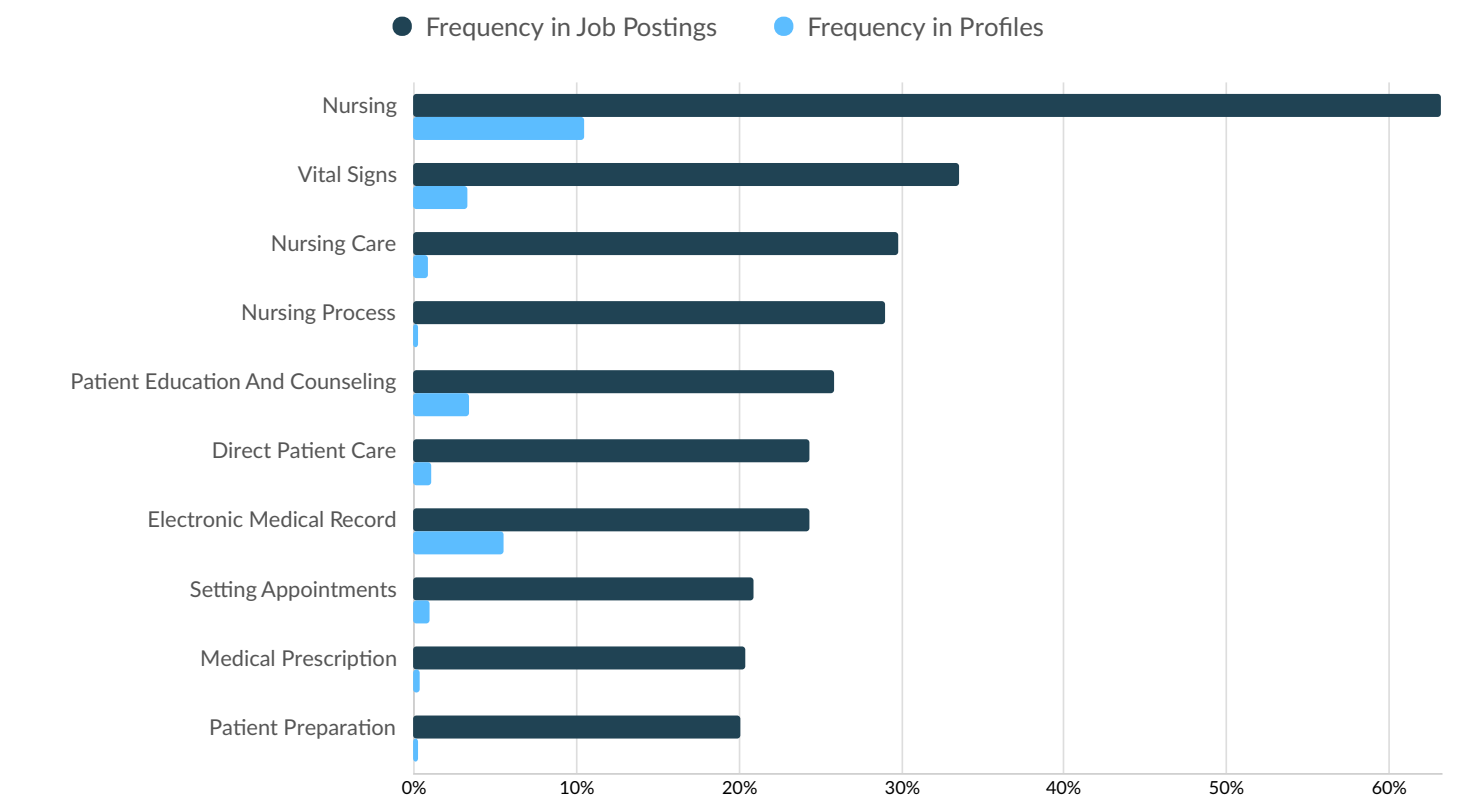
# Top Posted Job Titles

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	137 / 26	5 : 1 	n/a
Registered Nurses	114 / 24	5 : 1 	56 days
Department Assistants	40 / 12	3 : 1 	44 days
Frontline Cashiers	9 / 9	1 : 1 	n/a
Freezer/Cooler Stockers	9 / 9	1 : 1 	n/a
Cashiers	49 / 9	5 : 1 	n/a
Primary Care Medical Assistants	17 / 8	2 : 1 	18 days
Orthopedic Registered Nurses	38 / 7	5 : 1 	16 days
Pre-Registration Representatives	23 / 7	3 : 1 	58 days
Emergency Services Registered Nurses	33 / 7	5 : 1 	23 days

# Top Industries

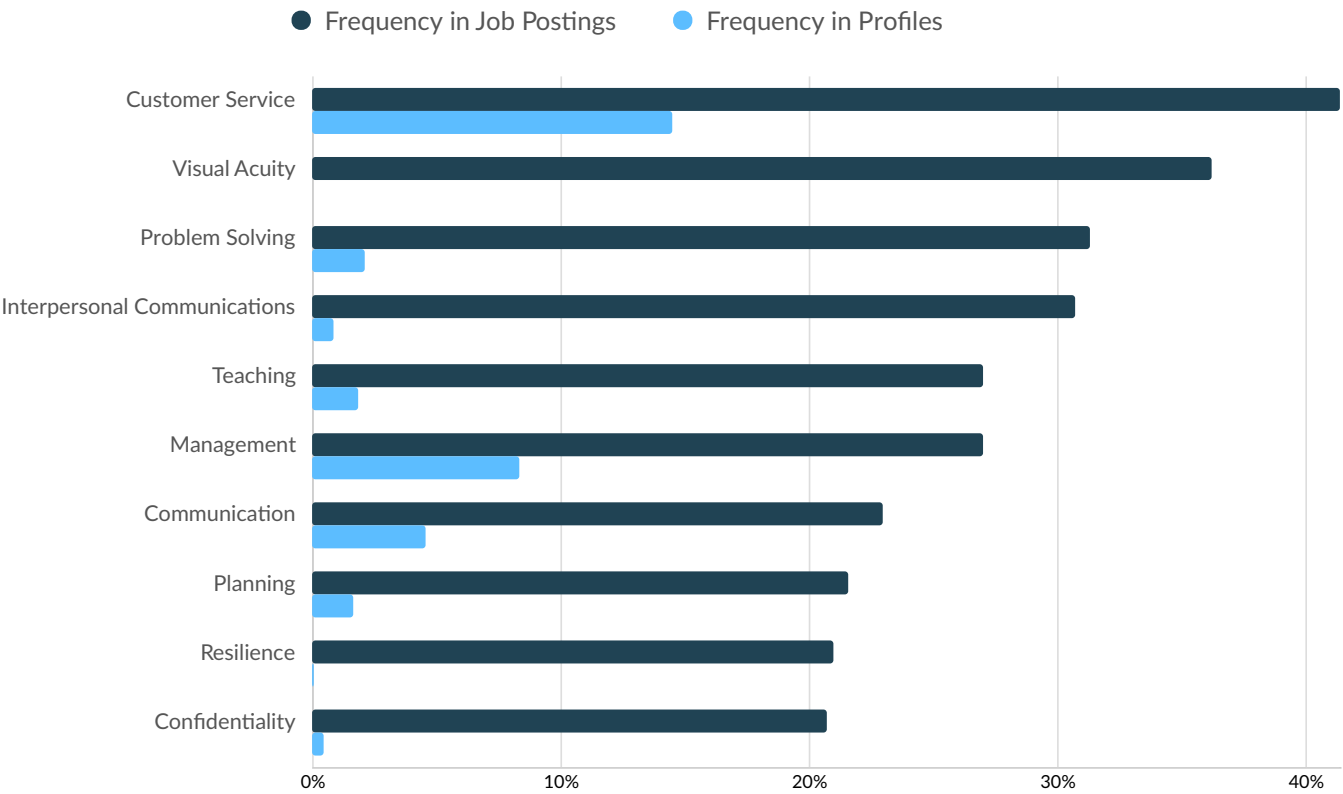
	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	693 / 220	3 : 1 	19 days
All Other Miscellaneous Ambulatory Health Care Services	364 / 72	5 : 1 	26 days
Warehouse Clubs and Supercenters	37 / 30	1 : 1 	23 days
Department Stores	54 / 12	5 : 1 	15 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	19 / 10	2 : 1 	13 days
Limited-Service Restaurants	16 / 4	4 : 1 	16 days

# Top Specialized Skills



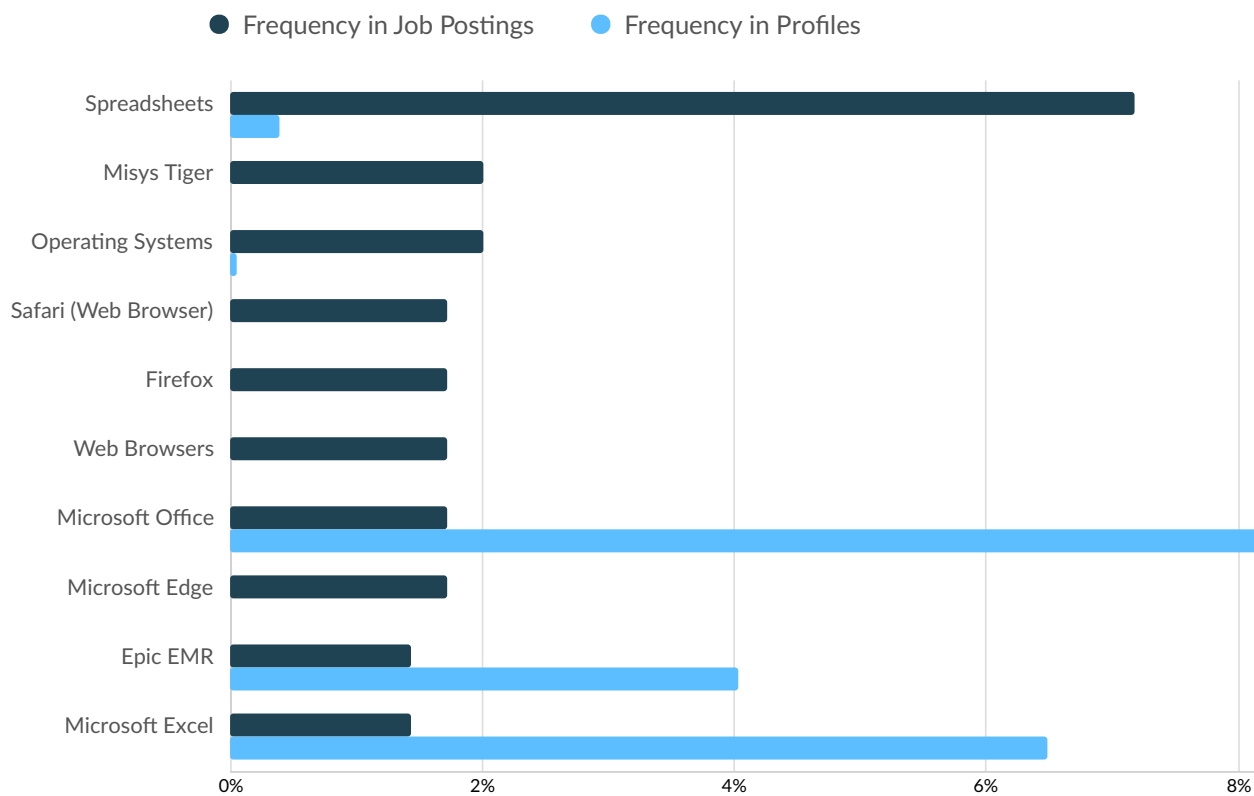
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	220	63%	213	10%	+20.1%	Rapidly Growing
Vital Signs	117	34%	67	3%	+17.2%	Growing
Nursing Care	104	30%	18	1%	+19.1%	Growing
Nursing Process	101	29%	6	0%	+24.2%	Rapidly Growing
Patient Education And Counseling	90	26%	69	3%	+11.6%	Growing
Direct Patient Care	85	24%	22	1%	+16.6%	Growing
Electronic Medical Record	85	24%	113	6%	+12.1%	Growing
Setting Appointments	73	21%	20	1%	+10.9%	Growing
Medical Prescription	71	20%	9	0%	+8.5%	Growing
Patient Preparation	70	20%	6	0%	+15.8%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	144	41%	295	15%	+5.2%	Stable
Visual Acuity	126	36%	0	0%	+18.9%	Growing
Problem Solving	109	31%	43	2%	+11.3%	Growing
Interpersonal Communications	107	31%	17	1%	+12.5%	Growing
Teaching	94	27%	38	2%	+18.8%	Growing
Management	94	27%	170	8%	+5.3%	Stable
Communication	80	23%	93	5%	+3.6%	Lagging
Planning	75	22%	33	2%	+10.9%	Growing
Resilience	73	21%	2	0%	+12.7%	Growing
Confidentiality	72	21%	10	0%	0.0%	

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	25	7%	8	0%	+22.2%	Rapidly Growing
Misys Tiger	7	2%	0	0%	+66.7%	Rapidly Growing
Operating Systems	7	2%	1	0%	+22.6%	Rapidly Growing
Safari (Web Browser)	6	2%	0	0%	+16.7%	Growing
Firefox	6	2%	0	0%	+7.9%	Stable
Web Browsers	6	2%	0	0%	+9.5%	Growing
Microsoft Office	6	2%	166	8%	+18.5%	Growing
Microsoft Edge	6	2%	0	0%	+8.0%	Stable
Epic EMR	5	1%	82	4%	+16.4%	Growing
Microsoft Excel	5	1%	132	6%	+17.7%	Growing

# Top Qualifications

Postings with Qualification	
Basic Life Support (BLS) Certification	202
Registered Nurse (RN)	168
American Red Cross (ARC) Certification	105
Advanced Life Support	67
Certified Medical Assistant (CMA)	66
Basic Cardiac Life Support	52
Licensed Practical Nurse (LPN)	50
Advanced Cardiovascular Life Support (ACLS) Certification	48
Pediatric Advanced Life Support (PALS)	31
Registered Medical Assistant (RMA)	27



# Appendix A

## Top Posting Sources

Website	Postings on Website (May 2025)
indeed.com	108
peopleanswers.com	104
myworkdayjobs.com	92
kalamazoorecruiter.com	31
jobserve.com	28
ascension.org	21
themuse.com	21
portagerecruiter.com	20
gr8jobs.net	19
hospitalcareers.com	18
lansingrecruiter.com	16
dejobs.org	15
jobshark.com	12
disabledperson.com	6
eastlansingrecruiter.com	5
icims.com	5
mitalent.org	5
battlecreekrecruiter.com	4
retirementjobs.com	4
southbendrecruiter.com	4
allretailjobs.com	3
kentwoodrecruiter.com	3
stryker.com	3
fortwaynerecruiter.com	2
careervitals.com	1

# Appendix B

## Sample Postings

Full Time - Medical Assistant - Bronson Internal Medicine - John St., Kalamazoo

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

Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Internal Medicine Interns

Full Time

- Medical Assistant
- Bronson Internal Medicine
- John St., Kalamazoo Full Time
- Medical Assistant
- Bronson Internal Medicine
- John St.

, Kalamazoo locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 8 Days Agojob requisition id

## JOB43315 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday.

This career site is for external applicants only. Love W You Work! Team Bronson is passionate, 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 Full Time

- Medical Assistant
- Bronson Internal Medicine
- John St.

, Kalamazoo 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

## Successfulpletion 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 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 personalputer 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 inpletion 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. ShiftFirst Shift Time TypeFull time Sign-On Bonus

### External Candidates Only:

Up to \$1,500.00 Retention BonusExternal Candidates Only, \$1,500.00 Scheduled Weekly Hours40 Cost Center7995 Bronson Internal Medicine

- John St.

(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.

# Admissions Managers — Stryker in Kalamazoo, MI (May 2025 - Active)

## Manager, Admissions

Link to Live Job Posting: [careers-wmich.icims.com](https://careers-wmich.icims.com)

Location: Kalamazoo, MI

O\*NET: 29-2099.08

Company: Stryker

Job Title: Admissions Managers

Overview Western Michigan University Homer Stryker, MD, School of Medicine is hiring for a Manager, Admissions.

The Manager, Admissions collaborates with the Director of Admissions to manage all elements of the recruitment, selection, and admission processes for all medical school and graduate programs to facilitate the matriculation of a highly-qualified and diverse student body. Leads recruitment initiatives and cultivates positive relationships with potential applicants and pre-health advisors, serving as their primary representative of the medical school and Office of Admissions. - Flexible work solutions available. Responsibilities Collaborates with the Director of Admissions to manage all elements of the recruitment, selection and admission processes for the MD and Master's degree programs, including the development and deployment of recruitment strategies and management of day-to-day operations. Leads recruitment efforts, serving as the primary representative of the medical school to potential applicants. Develops and fosters positive relationships with prospective applicants, pre-health student organizations, and undergraduate pre-health advisors and faculty. Visits undergraduate schools and attends pre-medical fairs and conferences to promote the institution by speaking to groups and individuals about the medical school and the admissions process. Occasionally requires evening work and/or weekend and overnight travel. Independently leads the response to all email, phone, and in-person prospect and applicant inquiries, providing admissions counseling, institutional and application information, and utilizes discretion in elevating unique inquiries to the Director as necessary. Supervises and leads admission application readers, ensuring accuracy in review and interrater reliability. Manages the WMedStart and Masters of Science in Biomedical Sciences application, communication, committee review, and interview processes. Implements and manages recruitment marketing and communication plans to applicants and admitted students, utilizing a variety of multimedia platforms. Manages WMed admissions website content. Collaboratively develops printed recruitment materials. Liaises with external vendors to order advertisements and recruitment items. Collaborates on the planning and implementation of medical student Interview Days. Independently leads the tech check process. Facilitates scheduling and day-of operations for Interview Days, plus leading sessions as needed. Facilitates all prospective student individual and group tours, including planning, scheduling, communication, greeting, and training student ambassador tour guides. Develops and analyzes recruitment and admissions reports and data. Maintains accurate and confidential admissions records of all applicants in both the WMed admissions portal and the American Medical Student Application Service (AMCAS). Serves as ex-officio member of the Admissions Committee. Assists with the processing and review of application materials. Co-manages the Student Ambassador Program alongside Director of Admissions. Assists with events for students including Welcome Week, White Coat Ceremony, Match Day, and Graduation. Assists in personal, professional and career advising. Counsel and provide support to students experiencing all levels of academic and non-academic concerns, problems or questions. Triage situations and refer to available resources, initiate contact with relevant referral sources, offer encouragement and support and ensure that help has been made available. Availability to work occasional overtime on weekends or evenings to complete time sensitive projects. Acquires knowledge for new technology, national trends and best practices, and policy/procedure revisions. All other duties as assigned. Qualifications

### EDUCATION AND/OR EXPERIENCE

Bachelor's degree required, preferably in communications, public relations, or related field. Master's degree preferred. Minimum three (3) years related experience in an admissions, communications, or student affairs role. Experience with medical school or graduate-level admissions preferred. Experience with admissions software preferred.

### LICENSE S, REGISTRATIONS, CERTIFICATIONS

None Required

## OTHER SKILLS AND ABILITIES

Ability to perform duties independently in a dynamic environment with changing priorities and multiple responsibilities, with a minimal need for direct supervision. Excellent interpersonal, oral and written communication skills. Ability to represent the medical school and its programs through public presentations and individual interactions. Ability to interact effectively with individuals and groups of faculty, staff, students and applicants with varied backgrounds and interests. Ability to act with tact, diplomacy and discretion. Excellent planning and organization skills. Ability to manage multiple tasks, develop and recognize/shift priorities in organization of work flow. Must possess a detail-oriented approach to responsibilities. Ability to work effectively in a team-orientated environment. Ability to manage data using the online application system. Ability to manage confidential information in a profession manner and use sound judgment at all times. Willingness and ability to travel domestically to schools, fairs, and conference on behalf of the medical school. Ability to work flexible schedules, including weekend and evenings as needed. Strong computer skills for email, multimedia tools, word processing, spreadsheets, database and communication systems, and the ability to compile and present data.

About Western Michigan University Homer Stryker M.D. School of Medicine (WMed) We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-entered care, innovative research, and community partnerships within a just culture of diversity, equity, inclusion, and belonging. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems, Ascension Borgess and Bronson Healthcare. The medical school is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. WMed is the recipient of a \$100 million foundational gift and the Empowering Futures Gift, a philanthropic commitment of \$300 million to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide as well as the creation of 1,600 new jobs and an annual estimated economic impact of \$353 million in Kalamazoo and Calhoun counties. WMed is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program and a Master of Science degree program in Biomedical Sciences. We train physicians in 10 residencies and five fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional continuing education, which incorporates accreditation by the Accreditation Council for Continuing Medical Education. WMed Health is the clinical practice of the medical school with more than 300 providers offering comprehensive primary care and specialty services in several locations throughout the Kalamazoo and Battle Creek areas. Faculty in the Department of Pathology serve as the Office of the Medical Examiner for counties throughout Michigan and northern Indiana. The W.E. Upjohn M.D. Campus located in downtown Kalamazoo serves as the primary educational facility with student study and social spaces, team-based learning halls, faculty and administrative offices, a state-of-the-art Simulation Center accredited by the Society for Simulation in Healthcare, basic science research labs, as well as toxicology and forensic pathology labs. WMed builds upon Kalamazoo's century-long foundation of drug discovery and medical device development with a strategic investment in clinical, laboratory, community, and educational research. The Center for Immunobiology, Center for Clinical Research, Research Histology Lab, Innovation Center, and Human Research Protection Program contribute to the medical school's advancement of knowledge through innovation and discovery. Equal Employment Opportunity Employer in compliance with applicable State and Federal law.

LPN C5 Medical Surgical Oncology - Casual/PRN Days	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Battle Creek, MI	O*NET: 29-2061.00
Company: Bronson Healthcare	Job Title: Medical Surgical Oncology Registered Nurses
<p>LPN C5 Medical Surgical Oncology</p> <ul style="list-style-type: none"><li>Casual/PRN Days LPN C5 Medical Surgical Oncology</li><li>Casual/PRN Days locationsBronson Battle Creektime typePart timeposted onPosted 9 Days Agojob requisition id</li></ul> <p>JOB43151 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 TitleLPN C5 Medical Surgical Oncology</p> <ul style="list-style-type: none"><li>Casual/PRN Days Under the supervision of the RN, provides prescribed medical treatment and personal care services which are within the scope of practice of practical nursing to ill, injured, convalescent, and disabled persons as delegated, appropriate to the patient's level of acuity and in accordance with established policies and procedures of the department and organization.</li></ul> <p>The LPN will assist the Registered Nurse in collecting data, apanying patients and responding to patient/family requests for services. The LPN may pass medications and administer IV therapy. Employees providing direct patient care must demonstratetencies specific to the population served. High school diploma or general education degree (GED) and successfulpletion of an accredited program for Licensed Practical Nursing required.Experience in a health care delivery setting preferred. Licensed Practical Nurse in good standing with the State of MichiganBLS certification by the end of the core orientation period</p> <ul style="list-style-type: none"><li>Ability to demonstrate specific clinicalpetencies required to perform the functions of the LPN within a generalorientation period of approximately 3 months</li><li>Ability to move and respond quickly to emergency situations</li><li>Ability to input and retrieve data fromputerized systems</li><li>Ability to rotate within service line and related service areas</li><li>Must be able to effectivelymunicate with patients, visitors, and all members of the care delivery team; speech is clear, easily understood and grammatically correct; writing is clear and legible, demeanor isforting and positive.</li></ul> <p>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.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.Admission and Preparation</p> <ul style="list-style-type: none"><li>Admits patients to the emergency department andpletes preparation tasks</li><li>Coordinates with charge nurse when patient needs exceed scope of LPN practice, when census and acuity are high, and as needed.</li><li>Documents all data gatd and care given. Follow additional ProHealth guidelines when appropriate. Communicates status of patient to the physician.</li><li>Maintains patient flow through the area. Implementation</li><li>Implements skilled technical care within the limits of the LPN license and unit-specific and generic structure guidelines</li><li>Implements appropriate protocols per physician order or in consultation with the charge nurse.</li><li>Documents all interventions implemented by members of the healthcare team.</li></ul>	

- Implements skilled technical care within the limits of the LPN license and unit-specific and generic structure guidelines. Implements appropriate protocols per physician order or in consultation with the charge nurse.
- Documents all data gathered, care given, and interventions implemented by members of the healthcare team.
- Responds to call lights, monitor alarms providing assistance to patients and families.
- Collects and records patient data including food and fluid intake and output, weight, vital signs, calorie counts and demographic information
- Manages IV fluid and medication administration. Administers specified medication safely and appropriately, orally or by subcutaneous or intramuscular injection, and notes time and amount on patients' charts.
- Observes patients and reports adverse reactions to medication or treatment to medical personnel in charge.
- Dresses wounds, gives enemas, douches, alcohol rubs, and massages; applies pressures, ice bags, and hot water bottles. Bathes, dresses, and assists patients in walking and turning. Collects samples, such as urine, blood, and sputum, from patients for testing.
- Prepares or examines food trays for prescribed diet and feeds patients.
- Washes and dresses bodies of deceased persons.
- Assists in delivery, care, and feeding of infants.
- Assembles and uses such equipment as catheters, tracheotomy tubes, and oxygen suppliers.
- Sterilizes equipment and supplies.
- Inventories and requisitions supplies.
- Utilizes computerized systems to acquire needed supplies and to enter patient data as defined by role.
- Maintains a clean, orderly environment Patient Education and Discharge
- Provides teaching materials to patients based on identified patient needs, guidelines for care, and in coordination with physicians and RNs; documents completely
- Follows through on discharge process, assists patient as needed with appointments for further definitive care, rechecks, and others; uses ProHealth guidelines and restrictions when appropriate. Completes entries in ExpressCare log for each patient. Teamwork
- Participates appropriately and effectively as a member of the health care team. Professional Growth and Development
- Develops and works toward achievement of own yearly professional goals and objectives
- Meets organizational obligations professionally
- Effectively precepts new employees, and other students in unit
- Communicates with the Registered Nurse about patient status, interventions completed, data collected and pertinent input to facilitate care planning.

Shift 12 Hour Day Shift Time Type Part time Scheduled Weekly Hours 10 Cost Center 6421 C5 Oncology (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!



Vascular Surgeons — Bronson Healthcare in Kalamazoo, MI (May 2025 - Active)

Medical Assistant Bronson Vascular Surgery: Full Time 80 Hrs./PP	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Vascular Surgeons
<p>Medical Assistant Bronson Vascular Surgery:</p> <p>Full Time 80 Hrs./</p> <p>PP Medical Assistant Bronson Vascular Surgery:</p> <p>Full Time 80 Hrs./PP locationsBronson Methodist HospitalBronson Battle Creektime typeFull timeposted onPosted 9 Days Agojob requisition id</p> <p>JOB43332 CURRENT BRONSON EMPLOYEES</p> <p>- 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. LocationBBC Bronson Battle Creek, BMH Bronson Methodist Hospital Title</p> <p>Medical Assistant Bronson Vascular Surgery:</p> <p>Full Time 80 Hrs./PP 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 demonstratetencies specific to the population served. High school diploma or general education degree (GED) required</p> <p>MUST MEET ONE OF THE FOLLOWING</p> <p>Successfulpletion of an accredited medical assistant program</p> <p>CMA/CCMA/RMA</p> <p>certifiedMeet 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 toomunicate 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 personalputer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization'sputerized systems. Must have excellent verbal andmunication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a</p>	

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 personalputer 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 inpletion 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. ShiftFirst Shift Time TypeFull time Sign-On Bonus

### External Candidates Only:

Up to \$1,500.00 Retention BonusExternal Candidates Only, \$1,500.00 Scheduled Weekly Hours40 Cost Center8906 Cardiothoracic Endovascular And Vascular (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.

# Night Clerks — Meijer in Battle Creek, MI (May 2025 - Jun 2025)

Produce Overnight Food Clerk Part Time	
Link to Live Job Posting: Posting is no longer active	
Location: Battle Creek, MI	O*NET: 35-3023.00
Company: Meijer	Job Title: Night Clerks
<p>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! This position is responsible for taking stock from either an I-cart or pallet and, with using the correct location codes provided on the box, put the stock in the correct location on the shelf and repeat this process until the assigned area is finished. What will you be doing? You will stock food shelves with a variety of products. Pull back stock and trash to the back room to the correct areas. Work with management to ensure correct areas are stocked in a timely fashion. Maintain a friendly demeanor with customers. Work night shifts. What skills will you use? You have adequate knowledge of computer systems and is comfortable using them. You are process driven and has ability to follow procedures in an organized and efficient way. Ability to stay calm while working in a fast-paced environment. Desire to work with customers on a consistent basis. You have the ability to lift up to 50lb boxes. The ability to lift, carry, push, pull, bend and twist while handling product. The ability to stand for long periods of time. Knowledge of the operation of a fork lift and pallet jack is a plus. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification. If you have a disability and require a reasonable accommodation to complete any part of your application, please click here to submit your request. Submissions that are not seeking help to complete the application due to a disability will not be responded to.</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 County  
May 2025

Michigan

# Parameters

Select Timeframe: May 2025 - May 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

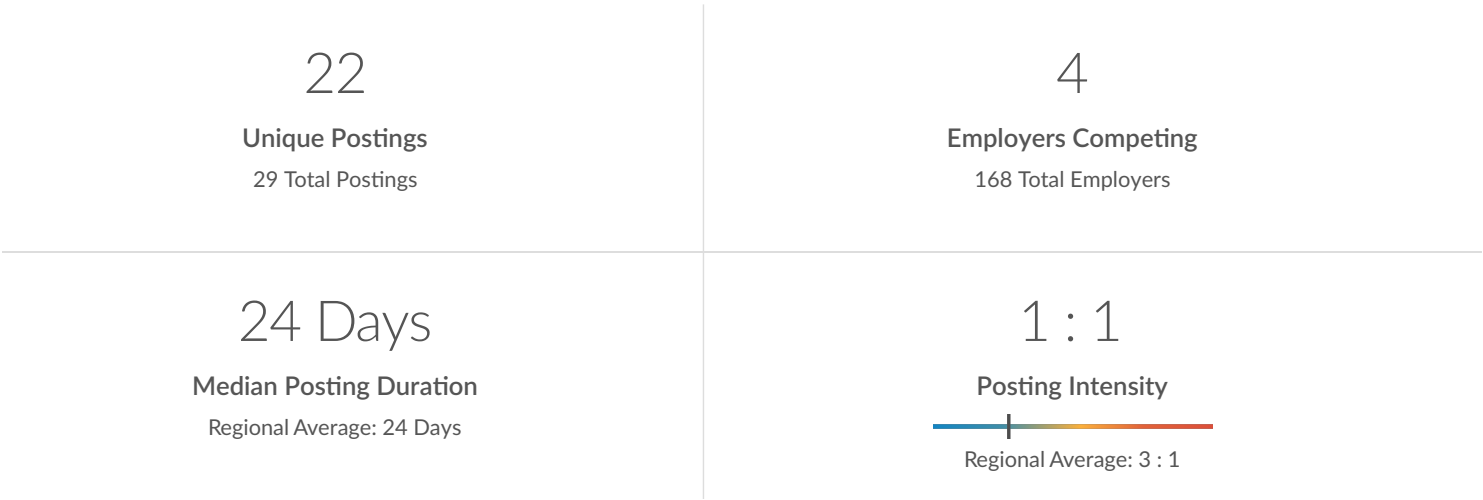
Education Level: Any

Job Type: Include Internships

Keyword Search:

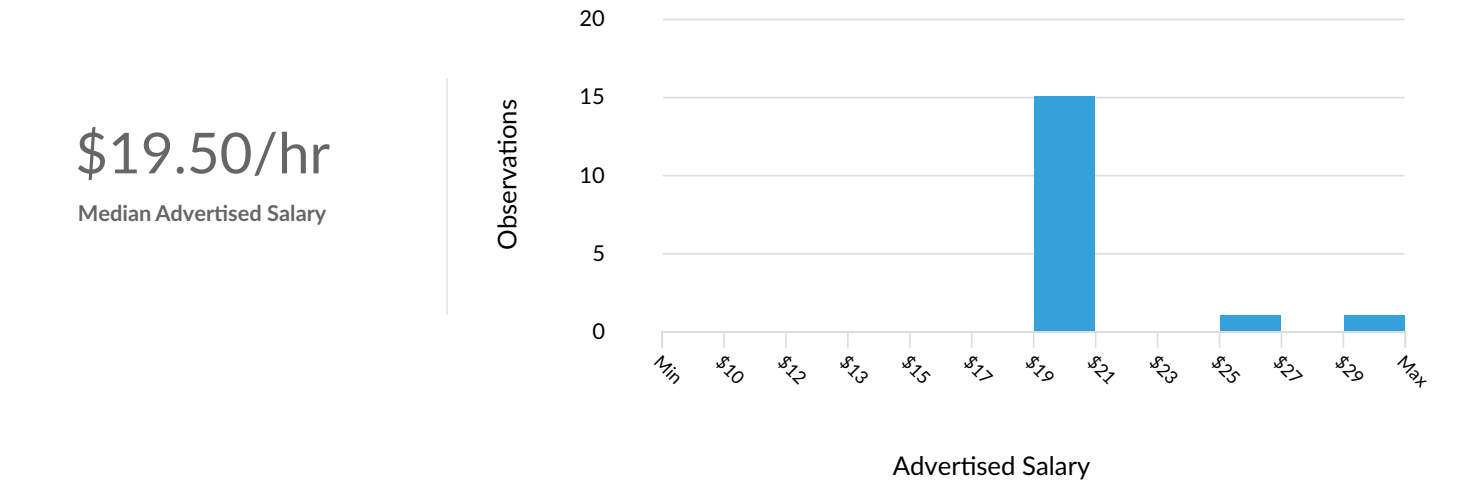
Posting Type: Active Postings

# Job Postings Overview



## Advertised Salary

There are 17 advertised salary observations (77% of the 22 matching postings).



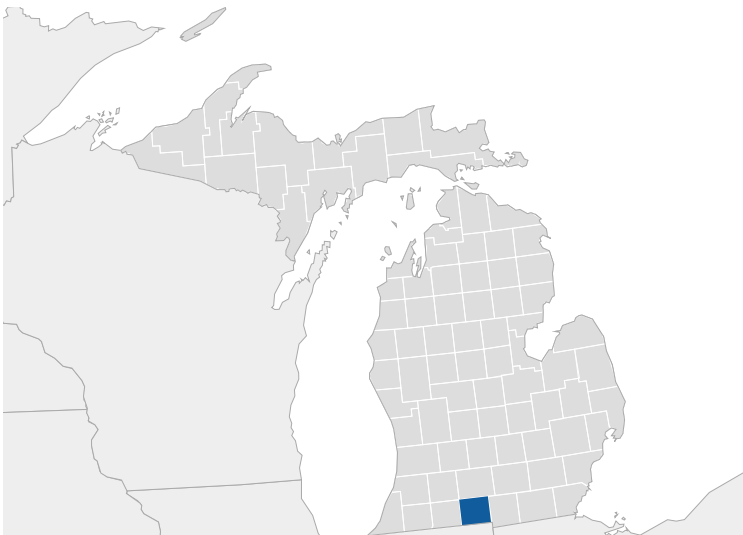
# Advertised Salary Trend

▼ 2.2% Dec 2024 – May 2025  
\$19.45 Median



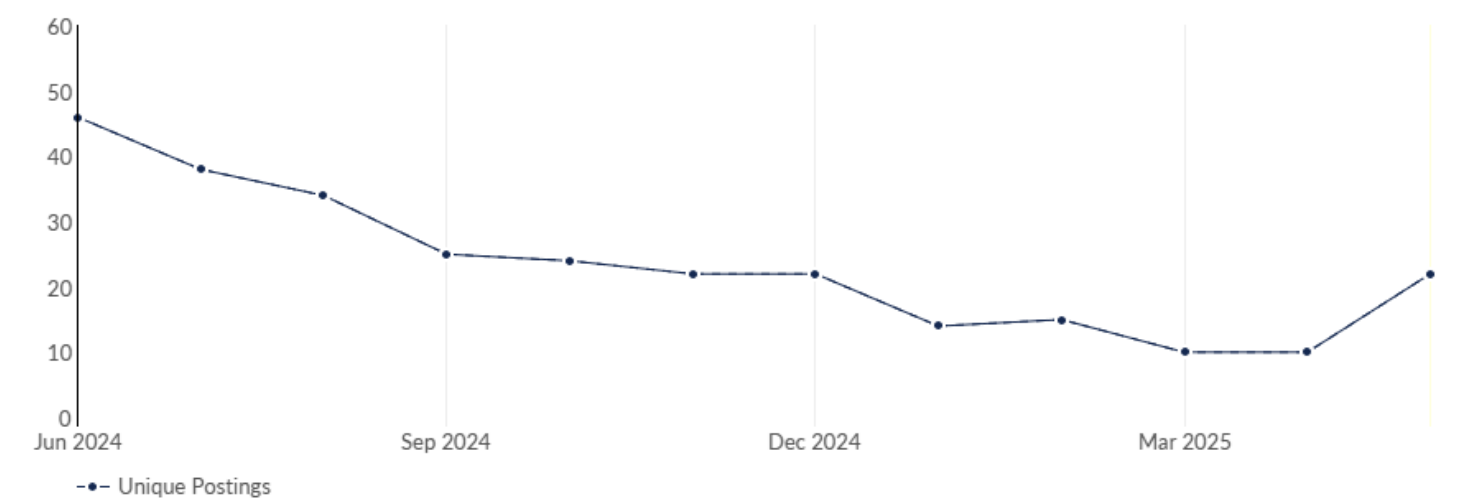


# Job Postings Regional Breakdown



County	Unique Postings (May 2025)
Branch County, MI	22

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
May 2025	22	1 : 1
Apr 2025	10	2 : 1
Mar 2025	10	2 : 1
Feb 2025	15	2 : 1
Jan 2025	14	3 : 1
Dec 2024	22	3 : 1
Nov 2024	22	3 : 1
Oct 2024	24	4 : 1
Sep 2024	25	3 : 1
Aug 2024	34	3 : 1
Jul 2024	38	3 : 1
Jun 2024	46	3 : 1

# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	20	91%
High school or GED	2	9%
Associate's degree	0	0%
Bachelor's degree	0	0%
Master's degree	0	0%
Ph.D. or professional degree	0	0%





# Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2	0	9%
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	19	86%
0 - 1 Years	3	14%
2 - 3 Years	0	0%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







# Top Companies Posting

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Walmart	21 / 17	1 : 1 	28 days
Dollar General	2 / 2	1 : 1 	n/a
Clemens Food Group	3 / 2	2 : 1 	24 days
Bronson Healthcare	3 / 1	3 : 1 	n/a

# Top Cities Posting

City	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Coldwater, MI	20 / 13	2 : 1 	24 days
Quincy, MI	6 / 6	1 : 1 	n/a
Union City, MI	3 / 3	1 : 1 	n/a



# Top Posted Occupations

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Retail Salespersons	9 / 9	1 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	7 / 4	2 : 1 	n/a
Cashiers	5 / 4	1 : 1 	n/a
General and Operations Managers	3 / 2	2 : 1 	24 days
Fast Food and Counter Workers	2 / 2	1 : 1 	28 days
Registered Nurses	3 / 1	3 : 1 	n/a











# Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Retail Salespersons	9 / 9	1 : 1 	n/a
First-Line Supervisors of Retail Sales Workers	7 / 4	2 : 1 	n/a
Cashiers	5 / 4	1 : 1 	n/a
General and Operations Managers	3 / 2	2 : 1 	24 days
Fast Food and Counter Workers	2 / 2	1 : 1 	28 days
Registered Nurses	3 / 1	3 : 1 	n/a





# Top Posted Occupations

Occupation	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Retail Sales Associate	9 / 9	1 : 1 	n/a
Retail Store Manager / Supervisor	7 / 4	2 : 1 	n/a
Cashier	5 / 4	1 : 1 	n/a
Operations Manager / Supervisor	3 / 2	2 : 1 	24 days
Fast Food / Counter Worker	2 / 2	1 : 1 	28 days
Registered Nurse	3 / 1	3 : 1 	n/a

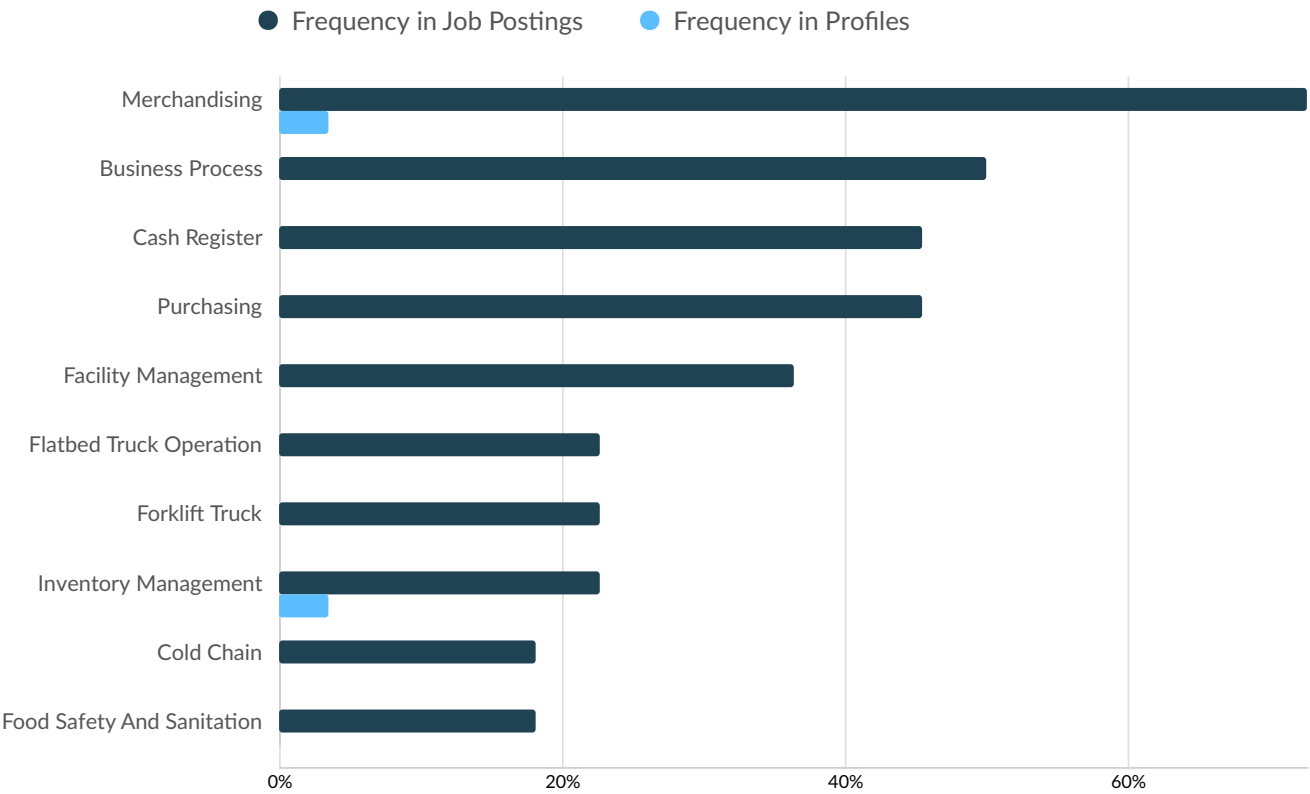
## Top Posted Job Titles

	Total/Unique (May 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
Water Managers	1 / 1	1 : 1 	n/a
Guest Service Team Members/Cart Attendants	1 / 1	1 : 1 	n/a
Harvest Supervisors	1 / 1	1 : 1 	24 days
Floor Supervisors	2 / 1	2 : 1 	n/a
Cashiers/Front End Supervisors	2 / 1	2 : 1 	n/a
Consumables Associates	1 / 1	1 : 1 	28 days
Hematology/Oncology Nurse Practitioners	3 / 1	3 : 1 	n/a

## Top Industries

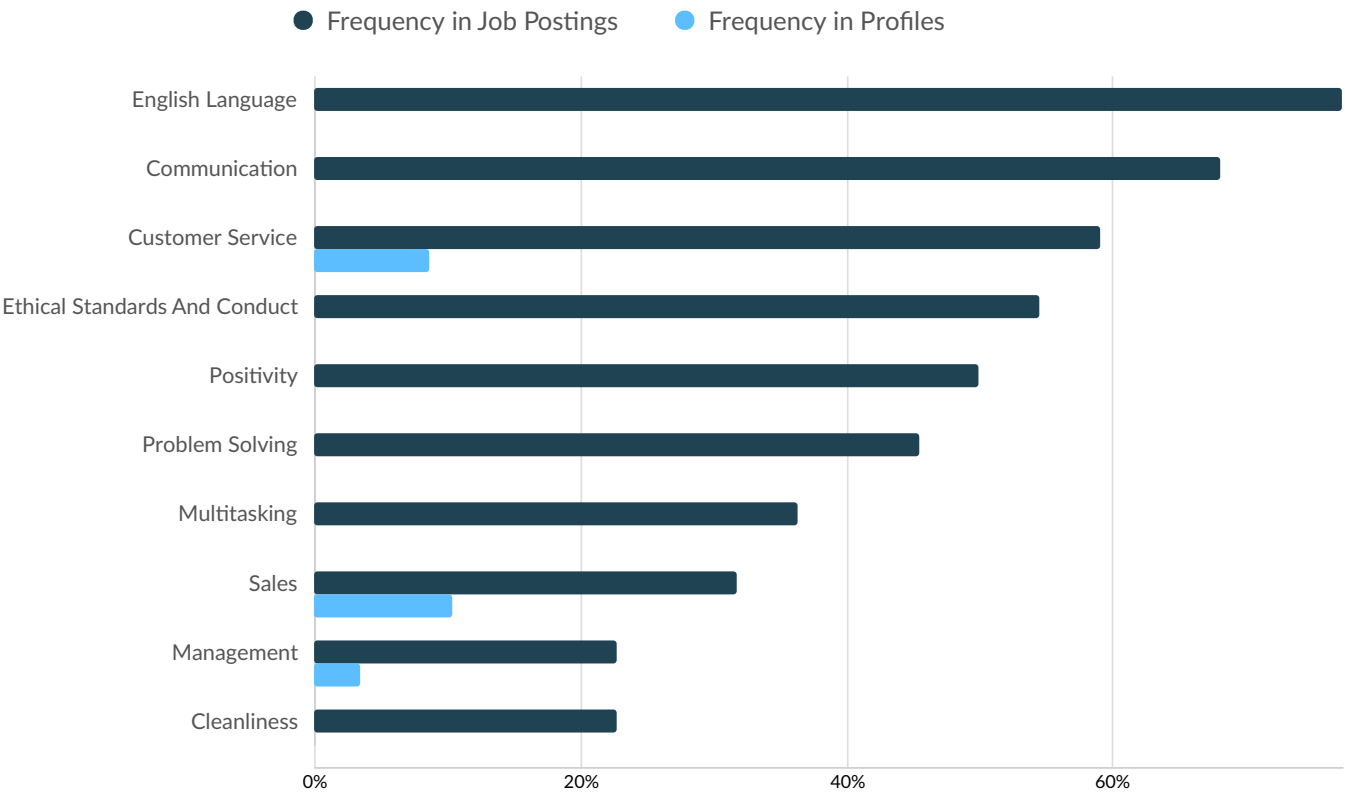
	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Warehouse Clubs and Supercenters	21 / 17	1 : 1 	28 days
Animal (except Poultry) Slaughtering	3 / 2	2 : 1 	24 days
All Other General Merchandise Retailers	2 / 2	1 : 1 	n/a
General Medical and Surgical Hospitals	3 / 1	3 : 1 	n/a

# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	16	73%	2	3%	+15.0%	Growing
Business Process	11	50%	0	0%	+22.8%	Rapidly Growing
Cash Register	10	45%	0	0%	+21.4%	Rapidly Growing
Purchasing	10	45%	0	0%	+19.6%	Rapidly Growing
Facility Management	8	36%	0	0%	+11.6%	Growing
Flatbed Truck Operation	5	23%	0	0%	+3.0%	Lagging
Forklift Truck	5	23%	0	0%	+5.5%	Stable
Inventory Management	5	23%	2	3%	+12.6%	Growing
Cold Chain	4	18%	0	0%	+14.8%	Growing
Food Safety And Sanitation	4	18%	0	0%	+11.7%	Growing

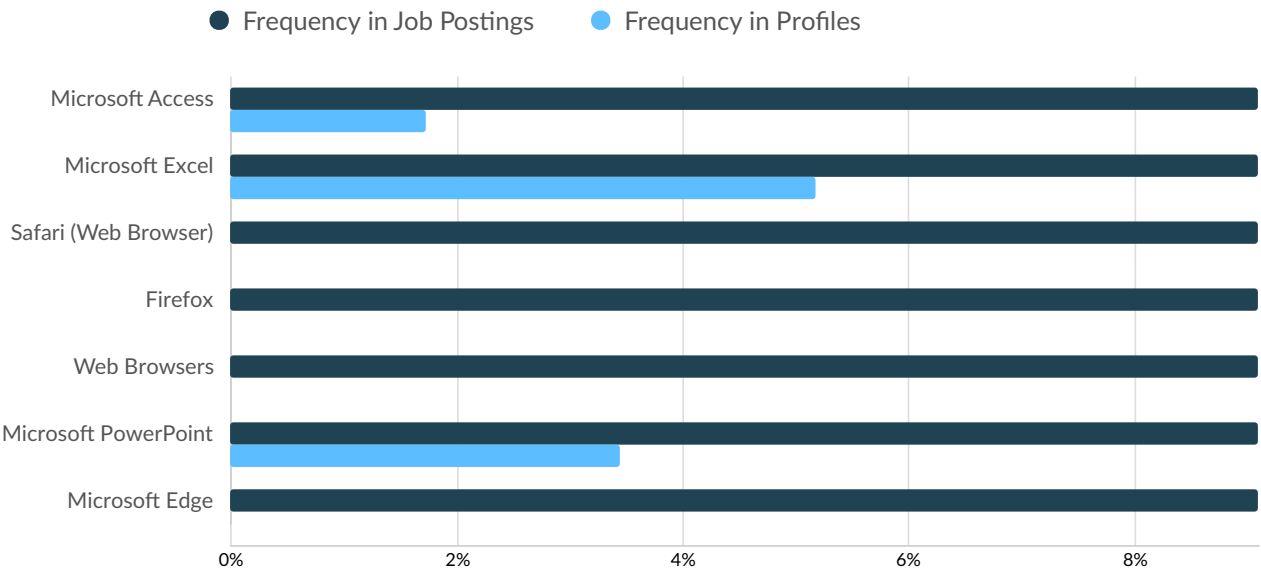
# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
English Language	17	77%	0	0%	+15.3%	Growing
Communication	15	68%	0	0%	+3.6%	Lagging
Customer Service	13	59%	5	9%	+5.2%	Stable
Ethical Standards And Conduct	12	55%	0	0%	+18.3%	Growing
Positivity	11	50%	0	0%	+18.4%	Growing
Problem Solving	10	45%	0	0%	+11.3%	Growing
Multitasking	8	36%	0	0%	+18.4%	Growing
Sales	7	32%	6	10%	+7.8%	Stable
Management	5	23%	2	3%	+5.3%	Stable
Cleanliness	5	23%	0	0%	+11.1%	Growing



# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Access	2	9%	1	2%	+3.9%	Lagging
Microsoft Excel	2	9%	3	5%	+17.7%	Growing
Safari (Web Browser)	2	9%	0	0%	+16.7%	Growing
Firefox	2	9%	0	0%	+7.9%	Stable
Web Browsers	2	9%	0	0%	+9.5%	Growing
Microsoft PowerPoint	2	9%	2	3%	+26.1%	Rapidly Growing
Microsoft Edge	2	9%	0	0%	+8.0%	Stable

# Top Qualifications

	Postings with Qualification
Food Safety Certification	3
Food Handler's Card	3
Bachelor Of Science In Business	1

# Appendix A

## Top Posting Sources

Website	Postings on Website (May 2025)
themuse.com	13
dejobs.org	2
disabledperson.com	2
ultipro.com	2
careerarc.com	1
dollargeneral.com	1
gr8jobs.net	1
indeed.com	1
walmart.com	1

# Appendix B

## Sample Postings

# Store Managers — Dollar General in Coldwater, MI (May 2025 - Active)

STORE MANAGER CANDIDATE	
Link to Live Job Posting: <a href="http://www.careerarc.com">www.careerarc.com</a>	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Store Managers
<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 Store Manager Candidate supports the Store Manager in the effective implementation of all store processes including employee supervision, staffing, inventory management, stocking and receiving, paperwork, and store needs. This position is utilized to foster interactive development of an external candidate for the Store Manager role and is to be held for a limited period. DUTIES and</p> <p>ESSENTIAL JOB FUNCTIONS</p> <p>Assist in recruiting and staffing activities. Assist with store merchandising by facilitating and/or participating in staging, stocking and storage of merchandise; ensuring that merchandise is presented according to established practices and store manager direction; and properly utilizing merchandise fixtures, signing and pricing of merchandise. Assist in all aspects of inventory management (including proper execution of damages, markdowns, register scanning, paperwork and facility controls); prepare and conduct inventories. Follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets. Provide superior customer service leadership. Act as a role model by following company procedures and policies as outlined in the employee handbook, SOP manual and company communications. Participate in store opening and closing activities. Ensure the safe deposit of all company funds in the designated bank. Assist in ensuring the financial integrity of the store through strict cashier accountability, key control and adherence to company security practices and cash control procedures. Assist in the maintenance of clean, well-stocked stores; provide a safe environment for customers and employees. Operate store in store manager's absence. Review operating statements to identify business trends (including sales, labor, profitability, and inventory turn), expense control opportunities, potential shrink, and errors. Complete all paperwork and documentation according to guidelines and deadlines.</p> <p>Qualifications:</p>	

## KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit controls. Ability to learn and perform IBM cash register functions, including those necessary to generate reports. Knowledge of inventory management and merchandising practices. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE and STARS programs, etc.) Knowledge of recruiting, interviewing, hiring, counseling, and termination practices including legal compliance and internal processes. Effective oral and written communication skills. Effective interpersonal skills. Effective organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

## EDUCATION

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

## COMPETENCIES

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

WORKING CONDITIONS and

## PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping and kneeling to run check out station, stock merchandise and unload trucks. Frequent handling of merchandise and equipment such as hand-held scanners pricing guns, box cutters, merchandise containers and carts, two-wheel dollies, and U-boats (six-wheel carts). Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds. Occasional climbing (using ladder). Occasional driving/providing own transportation to make bank deposits, attend management meetings and to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions.

## Note:

This position requires some travel with limited overnight stays Dollar General Corporation is an equal opportunity employer.

Operations Management Trainees — Walmart in Coldwater, MI (May 2025 - Active)

(USA) Coach/Ops Mgr Trainee	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Walmart	Job Title: Operations Management Trainees
<p>Position Summary... What you'll do... Leads and develops teams effectively by teaching training and actively listening to associates touring stores and providing feedback TourtoTeach communicating and collaborating with all levels of associates regarding store operations utilizing technology business initiativesmerchandising and company direction introducing and leading company change efforts providing clear expectations and guidance to implementbusiness solutions and communicating business objectives to teams effectivelyModels and demonstrates exceptional customer service standards to store associates by following and demonstrating the One Best Way OBWservice model managing and supporting customer service initiatives for example store of the community and community outreach programsensuring customer needs complaints and issues are successfully resolved developing and implementing action plans to correct deficiencies andproviding process improvement leadership to ensure a high quality customer experienceDrives the financial performance and sales of the designated store area by reviewing and evaluating PL Profit Loss statements managing andassisting in budgeting forecasting and controlling expenses in designated business area to confirm they are indexed to sales monitoring andensuring effective merchandise presentation seasonal transitions inventory flow and operational processes and developing and implementingaction plans to mitigate shrink and ensure sales and profit goals are achieved for business areaProvides supervision and development opportunities for hourly associates by hiring training and mentoring of associates assigning duties settingclear expectations providing associate recognition communicating expectations consistently and effectively promoting a belonging mindset in the workplace and recruiting and developing qualified associates to meet staffing needs and achieve company growth potentialCoordinates completes and oversees jobrelated activities and assignments by developing and maintaining relationships with key stakeholderssupporting plans and initiatives to meet customer and business needs identifying and communicating goals and objectives building accountability forand measuring progress in achieving results identifying and addressing improvement opportunities and demonstrating adaptability and promotingcontinuous learningProvides supervision and development opportunities for associates by hiring and training mentoring assigning duties providing recognition andpromoting a belonging mindset in the workplaceEnsures compliance with company policies and procedures and supports company mission values and standards of ethics and integrity byimplementing related action plans utilizing and supporting the Open Door Policy and providing direction and guidance on applying these in executingbusiness processes and practicesRespect the</p> <p>Individual:</p> <p>Builds highperforming teams embraces differences in people cultures ideas and experiences creates a workplace where associates feel seen supported and connected through a culture of belonging creates opportunities for all associates to thrive and performx000BRespect the</p> <p>Individual:</p> <p>Works collaboratively builds strong and trusting relationships communicates with impact energy and positivity to motivate and influencex000BRespect the</p> <p>Individual:</p> <p>Attracts and retains the best talent empowers and develops talent and recognizes others contributions and accomplishmentsAct with</p> <p>Integrity:</p> <p>Maintains and promotes the highest standards of integrity ethics and compliance models the Walmart values to support and foster our culture</p>	

holds oneself and others accountable supports Walmart's goal of becoming a regenerative company by making a positive impact for associates customers members and the world around us by creating a sense of belonging eliminating waste participating in local giving Act with

### Integrity:

Acts in a selfless manner and is consistently humble self-aware honest fair and transparent Serves Our Customers and Members Delivers results while putting the customer first considers and adapts to how where and when customers shop and applies the EDLP and EDLC business models to all plans Serves Our Customers and Members Makes decisions based on data insights and analysis balances short and long-term priorities and considers our customers fellow associates shareholders suppliers business partners and communities when making plans Strive for

### Excellence:

Displays curiosity and a desire to learn takes calculated risks demonstrates courage and resilience and encourages learning from mistakes Strive for

### Excellence:

Drives continuous improvements adopts and encourages the use of new technologies and skills and supports others through change At Walmart, we offer competitive pay as well as performance-based bonus awards and other great benefits for a happier mind, body, and wallet. Health benefits include medical, vision and dental coverage. Financial benefits include 401(k), stock purchase and company-paid life insurance. Paid time off benefits include PTO (including sick leave), parental leave, family care leave, bereavement, jury duty, and voting. Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more. You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see <https://one.walmart.com/notices>. Live Better U is a Walmart-paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One.

Walmart. The hourly wage range for this position is \$31.25-\$38.46 • Plus Differential to meet legislative requirements, where applicable. • The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation includes annual or quarterly performance bonuses. Additional compensation for certain positions may also include: - Regional Pay Zone (RPZ) (based on location) Minimum Qualifications... Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications. 2 years' of college; OR 1 year's retail experience and 1 year's supervisory experience; OR 2 years' general work experience and 1 year's supervisory experience. For facilities that sell firearms, I acknowledge that the position for which I am applying will require successful completion of a firearms-specific Criminal Background Check (CBC) and Firearms Authorized Training. For facilities that sell only ammunition and have state specific requirements, I acknowledge that the position for which I am applying may require a current state issued Certificate of Eligibility. Associates will be required to attend and successfully complete all job-required trainings and assessments (for example, Academy trainings, Open Door trainings, etc.) Preferred Qualifications... Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications. Bachelor of Science in Business Management and Leadership through Live Better U and Bellevue University, Certificate of Completion in People and Business Leadership through Live Better U and Bellevue University, General work experience supervising 5 or more direct reports to include the responsibility of performance management, mentoring, hiring, and firing Primary Location... 800 E Chicago St, Coldwater, MI 49036-2055, United States of America

Water Managers – Dollar General in Coldwater, MI (May 2025 - Active)

STORE MANAGER CANDIDATE IN COLDWATER, MI	
Link to Live Job Posting: <a href="https://careers.dollargeneral.com">careers.dollargeneral.com</a>	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Water 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 Store Manager Candidate supports the Store Manager in the effective implementation of all store processes including employee supervision, staffing, inventory management, stocking and receiving, paperwork, and store needs. This position is utilized to foster interactive development of an external candidate for the Store Manager role and is to be held for a limited period. DUTIES and</p> <p>ESSENTIAL JOB FUNCTIONS</p> <p>Assist in recruiting and staffing activities. Assist with store merchandising by facilitating and/or participating in staging, stocking and storage of merchandise; ensuring that merchandise is presented according to established practices and store manager direction; and properly utilizing merchandise fixtures, signing and pricing of merchandise. Assist in all aspects of inventory management (including proper execution of damages, markdowns, register scanning, paperwork and facility controls); prepare and conduct inventories. Follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets. Provide superior customer service leadership. Act as a role model by following company procedures and policies as outlined in the employee handbook, SOP manual and company communications. Participate in store opening and closing activities. Ensure the safe deposit of all company funds in the designated bank. Assist in ensuring the financial integrity of the store through strict cashier accountability, key control and adherence to company security practices and cash control procedures. Assist in the maintenance of clean, well-stocked stores; provide a safe environment for customers and employees. Operate store in store manager's absence. Review operating statements to identify business trends (including sales, labor, profitability, and inventory turn), expense control opportunities, potential shrink, and errors. Complete all paperwork and documentation according to guidelines and deadlines.</p> <p>Qualifications KNOWLEDGE and SKILLS:</p> <p>Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit controls. Ability to learn and perform IBM cash register functions, including those necessary to generate reports. Knowledge of inventory management and merchandising practices. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE and STARS programs, etc.) Knowledge of recruiting, interviewing, hiring, counseling, and termination practices including legal compliance and internal processes. Effective oral and written communication skills. Effective interpersonal skills. Effective organization skills with attention to detail. Ability to solve problems and deal with a variety of situations</p>	



where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

## EDUCATION

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

## COMPETENCIES

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

WORKING CONDITIONS and

## PHYSICAL REQUIREMENTS

Frequent walking and standing. Frequent bending, stooping and kneeling to run check out station, stock merchandise and unload trucks. Frequent handling of merchandise and equipment such as hand-held scanners pricing guns, box cutters, merchandise containers and carts, two-wheel dollies, and U-boats (six-wheel carts). Frequent and proper lifting of up to 40 pounds; occasional lifting of up to 55 pounds. Occasional climbing (using ladder). Occasional driving/providing own transportation to make bank deposits, attend management meetings and to other Dollar General stores. Fast-paced environment; moderate noise level. Occasionally exposed to outside weather conditions.

### Note:

This position requires some travel with limited overnight stays Dollar General Corporation is an equal opportunity employer.

### Qualifications:

## KNOWLEDGE and SKILLS:

Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit controls. Ability to learn and perform IBM cash register functions, including those necessary to generate reports. Knowledge of inventory management and merchandising practices. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE and STARS programs, etc.) Knowledge of recruiting, interviewing, hiring, counseling, and termination practices including legal compliance and internal processes. Effective oral and written communication skills. Effective interpersonal skills. Effective organization skills with attention to detail. Ability to solve problems and deal with a variety of situations where limited standardization exists. Certain store locations may give preference to bilingual Spanish speakers. WORK EXPERIENCE and/or

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

## COMPETENCIES

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WORKING CONDITIONS and

## PHYSICAL REQUIREMENTS

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### Note:

This position requires some travel with limited overnight stays Dollar General Corporation is an equal opportunity employer.

Retail Team Members — Walmart in Coldwater, MI (May 2025 - Active)

Retail Team Member - Maintenance	
Link to Live Job Posting: <a href="http://www.themuse.com">www.themuse.com</a>	
Location: Coldwater, MI	O*NET: 41-2031.00
Company: Walmart	Job Title: Retail Team Members

Position Summary... Are you ready to help shape a member's entire shopping experience by giving them a positive first and last impression? We are looking for people who take pride in their work to join our team. As a Maintenance Associate at Sam's Club, you are responsible for ensuring members see a well-kept parking lot, clean restrooms, and clean floors. This means you are constantly on your feet and on the go. However, maintaining a positive attitude will ensure customers have a great experience from start to finish. You will sweep us off our feet if:

- You thrive in fast-paced environments
- You take pride in your work
- You're comfortable with change and quickly adapt to different work scenarios
- You keep member satisfaction as your top priority
- You can work an entire shift on your feet and work in physically demanding environments. You will make an impact by:
  - Ensuring a safe and clean environment for members and associates by performing maintenance as necessary
  - Ensuring customers have a great first and last impression
  - Maintaining a positive attitude

The maintenance associate role is a great way to start a fulfilling career at Sam's Club. Apply now! The above information has been designed to indicate the general nature and level of work performed in the role. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job. The full job description can be made available as part of the hiring process. What you'll do... Maintains safety of Facility by following all safety standards, procedures, and guidelines including conducting safety sweeps, following proper forklift spotting procedures, following proper procedures for handling and disposing of hazardous materials, following Company steel standard guidelines, and correcting/reporting unsafe situations to Management. Cleans all areas of the Facility (for example, floors, windows, restrooms, trash receptacles) while following Company procedures, guidelines, and methods, and utilizing approved chemicals, supplies, tools, and equipment. Ensures a safe and clean environment for Members and Associates by performing maintenance as necessary, responding to spills, operating floor scrubbers, and disposing of cardboard, plastic, and trash in accordance with Company Environmental Sustainability Program. Maintains appropriate levels of Company-approved chemicals and supplies needed to ensure a safe and clean facility, including ensuring that chemical supplies are rotated and stored in proper containers in preparation for their use and placing orders to replenish supplies are low. At Sam's Club, we offer competitive pay as well as performance-based bonus awards and other great benefits for a happier mind, body, and wallet!

- Health benefits include medical, vision and dental coverage
- Financial benefits include 401(k), stock purchase and company-paid life insurance
- Paid time off benefits include PTO, parental leave, family care leave, bereavement, jury duty, and voting.

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 <https://one.walmart.com/notices>.

- Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more.

Live Better U is a company paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One.

Walmart at <https://bit.ly/3iOOB1J>. The hourly wage range for this position is \$16.00 to \$23.00 The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. 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. Minimum Qualifications... Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications. Must be 18 years of age or older Preferred Qualifications... Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications. Primary Location... 12737 6 Mile Rd, Battle Creek, MI 49014-8368, United States of America

# Frontline Cashiers — Walmart in Coldwater, MI (May 2025 - Active)

## Member Frontline Cashier

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

Location: Coldwater, MI

O\*NET: 41-2011.00

Company: Walmart

Job Title: Frontline Cashiers

Position Summary... Want to make a lot of people's day? Our Member Frontline Cashier Associates are the heart of our front end. You play a major role in how our members feel in the club and when they leave. You might be the first, last, and sometimes only associate that our members interact with. That's why it's so important to smile, greet, and thank each and every one. We are looking for friendly faces to run registers and support our members through the self-checkout experience! The pace can be really fast, especially in the evenings, on weekends, and during a holiday season. There are times when you have to juggle several tasks in a short amount of time while helping members: scanning items, processing payments, and maintaining a clean area—you get the idea! It's hard work, but our cashiers find it rewarding, especially since they're a part of a large team with a common goal: happy, satisfied members. You will sweep us off our feet if:

- You thrive in fast-paced environments
- You're a multi-tasker at heart
- You keep member satisfaction as your top priority
- You can stand for long periods of time while assisting members quickly and accurately
- You're a problem solver who tackles obstacles head-on to ensure each task is completed with excellence You will make an impact by:
- Maintaining a positive attitude by smiling, greeting and thanking members
- Providing exceptional customer service to members across the club as needed, answering any questions they may have
- Maintaining a clean, neat, and member-ready area The member frontline cashier is a great way to start a fulfilling career at Sam's Club.

Apply now! The above information has been designed to indicate the general nature and level of work performed in the role. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job. The full job description can be made available as part of the hiring process. What you'll do... Maintains safety of facility according to company policies and procedures by conducting safety sweeps; following forklift spotting procedures; following procedures for handling and disposing of hazardous materials; following company steel standard guidelines; and correcting and reporting unsafe situations to facility management. Provides member service by acknowledging the member and identifying members needs; assisting members with purchasing decisions; locating merchandise; resolving member issues and concerns; promoting the company's products and services; providing guidance and support to members regarding member self-service technology; processing member purchases; assisting members with payments according to company policies and procedures for different membership and payment types; assisting members with transactions utilizing registers or self-checkout area; zoning the area; and arranging and organizing merchandise. Complies with company policies, procedures, and standards of ethics and integrity by implementing related action plans; using the Open Door Policy; and applying these in executing business processes and practices. Completes work assignments and priorities by using policies, data, and resources; collaborating with managers, co-workers, customers, and other business partners; identifying priorities, deadlines, and expectations; carrying out tasks; communicating progress and information; determining and recommending ways to address improvement opportunities; and adapting to and learning from change, difficulties, and feedback. At Sam's Club, we offer competitive pay as well as performance-based bonus awards and other great benefits for a happier mind, body, and wallet!

- Health benefits include medical, vision and dental coverage
- Financial benefits include 401(k), stock purchase and company-paid life insurance
- Paid time off benefits include PTO, parental leave, family care leave, bereavement, jury duty, and voting.

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 <https://one.walmart.com/notices>.

- Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense

Other benefits include short-term and long-term disability, company discounts, primary leave pay, adoption and surrogacy expense reimbursement, and more.

Live Better U is a company paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One.

Walmart at <https://bit.ly/3iOOB1J>. The hourly wage range for this position is \$16.00 to \$23.00 The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. 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. Minimum Qualifications... Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications. Preferred Qualifications... Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications. Customer Service, Retail experience including operating front end equipment (for example, cash register), Working with mobile retail applications Primary Location... 12737 6 Mile Rd, Battle Creek, MI 49014-8368, United States of America

# 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  
May 2025

Michigan



# Parameters

Select Timeframe: May 2025 - May 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:

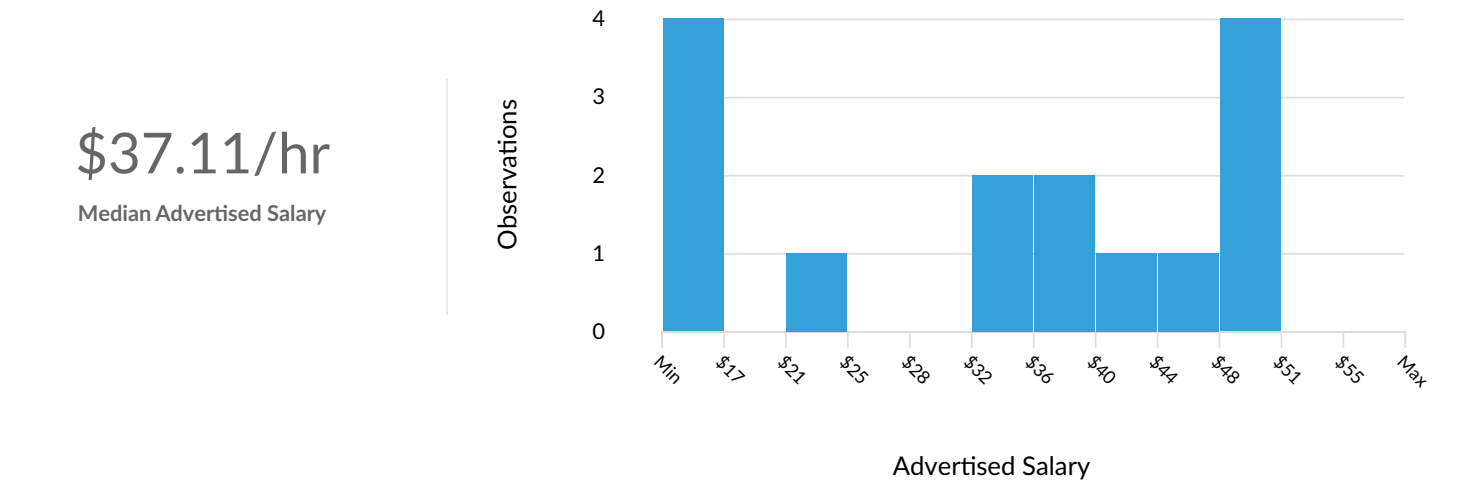
Posting Type: Active Postings

# Job Postings Overview



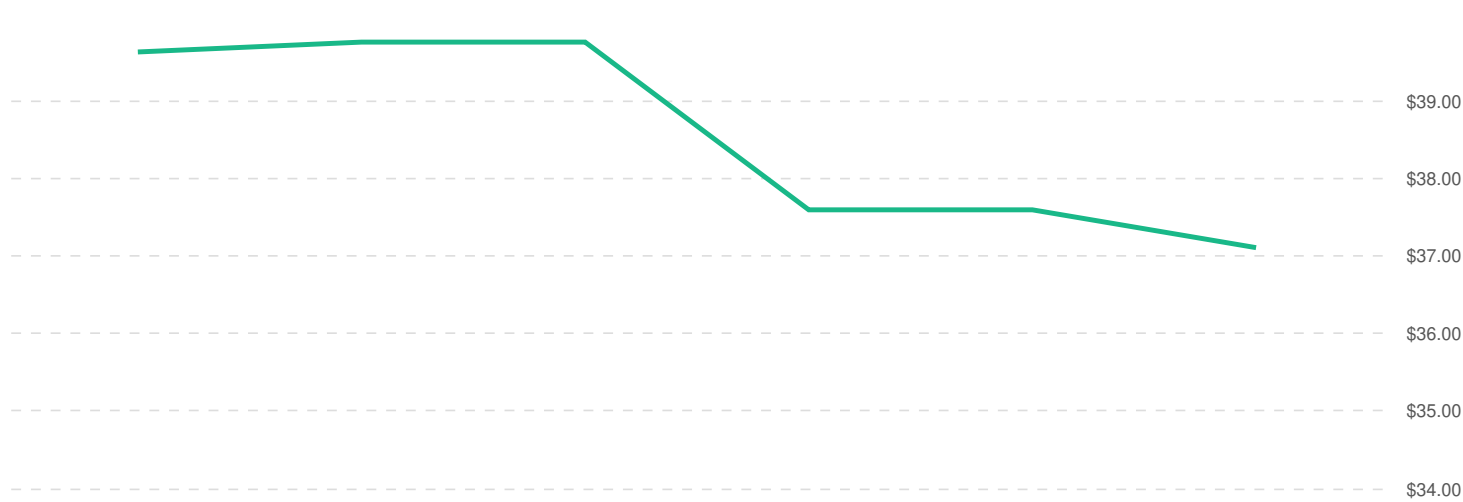
## Advertised Salary

There are 15 advertised salary observations (10% of the 148 matching postings).



# Advertised Salary Trend

▼6.4% Dec 2024 – May 2025  
\$39.82 Median



44 Job Postings

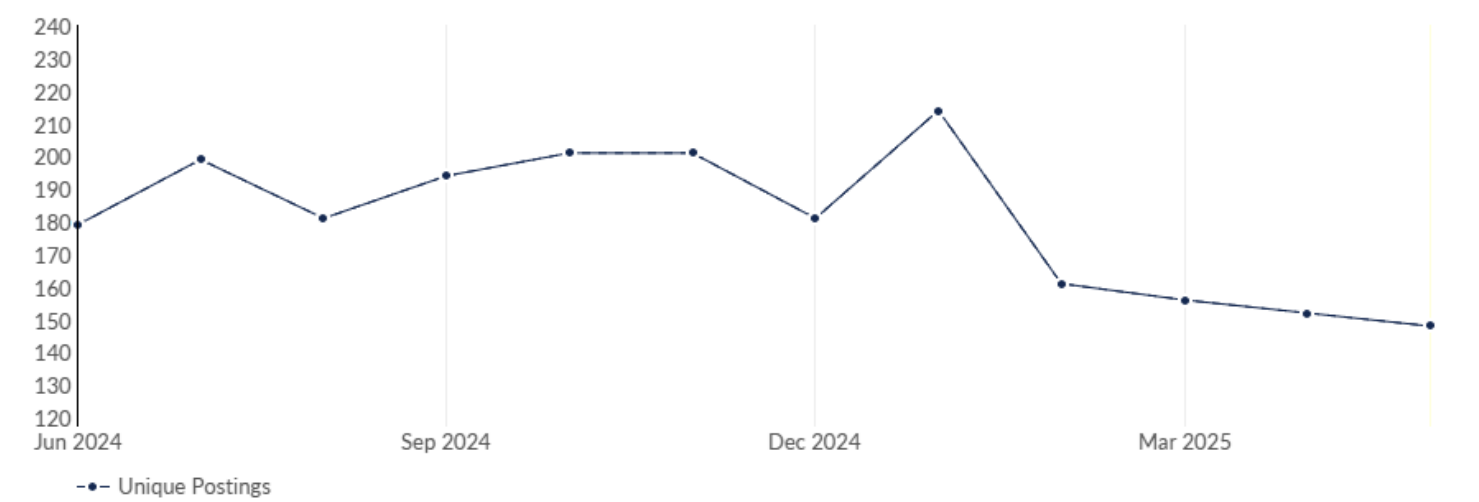


# Job Postings Regional Breakdown



County	Unique Postings (May 2025)
Calhoun County, MI	148

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
May 2025	148	3 : 1
Apr 2025	152	4 : 1
Mar 2025	156	5 : 1
Feb 2025	161	5 : 1
Jan 2025	214	5 : 1
Dec 2024	181	5 : 1
Nov 2024	201	4 : 1
Oct 2024	201	4 : 1
Sep 2024	194	4 : 1
Aug 2024	181	3 : 1
Jul 2024	199	3 : 1
Jun 2024	179	3 : 1

# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	50	34%
High school or GED	28	19%
Associate's degree	61	41%
Bachelor's degree	37	25%
Master's degree	1	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	28	0	19%
Associate's degree	57	4	39%
Bachelor's degree	13	24	9%
Master's degree	0	1	0%
Ph.D. or professional degree	0	0	0%







# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	99	67%
0 - 1 Years	30	20%
2 - 3 Years	19	13%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%








# Top Companies Posting

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	377 / 81	5 : 1 	23 days
Bronson Healthcare	50 / 35	1 : 1 	18 days
Select Medical	17 / 8	2 : 1 	17 days
Dollar General	8 / 6	1 : 1 	n/a
Subway	8 / 6	1 : 1 	32 days
Elara Caring	16 / 6	3 : 1 	16 days
Border Foods	11 / 3	4 : 1 	16 days
Hogan	8 / 2	4 : 1 	n/a
Clean Team	4 / 1	4 : 1 	n/a










# Top Cities Posting

City	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	362 / 77	5 : 1 	17 days
Battle Creek, MI	117 / 59	2 : 1 	18 days
Albion, MI	10 / 5	2 : 1 	16 days
Tekonsha, MI	8 / 5	2 : 1 	n/a
Homer, MI	1 / 1	1 : 1 	32 days
Springfield, MI	1 / 1	1 : 1 	n/a

# Top Posted Occupations










	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	286 / 76	4 : 1 	24 days
Medical Assistants	154 / 43	4 : 1 	17 days
Food Service Managers	19 / 9	2 : 1 	16 days
First-Line Supervisors of Retail Sales Workers	14 / 8	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12 / 7	2 : 1 	14 days
Home Health and Personal Care Aides	6 / 3	2 : 1 	16 days
Heavy and Tractor-Trailer Truck Drivers	8 / 2	4 : 1 	n/a

# Top Posted Occupations











Occupation (O*NET)	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	283 / 73	4 : 1 	25 days
Medical Assistants	154 / 43	4 : 1 	17 days
Food Service Managers	19 / 9	2 : 1 	16 days
First-Line Supervisors of Retail Sales Workers	14 / 8	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12 / 7	2 : 1 	14 days
Critical Care Nurses	3 / 3	1 : 1 	16 days
Personal Care Aides	4 / 2	2 : 1 	n/a
Heavy and Tractor-Trailer Truck Drivers	8 / 2	4 : 1 	n/a
Home Health Aides	2 / 1	2 : 1 	16 days







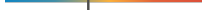


# Top Posted Occupations

Occupation	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	284 / 74	4 : 1 	24 days
Medical Assistant	154 / 43	4 : 1 	17 days
Restaurant / Food Service Manager	19 / 9	2 : 1 	16 days
Retail Store Manager / Supervisor	14 / 8	2 : 1 	n/a
Janitor / Cleaner	12 / 7	2 : 1 	14 days
Caregiver / Personal Care Aide	4 / 2	2 : 1 	n/a
Nursing Manager / Supervisor	2 / 2	1 : 1 	25 days
Tractor-Trailer Truck Driver	8 / 2	4 : 1 	n/a
Home Health Aide	2 / 1	2 : 1 	16 days

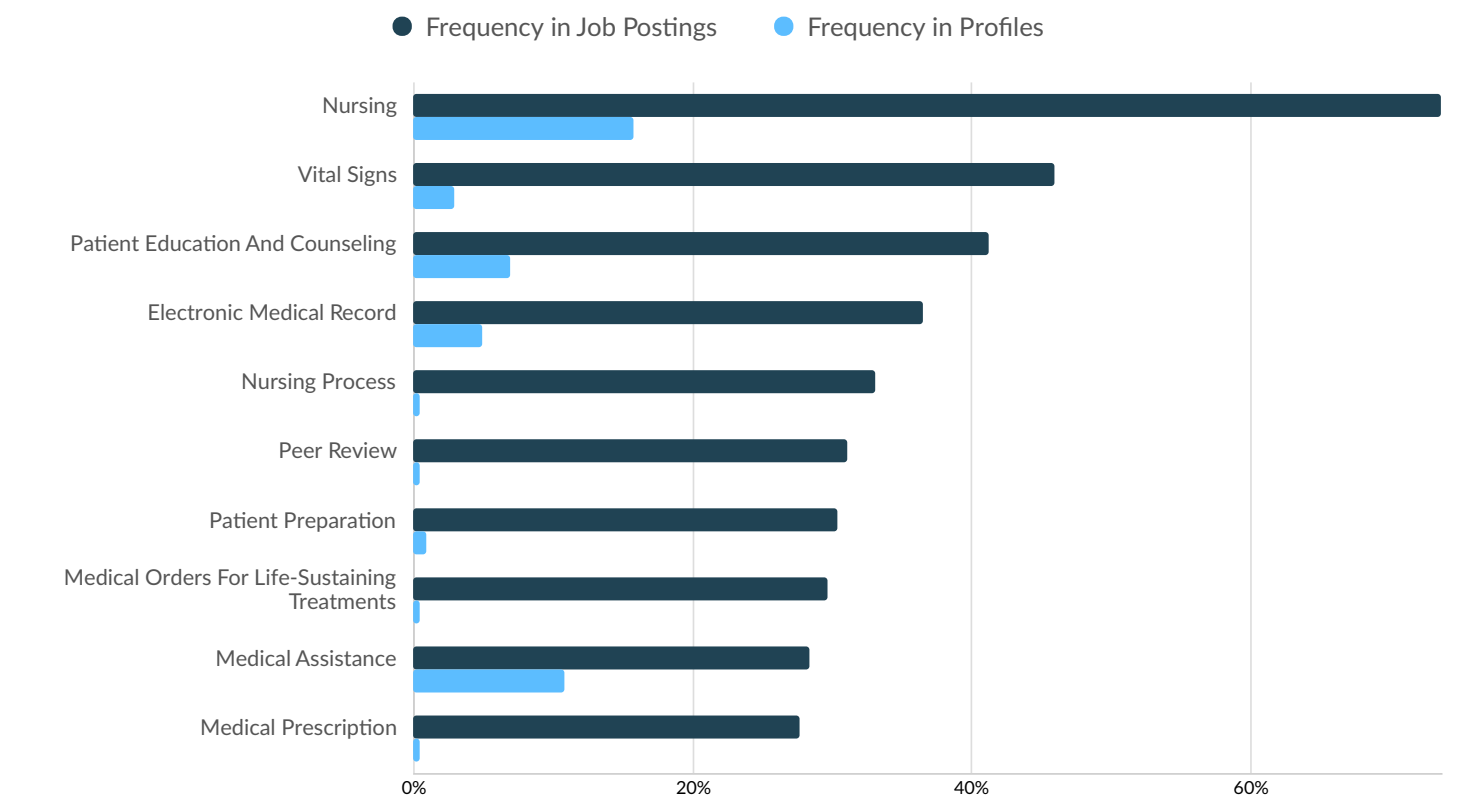
# Top Posted Job Titles

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	116 / 24	5 : 1 	56 days
Requisition Sales Associates	89 / 17	5 : 1 	n/a
Emergency Services Registered Nurses	33 / 7	5 : 1 	23 days
Clinic Medical Assistants	19 / 5	4 : 1 	n/a
Primary Care Medical Assistants	9 / 4	2 : 1 	26 days
Home Health Registered Nurses	12 / 4	3 : 1 	16 days
Environmental Services Technicians	4 / 4	1 : 1 	14 days
Registered Nurses Cat	26 / 4	7 : 1 	n/a
Store Managers	6 / 4	2 : 1 	n/a
Managers	6 / 4	2 : 1 	32 days

# Top Industries

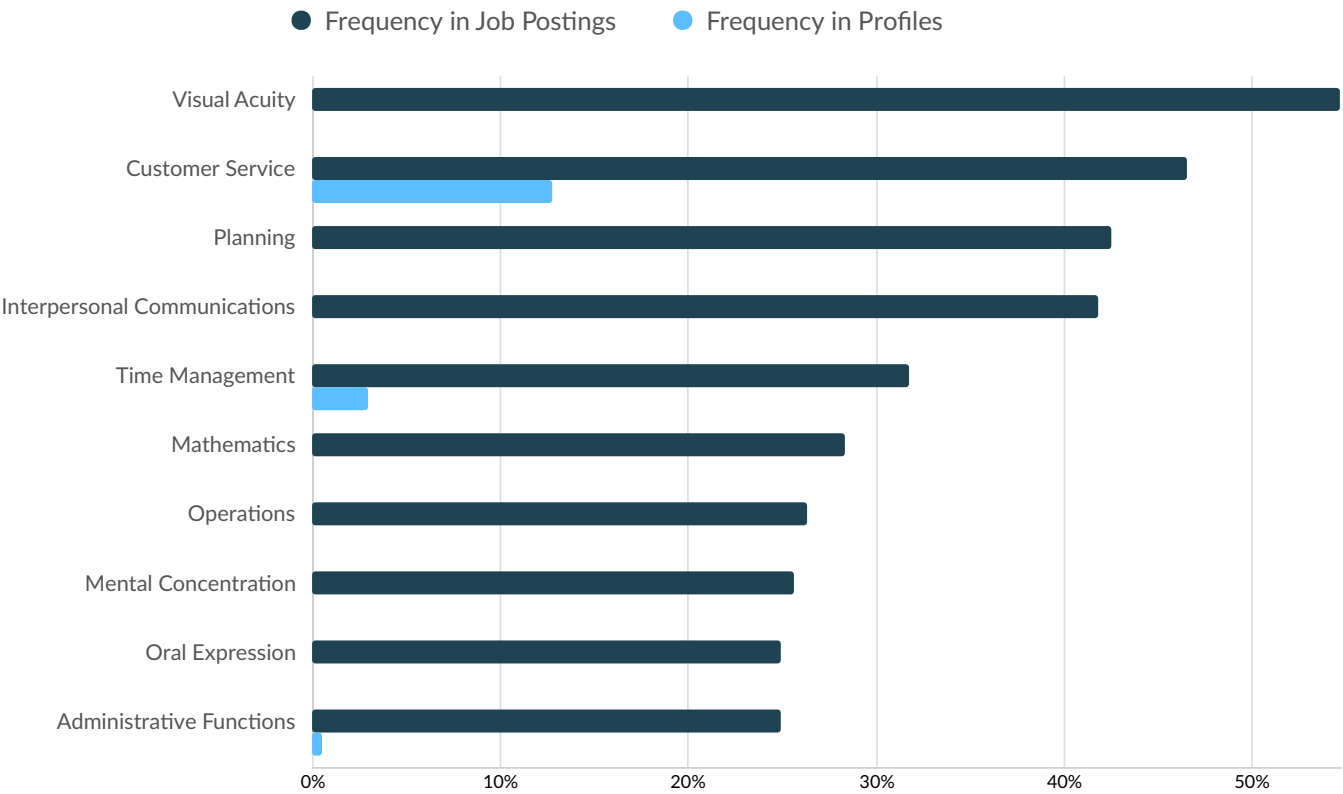
	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	427 / 116	4 : 1 	18 days
Limited-Service Restaurants	19 / 9	2 : 1 	16 days
All Other Outpatient Care Centers	17 / 8	2 : 1 	17 days
All Other General Merchandise Retailers	8 / 6	1 : 1 	n/a
Home Health Care Services	16 / 6	3 : 1 	16 days
Motorcycle, ATV, and All Other Motor Vehicle Dealers	8 / 2	4 : 1 	n/a
Janitorial Services	4 / 1	4 : 1 	n/a

# Top Specialized Skills



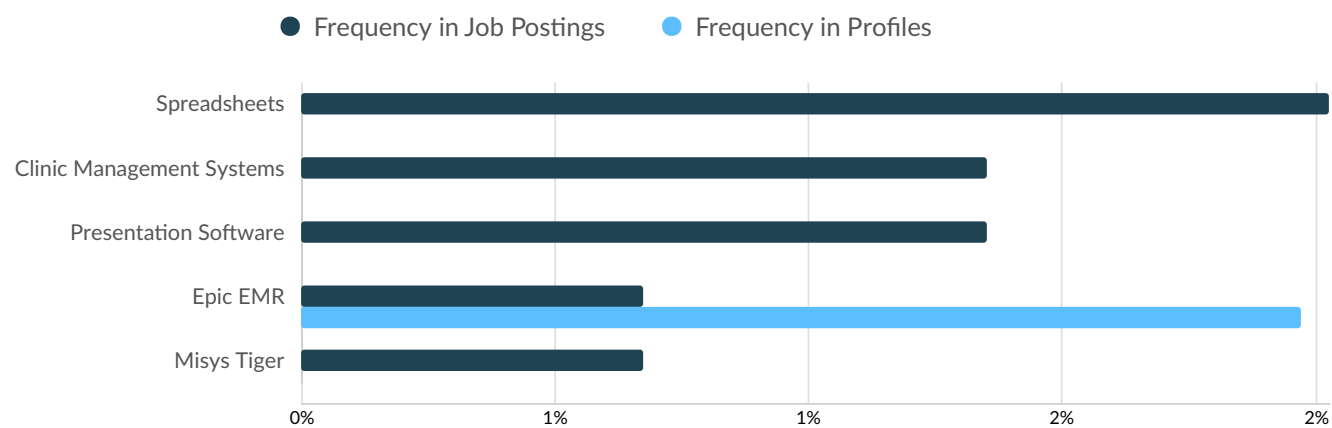
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	109	74%	32	16%	+20.1%	Rapidly Growing
Vital Signs	68	46%	6	3%	+17.2%	Growing
Patient Education And Counseling	61	41%	14	7%	+11.6%	Growing
Electronic Medical Record	54	36%	10	5%	+12.1%	Growing
Nursing Process	49	33%	1	0%	+24.2%	Rapidly Growing
Peer Review	46	31%	1	0%	+18.4%	Growing
Patient Preparation	45	30%	2	1%	+15.8%	Growing
Medical Orders For Life-Sustaining Treatments	44	30%	1	0%	+8.8%	Growing
Medical Assistance	42	28%	22	11%	+11.9%	Growing
Medical Prescription	41	28%	1	0%	+8.5%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	81	55%	0	0%	+18.9%	Growing
Customer Service	69	47%	26	13%	+5.2%	Stable
Planning	63	43%	0	0%	+10.9%	Growing
Interpersonal Communications	62	42%	0	0%	+12.5%	Growing
Time Management	47	32%	6	3%	+14.5%	Growing
Mathematics	42	28%	0	0%	+20.2%	Rapidly Growing
Operations	39	26%	0	0%	+8.1%	Stable
Mental Concentration	38	26%	0	0%	+12.7%	Growing
Oral Expression	37	25%	0	0%	0.0%	
Administrative Functions	37	25%	1	0%	+13.6%	Growing

# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	3	2%	0	0%	+22.2%	Rapidly Growing
Clinic Management Systems	2	1%	0	0%	+9.6%	Growing
Presentation Software	2	1%	0	0%	+21.0%	Rapidly Growing
Epic EMR	1	1%	4	2%	+16.4%	Growing
Misys Tiger	1	1%	0	0%	+66.7%	Rapidly Growing

# Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	104
Registered Nurse (RN)	79
American Red Cross (ARC) Certification	77
Certified Medical Assistant (CMA)	41
Basic Cardiac Life Support	38
Licensed Practical Nurse (LPN)	37
Advanced Cardiovascular Life Support (ACLS) Certification	35
Valid Driver's License	22
Pediatric Advanced Life Support (PALS)	17
Advanced Life Support	16

# Appendix A

## Top Posting Sources

Website	Postings on Website (May 2025)
peopleanswers.com	70
indeed.com	42
myworkdayjobs.com	28
dejobs.org	10
careerarc.com	3
dollargeneral.com	3
allretailjobs.com	2
craigslist.org	2
southbendrecruiter.com	2
waterfordrecruiter.com	2
applicantpro.com	1
jobserve.com	1
lansingrecruiter.com	1
livoniarecruiter.com	1
mitalent.org	1
taylorrecruiter.com	1
westlandrecruiter.com	1

# Appendix B

## Sample Postings

### Caregivers/Home Health Aides — Elara Caring in Battle Creek, MI (May 2025 - Acti...

Caregiver HHA Daily Pay Available	
Link to Live Job Posting: <a href="#">dejobs.org</a>	
Location: Battle Creek, MI	O*NET: 31-1122.00
Company: Elara Caring	Job Title: Caregivers/Home Health Aides
<div><div><div>• Job Description:</div><div>• Pay Range:</div><div>\$13.75-\$14.06/hr</div><div><div>• Weekend and Weekday availability</div><div>• Join our Elara Caring family and become a superhero of care!</div></div></div><div><p>We're on a mission to keep people in their homes safely, one client at a time. Why Choose Elara Caring? + We've got an awesome team environment where everyone supports each other. + Daily Pay Available! Work today, get paid tomorrow. + Need a flexible schedule? We've got you covered. + Paid travel time between assignments Yes, please! + Paid orientation and training, plus hundreds of free online classes available to support anything you may need. + Ready to climb the career ladder? We've got opportunities for advancement waiting for you! + Medical, dental, and vision benefits, plus a 401K match. What do you need to bring to the table? + A big heart and a passion for helping people with tasks like bathing, housekeeping, and meal prep. + Reliable transportation to zoom to your clients' homes and spread joy. + You might need to do some occasional heavy lifting (up to 50 pounds) \#ElaraPCS _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._ _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._</p><div><div>• Click below for a glimpse into the day in the life of an Elara Caregiver!</div><div>• </div></div></div></div>	



Managers — Subway in Albion, MI (May 2025 - Active)

Manager	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Albion, MI	O*NET: 11-9051.00
Company: Subway	Job Title: Managers
<p>Manager Subway - 11268-0 Albion, MI 49224 As part of the Subway® Team, you as a Manager will focus on eight main things: Providing an excellent guest experience Ensuring that great food is prepared &amp; served Keeping our restaurants functional, clean and beautiful Managing inventory and money control systems Coordinating local marketing initiatives, including community outreach Recruiting staff Maintaining standards of restaurant safety and security Being a team player In addition to the role of a Manager, key parts of your day to day will consist of: Recruiting and rewarding outstanding Team members Ensuring safety and security protocols are followed. Including being aware of local and national healthy and food safety codes Maintaining business records and analyzing them to help increase sales Identifying and contacting prospective Guests to promote sales Supporting local and national marketing initiatives, ensuring restaurant is ready on every level for the beginning of a new marketing window Planning special events and promotions As a Subway® Team Member, you'll have access to: Brand partnership discounts Scholarship Opportunities Opportunity to earn University course credits Hands on career experience in a restaurant business</p> <p>PREREQUISITES</p> <p>Education :</p> <p>High school diploma or equivalent, college degree preferred</p> <p>Experience :</p> <p>A minimum of 2 years in a restaurant environment, experience in supervising and training staff.</p> <p>ESSENTIAL FUNCTIONS</p> <p>Must be an excellent communicator with the ability to deal with all levels of team members. Computer knowledge is essential.</p> <p>Physical :</p> <p>Ability to work any area of the restaurant as needed and to operate computerized Point of Sale system/cash register. This position requires bending, standing and walking the entire workday. Must have the ability to lift 10 pounds frequently and up to 30 pounds occasionally. You will receive training on your roles and responsibilities Full Time/Part Time and Day/Evening/Weekend Shift positions vary by location</p> <p>INDMANAGE</p>	

Assistant General Managers — Border Foods in Battle Creek, MI (May 2025 - Active)

Assistant General Manager	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Battle Creek, MI	O*NET: 11-9051.00
Company: Border Foods	Job Title: Assistant General Managers
<p>Job Description:</p> <p>What began as an idea between two brothers to open a Mexicanrestaurant has since grown into one of the largest, privately heldTaco Bell franchisees in America. At Border Foods, we work with apeople-first mantra. From cooks to cashiers to restaurant managersand beyond, we work together to bring to life the Core Values ofBorder Foods. Welcome to our family where you will continue tolearn, evolve, and shape what comes next on our mission of makinglives better.</p> <p>As an Assistant Manager your mission is to reinforce the Border Foods CORE values, to include Accountability, Integrity,Family, Excellence, Teamwork, and Empowerment.</p> <p>At Border Foods, wewill unlock the full potential of our employees and guest'srestaurant experience by creating safe welcoming and supportiveenvironments where everyone can thrive.</p> <p>The purpose of the AssistantManager is to make the lives of the employees and the guests betterby creating opportunities to positively impact life experiences.</p> <p>You are responsible for the operation of the entire restaurant andbuilding a strong team that consistently provides customers withgreat food and a friendly experience.</p> <p>What's in it for you</p> <ul style="list-style-type: none"><li>• -Flexible scheduling</li><li>• -Top pay in the industry</li><li>• : Up to \$30/hourwith bonus potential-Bonus program! Assistant General Managers havethe potential to make up to an extra \$20,000 annually in bonusalone!</li><li>• -Education programs, including GED and TuitionReimbursement offerings</li><li>• Scholarship opportunities</li><li>• Medical/Dental/Vision benefits offered for all positions</li><li>• evenpart-time!</li><li>• -Free food!</li><li>• -Vacation Time (Paid Time Off), Sick, andHoliday Pay</li><li>• -Vacation Donation Program</li><li>• -An incredible culturethat encourages career growth and support</li></ul> <p>Assistant Manager CoreValues:</p> <p>Accountability &amp; Integrity:</p> <p>Consistently demonstrates integrity in actions andexpectations Guides team members and Shift Leaders, ensuring they completeall assigned</p>	

duties and serve safe, quality food in a friendly manner Scheduling and deploying the Team correctly monitors the performance of each Team Member and hold them accountable for standards and expectations. Ensures a quality customer experience by driving fast and friendly service Maintains point of sale system by reporting all system failures and verifies download accuracy (e.g. pricing updates, menu changes). Ensure health and safety standards are met

- Adheres to all local, state, and federal laws and guidelines.

### Family & Teamwork:

Creates unity in the team by building cross functional relationships

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

Instills a recognition culture that creates a positive work environment

### Excellence:

Strategic planner creates short term and long-term strategies for restaurant success

- Delivers profit by utilizing and interpreting the P&L in order to make the appropriate financial adjustments
- Sourcing, hiring, and developing excellent Team Members Conducting New Hire orientation and developing the training plan for each new hire
- Minimizes loss through strict observance of cash handling policies, proper training of Team Members, and complying with all accounting/banking requirements.

Demonstrates efficient labor control, inventory control, and waste management.

### Empowerment:

Builds the capabilities of their team Provides learning and development opportunities for all Team Members.

- Offers guidance to Team Members
- Consistently demonstrates active and timely coaching capabilities.
- Bringing others along, operationally, through use of tools.

### Required or Preferred Experience:

Minimum of one years restaurant or retail experience, or combined experience and education.

- Experience with sales building, P&L statements, recruiting, and training.
- Proven track record of successful hiring and retention.
- Required when needed, the ability to work early morning, evenings, late night, weekends, and some holidays. Schedule demands may change.
- ServeSafe Certified
- Must be at least 18 years of age.
- Valid Driver's license and vehicle insurance.

High school diploma or equivalent. Find out exactly what skills, experience, and qualifications you will need to succeed in this role before applying below.

### Physical Demands:

The physical demands for this position are sits, stands, bends, lifts, and moves intermittently during working hours. These physical requirements may be accomplished with or without reasonable accommodation.

The duties of this position may change from time to time. Border Foods reserves the right to add or delete duties and responsibilities at the

The duties of this position may change from time to time. Border Foods reserves the right to add or delete duties and responsibilities at the discretion of Border Foods or its managers. This job description is intended to describe the general level of work being performed. It is not intended to be all-inclusive.

Border Foods is proud to be an Equal Opportunity Employer of Minorities, Women, Protected Veterans, and individuals with Disabilities and does not discriminate based on gender identity or sexual orientation.

- "You are applying for work with a franchisee of Taco Bell, not Taco Bell Corp. or any of its affiliates. If hired, the franchisee will be your only employer.

Franchisees are independent business owners who set their own wage and benefit programs that can vary among franchisees." #taco

- PandoLogic.

Keywords:

Assistant General Manager, Location:

Battle Creek, MI

- 49018

Registered Nurse - Wound Center - Requisition #118311	
Link to Live Job Posting: <a href="https://mint.peopleanswers.com">mint.peopleanswers.com</a>	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Wound Care Registered Nurses

## REGISTERED NURSE - WOUND CENTER

### Job Summary:

Provides direct skilled nursing care in the clinic setting using all phases of nursing process including assessment, diagnosis, planning, implementation and evaluation to provide patient care in collaboration with the Wound Center team. Performs wound care under the direction of the Wound Center provider.

### Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Coordinates patient/family care across all disciplines, including the provider, to ensure the physical, emotional, spiritual and social needs of the patient/family are adequately met with emphasis on wound healing. Provides direct nursing care in the clinic to patients through full implementation of the nursing process and professional standards of care. Follows the wound center plan of care and obtains additional orders when needed. Performs dressing changes including the use of wraps and wound vacs. Completes all required documentation in a timely manner per department policy. Maintains a safe and risk-free environment for patients, their families/significant others. Participates in agency and system-wide continuous quality improvement activities. Collaborates with the team to implement policies, procedures, quality improvement activities. Recognizes the importance of orienting members of the health care team. Recognizes the importance of building partnerships with all members of the health care team.

### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. (BLS from American Red Cross or American Heart Association) One (1) year of recent clinical experience.

### Knowledge, Skills & Abilities:

BSN preferred. Minimum of one (1) year experience in a wound center setting and WOCN preferred. Experience with implementation of nursing skills and treatments as ordered by a provider in the plan of care, use of specialized equipment, and ability to monitor patient response to treatment. Understands anatomy/physiology of disease process and patient assessment protocols. Effective interpersonal skills in all areas of communication with strong oral communication skills. Able to work independently and capable of solving problems with theoretical and practical approaches using good judgment. Able to work in a self-directed and collaborative environment. Strong clinical, organizational, documentation and teaching skills. Cultural sensitivity to patients from a variety of backgrounds. Knowledge of wound treatment modalities. Personal accountability for continuous growth and development. Creates a caring experience for both internal and external customers. Committed to continuous improvement for customers, including safety, quality of care and excellent service, and gives high priority to customer satisfaction.

### Working Conditions:

Primarily works in clean, well lit, air controlled area, not under any extreme conditions. Able to work around moderate noise level in an office environment. Potential exposure to infectious disease

### Physical Requirements:

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

EVS Associate - Battle Creek, PRN - 3rd Shift	
Link to Live Job Posting: Posting is no longer active	
Location: Battle Creek, MI	O*NET: 37-2011.00
Company: Bronson Healthcare	Job Title: Environmental Services Technicians
<div>EVS Associate<ul style="list-style-type: none"><li>Battle Creek, PRN</li><li>3rd Shift EVS Associate</li><li>Battle Creek, PRN</li><li>3rd Shift locationsBronson Battle Creektime typePart timeposted onPosted 3 Days Agojob requisition id</li></ul></div> <div>JOB43278 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. LocationBBC Bronson Battle Creek TitleEVS Associate</p><ul style="list-style-type: none"><li>Battle Creek, PRN</li><li>3rd Shift 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> <div>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.</div> <div>What You'll Do:</div> <div>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</div> <div>What We're Looking For:</div> <div>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</div>	

weekends Benefits start on Day 1 Work with a supportive and friendly team Opportunities to learn and grow in the healthcare field Be part of a hospital that values your hard work and dedication to keeping the community healthy Effective April 19, 2021 a high school diploma or general education degree (GED) is no longer required for this position. (BBC only) Michigan driver's license and insurability may be required

- Ability to work independently.
- Must be able to communicate (verbally and in writing) in English (at or above the 8th grade level) with departmental staff and internal and external customers.
- Must possess interpersonal skills that represent Bronson in a positive and professional manner.
- Must exhibit excellent customer service skills, thoroughness and time management skills..
- Must be able to comfortably accept delegation and negotiate task priorities.

Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personal computer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Performs most duties while standing, sitting, and/or walking. Lifts and/or pushes supplies and equipment. Frequent reaching, stooping, bending, kneeling, and crouching, is required to perform many job duties. Ability to work while standing on a step ladder 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 protective 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 HIPAA 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.

Specific to

## BMH Lab, BSH, BLH & BLIRC:

Collect, label and organize all Biomedical Waste for pick up by the waste hauler. Collect, transport and take all recycling to proper or single dumpster. Transport waste to appropriate pactor or outside dumpster as needed. Change privacy curtains as needed. Round, inspect and maintain all assigned areas within scope of facility. Areas to include but not limited to: Lab work areas, offices, restrooms, waiting areas, patient procedure rooms, stairwells, receiving dock, ambulatory storage, EVS closets, BIO storage rooms, recycling areas inside and outside, elevator



landing, elevator's inside and out, elevator tracks. Proper use of and maintenance of all assigned floor care machinery. Machinery to include but not limited to: auto scrubbers, corded and battery powered vacuums, iMop, burnishers and side by side scrubbers. ShiftThird Shift Time TypePart time Scheduled Weekly Hours10 Cost Center1620 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!

# 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  
May 2025

Michigan

# Parameters

Select Timeframe: May 2025 - May 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

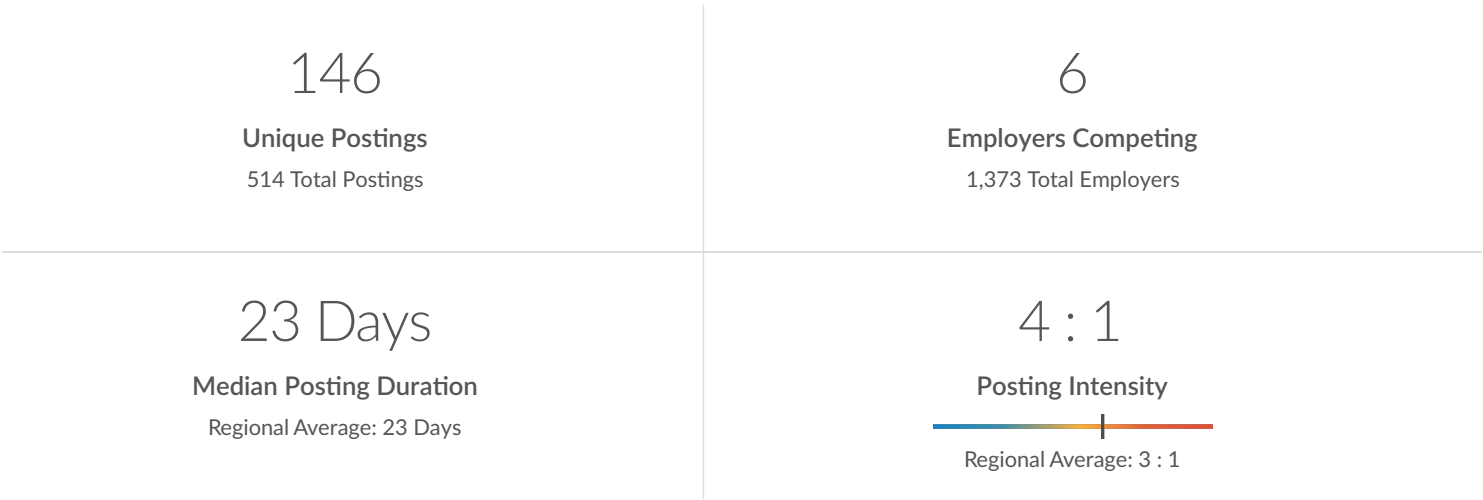
Education Level: Any

Job Type: Include Internships

Keyword Search:

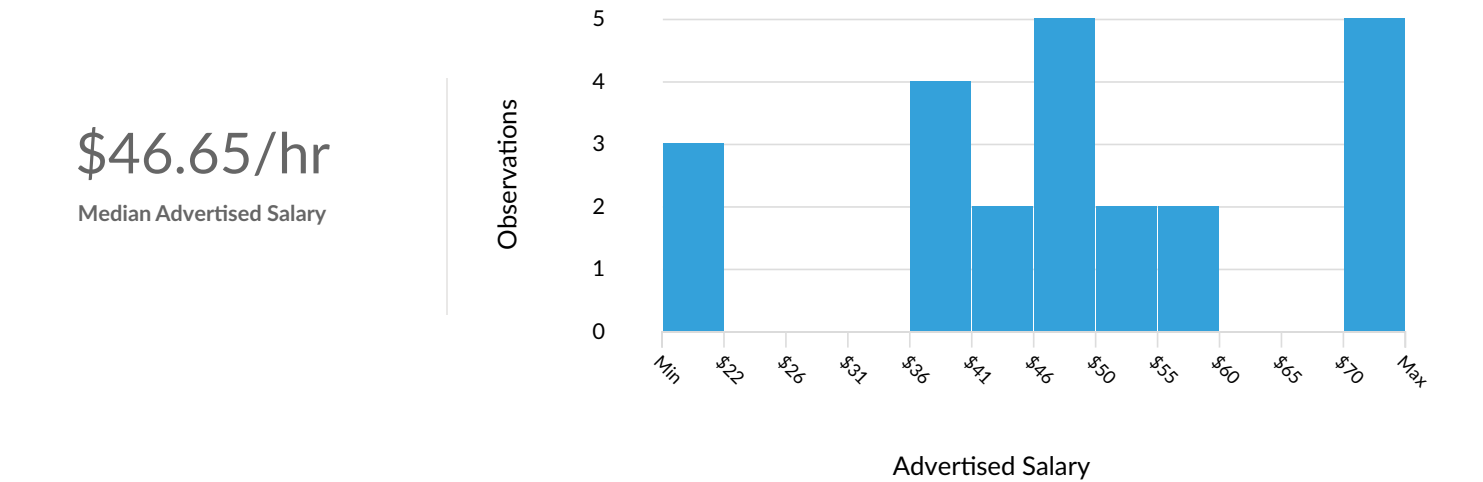
Posting Type: Active Postings

# Job Postings Overview



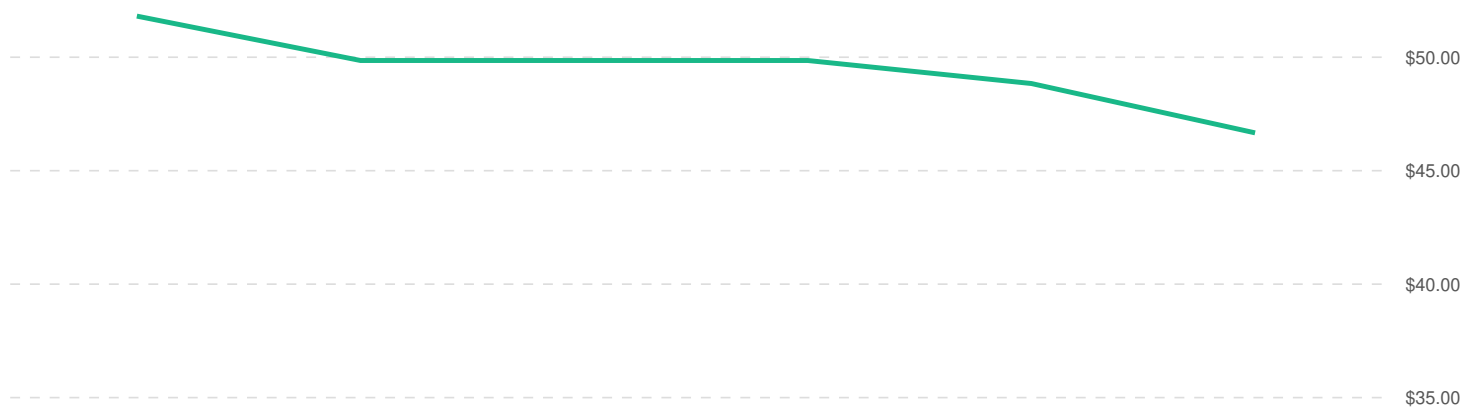
## Advertised Salary

There are 23 advertised salary observations (16% of the 146 matching postings).



# Advertised Salary Trend

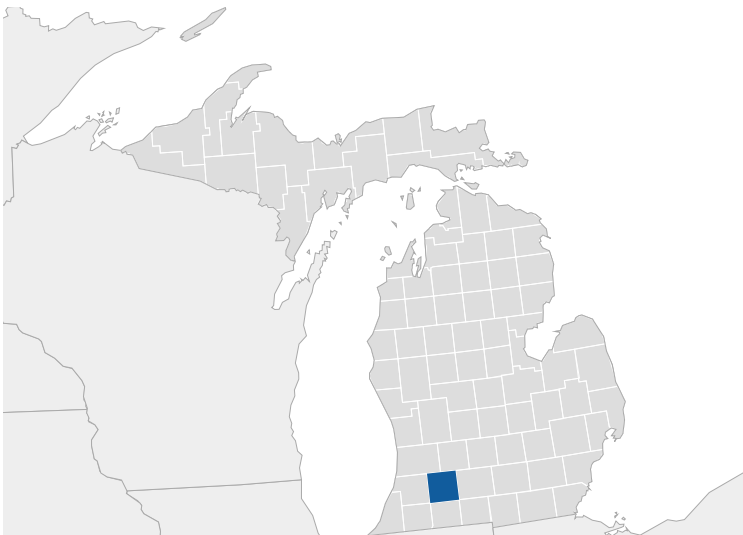
▼ 10.0% Dec 2024 - May 2025  
\$49.85 Median



78 Job Postings

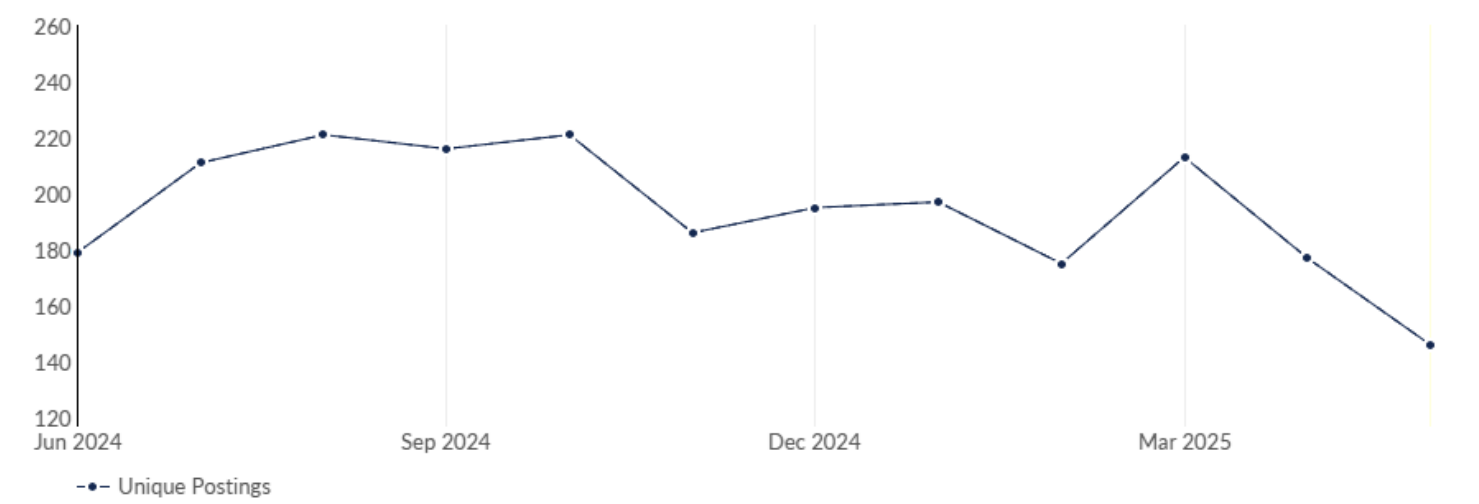


# Job Postings Regional Breakdown



County	Unique Postings (May 2025)
Kalamazoo County, MI	146

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
May 2025	146	4 : 1
Apr 2025	177	4 : 1
Mar 2025	213	4 : 1
Feb 2025	175	5 : 1
Jan 2025	197	5 : 1
Dec 2024	195	4 : 1
Nov 2024	186	4 : 1
Oct 2024	221	3 : 1
Sep 2024	216	3 : 1
Aug 2024	221	3 : 1
Jul 2024	211	3 : 1
Jun 2024	179	3 : 1



# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	15	10%
High school or GED	37	25%
Associate's degree	33	23%
Bachelor's degree	92	63%
Master's degree	19	13%
Ph.D. or professional degree	2	1%







# Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	37	0	25%
Associate's degree	9	21	6%
Bachelor's degree	79	13	54%
Master's degree	6	12	4%
Ph.D. or professional degree	0	2	0%





# Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	70	48%
0 - 1 Years	33	23%
2 - 3 Years	17	12%
4 - 6 Years	19	13%
7 - 9 Years	4	3%
10+ Years	3	2%










# Top Companies Posting

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Ascension	349 / 64	5 : 1 	26 days
Bronson Healthcare	64 / 42	2 : 1 	19 days
Stryker	53 / 27	2 : 1 	14 days
Western Michigan University	35 / 6	6 : 1 	7 days
Corewell Health	6 / 4	2 : 1 	8 days
Zoetis	7 / 3	2 : 1 	24 days
















# Top Cities Posting

City	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	484 / 129	4 : 1 	25 days
Portage, MI	28 / 15	2 : 1 	8 days
Galesburg, MI	1 / 1	1 : 1 	8 days
Richland, MI	1 / 1	1 : 1 	8 days











# Top Posted Occupations

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	355 / 77	5 : 1 	26 days
Medical Assistants	46 / 29	2 : 1 	18 days
Software Developers	25 / 11	2 : 1 	21 days
Computer Occupations, All Other	15 / 8	2 : 1 	14 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	32 / 8	4 : 1 	13 days
Managers, All Other	14 / 5	3 : 1 	22 days
Health Technologists and Technicians, All Other	5 / 4	1 : 1 	11 days
Nursing Assistants	21 / 3	7 : 1 	16 days
Licensed Practical and Licensed Vocational Nurses	1 / 1	1 : 1 	n/a











# Top Posted Occupations

Occupation (O*NET)	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	283 / 63	4 : 1 	25 days
Medical Assistants	46 / 29	2 : 1 	18 days
Critical Care Nurses	72 / 14	5 : 1 	26 days
Software Developers	25 / 11	2 : 1 	21 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	32 / 8	4 : 1 	13 days
Information Technology Project Managers	10 / 5	2 : 1 	17 days
Regulatory Affairs Managers	6 / 3	2 : 1 	22 days
Nursing Assistants	21 / 3	7 : 1 	16 days
Managers, All Other	8 / 2	4 : 1 	n/a
Health Technologists and Technicians, All Other	2 / 2	1 : 1 	11 days
Patient Representatives	3 / 2	2 : 1 	n/a
Computer Occupations, All Other	2 / 1	2 : 1 	14 days
Information Security Engineers	2 / 1	2 : 1 	n/a
Computer Systems Engineers/Architects	1 / 1	1 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	1 / 1	1 : 1 	n/a






# Top Posted Occupations

Occupation	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	353 / 75	5 : 1 	26 days
Medical Assistant	46 / 29	2 : 1 	18 days
Software Developer / Engineer	25 / 11	2 : 1 	21 days
Office / Administrative Assistant	32 / 8	4 : 1 	13 days
IT Project / Program Manager	9 / 4	2 : 1 	17 days
Nursing Assistant	21 / 3	7 : 1 	16 days
Regulatory Affairs Manager	6 / 3	2 : 1 	22 days
Registrar / Patient Service Representative	3 / 2	2 : 1 	n/a
Nursing Manager / Supervisor	2 / 2	1 : 1 	n/a
Program Manager	4 / 1	4 : 1 	n/a

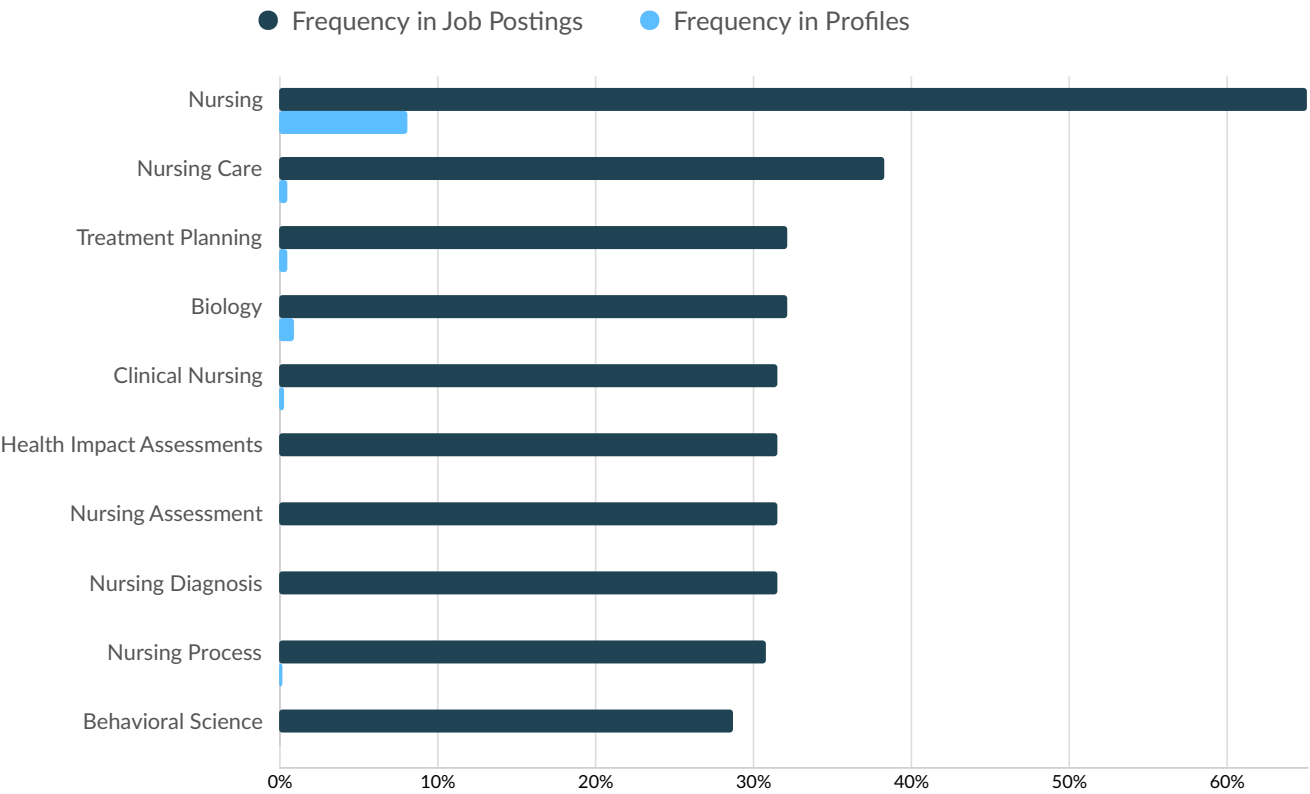
# Top Posted Job Titles

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Orthopedic Registered Nurses	38 / 7	5 : 1 	16 days
Travel Registered Nurses	32 / 4	8 : 1 	37 days
Cardiovascular Registered Nurses	29 / 4	7 : 1 	25 days
Primary Care Medical Assistants	8 / 4	2 : 1 	18 days
Administrative Assistants	28 / 4	7 : 1 	42 days
Inpatient Acute Registered Nurses	6 / 4	2 : 1 	8 days
Cardiac Telemetry Registered Nurses	24 / 4	6 : 1 	42 days
PACU Registered Nurses	32 / 4	8 : 1 	26 days
Regulatory Affairs Managers	6 / 3	2 : 1 	22 days
Progressive Care Unit Registered Nurses	14 / 3	5 : 1 	31 days

# Top Industries

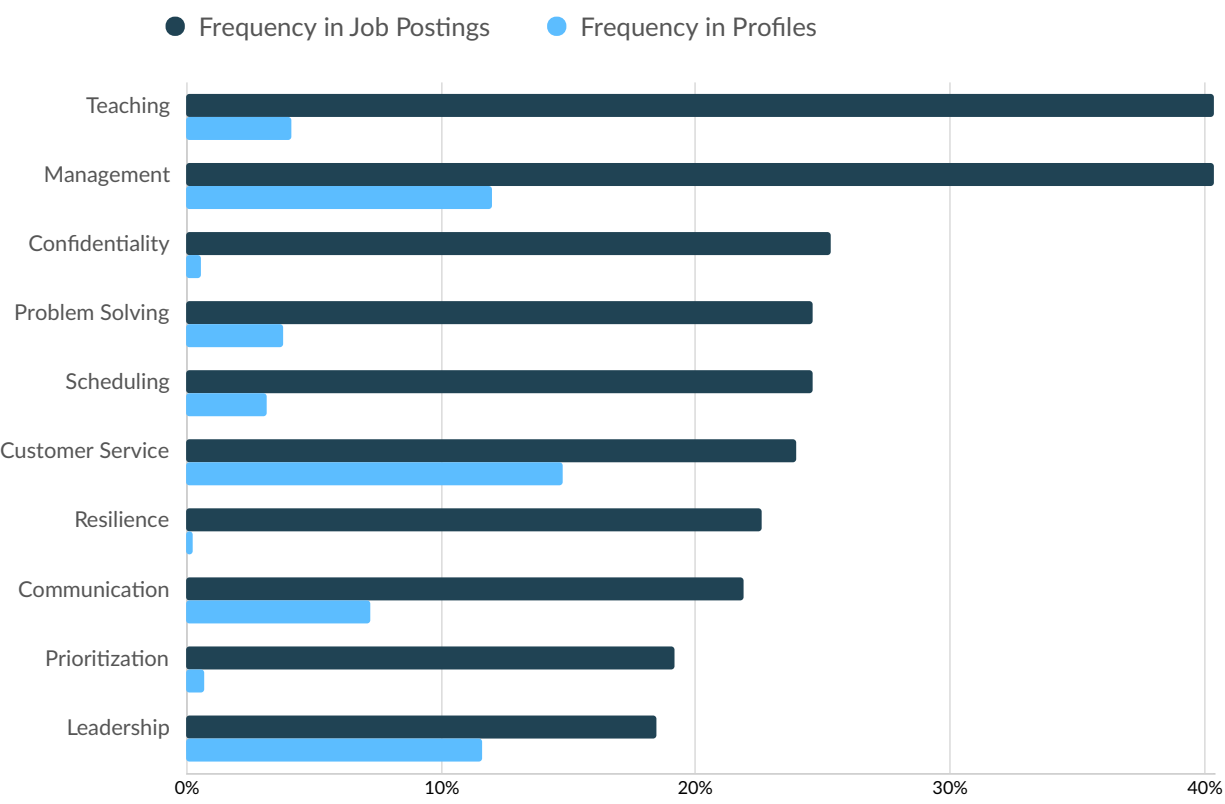
	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
All Other Miscellaneous Ambulatory Health Care Services	349 / 64	5 : 1 	26 days
General Medical and Surgical Hospitals	70 / 46	2 : 1 	15 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	53 / 27	2 : 1 	14 days
Colleges, Universities, and Professional Schools	35 / 6	6 : 1 	7 days
Pharmaceutical Preparation Manufacturing	7 / 3	2 : 1 	24 days

# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	95	65%	135	8%	+20.1%	Rapidly Growing
Nursing Care	56	38%	9	1%	+19.1%	Growing
Treatment Planning	47	32%	8	0%	+6.7%	Stable
Biology	47	32%	16	1%	+25.7%	Rapidly Growing
Clinical Nursing	46	32%	6	0%	+14.3%	Growing
Health Impact Assessments	46	32%	0	0%	+11.2%	Growing
Nursing Assessment	46	32%	0	0%	+9.5%	Growing
Nursing Diagnosis	46	32%	0	0%	+14.5%	Growing
Nursing Process	45	31%	3	0%	+24.2%	Rapidly Growing
Behavioral Science	42	29%	0	0%	+22.0%	Rapidly Growing

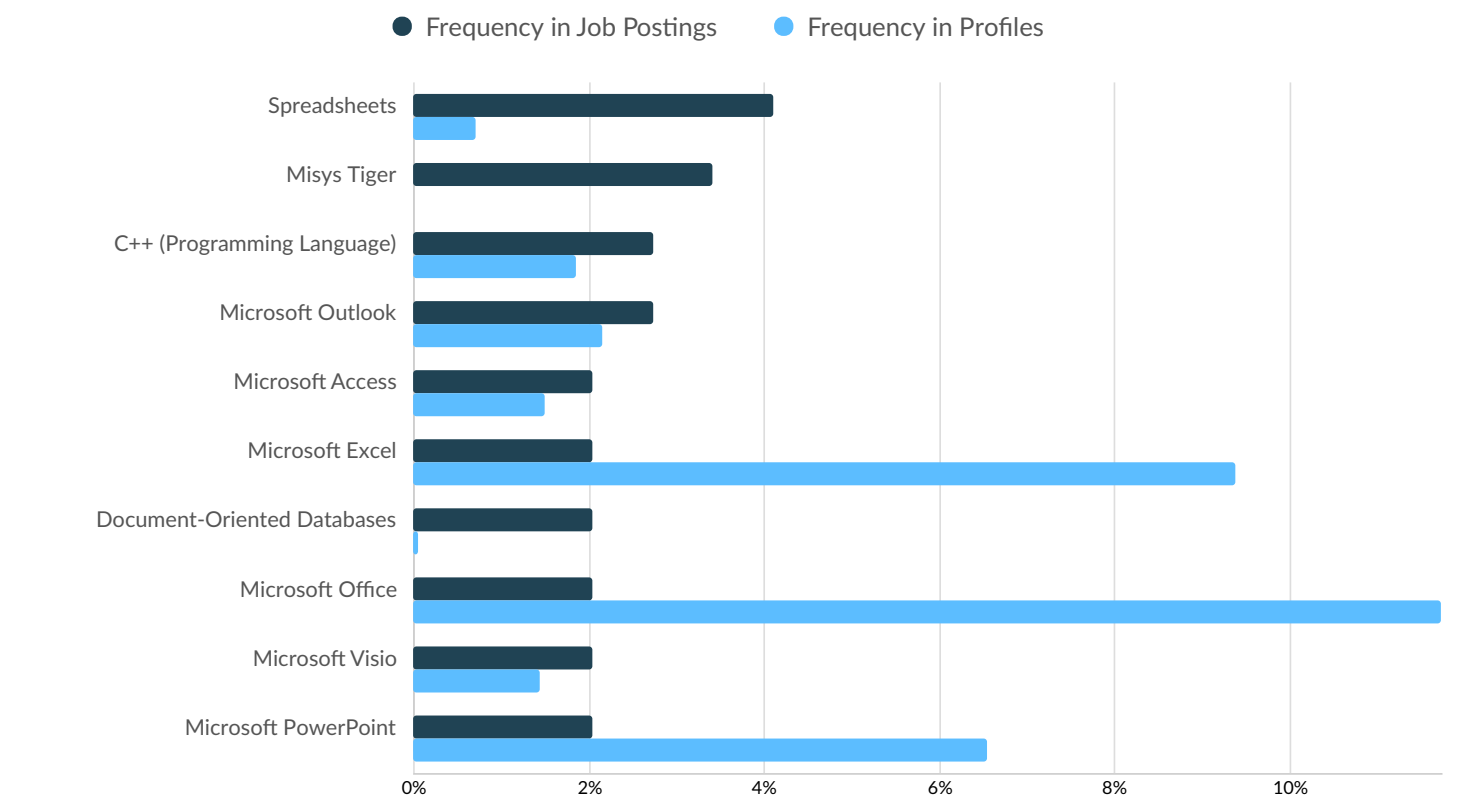
# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Teaching	59	40%	69	4%	+18.8%	Growing
Management	59	40%	200	12%	+5.3%	Stable
Confidentiality	37	25%	10	1%	0.0%	
Problem Solving	36	25%	63	4%	+11.3%	Growing
Scheduling	36	25%	53	3%	+16.4%	Growing
Customer Service	35	24%	246	15%	+5.2%	Stable
Resilience	33	23%	4	0%	+12.7%	Growing
Communication	32	22%	120	7%	+3.6%	Lagging
Prioritization	28	19%	12	1%	+20.5%	Rapidly Growing
Leadership	27	18%	193	12%	+8.5%	Stable



# Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	6	4%	12	1%	+22.2%	Rapidly Growing
Misys Tiger	5	3%	0	0%	+66.7%	Rapidly Growing
C++ (Programming Language)	4	3%	31	2%	+10.0%	Growing
Microsoft Outlook	4	3%	36	2%	+25.0%	Rapidly Growing
Microsoft Access	3	2%	25	2%	+3.9%	Lagging
Microsoft Excel	3	2%	156	9%	+17.7%	Growing
Document-Oriented Databases	3	2%	1	0%	+12.2%	Growing
Microsoft Office	3	2%	195	12%	+18.5%	Growing
Microsoft Visio	3	2%	24	1%	+7.7%	Stable
Microsoft PowerPoint	3	2%	109	7%	+26.1%	Rapidly Growing

# Top Qualifications

Postings with Qualification	
Registered Nurse (RN)	81
Basic Life Support (BLS) Certification	76
Advanced Life Support	46
Registered Medical Assistant (RMA)	22
Certified Medical Assistant (CMA)	22
Certified Clinical Medical Assistant (CCMA)	19
Advanced Cardiovascular Life Support (ACLS) Certification	15
Pediatric Advanced Life Support (PALS)	13
American Red Cross (ARC) Certification	12
Certification In Electronic Fetal Monitoring (C-EFM)	7

# Appendix A

## Top Posting Sources

Website	Postings on Website (May 2025)
indeed.com	66
myworkdayjobs.com	45
kalamazoorecruiter.com	31
jobserve.com	26
dejobs.org	22
ascension.org	21
portagerecruiter.com	20
hospitalcareers.com	18
lansingrecruiter.com	15
stryker.com	13
jobshark.com	12
gr8jobs.net	11
wmujobs.org	6
eastlansingrecruiter.com	5
hercjobs.org	5
icims.com	5
mitalent.org	5
battlecreekrecruiter.com	4
kentwoodrecruiter.com	3
disabledperson.com	2
fortwaynerecruiter.com	2
scholarshipdb.net	2
careervitals.com	1
elkhartrecruiter.com	1
healthjobsnationwide.com	1

# Appendix B

## Sample Postings

Staff Software Engineers — Stryker in Portage, MI (May 2025 - Active)

Senior Staff Software Engineer (multiple openings)	
Link to Live Job Posting: <a href="#">dejobs.org</a>	
Location: Portage, MI	O*NET: 15-1252.00
Company: Stryker	Job Title: Staff Software Engineers
<div><ul style="list-style-type: none"><li>Employer:<ul style="list-style-type: none"><li>Stryker Corporation</li></ul></li><li>Job Title:<ul style="list-style-type: none"><li>Senior Staff Software Engineer (multiple openings)</li></ul></li><li>Job Requisition:<ul style="list-style-type: none"><li>1006.115.2</li></ul></li><li>Job Location:<ul style="list-style-type: none"><li>Fully remote performed from anywhere in U.S.</li></ul></li><li>Job Type:<ul style="list-style-type: none"><li>Full Time</li></ul></li><li>Rate of Pay:<ul style="list-style-type: none"><li>\$221,656.00 to \$245,800.00 per Year</li></ul></li><li>Duties:<ul style="list-style-type: none"><li>Design and develop advanced features for iOS applications, including maintaining and optimizing existing features. Work closely with the development team, including Designers and backend Developers, to ensure that applications meet the highest standards of quality and performance. Lead cooperative efforts with R&amp;D, Quality, Manufacturing, Regulatory, Clinical, Marketing and Project Management to ensure project success. Support other team members in the creation or improvement of procedures, policies, processes, systems, and technology requirements. Develop and utilize tools to enhance the product process development or performance. Mentor technical talent within a discipline or function. Support complex product development for cross functional teams and influence multiple technical areas. Ensure the team is accountable for the delivery of high quality results that meet business priorities and requirements. Identify and implement design and process solutions and ensure sustainability. Lead code reviews for projects and systems as an independent reviewer applying design principals, coding standards, and best practices. Conduct and design advanced prototyping and testing, including advanced problem solving and evaluation of solutions in comparison to component and sub-system requirements. Conduct and design research and studies to support advanced product design. Translate user needs into design inputs and technical specifications to produce advanced component and sub-system level designs. Analyze and correct complex product design issues, using independent judgment, including balancing design tradeoffs while designing a component of the system. Develop and design software systems per requirements and</li></ul></li></ul></div>	

including balancing design tradeoffs while designing a component of the system. Develop and design software systems per requirements and defined architecture. Design, architect, and develop maintainable, testable, and functional software that meets product and customer requirements. Enforce and maintain software coding standards. Analyze user needs and software requirements to determine feasibility of design within time and cost constraints. Develop prototypes for future AR/xR experiences, drive continued development, and integrate robust solutions into products. Perform User Interface (UI) Design, including develop visually appealing and intuitive user interfaces that provide an exceptional user experience using Swift or Objective-C and leveraging iOS frameworks. Work closely with the Computer Vision team to deploy AI/ML models and assets into medical devices or head-mounted devices, including optimized models for real-time performance. Ensure compatibility with the device's hardware and software and implement APIs for seamless communication between the AI/ML model/assets and the device. Fully Remote Position.

- Requirements:

- Bachelor's degree in Software Engineering, Computer Engineering, Computer Science or related field (willing to accept foreign education equivalent) and six (6) years of experience designing and developing iOS application(s). Alternatively, Master's degree in Software Engineering, Computer Engineering, Computer Science or related field (willing to accept foreign education equivalent) and four (4) years of experience designing and developing iOS application(s).

- Contact:

- [hrpractices@stryker.com](mailto:hrpractices@stryker.com){target="\_blank" rel="noopener"}. Must reference job 1006.115.2

Full Time - Medical Assistant - Bronson Internal Medicine - John St., Kalamazoo	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Internal Medicine Interns
<div>Full Time</div> <div><ul style="list-style-type: none"><li>Medical Assistant</li><li>Bronson Internal Medicine</li><li>John St., Kalamazoo Full Time</li><li>Medical Assistant</li><li>Bronson Internal Medicine</li><li>John St.</li></ul></div> <div>, Kalamazoo locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 8 Days Agojob requisition id</div> <div>JOB43315 CURRENT BRONSON EMPLOYEES</div> <div><ul style="list-style-type: none"><li>using the career worklet in Workday.</li></ul></div> <div>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 HospitalTitleFull Time</div> <div><ul style="list-style-type: none"><li>Medical Assistant</li><li>Bronson Internal Medicine</li><li>John St.</li></ul></div> <div>, Kalamazoo 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 demonstratetencies specific to the population served. High school diploma or general education degree (GED) required</div> <div>MUST MEET ONE OF THE FOLLOWING</div> <div>Successfulpletion of an accredited medical assistant program</div> <div>CMA/CCMA/RMA</div> <div>certifiedMeet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire</div> <div>Note:</div> <div>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 tocommunicate 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 personalputer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization'sputerized systems. Must have excellent verbal andmunication skills.</div>	

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 personalputer 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 inpletion 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. ShiftFirst Shift Time TypeFull time Sign-On Bonus

### External Candidates Only:

Up to \$1,500.00 Retention BonusExternal Candidates Only, \$1,500.00 Scheduled Weekly Hours40 Cost Center7995 Bronson Internal Medicine

- John St.

(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.



# Admissions Managers — Stryker in Kalamazoo, MI (May 2025 - Active)

Manager, Admissions	
Link to Live Job Posting: <a href="https://careers-wmich.icims.com">careers-wmich.icims.com</a>	
Location: Kalamazoo, MI	O*NET: 29-2099.08
Company: Stryker	Job Title: Admissions Managers
<p>Overview Western Michigan University Homer Stryker, MD, School of Medicine is hiring for a Manager, Admissions.</p> <p>The Manager, Admissions collaborates with the Director of Admissions to manage all elements of the recruitment, selection, and admission processes for all medical school and graduate programs to facilitate the matriculation of a highly-qualified and diverse student body. Leads recruitment initiatives and cultivates positive relationships with potential applicants and pre-health advisors, serving as their primary representative of the medical school and Office of Admissions. - Flexible work solutions available. Responsibilities Collaborates with the Director of Admissions to manage all elements of the recruitment, selection and admission processes for the MD and Master's degree programs, including the development and deployment of recruitment strategies and management of day-to-day operations. Leads recruitment efforts, serving as the primary representative of the medical school to potential applicants. Develops and fosters positive relationships with prospective applicants, pre-health student organizations, and undergraduate pre-health advisors and faculty. Visits undergraduate schools and attends pre-medical fairs and conferences to promote the institution by speaking to groups and individuals about the medical school and the admissions process. Occasionally requires evening work and/or weekend and overnight travel. Independently leads the response to all email, phone, and in-person prospect and applicant inquiries, providing admissions counseling, institutional and application information, and utilizes discretion in elevating unique inquiries to the Director as necessary. Supervises and leads admission application readers, ensuring accuracy in review and interrater reliability. Manages the WMedStart and Masters of Science in Biomedical Sciences application, communication, committee review, and interview processes. Implements and manages recruitment marketing and communication plans to applicants and admitted students, utilizing a variety of multimedia platforms. Manages WMed admissions website content. Collaboratively develops printed recruitment materials. Liaises with external vendors to order advertisements and recruitment items. Collaborates on the planning and implementation of medical student Interview Days. Independently leads the tech check process. Facilitates scheduling and day-of operations for Interview Days, plus leading sessions as needed. Facilitates all prospective student individual and group tours, including planning, scheduling, communication, greeting, and training student ambassador tour guides. Develops and analyzes recruitment and admissions reports and data. Maintains accurate and confidential admissions records of all applicants in both the WMed admissions portal and the American Medical Student Application Service (AMCAS). Serves as ex-officio member of the Admissions Committee. Assists with the processing and review of application materials. Co-manages the Student Ambassador Program alongside Director of Admissions. Assists with events for students including Welcome Week, White Coat Ceremony, Match Day, and Graduation. Assists in personal, professional and career advising. Counsel and provide support to students experiencing all levels of academic and non-academic concerns, problems or questions. Triage situations and refer to available resources, initiate contact with relevant referral sources, offer encouragement and support and ensure that help has been made available. Availability to work occasional overtime on weekends or evenings to complete time sensitive projects. Acquires knowledge for new technology, national trends and best practices, and policy/procedure revisions. All other duties as assigned. Qualifications</p>	
EDUCATION AND/OR EXPERIENCE	
Bachelor's degree required, preferably in communications, public relations, or related field. Master's degree preferred. Minimum three (3) years related experience in an admissions, communications, or student affairs role. Experience with medical school or graduate-level admissions preferred. Experience with admissions software preferred.	
LICENSE S, REGISTRATIONS, CERTIFICATIONS	
None Required	

## OTHER SKILLS AND ABILITIES

Ability to perform duties independently in a dynamic environment with changing priorities and multiple responsibilities, with a minimal need for direct supervision. Excellent interpersonal, oral and written communication skills. Ability to represent the medical school and its programs through public presentations and individual interactions. Ability to interact effectively with individuals and groups of faculty, staff, students and applicants with varied backgrounds and interests. Ability to act with tact, diplomacy and discretion. Excellent planning and organization skills. Ability to manage multiple tasks, develop and recognize/shift priorities in organization of work flow. Must possess a detail-oriented approach to responsibilities. Ability to work effectively in a team-orientated environment. Ability to manage data using the online application system. Ability to manage confidential information in a profession manner and use sound judgment at all times. Willingness and ability to travel domestically to schools, fairs, and conference on behalf of the medical school. Ability to work flexible schedules, including weekend and evenings as needed. Strong computer skills for email, multimedia tools, word processing, spreadsheets, database and communication systems, and the ability to compile and present data.

About Western Michigan University Homer Stryker M.D. School of Medicine (WMed) We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-entered care, innovative research, and community partnerships within a just culture of diversity, equity, inclusion, and belonging. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems, Ascension Borgess and Bronson Healthcare. The medical school is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. WMed is the recipient of a \$100 million foundational gift and the Empowering Futures Gift, a philanthropic commitment of \$300 million to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide as well as the creation of 1,600 new jobs and an annual estimated economic impact of \$353 million in Kalamazoo and Calhoun counties. WMed is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program and a Master of Science degree program in Biomedical Sciences. We train physicians in 10 residencies and five fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional continuing education, which incorporates accreditation by the Accreditation Council for Continuing Medical Education. WMed Health is the clinical practice of the medical school with more than 300 providers offering comprehensive primary care and specialty services in several locations throughout the Kalamazoo and Battle Creek areas. Faculty in the Department of Pathology serve as the Office of the Medical Examiner for counties throughout Michigan and northern Indiana. The W.E. Upjohn M.D. Campus located in downtown Kalamazoo serves as the primary educational facility with student study and social spaces, team-based learning halls, faculty and administrative offices, a state-of-the-art Simulation Center accredited by the Society for Simulation in Healthcare, basic science research labs, as well as toxicology and forensic pathology labs. WMed builds upon Kalamazoo's century-long foundation of drug discovery and medical device development with a strategic investment in clinical, laboratory, community, and educational research. The Center for Immunobiology, Center for Clinical Research, Research Histology Lab, Innovation Center, and Human Research Protection Program contribute to the medical school's advancement of knowledge through innovation and discovery. Equal Employment Opportunity Employer in compliance with applicable State and Federal law.

Medical Assistant Bronson Vascular Surgery: Full Time 80 Hrs./PP	
Link to Live Job Posting: <a href="https://bronsonhg.wd1.myworkdayjobs.com">bronsonhg.wd1.myworkdayjobs.com</a>	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Vascular Surgeons
<p>Medical Assistant Bronson Vascular Surgery:</p> <p>Full Time 80 Hrs./</p> <p>PP Medical Assistant Bronson Vascular Surgery:</p> <p>Full Time 80 Hrs./PP locationsBronson Methodist HospitalBronson Battle Creektime typeFull timeposted onPosted 9 Days Agojob requisition id</p> <p>JOB43332 CURRENT BRONSON EMPLOYEES</p> <p>- 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. LocationBBC Bronson Battle Creek, BMH Bronson Methodist Hospital Title</p> <p>Medical Assistant Bronson Vascular Surgery:</p> <p>Full Time 80 Hrs./PP 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 demonstratetencies specific to the population served. High school diploma or general education degree (GED) required</p> <p>MUST MEET ONE OF THE FOLLOWING</p> <p>Successfulpletion of an accredited medical assistant program</p> <p>CMA/CCMA/RMA</p> <p>certifiedMeet 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 toomunicate 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 personalputer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization'sputerized systems. Must have excellent verbal andmunication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a</p>	

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 personalputer 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 inpletion 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. ShiftFirst Shift Time TypeFull time Sign-On Bonus

### External Candidates Only:

Up to \$1,500.00 Retention BonusExternal Candidates Only, \$1,500.00 Scheduled Weekly Hours40 Cost Center8906 Cardiothoracic Endovascular And Vascular (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.

Director IT - Global Applications Development, Digital Manufacturing	
Link to Live Job Posting: Posting is no longer active	
Location: Portage, MI	O*NET: 15-1299.09
Company: Stryker	Job Title: Vice Presidents of Global Manufacturing
<p>The</p> <ul style="list-style-type: none"><li>• IS Director of Global Application Development, Digital Manufacturing</li><li>• is responsible for overseeing the application implementation roadmap and the Information System project portfolio within their designated areas.</li></ul> <p>This role entails managing the overall project and program delivery function, providing expert technical and personnel management, and leading the delivery of IS projects in close collaboration with all relevant IS functions and stakeholders. Additionally, this position holds comprehensive responsibility for the planning and execution of Digital Manufacturing programs, including financial management, personnel oversight, and scope accountability. The role also involves partnering closely with the GQO business leadership team to ensure successful program outcomes. Candidates are expected to showcase strong expertise and experience in SDLC, along with technical breadth and program leadership skills. They should be capable of defining solutions, leading implementations, and managing the rollout of multiple SaaS, ERP, and on-premises applications.</p> <ul style="list-style-type: none"><li>• Essential duties &amp; responsibilities:</li><li>• + Overall accountability and leadership for financials, people, scope and timeline for Digital Manufacturing + Overall responsibility for Digital Manufacturing end to end programs using our methodology/ SDLC framework and people + Close partnership with the Manufacturing business leadership team and divisional / GQO stakeholders to ensure alignment with business plans to meet the compliance and commercial deliverables of the program + Active collaboration with the various IS teams to build a matrix organization responsible for the planning, execution and support of the Digital Manufacturing program requirements within Stryker's IS systems + Deliver to technical expectations of sound design decisions, solution/architecture reviews, stable solution and drive baseline and final security scans across all deliverables/projects + Develop alignment and synergy between the IS strategy/roadmaps and the Digital Manufacturing program + Active participation on the Manufacturing Leadership Team including key input into the strategic direction and roadmaps within the application portfolio + Provide technical leadership and guidance across inter-related projects that comprise the overall Program.</li></ul> <p>Direct and coordinate the various resources both within and outside of IS + Work with Project / Program Managers to create the project schedule and work plan. The Program Director ultimately has overall responsibility to deliver Digital Manufacturing initiatives on time and within budget. + Work with the IS program and project managers to also address project risks, issues and problems, and report program progress to management stakeholders on a recurring basis + Support recruiting and training of new program resources as needed. Recognize and reward talent when appropriate. Keep project teams energized and engaged + Collaborate with vendors and stakeholders to influence product roadmaps, ensuring alignment with organizational goals and industry standards. + Provide expert guidance on manufacturing processes to the team, ensuring optimal use of technology to meet business objectives. + Maintain and enforce high standards in system implementation, ensuring the integrity of the core functionalities while accommodating necessary customizations. + Drive supplier management activities include selecting strategic vendors, building RFP, SOW, negotiate scope/staffing, drive milestones/deliverables; Actively manage Vendors and address issues and risks. + Utilize SAP Max services to safeguard the implementation of SAP systems, ensuring adherence to best practices and minimizing risks.</p> <ul style="list-style-type: none"><li>• Education and Special trainings:</li><li>• + Bachelor's degree in IT/Computer Science, Engineering or the equivalent required + MBA/Master's degree (or equivalent) preferred</li><li>• Experience and Qualifications (required):</li><li>• + 15+ years industry experience leading Design, Build, Test, Implement, Upgrade, Maintain enterprise systems required + 5+ years of people leadership experience required. preferably leading and developing globally located and culturally diverse teams of managers and</li></ul>	

people leadership experience required; preferably leading and developing globally located and culturally diverse teams of managers and individual contributors + Demonstrated professional experience in IS and/or other related business discipline is required + Extensive knowledge and expertise in End-to-End program Delivery, IT application implementation and portfolio management required + Proficiency in

## SAP ECC, MES

Apriso, and other relevant technologies required

- Additional qualifications (preferred):
- + 5+ years of experience managing IT Vendors onshore and offshore to deliver systems and services preferred + Strong knowledge of manufacturing and supply chain processes, as well as integration with global applications like PTC Windchill, Prisma 360, Ariba, and financial institutions preferred.

+ Experience with SAP MAX services preferred + Experience driving lean software development lifecycle using Agile, Dev/Ops model + Strong understanding of regulatory environment including

## FDA, ISO

regulations preferred + Proven leader that can strategically and intellectually work to creatively shape, lead, and implement programs + Ability to understand systems, interrelationships and recommend enhancements, and building IS strategy + Demonstrated leadership, interpersonal, analytical, change management and communication skills + Must possess excellent problem-solving, analytical and time management skills. They should have the ability to effectively juggle competing priorities while managing stakeholder expectations + Exceptional written, verbal and presentation skills to a diverse set of audiences + Executive presence + Ability to work effectively across functions and build successful relationships in global matrix organization + Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws + Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems + Ongoing maintenance of skills on the most important deployed applications + Awareness of current and future trends in the industry and competitors \$149,300 - \$303,700 salary plus bonus eligible + generally eligible for short-term and long-term financial incentives + benefits. Actual minimum and maximum may vary based on location. Individual pay is based on skills, experience, and other relevant factors.

## Health benefits include:

Medical and prescription drug insurance, dental insurance, vision insurance, critical illness insurance, accident insurance, hospital indemnity insurance, personalized healthcare support, wellbeing program and tobacco cessation program.

## Financial benefits include:

Health Savings Account (HSA), Flexible Spending Accounts (FSAs), 401(k) plan, Employee Stock Purchase Plan (ESPP), basic life and AD&D insurance, and short-term disability insurance. Stryker offers innovative products and services in MedSurg, Neurotechnology, Orthopaedics and Spine that help improve patient and healthcare outcomes. Alongside its customers around the world, Stryker impacts more than 150 million patients annually. Depending on customer requirements employees and new hires in sales and field roles that require access to customer accounts as a function of the job may be required to obtain various vaccinations as an essential function of their role.

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.

# 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  
May 2025

Michigan



# Parameters

Select Timeframe: May 2025 - May 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

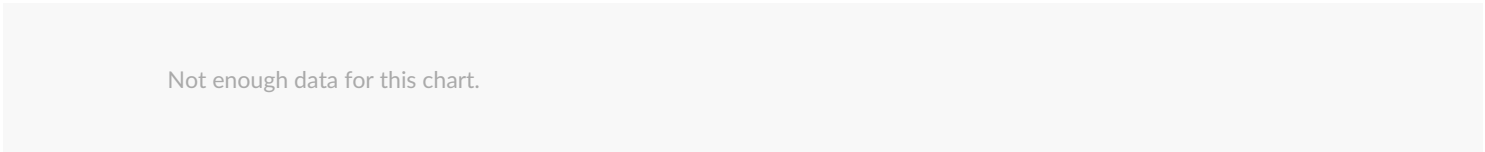
Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

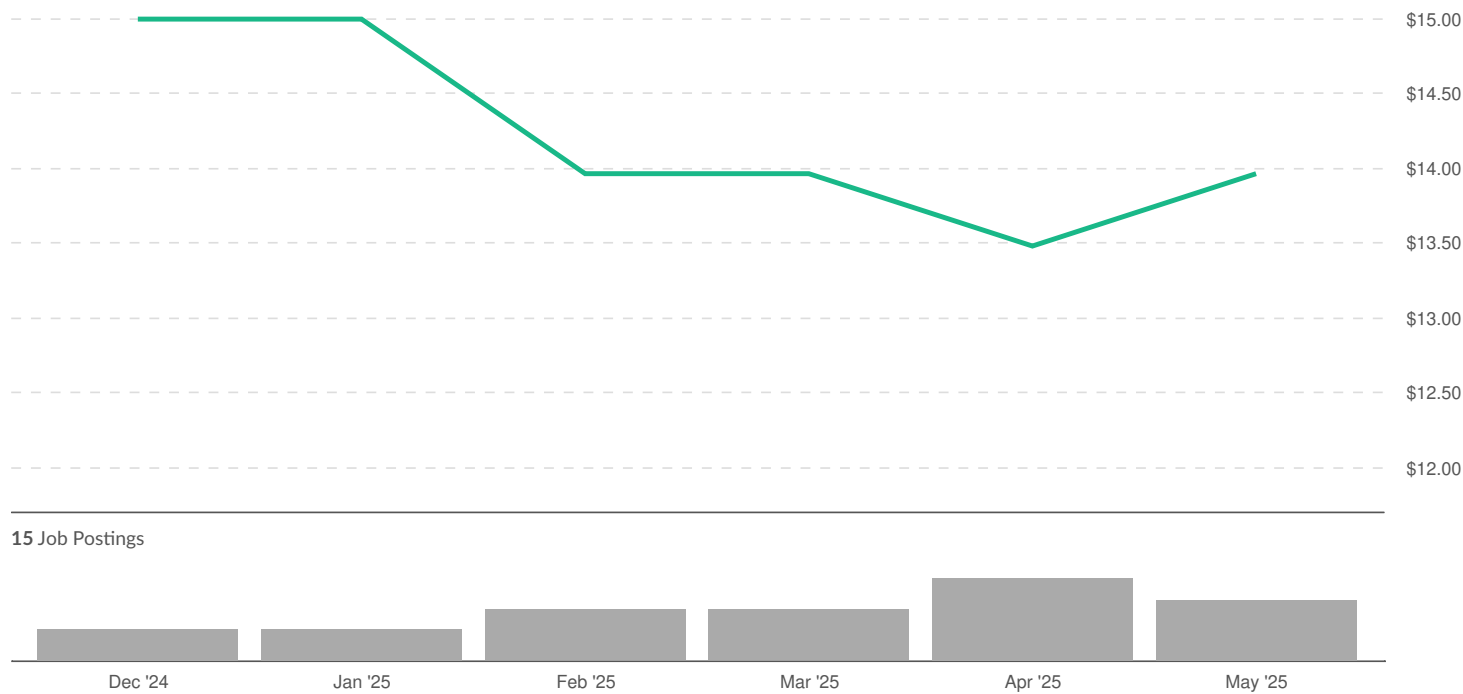


## Advertised Salary

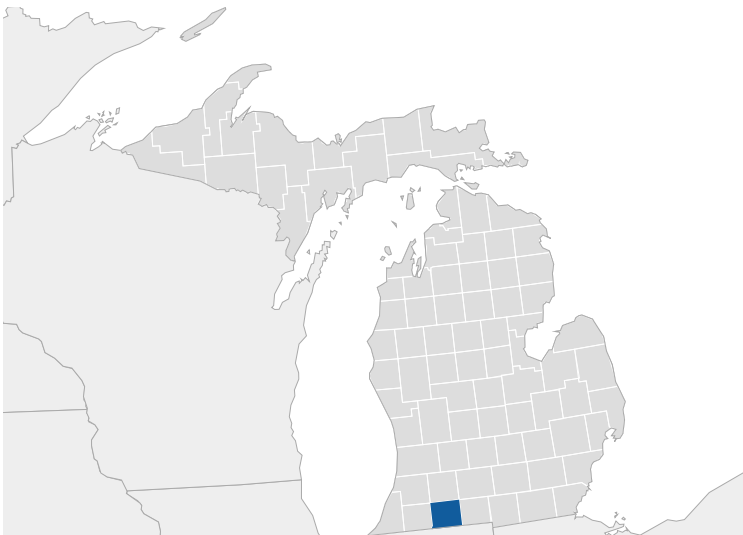


# Advertised Salary Trend

▼6.9% Dec 2024 – May 2025  
\$13.97 Median

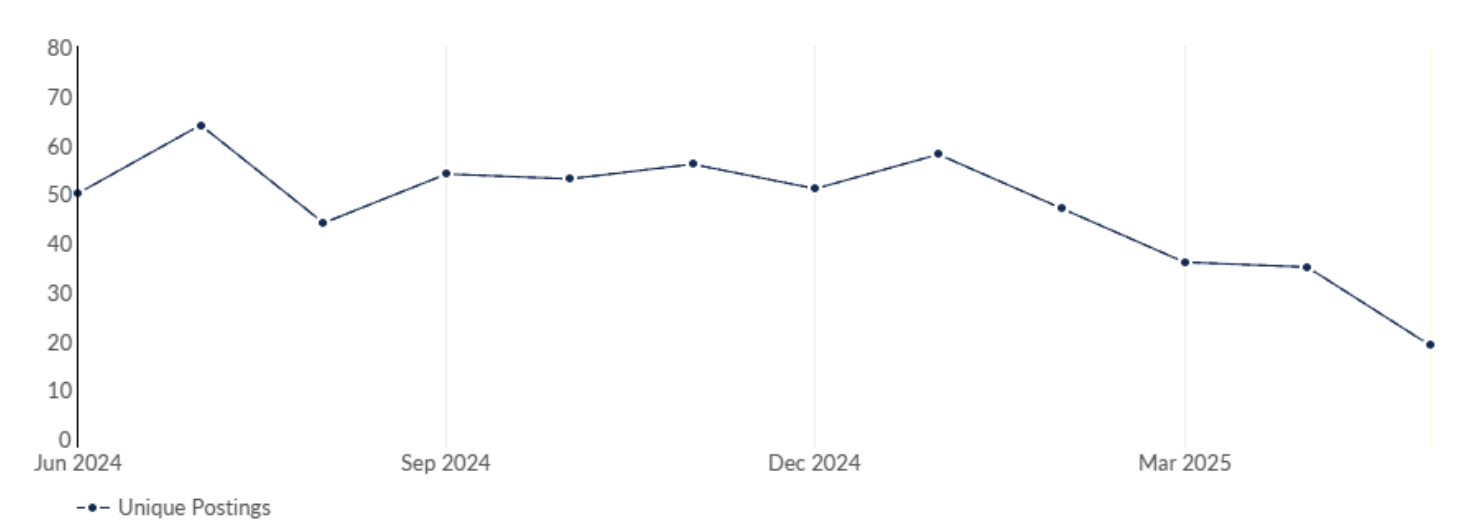


# Job Postings Regional Breakdown



County	Unique Postings (May 2025)
St. Joseph County, MI	19

# Unique Postings Trend



Month	Unique Postings	Posting Intensity
May 2025	19	3 : 1
Apr 2025	35	3 : 1
Mar 2025	36	4 : 1
Feb 2025	47	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
Jun 2024	50	3 : 1

# Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	15	79%
High school or GED	1	5%
Associate's degree	0	0%
Bachelor's degree	3	16%
Master's degree	0	0%
Ph.D. or professional degree	0	0%






# Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	1	0	5%
Associate's degree	0	0	0%
Bachelor's degree	3	0	16%
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	89%
0 - 1 Years	0	0%
2 - 3 Years	1	5%
4 - 6 Years	1	5%
7 - 9 Years	0	0%
10+ Years	0	0%






## Top Companies Posting

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Birch Meadows Senior Care	13 / 7	2 : 1 	31 days
Meijer	28 / 7	4 : 1 	32 days
Arby's	5 / 2	3 : 1 	n/a
State of Michigan	2 / 2	1 : 1 	n/a
ADMIRAL	1 / 1	1 : 1 	n/a






## Top Cities Posting

City	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Three Rivers, MI	32 / 13	2 : 1 	31 days
Sturgis, MI	17 / 6	3 : 1 	32 days






## Top Posted Occupations

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Home Health and Personal Care Aides	13 / 7	2 : 1 	31 days
Retail Salespersons	19 / 6	3 : 1 	32 days
Food Service Managers	5 / 2	3 : 1 	n/a
Cashiers	10 / 2	5 : 1 	n/a
Maintenance and Repair Workers, General	2 / 2	1 : 1 	n/a

# Top Posted Occupations











Occupation (O*NET)	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Personal Care Aides	13 / 7	2 : 1 	31 days
Retail Salespersons	19 / 6	3 : 1 	32 days
Food Service Managers	5 / 2	3 : 1 	n/a
Cashiers	10 / 2	5 : 1 	n/a
Maintenance and Repair Workers, General	2 / 2	1 : 1 	n/a

# Top Posted Occupations





Occupation	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Caregiver / Personal Care Aide	13 / 7	2 : 1 	31 days
Retail Sales Associate	19 / 6	3 : 1 	32 days
Restaurant / Food Service Manager	5 / 2	3 : 1 	n/a
Field Service Technician	2 / 2	1 : 1 	n/a
Cashier	10 / 2	5 : 1 	n/a



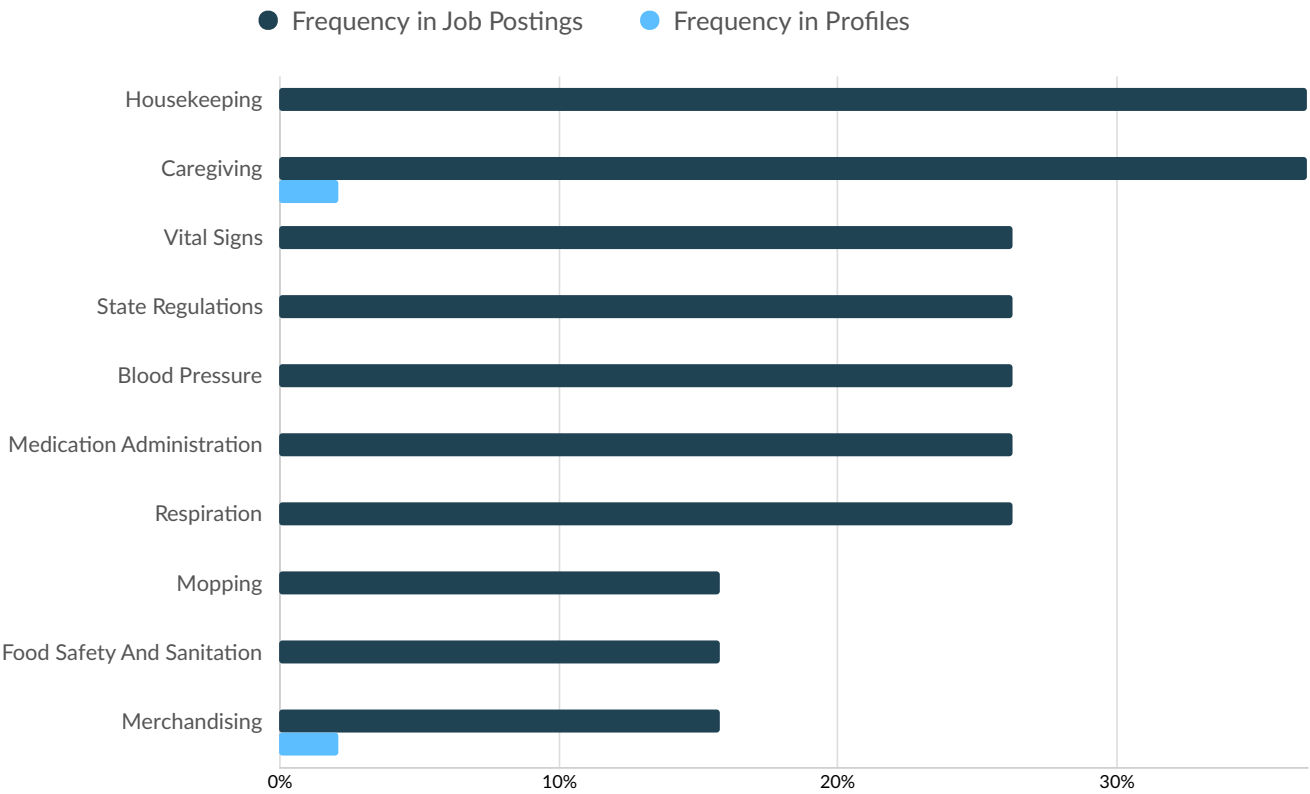
# Top Posted Job Titles

	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Caregivers	6 / 3	2 : 1 	n/a
In-Home Caregivers	3 / 2	2 : 1 	31 days
Cashiers	10 / 2	5 : 1 	n/a
Drivers/Shift Managers	4 / 2	2 : 1 	n/a
Assistant Managers	3 / 1	3 : 1 	n/a
Baggers	3 / 1	3 : 1 	n/a
Sales Associates/Cashiers	1 / 1	1 : 1 	n/a
Store Directors	4 / 1	4 : 1 	n/a
Utility Clerks	3 / 1	3 : 1 	32 days
Gas Station Team Members	3 / 1	3 : 1 	32 days

# Top Industries

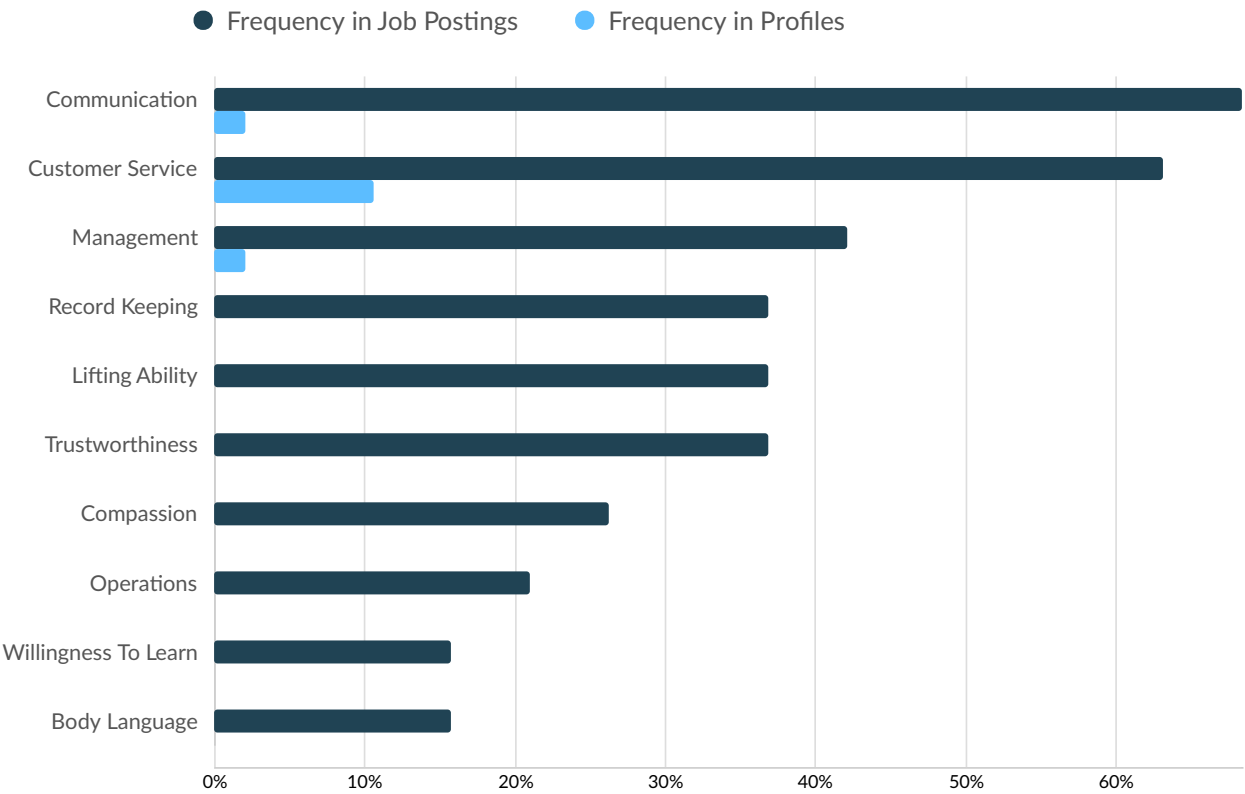
	Total/Unique (May 2025)	Posting Intensity	Median Posting Duration
Department Stores	28 / 7	4 : 1 	32 days
Limited-Service Restaurants	5 / 2	3 : 1 	n/a
Police Protection	2 / 2	1 : 1 	n/a
Other Gambling Industries	1 / 1	1 : 1 	n/a

# Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Housekeeping	7	37%	0	0%	+13.3%	Growing
Caregiving	7	37%	1	2%	+23.1%	Rapidly Growing
Vital Signs	5	26%	0	0%	+17.2%	Growing
State Regulations	5	26%	0	0%	0.0%	
Blood Pressure	5	26%	0	0%	+9.5%	Growing
Medication Administration	5	26%	0	0%	+14.3%	Growing
Respiration	5	26%	0	0%	+10.0%	Growing
Mopping	3	16%	0	0%	+16.9%	Growing
Food Safety And Sanitation	3	16%	0	0%	+11.7%	Growing
Merchandising	3	16%	1	2%	+15.0%	Growing

# Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	13	68%	1	2%	+3.6%	Lagging
Customer Service	12	63%	5	11%	+5.2%	Stable
Management	8	42%	1	2%	+5.3%	Stable
Record Keeping	7	37%	0	0%	+9.2%	Growing
Lifting Ability	7	37%	0	0%	+10.6%	Growing
Trustworthiness	7	37%	0	0%	+23.2%	Rapidly Growing
Compassion	5	26%	0	0%	+14.1%	Growing
Operations	4	21%	0	0%	+8.1%	Stable
Willingness To Learn	3	16%	0	0%	+12.0%	Growing
Body Language	3	16%	0	0%	+21.9%	Rapidly 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 (May 2025)
indeed.com	15
dejobs.org	7
myworkdayjobs.com	7
arbys.com	2

# Appendix B

## Sample Postings

Farmworker/ Trabajador de Campo	
Link to Live Job Posting: <a href="https://dejobs.org">dejobs.org</a>	
Location: Three Rivers, MI	O*NET: 49-9071.00
Company: State of Michigan	Job Title: Unclassified
<p>72 Farmworkers needed to plant, cultivate, harvest, and pack corn crops. Workers will also complete tasks associated with general farm work, including but not limited to transplanting, applying fertilizer, weeding, pruning, hoeing, and installing and maintaining irrigation systems. Work will occur in St. Joseph County. Se necesitan 72 trabajadores de campo para plantar, cultivar y cosechar cultivos de maíz. Trabajadores también harán deberes asociados con el trabajo agrícola general, incluso pero no se limita a transplatar plantas, aplicar fertilizantes, quitar la maleza, podar, usar la azada e instalar y mantener sistemas de irrigación. Trabajo ocurrirá en el condado de St. Joseph. Period of employment/ periodo de empleo: 08/11/2025- 10/31/2025.Work schedule is generally 48 hours per week, Monday through Saturday. Additional hours may be offered but not required.</p> <p>El horario laboral es generalmente 48 horas por semana, Lunes hasta sabado. Horas adicionales pueden estar ofrecidas, pero no serían obligatorias. Workers will be paid a minimum of \$18.15 per hour, with the opportunity to earn more through piece rate work.</p> <p>Los trabajadores ganarán un mínimo de \$18.15 por hora, con la oportunidad de ganar más por el pago por contrato.</p> <p>Must be able to lift up to 60 pounds.</p> <p>Es necesario poder levantar hasta 60 libras.</p> <p>Requires 3 months of verifiable experience.</p> <p>Se requiere 3 meses verificables de experiencia.</p> <p>Employer provides housing at no cost to workers who are not reasonably able to return same day to their residence. Separate sleeping rooms and bathroom facilities are designated for male and female workers. Family housing is not provided.</p> <p>El empleador provee vivienda sin cobrar a los trabajadores que no puedan razonablemente regresar en el mismo día a sus residencias. Se designan dormitorios e instalaciones de baño separados para trabajadores masculinos y femeninos. No se provee vivienda para los familiares de trabajadores.</p> <p>Workers hired from beyond normal commuting distance will be reimbursed for inbound transportation costs. Upon completion of the work contract, these workers will also be provided with outbound transportation costs. Los trabajadores que están contratados fuera de la distancia normal para viajar al trabajo estarán reembolsados para el transporte de llegada. Para los que terminan el contrato completo, el empleador proveerá o pagará por el transporte de ida. Employer offers transportation between daily work site and employer-provided housing at no cost to worker entitled to housing benefit.</p> <p>El empleador ofrece transportación desde el sitio del trabajo y la vivienda proveída por el empleador cada día sin costo al trabajador con derecho al beneficio de la vivienda.●Available to applicants throughout Michigan/Disponibile para solicitantes en el estado de Michigan●</p>	

# Cashiers — Meijer in Sturgis, MI (May 2025 - Active)

Cashier	
Link to Live Job Posting: <a href="https://dejobs.org">dejobs.org</a>	
Location: Sturgis, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>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. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification. If you have a disability and require a reasonable accommodation to complete any part of your application, please click here to submit your request. Submissions that are not seeking help to complete the application due to a disability will not be responded to.</p>	



Sales Associates/Cashiers — ADMIRAL in Sturgis, MI (May 2025 - Active)

Cashier/Sales Associate - All Shifts	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Sturgis, MI	O*NET: 41-2031.00
Company: ADMIRAL	Job Title: Sales Associates/Cashiers
Cashier/Sales Associate - All Shifts 2.2 2.2 out of 5 stars 1207 East Chicago Road, Sturgis, MI 49091	
Overview:	
Are you ready to roll up your sleeves and be the heart of your store? Our Sales Associates do more than just run a register — they keep our stores clean, inviting, and running smoothly for every customer who walks in. We're looking for reliable, hard-working team members who take pride in doing the tough stuff — like keeping bathrooms spotless, the parking lot and pump area free of trash, and making sure every part of the store is clean and safe. If you don't mind getting your hands a little dirty and you enjoy helping people, this could be the role for you!	
Responsibilities:	
What You'll Do Greet every customer with a smile and run the register with accuracy and speed Become an expert in lottery, cigarette, and alcohol sales — ensuring compliance with all age verification and legal requirements Offer friendly service and upsell customers when possible to increase sales Keep the inside and outside of the store clean and safe, including: Deep cleaning high-use restrooms Wiping down and sanitizing gas pumps (nozzles, screens, water buckets) Picking up litter and trash from the floor and lot area Taking out the trash to the dumpster in all kinds of weather Stock shelves, coolers, and displays to keep merchandise looking fresh and full Maintain a clean and organized store — sweep, mop, clean windows, and maintain entryways Willingly cross-train in other departments, including deli, as needed Follow all safety procedures and company policies Be a team player and step in to help wherever needed	
Shift Hours:	
2pm-10pm 10pm-6am Perks & Benefits Free soda or coffee while working Weekly pay Flexible schedules - full-time and part-time available 401(k) with company match Opportunities for advancement — we promote from within!	
Pay Rate:	
\$12.48/hour	
Qualifications:	
Age Requirement:	
Must be 18 years of age or older if located in AR, CT, FL, LA, MI, MA, MS, MO, NC, SC, TX, TN, AZ, and CO. For all other states, must be 21 years of age or older.	
Availability:	
Must be able to work weekends and holidays, embracing the full rhythm of retail.	
Willingness:	
Be prepared to work hard and stay on your feet for most of your shift. Comfortable working indoors and outdoors in all weather conditions.	

be prepared to work hard and stay on your feet for most of your shift. Comfortable working indoors and outdoors in all weather conditions

### Communication Skills:

Ability to read, write, speak, and understand English effectively.

### Math Proficiency:

Basic math skills required, including addition, subtraction, division, and multiplication.

### Physical Ability:

Capable of frequently lifting 10 lbs and occasionally lifting up to 50 lbs.

### Pre-Employment Screening:

Must pass a pre-employment drug screen and be subject to a criminal history background check.

### Personable and Positive:

You have a friendly demeanor and a knack for making people feel welcome.

### Detail-Oriented:

You notice the little things that make a big difference in a customer's experience.

### Reliable and Responsible:

You're punctual, trustworthy, and take pride in your work.

### Flexible:

You're adaptable and ready to take on a variety of tasks in our fast-paced environment. Experience is a

### Plus:

Previous experience in retail or customer service is appreciated, but not required. We believe in learning on the job!

### Benefits:

For information on benefits offered, please click on the hyperlink below.

### https:

//gpminvestments.com/careers/ Equal Opportunity Employer GPM Investments, LLC is an equal opportunity employer and does not discriminate in employment and personnel practices on the basis of race, sex, age, disability, religion, national origin, sexual orientation or any other basis prohibited by applicable law. Unlawful discrimination will not be a factor in any employment decision. This Organization Participates in E-Verify <https://gpminvestments.com/wp-content/uploads/2023/09/federal-e-verify-participation-poster-es.pdf> It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

# Baggers — Meijer in Three Rivers, MI (May 2025 - Active)

Bagger Team Member	
Link to Live Job Posting: <a href="http://www.indeed.com">www.indeed.com</a>	
Location: Three Rivers, MI	O*NET: 41-2031.00
Company: Meijer	Job Title: Baggers
<p>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 an entry-level team member, you will have the opportunity to gain exposure to a variety of retail tasks related to additional services provided by our store, product and customer service. Meijer Courtesy Team Members enjoy interacting with people and know what 'above and beyond' customer service means. What You'll be</p> <p>Doing:</p> <p>Cart attendants will ferry shopping carts from outside the store back to the store interior. Coordinating and collecting of the parking lot, lawn, and inside store trash. Safely use snow removal equipment for properly removing snow. Perishable and salvage returns. Basic store and restroom cleaning. Working with our service desk, store entrance, check lanes and parking lot areas.</p> <p>Working with departments:</p> <p>Health and Beauty Care, Hardlines, Fashion/Softlines, Pets, Hardware, Card and Party, Outdoor, Seasonal and Floral. This job profile is not meant to be all inclusive of the responsibilities of this position; may perform other duties as assigned or required. What You Bring with You (Qualifications): Highly-organized with a keen sense for details. Great listening and communication skills. Can handle lifting, carrying, pushing, pulling, bending and twisting while handling product or using various equipment. Ability to shine in a fast-paced environment. We opened our doors more than 90 years ago with the goal of helping people provide for themselves and their family. Today we're a multi-billion dollar retailer with more than 70,000 employees across six states. Our Midwest geography includes corporate offices in Grand Rapids, Michigan, plus manufacturing facilities, distribution centers and over 270 stores across Michigan, Illinois, Indiana, Kentucky, Ohio and Wisconsin. Meijer is an Equal Opportunity Employer, fostering a diverse and inclusive workplace. We are committed to treating all persons with dignity and respect. Meijer's policy is to not discriminate because of any applicant or team member's race, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, religion, age, physical or mental disability, uniformed service or veteran status, or any other lawfully-protected classification. If you have a disability and require a reasonable accommodation to complete any part of your application, please click here to submit your request. Submissions that are not seeking help to complete the application due to a disability will not be responded to.</p>	

## Birches Afc Second Shift Caregiver- Part Time

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

Location: Three Rivers, MI	O*NET: 31-1122.00
Company: Birch Meadows Senior Care	Job Title: Drivers/Shift Managers

Birches Afc Second Shift Caregiver- Part Time Birch Meadows Senior Care Three Rivers, MI 49093 Birches is an AFC home located in Leonidas, Michigan. We consider it an honor to serve our residents and we never take that privilege lightly. Our family has been in the senior care business since 1960 and we recognize the challenges families face when needing additional care for loved ones. We strive to provide an environment of dignity and comfort. Our dedicated team and low resident to staff ratio ensure the highest quality care for every individual entrusted to us. Birches is looking for competent Caregivers to care for our senior residents in a professional and compassionate manner. It's a very satisfying and rewarding job, since our elderly residents and their families are thankful for the high-quality assistance and care they receive. The ideal candidate will be patient and compassionate with excellent communication skills and reliable attendance. You should be able to follow instructions and perform a variety of tasks to help residents. Responsibilities include, but are not limited to: Assist residents with daily living activities such as getting in and out of bed, bathing, dressing, eating, using the toilet, standing, walking, and exercising Maintain a safe and healthy living environment by assisting with housekeeping, laundry, and kitchen duties Help residents maintain good personal hygiene Promote residents' mental alertness through involvement in activities of interest Carryout routine individualized healthcare needs, including administering medication depending on state regulations Record vital signs such as temperature, blood pressure, pulse, or respiration rate Monitor or report observations and changes in health status to management Keep records of resident care, condition, progress, or problems Promote residents' independence Responsibilities vary based on shift worked, but employees will be trained for all shift duties.

Qualifications:

Compassion and respect for the elderly Prior caregiving experience preferred, but not required Physical endurance and strength Interpersonal skills, including exceptional patience and listening skills Ability to work in partnership with other employees to maintain excellent employee relations, high employee morale, and world class senior care Commitment to working a full shift, arriving on time, and working overtime as needed Available shifts and compensation: We have available shifts all days of the week. Compensation depends on your experience.

### About Birch Meadows Senior Care:

Birch Meadows Senior Care is looking for an individual to join our team. Our ideal candidate is self-driven, motivated and trustworthy. Learn more about us at <http://www.birchmeadows.org/>. By applying to this job, you agree to receive periodic text messages from this employer and Homebase about your pending job application. Opt out anytime. Msg & data rates may apply. Powered by Homebase. Free employee scheduling, time clock and hiring tools.

# 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.