

# May 2026 Lightcast Report



# Job Posting Analytics

Lightcast Q2 2026 Data Set

May 2026

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



Michigan

# Parameters

Select Timeframe: May 2026 - May 2026

## Occupations:

Results should include

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

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

## Regions:

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

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

## Job Title:

Results should include

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

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

## Company:

Results should include

| Description      |
|------------------|
| Pfizer           |
| Fast Pace Health |

| Description        |
|--------------------|
| Walmart            |
| Bronson Healthcare |

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Ascension

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Meijer

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Border Foods

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Corewell Health

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Stryker

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Oaklawn Hospital

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Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

## Job Postings Overview

72

Unique Postings  
325 Total Postings

5

Companies Posting  
2,838 Total Companies

40 Days

Median Posting Duration  
Regional Average: 30 Days

5 : 1

Posting Intensity



Regional Average: 2 : 1

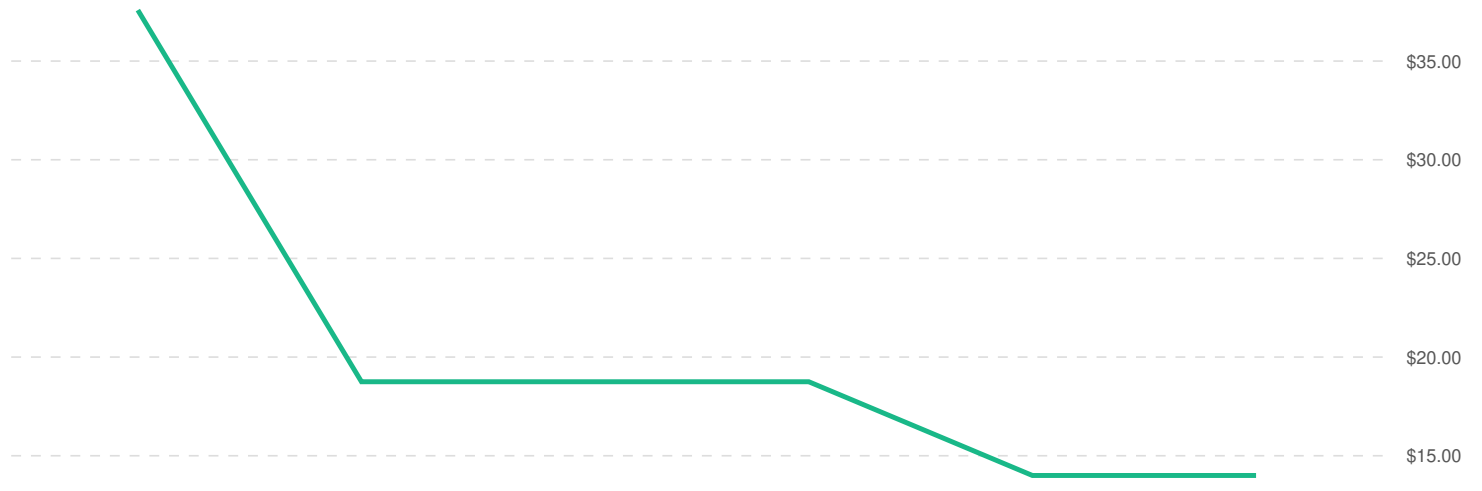
## Advertised Salary

Not enough data for this chart.

# Advertised Salary Trend

▼ 62.7% Dec 2025 - May 2026

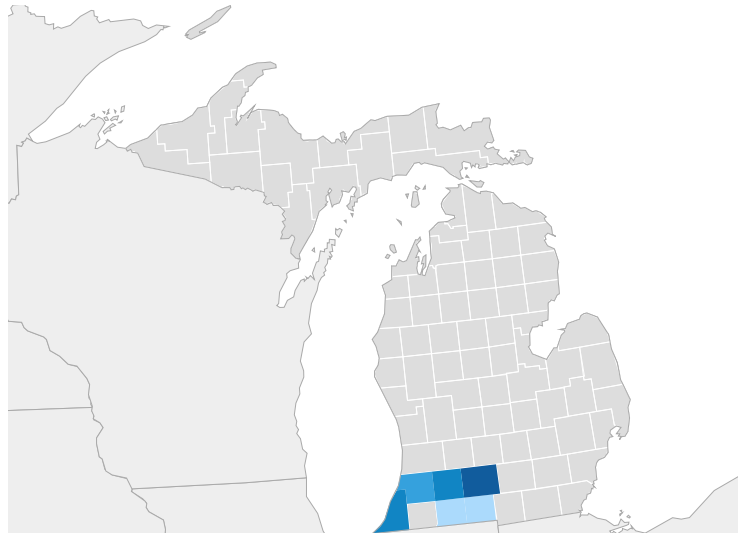
\$18.77 Median



11 Job Postings

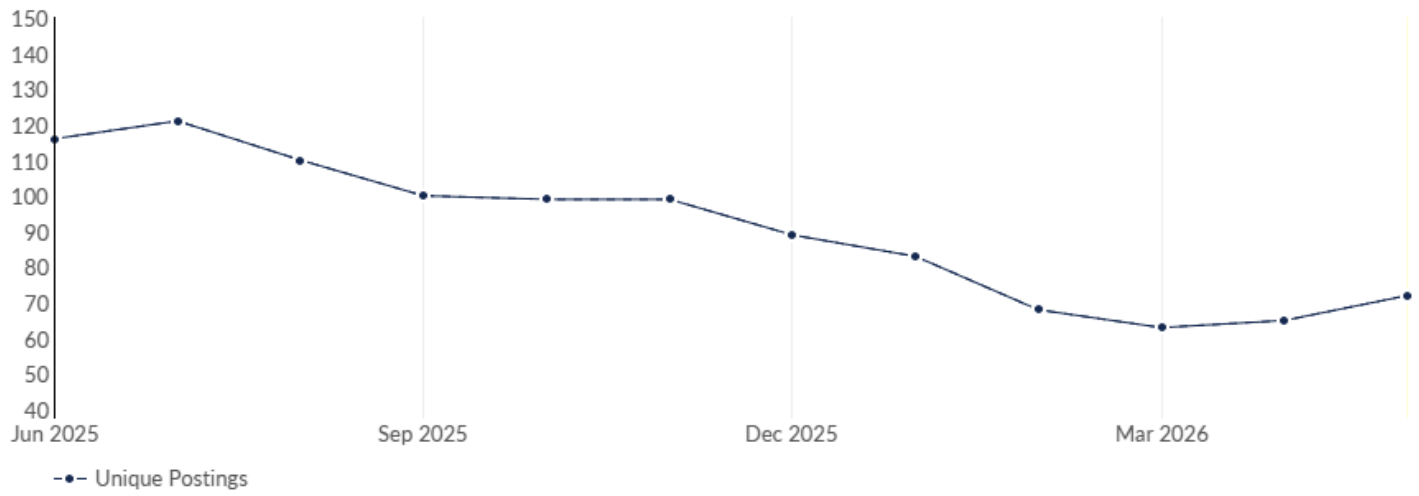


## Job Postings Regional Breakdown



| County               | Unique Postings (May 2026) |
|----------------------|----------------------------|
| Calhoun County, MI   | 37                         |
| Berrien County, MI   | 16                         |
| Kalamazoo County, MI | 15                         |
| Van Buren County, MI | 2                          |
| Branch County, MI    | 1                          |

# Unique Postings Trend



| Month    | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| May 2026 | 72              | 5 : 1             |
| Apr 2026 | 65              | 5 : 1             |
| Mar 2026 | 63              | 5 : 1             |
| Feb 2026 | 68              | 4 : 1             |
| Jan 2026 | 83              | 4 : 1             |
| Dec 2025 | 89              | 4 : 1             |
| Nov 2025 | 99              | 5 : 1             |
| Oct 2025 | 99              | 5 : 1             |
| Sep 2025 | 100             | 5 : 1             |
| Aug 2025 | 110             | 5 : 1             |
| Jul 2025 | 121             | 5 : 1             |
| Jun 2025 | 116             | 5 : 1             |

## Education Breakdown

| Education Level              | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed          | 41              | 57%        |
| High school or GED           | 13              | 18%        |
| Associate's degree           | 12              | 17%        |
| Bachelor's degree            | 8               | 11%        |
| Master's degree              | 0               | 0%         |
| Ph.D. or professional degree | 0               | 0%         |






## Minimum Education Breakdown

| Minimum Education Level      | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|------------------------------|---------------------------|----------------------------------|----------------------|
| High school or GED           | 13                        | 0                                | 18%                  |
| Associate's degree           | 10                        | 2                                | 14%                  |
| Bachelor's degree            | 8                         | 0                                | 11%                  |
| 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 | 48              | 67%        |
| 0 - 1 Years          | 18              | 25%        |
| 2 - 3 Years          | 6               | 8%         |
| 4 - 6 Years          | 0               | 0%         |
| 7 - 9 Years          | 0               | 0%         |
| 10+ Years            | 0               | 0%         |







## Top Companies Posting

|                    | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--------------------|-------------------------|---|-------------------------|
| Oaklawn Hospital   | 159 / 36                | 4 : 1  | n/a                     |
| Meijer             | 80 / 18                 | 4 : 1  | 41 days                 |
| Corewell Health    | 78 / 12                 | 7 : 1  | 42 days                 |
| Bronson Healthcare | 7 / 5                   | 1 : 1  | 36 days                 |
| Walmart            | 1 / 1                   | 1 : 1  | 21 days                 |







## Top Cities Posting

| City                  | Total/Unique (May 2026) | Posting Intensity  | Median Posting Duration |
|-----------------------|-------------------------|--|-------------------------|
| Marshall, MI          | 132 / 30                | 4 : 1     | n/a                     |
| Kalamazoo, MI         | 16 / 7                  | 2 : 1     | 41 days                 |
| Saint Joseph, MI      | 47 / 7                  | 7 : 1     | 22 days                 |
| Battle Creek, MI      | 21 / 4                  | 5 : 1   | 36 days                 |
| Niles, MI             | 14 / 3                  | 5 : 1   | 46 days                 |
| Stevensville, MI      | 17 / 3                  | 6 : 1   | 41 days                 |
| Albion, MI            | 8 / 2                   | 4 : 1   | n/a                     |
| Comstock Township, MI | 2 / 2                   | 1 : 1   | 41 days                 |
| Portage, MI           | 25 / 2                  | 13 : 1  | n/a                     |
| South Haven, MI       | 7 / 2                   | 4 : 1   | 21 days                 |







## Top Posted Occupations

|   | Total/Unique (May 2026) | Posting Intensity  | Median Posting Duration |
|---|-------------------------|--|-------------------------|
| Registered Nurses   | 127 / 28                | 5 : 1   | 22 days                 |
| Cashiers  | 81 / 19                 | 4 : 1   | 40 days                 |
| Medical Assistants  | 58 / 14                 | 4 : 1   | 21 days                 |
| Nursing Assistants  | 29 / 5                  | 6 : 1   | n/a                     |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 10 / 4                  | 3 : 1   | 36 days                 |
| Cooks, Restaurant   | 20 / 2                  | 10 : 1  | 54 days                 |









## Top Posted Occupations

| Occupation (O*NET)  | Total/Unique (May 2026) | Posting Intensity  | Median Posting Duration |
|---|-------------------------|--|-------------------------|
| Registered Nurses   | 127 / 28                | 5 : 1     | 22 days                 |
| Cashiers  | 81 / 19                 | 4 : 1     | 40 days                 |
| Medical Assistants  | 58 / 14                 | 4 : 1   | 21 days                 |
| Nursing Assistants  | 29 / 5                  | 6 : 1   | n/a                     |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 10 / 4                  | 3 : 1   | 36 days                 |
| Cooks, Restaurant   | 20 / 2                  | 10 : 1  | 54 days                 |




## Top Posted Occupations

| Occupation        | Total/Unique (May 2026) | Posting Intensity  | Median Posting Duration |
|-------------------|-------------------------|--|-------------------------|
| Registered Nurse  | 127 / 28                | 5 : 1   | 22 days                 |
| Cashier           | 81 / 19                 | 4 : 1   | 40 days                 |
| Medical Assistant | 58 / 14                 | 4 : 1   | 21 days                 |
| Nursing Assistant | 29 / 5                  | 6 : 1   | n/a                     |
| Janitor / Cleaner | 10 / 4                  | 3 : 1   | 36 days                 |
| Cook              | 20 / 2                  | 10 : 1  | 54 days                 |

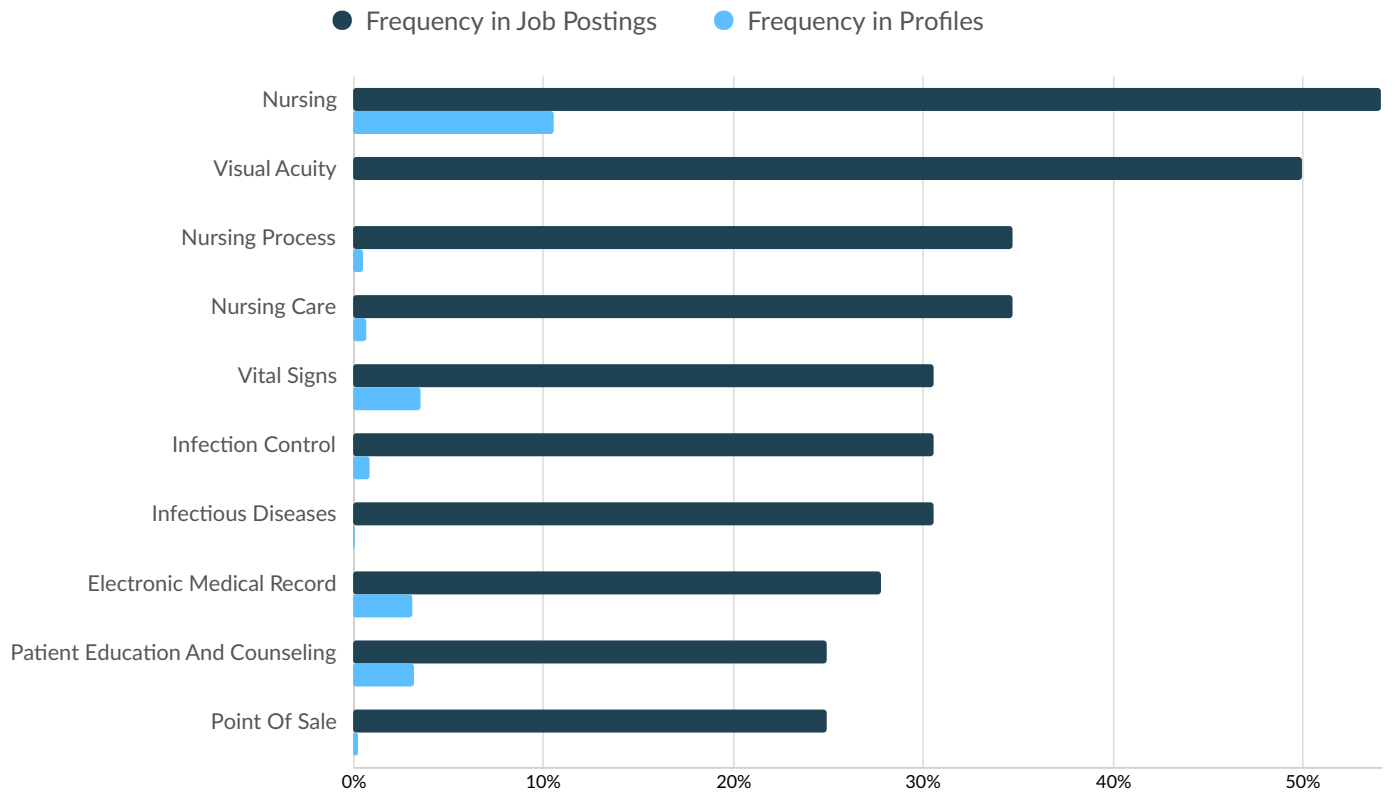
## Top Posted Job Titles

|                                    | Total/Unique (May 2026) | Posting Intensity  | Median Posting Duration |
|------------------------------------|-------------------------|--|-------------------------|
| Registered Nurses                  | 85 / 20                 | 4 : 1     | n/a                     |
| Cashiers                           | 81 / 19                 | 4 : 1     | 40 days                 |
| Requisition Sales Associates       | 76 / 17                 | 4 : 1   | n/a                     |
| Medical Surgical Registered Nurses | 32 / 5                  | 6 : 1   | 22 days                 |
| Medical Assistants                 | 20 / 4                  | 5 : 1   | 21 days                 |
| Environmental Services Technicians | 10 / 4                  | 3 : 1   | 36 days                 |
| Cooks                              | 20 / 2                  | 10 : 1  | 54 days                 |
| Family Medicine Medical Assistants | 1 / 1                   | 1 : 1   | n/a                     |

## Top Industries

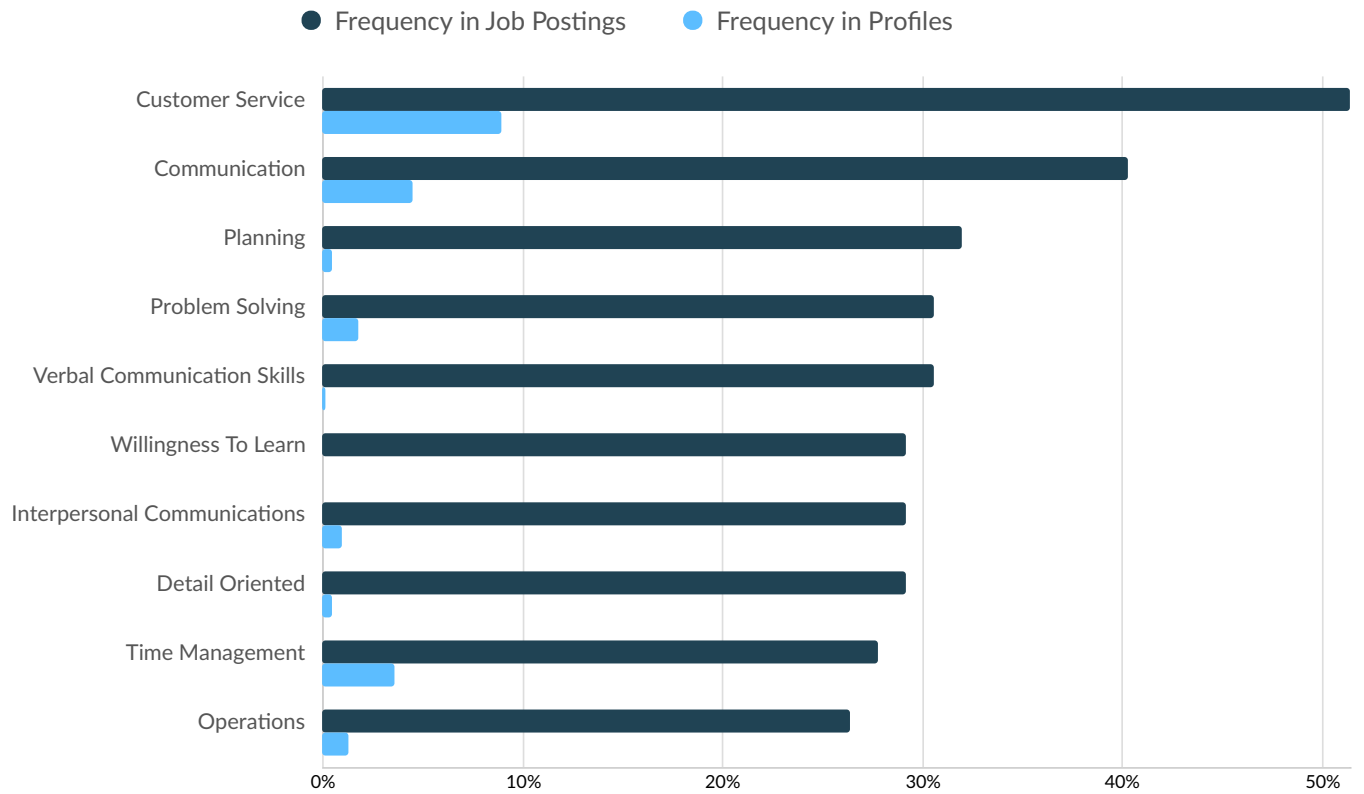
|  | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--|-------------------------|---|-------------------------|
| General Medical and Surgical Hospitals | 244 / 53                | 5 : 1  | 36 days                 |
| Department Stores                      | 80 / 18                 | 4 : 1  | 41 days                 |
| Warehouse Clubs and Supercenters       | 1 / 1                   | 1 : 1  | 21 days                 |

# Top Specialized Skills



|                                  | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Nursing                          | 39       | 54%                 | 125      | 11%                 | +16.1%                 | Growing                         |
| Visual Acuity                    | 36       | 50%                 | 0        | 0%                  | +18.4%                 | Rapidly Growing                 |
| Nursing Process                  | 25       | 35%                 | 6        | 1%                  | +19.7%                 | Rapidly Growing                 |
| Nursing Care                     | 25       | 35%                 | 8        | 1%                  | +15.3%                 | Growing                         |
| Vital Signs                      | 22       | 31%                 | 42       | 4%                  | +16.8%                 | Growing                         |
| Infection Control                | 22       | 31%                 | 10       | 1%                  | +15.6%                 | Growing                         |
| Infectious Diseases              | 22       | 31%                 | 1        | 0%                  | +6.8%                  | Stable                          |
| Electronic Medical Record        | 20       | 28%                 | 37       | 3%                  | +13.6%                 | Growing                         |
| Patient Education And Counseling | 18       | 25%                 | 38       | 3%                  | +15.1%                 | Growing                         |
| Point Of Sale                    | 18       | 25%                 | 3        | 0%                  | +12.9%                 | Growing                         |

# Top Common Skills



|                              | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Customer Service             | 37       | 51%                 | 106      | 9%                  | +5.0%                  | Stable                          |
| Communication                | 29       | 40%                 | 53       | 4%                  | +8.5%                  | Stable                          |
| Planning                     | 23       | 32%                 | 6        | 1%                  | +10.3%                 | Growing                         |
| Problem Solving              | 22       | 31%                 | 21       | 2%                  | +11.1%                 | Growing                         |
| Verbal Communication Skills  | 22       | 31%                 | 2        | 0%                  | +4.3%                  | Stable                          |
| Willingness To Learn         | 21       | 29%                 | 0        | 0%                  | +11.4%                 | Growing                         |
| Interpersonal Communications | 21       | 29%                 | 12       | 1%                  | +11.9%                 | Growing                         |
| Detail Oriented              | 21       | 29%                 | 6        | 1%                  | +8.2%                  | Stable                          |
| Time Management              | 20       | 28%                 | 43       | 4%                  | +12.7%                 | Growing                         |
| Operations                   | 19       | 26%                 | 16       | 1%                  | +8.8%                  | Stable                          |





# Top Software Skills

There is not enough data to display this section.

# Top Qualifications

|   | Postings with Qualification |
|---|-----------------------------|
| Basic Life Support (BLS) Certification                    | 43                          |
| American Red Cross (ARC) Certification                    | 40                          |
| Registered Nurse (RN)                                     | 28                          |
| Basic Cardiac Life Support                                | 15                          |
| Certified Medical Assistant (CMA)                         | 12                          |
| Licensed Practical Nurse (LPN)                            | 10                          |
| Advanced Cardiovascular Life Support (ACLS) Certification | 9                           |
| Certified Nursing Assistant (CNA)                         | 5                           |
| Certified Clinical Medical Assistant (CCMA)               | 4                           |
| National Council Licensure Examination                    | 4                           |

# Top Advertised Benefits

|                                  | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|----------------------------------|-------------------------|---|-------------------------|
| Paid Leave                       | 81 / 19                 | 4 : 1  | 40 days                 |
| Education and Career Development | 80 / 18                 | 4 : 1  | 41 days                 |
| Supplemental Pay                 | 9 / 6                   | 2 : 1  | 21 days                 |
| Health and Wellness Benefits     | 4 / 3                   | 1 : 1  | 36 days                 |
| Insurance                        | 1 / 1                   | 1 : 1  | 21 days                 |
| Other Benefits                   | 1 / 1                   | 1 : 1  | 21 days                 |
| Retirement and Savings           | 1 / 1                   | 1 : 1  | 21 days                 |

# Appendix A

## Top Posting Sources

| Website           | Postings on Website (May 2026) |
|-------------------|--------------------------------|
| peopleanswers.com | 34                             |
| myworkdayjobs.com | 25                             |
| diversityjobs.com | 23                             |
| mitalent.org      | 22                             |
| indeed.com        | 21                             |
| bebee.com         | 1                              |
| simplyhired.com   | 1                              |

# Appendix B

## Sample Postings

## Medical Assistant - Coldwater - Requisition #284367

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

Location: Coldwater, MI

O\*NET: 31-9092.00

Company: Oaklawn Hospital

Job Title: Requisition Sales Associates

## MEDICAL ASSISTANT - COLDWATER

### Job Summary:

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

### Essential Functions:

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

### Minimum Qualifications:

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

### Knowledge, Skills & Abilities:

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

### Working Conditions:

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

### Physical Requirements:

Constantly stand, walk, reach, see/visual acuity, handle/grasp/feel, talk/hear, taste/smell. Frequently sit, reach, push/pull, bend/twist, stoop/kneel/crouch. Lift/carry 1 to 50+ lbs. Coldwater, 375 N. Willowbrook Rd, Coldwater,...

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

### Registered Nurse-7p-0730 - Requisition #682821

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-7P-0730

### Job Summary:

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

### Essential Functions:

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

### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. Handle with cares within two (2) months of hire.

### Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN strongly preferred. Clear oral expression; oral comprehension includes listening to and understanding others; Familiarity with electronic medical records. deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

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

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

### Working Conditions:

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

### Physical Requirements:

Constantly stand, walk, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently sit, reach, bend/twist, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs. Marshall, 200 N. Madison, Marshall, MI 49068

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

## Registered Nurse-7p-0730 - Requisition #249772

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-7P-0730

### Job Summary:

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

### Essential Functions:

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

### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. Handle with cares within two (2) months of hire.

### Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN strongly preferred. Clear oral expression; oral comprehension includes listening to and understanding others; Familiarity with electronic medical records. deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

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

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

### Working Conditions:

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

### Physical Requirements:

Constantly stand, walk, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently sit, reach, bend/twist, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs. Marshall, 200 N. Madison, Marshall, MI 49068

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

## Medical Assistant - Michigan Ave. & After Hrs - Requisition #827052

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

Location: Marshall, MI

O\*NET: 31-9092.00

Company: Oaklawn Hospital

Job Title: Requisition Sales Associates

## MEDICAL ASSISTANT - MICHIGAN AVE. & AFTER HRS

### Job Summary:

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

### Essential Functions:

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

### Minimum Qualifications:

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

### Knowledge, Skills & Abilities:

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

### Working Conditions:

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

### Physical Requirements:

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

## Cashiers — Meijer in [Unknown City], MI (May 2026 - Active)

## Cashier - Gull Rd, Kalamazoo

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

Location: [Unknown City], MI

O\*NET: 41-2011.00

Company: Meijer

Job Title: Cashiers

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 ([https://www.youtube.com/watch?v=\\_x9Jc4zyQfM&feature=emb\\_logo](https://www.youtube.com/watch?v=_x9Jc4zyQfM&feature=emb_logo)) for an overview of the position. What You'll be

### Doing:

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

# 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 2026 Data Set

May 2026

Branch, Calhoun, Kalamazoo, and St. Joseph Counties



Michigan

# Parameters

Select Timeframe: May 2026 - May 2026

Occupations:

Results should include

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

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

Regions:

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

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

Company:

Results should include

| Description  |
|--------------|
| Pfizer       |
| Ascension    |
| Meijer       |
| Border Foods |
| Walmart      |

| Description        |
|--------------------|
| Bronson Healthcare |
| Corewell Health    |
| Zoetis             |
| Stryker            |
| Oaklawn Hospital   |

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

214

Unique Postings  
727 Total Postings

7

Companies Posting  
2,190 Total Companies

20 Days

Median Posting Duration  
Regional Average: 29 Days

3 : 1

Posting Intensity



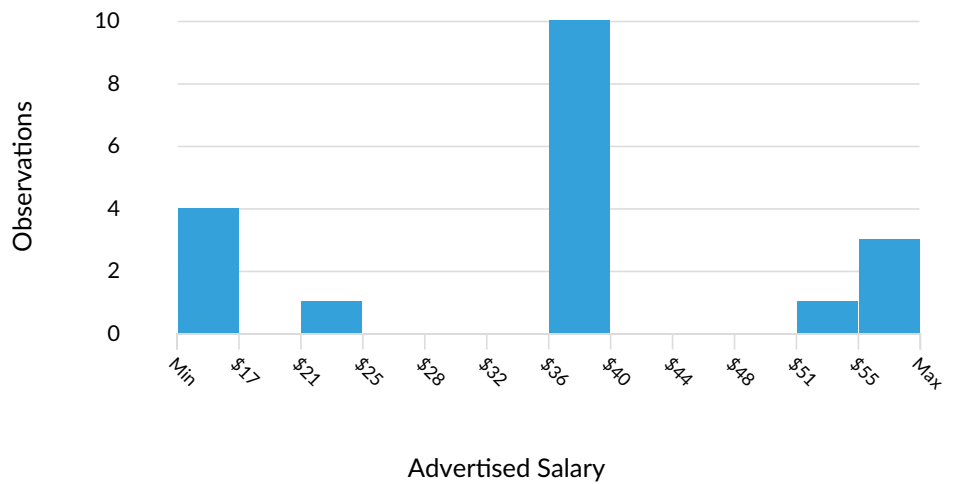
Regional Average: 2 : 1

## Advertised Salary

There are 19 advertised salary observations (9% of the 214 matching postings).

\$36.12/hr

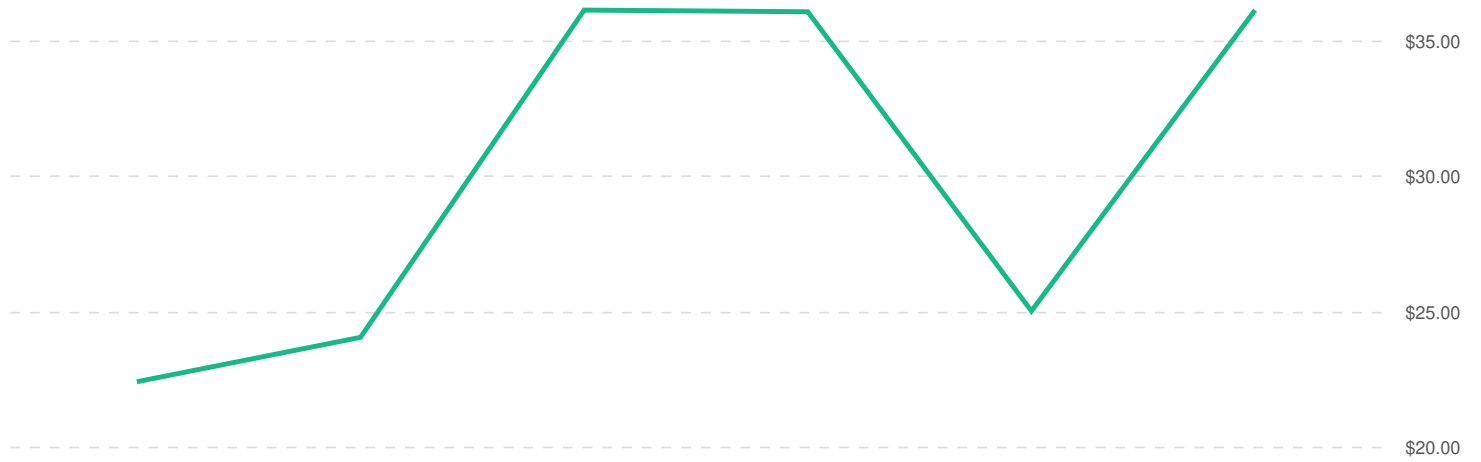
Median Advertised Salary



# Advertised Salary Trend

▲ 61.3% Dec 2025 - May 2026

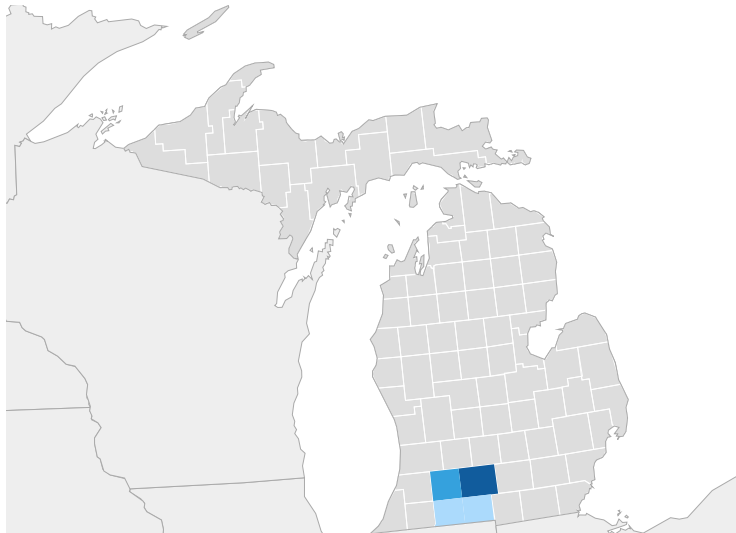
\$36.12 Median



72 Job Postings

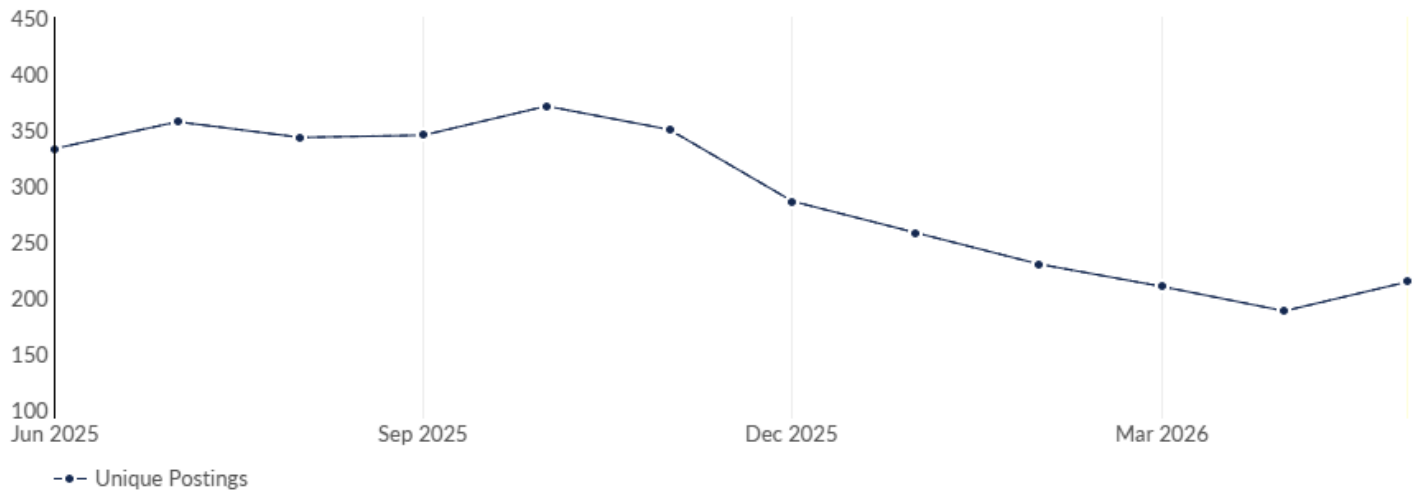


## Job Postings Regional Breakdown



| County                | Unique Postings (May 2026) |
|-----------------------|----------------------------|
| Calhoun County, MI    | 143                        |
| Kalamazoo County, MI  | 51                         |
| St. Joseph County, MI | 11                         |
| Branch County, MI     | 9                          |

# Unique Postings Trend



| Month    | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| May 2026 | 214             | 3 : 1             |
| Apr 2026 | 188             | 4 : 1             |
| Mar 2026 | 210             | 3 : 1             |
| Feb 2026 | 230             | 3 : 1             |
| Jan 2026 | 258             | 3 : 1             |
| Dec 2025 | 286             | 4 : 1             |
| Nov 2025 | 350             | 3 : 1             |
| Oct 2025 | 371             | 4 : 1             |
| Sep 2025 | 345             | 4 : 1             |
| Aug 2025 | 343             | 4 : 1             |
| Jul 2025 | 357             | 4 : 1             |
| Jun 2025 | 333             | 4 : 1             |

## Education Breakdown

| Education Level              | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed          | 122             | 57%        |
| High school or GED           | 34              | 16%        |
| Associate's degree           | 48              | 22%        |
| Bachelor's degree            | 18              | 8%         |
| Master's degree              | 8               | 4%         |
| Ph.D. or professional degree | 0               | 0%         |

## Minimum Education Breakdown

| Minimum Education Level      | Unique Postings (minimum) | Unique Postings (max advertised) | % of Total (minimum) |
|------------------------------|---------------------------|----------------------------------|----------------------|
| High school or GED           | 34                        | 0                                | 16%                  |
| Associate's degree           | 43                        | 5                                | 20%                  |
| Bachelor's degree            | 10                        | 8                                | 5%                   |
| Master's degree              | 5                         | 3                                | 2%                   |
| Ph.D. or professional degree | 0                         | 0                                | 0%                   |

## Experience Breakdown

| Minimum Experience   | Unique Postings | % of Total |
|----------------------|-----------------|------------|
| No Experience Listed | 152             | 71%        |
| 0 - 1 Years          | 29              | 14%        |
| 2 - 3 Years          | 31              | 14%        |
| 4 - 6 Years          | 2               | 1%         |
| 7 - 9 Years          | 0               | 0%         |
| 10+ Years            | 0               | 0%         |











## Top Companies Posting

|                    | Total/Unique (May 2026) | Posting Intensity | Median Posting Duration |
|--------------------|-------------------------|-------------------|-------------------------|
| Oaklawn Hospital   | 520 / 129               | 4 : 1             | 32 days                 |
| Meijer             | 128 / 29                | 4 : 1             | 31 days                 |
| Bronson Healthcare | 34 / 20                 | 2 : 1             | 32 days                 |
| Walmart            | 26 / 18                 | 1 : 1             | 21 days                 |
| Border Foods       | 12 / 12                 | 1 : 1             | 5 days                  |
| Stryker            | 4 / 4                   | 1 : 1             | n/a                     |
| Corewell Health    | 3 / 2                   | 2 : 1             | n/a                     |














## Top Cities Posting

| City                  | Total/Unique (May 2026) | Posting Intensity | Median Posting Duration |
|-----------------------|-------------------------|-------------------|-------------------------|
| Marshall, MI          | 476 / 119               | 4 : 1             | 32 days                 |
| Kalamazoo, MI         | 46 / 25                 | 2 : 1             | 41 days                 |
| Battle Creek, MI      | 51 / 19                 | 3 : 1             | 28 days                 |
| Coldwater, MI         | 23 / 9                  | 3 : 1             | n/a                     |
| Portage, MI           | 41 / 9                  | 5 : 1             | 10 days                 |
| Three Rivers, MI      | 37 / 6                  | 6 : 1             | 13 days                 |
| Sturgis, MI           | 12 / 3                  | 4 : 1             | n/a                     |
| Albion, MI            | 8 / 2                   | 4 : 1             | n/a                     |
| Augusta, MI           | 2 / 2                   | 1 : 1             | 5 days                  |
| Comstock Township, MI | 2 / 2                   | 1 : 1             | 41 days                 |











# Top Posted Occupations

|   | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---|-------------------------|---|-------------------------|
| Registered Nurses   | 258 / 71                | 4 : 1  | 32 days                 |
| Health Technologists and Technicians, All Other                                 | 127 / 38                | 3 : 1  | 11 days                 |
| Cashiers  | 94 / 25                 | 4 : 1  | 31 days                 |
| Medical Assistants  | 75 / 20                 | 4 : 1  | 28 days                 |
| Fast Food and Counter Workers   | 54 / 20                 | 3 : 1  | 10 days                 |
| Medical and Health Services Managers  | 38 / 13                 | 3 : 1  | 47 days                 |
| Nursing Assistants  | 66 / 13                 | 5 : 1  | n/a                     |
| Food Service Managers   | 12 / 12                 | 1 : 1  | 5 days                  |
| Licensed Practical and Licensed Vocational Nurses                               | 2 / 1                   | 2 : 1  | n/a                     |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 1 / 1                   | 1 : 1  | n/a                     |











# Top Posted Occupations

| Occupation (O*NET)  | Total/Unique<br>(May 2026) | Posting Intensity   | Median<br>Posting<br>Duration |
|---|----------------------------|---|-------------------------------|
| Registered Nurses   | 241 / 63                   | 4 : 1    | 32 days                       |
| Patient Representatives   | 125 / 37                   | 3 : 1    | 11 days                       |
| Cashiers  | 94 / 25                    | 4 : 1    | 31 days                       |
| Medical Assistants  | 75 / 20                    | 4 : 1    | 28 days                       |
| Fast Food and Counter Workers   | 54 / 20                    | 3 : 1    | 10 days                       |
| Medical and Health Services Managers  | 38 / 13                    | 3 : 1    | 47 days                       |
| Nursing Assistants  | 66 / 13                    | 5 : 1    | n/a                           |
| Food Service Managers   | 12 / 12                    | 1 : 1    | 5 days                        |
| Critical Care Nurses  | 15 / 7                     | 2 : 1    | 42 days                       |
| Clinical Nurse Specialists  | 2 / 1                      | 2 : 1    | n/a                           |
| Licensed Practical and Licensed Vocational Nurses                               | 2 / 1                      | 2 : 1    | n/a                           |
| Health Technologists and Technicians, All Other                                 | 2 / 1                      | 2 : 1   | n/a                           |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 1 / 1                      | 1 : 1  | n/a                           |






## Top Posted Occupations

| Occupation                                 | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--|-------------------------|---|-------------------------|
| Registered Nurse                           | 253 / 67                | 4 : 1  | 32 days                 |
| Registrar / Patient Service Representative | 111 / 34                | 3 : 1  | 11 days                 |
| Cashier                                    | 94 / 25                 | 4 : 1  | 31 days                 |
| Medical Assistant                          | 75 / 20                 | 4 : 1  | 28 days                 |
| Fast Food / Counter Worker                 | 54 / 20                 | 3 : 1  | 10 days                 |
| Nursing Assistant                          | 66 / 13                 | 5 : 1  | n/a                     |
| Restaurant / Food Service Manager          | 12 / 12                 | 1 : 1  | 5 days                  |
| Healthcare Administrator                   | 27 / 9                  | 3 : 1  | 55 days                 |
| Patient Advocate / Navigator               | 14 / 3                  | 5 : 1  | n/a                     |
| Nursing Manager / Supervisor               | 3 / 3                   | 1 : 1  | 32 days                 |

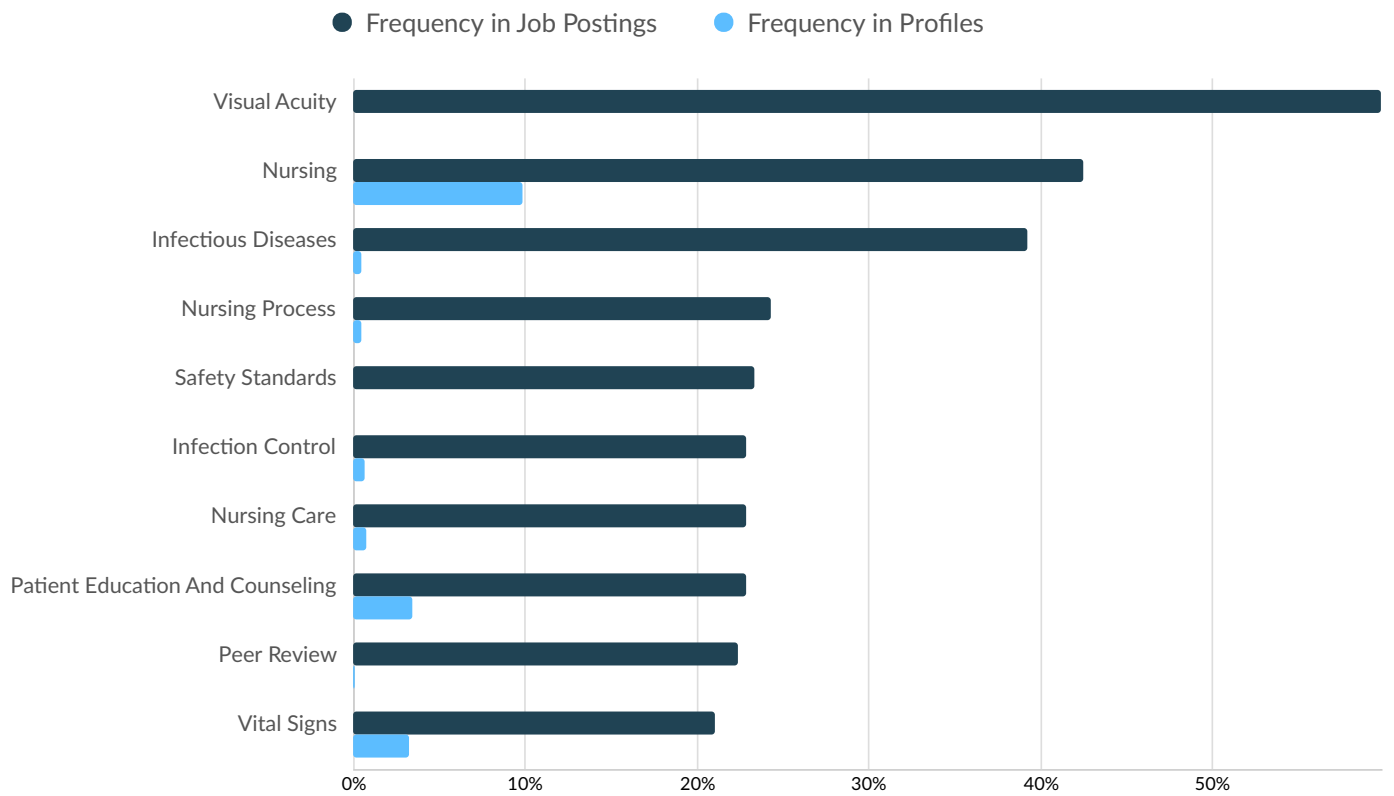
## Top Posted Job Titles

|                                      | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--------------------------------------|-------------------------|---|-------------------------|
| Registered Nurses                    | 81 / 18                 | 5 : 1  | n/a                     |
| Requisition Sales Associates         | 76 / 17                 | 4 : 1  | n/a                     |
| Emergency Services Registered Nurses | 54 / 14                 | 4 : 1  | 20 days                 |
| Cashiers                             | 64 / 14                 | 5 : 1  | 41 days                 |
| Pre-Registration Representatives     | 23 / 10                 | 2 : 1  | n/a                     |
| Restaurant General Managers          | 9 / 9                   | 1 : 1  | 5 days                  |
| Third Mates                          | 31 / 6                  | 5 : 1  | n/a                     |
| Meat Associate Team Leaders          | 8 / 5                   | 2 : 1  | n/a                     |
| Patient Account Representatives      | 21 / 5                  | 4 : 1  | n/a                     |
| Department Assistants                | 15 / 5                  | 3 : 1  | n/a                     |

# Top Industries

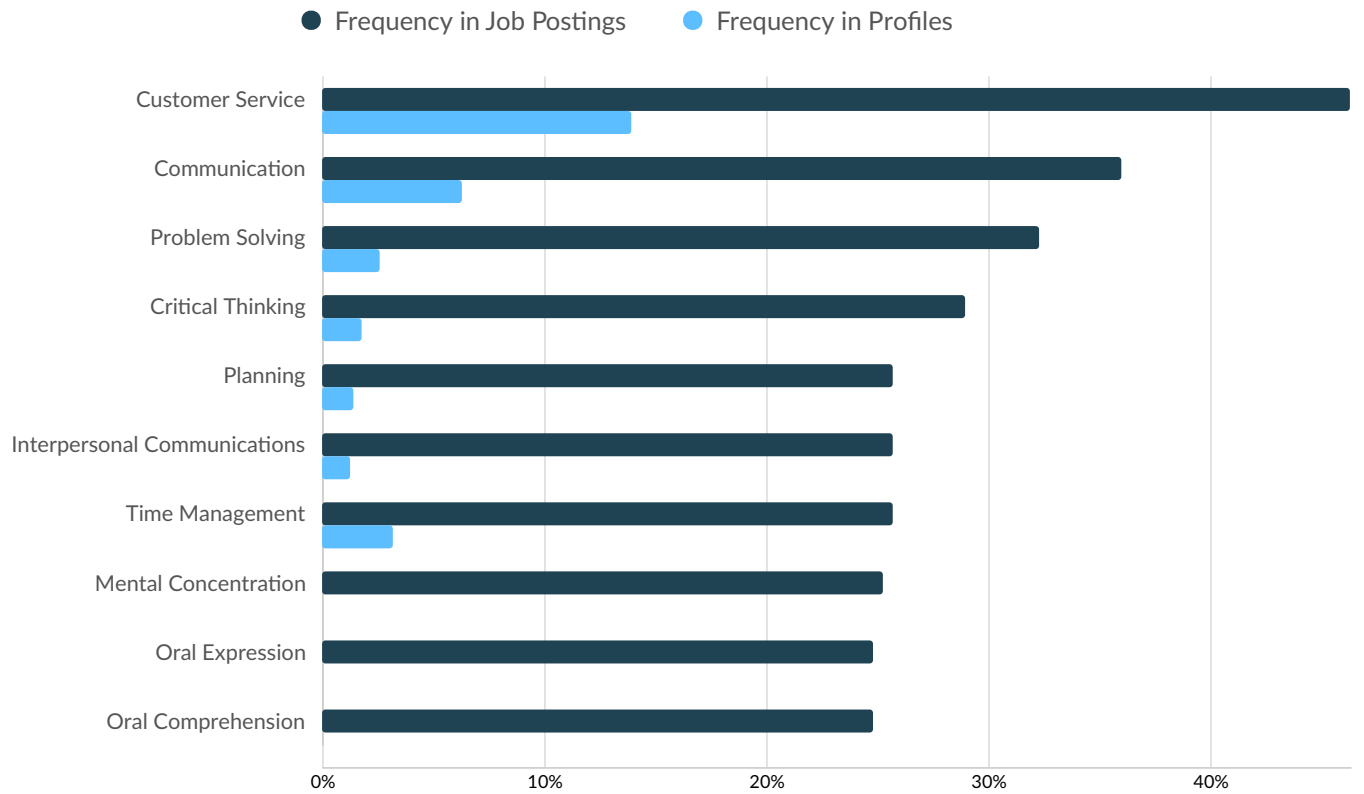
|   | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---|-------------------------|---|-------------------------|
| General Medical and Surgical Hospitals                                    | 557 / 151               | 4 : 1  | 32 days                 |
| Department Stores   | 128 / 29                | 4 : 1  | 31 days                 |
| Warehouse Clubs and Supercenters  | 26 / 18                 | 1 : 1  | 21 days                 |
| Limited-Service Restaurants   | 12 / 12                 | 1 : 1  | 5 days                  |
| Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers | 4 / 4                   | 1 : 1  | n/a                     |

# Top Specialized Skills



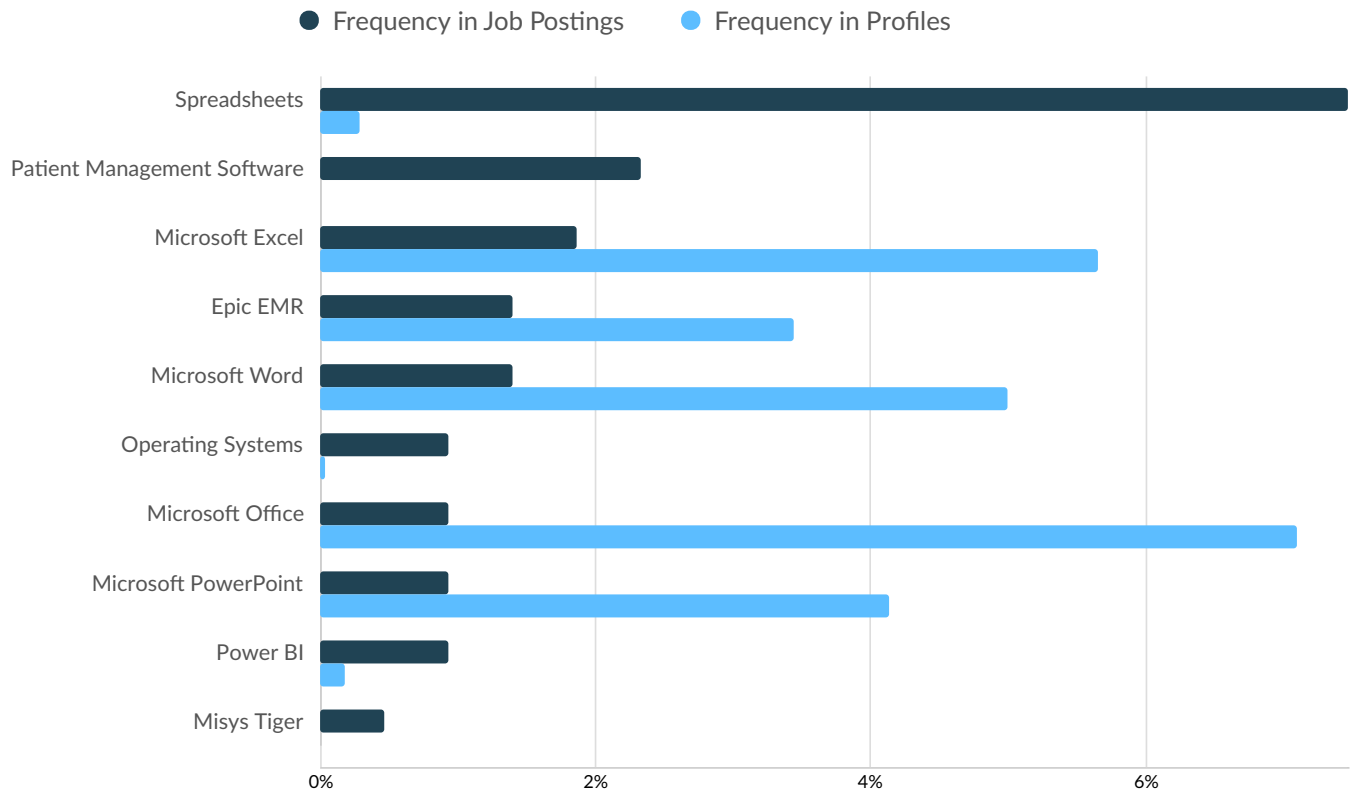
|                                  | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Visual Acuity                    | 128      | 60%                 | 0        | 0%                  | +18.4%                 | Rapidly Growing                 |
| Nursing                          | 91       | 43%                 | 271      | 10%                 | +16.1%                 | Growing                         |
| Infectious Diseases              | 84       | 39%                 | 12       | 0%                  | +6.8%                  | Stable                          |
| Nursing Process                  | 52       | 24%                 | 12       | 0%                  | +19.7%                 | Rapidly Growing                 |
| Safety Standards                 | 50       | 23%                 | 0        | 0%                  | +10.7%                 | Growing                         |
| Infection Control                | 49       | 23%                 | 18       | 1%                  | +15.6%                 | Growing                         |
| Nursing Care                     | 49       | 23%                 | 21       | 1%                  | +15.3%                 | Growing                         |
| Patient Education And Counseling | 49       | 23%                 | 96       | 3%                  | +15.1%                 | Growing                         |
| Peer Review                      | 48       | 22%                 | 3        | 0%                  | +16.6%                 | Growing                         |
| Vital Signs                      | 45       | 21%                 | 89       | 3%                  | +16.8%                 | Growing                         |

# Top Common Skills



|                              | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Customer Service             | 99       | 46%                 | 384      | 14%                 | +5.0%                  | Stable                          |
| Communication                | 77       | 36%                 | 173      | 6%                  | +8.5%                  | Stable                          |
| Problem Solving              | 69       | 32%                 | 71       | 3%                  | +11.1%                 | Growing                         |
| Critical Thinking            | 62       | 29%                 | 49       | 2%                  | +19.3%                 | Rapidly Growing                 |
| Planning                     | 55       | 26%                 | 38       | 1%                  | +10.3%                 | Growing                         |
| Interpersonal Communications | 55       | 26%                 | 35       | 1%                  | +11.9%                 | Growing                         |
| Time Management              | 55       | 26%                 | 87       | 3%                  | +12.7%                 | Growing                         |
| Mental Concentration         | 54       | 25%                 | 0        | 0%                  | +12.7%                 | Growing                         |
| Oral Expression              | 53       | 25%                 | 0        | 0%                  | +4.5%                  | Stable                          |
| Oral Comprehension           | 53       | 25%                 | 0        | 0%                  | +21.3%                 | Rapidly Growing                 |

# Top Software Skills










|                             | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|-----------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Spreadsheets                | 16       | 7%                  | 8        | 0%                  | +15.6%                 | Growing                         |
| Patient Management Software | 5        | 2%                  | 0        | 0%                  | +17.8%                 | Rapidly Growing                 |
| Microsoft Excel             | 4        | 2%                  | 156      | 6%                  | +14.8%                 | Growing                         |
| Epic EMR                    | 3        | 1%                  | 95       | 3%                  | +20.8%                 | Rapidly Growing                 |
| Microsoft Word              | 3        | 1%                  | 138      | 5%                  | +6.8%                  | Stable                          |
| Operating Systems           | 2        | 1%                  | 1        | 0%                  | +14.7%                 | Growing                         |
| Microsoft Office            | 2        | 1%                  | 196      | 7%                  | +16.9%                 | Growing                         |
| Microsoft PowerPoint        | 2        | 1%                  | 114      | 4%                  | +19.9%                 | Rapidly Growing                 |
| Power BI                    | 2        | 1%                  | 5        | 0%                  | +19.6%                 | Rapidly Growing                 |
| Misys Tiger                 | 1        | 0%                  | 0        | 0%                  | +65.5%                 | Rapidly Growing                 |

# Top Qualifications

|   | Postings with Qualification |
|---|-----------------------------|
| Basic Life Support (BLS) Certification                    | 104                         |
| American Red Cross (ARC) Certification                    | 89                          |
| Registered Nurse (RN)                                     | 82                          |
| Basic Cardiac Life Support                                | 38                          |
| Valid Driver's License                                    | 26                          |
| Advanced Cardiovascular Life Support (ACLS) Certification | 26                          |
| Licensed Practical Nurse (LPN)                            | 24                          |
| Certified Medical Assistant (CMA)                         | 20                          |
| Pediatric Advanced Life Support (PALS)                    | 15                          |
| Trauma Nurse Core Course (TNCC)                           | 13                          |

# Top Advertised Benefits

|                                  | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|----------------------------------|-------------------------|---|-------------------------|
| Paid Leave                       | 168 / 61                | 3 : 1  | 11 days                 |
| Education and Career Development | 148 / 48                | 3 : 1  | 11 days                 |
| Supplemental Pay                 | 31 / 22                 | 1 : 1  | 5 days                  |
| Retirement and Savings           | 28 / 20                 | 1 : 1  | 21 days                 |
| Insurance                        | 25 / 18                 | 1 : 1  | 21 days                 |
| Work-Life Balance                | 4 / 2                   | 2 : 1  | n/a                     |
| Other Benefits                   | 1 / 1                   | 1 : 1  | 21 days                 |

# Appendix A

## Top Posting Sources

| Website                  | Postings on Website (May 2026) |
|--------------------------|--------------------------------|
| peopleanswers.com        | 117                            |
| indeed.com               | 56                             |
| myworkdayjobs.com        | 27                             |
| mitalent.org             | 23                             |
| walmart.com              | 17                             |
| diversityjobs.com        | 16                             |
| gr8jobs.net              | 4                              |
| craigslist.org           | 2                              |
| healthjobsnationwide.com | 2                              |
| ardms.org                | 1                              |
| dejobs.org               | 1                              |

# Appendix B

## Sample Postings

# Primary Care Assistants – Oaklawn Hospital in Marshall, MI (May 2026 - Active)

## Department Assistant - Marshall Primary Care - Requisition #483594

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

Location: Marshall, MI

O\*NET: 11-9111.00

Company: Oaklawn Hospital

Job Title: Primary Care Assistants

## DEPARTMENT ASSISTANT - MARSHALL PRIMARY CARE

### Job Summary:

Handles administrative duties within a medical office and performs clerical duties to maintain an organized healthcare office and allow medical staff to focus on patient care. He or she also maintains a line of communication between the patient and clinical staff.

### 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. Answers incoming calls and routes to proper destination, creates appointments, creates messages on patient's behalf. Greets and checks in patients and visitors; Assists patients with registration and scheduling. Processes incoming mail and faxes. Prepares Electronic Medical Record by scanning necessary documents. Inventories, orders, and maintains all office supplies. Assists patients to complete documents such as intake and insurance forms. Directs patients when necessary. Confirms current patient information, ensures that the proper physician is listed. Verifies insurance eligibility. Contacts patients prior to visit for confirmation of visit, co-insurance, and copay. Collects copay and outstanding balances on patient accounts. Assists with quality assurance initiatives. Updates patient demographics including insurance information and scans insurance card into chart. Evaluates daily schedules to accommodate patient flow and minimize missed appointments. Coordinates scheduling of incoming referrals. Scheduling high tech imaging appointments. Communicates with the clinical staff to ensure all appropriate patient information is gathered.

### Minimum Qualifications:

18 years of age.

### Knowledge, Skills & Abilities:

Associate's degree or equivalent formal education is preferred; excellent telephone, written communication and interpersonal skills; ability to prioritize multiple tasks while maintaining focus and effectiveness, maintaining a high productivity level to maximize the productivity of the department leader and managers; excellent analytical and problem-solving skills; experience with data extraction from multiple information systems; proficiency in a variety of computer software programs and/or systems is required, experience using email, electronic calendar, word-processing, and spreadsheets; able to work independently.

### Working Conditions:

Must work in a busy office and public environment while maintaining a friendly demeanor during all interactions with diverse populations of physicians, nurses, patient family members, etc. Potential exposure to blood/body fluids and contagious disease.

### Physical Requirements:

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

## Medical Assistant - Coldwater - Requisition #284367

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

Location: Coldwater, MI

O\*NET: 31-9092.00

Company: Oaklawn Hospital

Job Title: Requisition Sales Associates

## MEDICAL ASSISTANT - COLDWATER

### Job Summary:

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

### Essential Functions:

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

### Minimum Qualifications:

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

### Knowledge, Skills & Abilities:

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

### Working Conditions:

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

### Physical Requirements:

Constantly stand, walk, reach, see/visual acuity, handle/grasp/feel, talk/hear, taste/smell. Frequently sit, reach, push/pull, bend/twist, stoop/kneel/crouch. Lift/carry 1 to 50+ lbs. Coldwater, 375 N. Willowbrook Rd, Coldwater,...

# Monitor Technicians – Oaklawn Hospital in Marshall, MI (May 2026 - Active)

## Monitor Tech-7p-7:30 - Requisition #634744

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

Location: Marshall, MI

O\*NET: 29-2099.00

Company: Oaklawn Hospital

Job Title: Monitor Technicians

### MONITOR TECH-7P-7

30

#### Job Summary:

Continuous surveillance of telemetry monitors to assist in the performance of indirect care of all patients under the direction of a registered nurse.

#### 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. Efficiently manages the nursing desk activities. Admits new patients, labels chart forms, and compiles forms into patient charts. Provides constant direct observation and interpretation of the telemetry and CCU cardiac monitors. Admits and discharges telemetry/CCU patients from the monitoring system. Is responsible for continuous observation of the CCU and telemetry monitors with every 12-hour rhythm strip interpretation and every 4-hour alarm interpretation documented in the EMR. Notifies the primary Care RN of the telemetry patient being monitored of all cardiac alarms or changes in rhythm. This notification to the primary Care RN should be done by either telephone or Vocera. Assembles and maintains charts on all patients. Facilitates transfers and discharges. Is responsible for notifying physician of consultation order from attending physician, i.e., EKG over-read. Assists in maintaining order and cleanliness within the unit. Answers all call lights promptly. Assists nurses as needed and appropriate.

#### Minimum Qualifications:

18 years of age.

#### Knowledge, Skills & Ability:

Two years of experience in a health care facility preferred. Cerner experience preferred. Excellent communication skills. Ability to demonstrate qualities of relationship-centered behaviors such as positive interdepartmental communication and telephone skills. Proficient at documentation in the electronic medical record. Use of Word® and Excel® preferred. Ability to stay awake at all times while working.

#### Working Conditions:

Potentially exposed to infectious diseases.

#### Physical Requirements:

Constantly sit, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently reach, bend/twist, lift/carry 25 to 49 lbs. Occasionally lift/carry 50 lbs. Marshall, 200 N. Madison, Marshall, MI 49068

## Registered Nurse - Full-time 12p-12:30am Emergency Services - Requisition #133217

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: Emergency Services Registered Nurses

### REGISTERED NURSE

- FULL-TIME 12P-12:30AM

### EMERGENCY SERVICES

#### Job Summary:

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

#### Essential Functions:

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

#### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association, ACLS and PALS certification. TNCC certification within one year.

#### Knowledge, Skills & Abilities:

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

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

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

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

### Working Conditions:

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

### Physical Requirements:

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

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

### Registered Nurse-7p-0730 - Requisition #682821

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-7P-0730

### Job Summary:

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

### Essential Functions:

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

### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. Handle with cares within two (2) months of hire.

### Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN strongly preferred. Clear oral expression; oral comprehension includes listening to and understanding others; Familiarity with electronic medical records. deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

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

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

### Working Conditions:

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

### Physical Requirements:

Constantly stand, walk, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently sit, reach, bend/twist, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs. Marshall, 200 N. Madison, Marshall, MI 49068

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q2 2026 Data Set

May 2026  
Branch County



Michigan

# Parameters

Select Timeframe: May 2026 - May 2026

Occupations:

Results should include

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

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

Regions:

| Code  | Description       |
|-------|-------------------|
| 26023 | Branch County, MI |

Company:

Results should include

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

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

## Job Postings Overview

34

Unique Postings  
56 Total Postings


5

Companies Posting  
253 Total Companies

36 Days

Median Posting Duration  
Regional Average: 32 Days

2 : 1

Posting Intensity  
  
Regional Average: 2 : 1

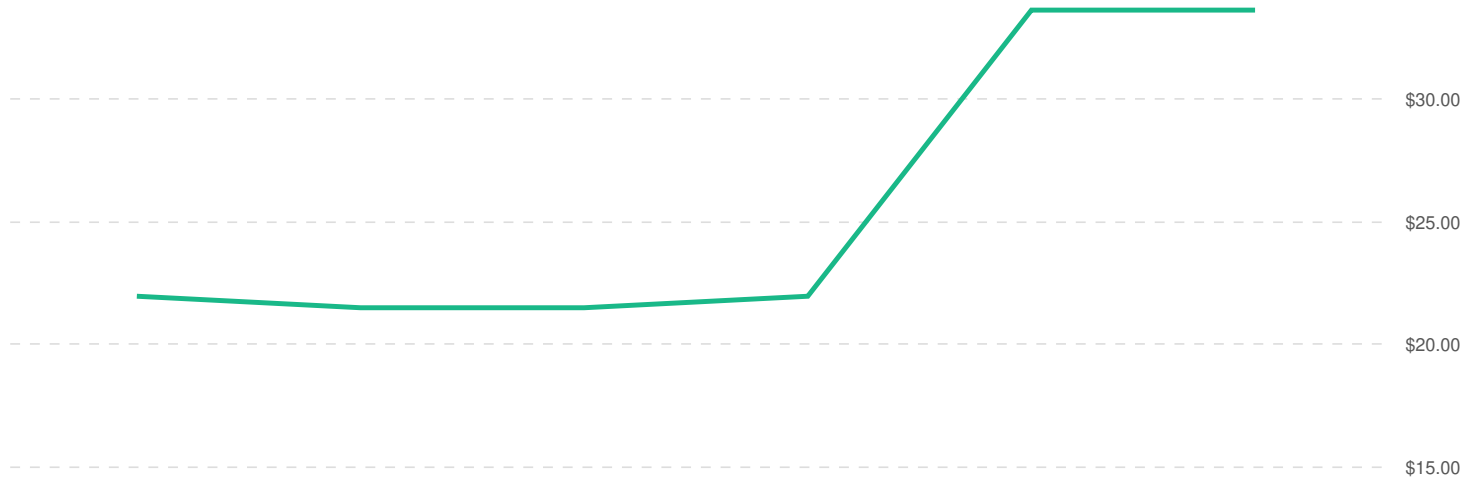
## Advertised Salary

Not enough data for this chart.

# Advertised Salary Trend

▲ 53.2% Dec 2025 - May 2026

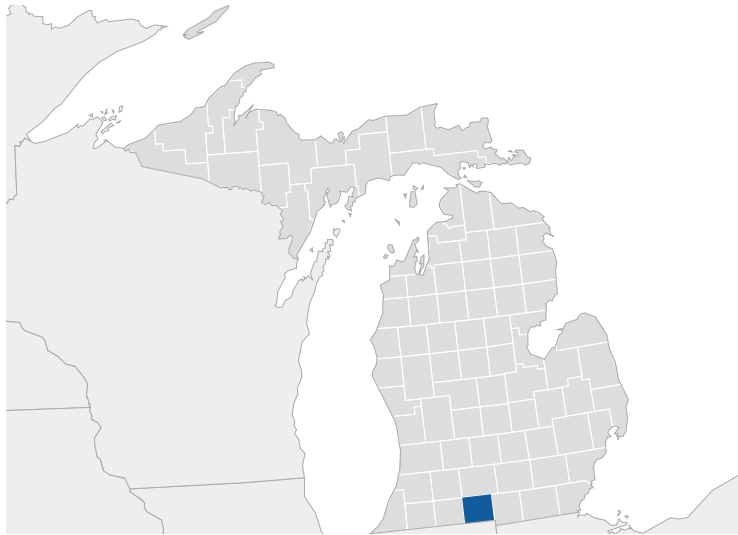
\$21.97 Median



22 Job Postings



# Job Postings Regional Breakdown



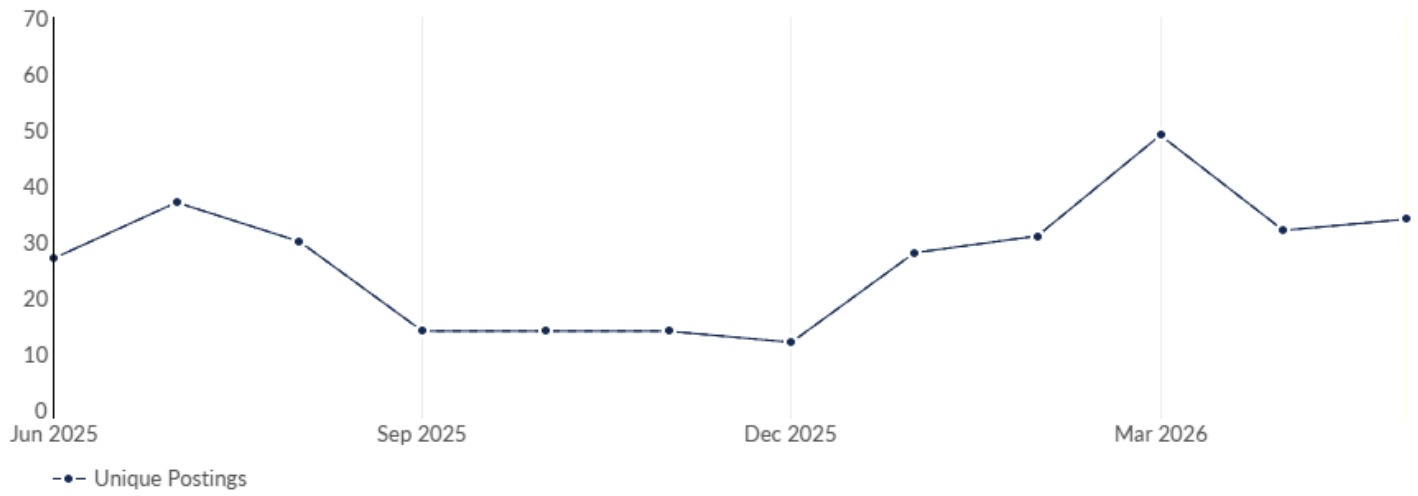
**County**

**Unique Postings (May 2026)**

Branch County, MI

34

# Unique Postings Trend



| Month    | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| May 2026 | 34              | 2 : 1             |
| Apr 2026 | 32              | 2 : 1             |
| Mar 2026 | 49              | 1 : 1             |
| Feb 2026 | 31              | 2 : 1             |
| Jan 2026 | 28              | 2 : 1             |
| Dec 2025 | 12              | 3 : 1             |
| Nov 2025 | 14              | 4 : 1             |
| Oct 2025 | 14              | 4 : 1             |
| Sep 2025 | 14              | 3 : 1             |
| Aug 2025 | 30              | 2 : 1             |
| Jul 2025 | 37              | 2 : 1             |
| Jun 2025 | 27              | 2 : 1             |

## Education Breakdown

| Education Level              | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed          | 17              | 50%        |
| High school or GED           | 17              | 50%        |
| 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           | 17                        | 0                                | 50%                  |
| 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 | 16              | 47%        |
| 0 - 1 Years          | 11              | 32%        |
| 2 - 3 Years          | 4               | 12%        |
| 4 - 6 Years          | 3               | 9%         |
| 7 - 9 Years          | 0               | 0%         |
| 10+ Years            | 0               | 0%         |

## Top Companies Posting

|                       | Total/Unique (May 2026) | Posting Intensity | Median Posting Duration |
|-----------------------|-------------------------|-------------------|-------------------------|
| Dollar General        | 20 / 16                 | 1 : 1             | 16 days                 |
| Walmart               | 27 / 13                 | 2 : 1             | 41 days                 |
| Bronson Healthcare    | 4 / 2                   | 2 : 1             | n/a                     |
| Bob Evans Restaurants | 2 / 2                   | 1 : 1             | 56 days                 |
| Clemens Food Group    | 3 / 1                   | 3 : 1             | n/a                     |








## Top Cities Posting

| City           | Total/Unique (May 2026) | Posting Intensity | Median Posting Duration |
|----------------|-------------------------|-------------------|-------------------------|
| Coldwater, MI  | 38 / 20                 | 2 : 1             | 47 days                 |
| Bronson, MI    | 5 / 4                   | 1 : 1             | n/a                     |
| Montgomery, MI | 5 / 4                   | 1 : 1             | 16 days                 |
| Union City, MI | 6 / 4                   | 2 : 1             | 14 days                 |
| Quincy, MI     | 2 / 2                   | 1 : 1             | n/a                     |






## Top Posted Occupations

|  | Total/Unique (May 2026) | Posting Intensity | Median Posting Duration |
|--|-------------------------|-------------------|-------------------------|
| First-Line Supervisors of Retail Sales Workers | 26 / 17                 | 2 : 1             | 19 days                 |
| Retail Salespersons                            | 16 / 9                  | 2 : 1             | n/a                     |
| Fast Food and Counter Workers                  | 5 / 3                   | 2 : 1             | 59 days                 |
| Registered Nurses                              | 4 / 2                   | 2 : 1             | n/a                     |
| General and Operations Managers                | 3 / 1                   | 3 : 1             | n/a                     |
| Food Service Managers                          | 1 / 1                   | 1 : 1             | 56 days                 |
| Cashiers                                       | 1 / 1                   | 1 : 1             | n/a                     |







## Top Posted Occupations

| Occupation (O*NET)                             | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--|-------------------------|---|-------------------------|
| First-Line Supervisors of Retail Sales Workers | 26 / 17                 | 2 : 1  | 19 days                 |
| Retail Salespersons                            | 16 / 9                  | 2 : 1  | n/a                     |
| Fast Food and Counter Workers                  | 5 / 3                   | 2 : 1  | 59 days                 |
| Registered Nurses                              | 4 / 2                   | 2 : 1  | n/a                     |
| General and Operations Managers                | 3 / 1                   | 3 : 1  | n/a                     |
| Food Service Managers                          | 1 / 1                   | 1 : 1  | 56 days                 |
| Cashiers                                       | 1 / 1                   | 1 : 1  | n/a                     |






## Top Posted Occupations

| Occupation                        | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|-----------------------------------|-------------------------|---|-------------------------|
| Retail Store Manager / Supervisor | 26 / 17                 | 2 : 1  | 19 days                 |
| Retail Sales Associate            | 16 / 9                  | 2 : 1  | n/a                     |
| Fast Food / Counter Worker        | 5 / 3                   | 2 : 1  | 59 days                 |
| Registered Nurse                  | 4 / 2                   | 2 : 1  | n/a                     |
| Operations Manager / Supervisor   | 3 / 1                   | 3 : 1  | n/a                     |
| Restaurant / Food Service Manager | 1 / 1                   | 1 : 1  | 56 days                 |
| Cashier                           | 1 / 1                   | 1 : 1  | n/a                     |

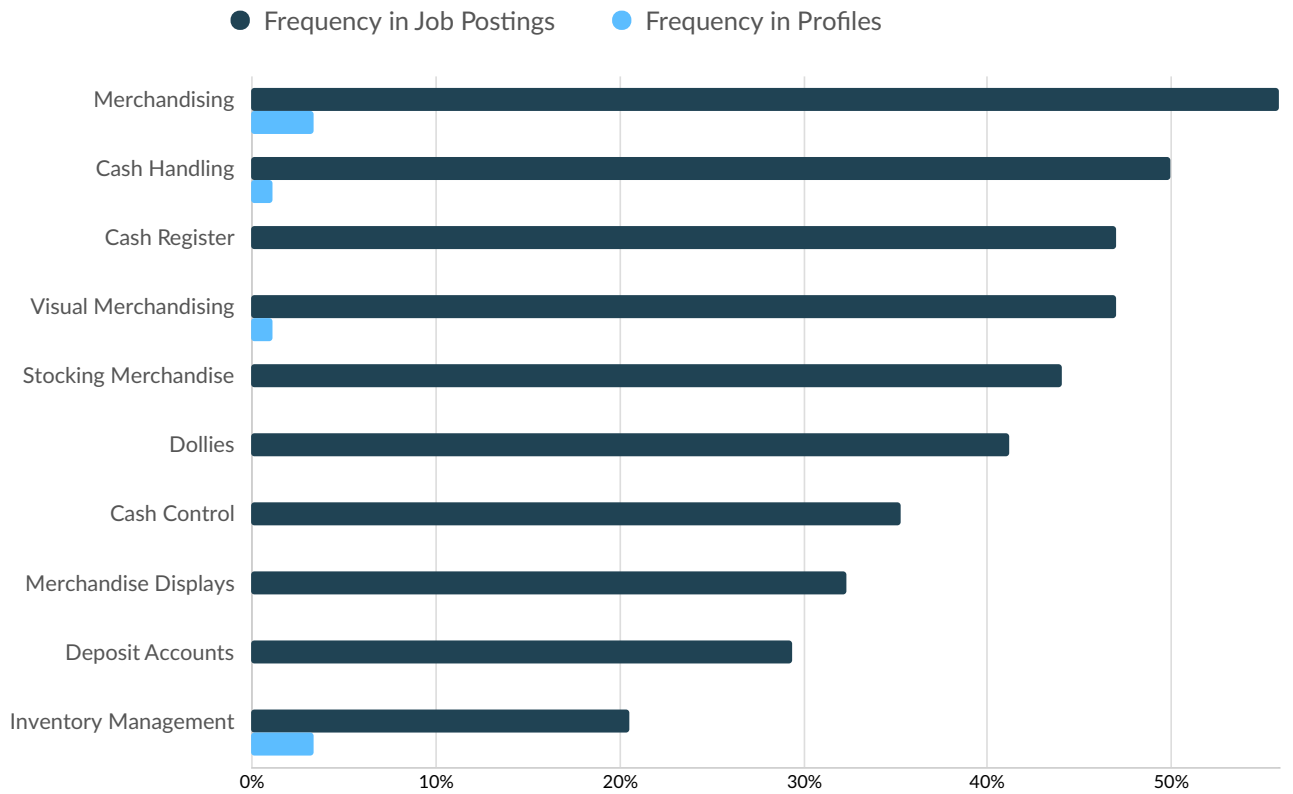
## Top Posted Job Titles

|                             | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|-----------------------------|-------------------------|---|-------------------------|
| Assistant Store Managers    | 6 / 6                   | 1 : 1  | n/a                     |
| Sales Associates            | 6 / 5                   | 1 : 1  | n/a                     |
| Store Managers              | 3 / 2                   | 2 : 1  | 14 days                 |
| Complex Managers            | 5 / 2                   | 3 : 1  | 41 days                 |
| Checkout Operators          | 1 / 1                   | 1 : 1  | n/a                     |
| Meat Associate Team Leaders | 3 / 1                   | 3 : 1  | n/a                     |
| Pharmacy Sales Associates   | 2 / 1                   | 2 : 1  | n/a                     |
| General Managers            | 1 / 1                   | 1 : 1  | 56 days                 |
| Store Managers In Training  | 2 / 1                   | 2 : 1  | 19 days                 |
| Deli/Bakery Associates      | 1 / 1                   | 1 : 1  | n/a                     |

## Top Industries

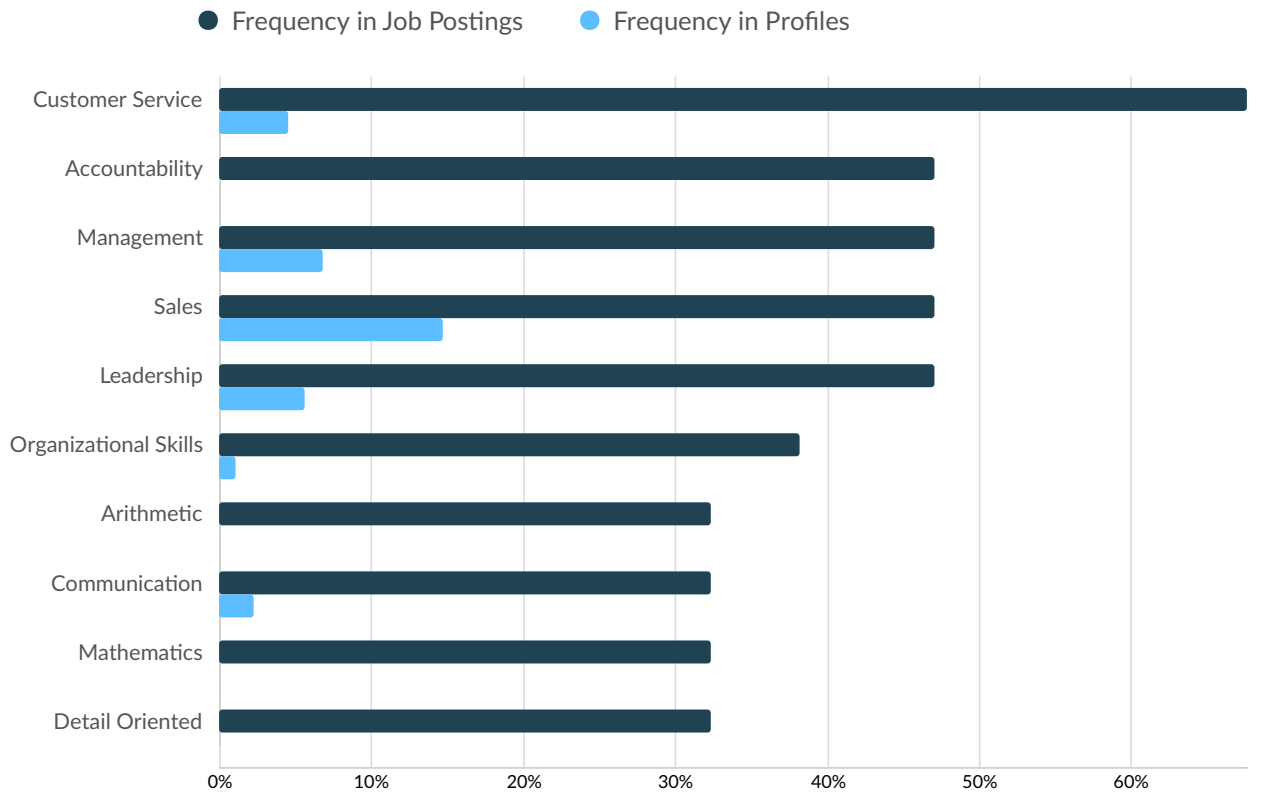
|   | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---|-------------------------|---|-------------------------|
| All Other General Merchandise Retailers | 20 / 16                 | 1 : 1  | 16 days                 |
| Warehouse Clubs and Supercenters        | 27 / 13                 | 2 : 1  | 41 days                 |
| General Medical and Surgical Hospitals  | 4 / 2                   | 2 : 1  | n/a                     |
| Full-Service Restaurants                | 2 / 2                   | 1 : 1  | 56 days                 |
| Animal (except Poultry) Slaughtering    | 3 / 1                   | 3 : 1  | n/a                     |

# Top Specialized Skills



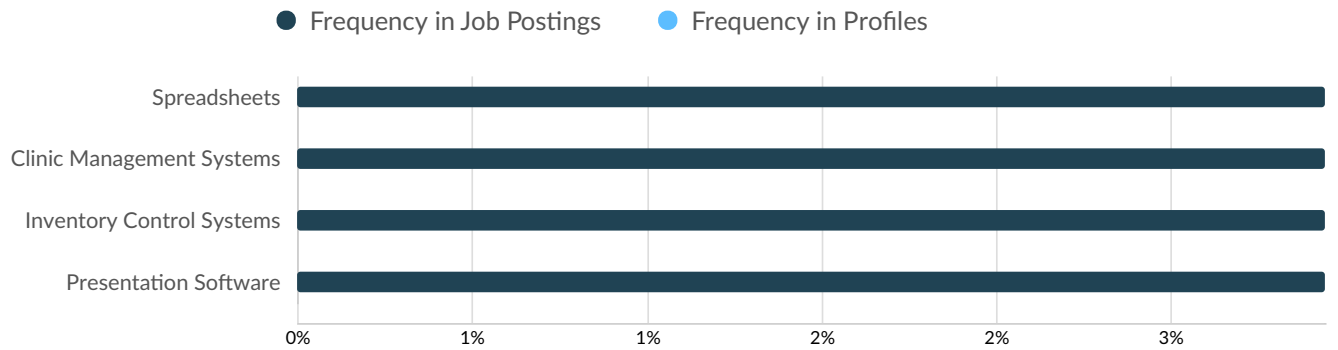
|                      | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Merchandising        | 19       | 56%                 | 3        | 3%                  | +12.7%                 | Growing                         |
| Cash Handling        | 17       | 50%                 | 1        | 1%                  | +9.8%                  | Growing                         |
| Cash Register        | 16       | 47%                 | 0        | 0%                  | +17.8%                 | Rapidly Growing                 |
| Visual Merchandising | 16       | 47%                 | 1        | 1%                  | +12.1%                 | Growing                         |
| Stocking Merchandise | 15       | 44%                 | 0        | 0%                  | +14.6%                 | Growing                         |
| Dollies              | 14       | 41%                 | 0        | 0%                  | +14.9%                 | Growing                         |
| Cash Control         | 12       | 35%                 | 0        | 0%                  | +19.5%                 | Rapidly Growing                 |
| Merchandise Displays | 11       | 32%                 | 0        | 0%                  | +17.4%                 | Rapidly Growing                 |
| Deposit Accounts     | 10       | 29%                 | 0        | 0%                  | +9.8%                  | Growing                         |
| Inventory Management | 7        | 21%                 | 3        | 3%                  | +14.9%                 | Growing                         |

# Top Common Skills



|                       | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|-----------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Customer Service      | 23       | 68%                 | 4        | 5%                  | +5.0%                  | Stable                          |
| Accountability        | 16       | 47%                 | 0        | 0%                  | +15.1%                 | Growing                         |
| Management            | 16       | 47%                 | 6        | 7%                  | +5.7%                  | Stable                          |
| Sales                 | 16       | 47%                 | 13       | 15%                 | +7.7%                  | Stable                          |
| Leadership            | 16       | 47%                 | 5        | 6%                  | +9.5%                  | Growing                         |
| Organizational Skills | 13       | 38%                 | 1        | 1%                  | +13.3%                 | Growing                         |
| Arithmetic            | 11       | 32%                 | 0        | 0%                  | +14.0%                 | Growing                         |
| Communication         | 11       | 32%                 | 2        | 2%                  | +8.5%                  | Stable                          |
| Mathematics           | 11       | 32%                 | 0        | 0%                  | +17.2%                 | Rapidly Growing                 |
| Detail Oriented       | 11       | 32%                 | 0        | 0%                  | +8.2%                  | Stable                          |

## Top Software Skills



|                           | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|---------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Spreadsheets              | 1        | 3%                  | 0        | 0%                  | +15.6%                 | Growing                         |
| Clinic Management Systems | 1        | 3%                  | 0        | 0%                  | +12.0%                 | Growing                         |
| Inventory Control Systems | 1        | 3%                  | 0        | 0%                  | +13.1%                 | Growing                         |
| Presentation Software     | 1        | 3%                  | 0        | 0%                  | +15.2%                 | Growing                         |

## Top Qualifications

|                                       | Postings with Qualification |
|---------------------------------------|-----------------------------|
| Bachelor Of Science In Business       | 4                           |
| Loss Prevention Certified             | 1                           |
| Drug Enforcement Agency (DEA) License | 1                           |

## Top Advertised Benefits

|                        | Total/Unique (May 2026) | Posting Intensity | Median Posting Duration |
|------------------------|-------------------------|-------------------|-------------------------|
| Retirement and Savings | 26 / 12                 | 2 : 1             | 47 days                 |
| Insurance              | 24 / 10                 | 2 : 1             | 41 days                 |
| Paid Leave             | 24 / 10                 | 2 : 1             | 41 days                 |
| Supplemental Pay       | 14 / 6                  | 2 : 1             | 41 days                 |
| Work-Life Balance      | 7 / 3                   | 2 : 1             | n/a                     |

# Appendix A

## Top Posting Sources

| Website           | Postings on Website (May 2026) |
|-------------------|--------------------------------|
| indeed.com        | 23                             |
| walmart.com       | 12                             |
| mitalent.org      | 8                              |
| careerarc.com     | 2                              |
| dollargeneral.com | 2                              |
| ardms.org         | 1                              |
| gr8jobs.net       | 1                              |
| ultipro.com       | 1                              |

# Appendix B

## Sample Postings

# Asset Protection Officers – Walmart in Coldwater, MI (May 2026 - Active)

## (USA) Asset Protection Operations Coach

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

Location: Coldwater, MI

O\*NET: 41-1011.00

Company: Walmart

Job Title: Asset Protection Officers

Position Summary... What you'll do... Drives sales by ensuring effective merchandise presentation for example accurate and competitive pricing proper signing inventory levels cleanliness of the area assessing economic trends and community needs overseeing the stocking and rotation of merchandise setting up cleaning and organizing product displays and securing fragile and high shrink merchandise Leads and develops teams effectively by teaching training and actively listening to associates touring stores and providing feedback Tour to Teach communicating and collaborating with all levels of associates regarding store operations utilizing technology business initiatives merchandising and company direction introducing and leading company change efforts providing clear expectations and guidance to implement business solutions and communicating business objectives to teams effectively Models and demonstrates exceptional customer service standards to store associates by following and demonstrating the One Best Way OBW service model managing and supporting customer service initiatives for example store of the community and community outreach programs ensuring customer needs complaints and issues are successfully resolved developing and implementing action plans to correct deficiencies and providing process improvement leadership to ensure a high quality customer experience Provides supervision and development opportunities for hourly associates by hiring training and mentoring of associates assigning duties setting clear expectations providing associate recognition communicating expectations consistently and effectively ensuring awareness and recruiting and developing qualified associates to meet staffing needs and achieve company growth potential Controls the unexplained loss of merchandise and improves profitability by identifying and communicating performance goals and objectives Builds accountability for policies and procedures Measures adherence to loss prevention policies and procedures Reviews variances to inventory reports Conducts operational and pre inventory reviews Gathers data audits results and monitors deficiency trends Identifies improvement opportunities Communicates and works with managers and associates to determine corrections needed to inventory controls Influences the implementation and execution of control corrections Trains managers and associates operational controls and processes in multiple stores Detects deters investigates and resolves violations of company policies and criminal activities by investigating alleged fraud and other alleged illegal activities Conducts investigations relating to company operations and policies Gathers evidence takes statements writes case reports and provides court room testimony as needed Partners in collaborative efforts with other investigative entities Monitors safety and risk controls within a facility by ensuring an effective safety program is in place Supervises safety team members Identifies accident trends to develop and implement solutions to prevent accidents Observes workplaces practices and provides training to associates on accident prevention techniques Communicates plans to minimize accidents Oversees safety reviews and implements plans to improve workplace safety Manages facility level training and execution of asset protection safety and claims and receiving procedures by reviewing the application of policies procedures compliance guidelines for example cold chain hazardous materials and operational controls Identifies gaps in expectations versus training Determines training needs Develops and delivers training as needed Manages claims and receiving operations by ensuring proper policies and procedures are followed Ensures the timely processing of claims for example damaged defective returned liquidated items and merchandise deliveries for example suppliers third party deliveries Provides direction for claims or receiving issues Maintains necessary documentation and reporting Coordinates completes and oversees job related activities and assignments by developing and maintaining relationships with key stakeholders supporting plans and initiatives to meet customer and business needs identifying and communicating goals and objectives building accountability for and measuring progress in achieving results identifying and addressing improvement opportunities and demonstrating adaptability and promoting continuous learning Ensures compliance with company policies and procedures and supports company mission values and standards of ethics and integrity by implementing related action plans utilizing and supporting the Open Door Policy and providing direction and guidance on applying these in executing business processes and practices Respect the Individual Builds high performing 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 perform x000B Respect the Individual Works collaboratively builds strong and trusting relationships communicates with impact energy and positivity to motivate and

Individual: Treats others respectfully, builds strong and trusting relationships, communicates with impact, energy, and positivity to motivate and influence. Respect the Individual Attracts and retains the best talent, empowers and develops talent, and recognizes others' contributions and accomplishments. Act with

### Integrity:

Maintains and promotes the highest standards of integrity, ethics, and compliance; models the Walmart values to support and foster our culture; holds oneself and others accountable; supports Walmart's goal of becoming a regenerative company by making a positive impact for associates, customers, members, and the world around us; uses 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. Serve Our Customers and Members. Delivers results while putting the customer first; considers and adapts to how, where, and when customers shop and applies the EDLP and EDLC business models to all plans. Serve Our Customers and Members. Makes decisions based on data insights and analysis, balances short and 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 annual salary range for this position is \$65,000.00

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

### State Pay Differential:

■ This job has an additional differential to meet legislative requirements, where applicable. ■ ■ Minimum Qualifications... Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications. Completion of 2 years of college. Option 2: 1 year's experience as a supervisor in a multi-department environment. Option 3: 1 year's experience in one of the following areas: accounting, claims, inventory control, systems/UPC, personnel, or loss prevention/asset protection in a multi-department environment. Option 4: 2 years' experience in asset protection or related area. Successful completion of any applicable state requirements to work in asset protection (for example, minimum age, specialized training, certification and/or licensing). If applicable, acquisition of a current,

state issued Certificate of Eligibility If applicable, successful completion of criminal background check and/or firearms authorized training. 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, Certification in an asset protection related field (for example, Loss Prevention Qualified, Loss Prevention Certified), General work experience supervising 5 or more direct reports to include the responsibility of performance management, mentoring, hiring, and firing, Investigative experience

Bachelors:

Business, Bachelors:

Criminal Justice Primary Location... 800 E

CHICAGO ST, COLDWATER, MI

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

# Unclassified – Bronson Healthcare in Coldwater, MI (May 2026 - Active)

## APP Medical Oncology/Hematology - Coldwater, MI

Link to Live Job Posting: [ultrasoundjobs.ardms.org](https://ultrasoundjobs.ardms.org)

Location: Coldwater, MI

O\*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Unclassified

Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BBC Bronson Battle Creek Title APP Medical Oncology/Hematology - Coldwater, MI Bronson Healthcare is seeking a Nurse Practitioner or Physician Assistant to join its high-performing oncology team.

### Position Highlights:

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

### Qualifications:

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

### Bronson's Culture Statement:

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

and collaborative agreement with oversight physician(s) should also be in place Must maintain all requirements for medical staff privileges

- Ability to utilize word processing, spreadsheet, presentation programs, and other software relevant to the job
- Regularly communicates clearly and effectively both verbally and in writing (Utilizing SBAR technique)
- Communicates with internal customers such as, physicians, multi-disciplinary team, finance, management and external customers such as, patients, third party payers, community agencies on a daily basis and often simultaneously Work which produces high levels of mental/visual fatigue, e.

g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. The job produces some physical demands. Typical of jobs that include regular walking, standing, stooping, bending, sitting, and some lifting of light weight objects.

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

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

This is accomplished by:

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

Utilization Review:

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

This is accomplished by:

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

- Evaluate and appropriately manage patients.
- Evaluate lab, EKG, imaging studies
- Complete appropriate documentation necessary to support:
- Billing
- Medical care
- Orders
- Progress Notes
- Be available for any nursing questions or to evaluated status changes for patients Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 8827 Hematology & Medical Oncology Phys (BBC) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth.

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

# Pharmacy Sales Associates – Walmart in Coldwater, MI (May 2026 - Active)

## Pharmacy Sales Associate

Link to Live Job Posting: [careers.walmart.com](https://careers.walmart.com)

Location: Coldwater, MI

O\*NET: 41-2031.00

Company: Walmart

Job Title: Pharmacy Sales Associates

Pharmacy Sales Associate 3.4 3.4 out of 5 stars 800 East Chicago Street, Coldwater, MI 49036 \$15

- \$28 an hour
- Part-time Walmart 281,710 reviews \$15
- \$28 an hour

- Part-time Hourly Wage:

\$15

- \$28 per/hour The actual hourly rate will equal or exceed the required minimum wage applicable to the job location.

Additional compensation includes annual or quarterly performance incentives. Additional compensation in the form of premiums may be paid in amounts ranging from \$0.35 per hour to \$3.00 per hour in specific circumstances. Premiums may be based on schedule, facility, season, or specific work performed. Multiple premiums may apply if applicable criteria are met.

### Employment Type:

Part-Time Available shifts: Mid-Shift, Closing Location Walmart Supercenter #1593 800 E

### CHICAGO ST, COLDWATER, MI, 49036, US

**Job Overview** Pharmacy associates focus on the needs of our customers as they entrust us with their prescriptions and health needs. They are responsible for providing customer service in our store pharmacies. **Benefits & perks** At Walmart, we offer competitive pay as well as performance-based incentive awards and other great benefits for a happier mind, body, and wallet. Health benefits include medical, vision and dental coverage. Financial benefits include 401(k), stock purchase and company-paid life insurance. Paid time off benefits include parental leave, family care leave, bereavement, jury duty, and voting. Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more. You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see Smart Guide page Live Better U is a Walmart-paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One.

Walmart.com. Walmart is committed to maintaining a drug-free workplace and has a no tolerance policy regarding the use of illegal drugs and alcohol on the job. This policy applies to all employees and aims to create a safe and productive work environment.

# Fashion Associates – Walmart in Coldwater, MI (May 2026 - Active)

## Fashion Team Associate

Link to Live Job Posting: [careers.walmart.com](https://careers.walmart.com)

Location: Coldwater, MI

O\*NET: 41-2031.00

Company: Walmart

Job Title: Fashion Associates

### Hourly Wage:

\$15 - \$28 per/hour The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation includes annual or quarterly performance incentives. Additional compensation in the form of premiums may be paid in amounts ranging from \$0.35 per hour to \$3.00 per hour in specific circumstances. Premiums may be based on schedule, facility, season, or specific work performed. Multiple premiums may apply if applicable criteria are met.

### Employment Type:

Part-Time Available shifts: Mid-Shift, Closing Location Walmart Supercenter #1593 800 E

CHICAGO ST, COLDWATER, MI, 49036, US

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

Walmart.com. Walmart is committed to maintaining a drug-free workplace and has a no tolerance policy regarding the use of illegal drugs and alcohol on the job. This policy applies to all employees and aims to create a safe and productive work environment.

# Store Managers – Dollar General in Union City, MI (May 2026 - May 2026)

## STORE MANAGER

Link to Live Job Posting: Posting is no longer active

Location: Union City, MI

O\*NET: 41-1011.00

Company: Dollar General

Job Title: Store Managers

### Work Where You Matter:

At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive.

### Company Overview:

Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at [www.dollargeneral.com/about-us.html](http://www.dollargeneral.com/about-us.html).

### Job Details:

#### GENERAL SUMMARY

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

#### ESSENTIAL JOB FUNCTIONS

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

compliance. Complete all paperwork and documentation according to guidelines and deadlines.

## Qualifications:

### KNOWLEDGE and SKILLS:

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

### EDUCATION

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

### COMPETENCIES

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

### PHYSICAL REQUIREMENTS

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

# 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 2026 Data Set

May 2026  
Calhoun County



Michigan

# Parameters

Select Timeframe: May 2026 - May 2026

Occupations:

Results should include

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

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

Regions:

| Code  | Description        |
|-------|--------------------|
| 26025 | Calhoun County, MI |

Company:

Results should include

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

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

# Job Postings Overview

124

Unique Postings  
433 Total Postings

10

Companies Posting  
777 Total Companies

32 Days

Median Posting Duration  
Regional Average: 27 Days

3 : 1

Posting Intensity

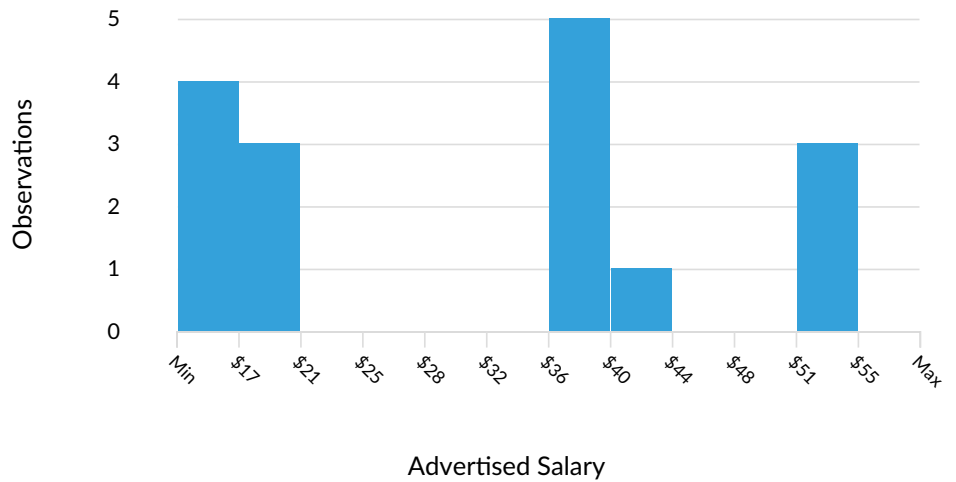


## Advertised Salary

There are 16 advertised salary observations (13% of the 124 matching postings).

\$36.12/hr

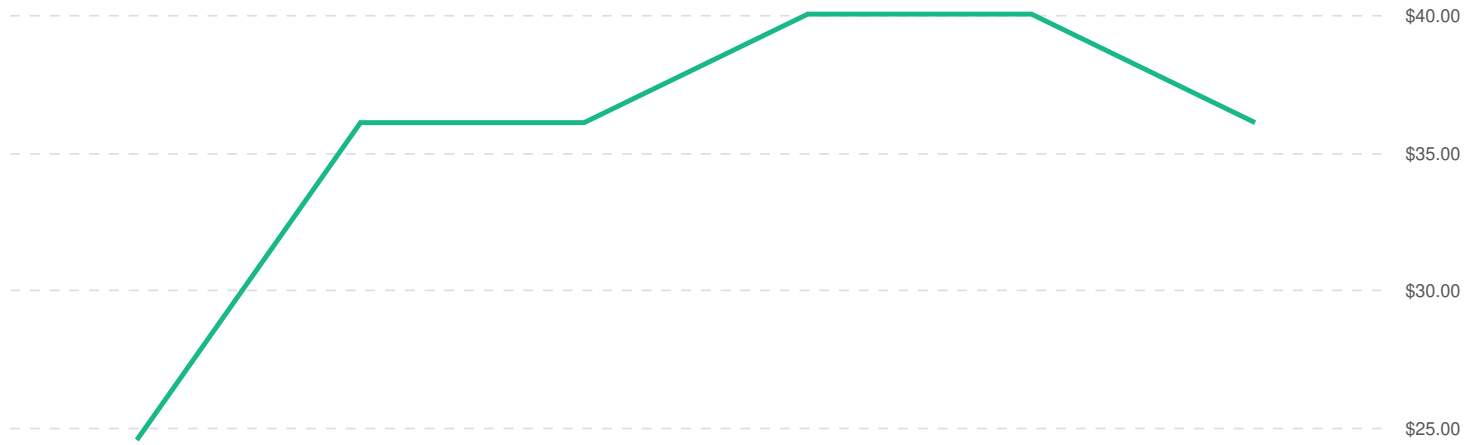
Median Advertised Salary



# Advertised Salary Trend

▲ 47.1% Dec 2025 - May 2026

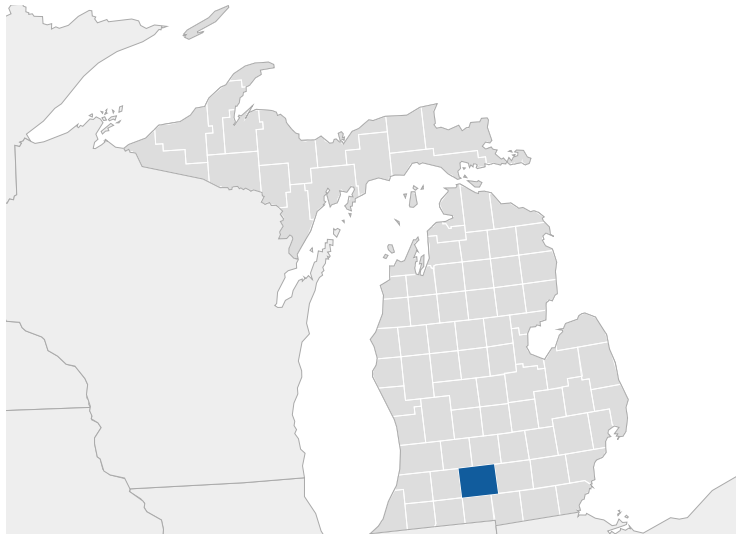
\$36.12 Median



74 Job Postings

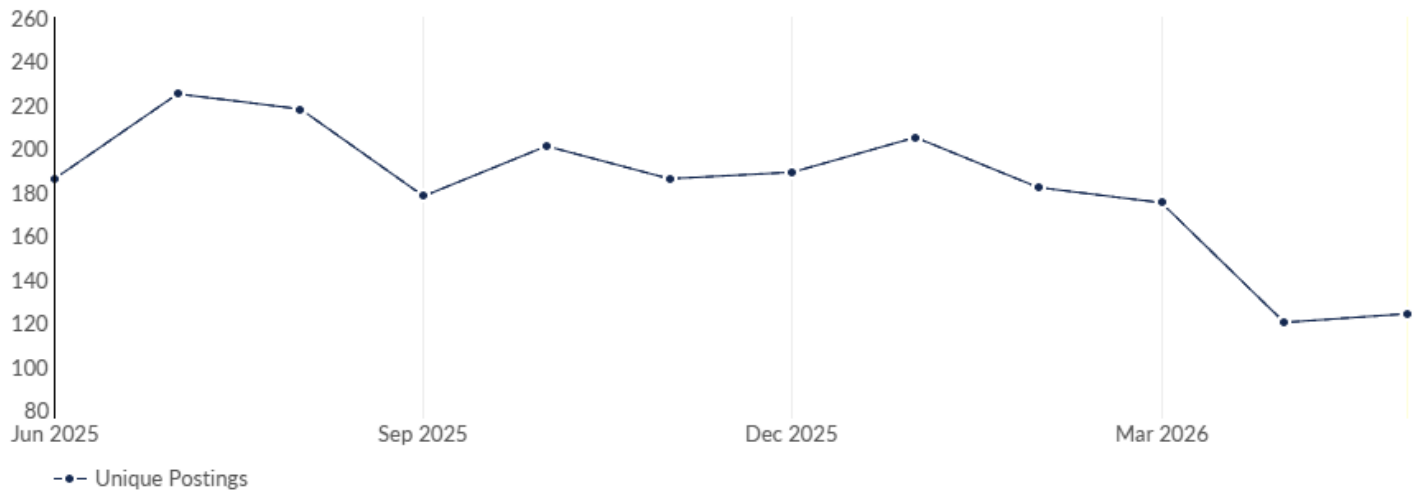


# Job Postings Regional Breakdown



| County             | Unique Postings (May 2026) |
|--------------------|----------------------------|
| Calhoun County, MI | 124                        |

# Unique Postings Trend



| Month    | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| May 2026 | 124             | 3 : 1             |
| Apr 2026 | 120             | 4 : 1             |
| Mar 2026 | 175             | 3 : 1             |
| Feb 2026 | 182             | 3 : 1             |
| Jan 2026 | 205             | 3 : 1             |
| Dec 2025 | 189             | 4 : 1             |
| Nov 2025 | 186             | 4 : 1             |
| Oct 2025 | 201             | 5 : 1             |
| Sep 2025 | 178             | 5 : 1             |
| Aug 2025 | 218             | 4 : 1             |
| Jul 2025 | 225             | 4 : 1             |
| Jun 2025 | 186             | 4 : 1             |

## Education Breakdown

| Education Level              | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed          | 61              | 49%        |
| High school or GED           | 34              | 27%        |
| Associate's degree           | 22              | 18%        |
| Bachelor's degree            | 11              | 9%         |
| 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           | 34                        | 0                                | 27%                  |
| Associate's degree           | 22                        | 0                                | 18%                  |
| Bachelor's degree            | 7                         | 4                                | 6%                   |
| 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 | 80              | 65%        |
| 0 - 1 Years          | 31              | 25%        |
| 2 - 3 Years          | 12              | 10%        |
| 4 - 6 Years          | 1               | 1%         |
| 7 - 9 Years          | 0               | 0%         |
| 10+ Years            | 0               | 0%         |

## Top Companies Posting

|                    | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--------------------|-------------------------|---|-------------------------|
| Oaklawn Hospital   | 325 / 78                | 4 : 1  | 32 days                 |
| Dollar General     | 29 / 18                 | 2 : 1  | 36 days                 |
| Taco Bell          | 21 / 9                  | 2 : 1  | n/a                     |
| Select Medical     | 36 / 7                  | 5 : 1  | n/a                     |
| Bronson Healthcare | 7 / 5                   | 1 : 1  | 32 days                 |
| Clean Team         | 3 / 2                   | 2 : 1  | n/a                     |
| Elara Caring       | 7 / 2                   | 4 : 1  | n/a                     |
| Hogan              | 1 / 1                   | 1 : 1  | n/a                     |
| Border Foods       | 1 / 1                   | 1 : 1  | 10 days                 |
| Subway             | 3 / 1                   | 3 : 1  | n/a                     |

## Top Cities Posting

| City             | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|------------------|-------------------------|---|-------------------------|
| Marshall, MI     | 308 / 80                | 4 : 1  | 32 days                 |
| Battle Creek, MI | 93 / 26                 | 4 : 1  | 36 days                 |
| Albion, MI       | 18 / 9                  | 2 : 1  | n/a                     |
| Tekonsha, MI     | 9 / 4                   | 2 : 1  | n/a                     |
| Athens, MI       | 2 / 2                   | 1 : 1  | n/a                     |
| Springfield, MI  | 2 / 2                   | 1 : 1  | n/a                     |
| Burlington, MI   | 1 / 1                   | 1 : 1  | 10 days                 |











## Top Posted Occupations

|   | Total/Unique (May 2026) | Posting Intensity | Median Posting Duration |
|---|-------------------------|-------------------|-------------------------|
| Registered Nurses   | 279 / 69                | 4 : 1             | 32 days                 |
| Medical Assistants  | 69 / 17                 | 4 : 1             | 28 days                 |
| First-Line Supervisors of Retail Sales Workers                | 19 / 12                 | 2 : 1             | 36 days                 |
| Food Service Managers   | 25 / 11                 | 2 : 1             | 10 days                 |
| Retail Salespersons   | 10 / 6                  | 2 : 1             | n/a                     |
| Home Health and Personal Care Aides                           | 18 / 3                  | 6 : 1             | n/a                     |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 4 / 3                   | 1 : 1             | 36 days                 |
| Maintenance and Repair Workers, General                       | 8 / 2                   | 4 : 1             | n/a                     |
| Heavy and Tractor-Trailer Truck Drivers                       | 1 / 1                   | 1 : 1             | n/a                     |











## Top Posted Occupations

| Occupation (O*NET)  | Total/Unique (May 2026) | Posting Intensity | Median Posting Duration |
|---|-------------------------|-------------------|-------------------------|
| Registered Nurses   | 266 / 63                | 4 : 1             | 32 days                 |
| Medical Assistants  | 69 / 17                 | 4 : 1             | 28 days                 |
| First-Line Supervisors of Retail Sales Workers                | 19 / 12                 | 2 : 1             | 36 days                 |
| Food Service Managers   | 25 / 11                 | 2 : 1             | 10 days                 |
| Critical Care Nurses  | 13 / 6                  | 2 : 1             | 42 days                 |
| Retail Salespersons   | 10 / 6                  | 2 : 1             | n/a                     |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 4 / 3                   | 1 : 1             | 36 days                 |
| Home Health Aides   | 12 / 2                  | 6 : 1             | n/a                     |
| Maintenance and Repair Workers, General                       | 8 / 2                   | 4 : 1             | n/a                     |
| Personal Care Aides   | 6 / 1                   | 6 : 1             | n/a                     |
| Heavy and Tractor-Trailer Truck Drivers                       | 1 / 1                   | 1 : 1             | n/a                     |








## Top Posted Occupations

| Occupation                                  | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---|-------------------------|---|-------------------------|
| Registered Nurse                            | 277 / 67                | 4 : 1  | 32 days                 |
| Medical Assistant                           | 69 / 17                 | 4 : 1  | 28 days                 |
| Retail Store Manager / Supervisor           | 19 / 12                 | 2 : 1  | 36 days                 |
| Restaurant / Food Service Manager           | 25 / 11                 | 2 : 1  | 10 days                 |
| Retail Sales Associate                      | 10 / 6                  | 2 : 1  | n/a                     |
| Janitor / Cleaner                           | 4 / 3                   | 1 : 1  | 36 days                 |
| Home Health Aide                            | 12 / 2                  | 6 : 1  | n/a                     |
| Nursing Manager / Supervisor                | 2 / 2                   | 1 : 1  | 32 days                 |
| Building and General Maintenance Technician | 8 / 2                   | 4 : 1  | n/a                     |
| Caregiver / Personal Care Aide              | 6 / 1                   | 6 : 1  | n/a                     |

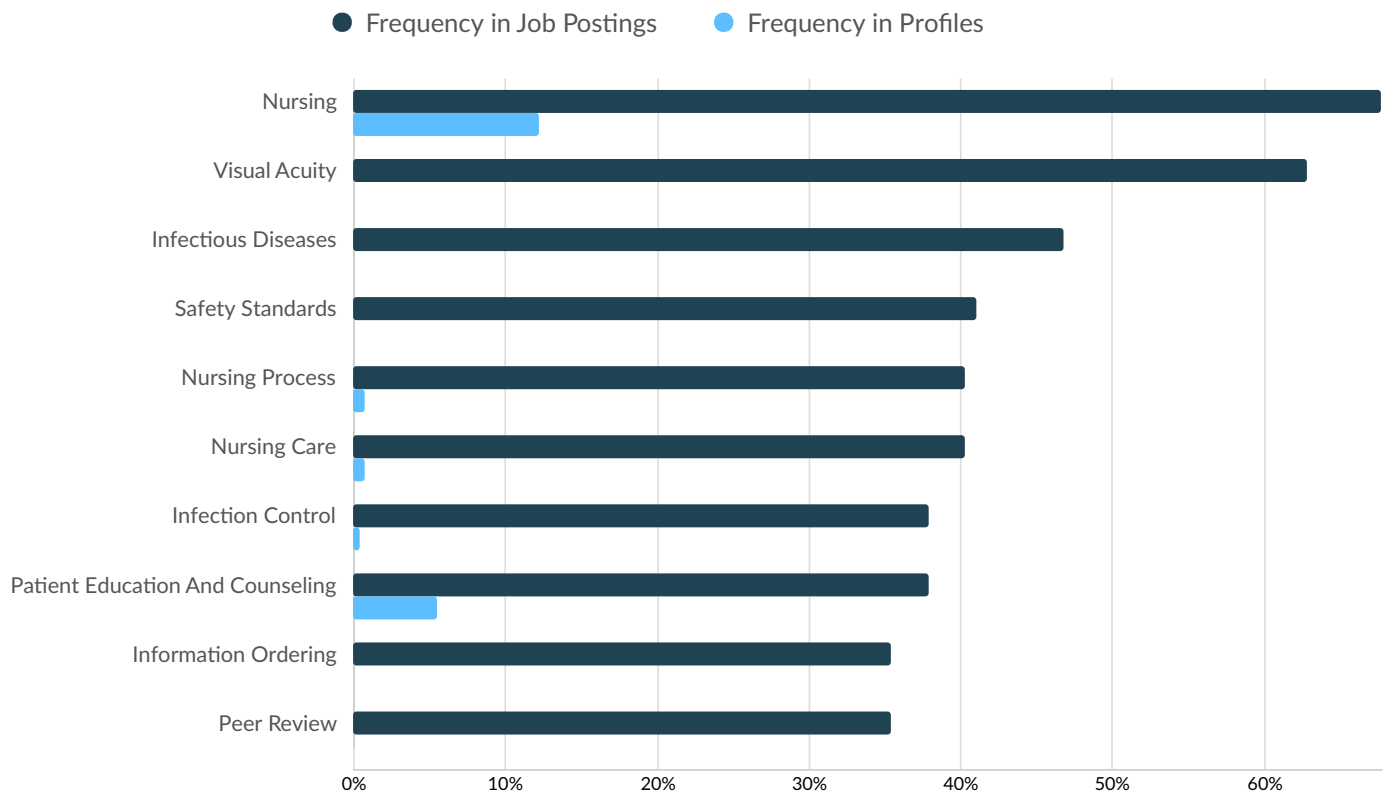
## Top Posted Job Titles

|                                      | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--------------------------------------|-------------------------|---|-------------------------|
| Registered Nurses                    | 109 / 22                | 5 : 1  | n/a                     |
| Emergency Services Registered Nurses | 54 / 14                 | 4 : 1  | 20 days                 |
| Requisition Sales Associates         | 45 / 11                 | 4 : 1  | n/a                     |
| Assistant Store Managers             | 11 / 8                  | 1 : 1  | n/a                     |
| Sales Associates                     | 10 / 6                  | 2 : 1  | n/a                     |
| Requirements Managers                | 21 / 5                  | 4 : 1  | n/a                     |
| Restaurant General Managers          | 8 / 4                   | 2 : 1  | 10 days                 |
| Personal/Family Assistants           | 8 / 3                   | 3 : 1  | n/a                     |
| Assistant General Managers           | 7 / 3                   | 2 : 1  | n/a                     |
| Critical Care Unit Registered Nurses | 7 / 3                   | 2 : 1  | n/a                     |

# Top Industries

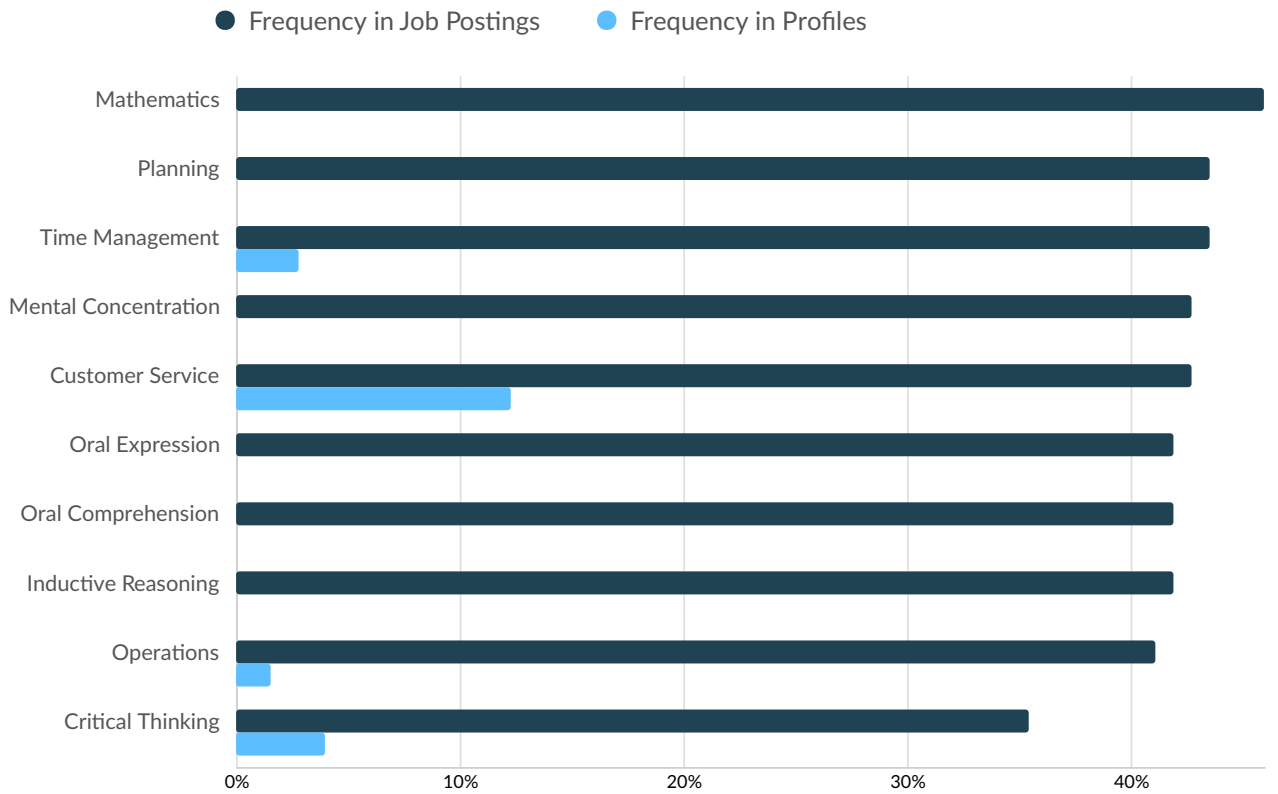
|   | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---|-------------------------|---|-------------------------|
| General Medical and Surgical Hospitals  | 332 / 83                | 4 : 1  | 32 days                 |
| All Other General Merchandise Retailers | 29 / 18                 | 2 : 1  | 36 days                 |
| Limited-Service Restaurants             | 25 / 11                 | 2 : 1  | 10 days                 |
| All Other Outpatient Care Centers       | 36 / 7                  | 5 : 1  | n/a                     |
| Janitorial Services                     | 3 / 2                   | 2 : 1  | n/a                     |
| Home Health Care Services               | 7 / 2                   | 4 : 1  | n/a                     |
| Footwear Manufacturing                  | 1 / 1                   | 1 : 1  | n/a                     |

# Top Specialized Skills



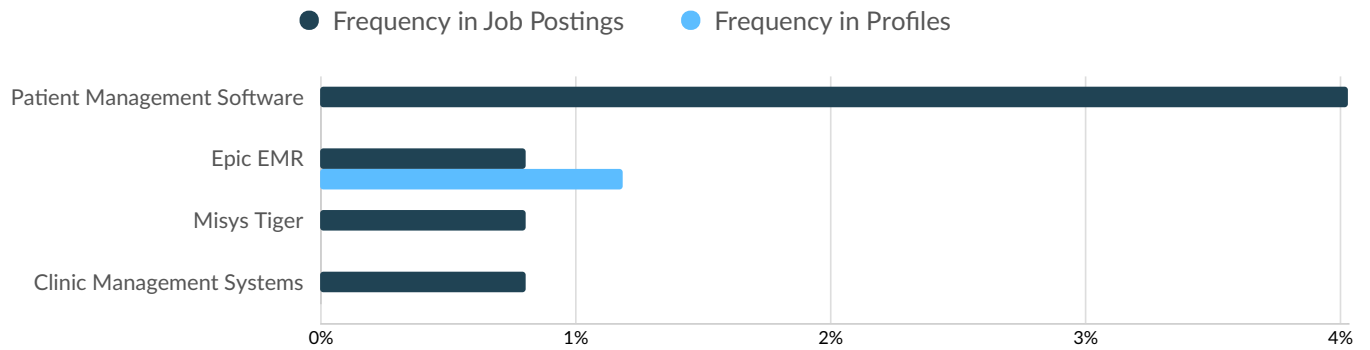
|                                  | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Nursing                          | 84       | 68%                 | 31       | 12%                 | +16.1%                 | Growing                         |
| Visual Acuity                    | 78       | 63%                 | 0        | 0%                  | +18.4%                 | Rapidly Growing                 |
| Infectious Diseases              | 58       | 47%                 | 0        | 0%                  | +6.8%                  | Stable                          |
| Safety Standards                 | 51       | 41%                 | 0        | 0%                  | +10.7%                 | Growing                         |
| Nursing Process                  | 50       | 40%                 | 2        | 1%                  | +19.7%                 | Rapidly Growing                 |
| Nursing Care                     | 50       | 40%                 | 2        | 1%                  | +15.3%                 | Growing                         |
| Infection Control                | 47       | 38%                 | 1        | 0%                  | +15.6%                 | Growing                         |
| Patient Education And Counseling | 47       | 38%                 | 14       | 6%                  | +15.1%                 | Growing                         |
| Information Ordering             | 44       | 35%                 | 0        | 0%                  | +27.0%                 | Rapidly Growing                 |
| Peer Review                      | 44       | 35%                 | 0        | 0%                  | +16.6%                 | Growing                         |

# Top Common Skills



|                      | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Mathematics          | 57       | 46%                 | 0        | 0%                  | +17.2%                 | Rapidly Growing                 |
| Planning             | 54       | 44%                 | 0        | 0%                  | +10.3%                 | Growing                         |
| Time Management      | 54       | 44%                 | 7        | 3%                  | +12.7%                 | Growing                         |
| Mental Concentration | 53       | 43%                 | 0        | 0%                  | +12.7%                 | Growing                         |
| Customer Service     | 53       | 43%                 | 31       | 12%                 | +5.0%                  | Stable                          |
| Oral Expression      | 52       | 42%                 | 0        | 0%                  | +4.5%                  | Stable                          |
| Oral Comprehension   | 52       | 42%                 | 0        | 0%                  | +21.3%                 | Rapidly Growing                 |
| Inductive Reasoning  | 52       | 42%                 | 0        | 0%                  | +21.0%                 | Rapidly Growing                 |
| Operations           | 51       | 41%                 | 4        | 2%                  | +8.8%                  | Stable                          |
| Critical Thinking    | 44       | 35%                 | 10       | 4%                  | +19.3%                 | Rapidly Growing                 |

## Top Software Skills










|                             | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|-----------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Patient Management Software | 5        | 4%                  | 0        | 0%                  | +17.8%                 | Rapidly Growing                 |
| Epic EMR                    | 1        | 1%                  | 3        | 1%                  | +20.8%                 | Rapidly Growing                 |
| Misys Tiger                 | 1        | 1%                  | 0        | 0%                  | +65.5%                 | Rapidly Growing                 |
| Clinic Management Systems   | 1        | 1%                  | 0        | 0%                  | +12.0%                 | Growing                         |

## Top Qualifications

|   | Postings with Qualification |
|---|-----------------------------|
| Basic Life Support (BLS) Certification                    | 84                          |
| American Red Cross (ARC) Certification                    | 72                          |
| Registered Nurse (RN)                                     | 69                          |
| Advanced Cardiovascular Life Support (ACLS) Certification | 25                          |
| Basic Cardiac Life Support                                | 23                          |
| Licensed Practical Nurse (LPN)                            | 20                          |
| Certified Medical Assistant (CMA)                         | 16                          |
| Pediatric Advanced Life Support (PALS)                    | 14                          |
| Trauma Nurse Core Course (TNCC)                           | 12                          |
| Valid Driver's License                                    | 11                          |

# Top Advertised Benefits

|                                  | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|----------------------------------|-------------------------|---|-------------------------|
| Education and Career Development | 53 / 17                 | 3 : 1  | 10 days                 |
| Supplemental Pay                 | 50 / 17                 | 3 : 1  | 32 days                 |
| Paid Leave                       | 47 / 16                 | 3 : 1  | 10 days                 |
| Retirement and Savings           | 43 / 12                 | 4 : 1  | 32 days                 |
| Insurance                        | 27 / 7                  | 4 : 1  | 32 days                 |
| Health and Wellness Benefits     | 5 / 2                   | 3 : 1  | 36 days                 |
| Work-Life Balance                | 2 / 2                   | 1 : 1  | n/a                     |

# Appendix A

## Top Posting Sources

| Website           | Postings on Website (May 2026) |
|-------------------|--------------------------------|
| peopleanswers.com | 69                             |
| indeed.com        | 35                             |
| mitalent.org      | 10                             |
| tacobell.com      | 9                              |
| dejobs.org        | 8                              |
| applicantpro.com  | 2                              |
| myworkdayjobs.com | 2                              |
| careerarc.com     | 1                              |
| craigslist.org    | 1                              |
| dollargeneral.com | 1                              |
| gr8jobs.net       | 1                              |
| healthcareers.com | 1                              |

# Appendix B

## Sample Postings

## Registered Nurse - Full-time 12p-12:30am Emergency Services - Requisition #133217

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: Emergency Services Registered Nurses

### REGISTERED NURSE

- FULL-TIME 12P-12:30AM

### EMERGENCY SERVICES

#### Job Summary:

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

#### Essential Functions:

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

#### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association, ACLS and PALS certification. TNCC certification within one year.

#### Knowledge, Skills & Abilities:

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

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

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

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

### Working Conditions:

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

### Physical Requirements:

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

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

### Registered Nurse-7p-0730 - Requisition #682821

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-7P-0730

### Job Summary:

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

### Essential Functions:

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

### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. Handle with cares within two (2) months of hire.

### Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN strongly preferred. Clear oral expression; oral comprehension includes listening to and understanding others; Familiarity with electronic medical records. deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

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

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

### Working Conditions:

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

### Physical Requirements:

Constantly stand, walk, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently sit, reach, bend/twist, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs. Marshall, 200 N. Madison, Marshall, MI 49068

## Registered Nurse RN Home Health | \$5000 Sign On

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

Location: Battle Creek, MI

O\*NET: 29-1141.00

Company: Elara Caring

Job Title: Home Health Registered Nurses

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

- **Job Description:**

- Up to \$5000 Sign On Bonus!
- Full Time
- Primary coverage in Battle Creek, Southern Barry County with travel outside of these areas as needed
- 5-7 patient visits/day
- Registered Nurse RN Home Health
- At Elara Caring, we care where you are and believe the best place for your care is where you live.

We know there's no place like home, and that's why our teams continue to provide high-quality care to more than 60,000 patients each day in their preferred home setting. Wherever our patients call home and wherever they are on their health journey, we care. Each team member has a part to play in this mission. This means you have countless ways to make a difference as a Registered Nurse Home Health. Being a part of something this great, starts by carrying out our mission every day through your true calling: developing an amazing team of compassionate and dedicated healthcare providers. To continue to be an industry pioneer delivering unparalleled care, we need a Registered Nurse Home Health with commitment and compassion. Are you one of them? If so, apply today!

- Why Join the Elara Caring mission?
- + Work autonomy and flexible schedules + 1:1 patient care + Supportive and collaborative environment + Competitive compensation package + Tuition reimbursement for full-time staff and continuing education opportunities for all employees + Comprehensive insurance plans for medical, dental, and vision benefits + 401(K) with employer match + Paid time off, paid holidays, family and pet bereavement + Pet insurance •As a Registered Nurse Home Health, you'll contribute to our success in the following ways:•+ Ensures that all activities performed align with the vision of Elara Caring's board of directors, executive team, and the leadership of the Home Health team.

+ Maintains patient and staff privacy and confidentiality pursuant to HIPAA Privacy Final Rule. + Assesses assigned case load of home health care patients and families to identify the physical, psychosocial, and environmental needs of patients as evidenced by documentation, clinical records, Interdisciplinary Team reports, after hours reports, and on-site evaluations. + Assumes primary responsibility for caseload, including assessing, planning, coordinating, implementing, and evaluating the plan of treatment. + Assesses patient needs and obtains data on physical, psychological, social, and spiritual factors that may influence patient/family/caregiver health status and incorporate that data into the plan of care. + Makes the initial evaluation and re-evaluates the patient's nursing needs during each visit. Makes follow up visits according to patient, family, and facility needs. + Communicates significant findings, problems, and changes in health condition, environment, or unsafe facility conditions to the Clinical Supervisor, physician, facility, and/or other personnel involved with patient care. + Revises the plan of care in response to identified patient care issues and notifies the Clinical Supervisor, physician, facility, and other team members.

- What is Required?
- + Current, unrestricted state RN licensee + 1+ year experience in a clinical care setting as a nurse + Able and willing to travel within branch/office coverage area.

+ Ability to frequently lift, push, pull, and support up to 50 pounds, including positioning or transferring patients and moving equipment + Must have a dependable vehicle, valid driver's license, and current auto insurance in accordance with state laws. + Must be able and willing to

travel 50% + Associates Degree or Bachelor's Degree in Nursing is preferred + Previous Home Health or Hospice Experience is preferred + Previous experience with HomeCare HomeBase is preferred You will report to the Clinical Manager or Clinical Supervisor. \#LI-KZ1

- Equal Employment Opportunity
- : We are proud to be an equal opportunity workplace and comply with state and federal affirmative action requirements.

Individuals are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, protected veteran status, or any other protected characteristic. If you require assistance due to a disability in the application or recruitment process, please submit a request via email at [recruiting@elara.com](mailto:recruiting@elara.com).

- Pay & Benefit Information
- : Compensation for this role will be determined based on a variety of factors, including qualifications, skills, competencies, and relevant experience.

Elara offers a broad range of benefits.

Learn more at <https://careers.elara.com/us/en/benefits>:

[//careers.elara.com/us/en/benefits](https://careers.elara.com/us/en/benefits)

- EVerify
- : Elara Caring participates in E-Verify after a job offer is accepted and Form I-9 completed.

-

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

**Registered Nurse, casual hours Both 0700-1930 and 1900-0730 available - Requisition #428598**

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 Cat

## REGISTERED NURSE, CASUAL HOURS BOTH 0700-1930 AND 1900-0730 AVAILABLE

### Job Summary:

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

### Essential Functions:

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

### Minimum Qualifications:

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

### Knowledge, Skills & Abilities:

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

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

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

### Working Conditions:

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

### Physical Requirements:

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

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

## Registered Nurse-7p-0730 - Requisition #249772

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-7P-0730

### Job Summary:

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

### Essential Functions:

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

### Minimum Qualifications:

Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. Handle with cares within two (2) months of hire.

### Knowledge, Skills & Abilities:

One year experience as an RN preferred. BSN strongly preferred. Clear oral expression; oral comprehension includes listening to and understanding others; Familiarity with electronic medical records. deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

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Constantly stand, walk, see/visual acuity, handle/grasp/feel, talk/hear, lift/carry 1 to 25 lbs. Frequently sit, reach, bend/twist, lift/carry 25 to 49 lbs. Occasionally lift/carry 50+ lbs. Marshall, 200 N. Madison, Marshall, MI 49068

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q2 2026 Data Set

May 2026  
Kalamazoo County



Michigan

# Parameters

Select Timeframe: May 2026 - May 2026

Occupations:

Results should include

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

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

Regions:

| Code  | Description          |
|-------|----------------------|
| 26077 | Kalamazoo County, MI |

Company:

Results should include

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

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

## Job Postings Overview

22

Unique Postings  
56 Total Postings


4

Companies Posting  
1,475 Total Companies

14 Days

Median Posting Duration  
Regional Average: 29 Days

3 : 1

Posting Intensity  
  
Regional Average: 2 : 1

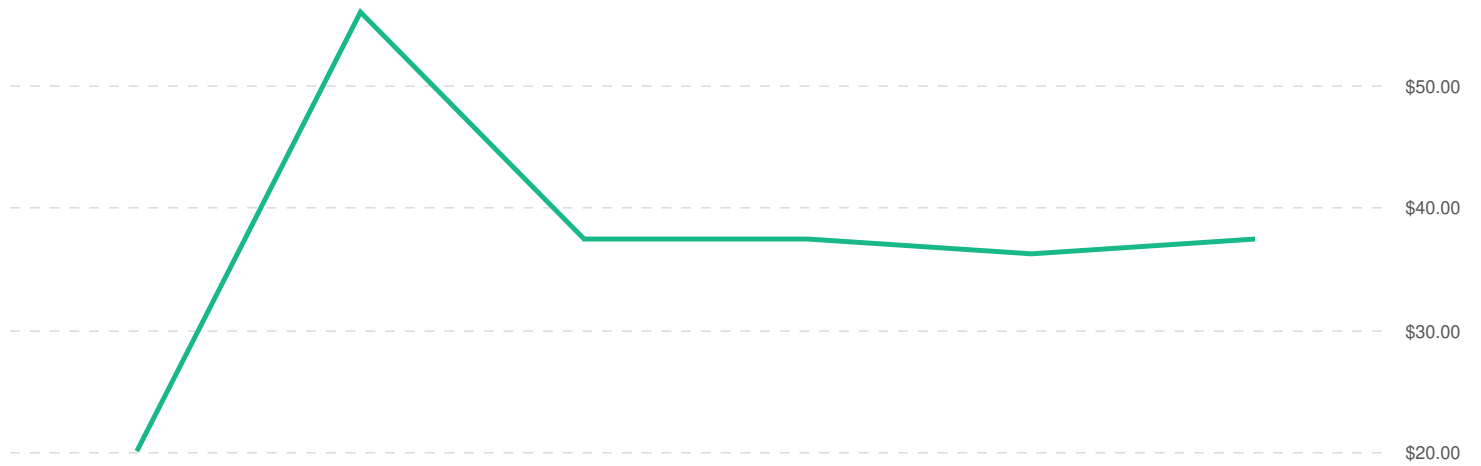
## Advertised Salary

Not enough data for this chart.

# Advertised Salary Trend

▲ 85.4% Dec 2025 - May 2026

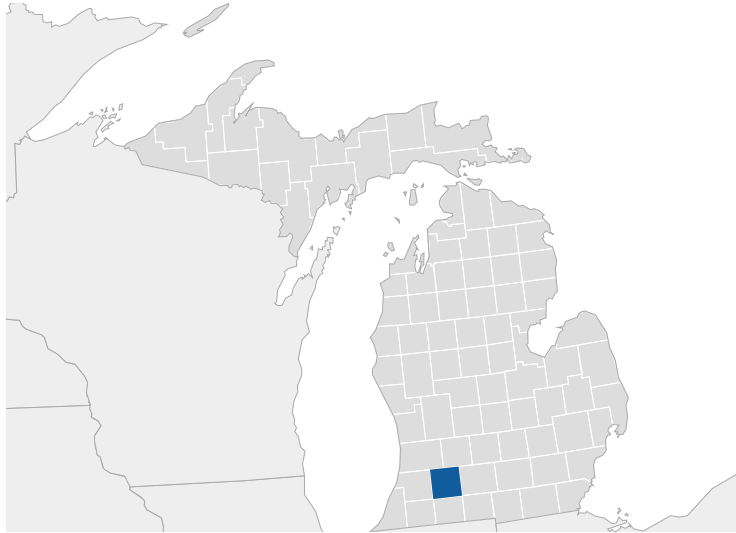
\$37.54 Median



21 Job Postings



## Job Postings Regional Breakdown



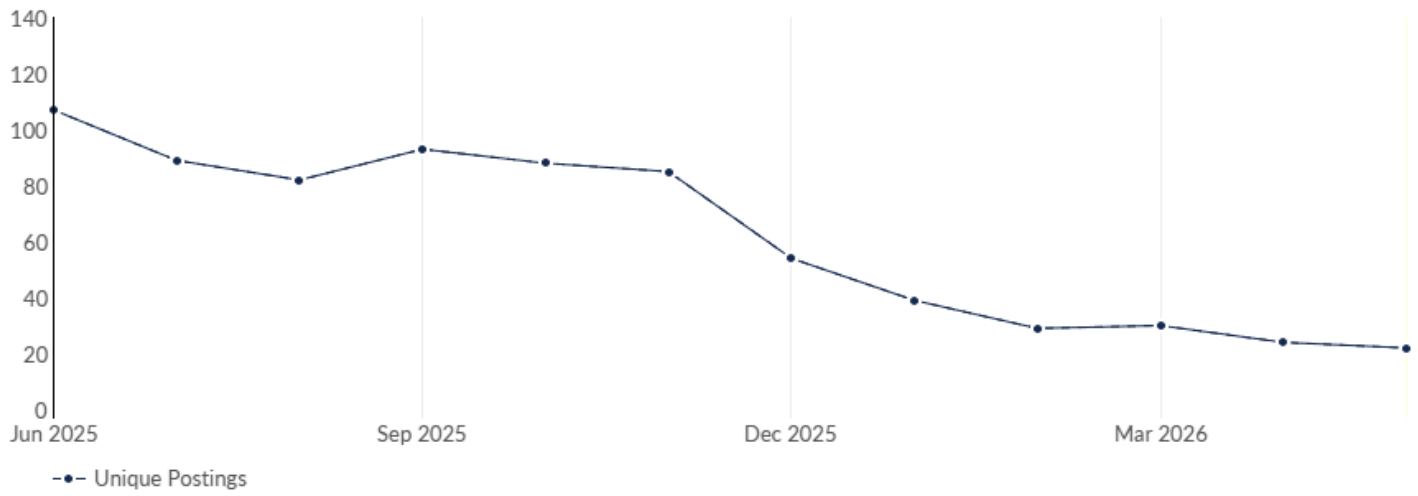
**County**

**Unique Postings (May 2026)**

Kalamazoo County, MI

22

# Unique Postings Trend



| Month    | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| May 2026 | 22              | 3 : 1             |
| Apr 2026 | 24              | 2 : 1             |
| Mar 2026 | 30              | 3 : 1             |
| Feb 2026 | 29              | 3 : 1             |
| Jan 2026 | 39              | 3 : 1             |
| Dec 2025 | 54              | 3 : 1             |
| Nov 2025 | 85              | 2 : 1             |
| Oct 2025 | 88              | 2 : 1             |
| Sep 2025 | 93              | 2 : 1             |
| Aug 2025 | 82              | 2 : 1             |
| Jul 2025 | 89              | 2 : 1             |
| Jun 2025 | 107             | 3 : 1             |

## Education Breakdown

| Education Level              | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed          | 5               | 23%        |
| High school or GED           | 6               | 27%        |
| Associate's degree           | 10              | 45%        |
| Bachelor's degree            | 7               | 32%        |
| Master's degree              | 5               | 23%        |
| 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           | 6                         | 0                                | 27%                  |
| Associate's degree           | 5                         | 5                                | 23%                  |
| Bachelor's degree            | 2                         | 5                                | 9%                   |
| Master's degree              | 4                         | 1                                | 18%                  |
| Ph.D. or professional degree | 0                         | 0                                | 0%                   |


## Experience Breakdown

| Minimum Experience   | Unique Postings | % of Total |
|----------------------|-----------------|------------|
| No Experience Listed | 10              | 45%        |
| 0 - 1 Years          | 3               | 14%        |
| 2 - 3 Years          | 8               | 36%        |
| 4 - 6 Years          | 1               | 5%         |
| 7 - 9 Years          | 0               | 0%         |
| 10+ Years            | 0               | 0%         |







## Top Companies Posting

|                             | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|-----------------------------|-------------------------|---|-------------------------|
| Bronson Healthcare          | 17 / 9                  | 2 : 1  | n/a                     |
| Kalamazoo County Government | 7 / 5                   | 1 : 1  | 14 days                 |
| Western Michigan University | 28 / 4                  | 7 : 1  | n/a                     |
| Stryker                     | 4 / 4                   | 1 : 1  | n/a                     |

## Top Cities Posting

| City          | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---------------|-------------------------|---|-------------------------|
| Kalamazoo, MI | 56 / 22                 | 3 : 1  | 14 days                 |







## Top Posted Occupations

|   | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---|-------------------------|---|-------------------------|
| Registered Nurses   | 19 / 11                 | 2 : 1  | 14 days                 |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 24 / 4                  | 6 : 1  | n/a                     |
| Medical Assistants  | 6 / 3                   | 2 : 1  | n/a                     |
| Licensed Practical and Licensed Vocational Nurses                               | 4 / 2                   | 2 : 1  | n/a                     |
| Managers, All Other   | 1 / 1                   | 1 : 1  | n/a                     |
| Health Technologists and Technicians, All Other                                 | 2 / 1                   | 2 : 1  | n/a                     |






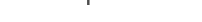




## Top Posted Occupations

| Occupation (O*NET)  | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---|-------------------------|---|-------------------------|
| Registered Nurses   | 15 / 9                  | 2 : 1  | 14 days                 |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 24 / 4                  | 6 : 1  | n/a                     |
| Medical Assistants  | 6 / 3                   | 2 : 1  | n/a                     |
| Licensed Practical and Licensed Vocational Nurses                               | 4 / 2                   | 2 : 1  | n/a                     |
| Managers, All Other   | 1 / 1                   | 1 : 1  | n/a                     |
| Critical Care Nurses  | 2 / 1                   | 2 : 1  | n/a                     |
| Clinical Nurse Specialists  | 2 / 1                   | 2 : 1  | n/a                     |
| Patient Representatives   | 2 / 1                   | 2 : 1  | n/a                     |





## Top Posted Occupations

| Occupation                                 | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--|-------------------------|---|-------------------------|
| Registered Nurse                           | 15 / 8                  | 2 : 1  | 14 days                 |
| Office / Administrative Assistant          | 24 / 4                  | 6 : 1  | n/a                     |
| Medical Assistant                          | 6 / 3                   | 2 : 1  | n/a                     |
| Nursing Manager / Supervisor               | 2 / 2                   | 1 : 1  | n/a                     |
| Licensed Practical / Vocational Nurse      | 4 / 2                   | 2 : 1  | n/a                     |
| Program Manager                            | 1 / 1                   | 1 : 1  | n/a                     |
| Clinical Nurse Specialist                  | 2 / 1                   | 2 : 1  | n/a                     |
| Registrar / Patient Service Representative | 2 / 1                   | 2 : 1  | n/a                     |

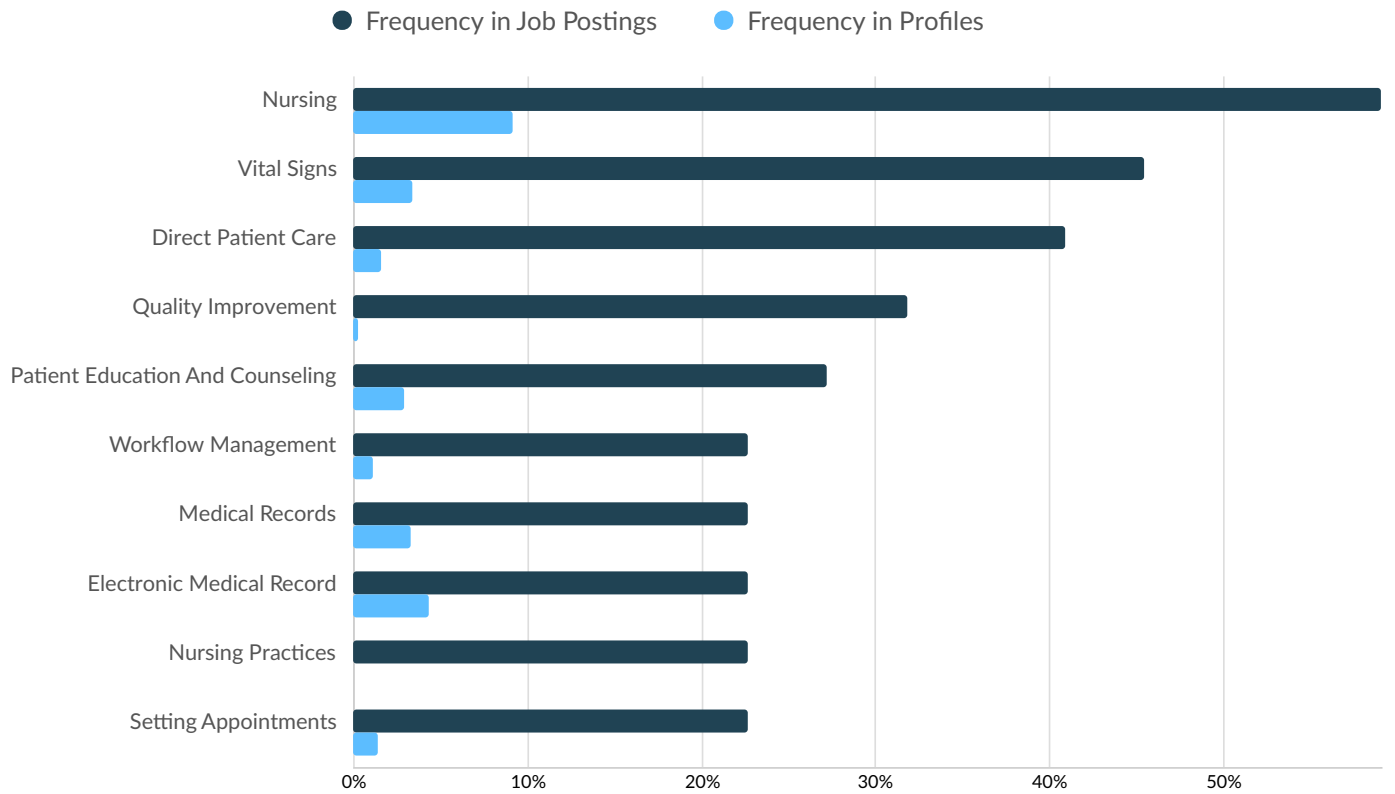
## Top Posted Job Titles

|                                    | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|------------------------------------|-------------------------|---|-------------------------|
| Administrative Assistants          | 23 / 3                  | 8 : 1  | n/a                     |
| Nurses                             | 2 / 2                   | 1 : 1  | 14 days                 |
| Pediatric Medical Assistants       | 4 / 2                   | 2 : 1  | n/a                     |
| Licensed Practical Nurses          | 4 / 2                   | 2 : 1  | n/a                     |
| Medical Assistants                 | 2 / 1                   | 2 : 1  | n/a                     |
| Hospital Registered Nurses         | 2 / 1                   | 2 : 1  | n/a                     |
| NICU Registered Nurses             | 2 / 1                   | 2 : 1  | n/a                     |
| Family Medicine Medical Assistants | 1 / 1                   | 1 : 1  | n/a                     |
| Care Nurses                        | 1 / 1                   | 1 : 1  | n/a                     |
| Specialty Clinic Registered Nurses | 1 / 1                   | 1 : 1  | n/a                     |

## Top Industries

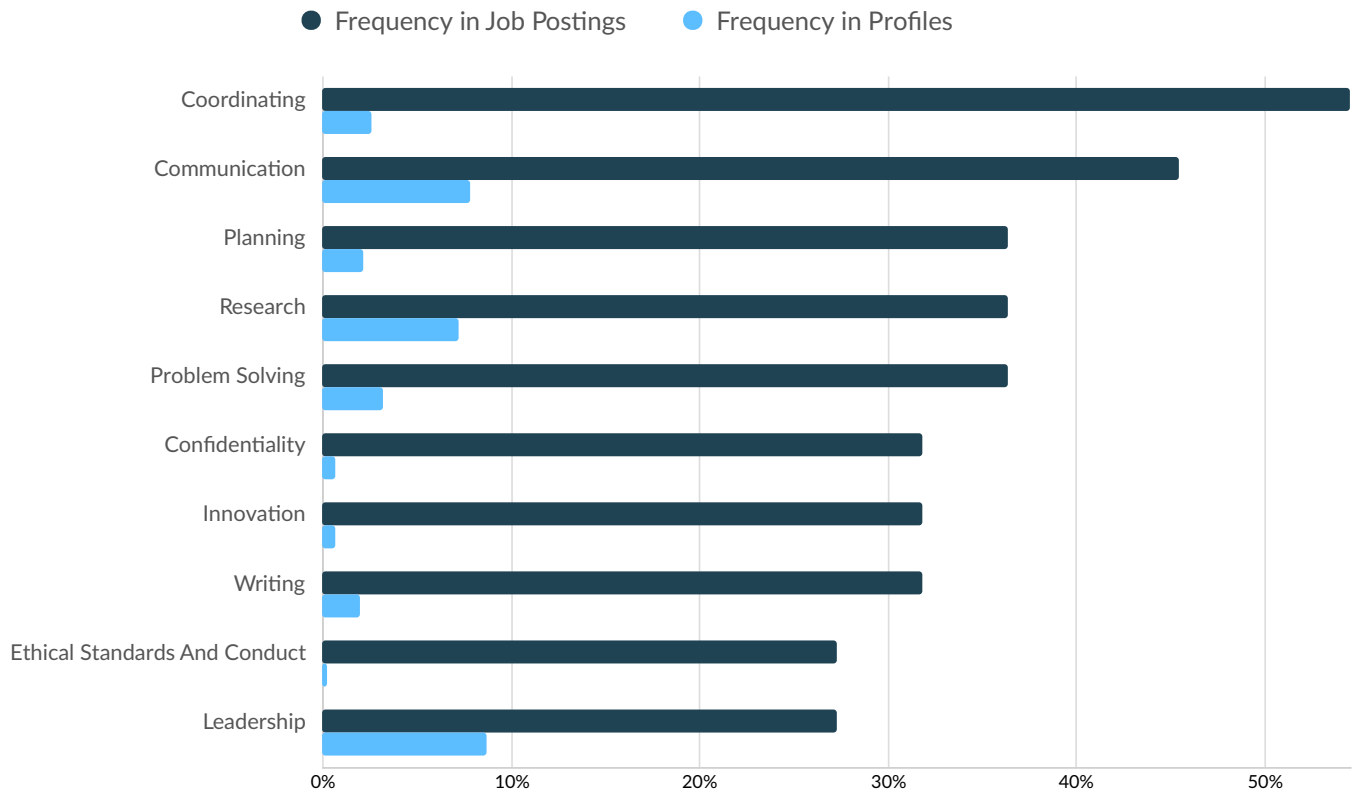
|   | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---|-------------------------|---|-------------------------|
| General Medical and Surgical Hospitals                                    | 17 / 9                  | 2 : 1  | n/a                     |
| Other General Government Support  | 7 / 5                   | 1 : 1  | 14 days                 |
| Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers | 4 / 4                   | 1 : 1  | n/a                     |
| Colleges, Universities, and Professional Schools                          | 28 / 4                  | 7 : 1  | n/a                     |

# Top Specialized Skills



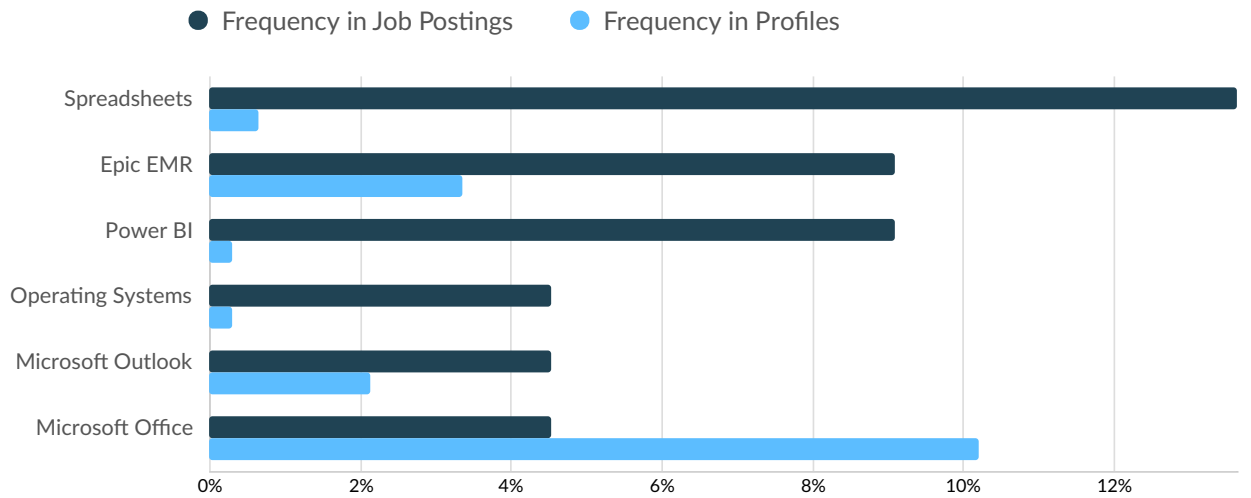
|                                  | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Nursing                          | 13       | 59%                 | 181      | 9%                  | +16.1%                 | Growing                         |
| Vital Signs                      | 10       | 45%                 | 67       | 3%                  | +16.8%                 | Growing                         |
| Direct Patient Care              | 9        | 41%                 | 31       | 2%                  | +15.4%                 | Growing                         |
| Quality Improvement              | 7        | 32%                 | 6        | 0%                  | +15.1%                 | Growing                         |
| Patient Education And Counseling | 6        | 27%                 | 57       | 3%                  | +15.1%                 | Growing                         |
| Workflow Management              | 5        | 23%                 | 22       | 1%                  | +16.4%                 | Growing                         |
| Medical Records                  | 5        | 23%                 | 65       | 3%                  | +13.1%                 | Growing                         |
| Electronic Medical Record        | 5        | 23%                 | 86       | 4%                  | +13.6%                 | Growing                         |
| Nursing Practices                | 5        | 23%                 | 0        | 0%                  | +15.6%                 | Growing                         |
| Setting Appointments             | 5        | 23%                 | 27       | 1%                  | +11.6%                 | Growing                         |

# Top Common Skills



|                               | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|-------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Coordinating                  | 12       | 55%                 | 51       | 3%                  | +12.8%                 | Growing                         |
| Communication                 | 10       | 45%                 | 154      | 8%                  | +8.5%                  | Stable                          |
| Planning                      | 8        | 36%                 | 43       | 2%                  | +10.3%                 | Growing                         |
| Research                      | 8        | 36%                 | 143      | 7%                  | +14.3%                 | Growing                         |
| Problem Solving               | 8        | 36%                 | 64       | 3%                  | +11.1%                 | Growing                         |
| Confidentiality               | 7        | 32%                 | 13       | 1%                  | +7.0%                  | Stable                          |
| Innovation                    | 7        | 32%                 | 14       | 1%                  | +21.5%                 | Rapidly Growing                 |
| Writing                       | 7        | 32%                 | 39       | 2%                  | +9.7%                  | Growing                         |
| Ethical Standards And Conduct | 6        | 27%                 | 6        | 0%                  | +15.4%                 | Growing                         |
| Leadership                    | 6        | 27%                 | 172      | 9%                  | +9.5%                  | Growing                         |

# Top Software Skills



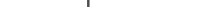


|                   | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|-------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Spreadsheets      | 3        | 14%                 | 13       | 1%                  | +15.6%                 | Growing                         |
| Epic EMR          | 2        | 9%                  | 66       | 3%                  | +20.8%                 | Rapidly Growing                 |
| Power BI          | 2        | 9%                  | 6        | 0%                  | +19.6%                 | Rapidly Growing                 |
| Operating Systems | 1        | 5%                  | 6        | 0%                  | +14.7%                 | Growing                         |
| Microsoft Outlook | 1        | 5%                  | 42       | 2%                  | +22.2%                 | Rapidly Growing                 |
| Microsoft Office  | 1        | 5%                  | 201      | 10%                 | +16.9%                 | Growing                         |

# Top Qualifications

|   | Postings with Qualification |
|---|-----------------------------|
| Registered Nurse (RN)                                     | 9                           |
| Basic Life Support (BLS) Certification                    | 8                           |
| Advanced Life Support                                     | 3                           |
| Registered Medical Assistant (RMA)                        | 2                           |
| Valid Driver's License                                    | 2                           |
| Advanced Cardiovascular Life Support (ACLS) Certification | 2                           |
| Certified Clinical Medical Assistant (CCMA)               | 2                           |
| Certified Medical Assistant (CMA)                         | 2                           |
| Licensed Practical Nurse (LPN)                            | 2                           |
| Trauma Nurse Core Course (TNCC)                           | 1                           |

# Top Advertised Benefits

|                                  | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|----------------------------------|-------------------------|---|-------------------------|
| Insurance                        | 17 / 7                  | 2 : 1  | n/a                     |
| Education and Career Development | 6 / 5                   | 1 : 1  | n/a                     |
| Paid Leave                       | 6 / 5                   | 1 : 1  | n/a                     |
| Retirement and Savings           | 6 / 5                   | 1 : 1  | n/a                     |
| Supplemental Pay                 | 5 / 3                   | 2 : 1  | n/a                     |
| Health and Wellness Benefits     | 2 / 1                   | 2 : 1  | n/a                     |
| Work-Life Balance                | 1 / 1                   | 1 : 1  | 14 days                 |

# Appendix A

## Top Posting Sources

| Website                  | Postings on Website (May 2026) |
|--------------------------|--------------------------------|
| indeed.com               | 17                             |
| myworkdayjobs.com        | 6                              |
| mitalent.org             | 4                              |
| hercjobs.org             | 3                              |
| scholarshipdb.net        | 3                              |
| wmujobs.org              | 3                              |
| healthjobsnationwide.com | 2                              |
| disabledperson.com       | 1                              |
| diversityjobs.com        | 1                              |

# Appendix B

## Sample Postings

|   |  |
|---|--|
| <h2>Perinatal Clinical Nurse Specialist</h2>  |  |
| <p>Link to Live Job Posting: <a href="http://www.healthjobsnationwide.com">www.healthjobsnationwide.com</a></p>   |  |
| <p>Location: Kalamazoo, MI</p>  | <p>O*NET: 29-1141.04</p>                               |
| <p>Company: Bronson Healthcare</p>  | <p>Job Title: Perinatal Clinical Nurses Specialist</p> |
| <p><b>CURRENT BRONSON EMPLOYEES</b></p> <p>- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BMH Bronson Methodist Hospital Title Perinatal Clinical Nurse Specialist A Clinical Nurse Specialists (CNS) is an advanced practice registered nurse with expertise in nursing management of a defined specialty population. CNS practice is characterized by the translation of knowledge and evidence-based standards into high quality patient care delivery and patient outcomes, either by providing direct care or by influencing the practice of others. Special knowledge and skills are required for the role, including clinical expertise, advanced understanding of evidence-based practice, and proficiency in communication, collaboration, consultation, evaluation, education, mentorship, and change management strategies. The CNS creates an environment that supports clinical inquiry to improve clinical and service outcomes across three spheres of influence: the patient/family, nurses and nursing practice, and the organization/system (NACNS, 2010). Master's degree (MSN or MS in Nursing) Minimum of two years of recent clinical obstetrical nursing experience Minimum requirement of two years of labor and delivery experience Previous teaching experience preferred Licensed Registered Nurse in good standing with the State of Michigan Certification as a Clinical Nurse Specialist Basic Life Support within orientation period; Advanced Cardiac Life Support within orientation period if providing coverage for critically ill patient populations.</p> <ul style="list-style-type: none"> <li>• Exhibits strong analytical, organization and prioritization skills</li> <li>• Displays sound computer skills in multiple software applications</li> <li>• Possesses a high degree of flexibility.</li> <li>• Manages and appropriately prioritizes multiple, concurrent projects</li> <li>• Assists with issue identification and problem resolution</li> <li>• Demonstrates strong communication and negotiation skills</li> <li>• Able to work in inter-professional teams Work which produces very high levels of mental/visual fatigue, e.</li> </ul> <p>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 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. CNS outcomes are achieved through a set of core competencies (NACNS, 2010), employed across three spheres of influence (patient/family, nurses/nursing practice, and systems/organizations), including:</p> <p><b>Direct Care:</b></p> <p>Direct interaction with patients, families, and groups of patients to promote health or well-being and improve quality of life. Characterized by a holistic perspective in the advanced nursing management of health, illness, and disease states. Works with the interdisciplinary team to develop plans of care to achieve high quality outcomes.</p> <p><b>Consultation:</b></p> <p>Patient, staff, or system-focused interaction between professionals, where the CNS is recognized as having specialized expertise in achieving</p> |  |

identified outcomes and implementing practice improvements.

### System Leadership:

Manages change and empowers others to improve nursing practice both within and across systems. Uses systematic processes, practice standards, and innovations to influence nursing practice and outcomes for a specialty population. Leads system change to improve health/nurse sensitive outcomes.

### Collaboration:

Works jointly with others to optimize clinical outcomes. Collaborates at an advanced level by establishing effective communication and relationships that advance problem-solving and promote clinical excellence.

### Coaching:

Provides skillful guidance and teaching to advance care of patients, families, groups of patients, and the profession of nursing. Mentors' nurses in the acquisition of new knowledge, translation of research into practice, implementation of evidence-based nursing care, and participation in effective clinical teams.

### Research:

Generates new knowledge and contributes to nursing science by participating in the conduct of nursing research. Interprets, translates, evaluates, and integrates evidence into clinical practice and quality improvement initiatives. Engages in systematic inquiry to evaluate patient care delivery and patient outcomes.

### Ethical Decision-Making, Moral Agency, and Advocacy:

Identifies, articulates, and takes action on ethical concerns at the patient, family, provider, and system levels. Engages in formal self-evaluation, seeks feedback on performance, and fosters team accountability. Participates in organizational, local, state, national, and international level policy making and other activities related to professional nursing practice. The following are the primary performance categories and competencies, which are used to evaluate each employee in this job. The specific measurements and records of performance are kept within each department/unit.

## I. DOCUMENTATION

Demonstrates the competencies associated with the paperwork or charting aspect of the job. For some jobs, e.g., clerical, this is a major function of the job. For others, e.g., direct patient care jobs, it demonstrates that the employee documents their work appropriately and not how well the work is performed. Data is gathered from charts, notes, paperwork, completed documents, etc.

## II. JUDGMENT/DECISION MAKING

Demonstrates the ability to evaluate the factors relevant to a situation and make timely decisions that add value to the services provided. Data is gathered from peer review, observation, customer comments/suggestions, etc.

## III. TECHNICAL SKILLS

Demonstrates competency in the skills or tasks required for the employee's job. Data is gathered via peer review, observation, etc.

## IV. TEAMWORK

Demonstrates the competencies necessary for developing and maintaining cooperative relationships with other at all levels of the organization by sharing information, workload responsibilities, decision-making and recognition of others in pursuit of a common purpose. Evidence is gathered via peer review, observation, etc.

## V. PRODUCTIVITY

## V. PRODUCTIVITY

Demonstrates the ability to achieve the desired work result effectively and efficiently with the minimum of time and resources. Evaluated through peer review, observation, etc.

## VI. QUALITY IMPROVEMENT

Demonstrates competencies necessary for the integration of quality control into the job, department and/or organization-wide improvements. Data is gathered through documented improvement processes.

## VII. COMMUNICATION SKILLS

Demonstrates appropriate communication skills with patients, visitors, coworkers, supervision, physicians and others. Includes verbal and telephone skills. Data gathered via observation, workshop/presentation evaluation form, written or verbal feedback from customers.

## VIII. PROFESSIONAL GROWTH

Participates in a program of self-development and continuous education. This is for all employee mandatory in-services, other in-services, educational activity, and community service as required by the job. Data gathered from sign in sheets and department records.

## IX. EXTENDED ROLES

This itemizes extended roles (if any) the employee performs, i.e., charge, preceptor, etc. For each advanced role, a separate competency list is required.

## X. CUSTOMER SERVICE

Demonstrates adherence to the standards as provided in the Bronson "Commitment to Customer Service", i.e., Commitment Statements, Quality Service Standards and the Interaction Process which includes the Service Recovery "AAA Action Plan". Data gathered via observations, customer surveys, and other written and verbal feedback from customers.

## XI. AGE SPECIFIC

(Direct patient care jobs only.): The employee must be able to demonstrate the competencies necessary to provide services appropriate to the age of the population served. Data gathered from observation and department records. Shift First Shift Time Type Full time Scheduled Weekly Hours 40 Cost Center 6845 Women and Children's Admin (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. Please take a moment to watch a brief video highlighting employment with Bronson!

## Registered Nurse ( RN ) - Neonatal Intensive Care Unit ( NICU ) - Bronson Methodist Hospital - Part-time 12N (48hrs/pp)

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

Location: Kalamazoo, MI

O\*NET: 29-1141.03

Company: Bronson Healthcare

Job Title: NICU Registered Nurses

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday.

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

- Neonatal Intensive Care Unit ( NICU )
- Bronson Methodist Hospital
- Part-time 12N (48hrs/pp) Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity and complexity of care required; and documenting and communicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs.

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

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

### Bronson South Haven Specific :

#### Emergency Department:

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

- time nurses) within 6 months of hire date.

#### Special Care Unit:

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

## BMH & BBC

### Specific :

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

### Standards of Practice:

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

### Standards of Professional Performance:

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

serves as a patient advocate. The registered nurse integrates research findings into practice. o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

### Such activities may include:

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

### For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours

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

The RN is responsible for completing the Workday CBL

- "Swing beds".

This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient. Bronson South Haven Hospital and Bronson Lakeview Hospital employees who are approved to work in a Swing Bed Facility only: Employees may be expected to cover shifts at Bronson Lakeview Hospital and/or Bronson South Haven Hospital depending on patient acuity and staffing needs. Shift 12 Hour Night Shift Time Type Part time Scheduled Weekly Hours 24 Cost Center 6000 NICU 4th Floor (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. Please take a moment to watch a brief video highlighting employment with Bronson!

## Administrative Assistant II

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

Location: Kalamazoo, MI

O\*NET: 43-6014.00

Company: Western Michigan University

Job Title: Administrative Assistants

## GENERAL SUMMARY

Provides administrative and budgetary support for the supervisor and the department in a lead capacity.

## MAJOR DUTIES

Uses word-processing and spreadsheet software to produce and edit complex letters, memos, reports, statistical tables and other documents. Completes assignments that are broad in nature. Responds independently to complex questions regarding the department. Develops and explains departmental policies and procedures. Provides lead budgetary support, including monitoring, tracking, reconciliation, forecasting and recommending budget allocations. Prepares and analyzes budget reports. Has responsibility for office management. Coordinates office functions and oversees supplies. Develops and oversees a department process or program in coordination with the supervisor. Schedules appointments and coordinates meetings; makes travel arrangements. May supervise student employees. May update the content of the department's website.

## MINIMUM QUALIFICATIONS

Post high school training or education. Three years' relevant experience. Proficiency with word-processing and spreadsheet software. Experience with using and querying databases and entering and tracking budget data.

## DESIRED QUALIFICATIONS

Experience providing guidance to student employees. Notary Public of Michigan or willingness to be appointed and serve.

## SPECIAL INSTRUCTIONS TO APPLICANTS APPLY ONLY VIA WMUJOBS.ORG/POSTINGS/5338

Internal applicants should use the WMU-Internal Application. External applicants should use the WMU Application.

## ADDITIONAL POSITION INFORMATION

Staff Compensation System pay grades and rates are available using the URL below: <https://wmich.edu/hr/staffcompensation> Western Michigan University offers generous benefits to its employees including health, dental, vision, life and disability insurance, retirement, and tuition discount for the employee and tuition remission for eligible dependents. To access information about the specific benefits available for this position,

## GO TO:

<https://www.wmich.edu/hr/enrollment-staff>

## PHYSICAL REQUIREMENTS AND WORKING CONDITIONS

Office or other indoor work with minimal physical demands such as occasionally lifting or moving materials less than 25 pounds. Work is generally performed in a well-lit, temperature-controlled indoor environment with occasional exposure to the outdoors or any number of elements.

# Nurses – Kalamazoo County Government in Kalamazoo, MI (May 2026 - May 2026)

## NURSE I\_II 057-26

Link to Live Job Posting: Posting is no longer active

Location: Kalamazoo, MI

O\*NET: 29-1141.00

Company: Kalamazoo County Government

Job Title: Nurses

### GENERAL SUMMARY

The purpose of this job is to provide nursing care in the community setting. Develops, implements, and monitors a variety of public health programs, based on division and role. Conducts outreach in the clinical and community setting. Performs assessments, completes referrals, and maintains documentation. Performs care coordination, case management, and public education. Specific duties will vary based on the assigned division.

### ESSENTIAL DUTIES & RESPONSIBILITIES

Performs related work as required. Participates in pandemic response, may include participating in mass vaccination clinics. Provides 24/7 response to any Emergency/Bioterrorism events. Area Agency on Aging (AAA) Conducts telephonic and in-home comprehensive client assessments to determine psychosocial, financial, and environmental strengths and limitations and medical status/conditions of individuals aged 60 and over. Performs case management duties such as assessment of clients (telephonic and in-home), monitoring contacts with clients, person-centered service plan adjustments with clients, communication with vendors, and coordinating services with clients and vendors, and maintains appropriate documentation in accordance with Division standards. Establishes and maintains ongoing relationships with Aging Network organizations, including but limited to hospital discharge planners, human service providers, home care agencies, long-term care facilities, and the Michigan Department of Health and Human Services. Clinical Immunization/STD Clinic Performs patient assessment and examinations; administers immunizations. Maintains medical inventory and supplies; manages and secures resident medications; plans medication distribution schedule, maintains medication documentation, and monitors patients' responses to medications. Provides education and training on the prevention and treatment of sexually transmitted diseases. Communicable Disease Performs communicable disease investigation; maintains related documentation. Performs patient assessment. Develops and implements effective focused planning for increasing communicable disease reporting and decreasing transmission in Kalamazoo County residents. Administers the CD and TB control programs including maintaining CD information and other educational/instructional materials for health care and other professionals in the community providing TB services for people immigrating to Kalamazoo County. Maintains comprehensive knowledge of current and emerging health issues affecting individuals and the community. Maintains effective communication with MDHHS through the preparation of reports, proposals, and other documentation required by MDHHS. Assists with community outbreak investigations to reduce or eliminate further disease transmission. Participate in routinely scheduled meetings, including, but not limited to educational webinars, in-person learning sessions, and regional workgroups/discussions. Develop, maintain, or initiate relationships with long-term care (LTC) facilities within their jurisdiction and have regular communication with these facilities. If an infection prevention/HAI issue arises at one of the facilities which requires further assistance, MDHHS will support. Conduct ongoing outreach to high-risk and other congregate care settings to assess communicable disease reporting and existing infection prevention infrastructure (resources, policies, practices, and processes) and provide IP and HAI recommendations as needed. Communicable Disease Nurse for Schools and Daycares Develops and implements effective focused planning for increasing communicable disease reporting and decreasing transmission in Kalamazoo County residents. Serves as liaison between HCS/MDHHS and schools, daycares/preschools, community health care/medical providers, clinics, hospitals, and the public by way of accessibility and effective communication. Maintains CD information and other educational/instructional materials for schools, daycares/preschools, health care, and other professionals in the community. Maintains effective communication with MDHHS through the preparation of reports, proposals, and other documentation required by MDHHS. Assists with community outbreak investigations to reduce or eliminate further disease transmission. Immunization Action Plan Nurse Implements, coordinates, and manages the Vaccine for

Children/Michigan-Vaccine for Children (VFC) program as well as other education and outreach initiatives within Kalamazoo County and assures optimal health of all Kalamazoo County residents by decreasing the incidence and spread of preventable disease. Thereby reducing mortality and morbidity rates Develops and designs IAP program objectives, goals, and evaluation techniques around reporting and decreasing transmission of vaccine-preventable disease (VPD) in Kalamazoo County Residents. Serves as liaison between HCS/MDHHS and community health care/medical providers, clinics, hospitals, and the public by way of accessibility and effective communication. Maintains educational/instructional materials and information for VPD and other community health issues for health care and other professional in the community and the public. Maintains effective communication with MDHHS through the preparation of reports, proposals, and other documentation required by MDHHS. Assists with community outbreak investigations to reduce or eliminate further disease transmission. Children's Special Healthcare Services (CSHCS) Coordinates care for clients and families. Provides client education and empowerment; communicates program requirements, benefits, and community resources. Provides guidance and assistance with fund application requests. Reviews and processes medical reports and documentation for eligibility requirements, denials, and program renewal. Processes transportation, lodging, and mileage reimbursement, including out-of-state assistance. Troubleshoots billing issues with pharmacies, families, state personnel, and providers; provides guidance and assistance with fund application requests. Collects and enters data in required digital management systems. Nurse-Family Partnership (NFP) Coordinates care for clients and families. Performs home visits (in-person and telehealth) in accordance with the Nurse-Family Partnership (NFP) model. Develops therapeutic relationships with families, conducts assessments, and provides education, support, and referrals for enrolled families. Determines environmental safety risks. Maintain relationships with community partners and service providers and maintain knowledge of community resources. Collects and enters data in required digital management systems.

### MINIMUM QUALIFICATIONS

- Nurse I- Starting Salary (109x) \$71,156.80 Required Education and Experience At least two years of relevant college-level course work or an associate's degree from an accredited college or university in Nursing 1 to 3 years of related work experience in nursing Any equivalent combination of training, education, and experience that provides the required skills, knowledge, and abilities Required Licenses or Certifications Registered Nurse in the State of Michigan

### MINIMUM QUALIFICATIONS

Nurse II- Starting Salary (110x) \$79,697.28 Required Education and Experience Bachelor's degree from an accredited college or university in Nursing. 3 to 5 years of related work experience in nursing Any equivalent combination of training, education, and experience that provides the required skills, knowledge, and abilities Required Licenses or Certifications Registered Nurse in the State of Michigan Pay Scale-109X \$71,156.80 Pay Scale-110X \$79,697.28 Monday-Friday 8:00 a.m.-5:00 p.m.

Position :

10981005

Code :

26057-1

Type :

INTERNAL & EXTERNAL

Job Family :

MEDICAL Posting Start :

05/12/2026

Posting End :

Posting End :

05/22/2026

Details :

BENEFITS INFORMATION MINIMUM SALARY

\$71,156.80

## Registered Nurse Labor and Delivery Part-time Weekender Night Shift (7p-7a) BMH

Link to Live Job Posting: Posting is no longer active

Location: Kalamazoo, MI

O\*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Labor and Delivery Registered Nurses

### CURRENT BRONSON EMPLOYEES

- Please apply using the career worklet in Workday. This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BMH Bronson Methodist Hospital Title Registered Nurse Labor and Delivery Part-time Weekender Night Shift (7p-7a) BMH Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality outcomes and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity and complexity of care required; and documenting and communicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstrate competencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the State of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required by completion of core orientation Critical care or ALS is required for some RNs, unit specific Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action Must be able to constantly communicate both verbally, in writing and electronically Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

### Standards of Practice:

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

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

### Standards of Professional Performance:

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

### Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care. The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services. o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in becoming informed consumers about the options, costs, risks and benefits of treatments and care. The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally) Responsibilities related to the Scrub RN o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time. Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies. o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs. o Observant of overt changes in patient's condition that indicates a problem has emerged. o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and recommended changes in procedure. o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians. o Is observant of the changing needs of the operative field and the surgical team, anticipates potential needs, and takes appropriate actions. o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed. o Assigned and responsible for after-hour call on a rotational basis. o Ability to perform scrub duties in multiple services; ie: neuro and ortho STII able to perform spinal fusions in bother services. Shift 12 Hour Night Shift Time Type Part time Scheduled Weekly Hours 24 Cost Center 6800 OB Labor/Delivery Unit (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the

Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. Please take a moment to watch a brief video highlighting employment with Bronson!

# Appendix C - Data Sources and Calculations

## Lightcast Job Postings

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

# Job Posting Analytics

Lightcast Q2 2026 Data Set

May 2026  
St. Joe County



Michigan

# Parameters

Select Timeframe: May 2026 - May 2026

Occupations:

Results should include

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

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

Regions:

| Code  | Description           |
|-------|-----------------------|
| 26149 | St. Joseph County, MI |

Company:

Results should include

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

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

## Job Postings Overview

44

Unique Postings  
97 Total Postings

7

Companies Posting  
332 Total Companies

5 Days

Median Posting Duration  
Regional Average: 32 Days

2 : 1

Posting Intensity  
  
Regional Average: 2 : 1

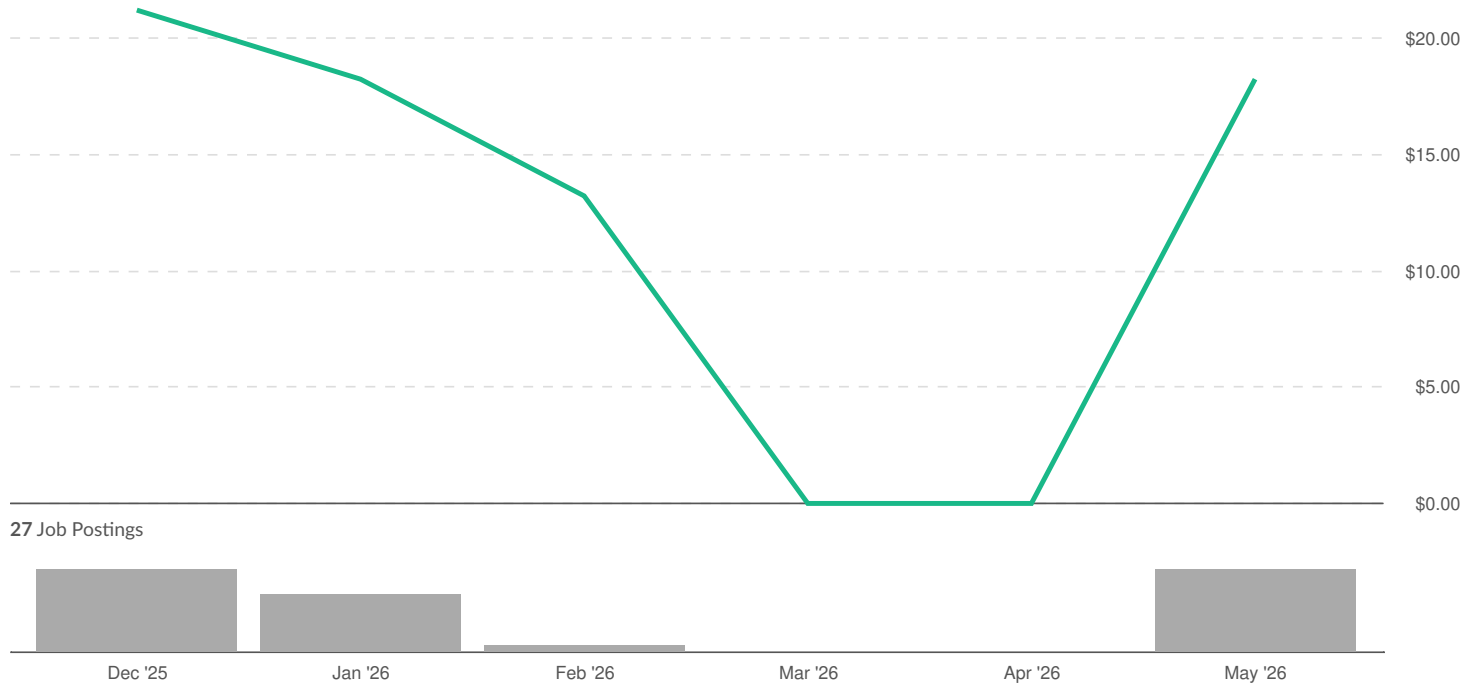
## Advertised Salary

Not enough data for this chart.

# Advertised Salary Trend

▼ 13.9% Dec 2025 - May 2026

\$21.23 Median



# Job Postings Regional Breakdown



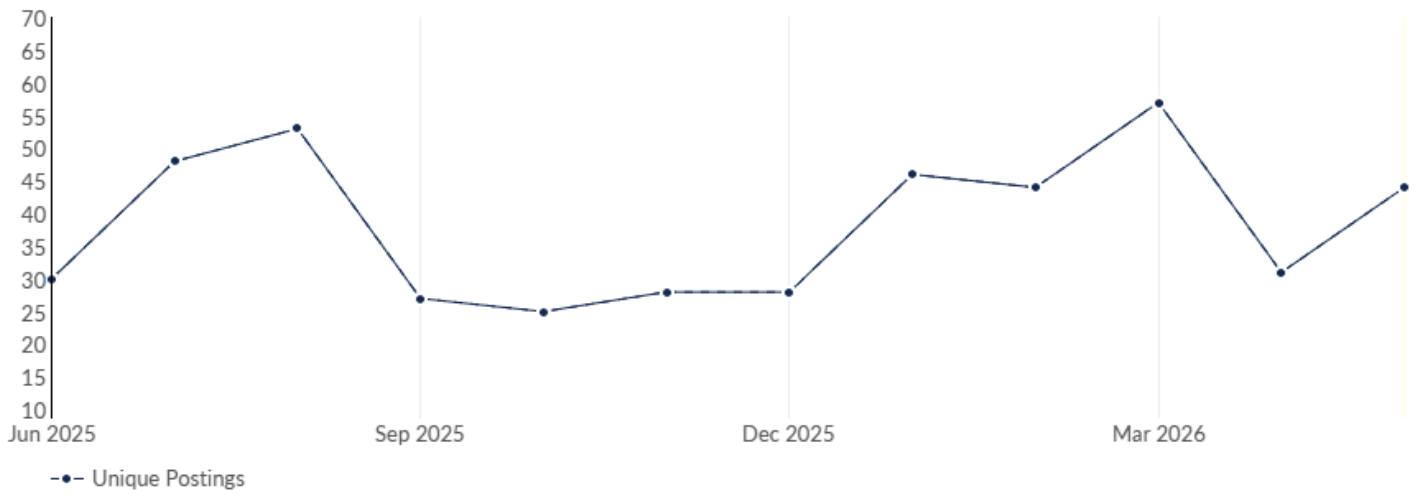
**County**

**Unique Postings (May 2026)**

St. Joseph County, MI

44

# Unique Postings Trend



| Month    | Unique Postings | Posting Intensity |
|----------|-----------------|-------------------|
| May 2026 | 44              | 2 : 1             |
| Apr 2026 | 31              | 3 : 1             |
| Mar 2026 | 57              | 2 : 1             |
| Feb 2026 | 44              | 2 : 1             |
| Jan 2026 | 46              | 2 : 1             |
| Dec 2025 | 28              | 2 : 1             |
| Nov 2025 | 28              | 2 : 1             |
| Oct 2025 | 25              | 3 : 1             |
| Sep 2025 | 27              | 3 : 1             |
| Aug 2025 | 53              | 2 : 1             |
| Jul 2025 | 48              | 2 : 1             |
| Jun 2025 | 30              | 2 : 1             |

## Education Breakdown

| Education Level              | Unique Postings | % of Total |
|------------------------------|-----------------|------------|
| No Education Listed          | 8               | 18%        |
| High school or GED           | 33              | 75%        |
| Associate's degree           | 1               | 2%         |
| Bachelor's degree            | 3               | 7%         |
| 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           | 33                        | 0                                | 75%                  |
| Associate's degree           | 1                         | 0                                | 2%                   |
| Bachelor's degree            | 2                         | 1                                | 5%                   |
| Master's degree              | 0                         | 0                                | 0%                   |
| Ph.D. or professional degree | 0                         | 0                                | 0%                   |










## Experience Breakdown

| Minimum Experience   | Unique Postings | % of Total |
|----------------------|-----------------|------------|
| No Experience Listed | 21              | 48%        |
| 0 - 1 Years          | 16              | 36%        |
| 2 - 3 Years          | 6               | 14%        |
| 4 - 6 Years          | 1               | 2%         |
| 7 - 9 Years          | 0               | 0%         |
| 10+ Years            | 0               | 0%         |




## Top Companies Posting

|                           | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---------------------------|-------------------------|---|-------------------------|
| Dollar General            | 30 / 22                 | 1 : 1  | 26 days                 |
| Taco Bell                 | 8 / 8                   | 1 : 1  | n/a                     |
| Meijer                    | 43 / 5                  | 9 : 1  | n/a                     |
| Border Foods              | 3 / 3                   | 1 : 1  | 5 days                  |
| Arby's                    | 9 / 3                   | 3 : 1  | n/a                     |
| Birch Meadows Senior Care | 2 / 2                   | 1 : 1  | 5 days                  |
| State of Michigan         | 2 / 1                   | 2 : 1  | n/a                     |









## Top Cities Posting

| City             | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|------------------|-------------------------|---|-------------------------|
| Three Rivers, MI | 58 / 19                 | 3 : 1    | 5 days                  |
| Sturgis, MI      | 18 / 7                  | 3 : 1  | n/a                     |
| Mendon, MI       | 7 / 5                   | 1 : 1  | 26 days                 |
| Constantine, MI  | 4 / 4                   | 1 : 1  | 5 days                  |
| Burr Oak, MI     | 2 / 2                   | 1 : 1  | n/a                     |
| Centreville, MI  | 2 / 2                   | 1 : 1  | n/a                     |
| Colon, MI        | 2 / 2                   | 1 : 1  | n/a                     |
| White Pigeon, MI | 3 / 2                   | 2 : 1  | n/a                     |
| Nottawa, MI      | 1 / 1                   | 1 : 1  | 5 days                  |









## Top Posted Occupations

|  | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--|-------------------------|---|-------------------------|
| First-Line Supervisors of Retail Sales Workers | 20 / 14                 | 1 : 1  | 26 days                 |
| Food Service Managers                          | 18 / 12                 | 2 : 1  | 5 days                  |
| Retail Salespersons                            | 11 / 9                  | 1 : 1  | n/a                     |
| Cashiers                                       | 26 / 4                  | 7 : 1  | n/a                     |
| Fast Food and Counter Workers                  | 18 / 2                  | 9 : 1  | n/a                     |
| Registered Nurses                              | 1 / 1                   | 1 : 1  | n/a                     |
| Home Health and Personal Care Aides            | 1 / 1                   | 1 : 1  | 5 days                  |
| Maintenance and Repair Workers, General        | 2 / 1                   | 2 : 1  | n/a                     |











## Top Posted Occupations

| Occupation (O*NET)                             | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|--|-------------------------|---|-------------------------|
| First-Line Supervisors of Retail Sales Workers | 20 / 14                 | 1 : 1  | 26 days                 |
| Food Service Managers                          | 18 / 12                 | 2 : 1  | 5 days                  |
| Retail Salespersons                            | 11 / 9                  | 1 : 1  | n/a                     |
| Cashiers                                       | 26 / 4                  | 7 : 1  | n/a                     |
| Fast Food and Counter Workers                  | 18 / 2                  | 9 : 1  | n/a                     |
| Registered Nurses                              | 1 / 1                   | 1 : 1  | n/a                     |
| Personal Care Aides                            | 1 / 1                   | 1 : 1  | 5 days                  |
| Maintenance and Repair Workers, General        | 2 / 1                   | 2 : 1  | n/a                     |





## Top Posted Occupations

| Occupation                        | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|-----------------------------------|-------------------------|---|-------------------------|
| Retail Store Manager / Supervisor | 20 / 14                 | 1 : 1  | 26 days                 |
| Restaurant / Food Service Manager | 18 / 12                 | 2 : 1  | 5 days                  |
| Retail Sales Associate            | 11 / 9                  | 1 : 1  | n/a                     |
| Cashier                           | 26 / 4                  | 7 : 1  | n/a                     |
| Fast Food / Counter Worker        | 18 / 2                  | 9 : 1  | n/a                     |
| Caregiver / Personal Care Aide    | 1 / 1                   | 1 : 1  | 5 days                  |
| Nursing Manager / Supervisor      | 1 / 1                   | 1 : 1  | n/a                     |
| Field Service Technician          | 2 / 1                   | 2 : 1  | n/a                     |

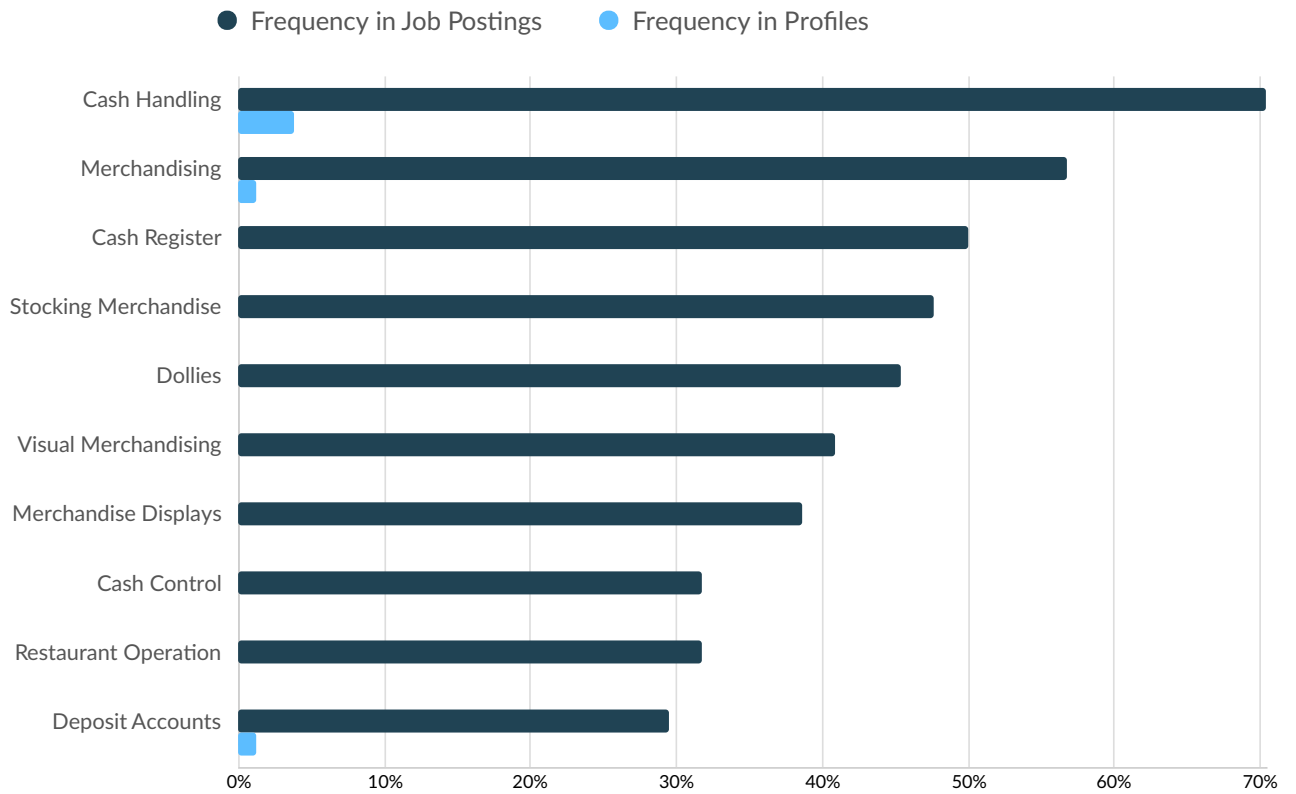
## Top Posted Job Titles

|                             | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|-----------------------------|-------------------------|---|-------------------------|
| Assistant Store Managers    | 11 / 9                  | 1 : 1  | n/a                     |
| Sales Associates            | 10 / 8                  | 1 : 1  | n/a                     |
| Restaurant General Managers | 5 / 5                   | 1 : 1  | 5 days                  |
| Shift Managers              | 4 / 3                   | 1 : 1  | n/a                     |
| Cashiers                    | 16 / 3                  | 5 : 1  | n/a                     |
| Assistant General Managers  | 2 / 2                   | 1 : 1  | n/a                     |
| Assistant Managers          | 7 / 2                   | 4 : 1  | n/a                     |
| Food Clerks                 | 18 / 2                  | 9 : 1  | n/a                     |
| Store Manager Candidates    | 4 / 2                   | 2 : 1  | n/a                     |
| Store Managers In Training  | 3 / 1                   | 3 : 1  | 29 days                 |

# Top Industries

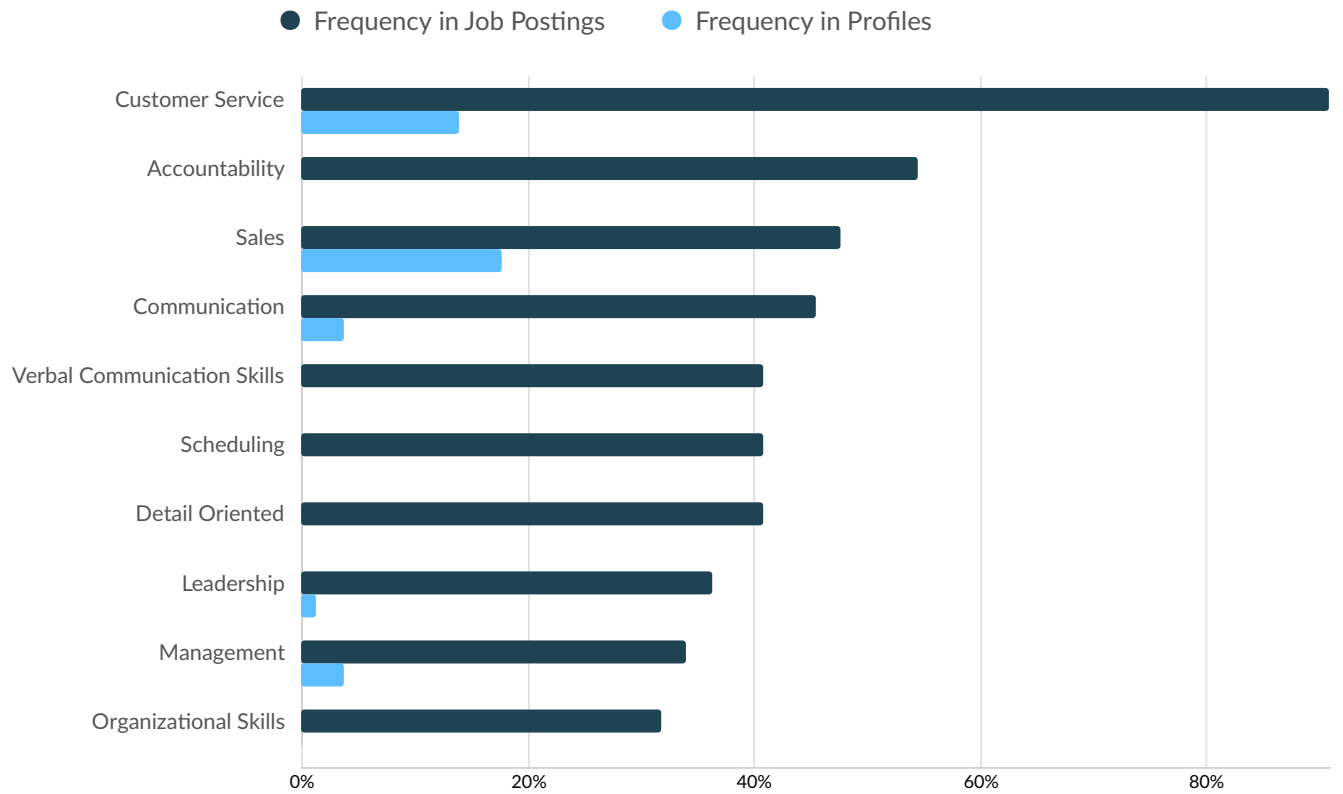
|   | Total/Unique (May 2026) | Posting Intensity   | Median Posting Duration |
|---|-------------------------|---|-------------------------|
| All Other General Merchandise Retailers | 30 / 22                 | 1 : 1  | 26 days                 |
| Limited-Service Restaurants             | 20 / 14                 | 1 : 1  | 5 days                  |
| Department Stores                       | 43 / 5                  | 9 : 1  | n/a                     |
| Police Protection                       | 2 / 1                   | 2 : 1  | n/a                     |

# Top Specialized Skills



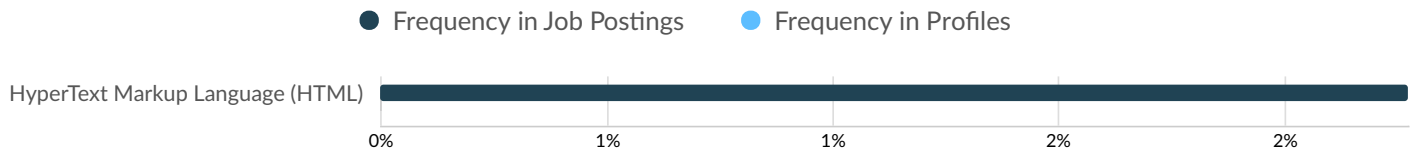
|                      | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Cash Handling        | 31       | 70%                 | 3        | 4%                  | +9.8%                  | Growing                         |
| Merchandising        | 25       | 57%                 | 1        | 1%                  | +12.7%                 | Growing                         |
| Cash Register        | 22       | 50%                 | 0        | 0%                  | +17.8%                 | Rapidly Growing                 |
| Stocking Merchandise | 21       | 48%                 | 0        | 0%                  | +14.6%                 | Growing                         |
| Dollies              | 20       | 45%                 | 0        | 0%                  | +14.9%                 | Growing                         |
| Visual Merchandising | 18       | 41%                 | 0        | 0%                  | +12.1%                 | Growing                         |
| Merchandise Displays | 17       | 39%                 | 0        | 0%                  | +17.4%                 | Rapidly Growing                 |
| Cash Control         | 14       | 32%                 | 0        | 0%                  | +19.5%                 | Rapidly Growing                 |
| Restaurant Operation | 14       | 32%                 | 0        | 0%                  | +22.1%                 | Rapidly Growing                 |
| Deposit Accounts     | 13       | 30%                 | 1        | 1%                  | +9.8%                  | Growing                         |

# Top Common Skills



|                             | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|-----------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| Customer Service            | 40       | 91%                 | 11       | 14%                 | +5.0%                  | Stable                          |
| Accountability              | 24       | 55%                 | 0        | 0%                  | +15.1%                 | Growing                         |
| Sales                       | 21       | 48%                 | 14       | 18%                 | +7.7%                  | Stable                          |
| Communication               | 20       | 45%                 | 3        | 4%                  | +8.5%                  | Stable                          |
| Verbal Communication Skills | 18       | 41%                 | 0        | 0%                  | +4.3%                  | Stable                          |
| Scheduling                  | 18       | 41%                 | 0        | 0%                  | +14.1%                 | Growing                         |
| Detail Oriented             | 18       | 41%                 | 0        | 0%                  | +8.2%                  | Stable                          |
| Leadership                  | 16       | 36%                 | 1        | 1%                  | +9.5%                  | Growing                         |
| Management                  | 15       | 34%                 | 3        | 4%                  | +5.7%                  | Stable                          |
| Organizational Skills       | 14       | 32%                 | 0        | 0%                  | +13.3%                 | Growing                         |

## Top Software Skills



|                                  | Postings | % of Total Postings | Profiles | % of Total Profiles | Projected Skill Growth | Skill Growth Relative to Market |
|----------------------------------|----------|---------------------|----------|---------------------|------------------------|---------------------------------|
| HyperText Markup Language (HTML) | 1        | 2%                  | 0        | 0%                  | +5.3%                  | Stable                          |

## Top Qualifications

|                                | Postings with Qualification |
|--------------------------------|-----------------------------|
| Valid Driver's License         | 11                          |
| ServSafe Certification         | 10                          |
| Registered Nurse (RN)          | 1                           |
| Licensed Practical Nurse (LPN) | 1                           |

## Top Advertised Benefits

|                                  | Total/Unique (May 2026) | Posting Intensity | Median Posting Duration |
|----------------------------------|-------------------------|-------------------|-------------------------|
| Paid Leave                       | 61 / 17                 | 4 : 1             | 5 days                  |
| Education and Career Development | 53 / 15                 | 4 : 1             | 5 days                  |
| Supplemental Pay                 | 16 / 10                 | 2 : 1             | 5 days                  |
| Insurance                        | 9 / 3                   | 3 : 1             | n/a                     |

# Appendix A

## Top Posting Sources

| Website           | Postings on Website (May 2026) |
|-------------------|--------------------------------|
| indeed.com        | 29                             |
| tacobell.com      | 8                              |
| mitalent.org      | 7                              |
| diversityjobs.com | 5                              |
| myworkdayjobs.com | 4                              |
| arbys.com         | 3                              |
| careerarc.com     | 2                              |
| dollargeneral.com | 2                              |
| salesheads.com    | 2                              |
| craigslist.org    | 1                              |

# Appendix B

## Sample Postings

## Birch Meadows Resident Care Manager - Registered Nurse at Birch Meadows Senior Care

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

Location: Three Rivers, MI

O\*NET: 29-1141.00

Company: Birch Meadows Senior Care

Job Title: Resident Care Manager Registered Nurses

Birch Meadows Resident Care Manager

- Registered Nurse at Birch Meadows Senior Care 710 North Douglas Avenue, Three Rivers, MI 49093 \$65,000
- \$80,000 an hour \$65,000
- \$80,000 an hour Birch Meadows is a 20 resident, Senior Care facility in Three Rivers, 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. Birch Meadows is looking for a Resident Care Manager to care for our senior residents in a professional and compassionate manner. It is a very satisfying and rewarding role, since our elderly residents and their families are thankful for the high-quality assistance and care they receive. The ideal candidate will be an experienced leader, patient, compassionate with excellent communication skills and reliable attendance. Mission Birch Meadows will set the standard with world class senior care, committed to providing the highest quality of care in a safe, Christ centered, home like environment. Taking care of those needing care is our first priority and is the foundation of all we do. We desire that our Legacy of care and love for the Lord will continue to touch many generations in the future. Vision As a team we will carry an attitude of compassion, with continuous improvement and excellence at all levels. Values

- Love We differentiate ourselves from other senior care facilities by being intentional with time spent alongside our residents.

We go over the top, making sure each resident is well cared for by being loved, clean and healthy. Description The Resident Care Manager oversees the implementation, supervision, and oversight of all patient care needs. While also, this position is responsible for coordinating and communicating care with the team around them. Community engagement, safety, and the well-being of the staff and resident care is vital to the organization's standards and overall mission. Being a Resident Care Manager, you would communicate with families and healthcare professionals as needed and ensure that the resident care plans are properly documented and updated. Each team member has a part to play in this mission and we believe the Resident Care Manager helps set and maintain the bar. This means you have countless ways to make a difference as a Resident Care Manager while guiding your team to reach their full potential. Being a part of something great starts by carrying out our mission every day through your calling. Responsibilities include, but are not limited to: Gain a deep understanding of our residents while advocating their care needs Formulate strategies to connect with residents, families, and the Birch Meadows Team Form and establish relationships with appropriate individuals in the community Addresses complaints and resolves problems alongside the Management Team Overseeing and assist residents with daily living activities such as getting in and out of bed, bathing, dressing, eating, using the toilet, standing, walking, and exercising Leading and maintain a safe and healthy living environment by assisting with housekeeping, laundry, and kitchen duties Oversee and help residents maintain good personal hygiene Communicates with physicians regarding residents' status and condition changes. Ensures residents are prepared for physician appointments and visits Promote residents' mental alertness through involvement in activities of interest Carryout routine individualized healthcare needs, including organizing and administering medication depending on state regulations Record vital signs such as temperature, blood pressure, pulse, or respiration rate Supervises the maintenance of resident charts and reviews documentation performed by caregiving staff Keep records of resident care, condition, progress, or problems and implement interventions when necessary Participates in pre-admission screening of prospective new residents. Assures that required documentation is completed prior to or upon resident admission Shares on-call and manager on duty responsibilities as shifts require Responsibilities vary based on shift worked.

PREPARED

**PREFERRED**

SKILLS and/or

**ABILITIES**

Ability to work both professionally and in a group. Confident leadership skills with past leadership experience Commitment to evenings and weekends if necessary. Proven ability to build and maintain trusting and confident relationships. Established willingness to work cooperatively with a variety of organizations to solve issues and achieve agreements. 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 What is Required? RN or LPN License is required Associate degree in science or a bachelor's degree from a School of Nursing is preferred 1-2 years of experience as a nurse in a Home Health service or Hospice environment along with being in a leadership role is preferred Current State License as a Registered Nurse or LPN Valid driver's license In return for your expertise, you will enjoy excellent training, benefits, and unlimited opportunities to learn and grow. Be a part of the team that has new growth on the horizon.

| Caregiver (In-Home) For Portage And Surrounding Area at Birch Meadows Senior Care   |                               |
|---|-------------------------------|
| Link to Live Job Posting: Posting is no longer active   |                               |
| Location: Three Rivers, MI  | O*NET: 31-1122.00             |
| Company: Birch Meadows Senior Care  | Job Title: In-Home Caregivers |
| <p>Caregiver (In-Home) For Portage And Surrounding Area at Birch Meadows Senior Care 710 North Douglas Avenue, Three Rivers, MI 49093 \$14 - \$17 an hour \$14 - \$17 an hour Birch Meadows Home Care in Three Rivers, MI is looking for Caregivers to join our team in the Portage, MI area. We are located on 710 N Douglas Ave. Our ideal candidate is self-driven, motivated, and engaged. Benefits We offer many great benefits, including free early access to your pay through Homebase. Responsibilities Assist client with daily living activities (as needed) such as getting in and out of bed, bathing, grooming, dressing, eating, toileting, oral care, nail care, standing, walking, and exercising, as indicated by the agreed upon caregiver's plan of care. Provide light housekeeping services/routine household chores (i.e., dusting, sweeping/mopping floors, washing dishes, ironing, cleaning kitchen and bathrooms, providing laundry service, changing bed linen, etc.), as indicated and in the areas occupied by the client. Plan and provide balanced, healthy meals for the client, taking into account any dietary restrictions. Help client maintain good personal hygiene. Promote client's mental alertness through involvement in activities of interest. Provide reminders to take medication and loosen the cap (do not give medications). Record any changes that may warrant attention from a medical professional and contact the Executive Director and responsible party (emergency services if needed). Keep records of resident care, conditions, progress, or problems. Promote client's independence. Identify and participate in process improvement initiatives that improve the customer experience. Provide companionship to clients. Follow assignment sheet for tasks (based on client's caregiver plan of care). Ambulate and transfer clients, utilizing appropriate assistive devices and body mechanics, as needed. Complete proper documentation (client's appearance and mental state, activities, food and how much of it was eaten, bathing times, toileting, etc.) and report changes in condition. Recognize client's ability to make choices and support these within the constraints of the care requests agreed upon by responsible party and BMHC. Assist with the maintenance of a safe environment. Attend trainings/in-services as required. Highest level of professionalism with the ability to maintain confidentiality. Ability to work with minimal supervision, take initiative and make independent decisions. Approachable, flexible, and adaptable to change. Requires some heavy physical work; heavy lifting, pushing, or pulling required of objects up to fifty (50) or more pounds. Sitting for more than two (2) hours at a time. Bending and/or stooping for more than four (4) hours at a time. Responsibilities will vary based on each family's requirement and client's needs. Qualifications Compassionate and respectful of the elderly Prior caregiving experience preferred, but not required (will provide paid training) Physical endurance and strength Interpersonal skills, including exceptional patience and listening skills Ability to work in partnership with other employees Committed to working a flexible assigned schedule, arrive 15 minutes early, and work overtime as needed. Willingness to work some weekends. Must have reliable transportation. We are looking forward to receiving your application. Thank you.</p> |                               |

## Restaurant General Manager

Link to Live Job Posting: Posting is no longer active

Location: Constantine, MI

O\*NET: 11-9051.00

Company: Border Foods

Job Title: Restaurant General Managers

Restaurant General Manager 3.1 3.1 out of 5 stars Constantine, MI 49042 \$50,000

- \$100,000 a year
- Part-time Border Foods LLC 173 reviews \$50,000
- \$100,000 a year
- Part-time What began as an idea between two brothers to open a Mexican restaurant has since grown into one of the largest, privately held Taco Bell franchisees in America.

At Border Foods, we work with a people-first mantra. From cooks to cashiers to restaurant managers and beyond, we work together to bring to life the Core Values of Border Foods. Welcome to our family where you will continue to learn, evolve, and shape what comes next on our mission of making lives better. As a General Manager your mission is to reinforce the Border Foods CORE values, to include Accountability, Integrity, Family, Excellence, Teamwork, and Empowerment. At Border Foods, we will unlock the full potential of our employees and guest's restaurant experience by creating safe welcoming and supportive environments where everyone can thrive. The purpose of the General Manager is to make the lives of the employees and the guests better by creating opportunities to positively impact life experiences. You are responsible for the operation of the entire restaurant and building a strong team that consistently provides customers great food and a friendly experience. What's in it for you?

### Top pay in the industry:

Make up to \$100,000 a year with base pay plus top-tier bonus potential. Trip to Mexico! Every year, we reward our top performers on our Best of the Best trip to Mexico. In 2020, we'll be taking 85 General Managers! Bonus program! General Managers have the potential to make up to an extra forty thousand dollars annually in bonus alone. Education programs, including GED and Tuition Reimbursement offerings Scholarship opportunities Medical/Dental/Vision benefits offered for all positions

- even part-time!

Free food! Vacation Time (Paid Time Off), Sick, and Holiday Pay Vacation Donation Program An incredible culture that encourages career growth and support

### General Manager Core Values:

#### Accountability & Integrity:

Consistently demonstrates integrity in actions and expectations Guides team members and Shift Leaders, ensuring they complete all assigned duties and serve safe, quality food in a friendly manner Scheduling and deploying the Team correctly Monitors the performance of each Team Member and hold them accountable for standards and expectations. Ensures a quality customer experience by driving fast and friendly service Maintains point of sale system by reporting all system failures and verifies download accuracy (e.g. pricing updates, menu changes). Ensure health and safety standards are met Adheres to all local, state, and federal laws and guidelines. Family & Teamwork Creates unity in the team by building cross functional relationships Respond to Team Member questions and resolves employee issues in a timely manner. Provide a restaurant that is a safe place for team members to work and customers to visit Able to navigate challenging situations and provide appropriate guidance Motivates and supports the team through active listening and the ability to communicate to a wide variety of audiences Represents Border Foods in handling customer complaints and/or issues; demonstrating a sincere approach and desire to find an effective solution. Instills a recognition culture that creates a positive work environment

## Excellence:

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

## Empowerment:

Builds the capabilities of their team while identifying teams' strengths and opportunities Provides learning and development opportunities for all Team Members. Offers guidance to Team Members regarding personal development opportunities and career path. Consistently demonstrates active and timely coaching capabilities. Seeks and shares ideas to help others succeed creating and leveraging tools, resources, and information that fosters personal and business growth. Bringing others along, operationally, through use of tools.

## Required or Preferred Experience:

Minimum of three 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. What's in it for you? Top pay in the industry Trip to Mexico! Every year, we reward our top performers on our Best of the Best trip to Mexico. In 2020, we'll be taking 85 General Managers! Bonus program! General Managers have the potential to make up to an extra forty thousand dollars annually in bonus alone. Education programs, including GED and Tuition Reimbursement offerings Scholarship opportunities Medical/Dental/Vision benefits offered for all positions

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## Physical Demands:

The physical demands for this position are sits, stands, bends, lifts, and moves intermittently during working hours. These physical requirements may be accomplished with or without reasonable accommodation. The duties of this position may change from time to time. Border Foods reserves the right to add or delete duties and responsibilities at the discretion of Border Foods or its managers. This job description is intended to describe the general level of work being performed. It is not intended to be all-inclusive. Border Foods is proud to be an Equal Opportunity Employer of Minorities, Women, Protected Veterans, and individuals with Disabilities and does not discriminate based on gender identity or sexual orientation. "You are applying for work with a franchisee of Taco Bell, not Taco Bell Corp. or any of its affiliates. If hired, the franchisee will be your only employer. Franchisees are independent business owners who set their own wage and benefit programs that can vary among franchisees." \$50000 per year

- \$100000 per year

|   |   |
|---|---|
| <h2>Restaurant General Manager</h2>   |   |
| <p>Link to Live Job Posting: Posting is no longer active</p>  |   |
| <p>Location: Nottawa, MI</p>  | <p>O*NET: 11-9051.00</p>                      |
| <p>Company: Border Foods</p>  | <p>Job Title: Restaurant General Managers</p> |
| <p>Restaurant General Manager 3.1 3.1 out of 5 stars Nottawa, MI 49075 \$50,000</p> <ul style="list-style-type: none"> <li>\$100,000 a year</li> <li>Part-time Border Foods LLC 173 reviews \$50,000</li> <li>\$100,000 a year</li> <li>Part-time What began as an idea between two brothers to open a Mexican restaurant has since grown into one of the largest, privately held Taco Bell franchisees in America.</li> </ul> <p>At Border Foods, we work with a people-first mantra. From cooks to cashiers to restaurant managers and beyond, we work together to bring to life the Core Values of Border Foods. Welcome to our family where you will continue to learn, evolve, and shape what comes next on our mission of making lives better. As a General Manager your mission is to reinforce the Border Foods CORE values, to include Accountability, Integrity, Family, Excellence, Teamwork, and Empowerment. At Border Foods, we will unlock the full potential of our employees and guest's restaurant experience by creating safe welcoming and supportive environments where everyone can thrive. The purpose of the General Manager is to make the lives of the employees and the guests better by creating opportunities to positively impact life experiences. You are responsible for the operation of the entire restaurant and building a strong team that consistently provides customers great food and a friendly experience. What's in it for you?</p> <p><b>Top pay in the industry:</b></p> <p>Make up to \$100,000 a year with base pay plus top-tier bonus potential. Trip to Mexico! Every year, we reward our top performers on our Best of the Best trip to Mexico. In 2020, we'll be taking 85 General Managers! Bonus program! General Managers have the potential to make up to an extra forty thousand dollars annually in bonus alone. Education programs, including GED and Tuition Reimbursement offerings Scholarship opportunities Medical/Dental/Vision benefits offered for all positions</p> <ul style="list-style-type: none"> <li>even part-time!</li> </ul> <p>Free food! Vacation Time (Paid Time Off), Sick, and Holiday Pay Vacation Donation Program An incredible culture that encourages career growth and support</p> <p><b>General Manager Core Values:</b></p> <p><b>Accountability &amp; Integrity:</b></p> <p>Consistently demonstrates integrity in actions and expectations Guides team members and Shift Leaders, ensuring they complete all assigned duties and serve safe, quality food in a friendly manner Scheduling and deploying the Team correctly Monitors the performance of each Team Member and hold them accountable for standards and expectations. Ensures a quality customer experience by driving fast and friendly service Maintains point of sale system by reporting all system failures and verifies download accuracy (e.g. pricing updates, menu changes). Ensure health and safety standards are met Adheres to all local, state, and federal laws and guidelines. Family &amp; 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</p> |   |

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- \$100000 per year

# 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.