

November 2025 Lightcast Report



Job Posting Analytics

Lightcast Q4 2025 Data Set

November 2025

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



Michigan

Parameters

Select Timeframe: Nov 2025 - Nov 2025

Occupations:

Results should include

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

Regions:

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

Job Title:

Results should include

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

Company:

Results should include

Description
Pfizer
Fast Pace Health

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

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

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

Description
Walmart
Bronson Healthcare

Ascension
Meijer
Border Foods

Corewell Health
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

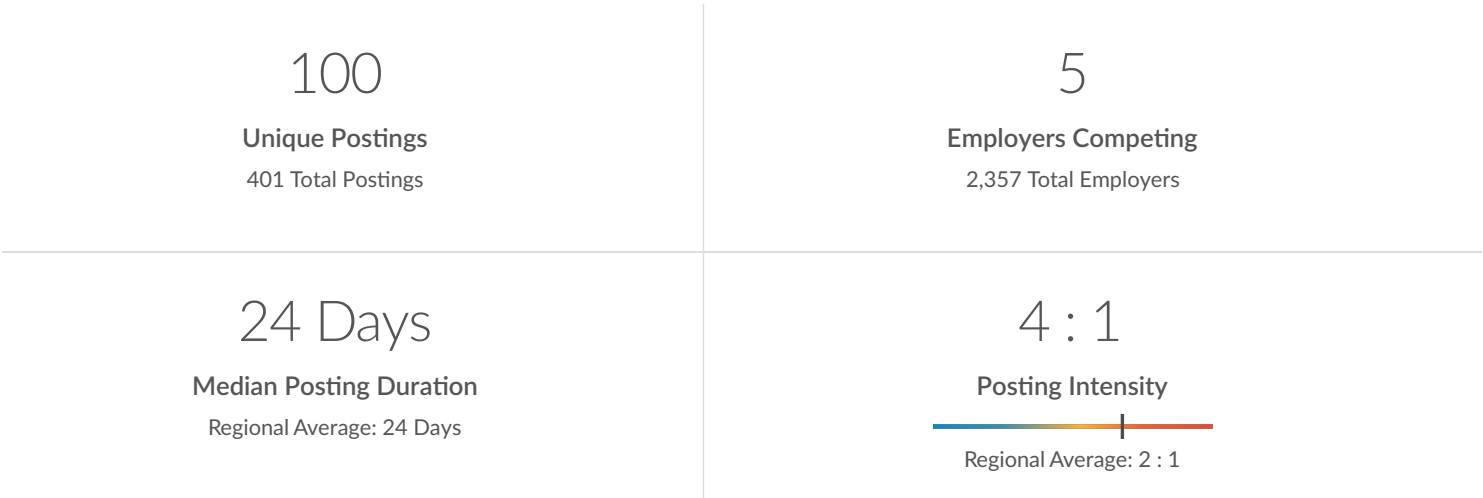
Education Level: Any

Job Type: Include Internships

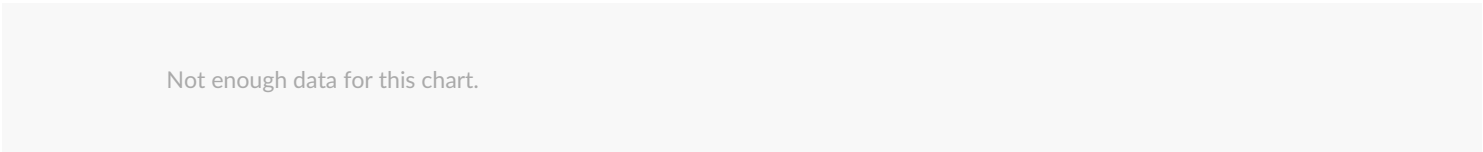
Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary

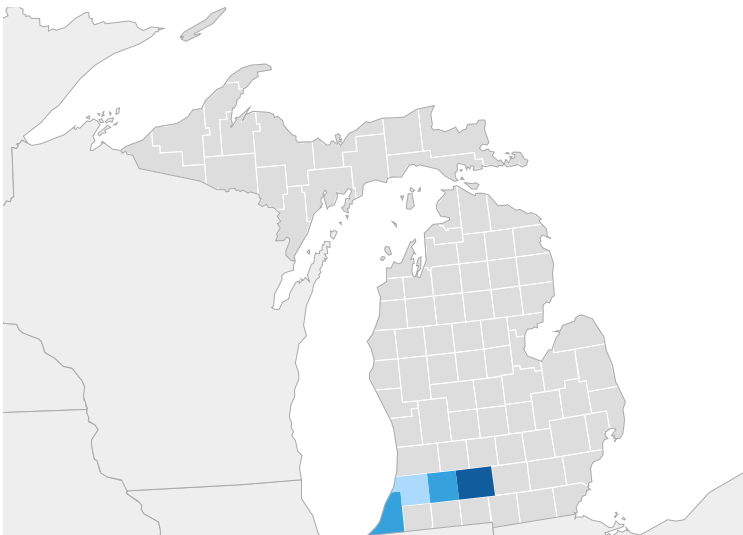


Advertised Salary Trend

▲ 0.0% Jun 2025 - Nov 2025
\$18.77 Median



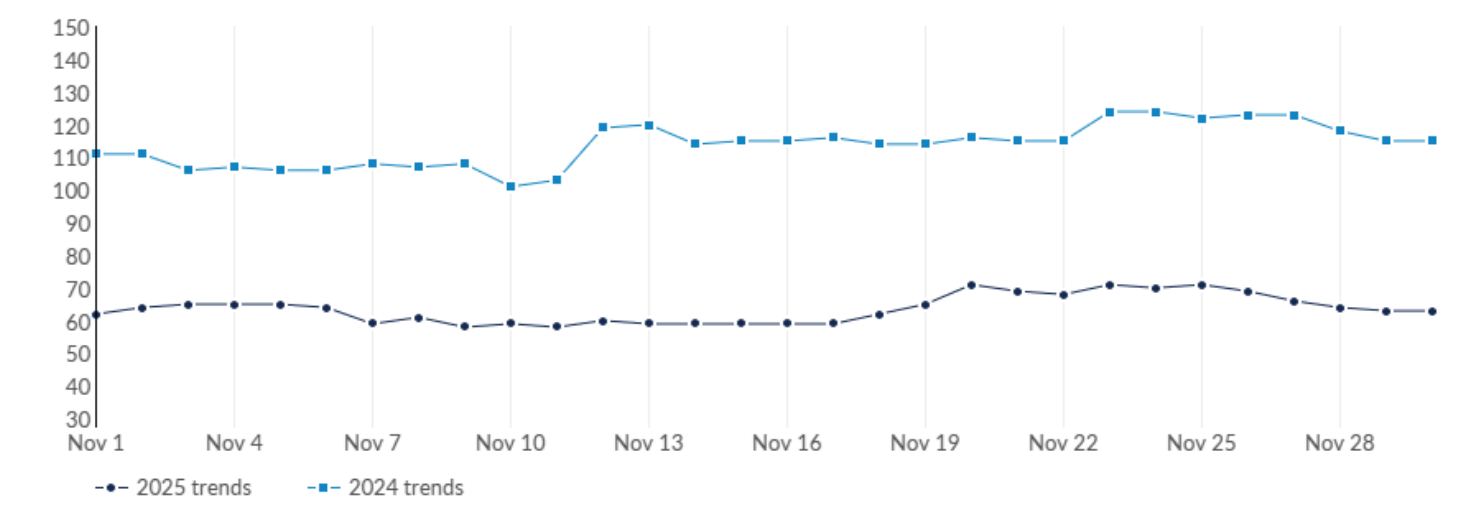
Job Postings Regional Breakdown



County	Unique Postings (Nov 2025)
Calhoun County, MI	59
Kalamazoo County, MI	17
Berrien County, MI	16
Van Buren County, MI	8

Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
November 1, 2025	62	111	-44.1%
November 2, 2025	64	111	-42.3%
November 3, 2025	65	106	-38.7%
November 4, 2025	65	107	-39.3%
November 5, 2025	65	106	-38.7%
November 6, 2025	64	106	-39.6%
November 7, 2025	59	108	-45.4%
November 8, 2025	61	107	-43.0%
November 9, 2025	58	108	-46.3%
November 10, 2025	59	101	-41.6%
November 11, 2025	58	103	-43.7%
November 12, 2025	60	119	-49.6%
November 13, 2025	59	120	-50.8%
November 14, 2025	59	114	-48.2%
November 15, 2025	59	115	-48.7%
November 16, 2025	59	115	-48.7%
November 17, 2025	59	116	-49.1%
November 18, 2025	62	114	-45.6%

November 19, 2025	65	114	-43.0%
November 20, 2025	71	116	-38.8%
November 21, 2025	69	115	-40.0%
November 22, 2025	68	115	-40.9%
November 23, 2025	71	124	-42.7%
November 24, 2025	70	124	-43.5%
November 25, 2025	71	122	-41.8%
November 26, 2025	69	123	-43.9%
November 27, 2025	66	123	-46.3%
November 28, 2025	64	118	-45.8%
November 29, 2025	63	115	-45.2%
November 30, 2025	63	115	-45.2%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	33	33%
High school or GED	28	28%
Associate's degree	36	36%
Bachelor's degree	12	12%
Master's degree	1	1%
Ph.D. or professional degree	0	0%






Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	28	0	28%
Associate's degree	28	8	28%
Bachelor's degree	10	2	10%
Master's degree	1	0	1%
Ph.D. or professional degree	0	0	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	71	71%
0 - 1 Years	21	21%
2 - 3 Years	8	8%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%







Top Companies Posting

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	255 / 54	5 : 1 	41 days
Bronson Healthcare	38 / 20	2 : 1 	20 days
Corewell Health	62 / 13	5 : 1 	24 days
Meijer	45 / 12	4 : 1 	34 days
Stryker	1 / 1	1 : 1 	n/a







Top Cities Posting

City	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	231 / 45	5 : 1 	41 days
Kalamazoo, MI	20 / 12	2 : 1 	15 days
Battle Creek, MI	26 / 10	3 : 1 	29 days
Niles, MI	33 / 6	6 : 1 	11 days
Saint Joseph, MI	25 / 5	5 : 1 	24 days
South Haven, MI	9 / 5	2 : 1 	28 days
Albion, MI	10 / 4	3 : 1 	n/a
Comstock Township, MI	4 / 3	1 : 1 	8 days
Paw Paw, MI	7 / 3	2 : 1 	7 days
Portage, MI	26 / 2	13 : 1 	n/a







Top Posted Occupations

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	152 / 37	4 : 1 	15 days
Registered Nurses	145 / 34	4 : 1 	31 days
Cashiers	45 / 12	4 : 1 	34 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	28 / 11	3 : 1 	20 days
Nursing Assistants	24 / 4	6 : 1 	n/a
Cooks, Restaurant	7 / 2	4 : 1 	11 days









Top Posted Occupations

Occupation (O*NET)	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	152 / 37	4 : 1 	15 days
Registered Nurses	145 / 34	4 : 1 	31 days
Cashiers	45 / 12	4 : 1 	34 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	28 / 11	3 : 1 	20 days
Nursing Assistants	24 / 4	6 : 1 	n/a
Cooks, Restaurant	7 / 2	4 : 1 	11 days




Top Posted Occupations

Occupation	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Medical Assistant	152 / 37	4 : 1 	15 days
Registered Nurse	145 / 34	4 : 1 	31 days
Cashier	45 / 12	4 : 1 	34 days
Janitor / Cleaner	28 / 11	3 : 1 	20 days
Nursing Assistant	24 / 4	6 : 1 	n/a
Cook	7 / 2	4 : 1 	11 days

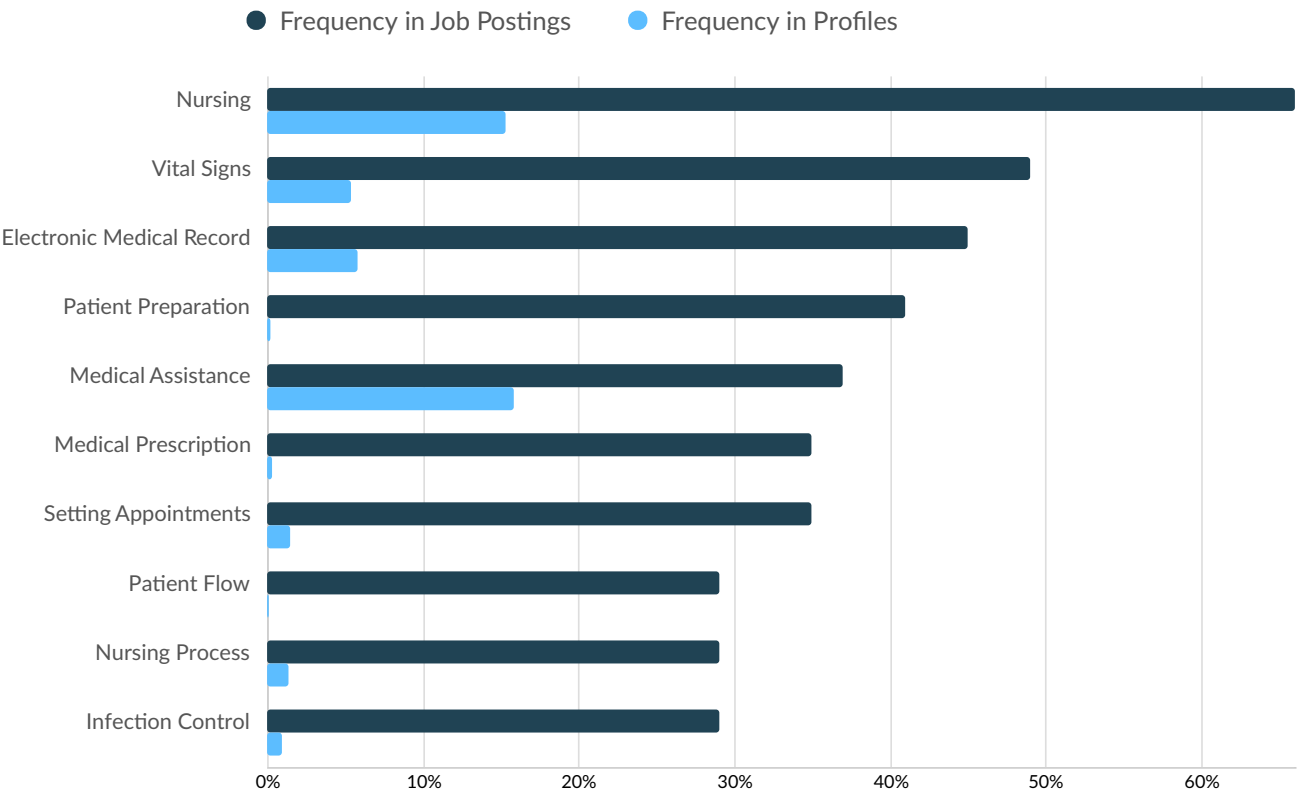
Top Posted Job Titles

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	113 / 29	4 : 1 	24 days
Requisition Sales Associates	141 / 28	5 : 1 	n/a
Cashiers	45 / 12	4 : 1 	34 days
Environmental Services Technicians	28 / 11	3 : 1 	20 days
Medical Assistants	23 / 7	3 : 1 	59 days
Family Medicine Medical Assistants	12 / 6	2 : 1 	15 days
Medical Surgical Registered Nurses	32 / 5	6 : 1 	31 days
Cooks	7 / 2	4 : 1 	11 days

Top Industries

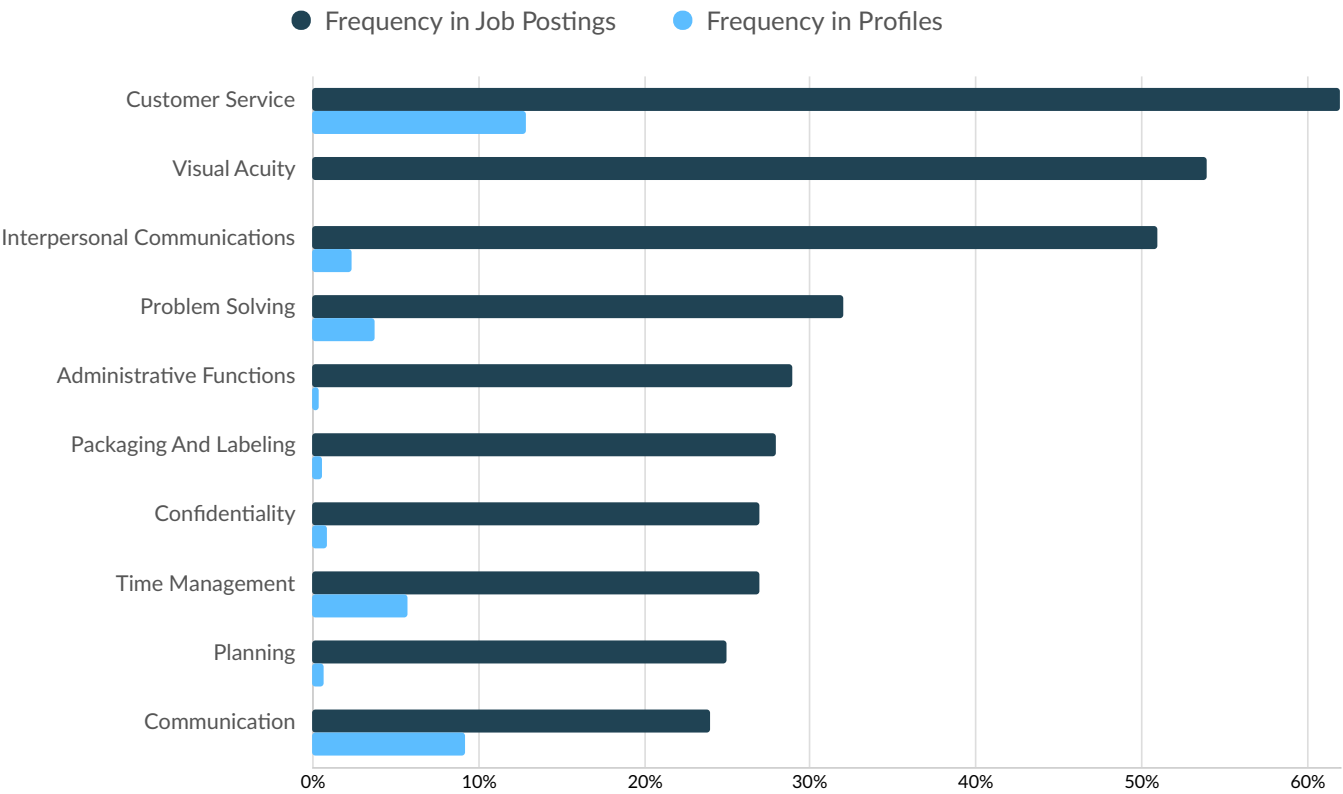
	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	355 / 87	4 : 1 	23 days
Department Stores	45 / 12	4 : 1 	34 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	1 / 1	1 : 1 	n/a

Top Specialized Skills



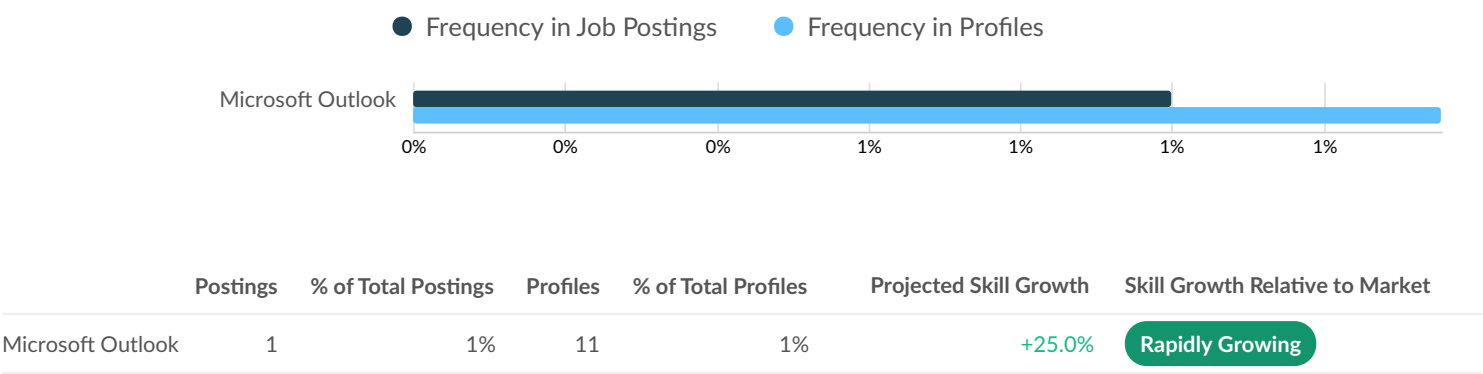
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	66	66%	124	15%	+20.1%	Rapidly Growing
Vital Signs	49	49%	44	5%	+17.2%	Growing
Electronic Medical Record	45	45%	47	6%	+12.1%	Growing
Patient Preparation	41	41%	2	0%	+15.8%	Growing
Medical Assistance	37	37%	129	16%	+11.9%	Growing
Medical Prescription	35	35%	3	0%	+8.5%	Growing
Setting Appointments	35	35%	12	1%	+10.9%	Growing
Patient Flow	29	29%	1	0%	+13.3%	Growing
Nursing Process	29	29%	11	1%	+24.2%	Rapidly Growing
Infection Control	29	29%	8	1%	+17.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	62	62%	105	13%	+5.2%	Stable
Visual Acuity	54	54%	0	0%	+18.9%	Growing
Interpersonal Communications	51	51%	19	2%	+12.5%	Growing
Problem Solving	32	32%	31	4%	+11.3%	Growing
Administrative Functions	29	29%	3	0%	+13.6%	Growing
Packaging And Labeling	28	28%	5	1%	+14.8%	Growing
Confidentiality	27	27%	7	1%	0.0%	
Time Management	27	27%	47	6%	+14.5%	Growing
Planning	25	25%	6	1%	+10.9%	Growing
Communication	24	24%	75	9%	+3.6%	Lagging

Top Software Skills



Top Qualifications

		Postings with Qualification
Basic Life Support (BLS) Certification		64
American Red Cross (ARC) Certification		58
Registered Nurse (RN)		36
Certified Medical Assistant (CMA)		34
Basic Cardiac Life Support		31
Licensed Practical Nurse (LPN)		26
Advanced Cardiovascular Life Support (ACLS) Certification		13
Certified Clinical Medical Assistant (CCMA)		11
Registered Medical Assistant (RMA)		8
Valid Driver's License		7

Appendix A

Top Posting Sources

Website	Postings on Website (Nov 2025)
peopleanswers.com	51
myworkdayjobs.com	37
indeed.com	28
diversityjobs.com	21
simplyhired.com	4
tietalent.com	2
icims.com	1

Appendix B

Sample Postings

Registered Nurses — Bronson Healthcare in Kalamazoo, MI (Nov 2025 - Active)

Registered Nurse

Link to Live Job Posting: tietalent.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: 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)

- Pediatrics Unit
- Bronson Methodist Hospital
- PRN 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 statutes, rules and regulations.

o Provides age appropriate care in a culturally and ethnically sensitive manner.

- o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development.
- o Participates in systematic peer review as appropriate.

- The registered nurse interacts with and contributes to the professional development of peers and colleagues.
 - o Shares knowledge and skills with peers and colleagues
 - o Maintains compassionate and caring relationships with peers and colleagues
 - o Contributes to a supportive and healthy work environment.
- The registered nurse collaborates with patient, family, and others in the conduct of nursing practice.
 - o Partners with the multiple health disciplines to effect change and generate positive outcomes for the patient and family, based on the plan of care.
- The registered nurse integrates ethical provisions in all areas of practice.
 - o Delivers care in a manner that preserves and protects patient autonomy, dignity, confidentiality and rights.
 - o Demonstrates a commitment to connecting with self and others through relationship centered care giving.
 - o Serves as a patient advocate
- The registered nurse integrates research finding into practice.

o Uses research to improve the health of patients 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. Shift Variable Time Type Part time Scheduled Weekly Hours 10 Cost Center 6450 General Pediatrics 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

Cashiers — Meijer in Kalamazoo, MI (Nov 2025 - Active)

Cashier Part Time	
Link to Live Job Posting: diversityjobs.com	
Location: Kalamazoo, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>Cashier Part Time Meijer parental leave United States, Michigan, Kalamazoo Nov 25, 2025 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be</p> <p>Doing:</p> <p>Utilize technology to complete activities and tasks.You create 'WOW' moments that have a positive and lasting impact on our customers.Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases.Use good eye contact and body language, displaying a friendly and outgoing attitude.Be prepared to handle customer questions adequately and appropriately.Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older.Strong listening and communications skills, face-to-face and virtually.Willingness to learn or existing familiarity with job-specific technology.Problem-solving competence and eagerness to troubleshoot when necessary.Desire to work with customers.Previous retail or customer experience preferred but not required.Good verbal communication skills.Detail oriented and organized.Friendly outgoing attitude.Ability to operate cashier register system.Must be available to work weekends and holidays.Available until midnight.</p>	

EVS Associate - 56 hr/pp - 2nd Shift - BSH-2	
Link to Live Job Posting: www.indeed.com	
Location: South Haven, MI	O*NET: 37-2011.00
Company: Bronson Healthcare	Job Title: Environmental Services Technicians
<div>EVS Associate<ul style="list-style-type: none">56 hr/pp2nd Shift</div> <div>BSH-2 3.5 3.5</div> <div>out of 5 stars</div> <div>CURRENT BRONSON EMPLOYEES<ul style="list-style-type: none">Please apply using the career worklet in Workday.<p>This career site is for external applicants only. Love Where You Work! Team Bronson is compassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for our community. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. Location BSH Bronson South Haven Wellness Center Title EVS Associate</p><ul style="list-style-type: none">56 hr/pp2nd ShiftBSH-2 Under supervision of the environmental services manager, the environmental service technician maintains environmental and infection control standards within established policies and procedures of the health care facility.<p>Assignments include cleaning of patient rooms, occupied and unoccupied, public areas, surgical areas as well as additional areas as assigned, stocking of supplies, and cleaning and maintaining equipment. Provides service to both internal and external customers and follow standard practices and procedures that comply with regulatory requirements. Receives working instructions, and work is frequently audited for accuracy and compliance with standards of quality. Employees providing direct patient care must demonstrate competencies specific to the population served. Effective April 19, 2021 a high school diploma or general education degree (GED) is no longer required for this position. (BBC only) Michigan driver's license and insurability may be required Ability to work independently. Must be able to communicate (verbally and in writing) in English (at or above the 8th grade level) with departmental staff and internal and external customers. Must possess interpersonal skills that represent Bronson in a positive and professional manner. Must exhibit excellent customer service skills, thoroughness and time management skills.. Must be able to comfortably accept delegation and negotiate task priorities. Work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personal computer or CRT up to 40 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects. Performs most duties while standing, sitting, and/or walking. Lifts and/or pushes supplies and equipment. Frequent reaching, stooping, bending, kneeling, and crouching, is required to perform many job duties. Ability to work while standing on a stepladder at a height of four feet is required. Occasional exposure to risk of injury when working with electrical equipment. Must be able to walk stairs when necessary. Good balance is required when performing all duties. The employee is occasionally required to work in confined spaces and occupied areas. May experience occasional pressure due to multiple calls and inquiries. May be called upon to handle emergency or crisis situations. Required protecting clothing may include gloves, eye protection, face protection, and shoe covers. Performs all cleaning functions involved in daily general cleaning and maintaining of patient rooms, operating rooms and</p></div>	

ancillary areas, patient related areas, and departmental general areas following the system's ten steps of cleaning as defined in the Environmental Services Department Manual. (For

BBC & BLH ONLY

- may do laundry) Maintains knowledge of, and complies with, all relevant laws, regulations per CDC, OSHA, the EPA, Joint Commission and policies, procedures and standards necessary for role.

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

- BBC Only All other duties as assigned which may include the use of the trash compactor, and emptying trash and linen chutes.

Specific to

BMH Lab, BSH, BLH & BLIRC:

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

Sign-On Bonus External Candidates Only:

Up to \$375.00 Retention Bonus External Candidates Only, \$375.00 Scheduled Weekly Hours 28 Cost Center 1620 Environmental Services (BSH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration.

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

Registered Nurse - Nights 7PM-7:30AM - Requisition #674834	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Registered Nurses

REGISTERED NURSE

- NIGHTS 7PM-7:30AM

Job Summary:

Provides patient care 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.

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. Circulates cesarean section cases within the Birth Center operating room. Balances shift staffing according to patient census. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Completes documentation of patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress. Reports actual or potential occurrences according to Oaklawn's procedures. Participates in unit based performance improvement activities, staff meetings, supports change.

Minimum Qualifications:

Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. ACLS certification. NRP certification prior to completion of orientation.

Knowledge, Skills & Abilities:

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

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

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

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. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Uses technology appropriately including safety standards and measures; follows infection prevention standards.

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, talk/hear, taste/smell, lift/carry 50+ lbs. Frequently sit, reach, push/pull, handle/grasp/feel, bend/twist, stoop/kneel/crouch. Marshall, 200 N. Madison, Marshall, MI 49068

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

Registered Nurse, 1 0700-1930, 2 1900-0730, everythird weekend - Requisition #105185	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Registered Nurses

REGISTERED NURSE, 1 0700-1930, 2 1900-0730, EVERYTHIRD WEEKEND

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

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 Q4 2025 Data Set

November 2025

Branch, Calhoun, Kalamazoo, and St. Joseph Counties



Michigan

Parameters

Select Timeframe: Nov 2025 - Nov 2025

Occupations:

Results should include

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

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

Regions:

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

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

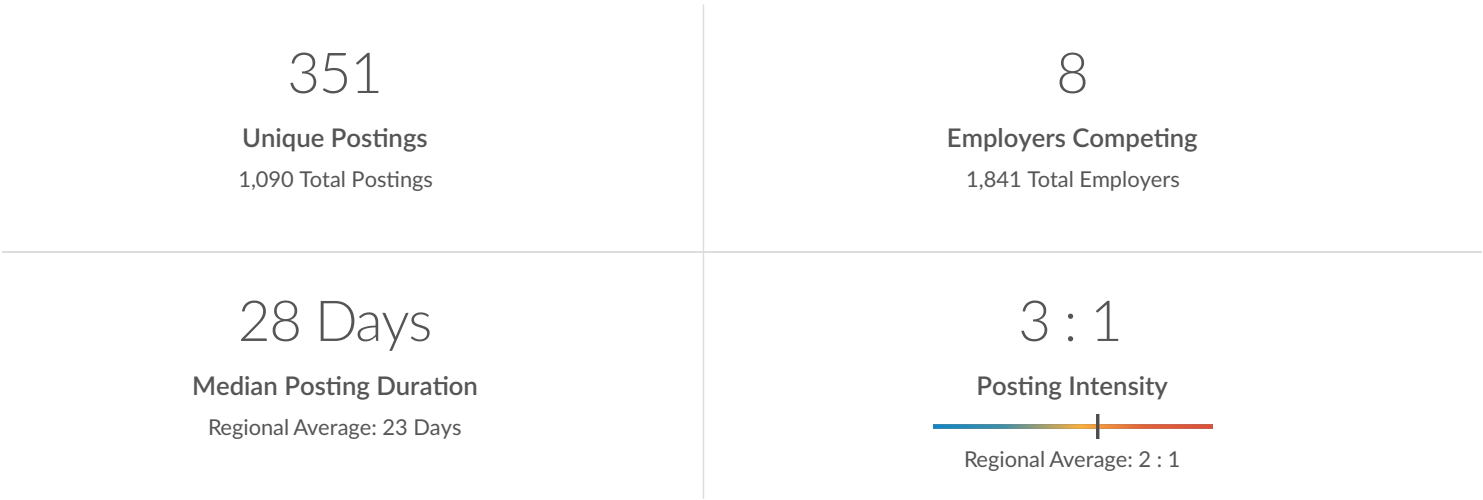
Education Level: Any

Job Type: Include Internships

Keyword Search:

Posting Type: Active Postings

Job Postings Overview

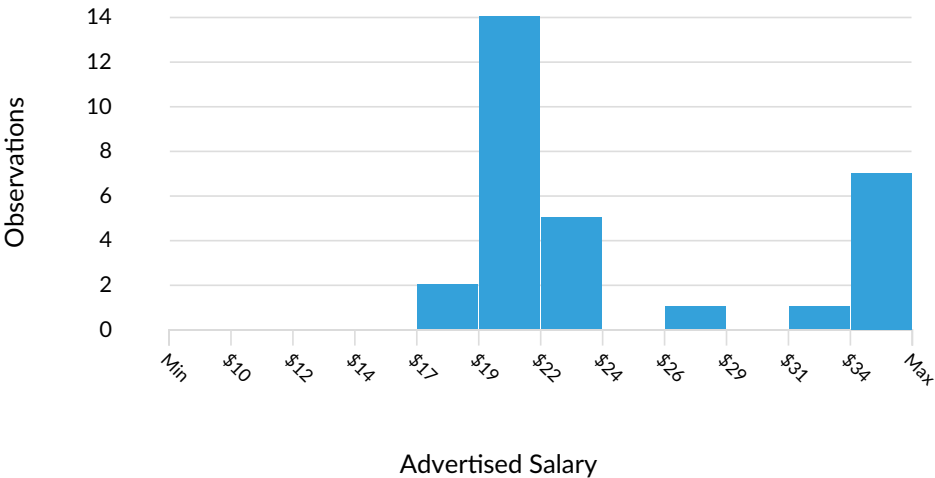


Advertised Salary

There are 30 advertised salary observations (9% of the 351 matching postings).

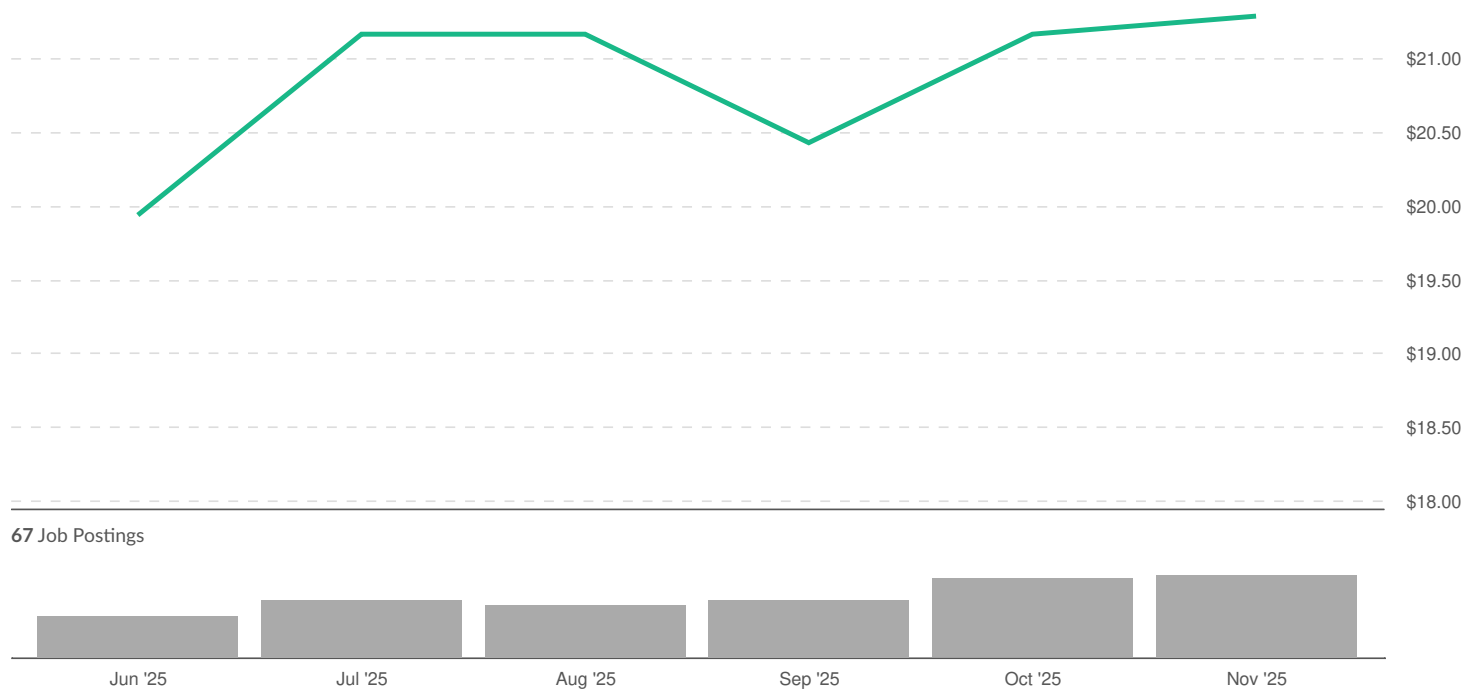
\$21.29/hr

Median Advertised Salary

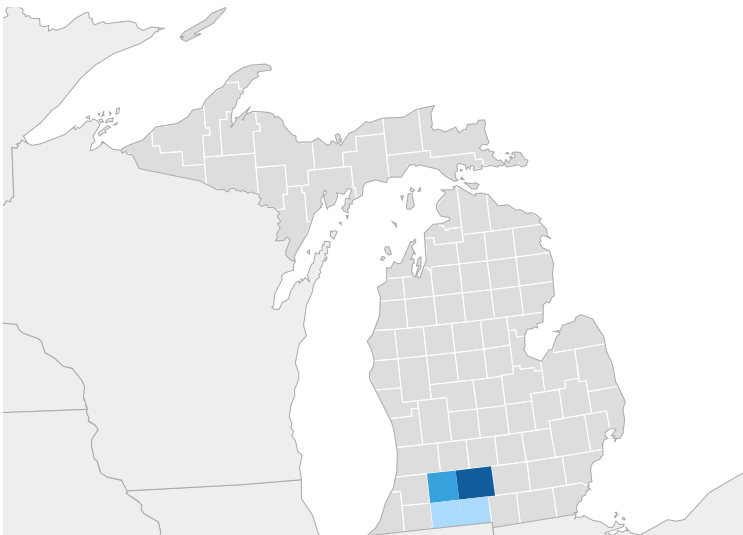


Advertised Salary Trend

▲ 6.8% Jun 2025 - Nov 2025
\$22.40 Median



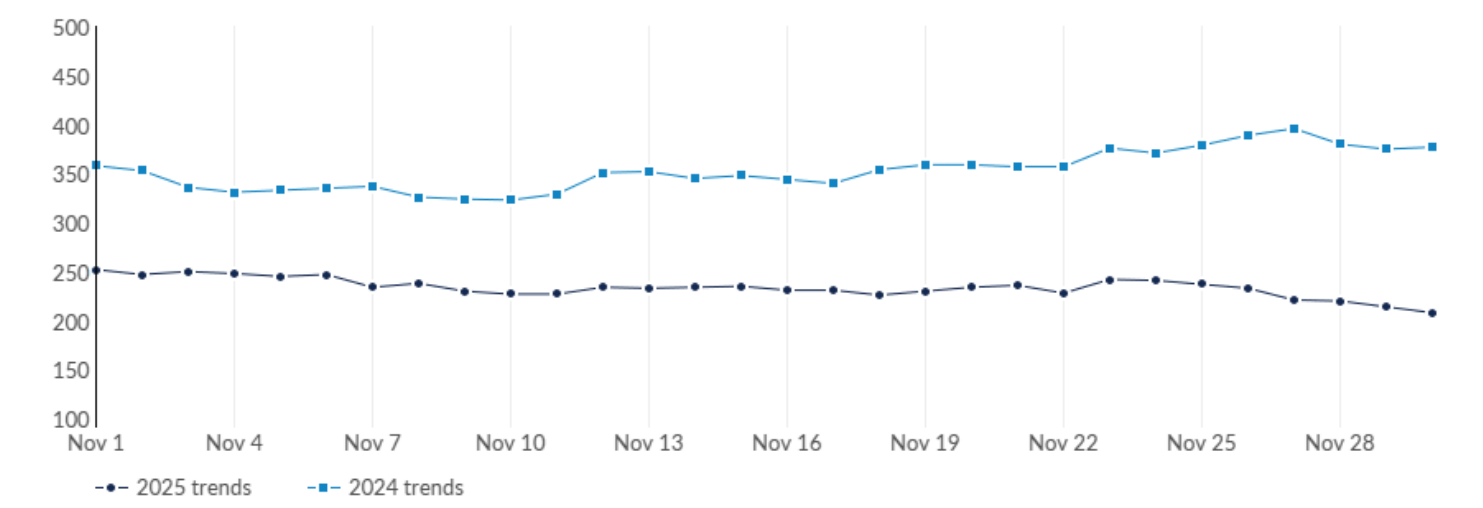
Job Postings Regional Breakdown



County	Unique Postings (Nov 2025)
Calhoun County, MI	234
Kalamazoo County, MI	109
Branch County, MI	5
St. Joseph County, MI	3

Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
November 1, 2025	252	358	-29.6%
November 2, 2025	247	353	-30.0%
November 3, 2025	250	336	-25.6%
November 4, 2025	248	331	-25.1%
November 5, 2025	245	333	-26.4%
November 6, 2025	247	335	-26.3%
November 7, 2025	234	337	-30.6%
November 8, 2025	238	326	-27.0%
November 9, 2025	230	324	-29.0%
November 10, 2025	227	323	-29.7%
November 11, 2025	227	329	-31.0%
November 12, 2025	234	351	-33.3%
November 13, 2025	233	352	-33.8%
November 14, 2025	234	345	-32.2%
November 15, 2025	235	348	-32.5%
November 16, 2025	231	344	-32.8%
November 17, 2025	231	340	-32.1%
November 18, 2025	226	354	-36.2%

November 19, 2025	230	359	-35.9%
November 20, 2025	234	359	-34.8%
November 21, 2025	236	357	-33.9%
November 22, 2025	228	357	-36.1%
November 23, 2025	242	376	-35.6%
November 24, 2025	241	371	-35.0%
November 25, 2025	237	379	-37.5%
November 26, 2025	233	389	-40.1%
November 27, 2025	221	396	-44.2%
November 28, 2025	220	380	-42.1%
November 29, 2025	214	375	-42.9%
November 30, 2025	208	377	-44.8%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	115	33%
High school or GED	83	24%
Associate's degree	162	46%
Bachelor's degree	65	19%
Master's degree	19	5%
Ph.D. or professional degree	3	1%









Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	83	0	24%
Associate's degree	121	41	34%
Bachelor's degree	25	40	7%
Master's degree	7	11	2%
Ph.D. or professional degree	0	3	0%











Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	265	75%
0 - 1 Years	43	12%
2 - 3 Years	33	9%
4 - 6 Years	7	2%
7 - 9 Years	3	1%
10+ Years	0	0%











Top Companies Posting

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	805 / 182	4 : 1 	30 days
Bronson Healthcare	152 / 114	1 : 1 	24 days
Meijer	68 / 17	4 : 1 	41 days
Walmart	17 / 15	1 : 1 	27 days
Border Foods	18 / 9	2 : 1 	17 days
Stryker	21 / 9	2 : 1 	31 days
Zoetis	8 / 4	2 : 1 	26 days
Corewell Health	1 / 1	1 : 1 	n/a














Top Cities Posting

City	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	749 / 161	5 : 1 	41 days
Kalamazoo, MI	132 / 93	1 : 1 	30 days
Battle Creek, MI	113 / 64	2 : 1 	28 days
Portage, MI	50 / 13	4 : 1 	24 days
Albion, MI	16 / 6	3 : 1 	53 days
Coldwater, MI	12 / 5	2 : 1 	27 days
Comstock Township, MI	4 / 3	1 : 1 	8 days
Tekonsha, MI	7 / 3	2 : 1 	7 days
Three Rivers, MI	4 / 2	2 : 1 	51 days
Sturgis, MI	3 / 1	3 : 1 	n/a











Top Posted Occupations

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	355 / 109	3 : 1 	18 days
Medical Assistants	258 / 77	3 : 1 	26 days
Health Technologists and Technicians, All Other	188 / 66	3 : 1 	31 days
Medical and Health Services Managers	58 / 25	2 : 1 	23 days
Cashiers	56 / 18	3 : 1 	27 days
Nursing Assistants	44 / 14	3 : 1 	n/a
Fast Food and Counter Workers	28 / 13	2 : 1 	31 days
Food Service Managers	23 / 11	2 : 1 	38 days
Licensed Practical and Licensed Vocational Nurses	41 / 9	5 : 1 	53 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	39 / 9	4 : 1 	n/a











Top Posted Occupations

Occupation (O*NET)	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	348 / 104	3 : 1 	23 days
Medical Assistants	258 / 77	3 : 1 	26 days
Patient Representatives	175 / 57	3 : 1 	31 days
Medical and Health Services Managers	58 / 25	2 : 1 	23 days
Cashiers	56 / 18	3 : 1 	27 days
Nursing Assistants	44 / 14	3 : 1 	n/a
Fast Food and Counter Workers	28 / 13	2 : 1 	31 days
Food Service Managers	23 / 11	2 : 1 	38 days
Licensed Practical and Licensed Vocational Nurses	41 / 9	5 : 1 	53 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	39 / 9	4 : 1 	n/a
Health Technologists and Technicians, All Other	12 / 8	2 : 1 	14 days
Critical Care Nurses	7 / 5	1 : 1 	14 days
Neurodiagnostic Technologists	1 / 1	1 : 1 	n/a







Top Posted Occupations

Occupation	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	354 / 108	3 : 1 	18 days
Medical Assistant	258 / 77	3 : 1 	26 days
Registrar / Patient Service Representative	175 / 57	3 : 1 	31 days
Cashier	56 / 18	3 : 1 	27 days
Healthcare Administrator	43 / 16	3 : 1 	23 days
Nursing Assistant	44 / 14	3 : 1 	n/a
Fast Food / Counter Worker	28 / 13	2 : 1 	31 days
Restaurant / Food Service Manager	23 / 11	2 : 1 	38 days
Office / Administrative Assistant	39 / 9	4 : 1 	n/a
Licensed Practical / Vocational Nurse	41 / 9	5 : 1 	53 days

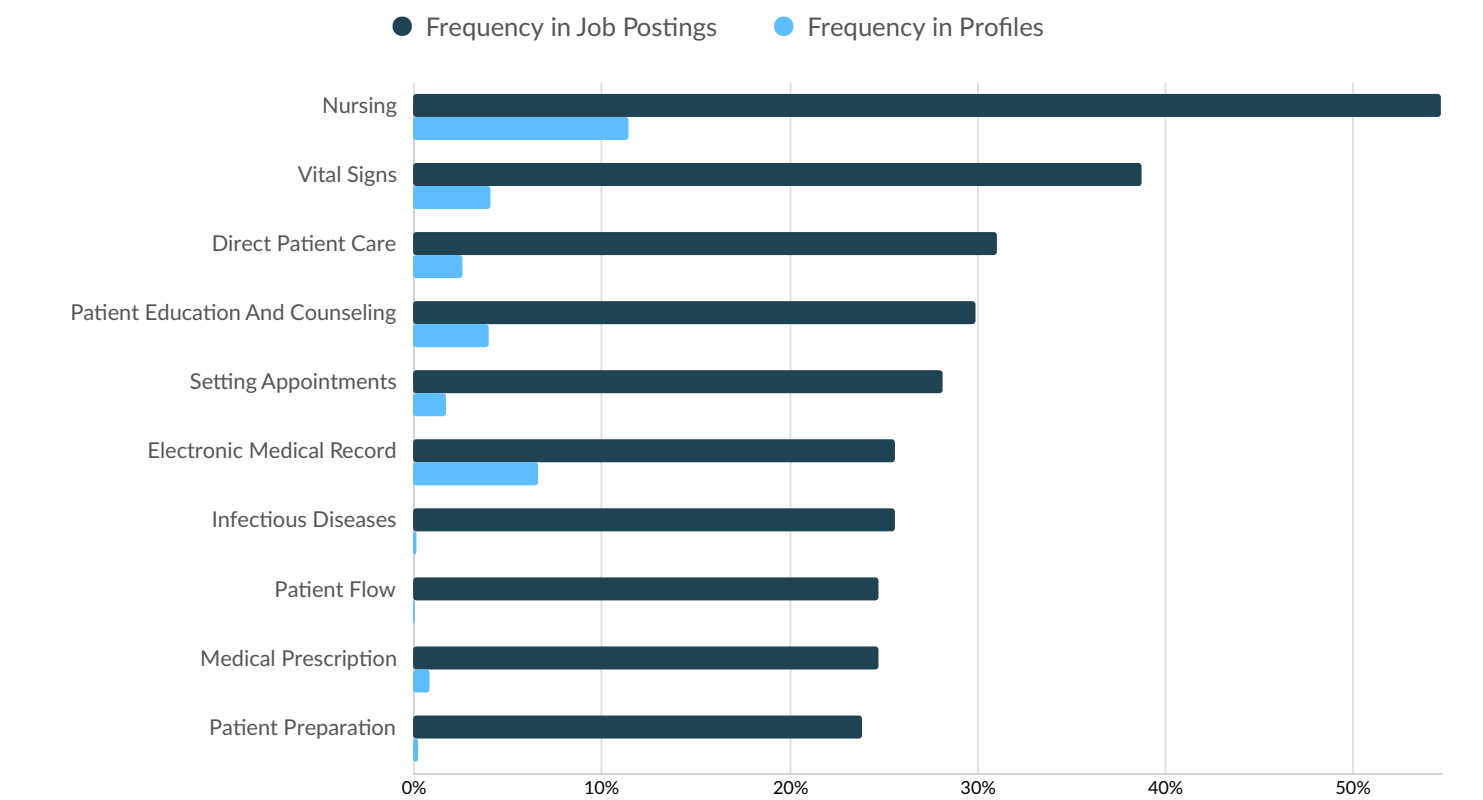
Top Posted Job Titles

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	141 / 28	5 : 1 	n/a
Registered Nurses	109 / 27	4 : 1 	24 days
Department Assistants	73 / 23	3 : 1 	30 days
Emergency Services Registered Nurses	74 / 14	5 : 1 	n/a
Patient Account Representatives	52 / 11	5 : 1 	n/a
Primary Care Medical Assistants	34 / 9	4 : 1 	n/a
Cashiers	39 / 9	4 : 1 	8 days
Patient Representatives	15 / 8	2 : 1 	31 days
Licensed Practical Nurses	38 / 7	5 : 1 	n/a
OB/GYN Medical Assistants	23 / 7	3 : 1 	26 days

Top Industries

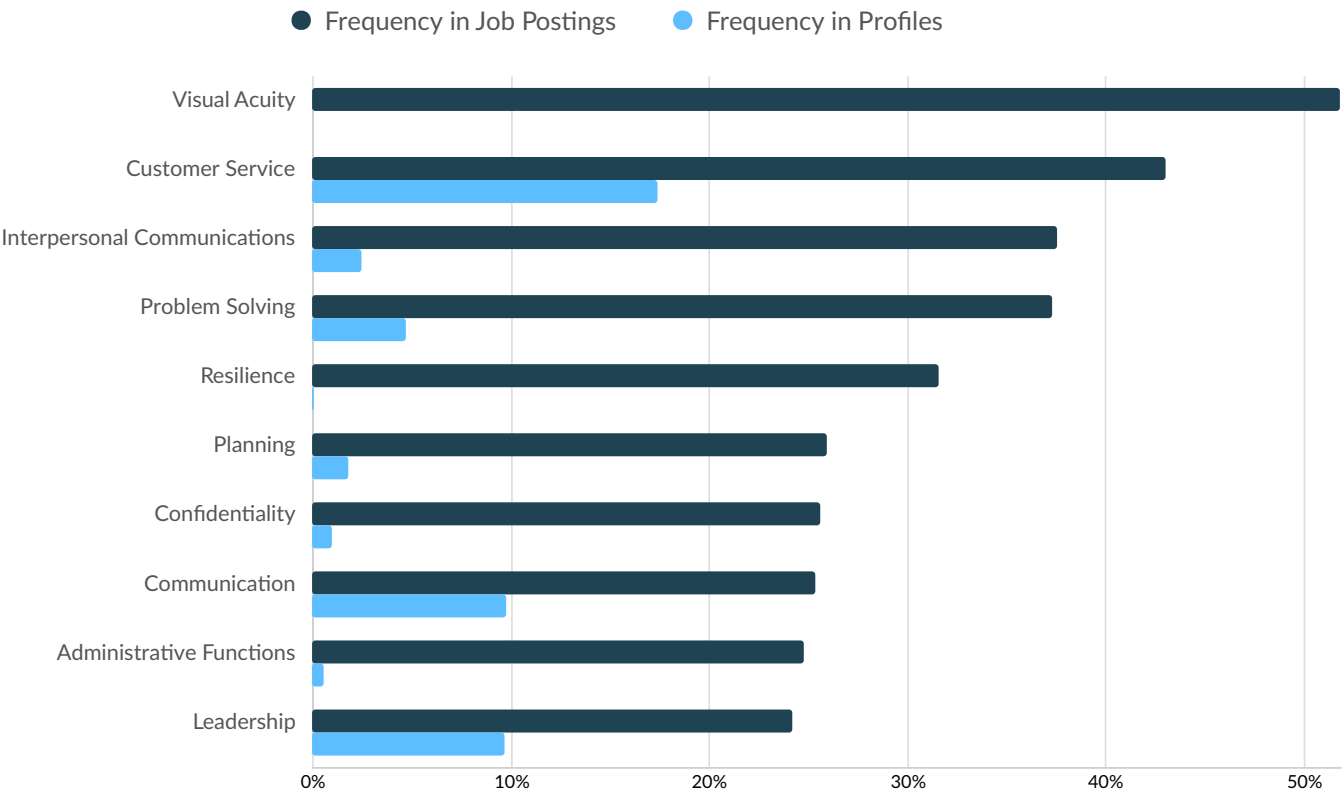
	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	958 / 297	3 : 1 	24 days
Department Stores	68 / 17	4 : 1 	41 days
Warehouse Clubs and Supercenters	17 / 15	1 : 1 	27 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	21 / 9	2 : 1 	31 days
Limited-Service Restaurants	18 / 9	2 : 1 	17 days
Pharmaceutical Preparation Manufacturing	8 / 4	2 : 1 	26 days

Top Specialized Skills



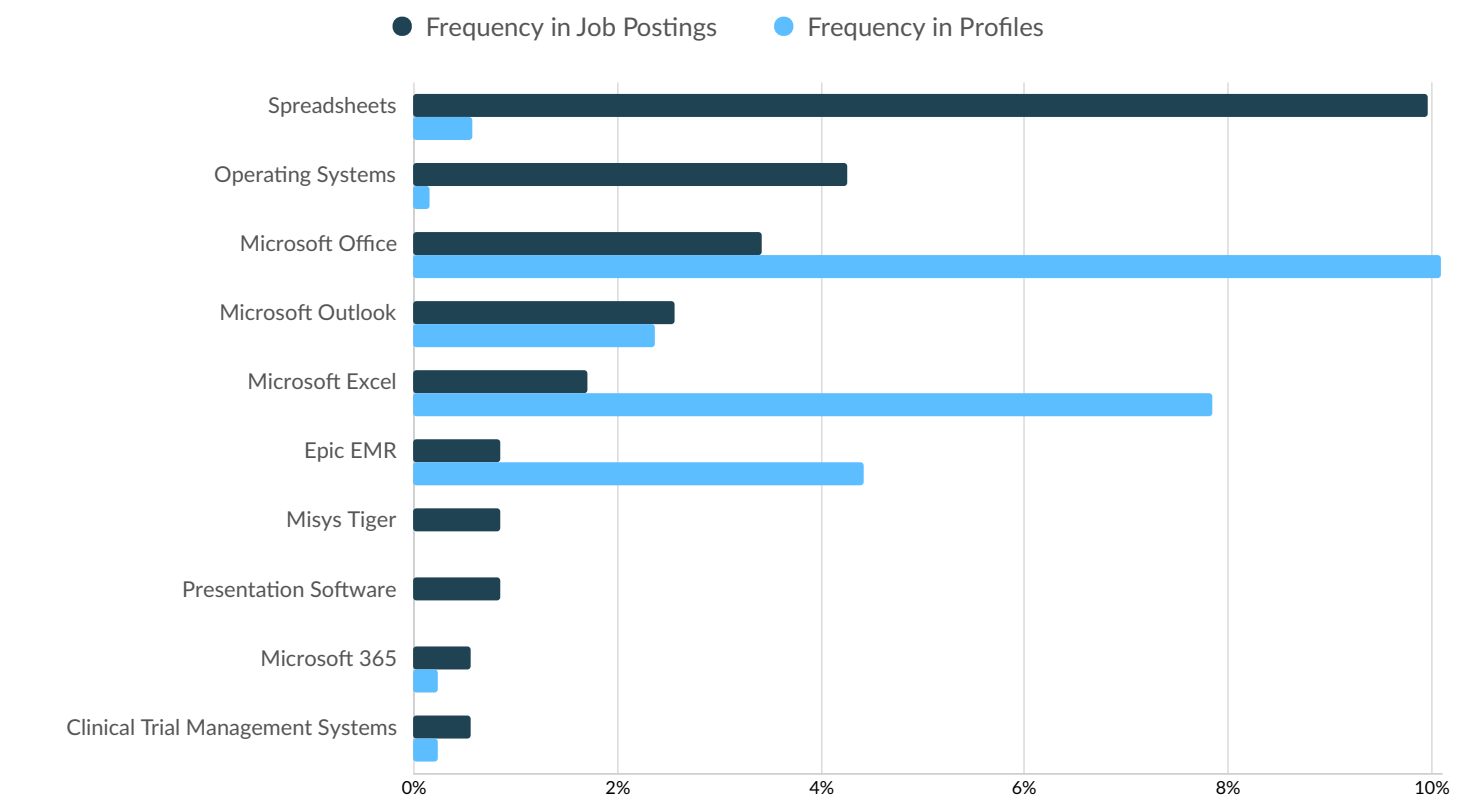
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	192	55%	274	11%	+20.1%	Rapidly Growing
Vital Signs	136	39%	99	4%	+17.2%	Growing
Direct Patient Care	109	31%	63	3%	+16.6%	Growing
Patient Education And Counseling	105	30%	96	4%	+11.6%	Growing
Setting Appointments	99	28%	42	2%	+10.9%	Growing
Electronic Medical Record	90	26%	159	7%	+12.1%	Growing
Infectious Diseases	90	26%	5	0%	+9.2%	Growing
Patient Flow	87	25%	3	0%	+13.3%	Growing
Medical Prescription	87	25%	20	1%	+8.5%	Growing
Patient Preparation	84	24%	7	0%	+15.8%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	182	52%	0	0%	+18.9%	Growing
Customer Service	151	43%	417	17%	+5.2%	Stable
Interpersonal Communications	132	38%	60	3%	+12.5%	Growing
Problem Solving	131	37%	113	5%	+11.3%	Growing
Resilience	111	32%	1	0%	+12.7%	Growing
Planning	91	26%	44	2%	+10.9%	Growing
Confidentiality	90	26%	23	1%	0.0%	
Communication	89	25%	234	10%	+3.6%	Lagging
Administrative Functions	87	25%	14	1%	+13.6%	Growing
Leadership	85	24%	232	10%	+8.5%	Stable

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	35	10%	14	1%	+22.2%	Rapidly Growing
Operating Systems	15	4%	4	0%	+22.6%	Rapidly Growing
Microsoft Office	12	3%	242	10%	+18.5%	Growing
Microsoft Outlook	9	3%	57	2%	+25.0%	Rapidly Growing
Microsoft Excel	6	2%	188	8%	+17.7%	Growing
Epic EMR	3	1%	106	4%	+16.4%	Growing
Misys Tiger	3	1%	0	0%	+66.7%	Rapidly Growing
Presentation Software	3	1%	0	0%	+21.0%	Rapidly Growing
Microsoft 365	2	1%	6	0%	+18.9%	Growing
Clinical Trial Management Systems	2	1%	6	0%	+7.0%	Stable

Top Qualifications

Postings with Qualification	
Basic Life Support (BLS) Certification	179
Registered Nurse (RN)	134
American Red Cross (ARC) Certification	128
Certified Medical Assistant (CMA)	72
Licensed Practical Nurse (LPN)	64
Basic Cardiac Life Support	62
Advanced Cardiovascular Life Support (ACLS) Certification	50
Pediatric Advanced Life Support (PALS)	39
Valid Driver's License	38
Trauma Nurse Core Course (TNCC)	35

Appendix A

Top Posting Sources

Website	Postings on Website (Nov 2025)
peopleanswers.com	163
myworkdayjobs.com	126
indeed.com	48
diversityjobs.com	16
dejobs.org	14
kentwoodrecruiter.com	5
icims.com	4
wyomingrecruiter.com	4
disabledperson.com	3
grandrapidsrecruiter.com	3
kalamazoorecruiter.com	3
powertofly.com	3
stryker.com	3
retirementjobs.com	2
tietalent.com	2
gr8jobs.net	1
portagerecruiter.com	1

Appendix B

Sample Postings

Registered Nurses — Bronson Healthcare in Kalamazoo, MI (Nov 2025 - Active)

Registered Nurse

Link to Live Job Posting: tietalent.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: 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)

- Pediatrics Unit
- Bronson Methodist Hospital
- PRN 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 statutes, rules and regulations.

o Provides age appropriate care in a culturally and ethnically sensitive manner.

- o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development.
- o Participates in systematic peer review as appropriate.

- The registered nurse interacts with and contributes to the professional development of peers and colleagues.
 - o Shares knowledge and skills with peers and colleagues
 - o Maintains compassionate and caring relationships with peers and colleagues
 - o Contributes to a supportive and healthy work environment.
- The registered nurse collaborates with patient, family, and others in the conduct of nursing practice.
 - o Partners with the multiple health disciplines to effect change and generate positive outcomes for the patient and family, based on the plan of care.
- The registered nurse integrates ethical provisions in all areas of practice.
 - o Delivers care in a manner that preserves and protects patient autonomy, dignity, confidentiality and rights.
 - o Demonstrates a commitment to connecting with self and others through relationship centered care giving.
 - o Serves as a patient advocate
- The registered nurse integrates research finding into practice.

o Uses research to improve the health of patients 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. Shift Variable Time Type Part time Scheduled Weekly Hours 10 Cost Center 6450 General Pediatrics 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

Service Area - Weekends Required	
Link to Live Job Posting: meijer.wd5.myworkdayjobs.com	
Location: Sturgis, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Unclassified
<p>Service Area - Weekends Required Meijer parental leave United States, Michigan, Sturgis Nov 29, 2025 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be</p> <p>Doing:</p> <p>Utilize technology to complete activities and tasks.You create 'WOW' moments that have a positive and lasting impact on our customers.Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases.Use good eye contact and body language, displaying a friendly and outgoing attitude.Be prepared to handle customer questions adequately and appropriately.Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older.Strong listening and communications skills, face-to-face and virtually.Willingness to learn or existing familiarity with job-specific technology.Problem-solving competence and eagerness to troubleshoot when necessary.Desire to work with customers.Previous retail or customer experience preferred but not required.Good verbal communication skills.Detail oriented and organized.Friendly outgoing attitude.Ability to operate cashier register system.</p>	

Cashiers — Meijer in Kalamazoo, MI (Nov 2025 - Active)

Cashier Part Time	
Link to Live Job Posting: diversityjobs.com	
Location: Kalamazoo, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Cashiers
<p>Cashier Part Time Meijer parental leave United States, Michigan, Kalamazoo Nov 25, 2025 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be</p> <p>Doing:</p> <p>Utilize technology to complete activities and tasks.You create 'WOW' moments that have a positive and lasting impact on our customers.Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases.Use good eye contact and body language, displaying a friendly and outgoing attitude.Be prepared to handle customer questions adequately and appropriately.Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older.Strong listening and communications skills, face-to-face and virtually.Willingness to learn or existing familiarity with job-specific technology.Problem-solving competence and eagerness to troubleshoot when necessary.Desire to work with customers.Previous retail or customer experience preferred but not required.Good verbal communication skills.Detail oriented and organized.Friendly outgoing attitude.Ability to operate cashier register system.Must be available to work weekends and holidays.Available until midnight.</p>	

Nurse Aides – Oaklawn Hospital in Marshall, MI (Nov 2025 - Active)

Nurse Aide-7p-0730a

Link to Live Job Posting: www.indeed.com

Location: Marshall, MI

O*NET: 31-1131.00

Company: Oaklawn Hospital

Job Title: Nurse Aides

Nurse Aide-7p-0730a 3.4 3.4 out of 5 stars 200 North Madison Street, Marshall, MI 49068

Job Summary:

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

Essential Functions:

Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Assists in providing activities of daily living to an assigned patient population. Completes hourly rounds on assigned patient population. Communicates readily with patients and families and serves as a liaison between the patient and licensed staff. Assists in answering call lights in a timely manner. Performs duties within the realm of a certified nursing assistant. Monitors supplies and restocks accordingly. Assists in specimen collection, identification, and transportation to lab. Assists clinically as needed. Relieves Unit Secretary for breaks. Performs rotation in CPR as needed. Assists patients in obtaining essential needs such as blankets, fluids, and nutrition after verifying with attending or RN.

Minimum Qualifications :

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

Knowledge, Skills & Abilities:

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

Working Conditions:

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

Physical Requirements :

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

Registered Nurse Full-time Emergency Services 7pm-7:30am	
Link to Live Job Posting: www.indeed.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Emergency Services Registered Nurses

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 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.

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 Q4 2025 Data Set

November 2025
Branch County



Michigan

Parameters

Select Timeframe: Nov 2025 - Nov 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26023	Branch County, MI

Company:

Results should include

Description
ProMedica
Border Foods
Walmart
Dollar General

Description
Bronson Healthcare
Bob Evans Restaurants
Clemens Food Group

Minimum Experience Required: Any

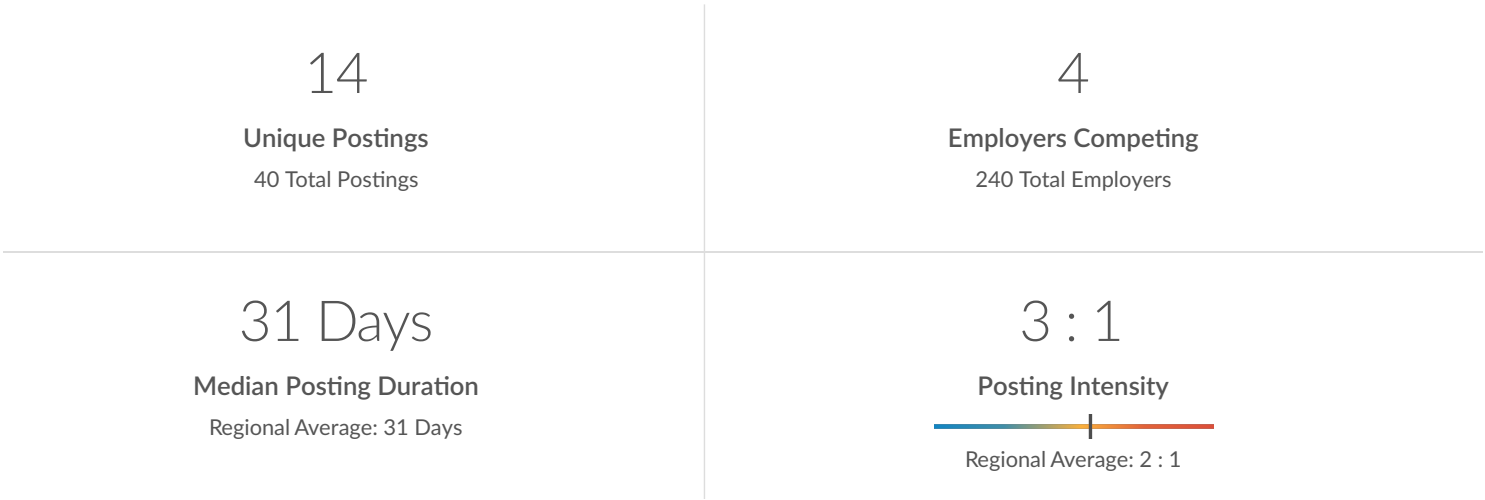
Education Level: Any

Job Type: Include Internships

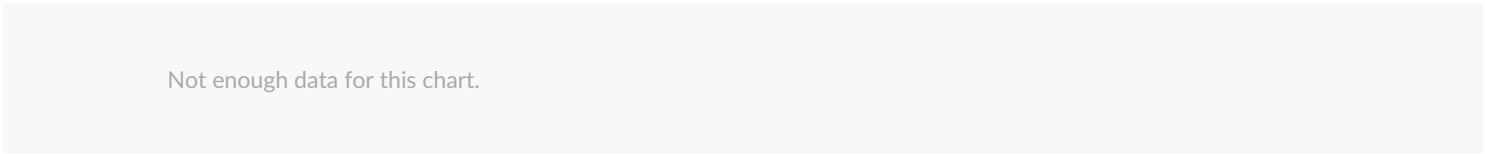
Keyword Search:

Posting Type: Active Postings

Job Postings Overview

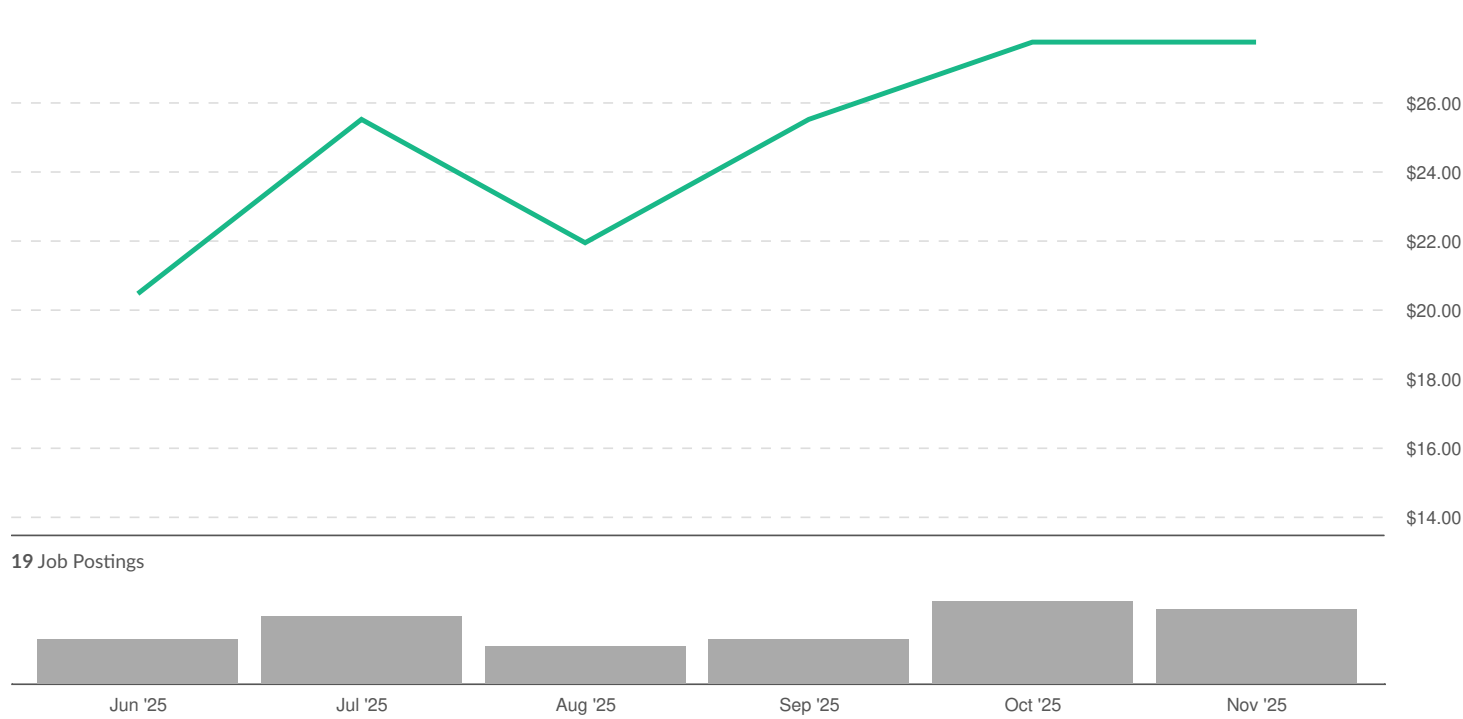


Advertised Salary

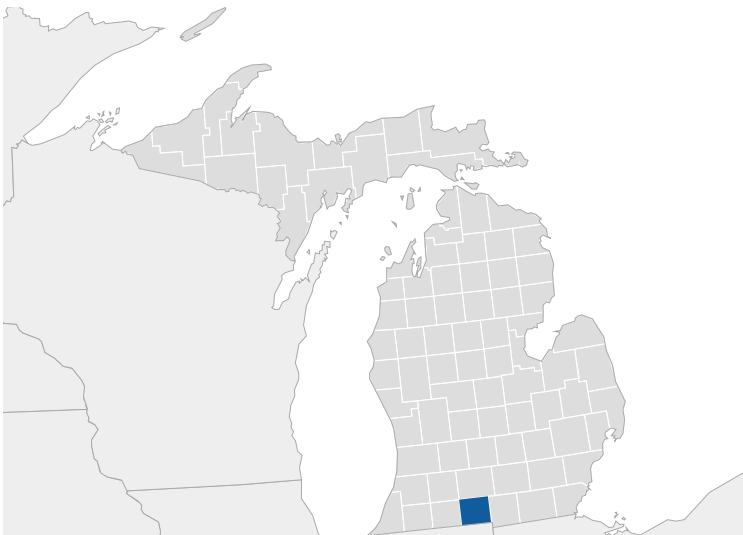


Advertised Salary Trend

▲ 35.4% Jun 2025 – Nov 2025
\$26.52 Median

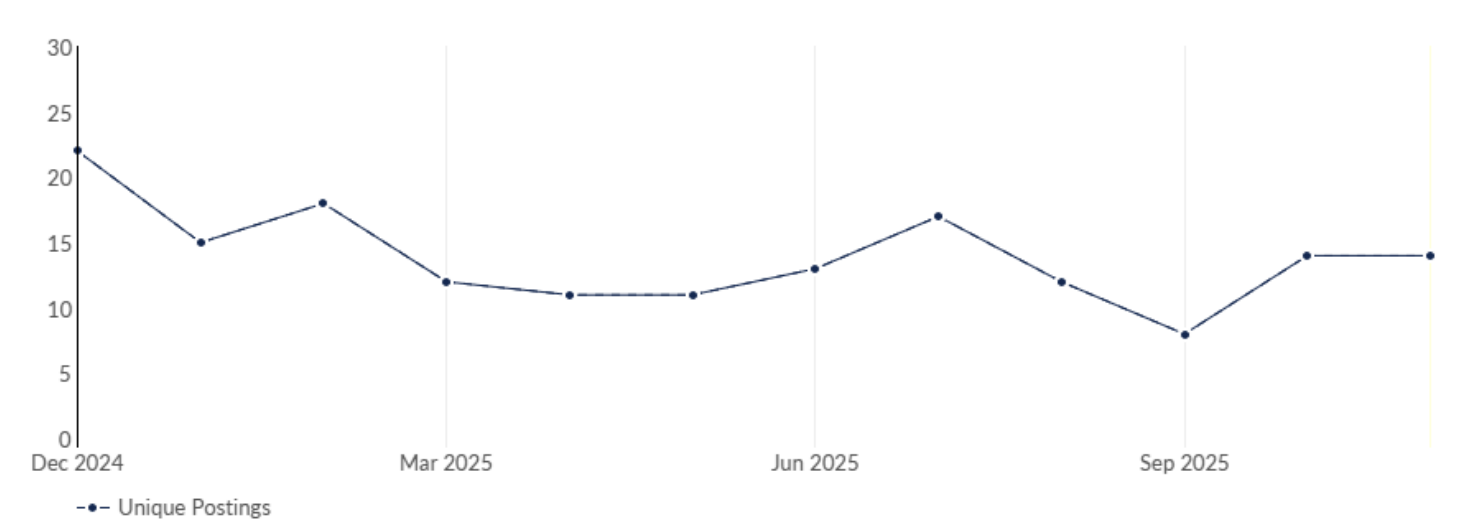


Job Postings Regional Breakdown



County	Unique Postings (Nov 2025)
Branch County, MI	14

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Nov 2025	14	3 : 1
Oct 2025	14	3 : 1
Sep 2025	8	3 : 1
Aug 2025	12	2 : 1
Jul 2025	17	2 : 1
Jun 2025	13	2 : 1
May 2025	11	2 : 1
Apr 2025	11	2 : 1
Mar 2025	12	2 : 1
Feb 2025	18	2 : 1
Jan 2025	15	3 : 1
Dec 2024	22	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	8	57%
High school or GED	4	29%
Associate's degree	1	7%
Bachelor's degree	1	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	4	0	29%
Associate's degree	1	0	7%
Bachelor's degree	1	0	7%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%


Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	4	29%
0 - 1 Years	7	50%
2 - 3 Years	1	7%
4 - 6 Years	1	7%
7 - 9 Years	0	0%
10+ Years	1	7%






Top Companies Posting

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Walmart	25 / 7	4 : 1 	31 days
Bob Evans Restaurants	9 / 3	3 : 1 	n/a
Dollar General	2 / 2	1 : 1 	n/a
Clemens Food Group	4 / 2	2 : 1 	44 days






Top Cities Posting

City	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Coldwater, MI	40 / 14	3 : 1 	31 days






Top Posted Occupations

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	24 / 7	3 : 1 	31 days
Food Service Managers	7 / 3	2 : 1 	44 days
General and Operations Managers	5 / 2	3 : 1 	n/a
Fast Food and Counter Workers	3 / 1	3 : 1 	n/a
Cashiers	1 / 1	1 : 1 	27 days






Top Posted Occupations

Occupation (O*NET)	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	24 / 7	3 : 1 	31 days
Food Service Managers	7 / 3	2 : 1 	44 days
General and Operations Managers	5 / 2	3 : 1 	n/a
Fast Food and Counter Workers	3 / 1	3 : 1 	n/a
Cashiers	1 / 1	1 : 1 	27 days





Top Posted Occupations

Occupation	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	27 / 8	3 : 1 	31 days
Restaurant / Food Service Manager	7 / 3	2 : 1 	44 days
General Manager	2 / 1	2 : 1 	n/a
Fast Food / Counter Worker	3 / 1	3 : 1 	n/a
Cashier	1 / 1	1 : 1 	27 days

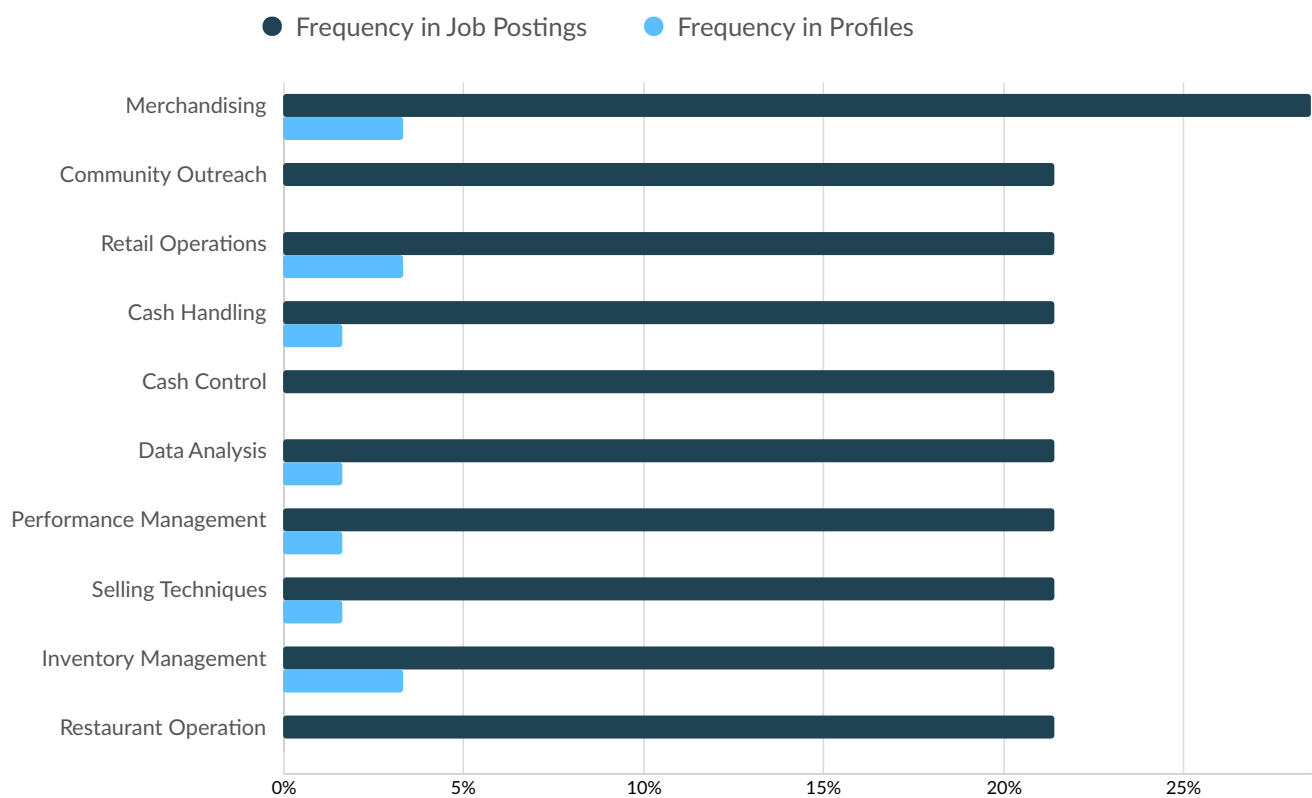
Top Posted Job Titles

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Operations Management Trainees	14 / 2	7 : 1 	n/a
Floor Operations Managers	2 / 1	2 : 1 	33 days
Key Supervisors	3 / 1	3 : 1 	n/a
General Managers	3 / 1	3 : 1 	n/a
Directors of Warehousing	3 / 1	3 : 1 	n/a
Store Managers In Training	1 / 1	1 : 1 	n/a
Store Managers	1 / 1	1 : 1 	n/a
Complex Managers	4 / 1	4 : 1 	n/a
Apparel Supervisors	2 / 1	2 : 1 	31 days
Parts Associates	1 / 1	1 : 1 	27 days

Top Industries

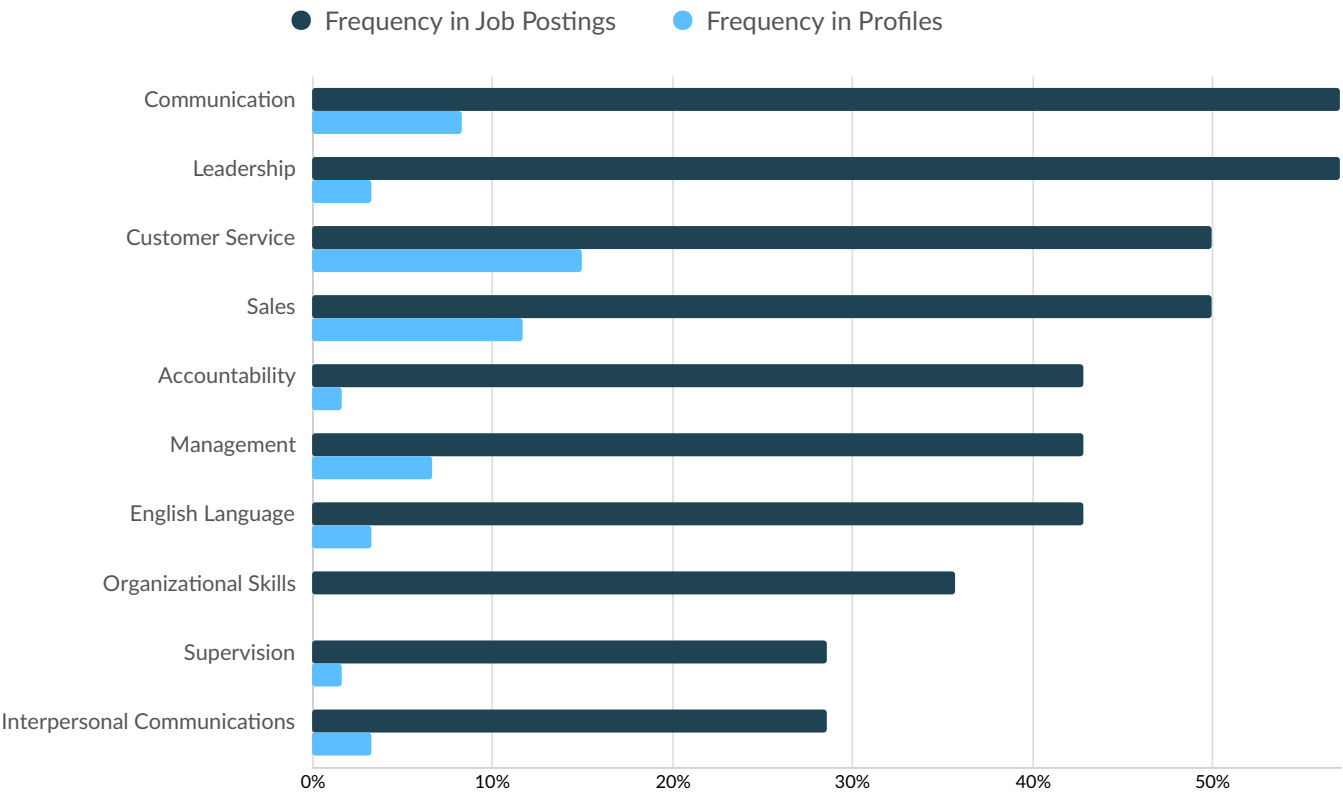
	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Warehouse Clubs and Supercenters	25 / 7	4 : 1 	31 days
Full-Service Restaurants	9 / 3	3 : 1 	n/a
Animal (except Poultry) Slaughtering	4 / 2	2 : 1 	44 days
All Other General Merchandise Retailers	2 / 2	1 : 1 	n/a

Top Specialized Skills



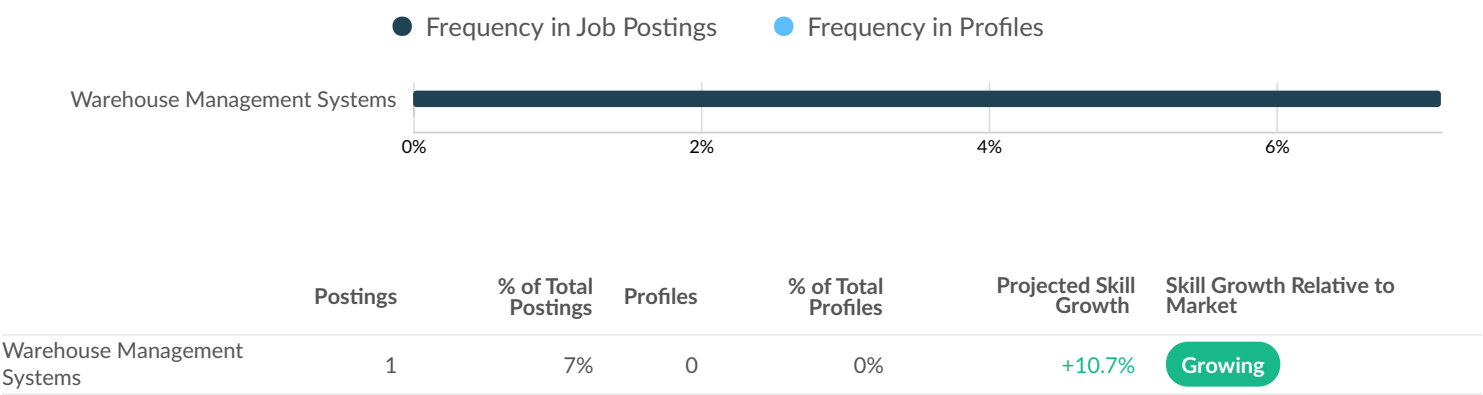
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	4	29%	2	3%	+15.0%	Growing
Community Outreach	3	21%	0	0%	+24.6%	Rapidly Growing
Retail Operations	3	21%	2	3%	+11.0%	Growing
Cash Handling	3	21%	1	2%	+8.9%	Growing
Cash Control	3	21%	0	0%	+25.1%	Rapidly Growing
Data Analysis	3	21%	1	2%	+25.8%	Rapidly Growing
Performance Management	3	21%	1	2%	+20.3%	Rapidly Growing
Selling Techniques	3	21%	1	2%	-1.2%	Lagging
Inventory Management	3	21%	2	3%	+12.6%	Growing
Restaurant Operation	3	21%	0	0%	+28.0%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	8	57%	5	8%	+3.6%	Lagging
Leadership	8	57%	2	3%	+8.5%	Stable
Customer Service	7	50%	9	15%	+5.2%	Stable
Sales	7	50%	7	12%	+7.8%	Stable
Accountability	6	43%	1	2%	+18.7%	Growing
Management	6	43%	4	7%	+5.3%	Stable
English Language	6	43%	2	3%	+15.3%	Growing
Organizational Skills	5	36%	0	0%	+14.3%	Growing
Supervision	4	29%	1	2%	+2.3%	Lagging
Interpersonal Communications	4	29%	2	3%	+12.5%	Growing

Top Software Skills



Top Qualifications

		Postings with Qualification
Bachelor Of Science In Business		3

Appendix A

Top Posting Sources

Website	Postings on Website (Nov 2025)
indeed.com	11
walmart.com	3
careercircle.com	2
ultipro.com	2
careerarc.com	1
dejobs.org	1
dollargeneral.com	1

Appendix B

Sample Postings

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

STORE MANAGER CANDIDATE	
Link to Live Job Posting: www.careerarc.com	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Store Managers
<p>Company:</p> <p>Dollar General Location:</p> <p>Coldwater, MI Career Level:</p> <p>Mid-Senior Level Industries:</p> <p>Retail, Wholesale, Apparel Description Work Where You Matter:</p> <p>At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive.</p> <p>Company Overview:</p> <p>Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html.</p> <p>Job Details:</p> <p>GENERAL SUMMARY</p> <p>The Store Manager Candidate supports the Store Manager in the effective implementation of all store processes including employee supervision, staffing, inventory management, stocking and receiving, paperwork, and store needs. This position is utilized to foster interactive development of an external candidate for the Store Manager role and is to be held for a limited period. DUTIES and</p> <p>ESSENTIAL JOB FUNCTIONS</p> <p>Assist in recruiting and staffing activities. Assist with store merchandising by facilitating and/or participating in staging, stocking and storage of merchandise; ensuring that merchandise is presented according to established practices and store manager direction; and properly utilizing merchandise fixtures, signing and pricing of merchandise. Assist in all aspects of inventory management (including proper execution of damages, markdowns, register scanning, paperwork and facility controls); prepare and conduct inventories. Follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets. Provide superior customer service leadership. Act as a role model by following company procedures and policies as outlined in the employee handbook, SOP manual and company communications. Participate in</p>	

store opening and closing activities. Ensure the safe deposit of all company funds in the designated bank. Assist in ensuring the financial integrity of the store through strict cashier accountability, key control and adherence to company security practices and cash control procedures. Assist in the maintenance of clean, well-stocked stores; provide a safe environment for customers and employees. Operate store in store manager's absence. Review operating statements to identify business trends (including sales, labor, profitability, and inventory turn), expense control opportunities, potential shrink, and errors. Complete all paperwork and documentation according to guidelines and deadlines.

Qualifications:

KNOWLEDGE and SKILLS:

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

EDUCATION

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

COMPETENCIES

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

WORKING CONDITIONS and

PHYSICAL REQUIREMENTS

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

Note:

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

Store Managers In Training – Dollar General in Coldwater, MI (Nov 2025 - Active)

STORE MANAGER CANDIDATE IN COLDWATER, MI	
Link to Live Job Posting: careers.dollargeneral.com	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Store Managers In Training
<p>Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html . Job Details</p> <p>GENERAL SUMMARY</p> <p>The Store Manager Candidate supports the Store Manager in the effective implementation of all store processes including employee supervision, staffing, inventory management, stocking and receiving, paperwork, and store needs. This position is utilized to foster interactive development of an external candidate for the Store Manager role and is to be held for a limited period. DUTIES and</p> <p>ESSENTIAL JOB FUNCTIONS</p> <p>Assist in recruiting and staffing activities. Assist with store merchandising by facilitating and/or participating in staging, stocking and storage of merchandise; ensuring that merchandise is presented according to established practices and store manager direction; and properly utilizing merchandise fixtures, signing and pricing of merchandise. Assist in all aspects of inventory management (including proper execution of damages, markdowns, register scanning, paperwork and facility controls); prepare and conduct inventories. Follow prescribed ordering practices to ensure the meeting or exceeding of in-stock targets. Provide superior customer service leadership. Act as a role model by following company procedures and policies as outlined in the employee handbook, SOP manual and company communications. Participate in store opening and closing activities. Ensure the safe deposit of all company funds in the designated bank. Assist in ensuring the financial integrity of the store through strict cashier accountability, key control and adherence to company security practices and cash control procedures. Assist in the maintenance of clean, well-stocked stores; provide a safe environment for customers and employees. Operate store in store manager's absence. Review operating statements to identify business trends (including sales, labor, profitability, and inventory turn), expense control opportunities, potential shrink, and errors. Complete all paperwork and documentation according to guidelines and deadlines.</p> <p>Qualifications KNOWLEDGE and SKILLS:</p> <p>Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals. Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit controls. Ability to learn and perform IBM cash register functions, including those necessary to generate reports. Knowledge of inventory management and merchandising practices. Knowledge of cash, facility and safety control policies and practices (deposits, store keys, SAFE and STARS programs, etc.) Knowledge of recruiting, interviewing, hiring, counseling, and termination practices including legal compliance and internal processes. Effective oral and written communication skills. Effective interpersonal skills. Effective organization skills with attention to detail. Ability to solve problems and deal with a variety of situations</p>	

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

EDUCATION

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

COMPETENCIES

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

WORKING CONDITIONS and

PHYSICAL REQUIREMENTS

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

Note:

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

Qualifications:

KNOWLEDGE and SKILLS:

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

EDUCATION

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

COMPETENCIES

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

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

Note:

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

Director of Warehousing	
Link to Live Job Posting: www.indeed.com	
Location: Coldwater, MI	O*NET: 11-1021.00
Company: Clemens Food Group	Job Title: Directors of Warehousing
<p>Clemens Food Group needs a dynamic leader to drive a significant cultural and operational shift across our warehouse network . This hire is critical to setting new standards and reigniting engagement throughout our teams in a high growth environment by improving service levels and customer experience, leading accelerated supervisor development, and unlocking potential in our existing WMS technology.</p> <p>Things to know:</p> <p>Location:</p> <p>Coldwater, MI First Shift (Approx. 7:30 am-5 pm) Onsite café, company store, onsite gym, onsite doctor's office, benefits start date of hire. Your First 6 Months -</p> <p>Critical Objectives:</p> <p>Quickly assess our three-warehouse operation, set clear performance baselines, and develop standardized procedures across all facilities. Lead a cultural shift—energizing the supervisory ranks, driving accountability, and clearly communicating objectives. Enhance WMS utilization, streamlining processes for better performance, transparency, and user adoption. Initiate and deliver impactful Continuous Improvement projects, leveraging methodologies like Lean or Six Sigma to drive quick, measurable wins.</p> <p>Who You Are:</p> <p>A hands-on leader experienced with warehouse management systems like Blue Yonder (JDA/Red Prairie) or similar platforms at an advanced user level (Labor Management System experience preferred). Skilled in Continuous Improvement practices (Lean, Six Sigma methodologies) with a demonstrated ability to implement practical solutions under pressure. An experienced distribution leader ideally from environments like food manufacturing, cold storage, 3PL, or high-volume distribution centers. A "DI" style leader—direct and influential, with proven ability to motivate, set clear expectations, and enhance team accountability.</p> <p>Key Metrics Defining Your Success:</p> <p>Significant improvements in Safety (SSI) Step change in labor efficiency</p> <p>Improved On-Time Shipping & Delivery Enhanced Inventory Accuracy & Reduced Waste Career Development and Culture:</p> <p>At Clemens, autonomy and ownership define your role. You'll have a real seat at the leadership table to shape operations and strategy. We support growth with leadership development programs, cross-functional mobility, and mentorship. Our collaborative culture encourages open feedback, innovation, and direct involvement in strategic initiatives.</p> <p>Must-Haves:</p> <p>A bachelor's degree is preferred; extensive operational and continuous improvement experience will be considered. Minimum 10 years' relevant leadership experience, with a proven ability to manage multiple direct reports and complex warehousing operations. Demonstrated</p>	

problem-solving ability in a dynamic, high-change environment. If you're ready to lead impactful change and set a new standard of excellence in warehousing, we'd love to talk.

Application Note:

Clemens Food Group is not accepting unsolicited resumes from search or staffing firms. All resumes submitted by search or staffing firms to any employee at Clemens Food Group via email, the Internet, or directly without a valid written search agreement for this role, and without having been asked to participate in this by Talent Acquisition ONLY, will be deemed the sole property of Clemens Food Group. No fee will be paid in the event the candidate is hired. Firms not authorized to submit candidates will not be eligible for any fee or ownership claim. Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities This employer is required to notify all applicants of their rights pursuant to federal employment laws. For further information, please review the Know Your Rights notice from the Department of Labor.

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

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

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

Integrity:

Acts in a selfless manner and is consistently humble self-aware honest fair and transparent 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 hourly wage range for this position is \$31.25 - \$38.46 • The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation includes annual or quarterly performance bonuses. Additional compensation for certain positions may also include : - Regional Pay Zone (RPZ) (based on location) ■

State Pay Differential:

■ This job has an additional differential to meet legislative requirements, where applicable. ■ ■ Minimum Qualifications... Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications. 2 years' of college; OR 1 year's retail experience and 1 year's supervisory experience; OR 2 years' general work experience and 1 year's supervisory experience. For facilities that sell firearms, I acknowledge that the position for which I am applying will require successful completion of a firearms- specific Criminal Background Check (CBC) and Firearms Authorized Training. For facilities that sell only ammunition and have state specific requirements, I acknowledge that the position for which I am applying may require a current state issued Certificate of Eligibility. Associates will be required to attend and successfully complete all job-required trainings and assessments (for example, Academy trainings, Open Door trainings, etc.) Preferred Qualifications... Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications. Bachelor of Science in Business Management and Leadership through Live Better U and Bellevue University, Certificate of Completion in People and Business Leadership through Live Better U and Bellevue University, General work experience supervising 5 or more direct reports to include the responsibility of performance management, mentoring, hiring, and firing Primary Location... 800 E Chicago St, Coldwater, MI 49036-2055, United States of America 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.

Floor Operations Managers — Walmart in Coldwater, MI (Oct 2025 - Nov 2025)

Lead - Floor Operations	
Link to Live Job Posting: Posting is no longer active	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Walmart	Job Title: Floor Operations Managers
<div>Lead</div> <div><ul style="list-style-type: none">Floor Operations 3.4 3.4 out of 5 stars 500 Jonesville Road, Coldwater, MI 49036 \$26.00\$29.50 an hourFull-time Walmart 277,971 reviews \$26.00\$29.50 an hour<div><ul style="list-style-type: none">Full-time Hourly Wage:<div>\$26</div><ul style="list-style-type: none">\$29.</div><p>5 per/hour The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation includes annual or quarterly performance incentives. Additional compensation in the form of premiums may be paid in amounts ranging from \$0.35 per hour to \$3.00 per hour in specific circumstances. Premiums may be based on schedule, facility, season, or specific work performed. Multiple premiums may apply if applicable criteria are met.</p><div>Employment Type:</div><div>Full-Time Available shifts: Weekend</div><div><ul style="list-style-type: none">5th Location Supply Chain Regional #6043 500 JONESVILLE</div><div>RD, COLDWATER, MI, 49036, US</div><div><p>Job Overview Career opportunities in Specialized Roles include Lead Roles, Asset Protection, Print Solutions, Technical Roles such as Graphic Artist, Digital Print and Press Operator, also Imaging and Network Lab Technicians in the Systems Testing and Reclamation facility. 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.</p><p>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.</p></div></div>	

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 Q4 2025 Data Set

November 2025
Calhoun County



Michigan

Parameters

Select Timeframe: Nov 2025 - Nov 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26025	Calhoun County, MI

Company:

Results should include

Description
Clean Team
Hogan
Border Foods
Dollar General
Bronson Healthcare

Description
Taco Bell
Oaklawn Hospital
Subway
Select Medical
Elara Caring

Minimum Experience Required: Any

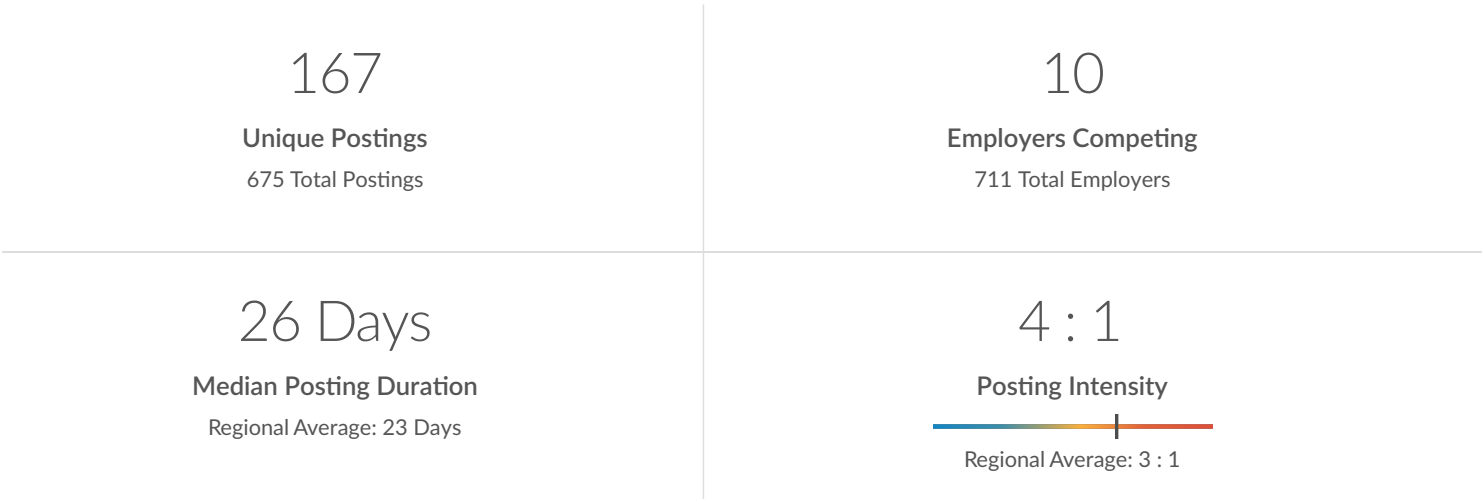
Education Level: Any

Job Type: Include Internships

Keyword Search:

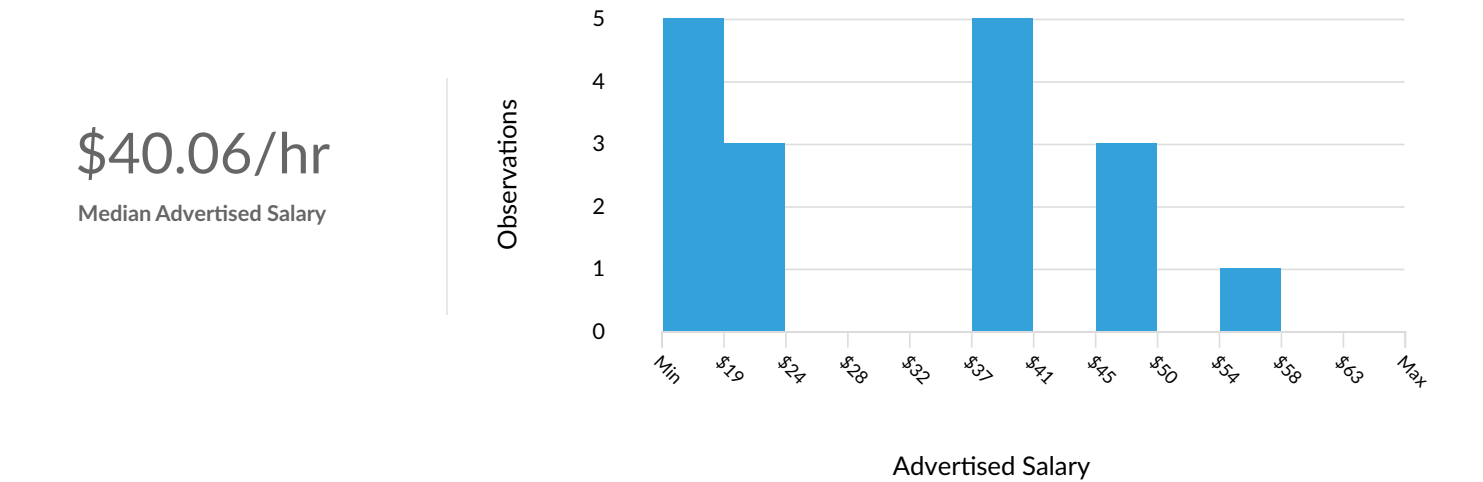
Posting Type: Active Postings

Job Postings Overview



Advertised Salary

There are 17 advertised salary observations (10% of the 167 matching postings).



Advertised Salary Trend

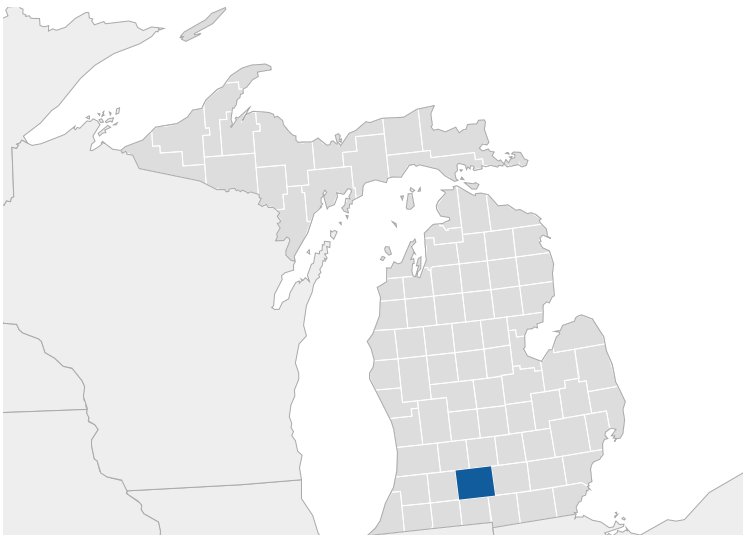
▲ 14.8% Jun 2025 – Nov 2025
\$39.82 Median



51 Job Postings

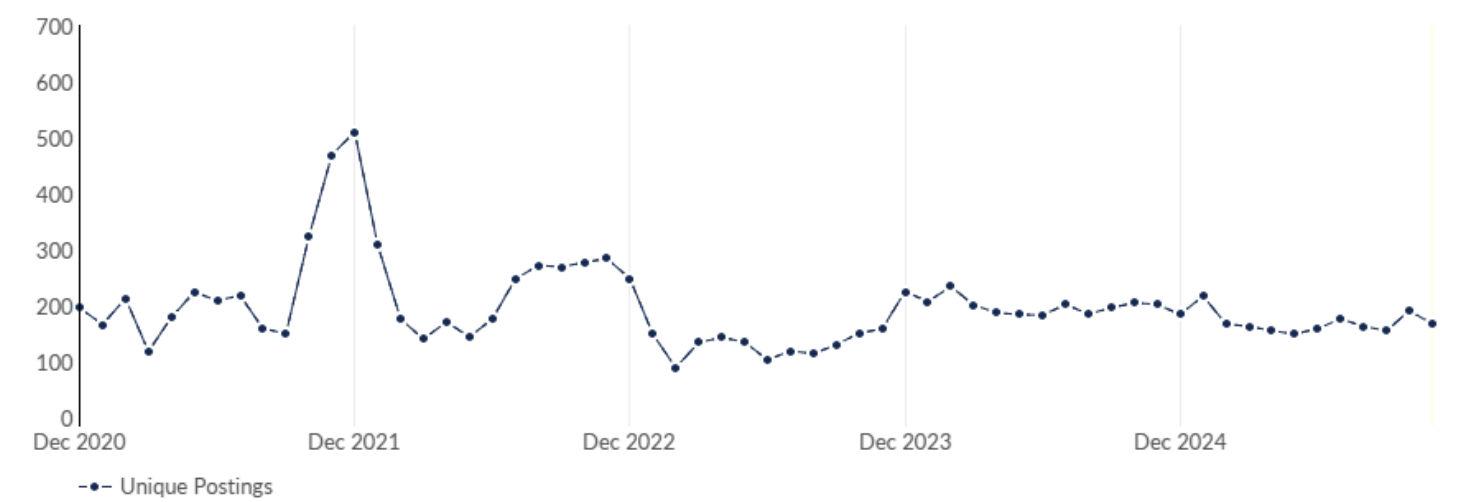


Job Postings Regional Breakdown



County	Unique Postings (Nov 2025)
Calhoun County, MI	167

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Nov 2025	167	4 : 1
Oct 2025	191	5 : 1
Sep 2025	155	5 : 1
Aug 2025	163	5 : 1
Jul 2025	176	4 : 1
Jun 2025	159	4 : 1
May 2025	149	4 : 1
Apr 2025	155	4 : 1
Mar 2025	163	4 : 1
Feb 2025	167	4 : 1
Jan 2025	217	5 : 1
Dec 2024	184	5 : 1
Nov 2024	202	4 : 1
Oct 2024	205	4 : 1
Sep 2024	196	4 : 1
Aug 2024	185	3 : 1
Jul 2024	202	3 : 1
Jun 2024	183	3 : 1
May 2024	184	3 : 1
Apr 2024	187	3 : 1

Mar 2024	201	3 : 1
Feb 2024	234	3 : 1
Jan 2024	207	3 : 1
Dec 2023	225	3 : 1
Nov 2023	158	4 : 1
Oct 2023	151	4 : 1
Sep 2023	130	4 : 1
Aug 2023	114	3 : 1
Jul 2023	119	3 : 1
Jun 2023	103	3 : 1
May 2023	135	3 : 1
Apr 2023	143	3 : 1
Mar 2023	134	3 : 1
Feb 2023	89	4 : 1
Jan 2023	149	3 : 1
Dec 2022	248	2 : 1
Nov 2022	284	2 : 1
Oct 2022	277	2 : 1
Sep 2022	269	2 : 1
Aug 2022	272	2 : 1
Jul 2022	247	2 : 1
Jun 2022	176	2 : 1
May 2022	144	3 : 1
Apr 2022	171	3 : 1
Mar 2022	140	2 : 1
Feb 2022	176	2 : 1
Jan 2022	308	2 : 1
Dec 2021	510	2 : 1
Nov 2021	469	2 : 1
Oct 2021	323	2 : 1
Sep 2021	150	2 : 1

Aug 2021	159	2 : 1
Jul 2021	218	2 : 1
Jun 2021	209	2 : 1
May 2021	224	2 : 1
Apr 2021	179	2 : 1
Mar 2021	118	2 : 1
Feb 2021	213	2 : 1
Jan 2021	166	2 : 1
Dec 2020	196	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	62	37%
High school or GED	27	16%
Associate's degree	64	38%
Bachelor's degree	30	18%
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	27	0	16%
Associate's degree	61	3	37%
Bachelor's degree	16	14	10%
Master's degree	1	0	1%
Ph.D. or professional degree	0	0	0%






Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	121	72%
0 - 1 Years	34	20%
2 - 3 Years	10	6%
4 - 6 Years	2	1%
7 - 9 Years	0	0%
10+ Years	0	0%



Top Companies Posting

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	533 / 111	5 : 1 	41 days
Bronson Healthcare	29 / 23	1 : 1 	18 days
Dollar General	18 / 8	2 : 1 	28 days
Hogan	12 / 5	2 : 1 	n/a
Subway	13 / 5	3 : 1 	n/a
Select Medical	9 / 5	2 : 1 	32 days
Border Foods	8 / 4	2 : 1 	55 days
Taco Bell	45 / 3	15 : 1 	n/a
Clean Team	5 / 2	3 : 1 	n/a
Elara Caring	3 / 1	3 : 1 	n/a










Top Cities Posting

City	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	514 / 105	5 : 1 	29 days
Battle Creek, MI	136 / 53	3 : 1 	26 days
Albion, MI	19 / 6	3 : 1 	10 days
Pennfield Charter Township, MI	1 / 1	1 : 1 	n/a
Tekonsha, MI	4 / 1	4 : 1 	n/a










Top Posted Occupations

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	323 / 82	4 : 1 	24 days
Medical Assistants	225 / 50	5 : 1 	26 days
Food Service Managers	66 / 12	6 : 1 	55 days
First-Line Supervisors of Retail Sales Workers	28 / 10	3 : 1 	26 days
Heavy and Tractor-Trailer Truck Drivers	13 / 6	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9 / 4	2 : 1 	20 days
Home Health and Personal Care Aides	11 / 3	4 : 1 	9 days









Top Posted Occupations

Occupation (O*NET)	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	318 / 79	4 : 1 	24 days
Medical Assistants	225 / 50	5 : 1 	26 days
Food Service Managers	66 / 12	6 : 1 	55 days
First-Line Supervisors of Retail Sales Workers	28 / 10	3 : 1 	26 days
Heavy and Tractor-Trailer Truck Drivers	13 / 6	2 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	9 / 4	2 : 1 	20 days
Critical Care Nurses	5 / 3	2 : 1 	49 days
Home Health Aides	8 / 2	4 : 1 	9 days
Personal Care Aides	3 / 1	3 : 1 	n/a








Top Posted Occupations

Occupation	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	322 / 81	4 : 1 	24 days
Medical Assistant	225 / 50	5 : 1 	26 days
Restaurant / Food Service Manager	66 / 12	6 : 1 	55 days
Retail Store Manager / Supervisor	28 / 10	3 : 1 	26 days
Tractor-Trailer Truck Driver	13 / 6	2 : 1 	n/a
Janitor / Cleaner	9 / 4	2 : 1 	20 days
Home Health Aide	8 / 2	4 : 1 	9 days
Caregiver / Personal Care Aide	3 / 1	3 : 1 	n/a
Nursing Manager / Supervisor	1 / 1	1 : 1 	n/a

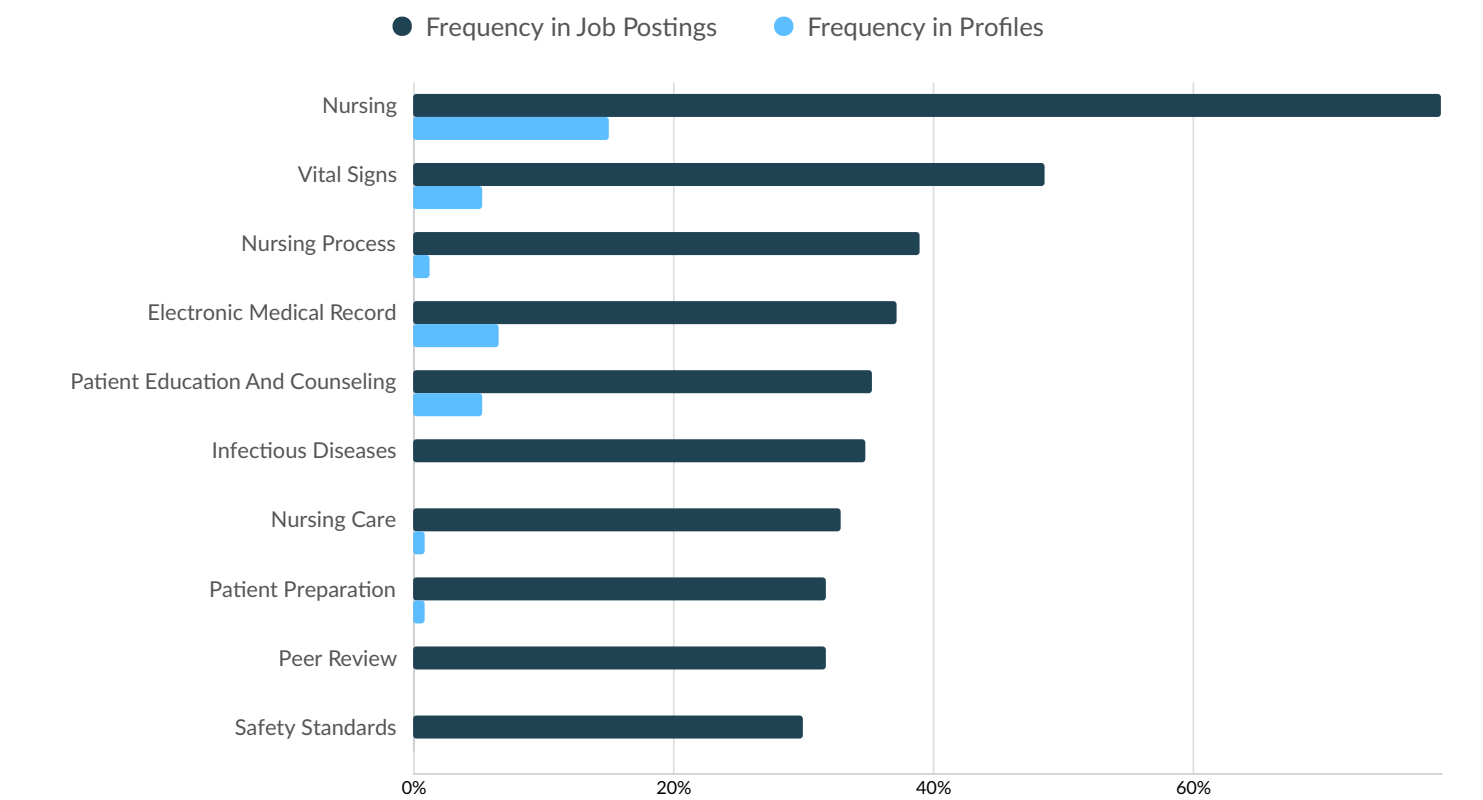
Top Posted Job Titles

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	106 / 24	4 : 1 	41 days
Requisition Sales Associates	117 / 24	5 : 1 	n/a
Emergency Services Registered Nurses	74 / 14	5 : 1 	n/a
Primary Care Medical Assistants	32 / 8	4 : 1 	n/a
Store Managers	16 / 6	3 : 1 	10 days
OB/GYN Medical Assistants	14 / 4	4 : 1 	26 days
Assistant General Managers	19 / 3	6 : 1 	55 days
Subway Managers	5 / 3	2 : 1 	n/a
Restaurant General Managers	19 / 3	6 : 1 	17 days
Day Surgery Registered Nurses	19 / 3	6 : 1 	n/a

Top Industries

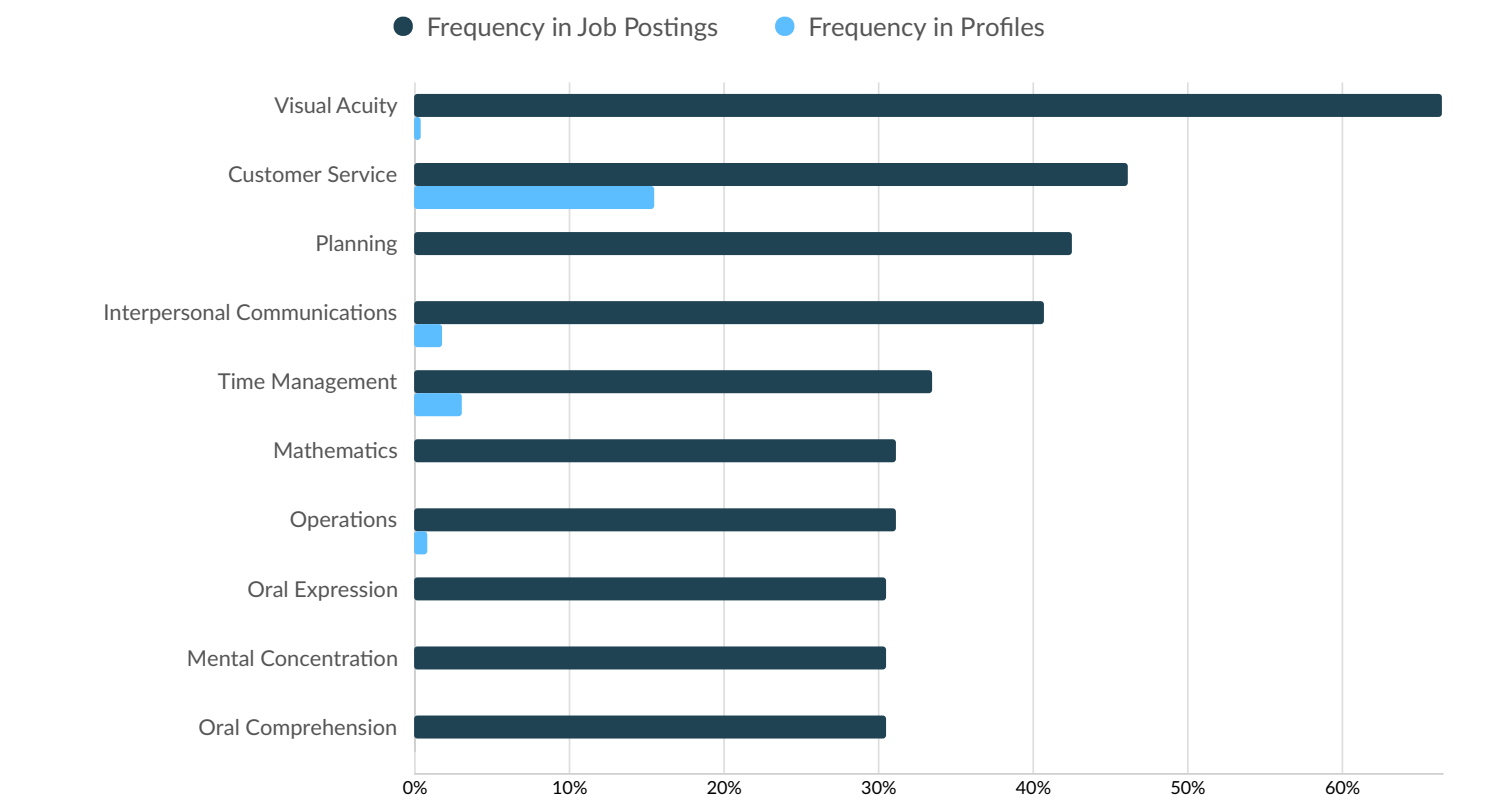
	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	562 / 134	4 : 1 	20 days
Limited-Service Restaurants	66 / 12	6 : 1 	55 days
All Other General Merchandise Retailers	18 / 8	2 : 1 	28 days
Footwear Manufacturing	12 / 5	2 : 1 	n/a
All Other Outpatient Care Centers	9 / 5	2 : 1 	32 days
Janitorial Services	5 / 2	3 : 1 	n/a
Home Health Care Services	3 / 1	3 : 1 	n/a

Top Specialized Skills



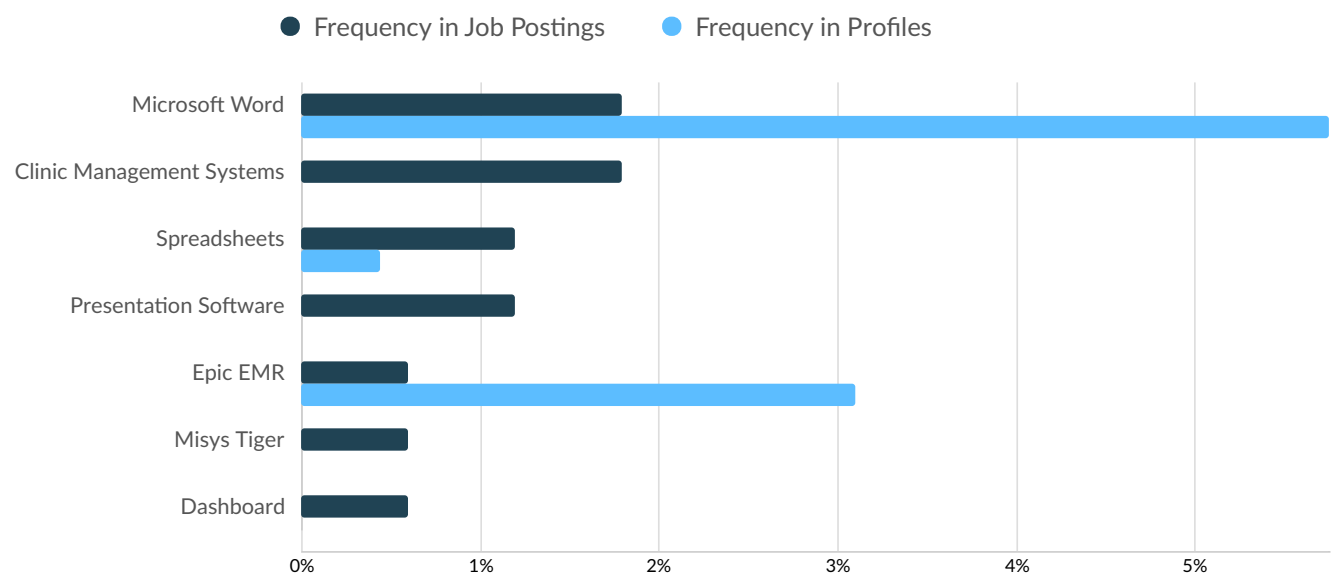
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	132	79%	34	15%	+20.1%	Rapidly Growing
Vital Signs	81	49%	12	5%	+17.2%	Growing
Nursing Process	65	39%	3	1%	+24.2%	Rapidly Growing
Electronic Medical Record	62	37%	15	7%	+12.1%	Growing
Patient Education And Counseling	59	35%	12	5%	+11.6%	Growing
Infectious Diseases	58	35%	0	0%	+9.2%	Growing
Nursing Care	55	33%	2	1%	+19.1%	Growing
Patient Preparation	53	32%	2	1%	+15.8%	Growing
Peer Review	53	32%	0	0%	+18.4%	Growing
Safety Standards	50	30%	0	0%	+5.9%	Stable

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	111	66%	1	0%	+18.9%	Growing
Customer Service	77	46%	35	15%	+5.2%	Stable
Planning	71	43%	0	0%	+10.9%	Growing
Interpersonal Communications	68	41%	4	2%	+12.5%	Growing
Time Management	56	34%	7	3%	+14.5%	Growing
Mathematics	52	31%	0	0%	+20.2%	Rapidly Growing
Operations	52	31%	2	1%	+8.1%	Stable
Oral Expression	51	31%	0	0%	0.0%	
Mental Concentration	51	31%	0	0%	+12.7%	Growing
Oral Comprehension	51	31%	0	0%	0.0%	

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Word	3	2%	13	6%	+7.2%	Stable
Clinic Management Systems	3	2%	0	0%	+9.6%	Growing
Spreadsheets	2	1%	1	0%	+22.2%	Rapidly Growing
Presentation Software	2	1%	0	0%	+21.0%	Rapidly Growing
Epic EMR	1	1%	7	3%	+16.4%	Growing
Misys Tiger	1	1%	0	0%	+66.7%	Rapidly Growing
Dashboard	1	1%	0	0%	+25.3%	Rapidly Growing

Top Qualifications

Postings with Qualification	
Basic Life Support (BLS) Certification	125
American Red Cross (ARC) Certification	107
Registered Nurse (RN)	84
Licensed Practical Nurse (LPN)	50
Certified Medical Assistant (CMA)	49
Basic Cardiac Life Support	48
Advanced Cardiovascular Life Support (ACLS) Certification	41
Pediatric Advanced Life Support (PALS)	29
Trauma Nurse Core Course (TNCC)	25
Valid Driver's License	23

Appendix A

Top Posting Sources

Website	Postings on Website (Nov 2025)
peopleanswers.com	104
myworkdayjobs.com	22
indeed.com	20
dejobs.org	9
careerarc.com	4
craigslist.org	4
dollargeneral.com	3
tacobell.com	3
applicantpro.com	2
kalamazoorecruiter.com	2
kentwoodrecruiter.com	2
bloomfieldtownshiprecruiter.com	1
gr8jobs.net	1
grandrapidsrecruiter.com	1
portagerecruiter.com	1
tietalent.com	1
wyomingrecruiter.com	1

Appendix B

Sample Postings

Registered Nurse Full-time Emergency Services 7pm-7:30am	
Link to Live Job Posting: www.indeed.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Emergency Services Registered Nurses

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 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.

Registered Nurse - Birth Center - Requisition #811434	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Health Center Manager Registered Nurses

REGISTERED NURSE

- BIRTH CENTER

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; speaking clearly such that others understand; deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention

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

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

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, bend/twist, talk/hear, lift/carry 50+ lbs. Frequently sit, handle/grasp/feel, stoop/kneel/crouch. Marshall, 200 N. Madison, Marshall, MI 49068

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

Registered Nurse - Nights 7PM-7:30AM - Requisition #674834	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 29-1141.00
Company: Oaklawn Hospital	Job Title: Registered Nurses

REGISTERED NURSE

- NIGHTS 7PM-7:30AM

Job Summary:

Provides patient care 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.

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. Circulates cesarean section cases within the Birth Center operating room. Balances shift staffing according to patient census. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Completes documentation of patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress. Reports actual or potential occurrences according to Oaklawn's procedures. Participates in unit based performance improvement activities, staff meetings, supports change.

Minimum Qualifications:

Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. ACLS certification. NRP certification prior to completion of orientation.

Knowledge, Skills & Abilities:

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

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

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

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. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Uses technology appropriately including safety standards and measures; follows infection prevention standards.

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, talk/hear, taste/smell, lift/carry 50+ lbs. Frequently sit, reach, push/pull, handle/grasp/feel, bend/twist, stoop/kneel/crouch. Marshall, 200 N. Madison, Marshall, MI 49068

Medical Assistant - OMG - WMB Primary Care - Requisition #599437	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 31-9092.00
Company: Oaklawn Hospital	Job Title: Primary Care Medical Assistants

MEDICAL ASSISTANT - OMG - WMB PRIMARY CARE

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

Medical Assistant - Marshall Primary Care - Requisition #249060	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 31-9092.00
Company: Oaklawn Hospital	Job Title: Primary Care Medical Assistants

MEDICAL ASSISTANT - MARSHALL PRIMARY CARE

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

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 Q4 2025 Data Set

November 2025
Kalamazoo County



Michigan

Parameters

Select Timeframe: Nov 2025 - Nov 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26077	Kalamazoo County, MI

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Bronson Healthcare
Corewell Health

Description
Capital One
Western Michigan University
Zoetis
Stryker
Kalamazoo County Government

Minimum Experience Required: Any

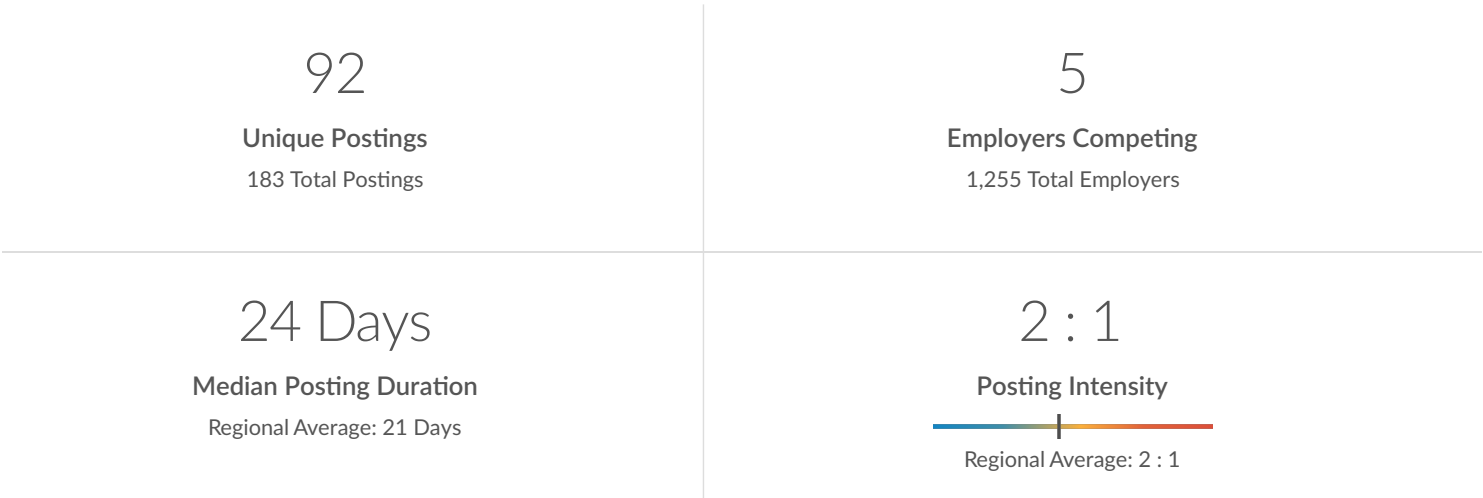
Education Level: Any

Job Type: Include Internships

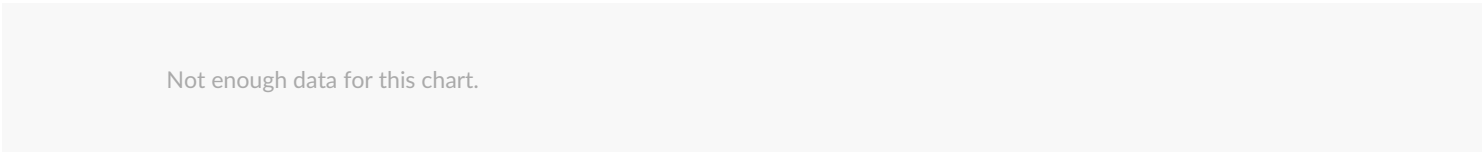
Keyword Search:

Posting Type: Active Postings

Job Postings Overview

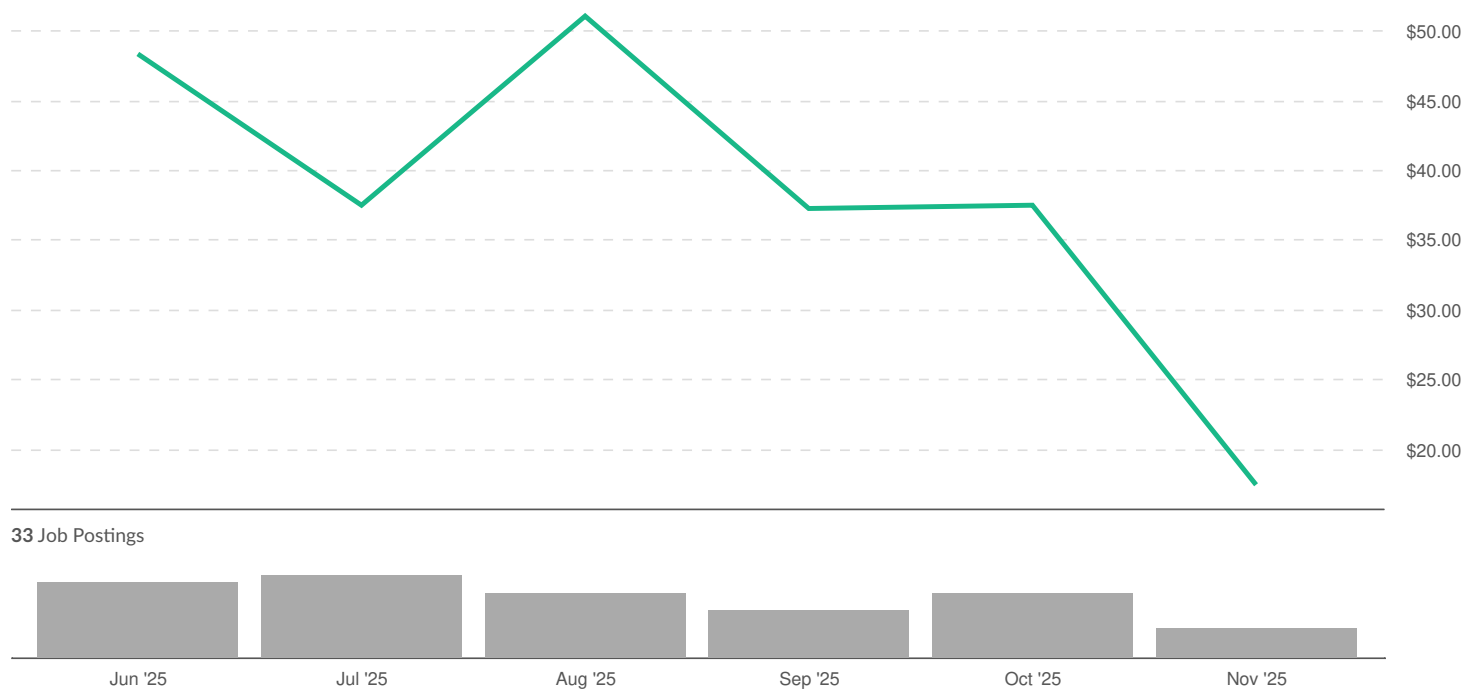


Advertised Salary

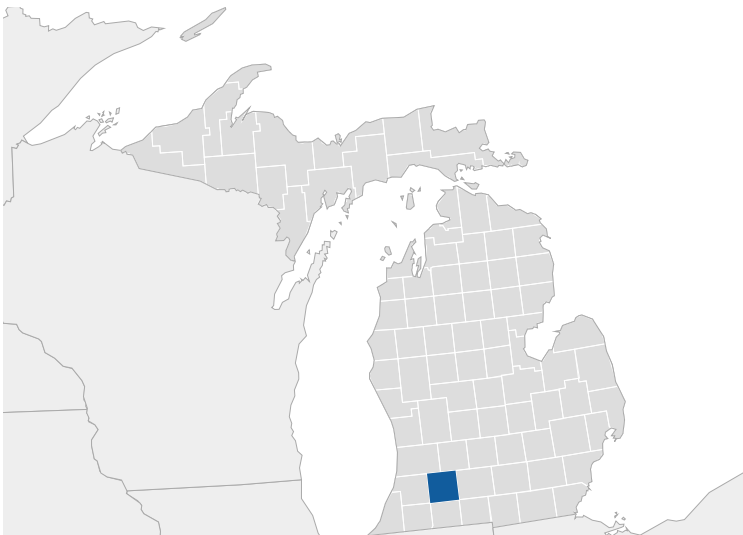


Advertised Salary Trend

▼ 63.9% Jun 2025 – Nov 2025
\$48.37 Median



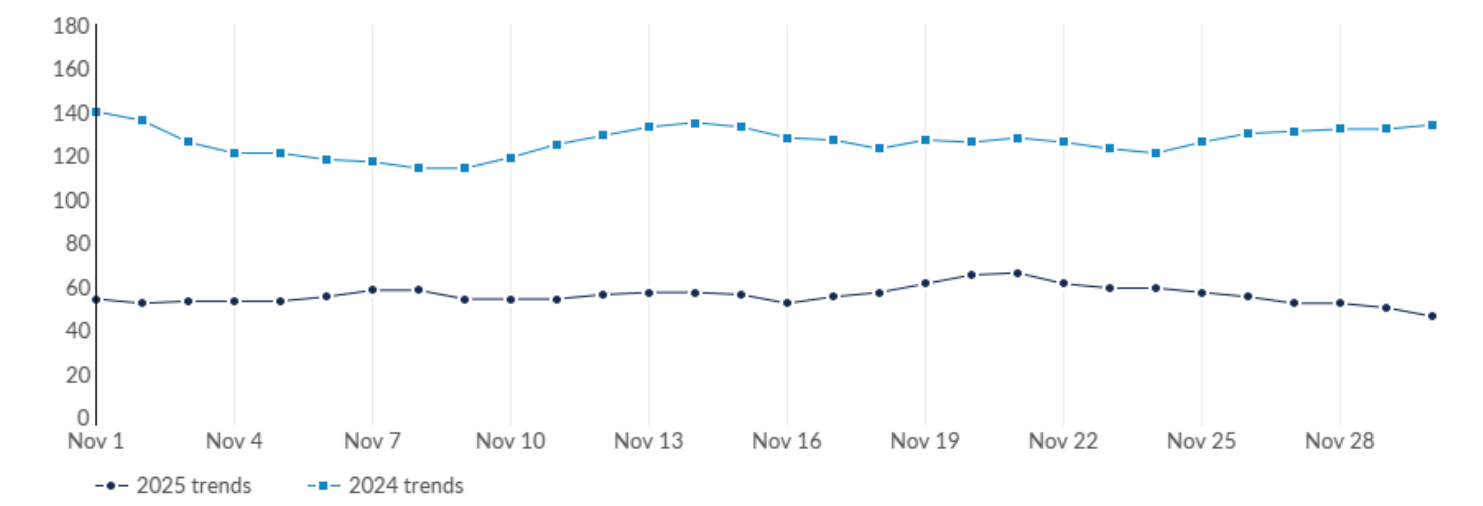
Job Postings Regional Breakdown



County	Unique Postings (Nov 2025)
Kalamazoo County, MI	92

Unique Postings Trend

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



Day	Unique Postings	Last Year's Unique Postings	% Change
November 1, 2025	54	140	-61.4%
November 2, 2025	52	136	-61.8%
November 3, 2025	53	126	-57.9%
November 4, 2025	53	121	-56.2%
November 5, 2025	53	121	-56.2%
November 6, 2025	55	118	-53.4%
November 7, 2025	58	117	-50.4%
November 8, 2025	58	114	-49.1%
November 9, 2025	54	114	-52.6%
November 10, 2025	54	119	-54.6%
November 11, 2025	54	125	-56.8%
November 12, 2025	56	129	-56.6%
November 13, 2025	57	133	-57.1%
November 14, 2025	57	135	-57.8%
November 15, 2025	56	133	-57.9%
November 16, 2025	52	128	-59.4%
November 17, 2025	55	127	-56.7%
November 18, 2025	57	123	-53.7%

November 19, 2025	61	127	-52.0%
November 20, 2025	65	126	-48.4%
November 21, 2025	66	128	-48.4%
November 22, 2025	61	126	-51.6%
November 23, 2025	59	123	-52.0%
November 24, 2025	59	121	-51.2%
November 25, 2025	57	126	-54.8%
November 26, 2025	55	130	-57.7%
November 27, 2025	52	131	-60.3%
November 28, 2025	52	132	-60.6%
November 29, 2025	50	132	-62.1%
November 30, 2025	46	134	-65.7%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	4	4%
High school or GED	39	42%
Associate's degree	56	61%
Bachelor's degree	38	41%
Master's degree	15	16%
Ph.D. or professional degree	5	5%






Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	39	0	42%
Associate's degree	31	25	34%
Bachelor's degree	11	27	12%
Master's degree	6	6	7%
Ph.D. or professional degree	1	4	1%




Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	65	71%
0 - 1 Years	7	8%
2 - 3 Years	9	10%
4 - 6 Years	5	5%
7 - 9 Years	5	5%
10+ Years	1	1%





Top Companies Posting

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Bronson Healthcare	83 / 66	1 : 1 	23 days
Stryker	25 / 13	2 : 1 	37 days
Western Michigan University	61 / 8	8 : 1 	18 days
Zoetis	13 / 4	3 : 1 	n/a
Kalamazoo County Government	1 / 1	1 : 1 	n/a
















Top Cities Posting

City	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	168 / 85	2 : 1 	23 days
Portage, MI	14 / 6	2 : 1 	37 days
Richland, MI	1 / 1	1 : 1 	n/a











Top Posted Occupations

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	39 / 31	1 : 1 	23 days
Medical Assistants	34 / 28	1 : 1 	39 days
Health Technologists and Technicians, All Other	15 / 12	1 : 1 	17 days
Managers, All Other	35 / 9	4 : 1 	23 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43 / 5	9 : 1 	n/a
Computer Occupations, All Other	9 / 4	2 : 1 	37 days
Software Developers	4 / 1	4 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	2 / 1	2 : 1 	n/a
Nursing Assistants	2 / 1	2 : 1 	n/a











Top Posted Occupations

Occupation (O*NET)	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	37 / 29	1 : 1 	24 days
Medical Assistants	34 / 28	1 : 1 	39 days
Health Technologists and Technicians, All Other	9 / 6	2 : 1 	14 days
Managers, All Other	25 / 5	5 : 1 	33 days
Patient Representatives	5 / 5	1 : 1 	42 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43 / 5	9 : 1 	n/a
Compliance Managers	6 / 3	2 : 1 	23 days
Computer Systems Engineers/Architects	6 / 3	2 : 1 	37 days
Critical Care Nurses	2 / 2	1 : 1 	13 days
Regulatory Affairs Managers	4 / 1	4 : 1 	n/a
Software Developers	4 / 1	4 : 1 	n/a
Information Technology Project Managers	3 / 1	3 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	2 / 1	2 : 1 	n/a
Neurodiagnostic Technologists	1 / 1	1 : 1 	n/a
Nursing Assistants	2 / 1	2 : 1 	n/a






Top Posted Occupations

Occupation	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	39 / 31	1 : 1 	23 days
Medical Assistant	34 / 28	1 : 1 	39 days
Office / Administrative Assistant	43 / 5	9 : 1 	n/a
Registrar / Patient Service Representative	5 / 5	1 : 1 	42 days
Health Technician / Technologist (Other)	4 / 4	1 : 1 	17 days
Program Manager	12 / 3	4 : 1 	57 days
Compliance Manager	6 / 3	2 : 1 	23 days
Computer Systems Engineer / Architect	6 / 3	2 : 1 	37 days
Higher Education Administrator	13 / 2	7 : 1 	18 days
Emergency Room / Department Technician	5 / 2	3 : 1 	14 days

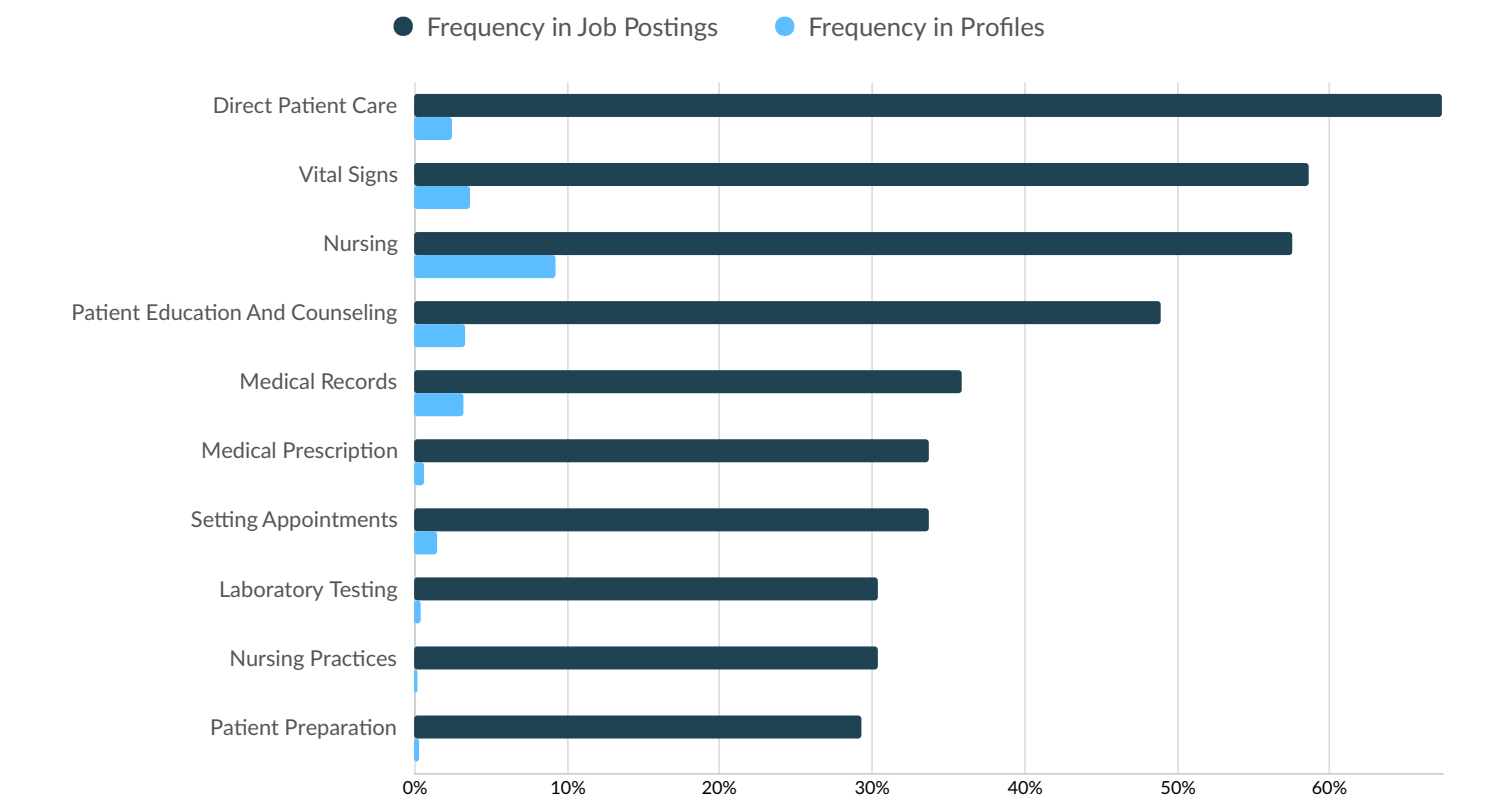
Top Posted Job Titles

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Administrative Assistants	44 / 6	7 : 1 	n/a
Emergency Department Registered Nurses	5 / 4	1 : 1 	36 days
Pediatric Registered Nurses	7 / 4	2 : 1 	16 days
Medical Assistants	4 / 3	1 : 1 	59 days
Hospital Registered Nurses	3 / 3	1 : 1 	46 days
Registered Nurses	3 / 3	1 : 1 	24 days
ENT Physicians	3 / 3	1 : 1 	40 days
Primary Care Providers	4 / 3	1 : 1 	n/a
Internal Medicine Specialists	4 / 3	1 : 1 	n/a
Pediatric ICU Registered Nurses	2 / 2	1 : 1 	13 days

Top Industries

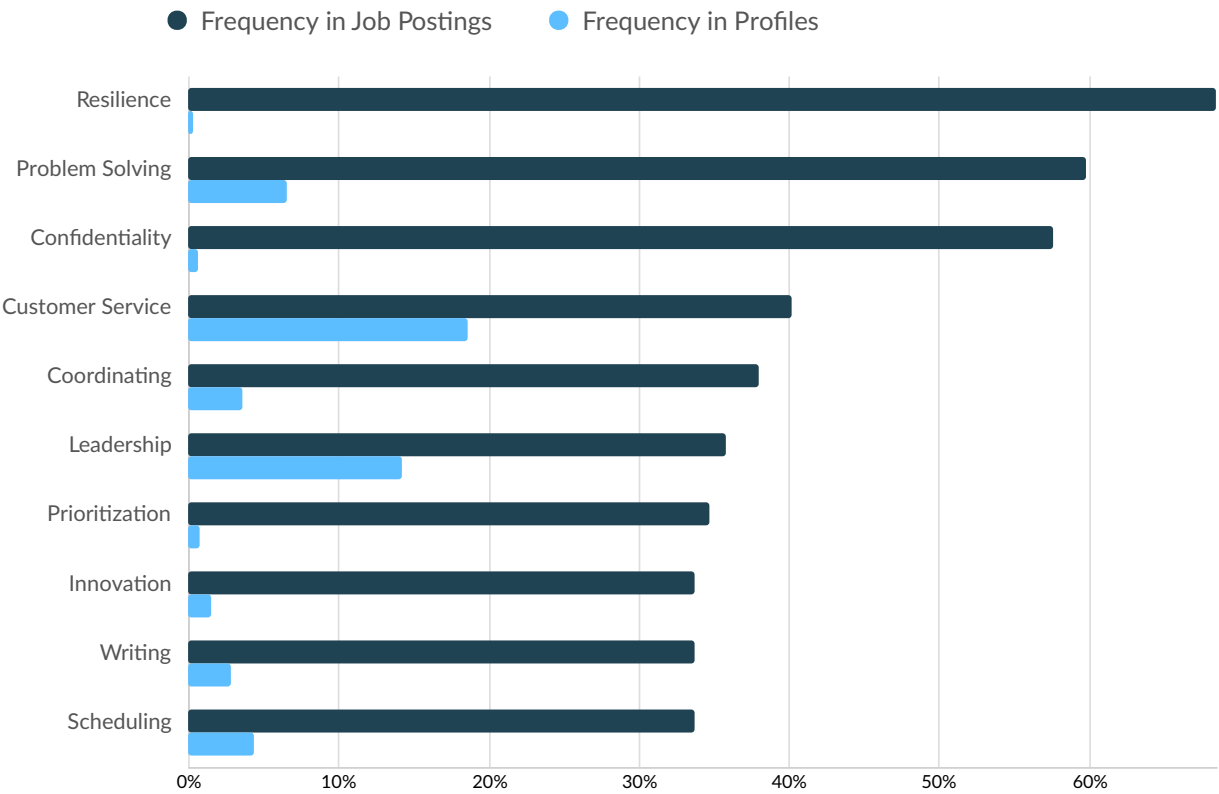
	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	83 / 66	1 : 1 	23 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	25 / 13	2 : 1 	37 days
Colleges, Universities, and Professional Schools	61 / 8	8 : 1 	18 days
Pharmaceutical Preparation Manufacturing	13 / 4	3 : 1 	n/a
Other General Government Support	1 / 1	1 : 1 	n/a

Top Specialized Skills



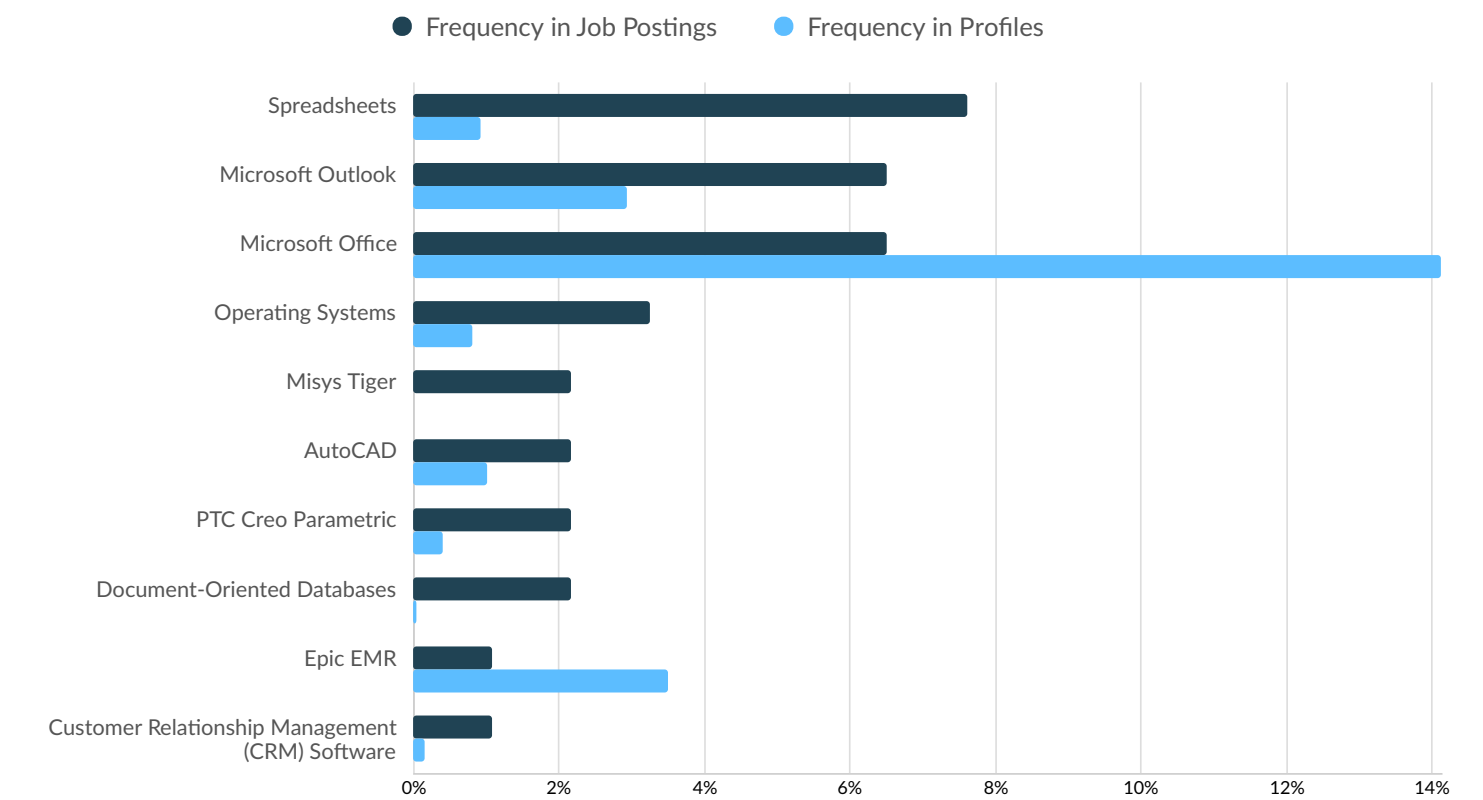
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Direct Patient Care	62	67%	49	3%	+16.6%	Growing
Vital Signs	54	59%	72	4%	+17.2%	Growing
Nursing	53	58%	181	9%	+20.1%	Rapidly Growing
Patient Education And Counseling	45	49%	64	3%	+11.6%	Growing
Medical Records	33	36%	63	3%	+12.5%	Growing
Medical Prescription	31	34%	12	1%	+8.5%	Growing
Setting Appointments	31	34%	30	2%	+10.9%	Growing
Laboratory Testing	28	30%	9	0%	+14.4%	Growing
Nursing Practices	28	30%	4	0%	+19.6%	Rapidly Growing
Patient Preparation	27	29%	6	0%	+15.8%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Resilience	63	68%	7	0%	+12.7%	Growing
Problem Solving	55	60%	127	7%	+11.3%	Growing
Confidentiality	53	58%	13	1%	0.0%	
Customer Service	37	40%	363	19%	+5.2%	Stable
Coordinating	35	38%	71	4%	+14.7%	Growing
Leadership	33	36%	277	14%	+8.5%	Stable
Prioritization	32	35%	14	1%	+20.5%	Rapidly Growing
Innovation	31	34%	29	1%	+25.8%	Rapidly Growing
Writing	31	34%	55	3%	+11.8%	Growing
Scheduling	31	34%	85	4%	+16.4%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	7	8%	18	1%	+22.2%	Rapidly Growing
Microsoft Outlook	6	7%	57	3%	+25.0%	Rapidly Growing
Microsoft Office	6	7%	275	14%	+18.5%	Growing
Operating Systems	3	3%	16	1%	+22.6%	Rapidly Growing
Misys Tiger	2	2%	0	0%	+66.7%	Rapidly Growing
AutoCAD	2	2%	20	1%	+16.9%	Growing
PTC Creo Parametric	2	2%	8	0%	+7.1%	Stable
Document-Oriented Databases	2	2%	1	0%	+12.2%	Growing
Epic EMR	1	1%	68	3%	+16.4%	Growing
Customer Relationship Management (CRM) Software	1	1%	3	0%	+9.5%	Growing

Top Qualifications

Postings with Qualification	
Registered Nurse (RN)	35
Basic Life Support (BLS) Certification	29
Registered Medical Assistant (RMA)	23
Certified Medical Assistant (CMA)	23
Certified Clinical Medical Assistant (CCMA)	21
Advanced Life Support	20
Certification In Electronic Fetal Monitoring (C-EFM)	12
Trauma Nurse Core Course (TNCC)	10
NIH Stroke Scale (NIHSS)	10
Valid Driver's License	10

Appendix A

Top Posting Sources

Website	Postings on Website (Nov 2025)
myworkdayjobs.com	68
indeed.com	18
wmujobs.org	7
dejobs.org	5
disabledperson.com	5
powertofly.com	5
hercjobs.org	4
icims.com	4
scholarshipdb.net	4
diversityjobs.com	3
stryker.com	3
retirementjobs.com	2
madison.com	1
tietalent.com	1

Appendix B

Sample Postings

Registered Nurses — Bronson Healthcare in Kalamazoo, MI (Nov 2025 - Active)

Registered Nurse

Link to Live Job Posting: tietalent.com

Location: Kalamazoo, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: 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)

- Pediatrics Unit
- Bronson Methodist Hospital
- PRN 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 statutes, rules and regulations.

o Provides age appropriate care in a culturally and ethnically sensitive manner.

- o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development.
- o Participates in systematic peer review as appropriate.

- The registered nurse interacts with and contributes to the professional development of peers and colleagues.
 - o Shares knowledge and skills with peers and colleagues
 - o Maintains compassionate and caring relationships with peers and colleagues
 - o Contributes to a supportive and healthy work environment.
- The registered nurse collaborates with patient, family, and others in the conduct of nursing practice.
 - o Partners with the multiple health disciplines to effect change and generate positive outcomes for the patient and family, based on the plan of care.
- The registered nurse integrates ethical provisions in all areas of practice.
 - o Delivers care in a manner that preserves and protects patient autonomy, dignity, confidentiality and rights.
 - o Demonstrates a commitment to connecting with self and others through relationship centered care giving.
 - o Serves as a patient advocate
- The registered nurse integrates research finding into practice.

o Uses research to improve the health of patients 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. Shift Variable Time Type Part time Scheduled Weekly Hours 10 Cost Center 6450 General Pediatrics 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

Administrative Assistant Senior	
Link to Live Job Posting: www.indeed.com	
Location: Kalamazoo, MI	O*NET: 43-6014.00
Company: Western Michigan University	Job Title: Administrative Assistants
<p>Position Details Posting Summary College College Of Arts And Sciences Executive Area Provost & VP Academic Affairs Department Mathematics Posting Detail Information Posting Number S1400P Job Type Full Time, Regular Pay Type Nonexempt/Hourly Pay Grade E Campus Location WMU-Kalamazoo - Main Campus Salary Range Pay is commensurate with qualifications and experience, combined with an excellent benefits package. General Summary This position is responsible for coordination of the supervisor's activities and calendar, as well as executive administrative functions of the department. Major Duties Oversees day-to-day operations and implements strategic plans for the department in coordination with the supervisor. Directs and administers programs, projects, and processes. Provides lead budgetary support for the department. Prepares and analyzes budget reports, monitors, tracks, reconciles, forecasts, and recommends budget allocations. Performs executive administrative tasks for the department including legal agreements, service contracts, and billing. Serves as liaison within and outside of the University regarding operations, facilities, personnel, purchasing, etc. Initiates correspondence and coordinates events for the department. Develops departmental policies and procedures. Interprets policies and procedures for various customers and responds independently to inquiries. Conducts analyses. Coordinates the collection and preparation of various reports and records. Maintains the content of the department's website. May supervise staff and student employees and provide guidance and direction if needed. Minimum Qualifications Post high school training or education. Five years' relevant experience. Advanced office software skills, including word processing and spreadsheets. Proficiency with using and querying databases. Experience monitoring and reconciling budgets. Experience providing guidance to students or other employees. Desired Qualifications Notary Public of Michigan or willingness to be appointed and serve. Special Instructions to Applicants External applicants should use the WMU - Application. Internal applicants should use the WMU - Internal Application. Additional Position Information Finalists may be required for additional skills testing. Staff Compensation System pay grades and rates are available at: 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, s://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.</p>	

Full Time - Medical Assistant - Bronson Hand and Elbow Surgery Specialists - Kalamazoo, MI	
Link to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Medical Assistants Specialist
<div>Full Time</div> <div><ul style="list-style-type: none">Medical AssistantBronson Hand and Elbow Surgery SpecialistsKalamazoo, MI Full TimeMedical AssistantBronson Hand and Elbow Surgery SpecialistsKalamazoo, MI locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 2 Days Agojob requisition id</div> <div>JOB45884 CURRENT BRONSON EMPLOYEES</div> <div><ul style="list-style-type: none">using the career worklet in Workday.</div> <div><p>This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleFull Time</p><div><ul style="list-style-type: none">Medical AssistantBronson Hand and Elbow Surgery SpecialistsKalamazoo, MI Working under provider's direction provides general nursing functions for the practice.</div><p>Records vital signs, immunizations, provides initial patient assessment, obtains concise patient history, and provides various clinical information and support to providers. Processes and posts information to patient's chart, educates patients and families regarding medications, treatments and care, and referrals. Employees providing direct patient care must demonstratetencies specific to the population served. High school diploma or general education degree (GED) required</p></div> <div>MUST MEET ONE OF THE FOLLOWING</div> <div>Successfulpletion of an accredited medical assistant program</div> <div>CMA/CCMA/RMA</div> <div>certifiedMeet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire</div> <div>Note:</div> <div><p>Vocational Coordinator to determine eligibility requirements for CMA or RMA within 6 months. BLS certification is required within 90 days of hire/transfer. Knowledge of clinical skills as required with Medical Assistant Certification/Registration. Effective problem-solving and prioritization skills. Must possess excellent interpersonal skills and process information in a confidential manner. Must be able toomunicate clearly and effectively with patients, doctors and other staff. Ability to maintain patient confidentiality. Ability to work independently and function as an integral team member with other healthcare professionals. Must have personalputer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization'sputerized systems. Must have excellent verbal andmunication skills. Ability to maintain positive customer service. Ability to establish effective working relations with nhvsicians, office staff, and employees in a</p></div>	

Ability to maintain positive customer service; ability to establish effective working relations with physicians, office staff, and employees in a team environment. Must maintain the highest level of confidentiality. Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personalputer or CRT between 40 and 70 percent of the time. Involves considerable standing or walking, regular lifting of light-weight objects (i.e., 20 pounds or less) and assisting with heavier tasks such as assisting in lifting and moving patients. Minor straining or fatiguing positions must be assumed, and some fatiguing physical motions are required. Prepares patient for examination including patient assessment, histories, vital signs, medication reconciliation, and routine testing of hearing, vision or other. Document pertinent information in chart. Maintains documentation standards and reviews chart prior to appointment to assure requests and documents are in place. Administer treatments as requested by the physician. Obtain specimens for urine testing, phlebotomy, etc. Performs laboratory tests as directed by the physician. Accurately documents required information in patient charts. Set up and assist physician with procedures (laceration repair, pap/pelvic, etc.). Schedule outside tests or procedures for patients in other departments of facilities such as x-ray, MRI, etc. Prepares patients for tests/procedures by providing appropriate instructions. Coordinate admissions, referrals, call in prescriptions, etc. Stock exam rooms with supplies as needed. Conduct day to day inventory of supplies and report items to be ordered. Assist in the scheduling of appointments in EMR system as required. Able to screen calls and determine urgency, necessity of appointments or whether phone advice is sufficient. Assists inpletion of misc. patient forms (Worker Compensation, Disability, etc.) Attend staff, educational or other meetings as required. Performs other related duties as assigned by nurses, practice manager, or physician. ShiftFirst Shift Time TypeFull time Sign-On Bonus

External Candidates Only:

Up to \$1,500.00 Retention BonusExternal Candidates Only, \$1,500.00 Scheduled Weekly Hours40 Cost Center8138 Bronson Hand And Elbow Surgery Specialist (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. About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

Administrative Assistant I	
Link to Live Job Posting: www.wmujobs.org	
Location: Kalamazoo, MI	O*NET: 43-6014.00
Company: Western Michigan University	Job Title: Administrative Assistants
<p>Job Description:</p> <p>Uses word-processing and spreadsheet software to produce and edit letters, memos, reports, statistical tables and other documents. Answers non-routine questions regarding the department. Refers questions as needed. Explains departmental policies and procedures. Monitors, tracks and reconciles a budget(s). Prepare budget reports and may recommend allocations.</p> <p>Maintains a database:</p> <p>verifies, updates, and enters data. Schedules appointments and coordinates meetings; makes travel arrangements. Monitors and orders departmental supplies. Typically, engages in some office management and/or project work. May provide guidance and direction to student employees. May update the content of the department's website.</p> <p>Short Job Description:</p> <p>High school diploma or equivalent. One year's relevant experience. Proficiency with word-processing and spreadsheet software. Experience with query databases and budget entry and tracking.</p> <p>Job Ref:</p> <p>S1394</p> <p>P Job Reply URL:</p> <p>4706</p>	

Full Time - Medical Assistant - Internal Medicine Centre St. - Kalamazoo, MI	
Link to Live Job Posting: Posting is no longer active	
Location: Kalamazoo, MI	O*NET: 31-9092.00
Company: Bronson Healthcare	Job Title: Internal Medicine Specialists
<div>Full Time</div> <div><ul style="list-style-type: none">Medical AssistantInternal Medicine Centre St.Kalamazoo, MI Full TimeMedical AssistantInternal Medicine Centre St.Kalamazoo, MI locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 2 Days Agojob requisition id</div> <div>JOB45893 CURRENT BRONSON EMPLOYEES</div> <div><ul style="list-style-type: none">using the career worklet in Workday.</div> <div><p>This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist HospitalTitleFull Time</p><div><ul style="list-style-type: none">Medical AssistantInternal Medicine Centre St.Kalamazoo, MI Working under provider's direction provides general nursing functions for the practice.</div><p>Records vital signs, immunizations, provides initial patient assessment, obtains concise patient history, and provides various clinical information and support to providers. Processes and posts information to patient's chart, educates patients and families regarding medications, treatments and care, and referrals. Employees providing direct patient care must demonstratetencies specific to the population served. High school diploma or general education degree (GED) required</p></div> <div>MUST MEET ONE OF THE FOLLOWING</div> <div>Successfulpletion of an accredited medical assistant program</div> <div>CMA/CCMA/RMA</div> <div>certifiedMeet eligibility requirements to take CMA/RMA and must be obtained within 6 months of hire</div> <div>Note:</div> <div><p>Vocational Coordinator to determine eligibility requirements for CMA or RMA within 6 months. BLS certification is required within 90 days of hire/transfer. Knowledge of clinical skills as required with Medical Assistant Certification/Registration. Effective problem-solving and prioritization skills. Must possess excellent interpersonal skills and process information in a confidential manner. Must be able toomunicate clearly and effectively with patients, doctors and other staff. Ability to maintain patient confidentiality. Ability to work independently and function as an integral team member with other healthcare professionals. Must have personalputer skills with EMR experience highly desirable and the ability to input and retrieve data from the organization'sputerized systems. Must have excellent verbal andmunication skills. Ability to maintain positive customer service. Ability to establish effective working relations with physicians, office staff, and employees in a team environment. Must maintain the highest level of confidentiality. Work which produces high levels of mental/visual fatigue, e.g.,</p></div>	

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

External Candidates Only:

Up to \$1,500.00 Retention BonusExternal Candidates Only, \$1,500.00 Scheduled Weekly Hours40 Cost Center7900 Bronson Internal Medicine

- Centre St.

(BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. About Us Bronson Healthcare is amunity-owned, not-for-profit health system that has been serving southwest Michigan since 1900. Today, with a workforce of 9,000 people and 1,500 medical staff members, it is the area's largest employer and leading healthcare system. Bronson provides care in virtually every specialty and offers a full range of services from primary care to critical care at more than 100 locations. Bronson's exceptionally high quality standards enable us to do what's right for our patients and their families. We are empowered as individuals and as teams, to our skills and experience so that every patient receives safe, timely and effective treatment. What's more, our state-of-the-art, technology and evidence-based processes give us the tools we need to deliver the right care, at the right time. By putting each patient and their family at the center of our work, we demonstrate the dignity and respect we have for each individual we serve. This unwaveringmitment to serving othersbined with our unique healing environment helps make the patient experience an exceptional one. The excellence and Positivity of our employees and medical staff has contributed to Bronson Healthcare being ranked by Forbes as one of America's Best-In-State Employers (2022-23), by Newsweek as one of America's Greatest Workplaces for Women (2023) and by the National Association for Business Resources as one of the 2023 Top 101 Best and Brightest Companies to Work For.

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 Q4 2025 Data Set

November 2025
St. Joseph County



Michigan

Parameters

Select Timeframe: Nov 2025 - Nov 2025

Occupations:

Results should include

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

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

Regions:

Code	Description
26149	St. Joseph County, MI

Company:

Results should include

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

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

Minimum Experience Required: Any

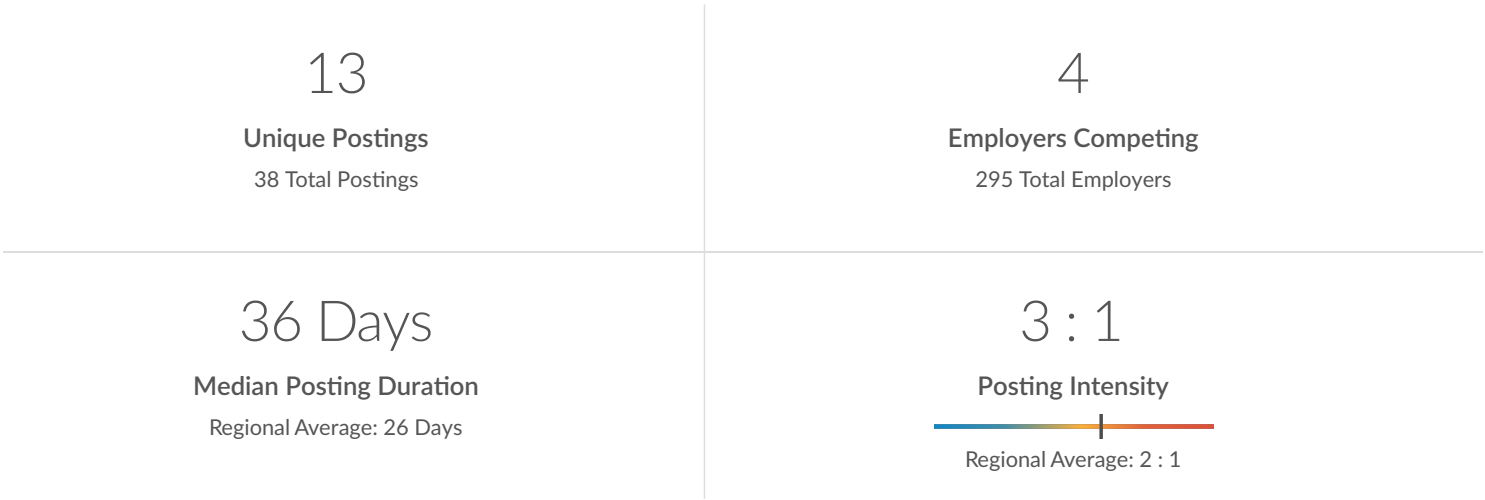
Education Level: Any

Job Type: Include Internships

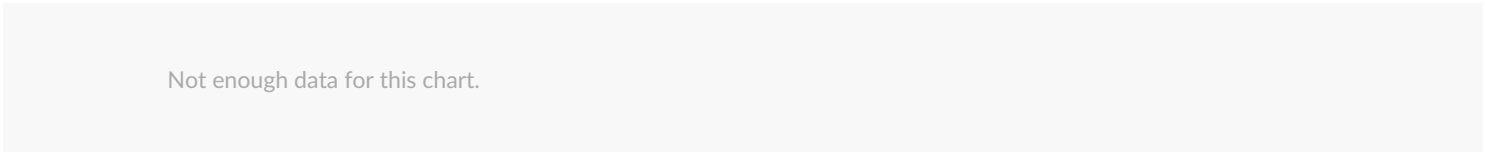
Keyword Search:

Posting Type: Active Postings

Job Postings Overview

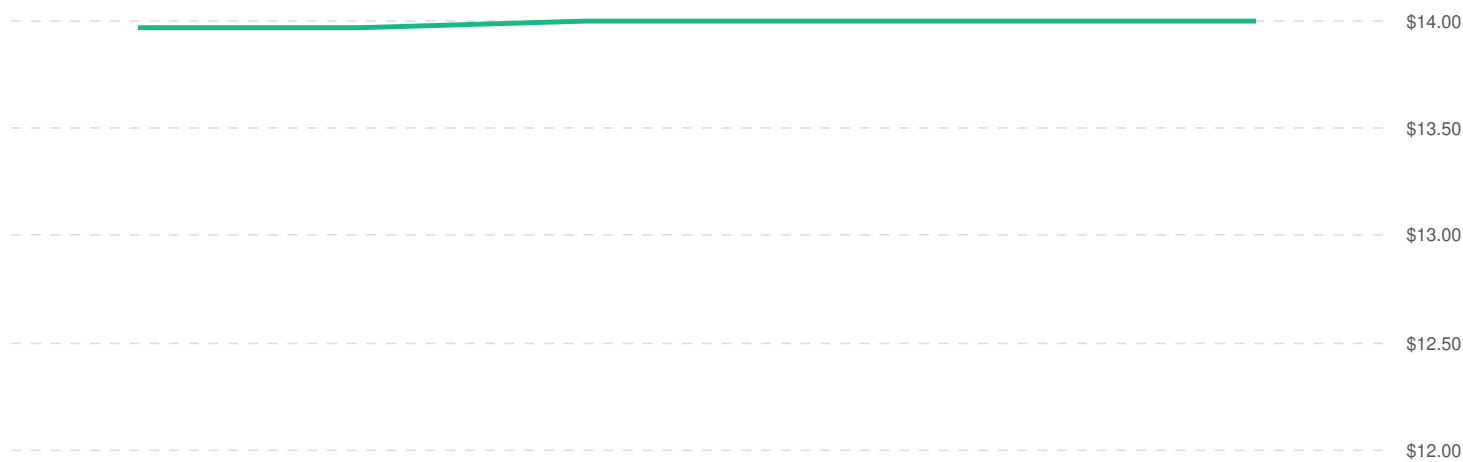


Advertised Salary



Advertised Salary Trend

▲0.2% Jun 2025 - Nov 2025
\$13.97 Median



7 Job Postings

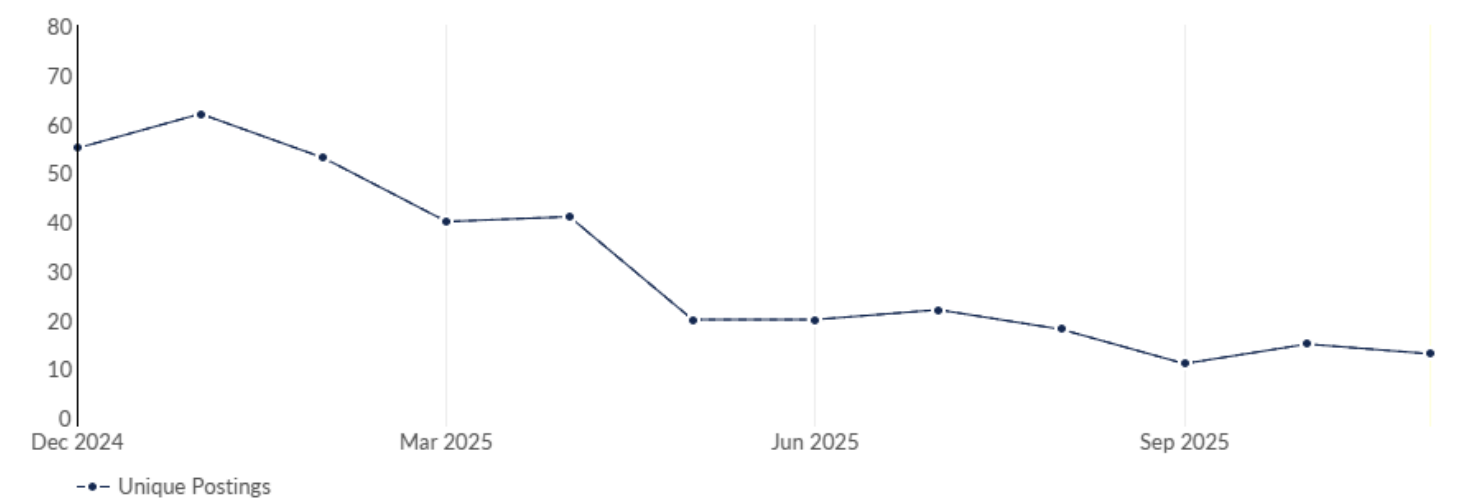


Job Postings Regional Breakdown



County	Unique Postings (Nov 2025)
St. Joseph County, MI	13

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Nov 2025	13	3 : 1
Oct 2025	15	3 : 1
Sep 2025	11	3 : 1
Aug 2025	18	3 : 1
Jul 2025	22	3 : 1
Jun 2025	20	2 : 1
May 2025	20	3 : 1
Apr 2025	41	3 : 1
Mar 2025	40	3 : 1
Feb 2025	53	4 : 1
Jan 2025	62	4 : 1
Dec 2024	55	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	8	62%
High school or GED	3	23%
Associate's degree	0	0%
Bachelor's degree	2	15%
Master's degree	0	0%
Ph.D. or professional degree	0	0%





Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	3	0	23%
Associate's degree	0	0	0%
Bachelor's degree	2	0	15%
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	8	62%
0 - 1 Years	2	15%
2 - 3 Years	1	8%
4 - 6 Years	2	15%
7 - 9 Years	0	0%
10+ Years	0	0%







Top Companies Posting

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Meijer	18 / 5	4 : 1 	36 days
Dollar General	7 / 4	2 : 1 	n/a
Birch Meadows Senior Care	7 / 2	4 : 1 	36 days
Arby's	6 / 2	3 : 1 	n/a



Top Cities Posting

City	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Three Rivers, MI	28 / 9	3 : 1 	36 days
Sturgis, MI	10 / 4	3 : 1 	36 days







Top Posted Occupations

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	7 / 4	2 : 1 	n/a
Retail Salespersons	12 / 3	4 : 1 	36 days
Food Service Managers	6 / 2	3 : 1 	n/a
Home Health and Personal Care Aides	7 / 2	4 : 1 	36 days
Fast Food and Counter Workers	3 / 1	3 : 1 	51 days
Cashiers	3 / 1	3 : 1 	n/a



Top Posted Occupations

Occupation (O*NET)	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	7 / 4	2 : 1 	n/a
Retail Salespersons	12 / 3	4 : 1 	36 days
Food Service Managers	6 / 2	3 : 1 	n/a
Personal Care Aides	7 / 2	4 : 1 	36 days
Fast Food and Counter Workers	3 / 1	3 : 1 	51 days
Cashiers	3 / 1	3 : 1 	n/a




Top Posted Occupations

Occupation	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	7 / 4	2 : 1 	n/a
Retail Sales Associate	12 / 3	4 : 1 	36 days
Caregiver / Personal Care Aide	7 / 2	4 : 1 	36 days
Restaurant / Food Service Manager	6 / 2	3 : 1 	n/a
Fast Food / Counter Worker	3 / 1	3 : 1 	51 days
Cashier	3 / 1	3 : 1 	n/a

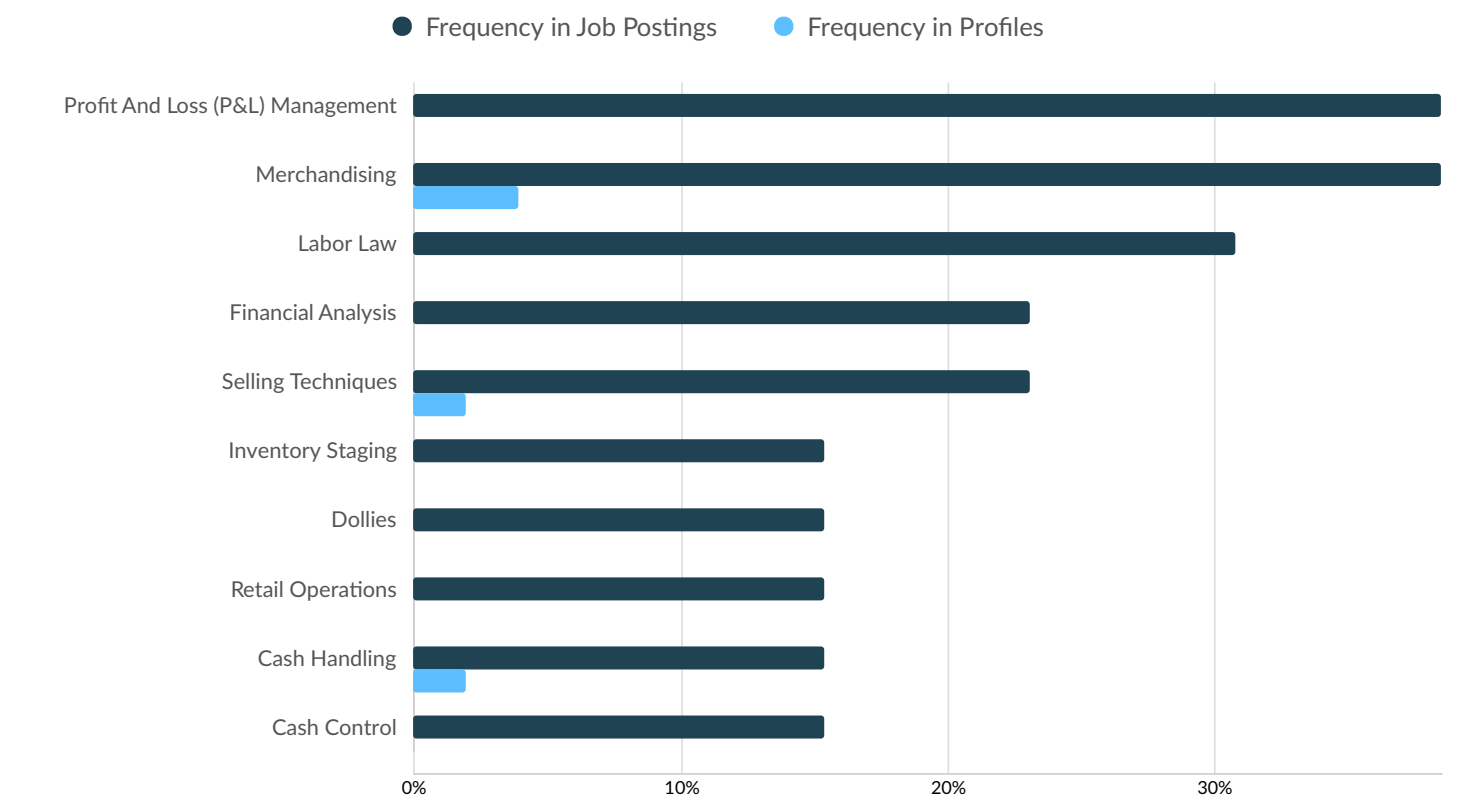
Top Posted Job Titles

	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Assistant Managers	6 / 2	3 : 1 	n/a
Caregivers	7 / 2	4 : 1 	36 days
Retail District Managers	4 / 2	2 : 1 	n/a
Utility Workers	4 / 1	4 : 1 	36 days
Baggers	4 / 1	4 : 1 	n/a
Frozen Food/Dairy Clerks	3 / 1	3 : 1 	51 days
Store Managers In Training	1 / 1	1 : 1 	n/a
Store Managers	2 / 1	2 : 1 	n/a
Grocery Team Leaders	4 / 1	4 : 1 	n/a

Top Industries

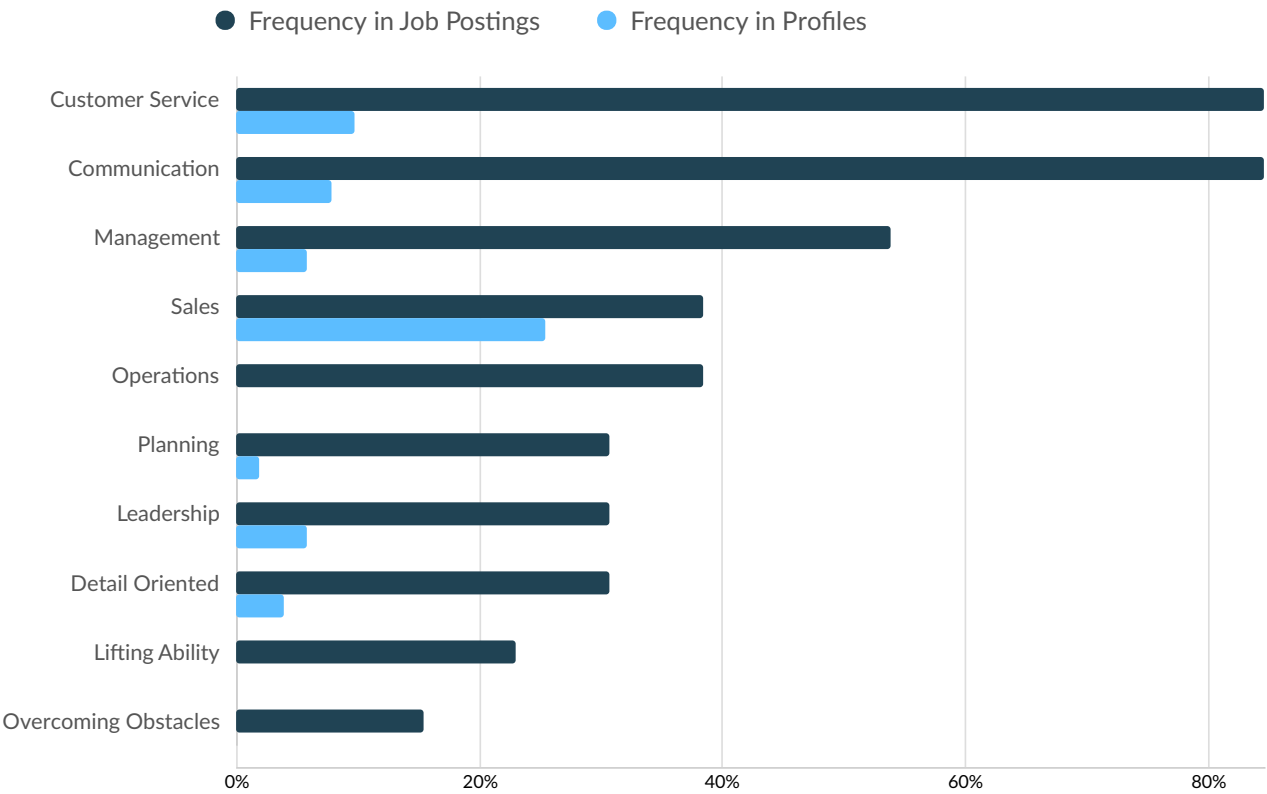
	Total/Unique (Nov 2025)	Posting Intensity	Median Posting Duration
Department Stores	18 / 5	4 : 1 	36 days
All Other General Merchandise Retailers	7 / 4	2 : 1 	n/a
Limited-Service Restaurants	6 / 2	3 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Profit And Loss (P&L) Management	5	38%	0	0%	+18.3%	Growing
Merchandising	5	38%	2	4%	+15.0%	Growing
Labor Law	4	31%	0	0%	+8.9%	Growing
Financial Analysis	3	23%	0	0%	+27.9%	Rapidly Growing
Selling Techniques	3	23%	1	2%	-1.2%	Lagging
Inventory Staging	2	15%	0	0%	+15.7%	Growing
Dollies	2	15%	0	0%	+16.7%	Growing
Retail Operations	2	15%	0	0%	+11.0%	Growing
Cash Handling	2	15%	1	2%	+8.9%	Growing
Cash Control	2	15%	0	0%	+25.1%	Rapidly Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	11	85%	5	10%	+5.2%	Stable
Communication	11	85%	4	8%	+3.6%	Lagging
Management	7	54%	3	6%	+5.3%	Stable
Sales	5	38%	13	25%	+7.8%	Stable
Operations	5	38%	0	0%	+8.1%	Stable
Planning	4	31%	1	2%	+10.9%	Growing
Leadership	4	31%	3	6%	+8.5%	Stable
Detail Oriented	4	31%	2	4%	+7.1%	Stable
Lifting Ability	3	23%	0	0%	+10.6%	Growing
Overcoming Obstacles	2	15%	0	0%	+8.3%	Stable

Top Software Skills

There is not enough data to display this section.

Top Qualifications

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

Appendix A

Top Posting Sources

Website	Postings on Website (Nov 2025)
indeed.com	10
diversityjobs.com	5
myworkdayjobs.com	5
arbys.com	2
careerarc.com	2
dollargeneral.com	2

Appendix B

Sample Postings

Unclassified — Meijer in Sturgis, MI (Nov 2025 - Active)

Service Area - Weekends Required	
Link to Live Job Posting: meijer.wd5.myworkdayjobs.com	
Location: Sturgis, MI	O*NET: 41-2011.00
Company: Meijer	Job Title: Unclassified
<p>Service Area - Weekends Required Meijer parental leave United States, Michigan, Sturgis Nov 29, 2025 As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As a Cashier, you will craft quality customer experiences by providing efficient, effective customer service in the checkout lane that creates a positive and lasting impact on Meijer customers. Click here for an overview of the position. What You'll be</p> <p>Doing:</p> <p>Utilize technology to complete activities and tasks.You create 'WOW' moments that have a positive and lasting impact on our customers.Complete transactions, handle money in all forms responsibly and maintain accuracy of point of sale purchases.Use good eye contact and body language, displaying a friendly and outgoing attitude.Be prepared to handle customer questions adequately and appropriately.Build trustful relationships with customers to encourage return visits. What You Bring with You (Qualifications): 18 years of age or older.Strong listening and communications skills, face-to-face and virtually.Willingness to learn or existing familiarity with job-specific technology.Problem-solving competence and eagerness to troubleshoot when necessary.Desire to work with customers.Previous retail or customer experience preferred but not required.Good verbal communication skills.Detail oriented and organized.Friendly outgoing attitude.Ability to operate cashier register system.</p>	

Assistant Managers — Arby's in Three Rivers, MI (Nov 2025 - Active)

Assistant Manager	
Link to Live Job Posting: careers.arbys.com	
Location: Three Rivers, MI	O*NET: 11-9051.00
Company: Arby's	Job Title: Assistant Managers
<p>Assistant Manager (part of Inspire Brands) 3.5 3.5 out of 5 stars</p> <p>COMPANY OVERVIEW</p> <p>Based in Northern Indiana, AES Restaurant Group, LLC is a proud franchisee of Arbys operating restaurants across 229 locations in 17 states.</p> <p>Were guided by our values:</p> <p>The letters AES stand for more than just our name. They stand for what we truly believe our Attitude Equals Success. As with any goal we will set, our Attitude about achieving those goals can Equal our Success. We Offer Competitive Bonus Program Full Time & Part Time Shifts Health Insurance Health Savings Account PTO Employee Rewards & Recognition Program! What will you do? As the Restaurant Assistant Manager you will assist in guiding the team to create a positive guest experience. Whether its setting the tone for the team when youre in charge, or upholding the highest standards of quality, safety, and cleanliness, your crew will count on you. Top 5 Job Responsibilities 1. Ensure your team provides outstanding service and satisfied guests 2. Hire, train & coach the team 3. Utilize AES Systems to run a great restaurant every shift, every day 4. Implement restaurant controls, especially cash & inventory 5. Set and meet restaurant goals for service, operations and financial results AES is very goal oriented. As the Restaurant Assistant Manager you will work with the General Manager to achieve high performance in areas such as, Operations Profit and Loss Guest Satisfaction Customer Service Speed of Service Quality Control Workplace Safety Utilizing all systems and tools, including the Systems Board, RTI Task Lists Following all government regulations, employment law, food safety and operations policies and implement all accounting controls Whether youre looking for a change in your career or taking the first step, AES is a goal oriented company where you can develop your skills. We look forward to hearing from you! If youre an ideal candidate you excel in these areas: Treating others with and communicating with respect Coaching and Developing others Emotional Resilience and Patience Leadership Working in a fast-paced environment and thinking on your feet Holding yourself to high standards of integrity and customer satisfaction P&L Management Operations Management Restaurant Management Managing Food Cost & Labor Cost At AES, our vision is to be our guests favorite fast food destination. Requirements Must have a reliable vehicle and valid drivers license Must be ServSafe certified or capable of obtaining certification. Ability to work in warm and cold temperatures Ability to stand for 8-10 hours Ability to lift up to 50lbs Ability to climb ladders for general maintenance Ability to perform the following motions Bending Squatting Twisting Pulling Reaching EEO Statement AES is an Equal Opportunity employer. All persons shall have the opportunity to be considered for employment without regard to their race, color, religion, creed, national origin, ancestry, alienage or citizenship status, age, disability, gender (including pregnancy, childbirth and other related conditions), sexual orientation, genetic information / characteristics, veteran or military status, marital status or any other characteristic provided by applicable federal, state or local laws.</p> <p>ADAA AES</p> <p>will endeavor to make a reasonable accommodation / modification to the known physical or mental limitations of a qualified applicant with a disability to assist in the hiring process, unless the accommodation would impose an undue hardship on the operation of our business, in accordance with applicable federal, state and local law. E-Verify AES participates in E-Verify.</p> <p>Employer:</p> <p>AES Restaurant Group, LLC</p>	

AES Restaurants Brand:

Arby's Address:

700 S. US Hwy 131 Three Rivers, MI - 49093

Property Description:

5968 -

Three Rivers Property Number:

5968

Store Managers — Dollar General in Sturgis, MI (Oct 2025 - Active)

STORE MANAGER	
Link to Live Job Posting: www.careerarc.com	
Location: Sturgis, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Store Managers
<div>STORE MANAGER 2.9 2.9</div> <div>out of 5 stars 1308 N Nottawa St, Sturgis, MI 49091 Full-time Dollar General 41,925 reviews</div> <div>Full-time Work Where You Matter:</div> <div>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.</div> <div>Company Overview:</div> <div>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.</div> <div>Job Details:</div> <div>GENERAL SUMMARY</div> <div>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</div> <div>ESSENTIAL JOB FUNCTIONS</div> <div>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 cashiers accountability, loss control, and adherence to stated company security practices and cash control.</div>	

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.

Store Managers In Training — Dollar General in Sturgis, MI (Oct 2025 - Active)

STORE MANAGER IN STURGIS, MI	
Link to Live Job Posting: careers.dollargeneral.com	
Location: Sturgis, MI	O*NET: 41-1011.00
Company: Dollar General	Job Title: Store Managers In Training
<p>Work Where You Matter At Dollar General, our mission is Serving Others! We value each and every one of our employees. Whether you are looking to launch a new career in one of our many convenient Store locations, Distribution Centers, Store Support Center or with our Private Fleet Team, we are proud to provide a wide range of career opportunities. We are not just a retail company; we are a company that values the unique strengths and perspectives that each individual brings. Your difference truly makes a difference at Dollar General. How would you like to Serve? Join the Dollar General Journey and see how your career can thrive. Company Overview Dollar General Corporation has been delivering value to shoppers for more than 80 years. Dollar General helps shoppers Save time. Save money. Every day.® by offering products that are frequently used and replenished, such as food, snacks, health and beauty aids, cleaning supplies, basic apparel, housewares and seasonal items at everyday low prices in convenient neighborhood locations. Learn more about Dollar General at www.dollargeneral.com/about-us.html . Job Details</p> <h3>GENERAL SUMMARY</h3> <p>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</p> <h3>ESSENTIAL JOB FUNCTIONS</h3> <p>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.</p> <h3>Qualifications KNOWLEDGE and SKILLS:</h3> <p>Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports.</p>	

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

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PHYSICAL REQUIREMENTS

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

Qualifications:

KNOWLEDGE and SKILLS:

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

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Caregivers — Birch Meadows Senior Care in Three Rivers, MI (Oct 2025 - Nov 2025)

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

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: Caregivers

Caregiver

- 2nd Shift
- Part Time Or On Call at Birch Meadows AFC Three Rivers, MI 49093 \$14 an hour
- Part-time \$14 an hour
- Part-time Birch Meadows is a new 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 competent Caregivers to care for our senior residents in a professional and compassionate manner. It's a very satisfying and rewarding job, since our elderly residents and their families are thankful for the high quality assistance and care they receive. The ideal candidate will be patient and compassionate with excellent communication skills and reliable attendance. You should be able to follow instructions and perform a variety of tasks to help residents. Responsibilities include, but are not limited to: Assist residents with daily living activities such as getting in and out of bed, bathing, dressing, eating, using the toilet, standing, walking, and exercising Maintain a safe and healthy living environment by assisting with housekeeping, laundry, and kitchen duties Help residents maintain good personal hygiene Promote residents' mental alertness through involvement in activities of interest Carryout routine individualized healthcare needs, including administering medication depending on state regulations Record vital signs such as temperature, blood pressure, pulse, or respiration rate Monitor or report observations and changes in health status to management Keep records of resident care, condition, progress, or problems Promote residents' independence Responsibilities vary based on shift worked, but employees will be trained for all shift duties.

Qualifications:

Compassion and respect for the elderly Prior caregiving experience preferred, but not required Physical endurance and strength Interpersonal skills, including exceptional patience and listening skills Ability to work in partnership with other employees to maintain excellent employee relations, high employee morale, and world class senior care Commitment to working a full shift, arriving on time, and working overtime as needed Willingness to work weekends on a regular rotation

To Apply:

Application for Employment can be found at birchmeadows.org. An applicant will only be considered once a completed application is received at Birch Meadows . By applying to this job, you agree to receive periodic text messages from this employer and Homebase about your pending job application. Opt out anytime. Msg & data rates may apply. Powered by Homebase. Free employee scheduling, time clock and hiring tools.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

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