



October 2025 Lightcast Report

Job Posting Analytics

Lightcast Q4 2025 Data Set

October 2025

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



Michigan

Parameters

Select Timeframe: Oct 2025 - Oct 2025

Occupations:

Results should include

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

Regions:

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

Job Title:

Results should include

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

Company:

Results should include

Description
Pfizer
Fast Pace Health

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

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

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

Description
Walmart
Bronson Healthcare

Ascension
Meijer
Border Foods

Corewell Health
Stryker
Oaklawn Hospital

Minimum Experience Required: Any

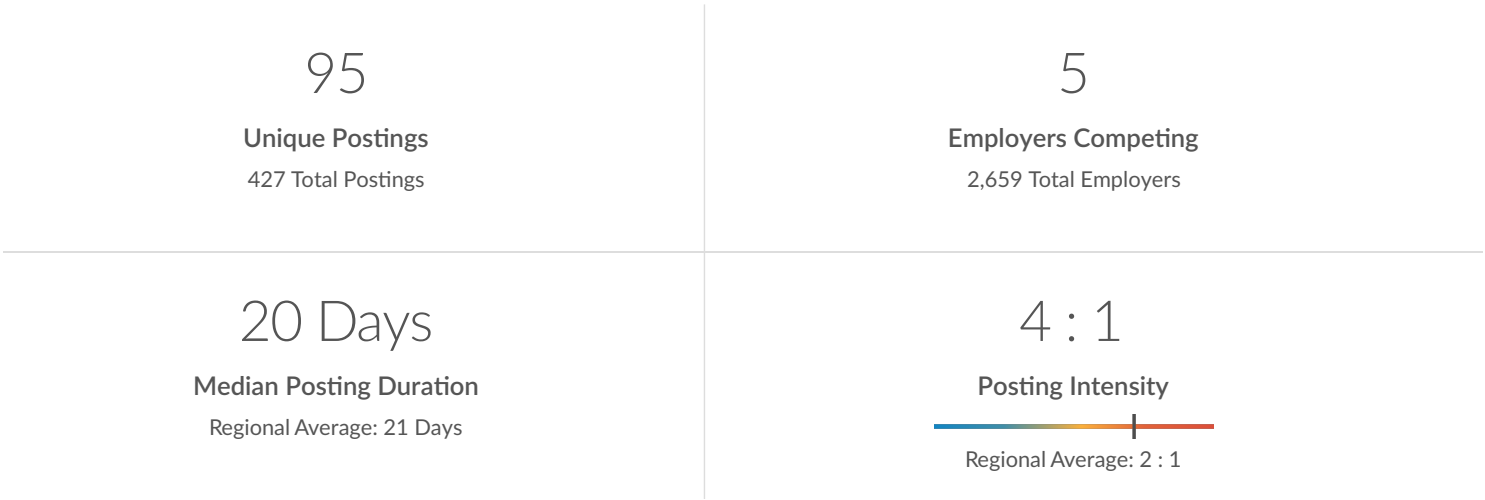
Education Level: Any

Job Type: Include Internships

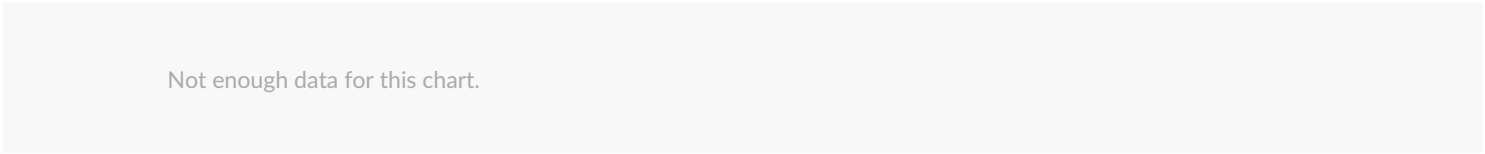
Keyword Search:

Posting Type: Active Postings

Job Postings Overview



Advertised Salary



Advertised Salary Trend

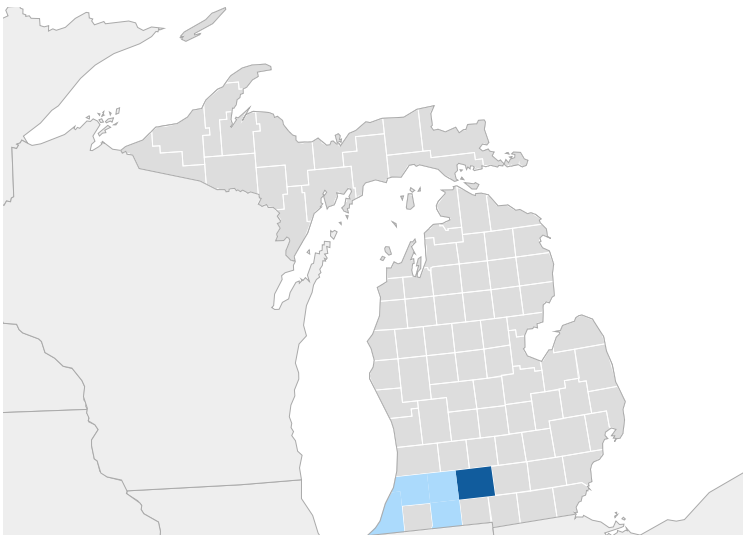
▲ 100.0% May 2025 – Oct 2025
\$18.75 Median



14 Job Postings



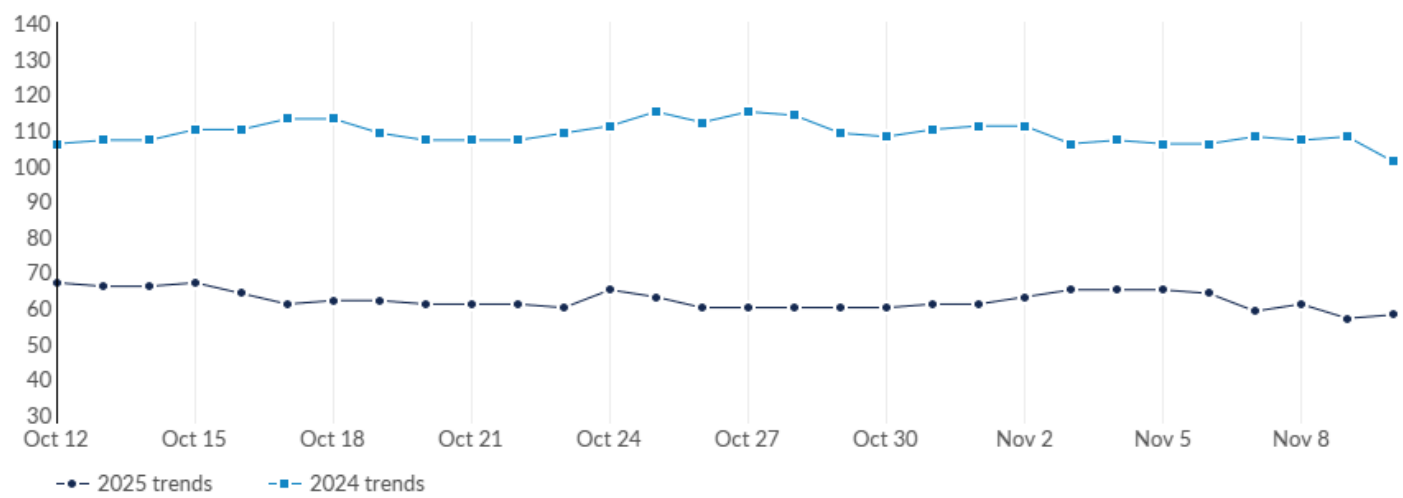
Job Postings Regional Breakdown



County	Unique Postings (Oct 2025)
Calhoun County, MI	64
Berrien County, MI	14
Kalamazoo County, MI	8
Van Buren County, MI	8
St. Joseph County, MI	1

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
October 12, 2025	67	106	-36.8%
October 13, 2025	66	107	-38.3%
October 14, 2025	66	107	-38.3%
October 15, 2025	67	110	-39.1%
October 16, 2025	64	110	-41.8%
October 17, 2025	61	113	-46.0%
October 18, 2025	62	113	-45.1%
October 19, 2025	62	109	-43.1%
October 20, 2025	61	107	-43.0%
October 21, 2025	61	107	-43.0%
October 22, 2025	61	107	-43.0%
October 23, 2025	60	109	-45.0%
October 24, 2025	65	111	-41.4%
October 25, 2025	63	115	-45.2%
October 26, 2025	60	112	-46.4%
October 27, 2025	60	115	-47.8%
October 28, 2025	60	114	-47.4%
October 29, 2025	60	109	-45.0%

October 30, 2025	60	108	-44.4%
October 31, 2025	61	110	-44.5%
November 1, 2025	61	111	-45.0%
November 2, 2025	63	111	-43.2%
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	57	108	-47.2%
November 10, 2025	58	101	-42.6%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	33	35%
High school or GED	26	27%
Associate's degree	35	37%
Bachelor's degree	10	11%
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	26	0	27%
Associate's degree	27	8	28%
Bachelor's degree	8	2	8%
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	75%
0 - 1 Years	17	18%
2 - 3 Years	7	7%
4 - 6 Years	0	0%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	289 / 54	5 : 1 	n/a
Bronson Healthcare	40 / 20	2 : 1 	15 days
Meijer	44 / 10	4 : 1 	40 days
Corewell Health	53 / 10	5 : 1 	n/a
Stryker	1 / 1	1 : 1 	n/a

Top Cities Posting

City	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	270 / 47	6 : 1 	n/a
Battle Creek, MI	25 / 12	2 : 1 	13 days
Saint Joseph, MI	39 / 7	6 : 1 	n/a
Albion, MI	11 / 5	2 : 1 	n/a
Kalamazoo, MI	10 / 5	2 : 1 	30 days
Paw Paw, MI	14 / 4	4 : 1 	23 days
South Haven, MI	7 / 4	2 : 1 	20 days
Niles, MI	14 / 3	5 : 1 	n/a
Portage, MI	22 / 2	11 : 1 	n/a
Stevensville, MI	6 / 2	3 : 1 	44 days

Top Posted Occupations

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	154 / 34	5 : 1 	13 days
Registered Nurses	157 / 32	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	33 / 12	3 : 1 	15 days
Cashiers	44 / 10	4 : 1 	40 days
Nursing Assistants	33 / 6	6 : 1 	n/a
Cooks, Restaurant	6 / 1	6 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Medical Assistants	154 / 34	5 : 1 	13 days
Registered Nurses	157 / 32	5 : 1 	n/a
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	33 / 12	3 : 1 	15 days
Cashiers	44 / 10	4 : 1 	40 days
Nursing Assistants	33 / 6	6 : 1 	n/a
Cooks, Restaurant	6 / 1	6 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Medical Assistant	154 / 34	5 : 1 	13 days
Registered Nurse	157 / 32	5 : 1 	n/a
Janitor / Cleaner	33 / 12	3 : 1 	15 days
Cashier	44 / 10	4 : 1 	40 days
Nursing Assistant	33 / 6	6 : 1 	n/a
Cook	6 / 1	6 : 1 	n/a

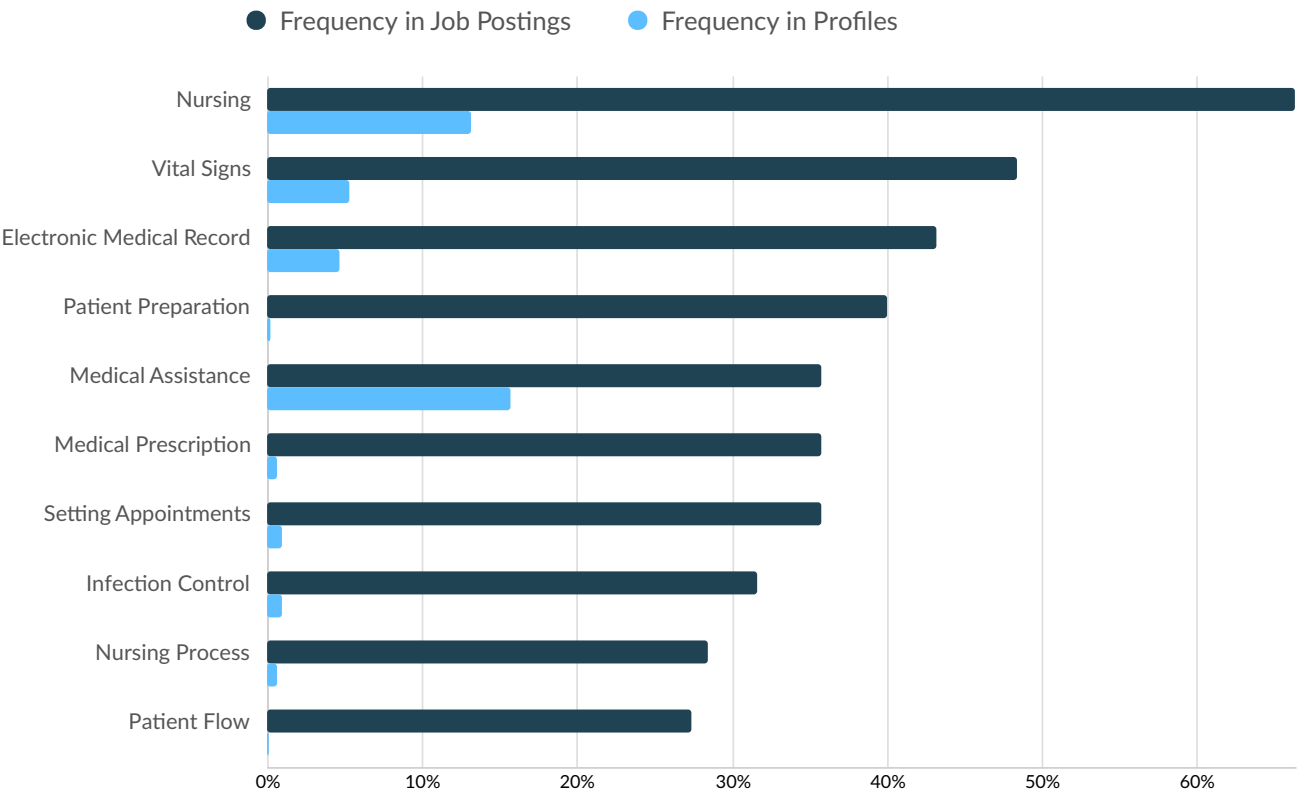
Top Posted Job Titles

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	158 / 29	5 : 1 	n/a
Registered Nurses	133 / 27	5 : 1 	n/a
Environmental Services Technicians	33 / 12	3 : 1 	15 days
Cashiers	44 / 10	4 : 1 	40 days
Family Medicine Medical Assistants	12 / 6	2 : 1 	11 days
Medical Assistants	17 / 5	3 : 1 	13 days
Medical Surgical Registered Nurses	24 / 5	5 : 1 	n/a
Cooks	6 / 1	6 : 1 	n/a

Top Industries

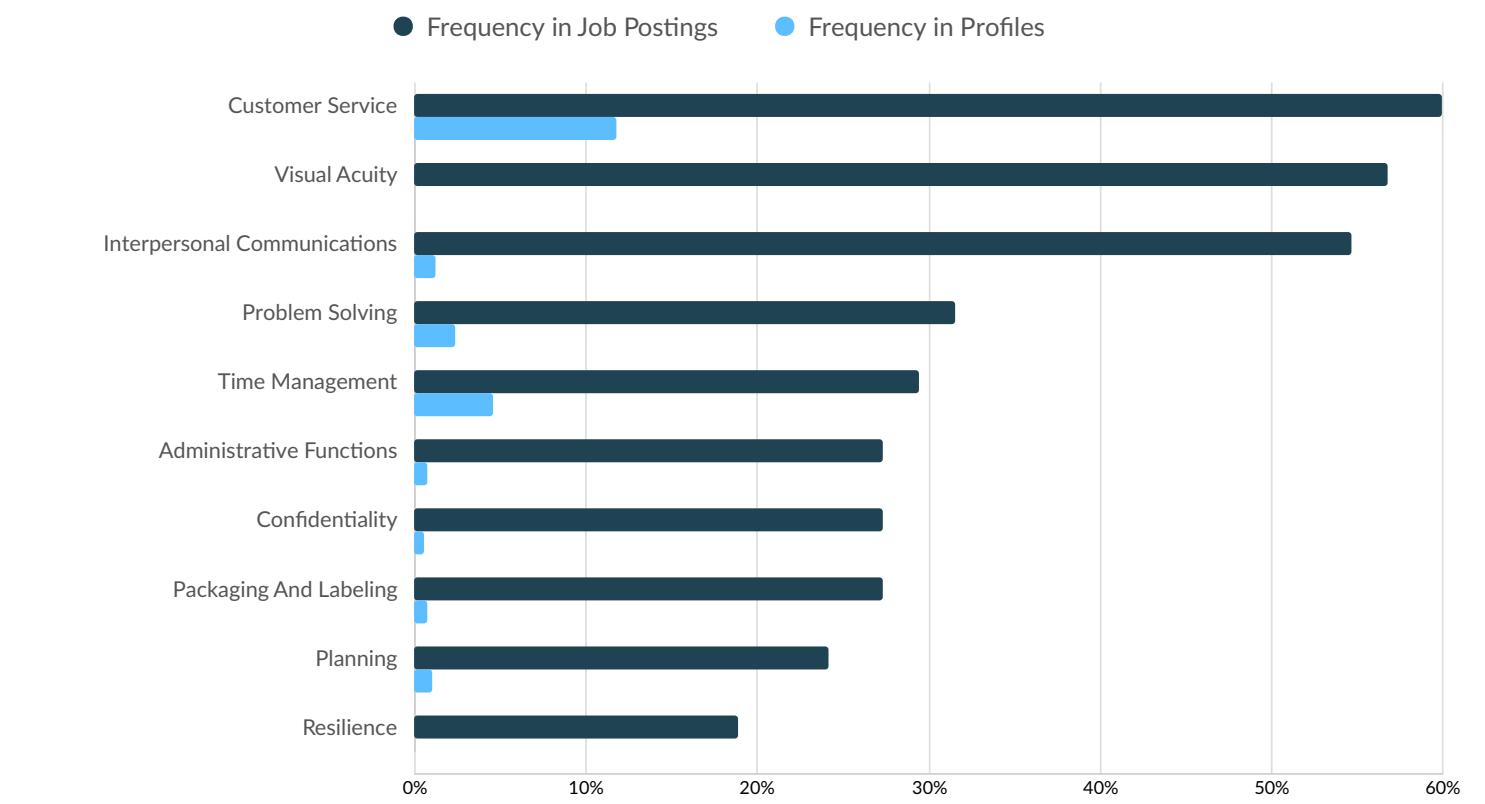
	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	382 / 84	5 : 1 	15 days
Department Stores	44 / 10	4 : 1 	40 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	1 / 1	1 : 1 	n/a

Top Specialized Skills



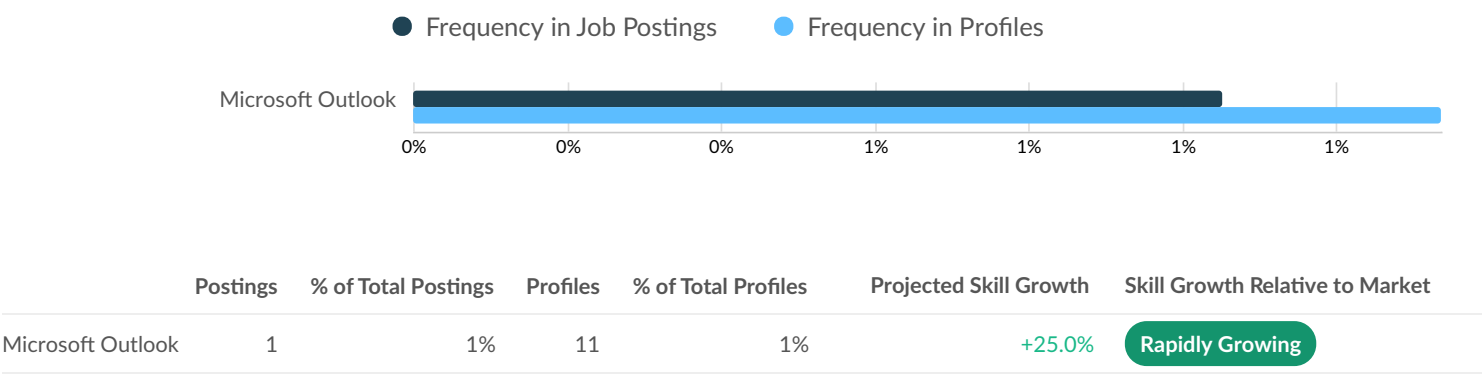
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	63	66%	108	13%	+20.1%	Rapidly Growing
Vital Signs	46	48%	44	5%	+17.2%	Growing
Electronic Medical Record	41	43%	38	5%	+12.1%	Growing
Patient Preparation	38	40%	2	0%	+15.8%	Growing
Medical Assistance	34	36%	129	16%	+11.9%	Growing
Medical Prescription	34	36%	5	1%	+8.5%	Growing
Setting Appointments	34	36%	8	1%	+10.9%	Growing
Infection Control	30	32%	8	1%	+17.1%	Growing
Nursing Process	27	28%	5	1%	+24.2%	Rapidly Growing
Patient Flow	26	27%	1	0%	+13.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Customer Service	57	60%	97	12%	+5.2%	Stable
Visual Acuity	54	57%	0	0%	+18.9%	Growing
Interpersonal Communications	52	55%	10	1%	+12.5%	Growing
Problem Solving	30	32%	20	2%	+11.3%	Growing
Time Management	28	29%	38	5%	+14.5%	Growing
Administrative Functions	26	27%	6	1%	+13.6%	Growing
Confidentiality	26	27%	5	1%	0.0%	
Packaging And Labeling	26	27%	6	1%	+14.8%	Growing
Planning	23	24%	9	1%	+10.9%	Growing
Resilience	18	19%	0	0%	+12.7%	Growing

Top Software Skills



Top Qualifications

		Postings with Qualification
Basic Life Support (BLS) Certification		61
American Red Cross (ARC) Certification		57
Registered Nurse (RN)		36
Certified Medical Assistant (CMA)		33
Basic Cardiac Life Support		32
Licensed Practical Nurse (LPN)		25
Advanced Cardiovascular Life Support (ACLS) Certification		16
Valid Driver's License		11
Certified Clinical Medical Assistant (CCMA)		9
Registered Medical Assistant (RMA)		8

Appendix A

Top Posting Sources

Website	Postings on Website (Oct 2025)
peopleanswers.com	51
myworkdayjobs.com	37
indeed.com	24
diversityjobs.com	17
simplyhired.com	2
icims.com	1

Appendix B

Sample Postings

Registered Nurses — Corewell Health in Saint Joseph, MI (Oct 2025 - Active)

RN Southwest Michigan	
Link to Live Job Posting: www.indeed.com	
Location: Saint Joseph, MI	O*NET: 29-1141.00
Company: Corewell Health	Job Title: Registered Nurses

Return to selected search result RN Southwest Michigan Apply remote type On-site locations St Joseph, MI Niles, MI time type Full time posted on Posted Today job requisition id R194388 Corewell Health is currently offering signing bonuses up to \$20,000 for select positions! About the Unit Join our team! We are hiring for multiple positions across day and night shifts in the following units: Medical Oncology, Operating Room, ICU/CCU, Cardiac Short Stay, CVL Cath Lab, Cardiac Progressive, Behavioral Health, LTC and Rehab. About Corewell Health South

- Lakeland Hospitals The health system comprises three hospitals, an outpatient surgery center, a regional cancer center, rehabilitation centers, two long-term care residences, home care and hospice services, and 34 affiliate physician practice locations.

We provide both inpatient and outpatient medical services throughout Southwest Michigan. Scope of Work The RN, under the ANA scope of practice utilizes the framework of the nursing process to provide professional nursing care by incorporating patient-family centered care principles to assess, plan, implement, evaluate, and discharge. The RN provides quality patient care under the direction of the Nurse Leader according to Corewell Health policies and procedures and recognizes the impact of nursing care and patient/family partnerships on patient outcomes. The RN partners with and utilizes patient/family input and goals in planning plan of care and develops teaching strategies for patient/family; documents education and learning appropriately in health record. Qualifications Required Associates in Nursing Bachelors in Nursing within 5 years Graduates from a non-accredited school of nursing must have at least one year of acute care experience or at least two years of experience in a licensed health care role and must have successfully passed the NCLEX licensure examination. MI Registered Nurse (RN) AHA or ARC Basic Life Support (BLS) within 90 days #LI-CL #clinicalwest #CorewellHealthCareers How Corewell Health cares for you Comprehensive benefits package to meet your financial, health, and work/life balance goals. Learn more here . On-demand pay program powered by Payactiv Discounts directory with deals on the things that matter to you, like restaurants, phone plans, spas, and more! Optional identity theft protection, home and auto insurance, pet insurance Traditional and Roth retirement options with service contribution and match savings Eligibility for benefits is determined by employment type and status Primary Location SITE

- Lakeland Hospital St Joseph
- 1234 Napier Ave
- St Joseph Department Name Employment Type Full time Shift Weekly Scheduled Hours 36 Hours of Work Days Worked Weekend Frequency

CURRENT COREWELL HEALTH TEAM MEMBERS

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

This career site is for Non-Corewell Health team members only. Corewell Health is committed to providing a safe environment for our team members, patients, visitors, and community. We require a drug-free workplace and require team members to comply with the MMR, Varicella, Tdap, and Influenza vaccine requirement if in an on-site or hybrid workplace category. We are committed to supporting prospective team members who require reasonable accommodations to participate in the job application process, to perform the essential functions of a job, or to enjoy equal benefits and privileges of employment due to a disability, pregnancy, or sincerely held religious belief. Corewell Health grants equal employment opportunity to all qualified persons without regard to race, color, national origin, sex, disability, age, religion, genetic information, marital status, height, weight, gender, pregnancy, sexual orientation, gender identity or expression, veteran status, or any other legally protected category. An interconnected, collaborative culture where all are encouraged to bring their whole selves to work, is vital to the health of our organization. As a health system, we advocate for equity as we care for our patients, our communities, and each other. From workshops that develop cultural intelligence, to our inclusion resource groups for people to find community and empowerment at work, we are dedicated to ongoing resources that advance our values of diversity, equity, and inclusion in all that we do. We invite those that share in our commitment to join our team. You may request assistance in completing the application process by calling 616.486.7447. Similar Jobs (7) RN Post Surgical remote type On-site locations St Joseph, MI time type Full time posted on Posted 30+ Days Ago RN Operating Room remote type On-site locations Niles, MI time type Full time posted on Posted 17 Days Ago View All 7 Jobs

Medical Assistant - Requisition #393647	
Link to Live Job Posting: mint.peopleanswers.com	
Location: Marshall, MI	O*NET: 31-9092.00
Company: Oaklawn Hospital	Job Title: Requisition Sales Associates

MEDICAL ASSISTANT

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

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

Registered Nurse - Requisition #744024

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

Job Summary:

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

ESSENTIAL FUNCTIONS

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

Minimum Qualifications:

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

Knowledge, Skills & Abilities:

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

Working Conditions:

Potentially exposed to infectious diseases.

Physical Requirements:

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

Nurse Tech Med Surg PRN	
Link to Live Job Posting: spectrumhealth.wd5.myworkdayjobs.com	
Location: Saint Joseph, MI	O*NET: 29-1141.00
Company: Corewell Health	Job Title: Medical Surgical Registered Nurses

Nurse Tech Med Surg PRN Corewell Health United States, Michigan, St. Joseph Nov 07, 2025 Job Summary As a Nursing Technician with Corewell Health, providing top-notch patient care is paramount. Under the supervision of a Registered Nurse or Provider, you'll be performing basic nursing skills, observing patients, and communicating those observations to the other members of the team. You'll be a vital part of our team, making a real difference in the lives of our patients and their families. Essential Functions Collects and reports physiological, psychological, sociocultural and spiritual needs of patients and families in coordination with and as delineated by the RN or Provider. Ensures that required documentation is performed in an accurate and timely manner. Provides direct patient care under the direction of the RN or Provider, consistent with clinical policies and procedures, and department standard work. Provides input in the development of an individualized plan of care. Ensures that required documentation is performed in an accurate and timely manner. Articulates the nursing technician role to the patient, family and health team members. Provides support to facilitate safe, quality patient care in a cost-effective manner. Cleans patient's environment / work area / equipment and communicates any equipment malfunctions to appropriate department / unit personnel. Demonstrates a high standard of moral and ethical behavior. Advocates for privacy, confidentiality and security of patient, staff and organization data. How Corewell Health cares for you Comprehensive benefits package to meet your financial, health, and work/life balance goals. Learn more here. On-demand pay program powered by Payactiv Discounts directory with deals on the things that matter to you, like restaurants, phone plans, travel, and more! Optional identity theft protection, home and auto insurance, and pet insurance Traditional and Roth retirement options with service contribution and match savings Qualifications Required Required High School Diploma or equivalent CRT-Basic Life Support (BLS)

- AHA American Heart Association 90 Days required Or CRT-Basic Life Support (BLS)
- ARC American Red Cross 90 Days required About Corewell Health As a team member at Corewell Health, you will play an essential role in delivering personalized health care to our patients, members and our communities. We are committed to cultivating and investing in YOU. Our top-notch teams are comprised of collaborators, leaders and innovators that continue to build on one shared mission statement
- to improve health, instill humanity and inspire hope.

Join a nationally recognized health system with an ambitious vision of continued advancement and excellence. How Corewell Health cares for you Comprehensive benefits package to meet your financial, health, and work/life balance goals. Learn more here. On-demand pay program powered by Payactiv Discounts directory with deals on the things that matter to you, like restaurants, phone plans, spas, and more! Optional identity theft protection, home and auto insurance, pet insurance Traditional and Roth retirement options with service contribution and match savings Eligibility for benefits is determined by employment type and status Primary Location SITE

- Lakeland Hospital St Joseph
- 1234 Napier Ave
- St Joseph Department Name Nursing Surgical Services
- St Joseph Employment Type Part time Shift Day (United States of America) Weekly Scheduled Hours 0.

04 Hours of Work 7:00 a.m. to 7:30 p.m. Days Worked Variable Weekend Frequency Variable weekends

CURRENT COREWELL HEALTH TEAM MEMBERS

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

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

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

Registered Nurse-7p-7:30am - Requisition #798308	
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-7P-7 30AM Job Summary: Provides professional nursing care for the comfort and well-being of patients using critical thinking and independent judgment, and all phases of nursing process including assessment, diagnosis, planning, implementation and evaluation. Responsible for the direction and supervision of the nursing patient care team typically made up of Certified Nursing Assistants, Licensed Practical Nurses, and other technicians. Collaborates with own team and other disciplines in the provision of care. Documents patient care, patient condition, reactions and response to treatment in a timely manner and tracks patient progress. May communicate with external agencies to ensure proper placement to identify medical and psychiatric needs and provide phone triage. Essential Functions: Consistently uses an outward mindset and puts forth exemplary effort in accomplishing his/her goals and objectives in a manner that helps others to achieve their goals and objectives. Conducts initial and ongoing assessments, develops and updates plan of care accordingly in collaboration with patient. Provides and directs nursing care and evaluates outcomes. Assists in collecting vital signs, reviewing lab results, and providing other physical assessments as requested by the psychiatrist for patient care. Uses technology appropriately including safety standards and measures; follows infection prevention standards. Uses evidence based tools, established policies, procedures and standards of care and practice. Educates patients and family members and documents accordingly. Reports actual or potential occurrences according to Oaklawn Hospital procedures. Engages in self-assessment, peer review, completes mandatory education and competency assessments, accepts responsibility for ongoing professional development. Participates in unit based performance improvement activities, staff meetings, supports change. Behaves in accordance with: Oaklawn Hospital's mission, vision, values; Nursing's vision, philosophy; ANA's Code of Nursing Ethics; Relationship Based Care tenets. Practices at all times in accord with the legal definition of nursing in the State of Michigan, including provisions on delegation and supervision. Minimum Qualifications: Successful completion of a program in nursing. Current licensure in the State of Michigan as a Registered Nurse. BLS from American Red Cross or American Heart Association certification. Handle with cares within two (2) months of hire. Knowledge, Skills & Abilities: One year experience as an RN preferred. BSN strongly preferred. Clear oral expression; oral comprehension includes listening to and understanding others; Familiarity with electronic medical records. deductive and inductive reasoning skills; ability to write clearly; use of technology such as EMR, selective attention • able to concentrate for protracted periods; time sharing • able to shift back and forth successfully between two or more activities; information ordering skills • patterns of numbers, pictures, words and mathematical operations including medication calculation	

- ▾ patterns of numbers, pictures, words and mathematical operations including medication calculation.

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

Working Conditions:

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

Physical Requirements:

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

Appendix C - Data Sources and Calculations

Lightcast Job Postings

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

Job Posting Analytics

Lightcast Q4 2025 Data Set

October 2025

Branch, Calhoun, Kalamazoo, and St. Joseph Counties



Michigan

Parameters

Select Timeframe: Oct 2025 - Oct 2025

Occupations:

Results should include

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

Regions:

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

Company:

Results should include

Description
Pfizer
Ascension
Meijer
Border Foods
Walmart

Minimum Experience Required: Any

Education Level: Any

Job Type: Include Internships

Keyword Search:

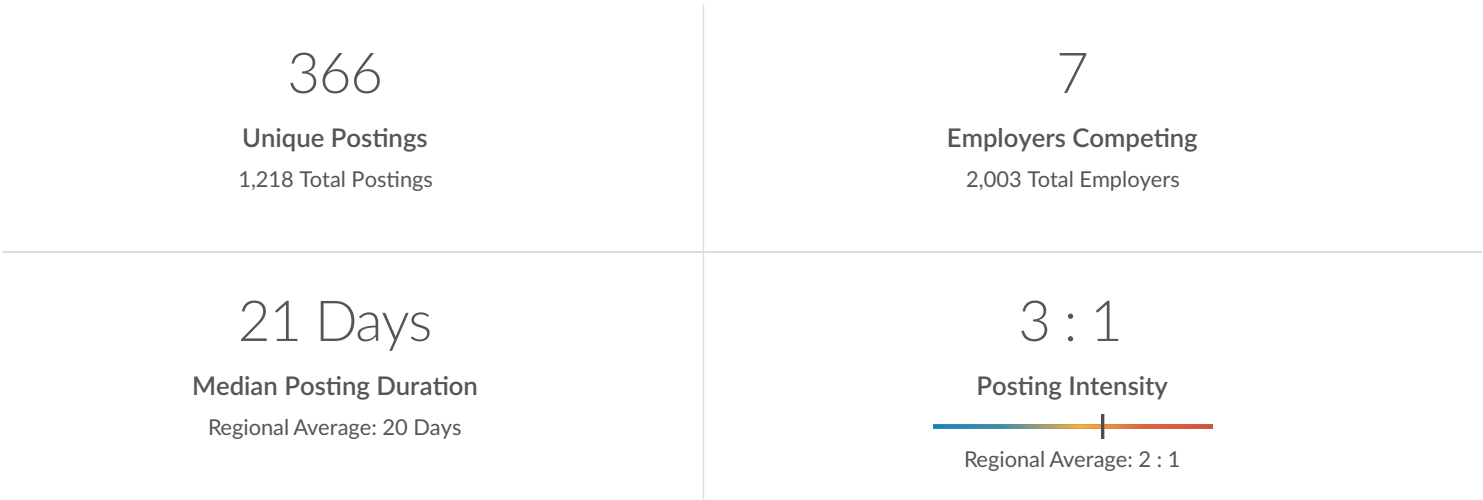
Posting Type: Active Postings

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

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

Description
Bronson Healthcare
Corewell Health
Zoetis
Stryker
Oaklawn Hospital

Job Postings Overview

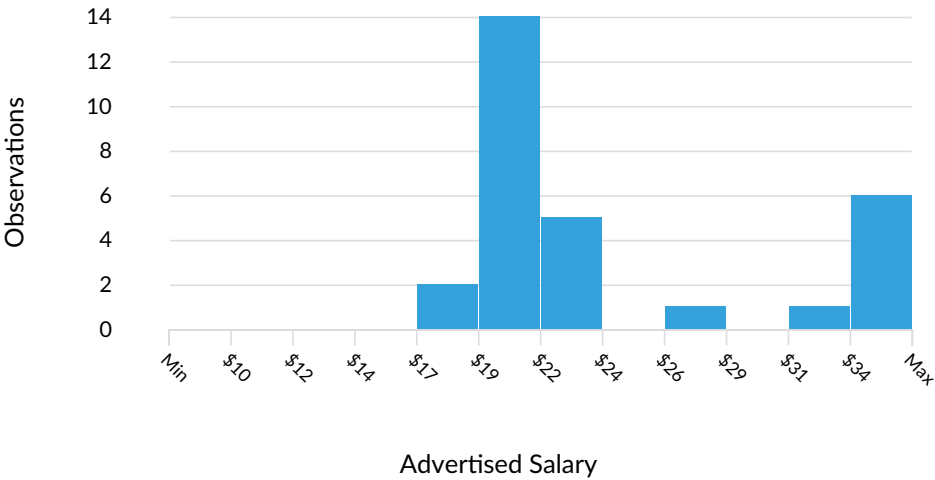


Advertised Salary

There are 29 advertised salary observations (8% of the 366 matching postings).

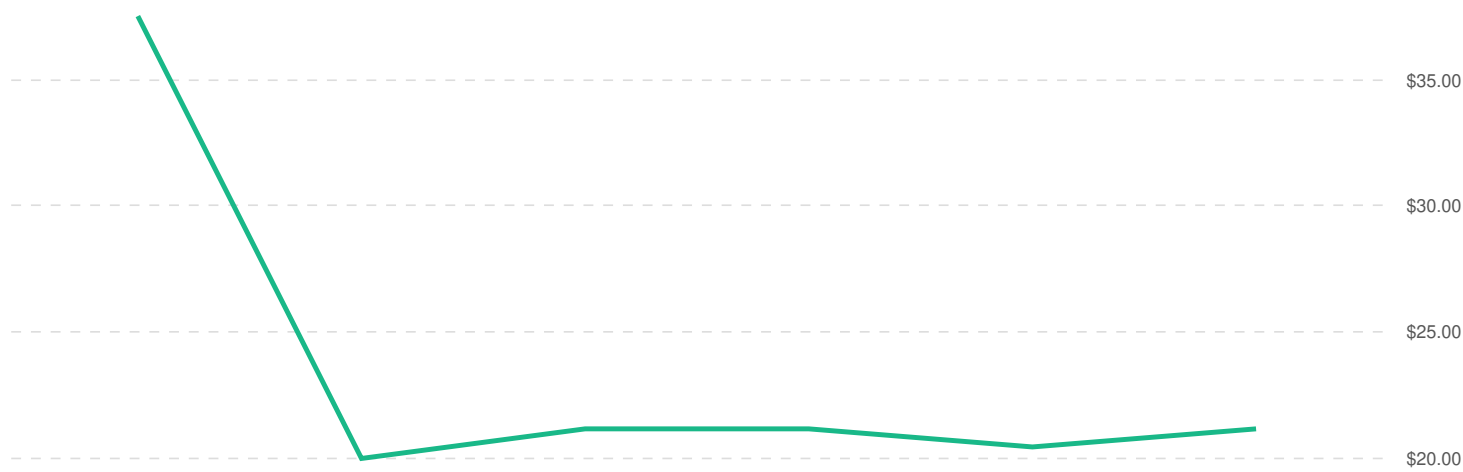
\$21.17/hr

Median Advertised Salary



Advertised Salary Trend

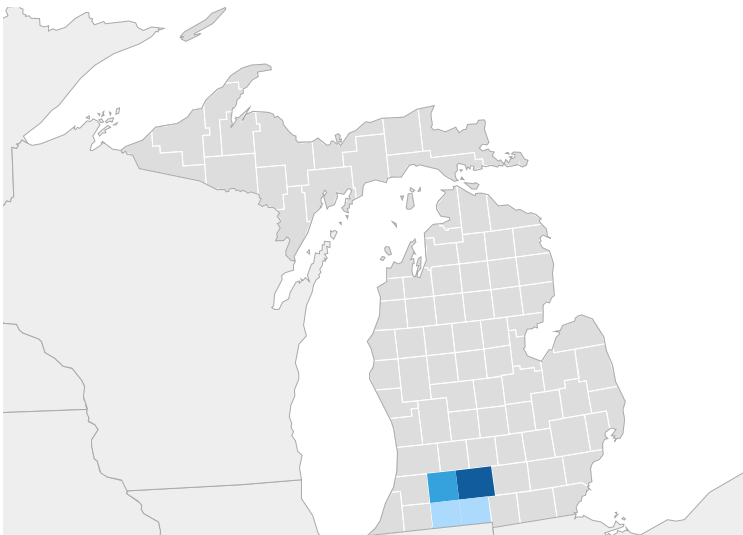
▼43.6% May 2025 – Oct 2025
\$23.14 Median



82 Job Postings

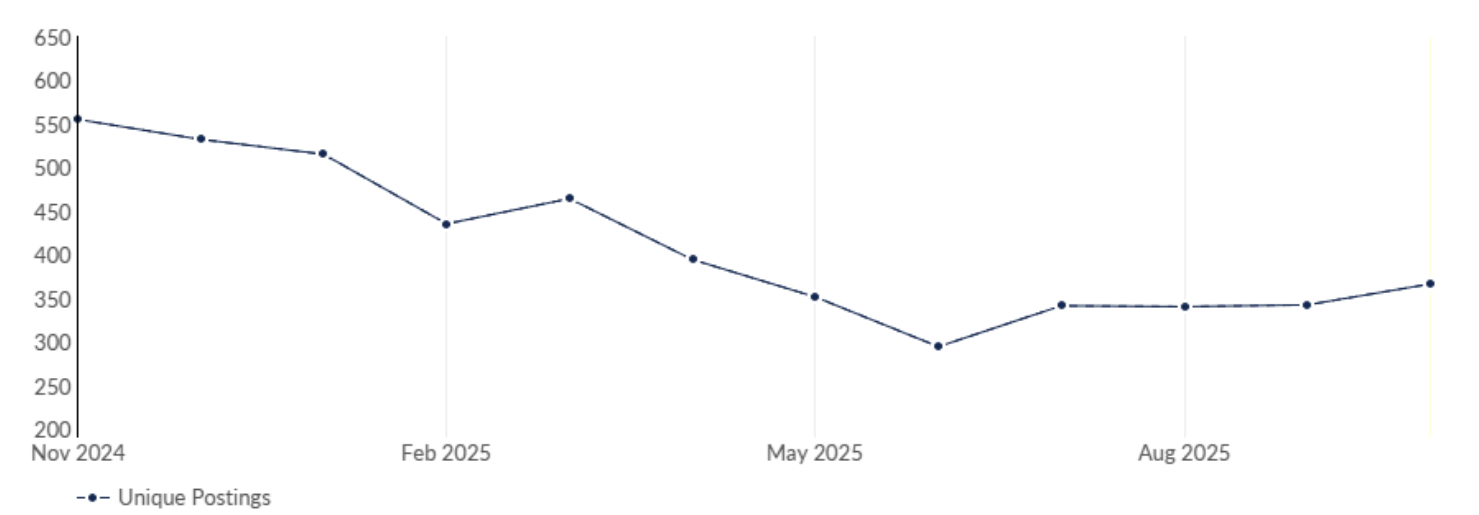


Job Postings Regional Breakdown



County	Unique Postings (Oct 2025)
Calhoun County, MI	250
Kalamazoo County, MI	106
Branch County, MI	6
St. Joseph County, MI	4

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Oct 2025	366	3 : 1
Sep 2025	342	4 : 1
Aug 2025	340	4 : 1
Jul 2025	341	4 : 1
Jun 2025	294	4 : 1
May 2025	351	4 : 1
Apr 2025	394	4 : 1
Mar 2025	464	4 : 1
Feb 2025	435	4 : 1
Jan 2025	515	4 : 1
Dec 2024	532	4 : 1
Nov 2024	555	4 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	117	32%
High school or GED	92	25%
Associate's degree	165	45%
Bachelor's degree	72	20%
Master's degree	23	6%
Ph.D. or professional degree	4	1%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	92	0	25%
Associate's degree	115	50	31%
Bachelor's degree	33	39	9%
Master's degree	9	13	2%
Ph.D. or professional degree	0	4	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	267	73%
0 - 1 Years	42	11%
2 - 3 Years	43	12%
4 - 6 Years	9	2%
7 - 9 Years	4	1%
10+ Years	1	0%

Top Companies Posting

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	926 / 188	5 : 1 	21 days
Bronson Healthcare	158 / 129	1 : 1 	18 days
Walmart	18 / 16	1 : 1 	16 days
Meijer	67 / 14	5 : 1 	40 days
Stryker	20 / 7	3 : 1 	58 days
Border Foods	13 / 6	2 : 1 	8 days
Zoetis	16 / 6	3 : 1 	40 days

Top Cities Posting

City	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	875 / 169	5 : 1 	21 days
Kalamazoo, MI	138 / 94	1 : 1 	18 days
Battle Creek, MI	109 / 71	2 : 1 	19 days
Portage, MI	42 / 11	4 : 1 	n/a
Albion, MI	18 / 8	2 : 1 	8 days
Coldwater, MI	14 / 6	2 : 1 	n/a
Three Rivers, MI	8 / 3	3 : 1 	56 days
Tekonsha, MI	8 / 2	4 : 1 	n/a
Comstock Township, MI	2 / 1	2 : 1 	n/a
Sturgis, MI	4 / 1	4 : 1 	36 days

Top Posted Occupations

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	427 / 114	4 : 1 	20 days
Medical Assistants	279 / 79	4 : 1 	15 days
Health Technologists and Technicians, All Other	200 / 68	3 : 1 	30 days
Medical and Health Services Managers	77 / 33	2 : 1 	25 days
Cashiers	54 / 16	3 : 1 	36 days
Nursing Assistants	56 / 14	4 : 1 	21 days
Fast Food and Counter Workers	31 / 14	2 : 1 	56 days
Licensed Practical and Licensed Vocational Nurses	39 / 11	4 : 1 	35 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	38 / 10	4 : 1 	59 days
Food Service Managers	17 / 7	2 : 1 	8 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	425 / 112	4 : 1 	20 days
Medical Assistants	279 / 79	4 : 1 	15 days
Patient Representatives	186 / 59	3 : 1 	50 days
Medical and Health Services Managers	77 / 33	2 : 1 	25 days
Cashiers	54 / 16	3 : 1 	36 days
Nursing Assistants	56 / 14	4 : 1 	21 days
Fast Food and Counter Workers	31 / 14	2 : 1 	56 days
Licensed Practical and Licensed Vocational Nurses	39 / 11	4 : 1 	35 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	38 / 10	4 : 1 	59 days
Food Service Managers	17 / 7	2 : 1 	8 days
Health Technologists and Technicians, All Other	12 / 7	2 : 1 	16 days
Critical Care Nurses	2 / 2	1 : 1 	n/a
Neurodiagnostic Technologists	2 / 2	1 : 1 	30 days

Top Posted Occupations

Occupation	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	426 / 113	4 : 1 	20 days
Medical Assistant	279 / 79	4 : 1 	15 days
Registrar / Patient Service Representative	186 / 59	3 : 1 	50 days
Healthcare Administrator	53 / 22	2 : 1 	25 days
Cashier	54 / 16	3 : 1 	36 days
Fast Food / Counter Worker	31 / 14	2 : 1 	56 days
Nursing Assistant	55 / 13	4 : 1 	21 days
Licensed Practical / Vocational Nurse	39 / 11	4 : 1 	35 days
Office / Administrative Assistant	38 / 10	4 : 1 	59 days
Restaurant / Food Service Manager	17 / 7	2 : 1 	8 days

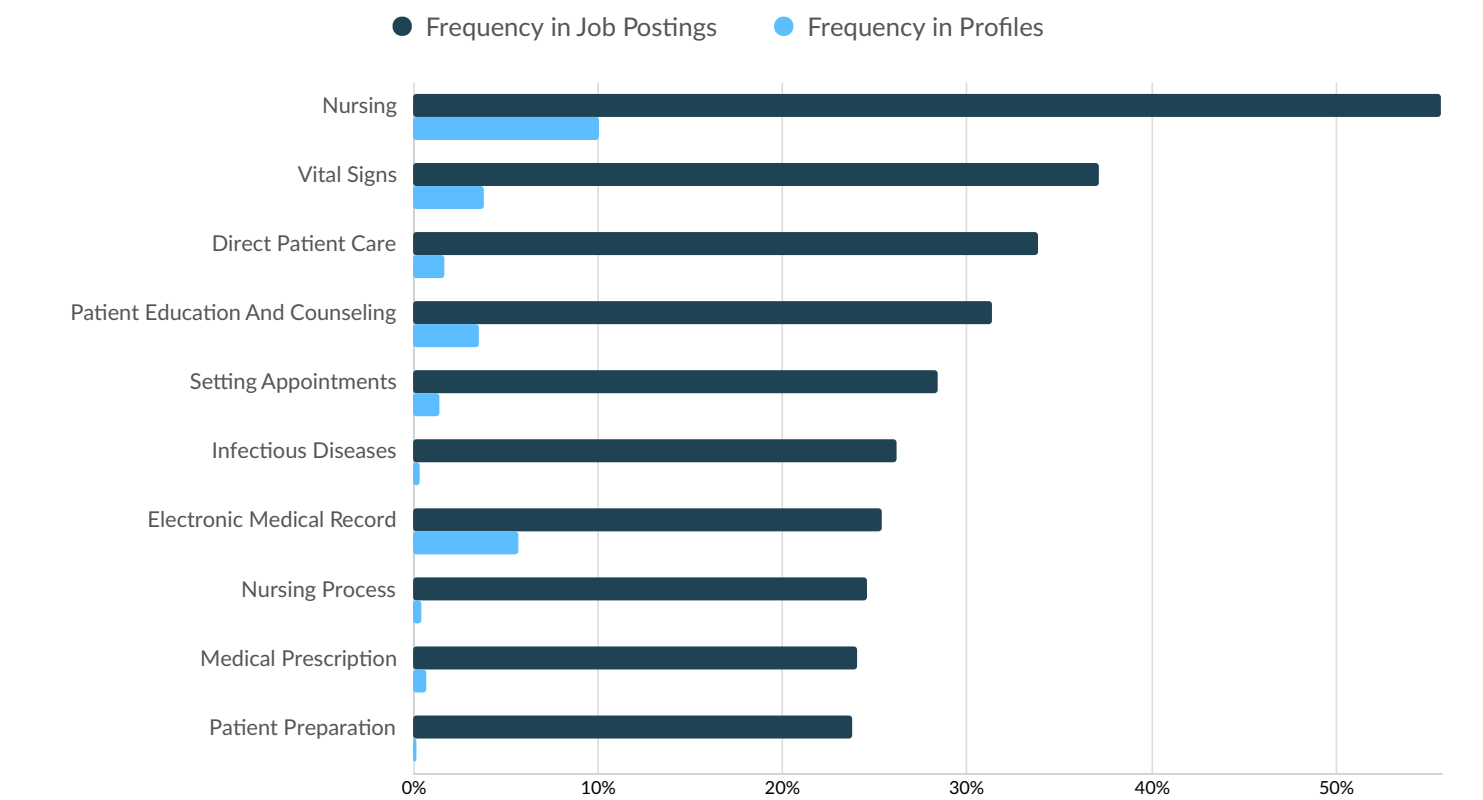
Top Posted Job Titles

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Requisition Sales Associates	158 / 29	5 : 1 	n/a
Registered Nurses	127 / 25	5 : 1 	n/a
Department Assistants	77 / 21	4 : 1 	n/a
Emergency Services Registered Nurses	78 / 15	5 : 1 	n/a
Patient Representatives	17 / 12	1 : 1 	50 days
Patient Account Representatives	44 / 9	5 : 1 	n/a
Licensed Practical Nurses	36 / 9	4 : 1 	35 days
Pre-Registration Representatives	42 / 8	5 : 1 	n/a
OB/GYN Medical Assistants	22 / 8	3 : 1 	57 days
Primary Care Medical Assistants	38 / 7	5 : 1 	n/a

Top Industries

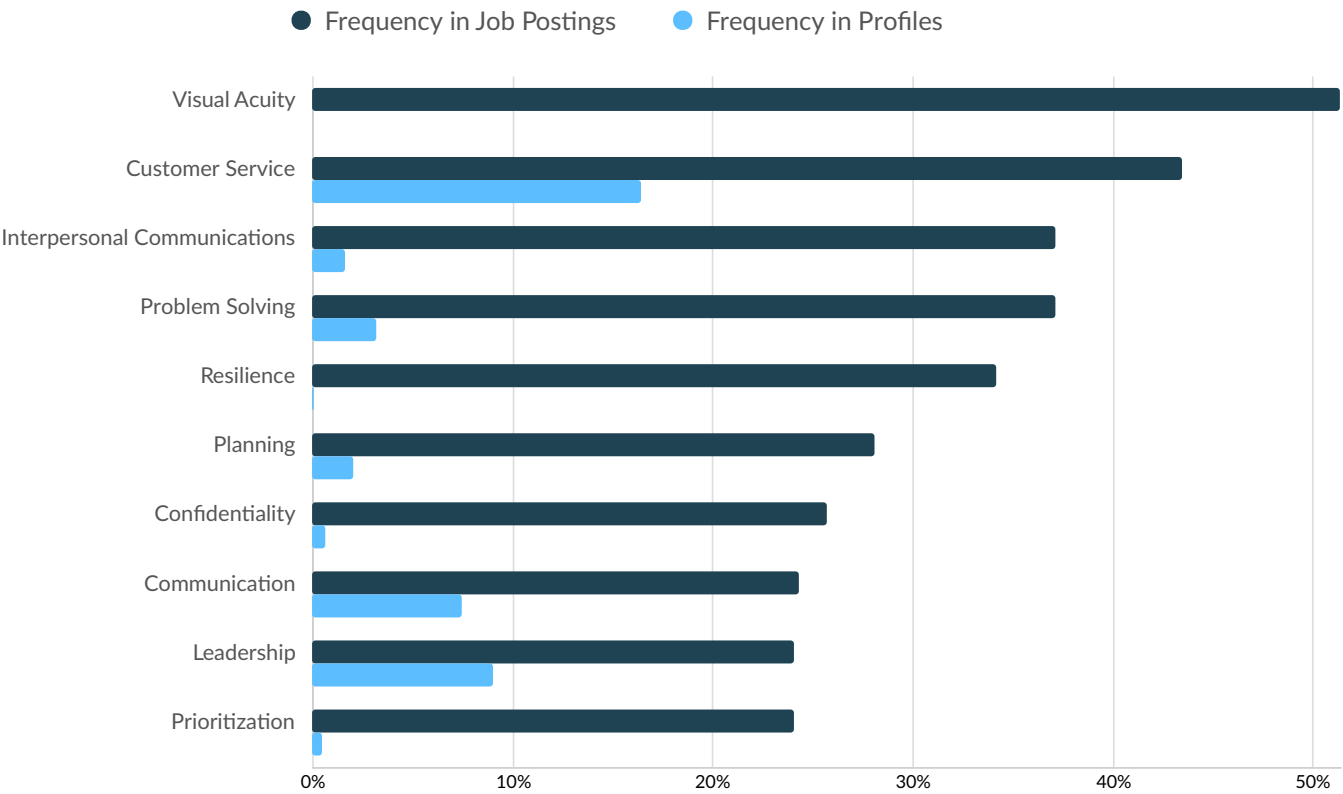
	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	1,084 / 317	3 : 1 	20 days
Warehouse Clubs and Supercenters	18 / 16	1 : 1 	16 days
Department Stores	67 / 14	5 : 1 	40 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	20 / 7	3 : 1 	58 days
Pharmaceutical Preparation Manufacturing	16 / 6	3 : 1 	40 days
Limited-Service Restaurants	13 / 6	2 : 1 	8 days

Top Specialized Skills



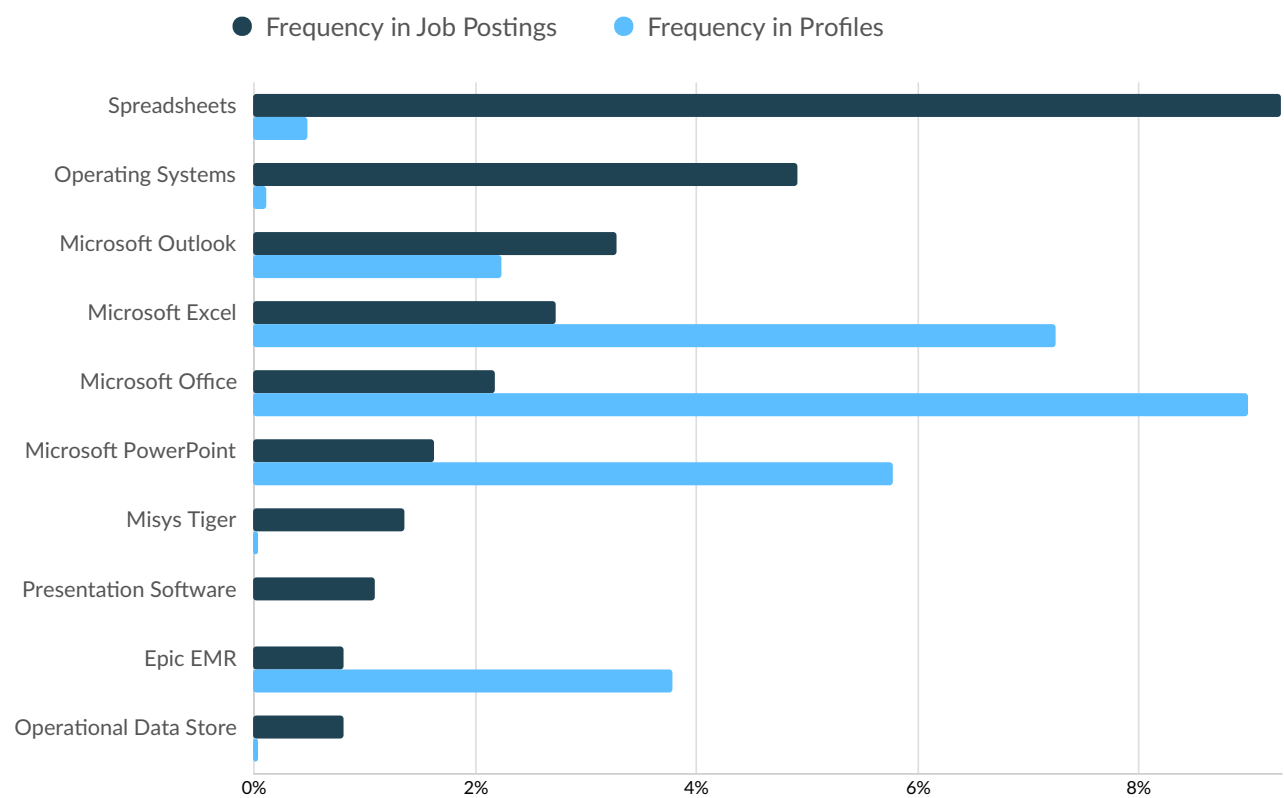
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	204	56%	247	10%	+20.1%	Rapidly Growing
Vital Signs	136	37%	95	4%	+17.2%	Growing
Direct Patient Care	124	34%	42	2%	+16.6%	Growing
Patient Education And Counseling	115	31%	88	4%	+11.6%	Growing
Setting Appointments	104	28%	34	1%	+10.9%	Growing
Infectious Diseases	96	26%	8	0%	+9.2%	Growing
Electronic Medical Record	93	25%	140	6%	+12.1%	Growing
Nursing Process	90	25%	11	0%	+24.2%	Rapidly Growing
Medical Prescription	88	24%	18	1%	+8.5%	Growing
Patient Preparation	87	24%	5	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	188	51%	0	0%	+18.9%	Growing
Customer Service	159	43%	404	16%	+5.2%	Stable
Interpersonal Communications	136	37%	40	2%	+12.5%	Growing
Problem Solving	136	37%	79	3%	+11.3%	Growing
Resilience	125	34%	2	0%	+12.7%	Growing
Planning	103	28%	50	2%	+10.9%	Growing
Confidentiality	94	26%	16	1%	0.0%	
Communication	89	24%	183	7%	+3.6%	Lagging
Leadership	88	24%	222	9%	+8.5%	Stable
Prioritization	88	24%	12	0%	+20.5%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Spreadsheets	34	9%	12	0%	+22.2%	Rapidly Growing
Operating Systems	18	5%	3	0%	+22.6%	Rapidly Growing
Microsoft Outlook	12	3%	55	2%	+25.0%	Rapidly Growing
Microsoft Excel	10	3%	178	7%	+17.7%	Growing
Microsoft Office	8	2%	221	9%	+18.5%	Growing
Microsoft PowerPoint	6	2%	142	6%	+26.1%	Rapidly Growing
Misys Tiger	5	1%	1	0%	+66.7%	Rapidly Growing
Presentation Software	4	1%	0	0%	+21.0%	Rapidly Growing
Epic EMR	3	1%	93	4%	+16.4%	Growing
Operational Data Store	3	1%	1	0%	+7.0%	Stable

Top Qualifications

	Postings with Qualification
Basic Life Support (BLS) Certification	190
Registered Nurse (RN)	146
American Red Cross (ARC) Certification	133
Certified Medical Assistant (CMA)	74
Licensed Practical Nurse (LPN)	63
Basic Cardiac Life Support	62
Advanced Cardiovascular Life Support (ACLS) Certification	55
Pediatric Advanced Life Support (PALS)	45
Valid Driver's License	40
Trauma Nurse Core Course (TNCC)	38

Appendix A

Top Posting Sources

Website	Postings on Website (Oct 2025)
peopleanswers.com	174
myworkdayjobs.com	144
indeed.com	48
dejobs.org	15
diversityjobs.com	14
icims.com	5
disabledperson.com	4
wyomingrecruiter.com	4
kalamazoorecruiter.com	3
gr8jobs.net	2
kentwoodrecruiter.com	2
powertofly.com	2
stryker.com	2
grandrapidsrecruiter.com	1
retirementjobs.com	1
tietalent.com	1

Appendix B

Sample Postings

BBC ED Patient Rep PRN	
Link to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com	
Location: Battle Creek, MI	O*NET: 29-2099.08
Company: Bronson Healthcare	Job Title: Patient Service Representatives
BBC ED Patient Rep PRN BBC ED Patient Rep PRN locationsBronson Healthcare Grouptime typePart timeposted onPosted 2 Days Agojob requisition id JOB45618 CURRENT BRONSON EMPLOYEES - using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBHG Bronson Healthcare Group TitleBBC ED Patient Rep PRN Patient Representatives are instrumental in ensuring the efficient and effective flow of patient access needs throughout the organization. Responsibilities may include greeting and registering patients, gathering and entering appropriate demographic and insurance/billing information, verification, scheduling appointments, providing patients with financial information, price estimates and the collection and entry of payments. Current knowledge of billing and coding requirements and the ability to these based on industry standards is required. Ability to resolve patient financial issues and negotiate payment arrangements. Representatives must fully understand the ramifications and impact of iplete or inaccurate information to patient care and the overall revenue cycle. Position works in a team environment and delivers exceptional customer service. Other duties as assigned. Employees providing direct patient care must demonstratetencies specific to the population served. High school diploma or general education degree (GED) required.Patient Representatives assigned to an Emergency Department team will be placed into a weekend standby rotation based on facility. This standby rotation begins Friday at 7pm to Monday at 7am. This standby rotation could occur from two to no more than six times a year.Previous customer service experience required.Medical Terminology, CPT and ICD-10 coding strongly preferred.Basic typing at 45 WPM, basic ten key, andputer skills within a Windows environment.Experience with multipleputer applications/operating systems, and office machines.Knowledge of HIPAA and confidentiality requirements, insurance payer regulations and requirements, and patient rights.Knowledge of revenue cycleponents and his/her role in the ability to impact the overall process.Knowledge of the impact of accurate registration has on patient satisfaction.Analytical skills to solve simple to semiplex problems.Organization, prioritization and time management skills.Concentrate and pay close attention to detail.Ability to multi-task.Be flexible to facilitate change.Ability to maintainposure in a position that has considerable deadlines, customer contact and high volumes of work which produces levels of mental/visual fatigue which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full attention to a personalputer or CRT up to 40 percent of the time. The job produces some physical demands. Typical of jobs that include regular walking, standing, stooping, bending, sitting, and some lifting of light weight objects.Greets and/or registers patients accurately and efficiently.Verifies insurance eligibility using online systems.Provides and/orpletes required patient forms.Collects and enter payments, follows required balancing procedures.Analyzes, interprets and enters physician orders.Scans and indexes forms.Schedules andmunicates appointment information accurately and efficiently for multiple facilities and ancillary departments.Verifies insurance for scheduled and urgent emergent patients following guidelines established per payer and obtains authorization based on payer specific criteria.Accuratelypletes assigned work queues.Identify financial counseling needs.Maintains confidentiality in verbal, written and electronicmunication.Follows established processes, protocols, and workflows.Takes initiative to resolve problems and meet patient needs. For Cancer Center ONLY:	

Associate's degree in related field, or 2 years related experience and/or training in a healthcare environment preferred. (Would consider 2 years of experience in a business office setting) Certified Healthcare Access Associate (CHAA) Preferred

- Assist employees and visitors with any concerns they might have.
 - assume overall responsibility for the safety and security of designated areas.
 - Monitor security cameras
 - Identify potential security risks and respond accordingly
- Shift Variable Time Type Part time Scheduled Weekly Hours 10 Cost Center 1202
Patient Access ER (BHG) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth.

Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. take a moment to watch a brief video highlighting employment with Bronson! About Us Bronson Healthcare is a community-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 unwavering commitment to serving others combined 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.

Registered Nurse PACU/Pre-Op/Post-Op M-Th Nights - 72 hrs/pp - Bronson Battle Creek

Link to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com

Location: Battle Creek, MI

O*NET: 29-1141.00

Company: Bronson Healthcare

Job Title: Pre-Op/Post-Op Registered Nurses

Registered Nurse PACU/Pre-Op/Post-Op M-Th Nights

- 72 hrs/pp
- Bronson Battle Creek Registered Nurse PACU/Pre-Op/Post-Op M-Th Nights
- 72 hrs/pp
- Bronson Battle Creek locationsBronson Battle Creektime typeFull timeposted onPosted 8 Days Agojob requisition id

JOB45635 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday.

This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBBC Bronson Battle Creek TitleRegistered Nurse PACU/Pre-Op/Post-Op M-Th Nights

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

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

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

Bronson South Haven Specific:

Emergency Department:

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

- time nurses) within 6 months of hire date.

Special Care Unit:

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

BMH & BBC

Specific:

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

- Ability to read, interpret, and analyze data from various computer systems and equipment in order to set an appropriate plan of action
- Must be able to constantly communicate both verbally, in writing and electronically. Work which produces high levels of mental/visual fatigue, e.g., interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time, the operation of and full attention to a personal computer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.

Standards of Practice:

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

Standards of Professional Performance:

- The registered nurse systematically evaluates the quality and effectiveness of nursing practice.
 - o Participates in quality improvement activities
 - o Uses the results of quality improvement activities to initiate changes in nursing practice.
- The registered nurse attains knowledge and competency that reflects current nursing practice.
 - o Participates in ongoing educational activities related to appropriate knowledge and professional issues.
 - o Maintains professional records that provide evidence of competency and

related to appropriate knowledge and professional issues. o Maintains professional records that provide evidence of competency and continued ongoing educational activities.

- The registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations.

o Provides age appropriate care in a culturally and ethnically sensitive manner. o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development. o Participates in systematic peer review as appropriate.

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

o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care.

- The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services.

o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in being informed consumers about the options, costs, risks and benefits of treatments and care.

- The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally)
- Responsibilities related to the Scrub RN o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time.

Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies. o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs. o Observant of overt changes in patient's condition that indicates a problem has emerged. o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and recommended changes in procedure. o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians. o Is observant of the changing needs of the operative field and the surgical team, anticipates potential needs, and takes appropriate actions. o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed. o Assigned and responsible for after-hour call on a rotational basis. o Ability to perform scrub duties in multiple services; ie: neuro and ortho STII able to perform spinal fusions in both services.

For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours

For Bronson Lakeview Hospital and Bronson South Haven Hospital:

The RN is responsible for completing the Workday CBL

- "Swing beds".

This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand

the documentation differences and the specific care required for each individual swing bed patient. Bronson South Haven Hospital and Bronson Lakeview Hospital employees who are approved to work in a Swing Bed Facility only: Employees may be expected to cover shifts at Bronson Lakeview Hospital and/or Bronson South Haven Hospital depending on patient acuity and staffing needs. ShiftVariable Time TypeFull time Scheduled Weekly Hours36 Cost Center5800 PACU (BBC) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. take a moment to watch a brief video highlighting employment with Bronson!

Managers/Team Leads — Walmart in Portage, MI (Oct 2025 - Active)

Member Team Lead	
Link to Live Job Posting: dejobs.org	
Location: Portage, MI	O*NET: 41-2011.00
Company: Walmart	Job Title: Managers/Team Leads
- Position Summary... - What you'll do... - Assists management with the supervision of associates in assigned area of responsibility by assigning duties to associates communicating goals and feedback training associates on processes and procedures providing direction and guidance to associates on member service approaches and techniques to ensure member complaints and issues are resolved according to company guidelines ensuring compliance with company policies and procedures supporting the Open Door Policy: and participating in recruiting hiring scheduling promoting coaching and evaluating associates Communicates and supports membership by providing information on membership types programs and benefits to current and prospective members processing memberships upgrades and credit accounts encouraging membership renewals participating in sales and marketing events completing and maintaining marketing recaps and other required documentation striving to meet membership goals and promoting the value of Sams Club products and services Provides and ensures member service by acknowledging the member and identifying member needs assisting members with purchasing decisions locating merchandise providing guidance and support to members regarding selfservice technology assisting members with transactions utilizing registers or selfcheckout area and ensuring club pick up orders are filled Oversees assigned area of responsibility by handling claims and returns zoning the area arranging and organizing merchandise identifying shrink and damages organizing and maintaining availability of cartsflatbeds assisting members with transporting items utilizing cart retrieval equipment according to company policies and procedures and maintaining parking lot cleanliness Completes accounting records files transactions and other required documentation by following accounting office procedures providing funds for proper register operation creating and interpreting financial analysis reports assisting with accountingrelated investigations preparing daily deposits preparing and overseeing Cash Fund Transfers investigating overages and shortages in cash register drawers and accounting office and maintaining confidentiality and accuracy of financial and personal information Develops communicates and implements processes and practices to meet business needs by collaborating with managers coworkers customers and other business partners analyzing and applying information from multiple sources monitoring progress and results and identifying and addressing improvement opportunities Demonstrates promotes and supports compliance with company policies procedures and standards of ethics and integrity by explaining guiding and demonstrating how to apply these in executing business processes and practices implementing related action plans using the Open Door Policy: and assisting management with correcting ethical and compliance issues and problems Leads and participates in teams by using and sharing resources information and tools determining customer needs and business priorities coordinating and executing work assignments providing advice feedback and support to ensure timelines and work quality are achieved and modeling and helping others with how to adapt to change or new challenges Respect the Individual: Embraces differences in people cultures ideas and experiences creates a workplace where associates feel seen supported and connected through a culture of belonging creates opportunities for all associates to thrive and perform helps to attract the best talent Respect the	

Individual:

Works as a team builds strong and trusting relationships communicates with impact energy and positivity to motivate and influence Respect the

Individual:

Strengthens the team by helping developing and mentoring others recognizes others contributions and accomplishments Act with

Integrity:

Maintains and promotes the highest standards of integrity ethics and compliance models the Walmart values to support and foster our culture holds oneself and others accountable supports Walmarts goal of becoming a regenerative company by making a positive impact for associates customers members and the world around us 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 Serve our Customers and Members Makes decisions based reliable information balances short and long-term priorities and considers how own work impacts the team's ability to deliver on our purpose for all stakeholders Strive for

Excellence:

Displays curiosity and a desire to learn takes calculated risks and demonstrates courage and resilience Strive for

Excellence:

Drives continuous improvements is open to and uses new technologies and skills and supports others through change At Sam's Club, we offer competitive pay as well as performance-based bonus awards and other great benefits for a happier mind, body, and wallet!

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

You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see <https://one.walmart.com/notices>.

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

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

Walmart at <https://bit.ly/3iOOB1J>. The hourly wage range for this position is \$20.00 to \$28.00

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

- Minimum Qualifications...

- _Outlined below are the required minimum qualifications for this position. If none are listed, there are no minimum qualifications._
Minimum Qualifications 6 months retail experience including operating front-end equipment (for example, cash register) AND 6 months customer service experience Must be 18 years of age or older
- Preferred Qualifications...
- _Outlined below are the optional preferred qualifications for this position. If none are listed, there are no preferred qualifications._
Leading a front-end team, Supervising experience to include hiring, evaluating, mentoring, developing, and managing the workload of others
- Primary Location...
- 7021 S Westnedge Ave, Portage, MI 49002-4206, 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.

Walmart, Inc. is an Equal Opportunity Employer

- By Choice. We believe we are best equipped to help our associates, customers, and the communities we serve live better when we really know them. That means understanding, respecting, and valuing diversity
- unique styles, experiences, identities, abilities, ideas and opinions
- while being inclusive of all people.

Specialty Clinic Registered Nurses — Stryker in Kalamazoo, MI (Oct 2025 - Active)

Registered Nurse, Specialty Care Clinic	
Link to Live Job Posting: www.indeed.com	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Stryker	Job Title: Specialty Clinic Registered Nurses

Overview Western Michigan University Homer Stryker, MD, School of Medicine is hiring a Registered Nurse in the Speciaty Care Clinic. Department serving both adult and pediatric patients. The Registered Nurse must be able to demonstrate the competencies necessary to provide service appropriate to the age of the population served. Responsibilities Refers abnormal lab work to physician for appropriate follow up. Calls in prescription refills. Discuss day to day issues with supervisor for resolution. Availability to work on weekends and evenings to complete time sensitive projects. Acquires knowledge for new technology and policy/procedure revisions. All other duties as assigned. Qualifications

EDUCATION AND/OR EXPERIENCE

Graduate of an accredited RN Program required. One year's experience in healthcare setting preferred. Phone triage position experience preferred.

LICENSES, REGISTRATIONS, CERTIFICATIONS

BCLS certification. Valid Michigan RN license required.

OTHER SKILLS AND ABILITIES

Knowledge and ability to use the EMR. Knowledge of the phone system. Knowledge and ability to use Outlook messaging, appointment scheduling and the calendar. Positive attitude. Excellent attendance, less than 3% unscheduled PTO in a 12-month period. Demonstrates the WMed Values in Action daily. Strong written and verbal communication. Demonstrates the ability to recognize priorities in organization of workflow. Able to perform duties independently, with a minimal need for direct supervision. About Western Michigan University Homer Stryker M.D. School of Medicine (WMed) We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-centered care, innovative research, and community partnerships within a welcoming, supportive, and engaging culture. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems, Beacon and Bronson Healthcare. The medical school is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. WMed is the recipient of a \$100 million foundational gift and the Empowering Futures Gift, a philanthropic commitment of \$300 million to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide, as well as the creation of 1,600 new jobs, with an estimated annual economic impact of \$353 million in Kalamazoo and Calhoun counties. WMed is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program as well as a Master of Science degree program in Biomedical Sciences. We train physicians in 10 residencies and four fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional continuing education, which incorporates accreditation by the Accreditation Council for Continuing Medical Education. WMed Health is the clinical practice of the medical school with more than 300 providers offering comprehensive primary care and specialty services in several locations throughout the Kalamazoo and Battle Creek areas. Faculty in the Department of Pathology serve as the Office of the Medical Examiner for counties throughout Michigan and northern Indiana. The W.E. Upjohn M.D. Campus located in downtown Kalamazoo serves as the primary educational facility with student study and social spaces, team-based learning halls, faculty and administrative offices, a state-of-the-art Simulation Center accredited by the Society for Simulation in Healthcare, basic science research labs, as well as toxicology and forensic pathology labs. WMed builds upon Kalamazoo's century-long foundation of drug discovery and medical device development with a strategic investment in clinical, laboratory, community, and educational research. The Center for Immunobiology, Center for Clinical Research, Research Histology Lab, Innovation Center, and Human Research Protection Program contribute to the medical school's advancement of knowledge through innovation and discovery. Equal Employment Opportunity Employer in compliance with applicable State and Federal law.

Imaging Coordinator - Full Time 80Hrs/Pp - BARS	
Link to Live Job Posting: Posting is no longer active	
Location: Kalamazoo, MI	O*NET: 11-9111.00
Company: Bronson Healthcare	Job Title: Imaging Coordinators

Imaging Coordinator

- Full Time 80Hrs/Pp
- BARS Imaging Coordinator
- Full Time 80Hrs/Pp
- BARS locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 2 Days Agojob requisition id

JOB45661 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday.

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

- Full Time 80Hrs/Pp
- BARS Under physician guidance the Imaging Coordinator provides support in the operation of the Imaging department.

Under general supervision, according to established procedures, and depending upon area(s) of expertise and assignment, the Imaging Coordinator is responsible for maintaining schedule and patient flow. Employees providing direct patient care must demonstrate competencies specific to the population served. High school diploma or general education degree (GED) required. 1 year clinical healthcare experience required. BLS certification Prior experience with intravenous access or completion of intravenous access training and competency within 1-month of hire. Computer knowledge including but not limited to hardware and applications Proficiency in Microsoft Excel, Word, and Outlook. Familiarity of end user business practices, to support the applications and workflows in a healthcare delivery environment. Must be able to complete the following job duties: Assist technologist with direct patient care Preparing patients for imaging exam, including but not limited to, escorting patients intravenous access, and reviewing safety questionnaires and medical records. Follow policies for MRI and radiation safety and protection. Communicate effectively with ancillary departments (e.g. Nursing, Transport, Facilities, PACS) Stock department and order supplies as needed Cleans and maintains equipment appropriately. Reports equipment problems to technologists or leadership. Demonstrates excellent customer service when answering the phone. Shift Variable Time Type Full time Scheduled Weekly Hours 40 Cost Center 3136 Radiology Bars MRI (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. take a moment to watch a brief video highlighting employment with Bronson! About Us Bronson Healthcare is a community-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 unwavering commitment to serving others combined 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

October 2025
Branch County



Michigan

Parameters

Select Timeframe: Oct 2025 - Oct 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

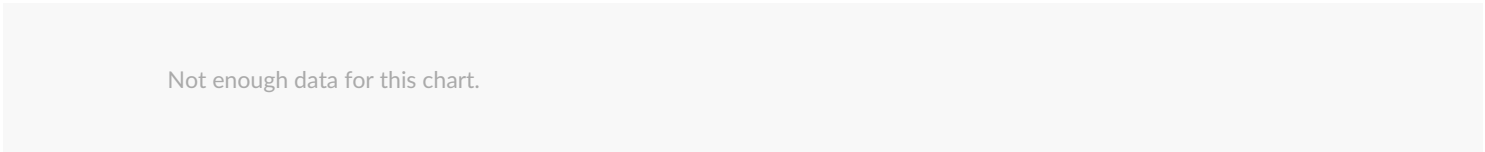
Keyword Search:

Posting Type: Active Postings

Job Postings Overview

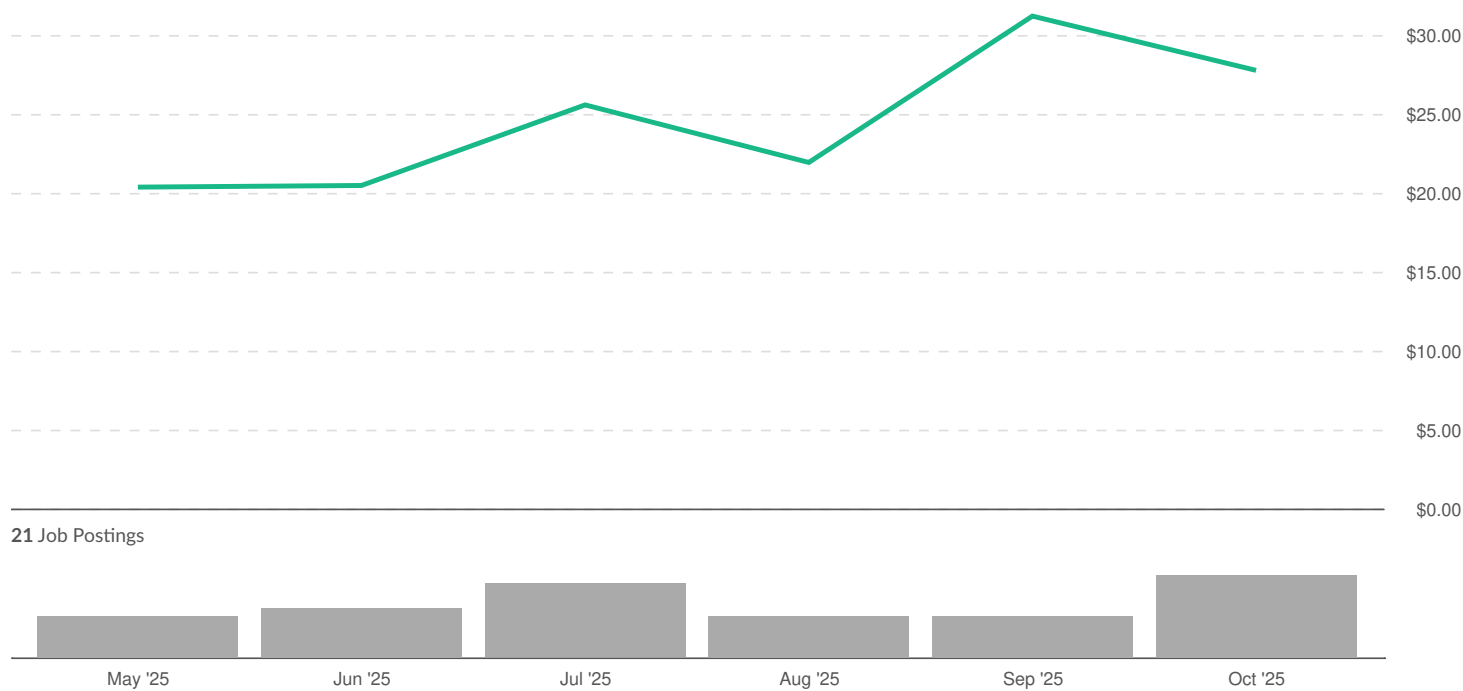


Advertised Salary

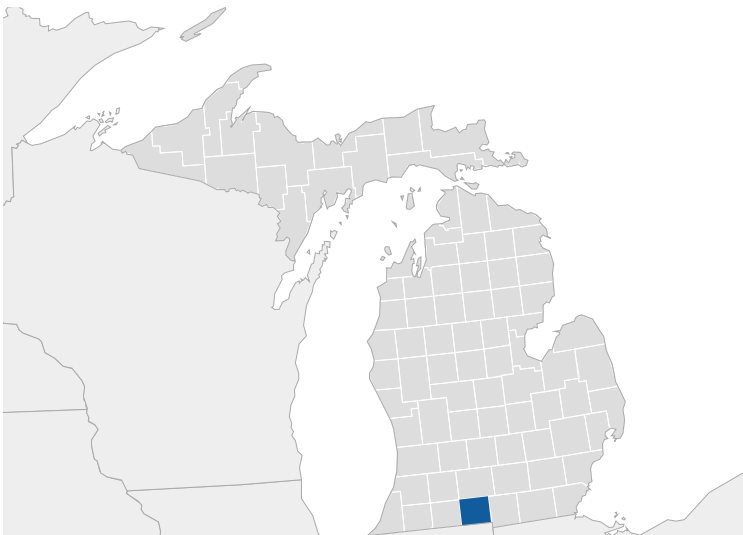


Advertised Salary Trend

▲ 35.8% May 2025 – Oct 2025
\$26.52 Median

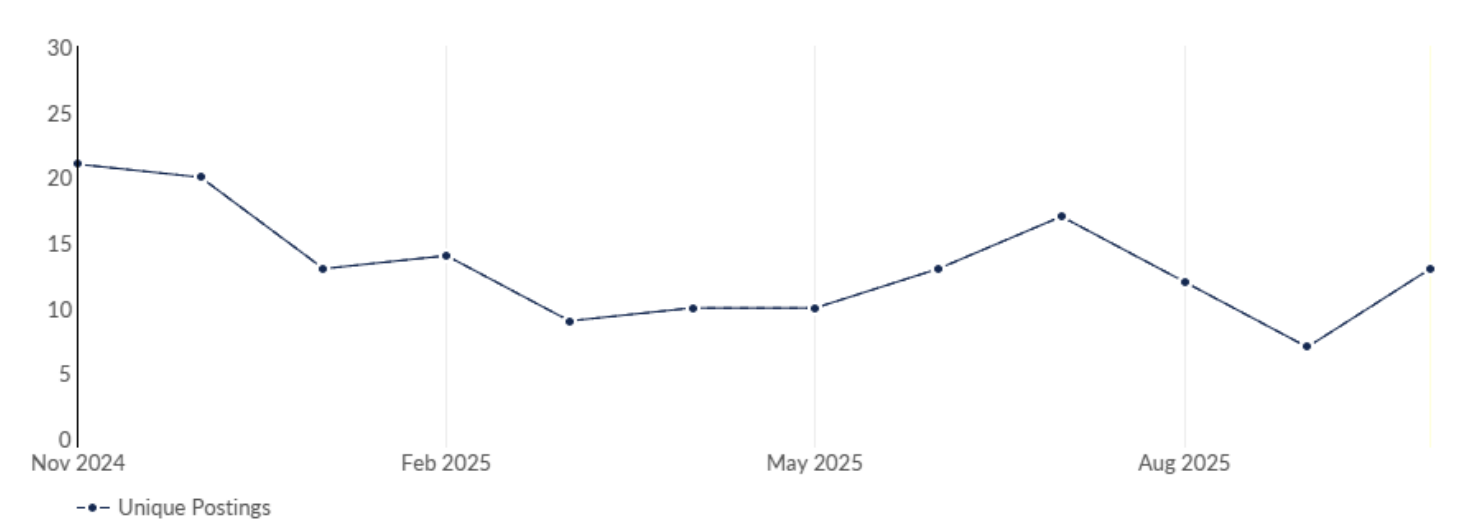


Job Postings Regional Breakdown



County	Unique Postings (Oct 2025)
Branch County, MI	13

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Oct 2025	13	3 : 1
Sep 2025	7	3 : 1
Aug 2025	12	2 : 1
Jul 2025	17	2 : 1
Jun 2025	13	2 : 1
May 2025	10	2 : 1
Apr 2025	10	2 : 1
Mar 2025	9	2 : 1
Feb 2025	14	2 : 1
Jan 2025	13	3 : 1
Dec 2024	20	3 : 1
Nov 2024	21	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	9	69%
High school or GED	2	15%
Associate's degree	1	8%
Bachelor's degree	1	8%
Master's degree	0	0%
Ph.D. or professional degree	0	0%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	2	0	15%
Associate's degree	1	0	8%
Bachelor's degree	1	0	8%
Master's degree	0	0	0%
Ph.D. or professional degree	0	0	0%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	5	38%
0 - 1 Years	5	38%
2 - 3 Years	1	8%
4 - 6 Years	1	8%
7 - 9 Years	0	0%
10+ Years	1	8%

Top Companies Posting

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Walmart	25 / 7	4 : 1 	n/a
Bob Evans Restaurants	7 / 3	2 : 1 	n/a
Clemens Food Group	5 / 3	2 : 1 	n/a

Top Cities Posting

City	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Coldwater, MI	37 / 13	3 : 1 	n/a

Top Posted Occupations

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	22 / 5	4 : 1 	n/a
General and Operations Managers	6 / 3	2 : 1 	n/a
Food Service Managers	5 / 3	2 : 1 	n/a
Fast Food and Counter Workers	3 / 1	3 : 1 	n/a
Cashiers	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	22 / 5	4 : 1 	n/a
General and Operations Managers	6 / 3	2 : 1 	n/a
Food Service Managers	5 / 3	2 : 1 	n/a
Fast Food and Counter Workers	3 / 1	3 : 1 	n/a
Cashiers	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	25 / 6	4 : 1 	n/a
Restaurant / Food Service Manager	5 / 3	2 : 1 	n/a
General Manager	2 / 1	2 : 1 	n/a
Operations Manager / Supervisor	1 / 1	1 : 1 	n/a
Fast Food / Counter Worker	3 / 1	3 : 1 	n/a
Cashier	1 / 1	1 : 1 	n/a

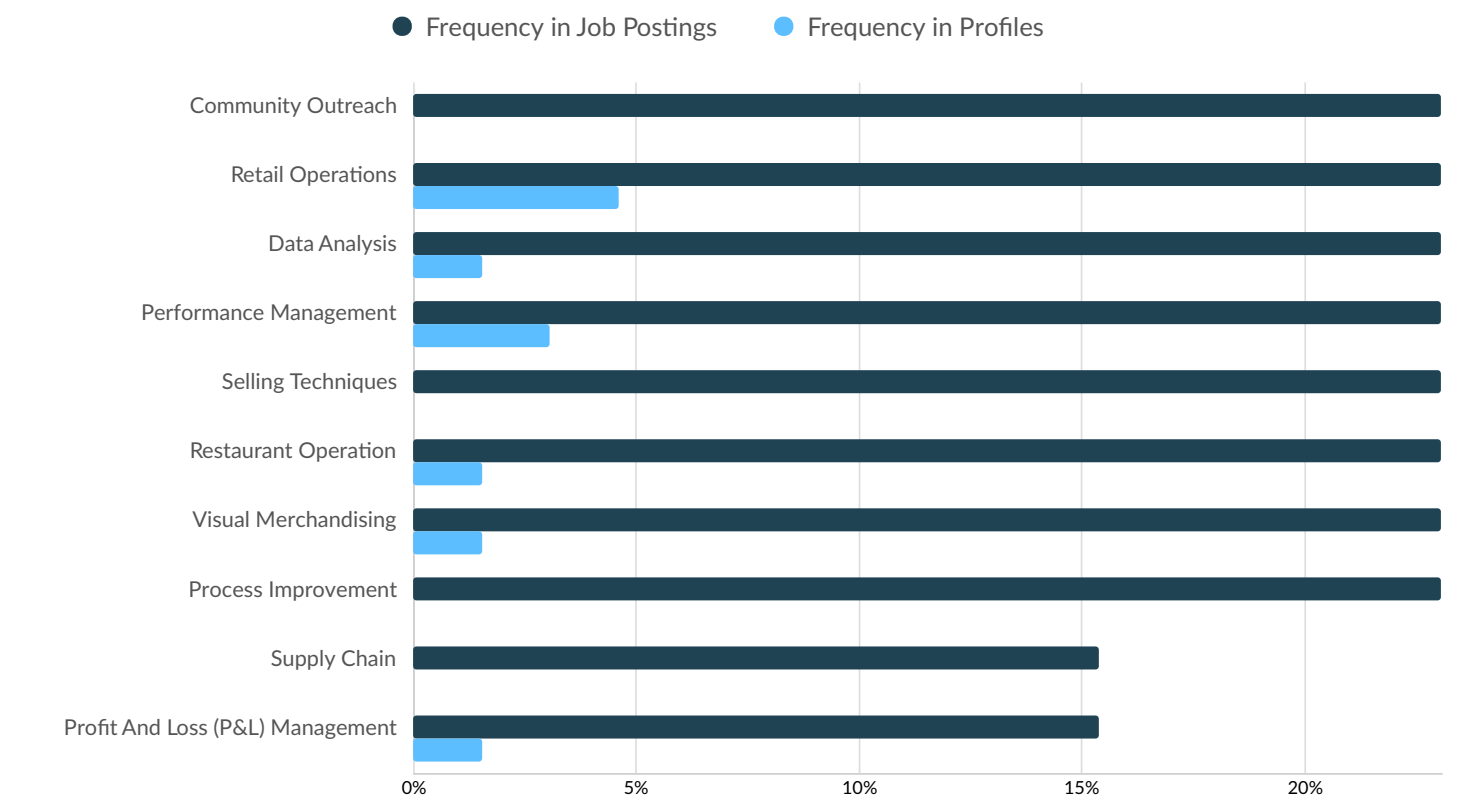
Top Posted Job Titles

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Operations Management Trainees	14 / 2	7 : 1 	n/a
Floor Operations Managers	2 / 1	2 : 1 	n/a
Floor Supervisors	1 / 1	1 : 1 	n/a
Key Supervisors	1 / 1	1 : 1 	n/a
General Managers	3 / 1	3 : 1 	n/a
Directors of Warehousing	3 / 1	3 : 1 	n/a
Complex Managers	4 / 1	4 : 1 	n/a
Apparel Supervisors	2 / 1	2 : 1 	n/a
Parts Associates	1 / 1	1 : 1 	n/a
Operations Coaches	2 / 1	2 : 1 	n/a

Top Industries

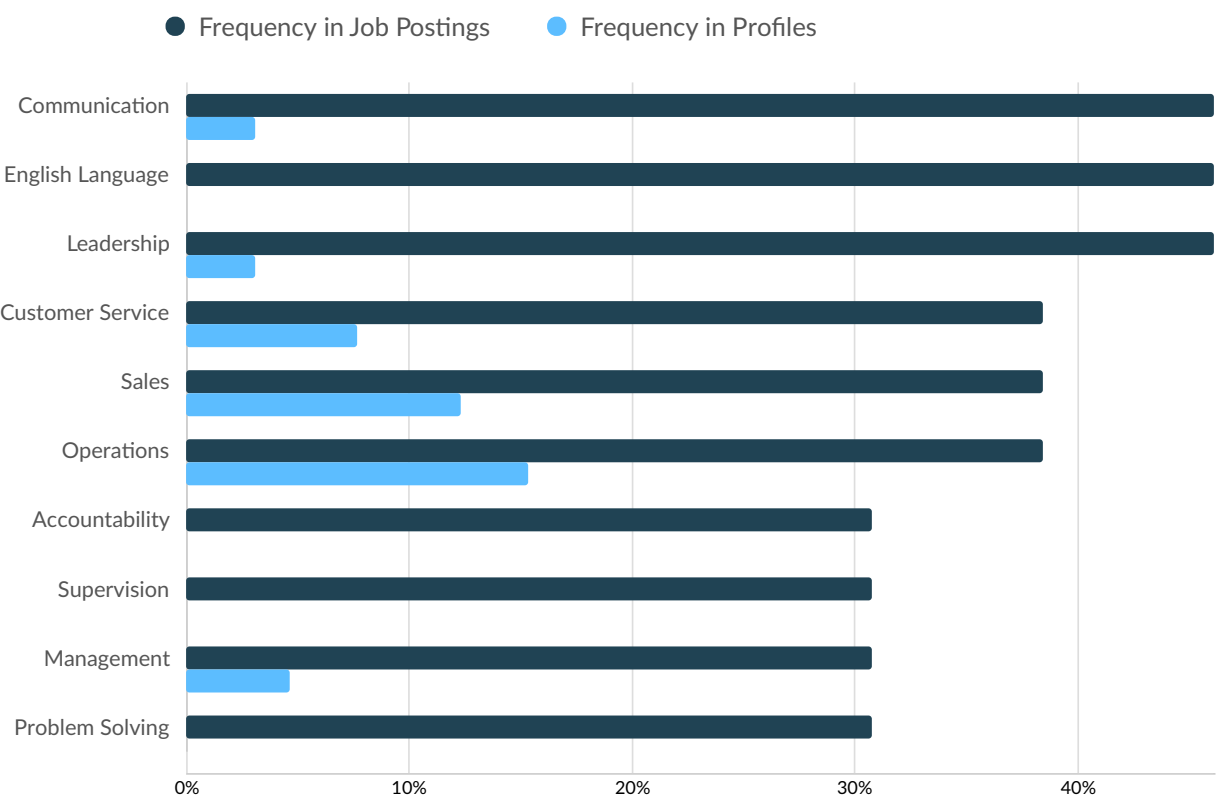
	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Warehouse Clubs and Supercenters	25 / 7	4 : 1 	n/a
Animal (except Poultry) Slaughtering	5 / 3	2 : 1 	n/a
Full-Service Restaurants	7 / 3	2 : 1 	n/a

Top Specialized Skills



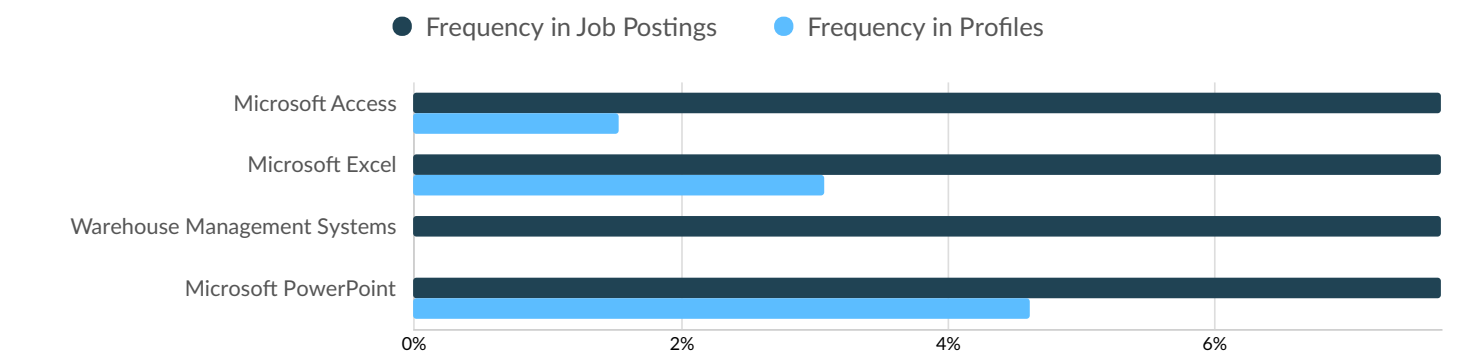
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Community Outreach	3	23%	0	0%	+24.6%	Rapidly Growing
Retail Operations	3	23%	3	5%	+11.0%	Growing
Data Analysis	3	23%	1	2%	+25.8%	Rapidly Growing
Performance Management	3	23%	2	3%	+20.3%	Rapidly Growing
Selling Techniques	3	23%	0	0%	-1.2%	Lagging
Restaurant Operation	3	23%	1	2%	+28.0%	Rapidly Growing
Visual Merchandising	3	23%	1	2%	+12.9%	Growing
Process Improvement	3	23%	0	0%	+27.0%	Rapidly Growing
Supply Chain	2	15%	0	0%	+22.3%	Rapidly Growing
Profit And Loss (P&L) Management	2	15%	1	2%	+18.3%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	6	46%	2	3%	+3.6%	Lagging
English Language	6	46%	0	0%	+15.3%	Growing
Leadership	6	46%	2	3%	+8.5%	Stable
Customer Service	5	38%	5	8%	+5.2%	Stable
Sales	5	38%	8	12%	+7.8%	Stable
Operations	5	38%	10	15%	+8.1%	Stable
Accountability	4	31%	0	0%	+18.7%	Growing
Supervision	4	31%	0	0%	+2.3%	Lagging
Management	4	31%	3	5%	+5.3%	Stable
Problem Solving	4	31%	0	0%	+11.3%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Access	1	8%	1	2%	+3.9%	Lagging
Microsoft Excel	1	8%	2	3%	+17.7%	Growing
Warehouse Management Systems	1	8%	0	0%	+10.7%	Growing
Microsoft PowerPoint	1	8%	3	5%	+26.1%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Bachelor Of Science In Business	3
System Operator Certification	1

Appendix A

Top Posting Sources

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

Appendix B

Sample Postings

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
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. Things to know: Location: 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 - Critical Objectives: 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. Who You Are: 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. Key Metrics Defining Your Success: Significant improvements in Safety (SSI) Step change in labor efficiency Improved On-Time Shipping & Delivery Enhanced Inventory Accuracy & Reduced Waste Career Development and Culture: 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. Must-Haves: 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	

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
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 Individual: 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 Individual: Works collaboratively builds strong and trusting relationships communicates with impact energy and positivity to motivate and influencex000BRespect the Individual: Attracts and retains the best talent empowers and develops talent and recognizes others contributions and accomplishmentsAct with Integrity: Maintains and promotes the highest standards of integrity ethics and compliance models the Walmart values to support and foster our culture	

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

Integrity:

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

Excellence:

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

Excellence:

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

Walmart. The hourly wage range for this position is \$31.25 - \$38.46. 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 - Active)

Lead - Floor Operations	
Link to Live Job Posting: www.indeed.com	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Walmart	Job Title: Floor Operations Managers
Lead - Floor Operations 3.4 3.4 out of 5 stars 500 Jonesville Road, Coldwater, MI 49036 \$26.00 \$29.50 an hour - Full-time Walmart 277,971 reviews \$26.00 \$29.50 an hour - Full-time Hourly Wage: \$26 \$29. 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. Employment Type: Full-Time Available shifts: Weekend 5th Location Supply Chain Regional #6043 500 JONESVILLE RD, COLDWATER, MI, 49036, US 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. 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.	

Parts Associates — Walmart in Coldwater, MI (Oct 2025 - Active)

Parts Associate - Truck Shop	
Link to Live Job Posting: www.indeed.com	
Location: Coldwater, MI	O*NET: 41-2011.00
Company: Walmart	Job Title: Parts Associates
Parts Associate - Truck Shop 3.4 3.4 out of 5 stars Hourly Wage: \$25 - \$28.5 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. Employment Type: Full-Time Available shifts: Weekday - 1st Location Supply Chain Maintenance Trucking #6743 488 JONESVILLE RD, COLDWATER, MI, 49036, US Job Overview Career opportunities in Administration and Clerical roles include Service Shop and Maintenance Clerk, Quality Assurance, System Operator. Administration roles such as Human Resource Clerk and Office Assistant. Benefits & perks At Walmart, we offer competitive pay as well as performance-based incentive awards and other great benefits for a happier mind, body, and wallet. Health benefits include medical, vision and dental coverage. Financial benefits include 401(k), stock purchase and company-paid life insurance. Paid time off benefits include parental leave, family care leave, bereavement, jury duty, and voting. Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more. You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see Smart Guide page Live Better U is a Walmart-paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One. Walmart.com. Walmart is committed to maintaining a drug-free workplace and has a no tolerance policy regarding the use of illegal drugs and alcohol on the job. This policy applies to all employees and aims to create a safe and productive work environment.	

Apparel Supervisors — Walmart in Coldwater, MI (Oct 2025 - Active)

Apparel Team Supervisor	
Link to Live Job Posting: www.indeed.com	
Location: Coldwater, MI	O*NET: 41-1011.00
Company: Walmart	Job Title: Apparel Supervisors
Apparel Team Supervisor 3.4 3.4 out of 5 stars 800 East Chicago Street, Coldwater, MI 49036 \$20 \$33 an hour - Full-time Walmart 277,930 reviews \$20 \$33 an hour • Full-time Hourly Wage: \$20 \$33 per/hour The actual hourly rate will equal or exceed the required minimum wage applicable to the job location. Additional compensation includes annual or quarterly performance incentives. Additional compensation in the form of premiums may be paid in amounts ranging from \$0.35 per hour to \$3.00 per hour in specific circumstances. Premiums may be based on schedule, facility, season, or specific work performed. Multiple premiums may apply if applicable criteria are met. Employment Type: Full-Time Available shifts: Location Walmart Supercenter #1593 800 E CHICAGO ST, COLDWATER, MI, 49036, US Job Overview Apparel associates greet customers on the salesfloor, offer them assistance and recommend merchandise based on the customer's wants and needs. After moving incoming merchandise out to the salesfloor, they ensure the clothing racks, tables and displays are maintained and in proper order throughout the day. Benefits & perks At Walmart, we offer competitive pay as well as performance-based incentive awards and other great benefits for a happier mind, body, and wallet. Health benefits include medical, vision and dental coverage. Financial benefits include 401(k), stock purchase and company-paid life insurance. Paid time off benefits include parental leave, family care leave, bereavement, jury duty, and voting. Other benefits include short-term and long-term disability, company discounts, Military Leave Pay, adoption and surrogacy expense reimbursement, and more. You will also receive PTO and/or PPTO that can be used for vacation, sick leave, holidays, or other purposes. The amount you receive depends on your job classification and length of employment. It will meet or exceed the requirements of paid sick leave laws, where applicable. For information about PTO, see Smart Guide page Live Better U is a Walmart-paid education benefit program for full-time and part-time associates in Walmart and Sam's Club facilities. Programs range from high school completion to bachelor's degrees, including English Language Learning and short-form certificates. Tuition, books, and fees are completely paid for by Walmart. Eligibility requirements apply to some benefits and may depend on your job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. For information about benefits and eligibility, see One. Walmart.com. Walmart is committed to maintaining a drug-free workplace and has a no tolerance policy regarding the use of illegal drugs and alcohol on the job. This policy applies to all employees and aims to create a safe and productive work environment.	

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

October 2025
Calhoun County



Michigan

Parameters

Select Timeframe: Oct 2025 - Oct 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

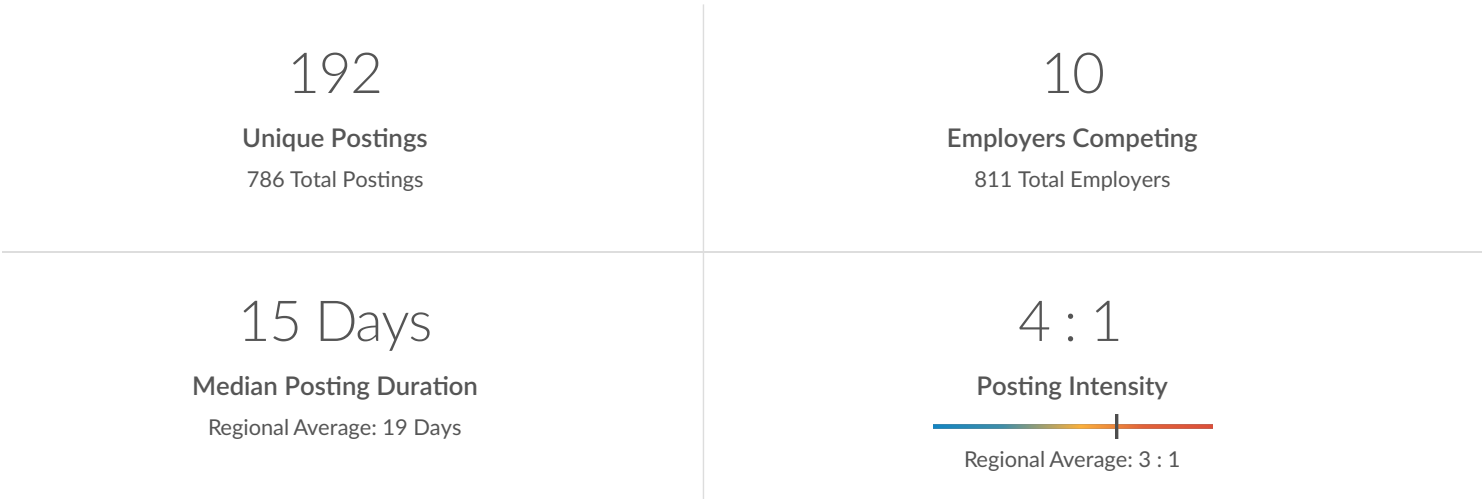
Education Level: Any

Job Type: Include Internships

Keyword Search:

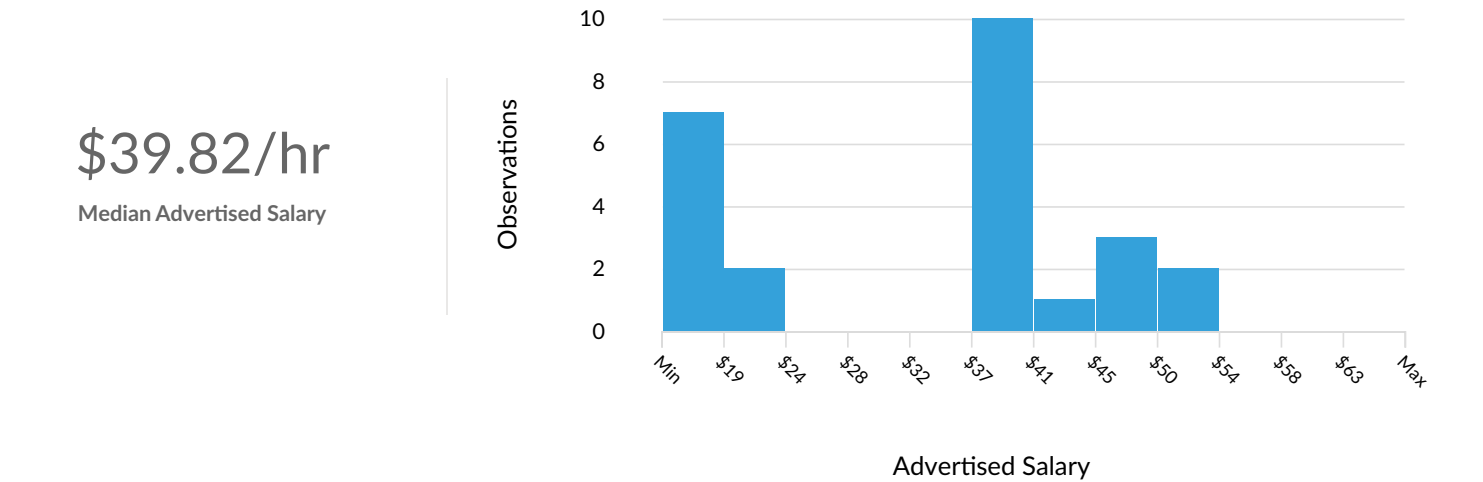
Posting Type: Active Postings

Job Postings Overview



Advertised Salary

There are 25 advertised salary observations (13% of the 192 matching postings).

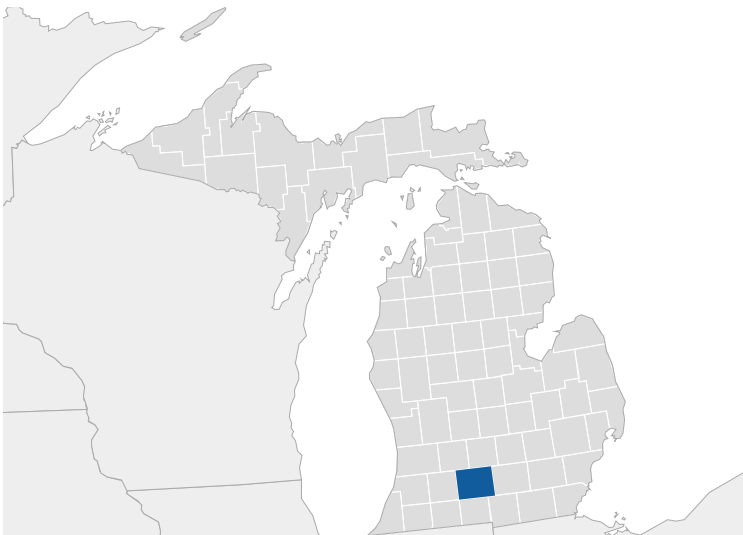


Advertised Salary Trend

▲ 7.3% May 2025 – Oct 2025
\$39.82 Median

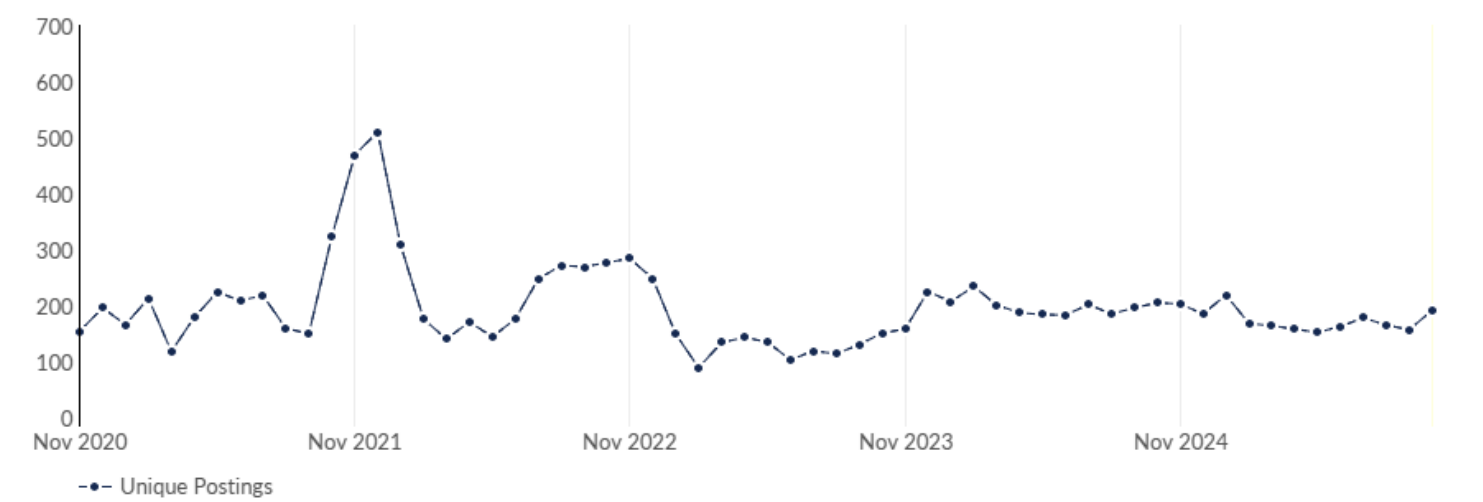


Job Postings Regional Breakdown



County	Unique Postings (Oct 2025)
Calhoun County, MI	192

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Oct 2025	192	4 : 1
Sep 2025	157	5 : 1
Aug 2025	165	5 : 1
Jul 2025	178	4 : 1
Jun 2025	163	4 : 1
May 2025	152	4 : 1
Apr 2025	158	4 : 1
Mar 2025	164	4 : 1
Feb 2025	168	4 : 1
Jan 2025	219	5 : 1
Dec 2024	185	5 : 1
Nov 2024	203	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
Nov 2020	154	2 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	76	40%
High school or GED	35	18%
Associate's degree	69	36%
Bachelor's degree	36	19%
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	35	0	18%
Associate's degree	63	6	33%
Bachelor's degree	17	19	9%
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	142	74%
0 - 1 Years	36	19%
2 - 3 Years	12	6%
4 - 6 Years	2	1%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Oaklawn Hospital	630 / 117	5 : 1 	20 days
Bronson Healthcare	42 / 33	1 : 1 	14 days
Hogan	18 / 9	2 : 1 	19 days
Select Medical	19 / 9	2 : 1 	33 days
Dollar General	19 / 8	2 : 1 	9 days
Subway	14 / 7	2 : 1 	15 days
Border Foods	7 / 3	2 : 1 	8 days
Taco Bell	30 / 3	10 : 1 	n/a
Elara Caring	4 / 2	2 : 1 	n/a
Clean Team	3 / 1	3 : 1 	n/a

Top Cities Posting

City	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Marshall, MI	615 / 114	5 : 1 	19 days
Battle Creek, MI	139 / 65	2 : 1 	15 days
Albion, MI	26 / 10	3 : 1 	8 days
Pennfield Charter Township, MI	1 / 1	1 : 1 	n/a
Tekonsha, MI	4 / 1	4 : 1 	n/a

Top Posted Occupations

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	411 / 95	4 : 1 	24 days
Medical Assistants	246 / 52	5 : 1 	13 days
Food Service Managers	51 / 13	4 : 1 	8 days
First-Line Supervisors of Retail Sales Workers	27 / 11	2 : 1 	9 days
Heavy and Tractor-Trailer Truck Drivers	18 / 9	2 : 1 	19 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12 / 7	2 : 1 	15 days
Home Health and Personal Care Aides	21 / 5	4 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	410 / 94	4 : 1 	24 days
Medical Assistants	246 / 52	5 : 1 	13 days
Food Service Managers	51 / 13	4 : 1 	8 days
First-Line Supervisors of Retail Sales Workers	27 / 11	2 : 1 	9 days
Heavy and Tractor-Trailer Truck Drivers	18 / 9	2 : 1 	19 days
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	12 / 7	2 : 1 	15 days
Home Health Aides	17 / 3	6 : 1 	n/a
Personal Care Aides	4 / 2	2 : 1 	n/a
Critical Care Nurses	1 / 1	1 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	410 / 94	4 : 1 	24 days
Medical Assistant	246 / 52	5 : 1 	13 days
Restaurant / Food Service Manager	51 / 13	4 : 1 	8 days
Retail Store Manager / Supervisor	27 / 11	2 : 1 	9 days
Tractor-Trailer Truck Driver	18 / 9	2 : 1 	19 days
Janitor / Cleaner	12 / 7	2 : 1 	15 days
Home Health Aide	17 / 3	6 : 1 	n/a
Caregiver / Personal Care Aide	4 / 2	2 : 1 	n/a
Nursing Manager / Supervisor	1 / 1	1 : 1 	n/a

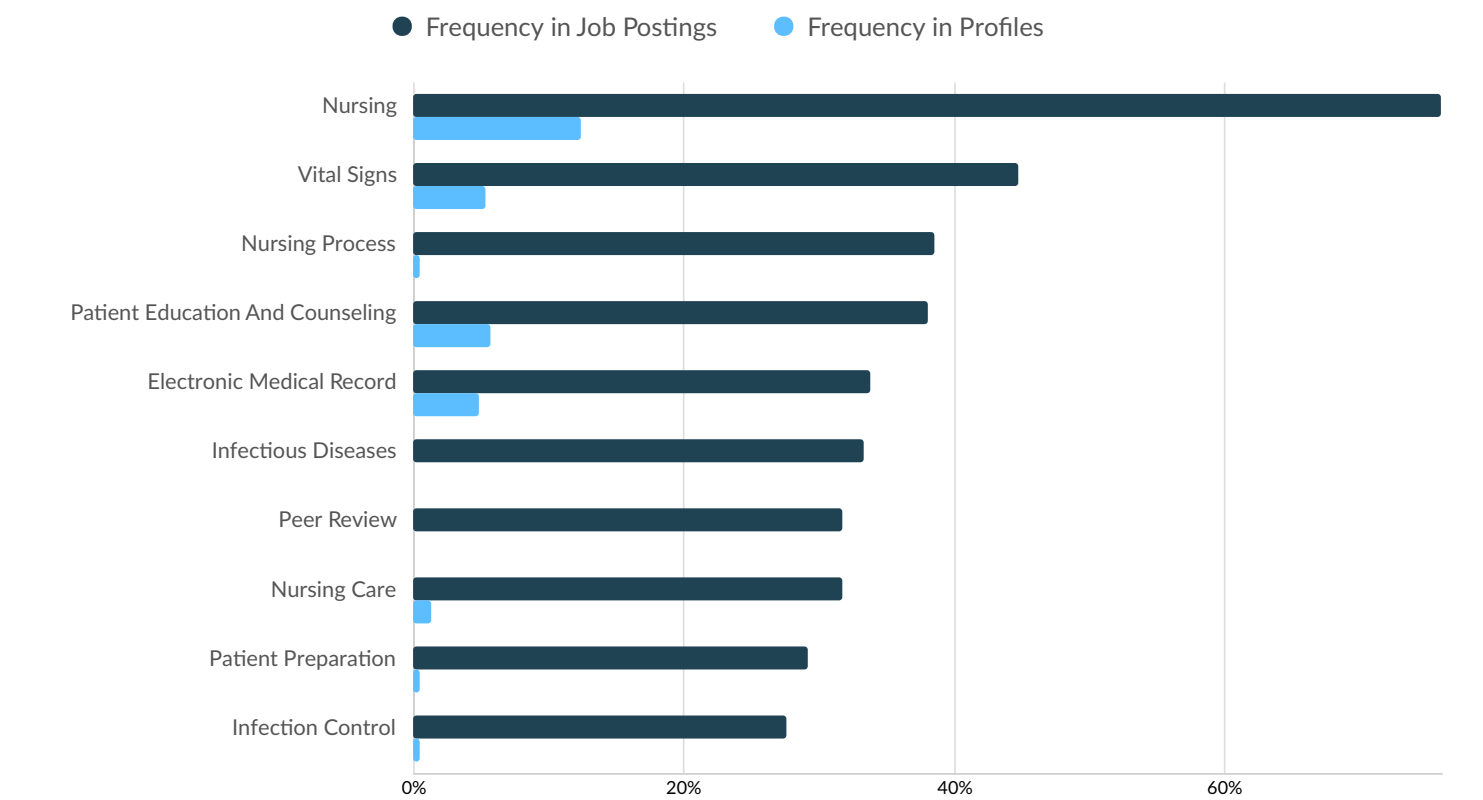
Top Posted Job Titles

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	127 / 24	5 : 1 	34 days
Requisition Sales Associates	125 / 23	5 : 1 	n/a
Emergency Services Registered Nurses	78 / 15	5 : 1 	n/a
Primary Care Medical Assistants	36 / 6	6 : 1 	n/a
Environmental Services Technicians	9 / 6	2 : 1 	15 days
Registered Nurses Cat	33 / 6	6 : 1 	20 days
Store Managers	15 / 6	3 : 1 	n/a
CDL-A Truck Drivers	12 / 6	2 : 1 	19 days
Day Surgery Registered Nurses	35 / 5	7 : 1 	n/a
MICU Registered Nurses	5 / 5	1 : 1 	24 days

Top Industries

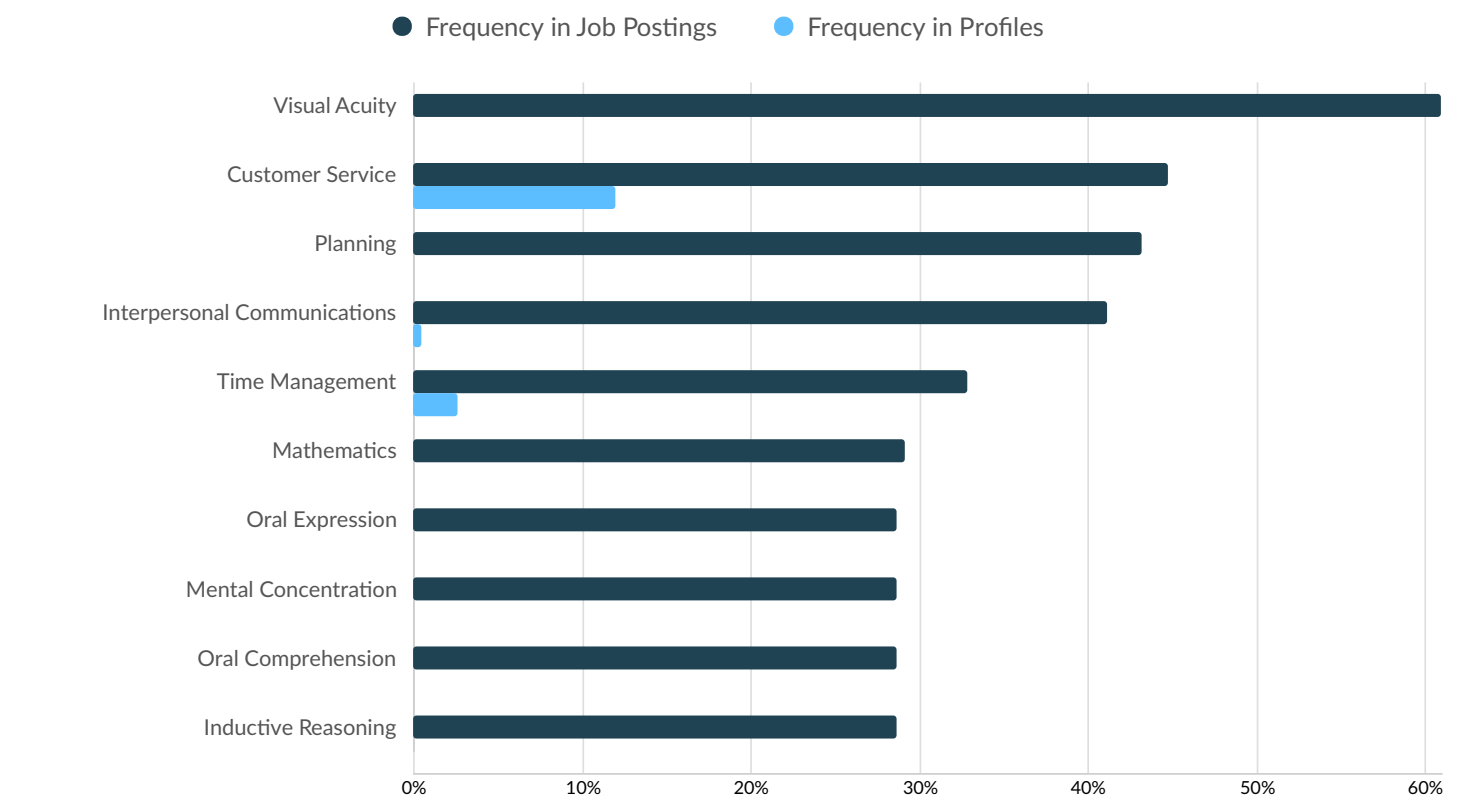
	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	672 / 150	4 : 1 	15 days
Limited-Service Restaurants	51 / 13	4 : 1 	8 days
Footwear Manufacturing	18 / 9	2 : 1 	19 days
All Other Outpatient Care Centers	19 / 9	2 : 1 	33 days
All Other General Merchandise Retailers	19 / 8	2 : 1 	9 days
Home Health Care Services	4 / 2	2 : 1 	n/a
Janitorial Services	3 / 1	3 : 1 	n/a

Top Specialized Skills



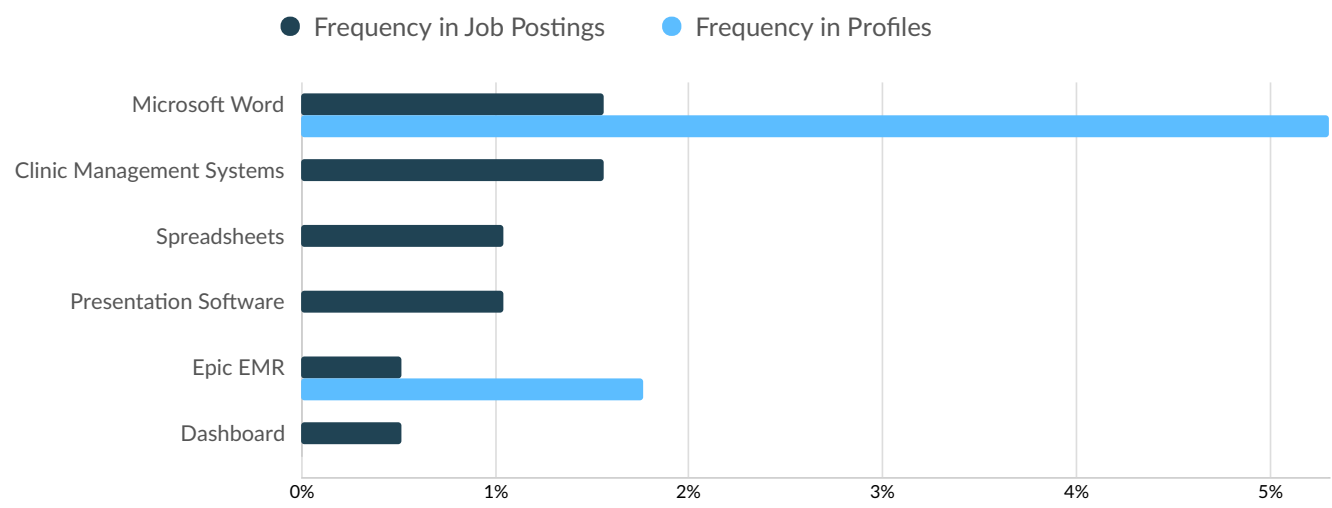
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Nursing	146	76%	28	12%	+20.1%	Rapidly Growing
Vital Signs	86	45%	12	5%	+17.2%	Growing
Nursing Process	74	39%	1	0%	+24.2%	Rapidly Growing
Patient Education And Counseling	73	38%	13	6%	+11.6%	Growing
Electronic Medical Record	65	34%	11	5%	+12.1%	Growing
Infectious Diseases	64	33%	0	0%	+9.2%	Growing
Peer Review	61	32%	0	0%	+18.4%	Growing
Nursing Care	61	32%	3	1%	+19.1%	Growing
Patient Preparation	56	29%	1	0%	+15.8%	Growing
Infection Control	53	28%	1	0%	+17.1%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Visual Acuity	117	61%	0	0%	+18.9%	Growing
Customer Service	86	45%	27	12%	+5.2%	Stable
Planning	83	43%	0	0%	+10.9%	Growing
Interpersonal Communications	79	41%	1	0%	+12.5%	Growing
Time Management	63	33%	6	3%	+14.5%	Growing
Mathematics	56	29%	0	0%	+20.2%	Rapidly Growing
Oral Expression	55	29%	0	0%	0.0%	
Mental Concentration	55	29%	0	0%	+12.7%	Growing
Oral Comprehension	55	29%	0	0%	0.0%	
Inductive Reasoning	55	29%	0	0%	+23.8%	Rapidly Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Word	3	2%	12	5%	+7.2%	Stable
Clinic Management Systems	3	2%	0	0%	+9.6%	Growing
Spreadsheets	2	1%	0	0%	+22.2%	Rapidly Growing
Presentation Software	2	1%	0	0%	+21.0%	Rapidly Growing
Epic EMR	1	1%	4	2%	+16.4%	Growing
Dashboard	1	1%	0	0%	+25.3%	Rapidly Growing

Top Qualifications

Postings with Qualification	
Basic Life Support (BLS) Certification	138
American Red Cross (ARC) Certification	112
Registered Nurse (RN)	97
Certified Medical Assistant (CMA)	52
Advanced Cardiovascular Life Support (ACLS) Certification	49
Basic Cardiac Life Support	48
Licensed Practical Nurse (LPN)	47
Pediatric Advanced Life Support (PALS)	34
Trauma Nurse Core Course (TNCC)	30
Valid Driver's License	29

Appendix A

Top Posting Sources

Website	Postings on Website (Oct 2025)
peopleanswers.com	111
myworkdayjobs.com	32
indeed.com	19
dejobs.org	13
craigslist.org	6
gr8jobs.net	6
careerarc.com	4
dollargeneral.com	4
kalamazoorecruiter.com	3
kentwoodrecruiter.com	3
tacobell.com	3
applicantpro.com	1
grandrapidsrecruiter.com	1
novirecruiter.com	1
tietalent.com	1
wyomingrecruiter.com	1

Appendix B

Sample Postings

Registered Nurse PACU/Pre-Op/Post-Op M-Th Nights - 72 hrs/pp - Bronson Battle Creek

Link to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com

Location: Battle Creek, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Pre-Op/Post-Op Registered Nurses

Registered Nurse PACU/Pre-Op/Post-Op M-Th Nights

- 72 hrs/pp
- Bronson Battle Creek Registered Nurse PACU/Pre-Op/Post-Op M-Th Nights
- 72 hrs/pp
- Bronson Battle Creek locationsBronson Battle Creektime typeFull timeposted onPosted 8 Days Agojob requisition id

JOB45635 CURRENT BRONSON EMPLOYEES

- using the career worklet in Workday.

This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBBC Bronson Battle Creek TitleRegistered Nurse PACU/Pre-Op/Post-Op M-Th Nights

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

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

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

Bronson South Haven Specific:

Emergency Department:

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

- time nurses) within 6 months of hire date.

Lightcast

Lightcast Q4 2025 Data Set | lightcast.io

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Special Care Unit:

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

BMH & BBC

Specific:

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

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

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

Standards of Practice:

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

Standards of Professional Performance:

- The registered nurse systematically evaluates the quality and effectiveness of nursing practice.
o Participates in quality improvement activities
o Uses the results of quality improvement activities to initiate changes in nursing practice.
- The registered nurse attains knowledge and competency that reflects current nursing practice.
o Participates in ongoing educational activities related to appropriate knowledge and professional issues.
o Maintains professional records that provide evidence of competency and

related to appropriate knowledge and professional issues. o Maintains professional records that provide evidence of competency and continued ongoing educational activities.

- The registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations.

o Provides age appropriate care in a culturally and ethnically sensitive manner. o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development. o Participates in systematic peer review as appropriate.

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

o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care.

- The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services.

o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in being informed consumers about the options, costs, risks and benefits of treatments and care.

- The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally)
- Responsibilities related to the Scrub RN o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time.

Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies. o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs. o Observant of overt changes in patient's condition that indicates a problem has emerged. o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and recommended changes in procedure. o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians. o Is observant of the changing needs of the operative field and the surgical team, anticipates potential needs, and takes appropriate actions. o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed. o Assigned and responsible for after-hour call on a rotational basis. o Ability to perform scrub duties in multiple services; ie: neuro and ortho STII able to perform spinal fusions in both services.

For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours

For Bronson Lakeview Hospital and Bronson South Haven Hospital:

The RN is responsible for completing the Workday CBL

- "Swing beds".

This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand

the documentation differences and the specific care required for each individual swing bed patient. Bronson South Haven Hospital and Bronson Lakeview Hospital employees who are approved to work in a Swing Bed Facility only: Employees may be expected to cover shifts at Bronson Lakeview Hospital and/or Bronson South Haven Hospital depending on patient acuity and staffing needs. ShiftVariable Time TypeFull time Scheduled Weekly Hours36 Cost Center5800 PACU (BBC) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. take a moment to watch a brief video highlighting employment with Bronson!

Dedicated CDL-A Truck Drivers — Hogan in Battle Creek, MI (Oct 2025 - Active)

Dedicated CDL-A Truck Drivers - Home Daily!

Link to Live Job Posting: www.kentwoodrecruiter.com

Location: Battle Creek, MI	O*NET: 53-3032.00
Company: Hogan	Job Title: Dedicated CDL-A Truck Drivers

Job Description:

Dedicated CDL-A Truck Drivers

- Home Daily
- Earn \$1,570
- 1,630Weekly!

Pay & Benefits:

\$0.67

- 0.70 CPM, Based on Experience
- Average Annual Pay of \$81,500
- 85,000 Driver Referral Program =Unlimited Earning Potential!

Vacation and Holiday Pay Medical, Dental, Vision, Life Insurance, 401(k)

Late-Model Trucks Paid

Home Daily No Touch Freight/Drop & Hook Dedicated Account •

Dry Van Consistent Routes & Set Schedules Requirements:

Valid Class A CDL Minimum 6 months of recent tractor-trailer experience See where the road can take you when you drive for Hogan! Hogan is family owned and operated with over 100 years of experience in the Transportation Industry. We continue a tradition of unparalleled, personalized service to clients and drivers. Hogan utilizes first-class equipment and advanced technology to help our drivers be successful. Drivers can expect a career embodied by safety, teamwork, professionalism, integrity, and the constant pursuit of excellence. Our nationwide network of dedicated opportunities allows drivers the opportunity to find predictable home time, competitive pay rates, and stable customer freight that best suits their needs. Our goal is to attract, recruit, and retain excellent employees that are passionately motivated to represent Hogan's core values. If this sounds like you, apply today to join the Hogan team!

- Speak to a recruitertoday for more details!

Caregiver HHA Daily Pay Available

Link to Live Job Posting: www.indeed.com

Location: Battle Creek, MI	O*NET: 31-1122.00
Company: Elara Caring	Job Title: Caregivers/Home Health Aides

- Job Description:
- Pay Range:
\$13.75-\$15.56/hr
- Earn \$100 when all pre-hire tasks are completed within 7 calendar days. An additional \$150 may be earned after completing 30 days of employment. Bonus payments are contingent upon meeting performance and employment requirements and are paid following 30 days of active employment.
- Join our Elara Caring family and become a superhero of care!

We're on a mission to keep people in their homes safely, one client at a time. Why Choose Elara Caring? + We've got an awesome team environment where everyone supports each other. + Daily Pay Available! Work today, get paid tomorrow. + Need a flexible schedule? We've got you covered. + Paid travel time between assignments Yes, please! + Paid orientation and training, plus hundreds of free online classes available to support anything you may need. + Ready to climb the career ladder? We've got opportunities for advancement waiting for you! + Medical, dental, and vision benefits, plus a 401K match. What do you need to bring to the table? + A big heart and a passion for helping people with tasks like bathing, housekeeping, and meal prep. + Reliable transportation to zoom to your clients' homes and spread joy. + You might need to do some occasional heavy lifting (up to 50 pounds) \#ElaraPCS _We value the unique skills of veterans and military spouses. We encourage applications from military veterans and their families._ _Elara Caring provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to sex (including pregnancy, childbirth or related medical conditions), race, color, age (40 and older), national origin, religion, disability, genetic information, marital status, sexual orientation, gender identity, gender reassignment, protected veteran status, or any other basis prohibited under applicable federal, state or local law._ _Elara Caring participates in E-Verify and we will provide the Federal Government with your Form I-9 information to confirm that you are authorized to work in the United States. Employers like Elara Caring can only use E-Verify once you have accepted the job offer and completed the Form I-9._ _If you are an individual with a disability and are unable or limited in your ability to use or access our career site as a result of your disability, you may request reasonable accommodations by reaching out to _recruiting@elara.com._

- Click below for a glimpse into the day in the life of an Elara Caregiver!
-

House Supervisor (RN) - Full Time Nightshift New Competitive Pay Rates

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

Location: Battle Creek, MI	O*NET: 41-1011.00
Company: Select Medical	Job Title: Competitive Sports Supervisors

- Overview
- Critical Illness Recovery Hospital
- Location:
 - Battle Creek, Michigan (Select Specialty Hospital - Battle Creek)
 - RN House Supervisor -
 - Full Time Nightshift
 - Virtual Interviews 10-22-25
 - REGISTER HERE
 - Select Specialty Hospital Battle Creek
 - is a critical illness recovery hospital committed to providing world-class inpatient post-ICU services to chronic, critically ill patients who require extended healing and recovery.

We help patients during some of the most vulnerable, painful moments of their lives - and House Supervisors (RN) play a central role in providing compassionate, excellent treatment and leadership every step of the way.

- We support your career growth and personal well-being:
- + •Start Strong•: Extensive orientation program to ensure a smooth transition into our setting + •Advance Your Career•: 100% company-paid scholarship (BSN), tuition reimbursement, and continuing education + •Elevate Your Skills•: Clinical ladder programs and certifications such as PCCN and CCRN + •Ease the Burden•: Student debt benefit program + •Recharge & Refresh•: Generous PTO to maintain a healthy work-life balance + •Your Health Matters•: Comprehensive medical/RX, health, vision, and dental plan offerings + •Invest in

Your Future:

- Company-matching 401(k) retirement plan, as well as life and disability protection +
- Your Impact Matters:
 - Join a team of over 44,000 committed to providing exceptional patient care
 - Responsibilities
 - + Effectively managing resources during your assigned shift.

+ Creating a healthy work atmosphere that promotes both team and individual growth. + Constantly monitoring the workplace to ensure that all company policies and procedures are being maintained. + Serving as a clinical resource to the staff and patients/families. + Working cooperatively as an ancillary interdisciplinary team member to identify and solve patient-specific and facility-wide needs, while also improving operations.

- Qualifications
- Minimum Qualifications:
 - + Valid State Registered Nurse (RN) License + BLS and ACLS required at hire.

- Preferred Qualifications:

- + Five (5) years of critical care/progressive clinical care experience is preferred. + Prior clinical management experience is preferred. + BSN is preferred.
- Additional Data
- _Equal Opportunity Employer/including Disabled/Veterans_ Apply for this job (https://jobs-selectmedicalcorp.icims.com/jobs/344832/house-supervisor-%28rn%29---full-time-nightshift-new-competitive-pay-rates/job?mode=apply&ply=yes&_iframe=1&hashed=1374627814) Share this job
- Job ID
- _344832_
- Experience (Years)
- _5_
- Category
- _Registered Nurse_
- Street Address
- _300 North Avenue_

Acute Care Assistant - BBC GMU - FT Days	
Link to Live Job Posting: Posting is no longer active	
Location: Battle Creek, MI	O*NET: 31-1121.00
Company: Bronson Healthcare	Job Title: Acute Care Managers
Acute Care Assistant - BBC GMU - FT Days Acute Care Assistant - BBC GMU - FT Days locationsBronson Battle Creektime typeFull timeposted onPosted 2 Days Agojob requisition id JOB45184 CURRENT BRONSON EMPLOYEES - using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBBC Bronson Battle Creek TitleAcute Care Assistant - BBC GMU - FT Days Under the supervision of a Clinical Manager, Charge Nurse, or Registered Nurse, performs a variety of clerical and basic patient care duties. Must be proficient with the software (i.e. Cerner, OMNI, Rad-Net, Pharm-Net, Quest) and demonstrate a thorough understanding of department charges/charge order set(s), department CDM, and charge capture processes (including reconciliation and error correction). Assists nursing staff in maintaining efficient and effective operations, and performs other related duties as assigned. Employees providing direct patient care must demonstratetencies specific to the population served. High school diploma or general education degree (GED) required Previous experience and CNA license preferred Must obtain BLS Certification by the end of the orientation period. Maintain BLS certification. Certifies in Basic EKG with 80% score or greater so may flex in Monitor Tech role as required by unit population. Basic medical terminology knowledge preferred Skill and proficiency in oral and written grammar,munication and basic mathematics. - Communication - Customer relations skills - Computer skills - Basic math skills - Ability to cope with a high level of stress - Ability to make fast decisions under pressure - Ability to concentrate - High degree of flexibility - Ability to handle multiple priorities in a stressful situation - Ability to assist with problem resolution - Ability to demonstrate a high degree of patience - Ability to adapt to shiftwork - Ability to cope with confrontation - Ability to cope with the anger/fear/hostility of others in a calm manner Work which produces levels of mental/visual fatigue (eg. Interactive and repetitive or small detailed work requiring alertness and concentration for sustained periods of time) which are typical of jobs that perform a wide variety of duties with frequent and significant uncontrollable deadlines. Work may include the operation of and full	

attention to a personalputer or CRT up to 40 percent of the time. Job definitely requires above average strength and/or stamina to regularly lift weights up to 100 pounds and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment and other objects. Work may be performed in positions requiring considerable expenditure of effort in reaching, climbing, maintaining balance, or manipulating heavy objects.

- Provides or assists with personal hygiene for patients. Gives baths, shampoos, oral hygiene, back and skin care, toileting, and shaves male patients.
- Takes and records vital signs and other data (weight, etc.) Reports abnormal data, patient problems or complaints, and changes in patient status to nurse.
- Maintains a clean and safe environment for patients and staff. Passes clean linens, changes beds, and maintain patient rooms and unit in an orderly fashion.
- Answers call lights and prioritizes patient requests.
- Assists patients with meals. Positions patients and trays and feeds patients who are unable to feed themselves. Removes trays and documents intake appropriately.
- Performs and documents simple treatments as directed by RN such as enemas, sitz baths, oral suctioning, simple dressing changes, and Glucose Monitor.
- Assists patients with movement and ambulating. Turns and positions patients who are confined to bed and helps patients into wheelchairs, onto carts, or with walking and documents appropriately.
- Provides comfort to patients and their families. Works to allay fears and ensure comfort and privacy.
- Collects and delivers specimens, equipment, meal trays, supplies, pharmacy items, and so forth.
- Assists other patient care personnel in giving patient care. Assists with admission and discharge of patients. Gives post mortem care.
- May perform other duties such as answering the phone, taking messages, checking and ordering supplies, filing, and so forth.
- Enters computer orders as assigned by the Charge Nurse.
- Cleans and cares for equipment in patient care areas.
- Orients new employees to the role of acute care assistant.
- Is responsible for reconciling daily charges at the patient level detail, monitoring gross charges daily, and identifying and investigating variances.
- Verifies system interface daily (as applicable) and, upon request, will obtain, review and correct error report.
- Processes and maintains EMR & patient charts. Assembles chart materials for newly admitted patients. Processes chart materials at discharge time. Processes discharges and transfers on the computer system. Forwards discharge charts to Medical Records as needed.
- Processes paperwork such as transfers, admissions, and discharges. Maintains ADT sheet and assignment board.
- Communicates with and assists physicians/physician offices in obtaining test results and/or information, arranging consultation calls when requested, or setting up patient appointments following discharge.
- Regularly contacts other hospital departments such as Radiology, Environmental Services, Surgery, Dietary, etc. To request and obtain supplies and services and schedule appointments.
- Completes other duties specific to the unit assigned such as maintaining floor census records, copying files/charts, assisting during emergencies/codes, assembling chart packs, or other duties as assigned.
- Participates in nursing and hospital-wide committees, quality assessment and improvement activities, unit staff meetings, educational endeavors, and implementation of new policies and procedures, forms, and other planned changes to improve patient care.
- Follows downtime processes.
- Maintains unsupervised access to the unit medication room(s) for stocking and/or retrieving supplies.
- Demonstrates commitment to providing outstanding customer service to all customers in a manner reflective of our mission, values and customer service standards.
- Maintains a working knowledge of applicable Federal, State and local laws and regulations, the Compliance Accountability Program, Code of Ethics, as well as other policies and procedures in order to ensure adherence in a manner that reflects honest, ethical and professional behavior.
- Maintains a safe workplace by keeping work area free of hazards and correcting and/or properly reporting any safety hazards.
- Uses correct body positioning, proper body mechanics to avoid injury, utilizes safe work practices (e.g. pushing vs. pulling, patient transfer/lifting devices, etc.) and uses personal protective equipment when necessary.
- Performs related duties as assigned.

Shift12 Hour Day Shift Time TypeFull time Scheduled Weekly Hours36 Cost Center6420 General Medical Unit (BBC) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. take a moment to watch a brief video highlighting employment with Bronson! 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

October 2025
Kalamazoo County



Michigan

Parameters

Select Timeframe: Oct 2025 - Oct 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

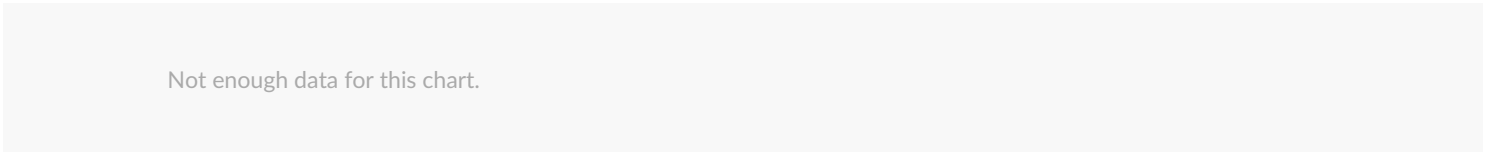
Keyword Search:

Posting Type: Active Postings

Job Postings Overview

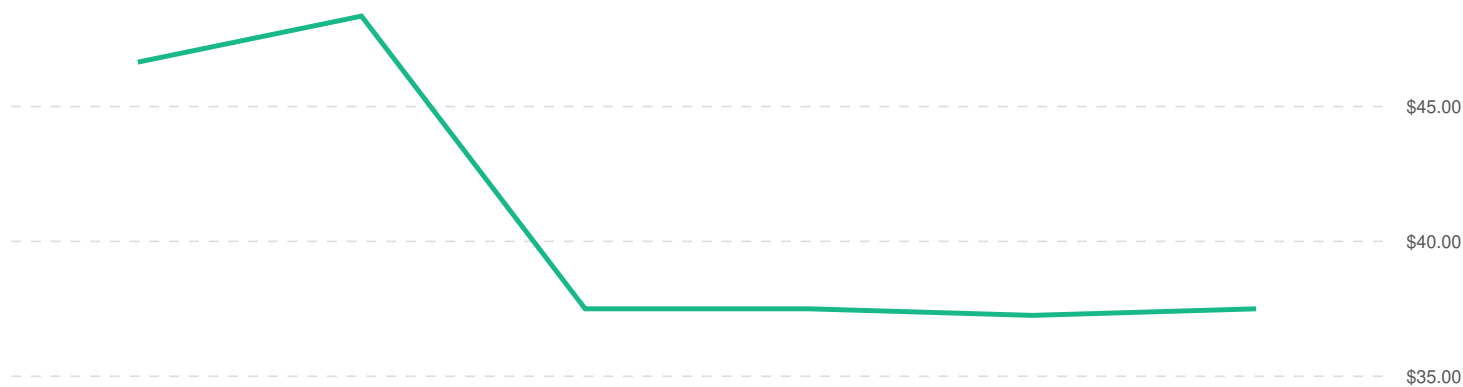


Advertised Salary



Advertised Salary Trend

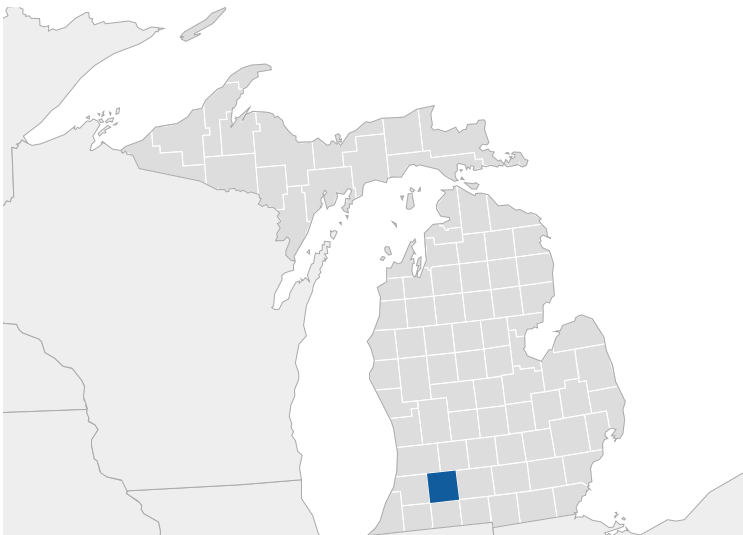
▼19.5% May 2025 – Oct 2025
\$46.65 Median



48 Job Postings



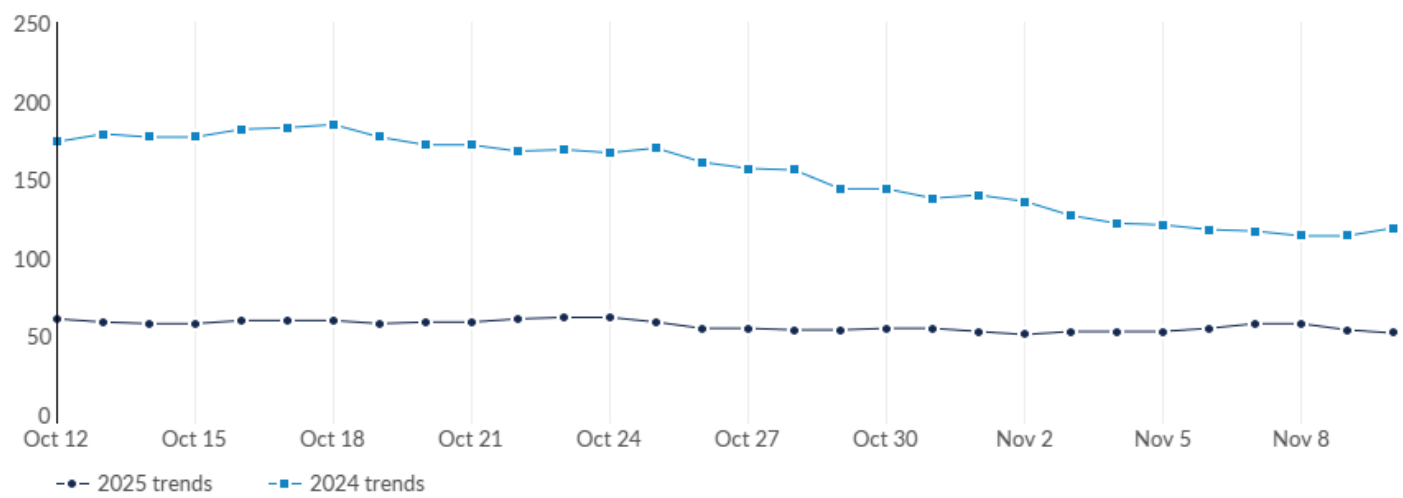
Job Postings Regional Breakdown



County	Unique Postings (Oct 2025)
Kalamazoo County, MI	94

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
October 12, 2025	61	174	-64.9%
October 13, 2025	59	179	-67.0%
October 14, 2025	58	177	-67.2%
October 15, 2025	58	177	-67.2%
October 16, 2025	60	182	-67.0%
October 17, 2025	60	183	-67.2%
October 18, 2025	60	185	-67.6%
October 19, 2025	58	177	-67.2%
October 20, 2025	59	172	-65.7%
October 21, 2025	59	172	-65.7%
October 22, 2025	61	168	-63.7%
October 23, 2025	62	169	-63.3%
October 24, 2025	62	167	-62.9%
October 25, 2025	59	170	-65.3%
October 26, 2025	55	161	-65.8%
October 27, 2025	55	157	-65.0%
October 28, 2025	54	156	-65.4%
October 29, 2025	54	144	-62.5%

October 30, 2025	55	144	-61.8%
October 31, 2025	55	138	-60.1%
November 1, 2025	53	140	-62.1%
November 2, 2025	51	136	-62.5%
November 3, 2025	53	127	-58.3%
November 4, 2025	53	122	-56.6%
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	52	119	-56.3%

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	2	2%
High school or GED	38	40%
Associate's degree	54	57%
Bachelor's degree	41	44%
Master's degree	15	16%
Ph.D. or professional degree	3	3%

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	38	0	40%
Associate's degree	28	26	30%
Bachelor's degree	18	23	19%
Master's degree	7	7	7%
Ph.D. or professional degree	1	2	1%

Experience Breakdown

Minimum Experience	Unique Postings	% of Total
No Experience Listed	58	62%
0 - 1 Years	6	6%
2 - 3 Years	15	16%
4 - 6 Years	7	7%
7 - 9 Years	7	7%
10+ Years	1	1%

Top Companies Posting

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Bronson Healthcare	73 / 62	1 : 1 	16 days
Stryker	44 / 18	2 : 1 	39 days
Western Michigan University	51 / 7	7 : 1 	11 days
Kalamazoo County Government	6 / 4	2 : 1 	26 days
Zoetis	13 / 3	4 : 1 	n/a

Top Cities Posting

City	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Kalamazoo, MI	157 / 83	2 : 1 	16 days
Portage, MI	30 / 11	3 : 1 	34 days

Top Posted Occupations

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	37 / 29	1 : 1 	27 days
Medical Assistants	34 / 28	1 : 1 	16 days
Health Technologists and Technicians, All Other	11 / 11	1 : 1 	30 days
Managers, All Other	41 / 10	4 : 1 	39 days
Software Developers	12 / 5	2 : 1 	19 days
Computer Occupations, All Other	14 / 5	3 : 1 	11 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	36 / 5	7 : 1 	26 days
Licensed Practical and Licensed Vocational Nurses	2 / 1	2 : 1 	n/a

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurses	36 / 28	1 : 1 	27 days
Medical Assistants	34 / 28	1 : 1 	16 days
Managers, All Other	29 / 7	4 : 1 	7 days
Software Developers	12 / 5	2 : 1 	19 days
Patient Representatives	5 / 5	1 : 1 	51 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	36 / 5	7 : 1 	26 days
Health Technologists and Technicians, All Other	4 / 4	1 : 1 	16 days
Compliance Managers	7 / 2	4 : 1 	39 days
Computer Systems Engineers/Architects	4 / 2	2 : 1 	n/a
Neurodiagnostic Technologists	2 / 2	1 : 1 	30 days
Regulatory Affairs Managers	5 / 1	5 : 1 	n/a
Document Management Specialists	6 / 1	6 : 1 	51 days
Information Security Engineers	1 / 1	1 : 1 	11 days
Information Technology Project Managers	3 / 1	3 : 1 	n/a
Critical Care Nurses	1 / 1	1 : 1 	n/a
Licensed Practical and Licensed Vocational Nurses	2 / 1	2 : 1 	n/a

Top Posted Occupations

Occupation	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Registered Nurse	37 / 29	1 : 1 	27 days
Medical Assistant	34 / 28	1 : 1 	16 days
Office / Administrative Assistant	36 / 5	7 : 1 	26 days
Registrar / Patient Service Representative	5 / 5	1 : 1 	51 days
Software Developer / Engineer	12 / 5	2 : 1 	19 days
Program Manager	13 / 4	3 : 1 	7 days
Health Technician / Technologist (Other)	4 / 4	1 : 1 	16 days
Higher Education Administrator	16 / 3	5 : 1 	46 days
Compliance Manager	7 / 2	4 : 1 	39 days
Neurodiagnostic Technician / Technologist	2 / 2	1 : 1 	30 days

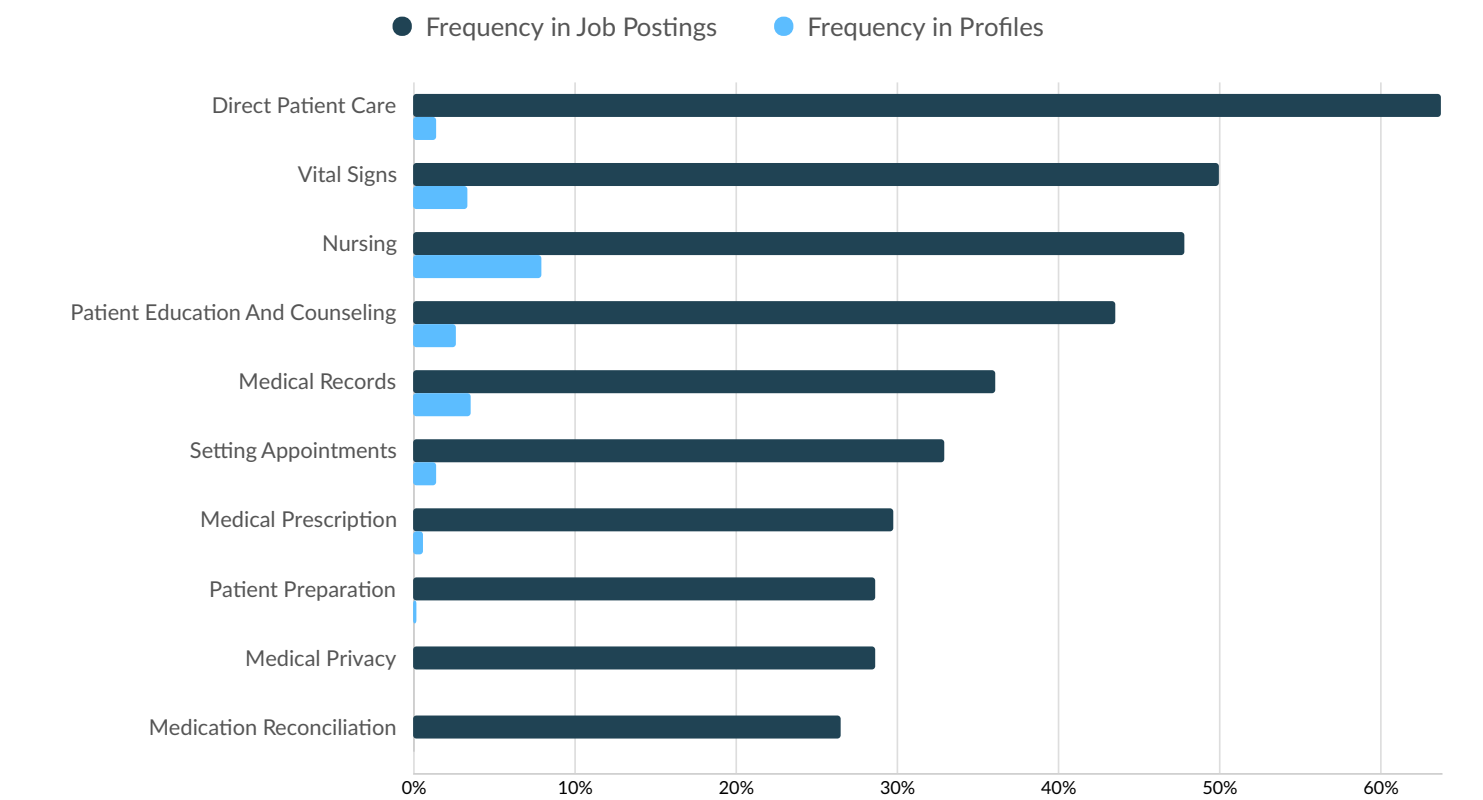
Top Posted Job Titles

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Pediatric Registered Nurses	6 / 5	1 : 1 	9 days
ENT Physicians	4 / 4	1 : 1 	55 days
Administrative Assistants	34 / 4	9 : 1 	26 days
Emergency Department Registered Nurses	4 / 3	1 : 1 	n/a
Labor and Delivery Registered Nurses	3 / 3	1 : 1 	8 days
Family Medicine Primary Care Nurses	3 / 3	1 : 1 	36 days
Medical Assistants	2 / 2	1 : 1 	30 days
Neurodiagnostic Technologists	2 / 2	1 : 1 	30 days
Nurses	3 / 2	2 : 1 	n/a
Practice Support Assistants	3 / 2	2 : 1 	16 days

Top Industries

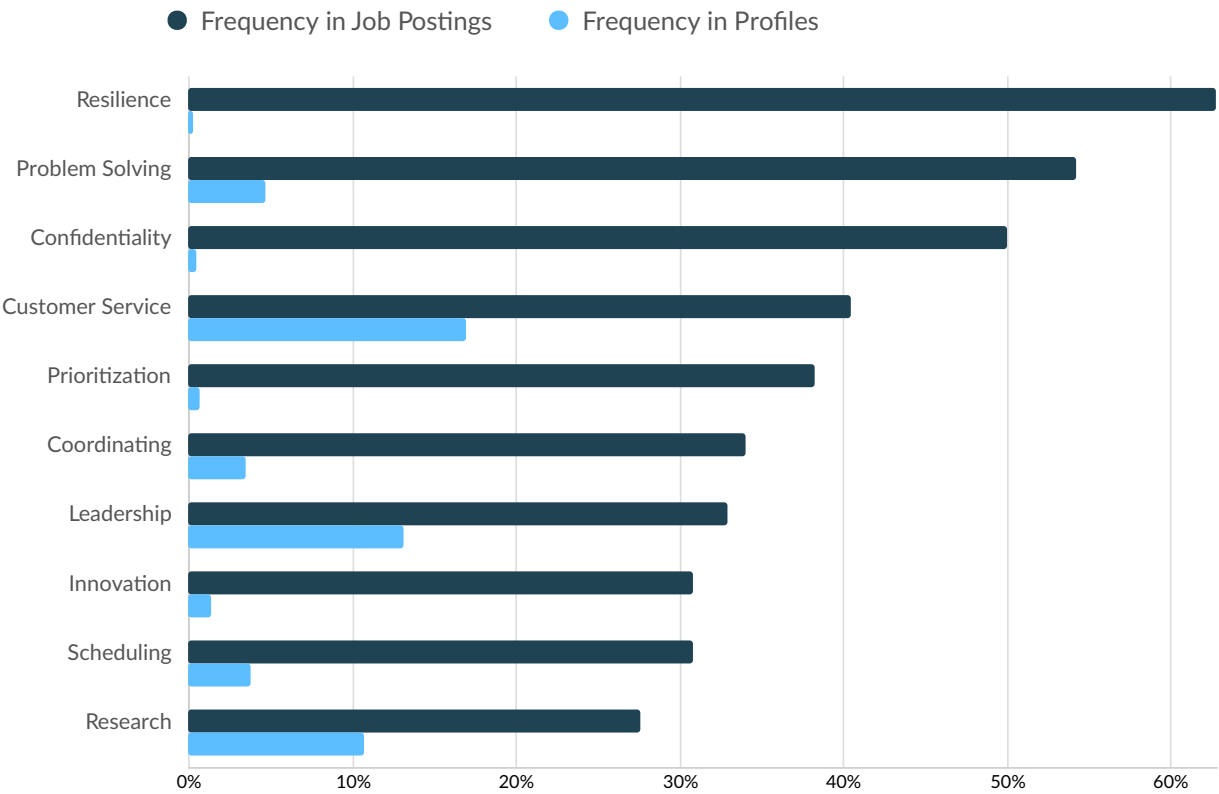
	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
General Medical and Surgical Hospitals	73 / 62	1 : 1 	16 days
Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers	44 / 18	2 : 1 	39 days
Colleges, Universities, and Professional Schools	51 / 7	7 : 1 	11 days
Other General Government Support	6 / 4	2 : 1 	26 days
Pharmaceutical Preparation Manufacturing	13 / 3	4 : 1 	n/a

Top Specialized Skills



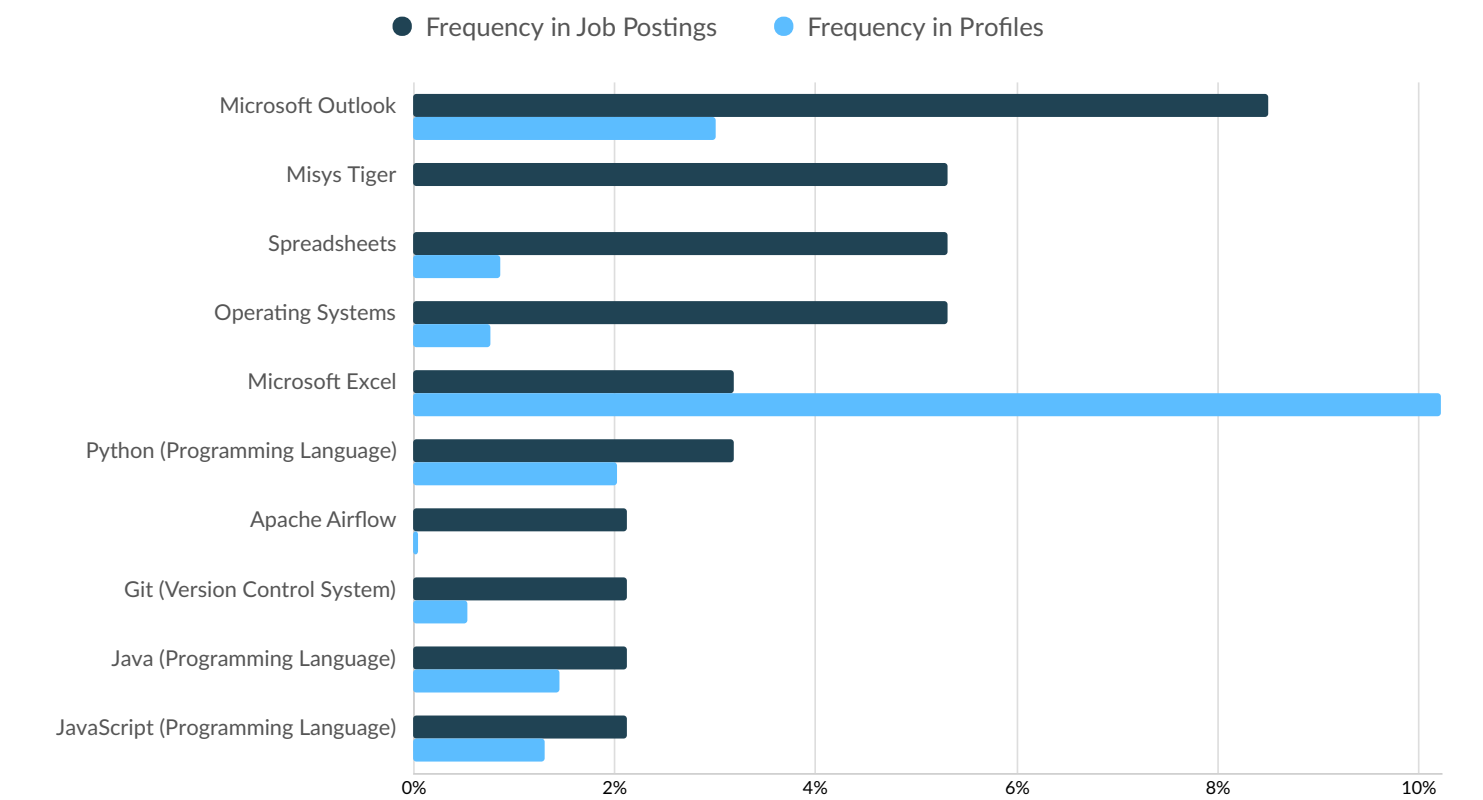
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Direct Patient Care	60	64%	30	1%	+16.6%	Growing
Vital Signs	47	50%	69	3%	+17.2%	Growing
Nursing	45	48%	164	8%	+20.1%	Rapidly Growing
Patient Education And Counseling	41	44%	54	3%	+11.6%	Growing
Medical Records	34	36%	73	4%	+12.5%	Growing
Setting Appointments	31	33%	29	1%	+10.9%	Growing
Medical Prescription	28	30%	12	1%	+8.5%	Growing
Patient Preparation	27	29%	5	0%	+15.8%	Growing
Medical Privacy	27	29%	0	0%	+16.6%	Growing
Medication Reconciliation	25	27%	0	0%	+8.6%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Resilience	59	63%	6	0%	+12.7%	Growing
Problem Solving	51	54%	97	5%	+11.3%	Growing
Confidentiality	47	50%	10	0%	0.0%	
Customer Service	38	40%	350	17%	+5.2%	Stable
Prioritization	36	38%	14	1%	+20.5%	Rapidly Growing
Coordinating	32	34%	73	4%	+14.7%	Growing
Leadership	31	33%	272	13%	+8.5%	Stable
Innovation	29	31%	29	1%	+25.8%	Rapidly Growing
Scheduling	29	31%	79	4%	+16.4%	Growing
Research	26	28%	221	11%	+17.2%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Outlook	8	9%	62	3%	+25.0%	Rapidly Growing
Misys Tiger	5	5%	0	0%	+66.7%	Rapidly Growing
Spreadsheets	5	5%	18	1%	+22.2%	Rapidly Growing
Operating Systems	5	5%	16	1%	+22.6%	Rapidly Growing
Microsoft Excel	3	3%	211	10%	+17.7%	Growing
Python (Programming Language)	3	3%	42	2%	+24.5%	Rapidly Growing
Apache Airflow	2	2%	1	0%	+11.3%	Growing
Git (Version Control System)	2	2%	11	1%	+11.4%	Growing
Java (Programming Language)	2	2%	30	1%	+17.4%	Growing
JavaScript (Programming Language)	2	2%	27	1%	+18.6%	Growing

Top Qualifications

	Postings with Qualification
Registered Nurse (RN)	31
Basic Life Support (BLS) Certification	27
Registered Medical Assistant (RMA)	22
Certified Medical Assistant (CMA)	22
Certified Clinical Medical Assistant (CCMA)	20
Advanced Life Support	16
NIH Stroke Scale (NIHSS)	9
Valid Driver's License	9
Pediatric Advanced Life Support (PALS)	9
Certification In Electronic Fetal Monitoring (C-EFM)	9

Appendix A

Top Posting Sources

Website	Postings on Website (Oct 2025)
myworkdayjobs.com	70
indeed.com	24
dejobs.org	9
stryker.com	8
wmujobs.org	7
icims.com	6
disabledperson.com	5
powertofly.com	5
scholarshipdb.net	3
diversityjobs.com	2
hercjobs.org	1
madison.com	1

Appendix B

Sample Postings

Specialty Clinic Registered Nurses — Stryker in Kalamazoo, MI (Oct 2025 - Active)

Registered Nurse, Specialty Care Clinic	
Link to Live Job Posting: www.indeed.com	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Stryker	Job Title: Specialty Clinic Registered Nurses

Overview Western Michigan University Homer Stryker, MD, School of Medicine is hiring a Registered Nurse in the Specilaty Care Clinic. Department serving both adult and pediatric patients. The Registered Nurse must be able to demonstrate the competencies necessary to provide service appropriate to the age of the population served. Responsibilities Refers abnormal lab work to physician for appropriate follow up. Calls in prescription refills. Discuss day to day issues with supervisor for resolution. Availability to work on weekends and evenings to complete time sensitive projects. Acquires knowledge for new technology and policy/procedure revisions. All other duties as assigned. Qualifications

EDUCATION AND/OR EXPERIENCE

Graduate of an accredited RN Program required. One year's experience in healthcare setting preferred. Phone triage position experience preferred.

LICENSES, REGISTRATIONS, CERTIFICATIONS

BCLS certification. Valid Michigan RN license required.

OTHER SKILLS AND ABILITIES

Knowledge and ability to use the EMR. Knowledge of the phone system. Knowledge and ability to use Outlook messaging, appointment scheduling and the calendar. Positive attitude. Excellent attendance, less than 3% unscheduled PTO in a 12-month period. Demonstrates the WMed Values in Action daily. Strong written and verbal communication. Demonstrates the ability to recognize priorities in organization of workflow. Able to perform duties independently, with a minimal need for direct supervision. About Western Michigan University Homer Stryker M.D. School of Medicine (WMed) We are committed to excellence and health equity through transformative medical education, high-quality, patient- and family-centered care, innovative research, and community partnerships within a welcoming, supportive, and engaging culture. Our vision is health equity for all in Southwest Michigan through innovation in the practice and study of medicine. The medical school is a collaboration of Western Michigan University and Kalamazoo's two teaching health systems, Beacon and Bronson Healthcare. The medical school is a private nonprofit corporation supported by private gifts, clinical revenues, research activities, tuition, and endowment income. WMed is the recipient of a \$100 million foundational gift and the Empowering Futures Gift, a philanthropic commitment of \$300 million to support the mission of the medical school. WMed contributes to the economic vitality of Southwest Michigan through the services we provide, as well as the creation of 1,600 new jobs, with an estimated annual economic impact of \$353 million in Kalamazoo and Calhoun counties. WMed is fully accredited by the Liaison Committee on Medical Education and the Higher Learning Commission. The medical school offers a comprehensive, innovative four-year Doctor of Medicine degree program as well as a Master of Science degree program in Biomedical Sciences. We train physicians in 10 residencies and four fellowships accredited by the Accreditation Council for Graduate Medical Education. To support our educational mission, we have Joint Accreditation for interprofessional continuing education, which incorporates accreditation by the Accreditation Council for Continuing Medical Education. WMed Health is the clinical practice of the medical school with more than 300 providers offering comprehensive primary care and specialty services in several locations throughout the Kalamazoo and Battle Creek areas. Faculty in the Department of Pathology serve as the Office of the Medical Examiner for counties throughout Michigan and northern Indiana. The W.E. Upjohn M.D. Campus located in downtown Kalamazoo serves as the primary educational facility with student study and social spaces, team-based learning halls, faculty and administrative offices, a state-of-the-art Simulation Center accredited by the Society for Simulation in Healthcare, basic science research labs, as well as toxicology and forensic pathology labs. WMed builds upon Kalamazoo's century-long foundation of drug discovery and medical device development with a strategic investment in clinical, laboratory, community, and educational research. The Center for Immunobiology, Center for Clinical Research, Research Histology Lab, Innovation Center, and Human Research Protection Program contribute to the medical school's advancement of knowledge through innovation and discovery. Equal Employment Opportunity Employer in compliance with applicable State and Federal law.

Infusion Registered Nurse Bronson Cancer Center Kalamazoo: Part Time 52 Hours Per Pay Period (Day Shift)	
Link to Live Job Posting: bronsonhg.wd1.myworkdayjobs.com	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Infusion Center Registered Nurses
Infusion Registered Nurse Bronson Cancer Center Kalamazoo: Part Time 52 Hours Per Pay Period (Day Shift) Infusion Registered Nurse Bronson Cancer Center Kalamazoo: Part Time 52 Hours Per Pay Period (Day Shift) locationsBronson Cancer Center - Kalamazootime typePart timeposted onPosted 16 Days Agojob requisition id JOB45486 CURRENT BRONSON EMPLOYEES - using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBronson Cancer Center - Kalamazoo Title Infusion Registered Nurse Bronson Cancer Center Kalamazoo: Part Time 52 Hours Per Pay Period (Day Shift) Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality oues and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity andplexity of care required; and documenting andmunicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstratetencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the state of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required bypletion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific Bronson South Haven Specific- Effective July 1, 2017 all new hires are expected to successfully obtain their BSN within 8 years of hire date. Bronson South Haven Specific: Emergency Department: SALT triage, ESI Triage, and NIH Stroke Scale to bepleted within 90 days of hire date. Advanced Cardiac Life Support, Pediatric Advanced Life	

Support, and Trauma Nursing Core Course (TNCC only required for FT and part-time nurses) within 6 months of hire date.

Special Care Unit:

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

BMH & BBC

Specific:

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

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

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

Standards of Practice:

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

Standards of Professional Performance:

- The registered nurse systematically evaluates the quality and effectiveness of nursing practice.
 - o Participates in quality improvement activities
 - o Uses the results of quality improvement activities to initiate changes in nursing practice.
- The registered nurse attains knowledge and competency that reflects current nursing practice.
 - o Participates in ongoing educational activities

related to appropriate knowledge and professional issues. o Maintains professional records that provide evidence of competency and continued ongoing educational activities.

- The registered nurse evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules and regulations.

o Provides age appropriate care in a culturally and ethnically sensitive manner. o Participates in self-evaluation, identifying areas of strengths as well as areas benefiting from professional development. o Participates in systematic peer review as appropriate.

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

o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/findings with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care.

- The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services.

o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in being informed consumers about the options, costs, risks and benefits of treatments and care.

- The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally)
- Responsibilities related to the Scrub RN o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time.

Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies. o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs. o Observant of overt changes in patient's condition that indicates a problem has emerged. o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and recommended changes in procedure. o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians. o Is observant of the changing needs of the operative field and the surgical team, anticipates potential needs, and takes appropriate actions. o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed. o Assigned and responsible for after-hour call on a rotational basis. o Ability to perform scrub duties in multiple services; i.e. neuro and ortho STII able to perform spinal fusions in both services.

For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours

For Bronson Lakeview Hospital and Bronson South Haven Hospital:

The RN is responsible for completing the Workday CBL - "Swing beds". This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient. Bronson South Haven Hospital and Bronson Lakeview Hospital employees who are approved to work in a Swing

Bed Facility only: Employees may be expected to cover shifts at Bronson Lakeview Hospital and/or Bronson South Haven Hospital depending on patient acuity and staffing needs. ShiftFirst Shift Time TypePart time Scheduled Weekly Hours26 Cost Center8553 Chemotherapy (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. take a moment to watch a brief video highlighting employment with Bronson!

Registered Nurse (RN) - Emergency Department (ED) - Bronson Methodist Hospital - PRN	
Link to Live Job Posting: Posting is no longer active	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Emergency Department Registered Nurses
Registered Nurse (RN) - Emergency Department (ED) - Bronson Methodist Hospital - PRN Registered Nurse (RN) - Emergency Department (ED) - Bronson Methodist Hospital - PRN locationsBronson Methodist Hospitaltime typePart timeposted onPosted 4 Days Agojob requisition id JOB45506 CURRENT BRONSON EMPLOYEES - using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist Hospital TitleRegistered Nurse (RN) - Emergency Department (ED) - 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 oues and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity andplexity of care required; and documenting andmunicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstratetencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the State of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required bypletion of core orientation Critical care or ALS is required for some RNs, unit specific RNs in Labor & Delivery and Mother/Baby/Antepartum at BMH & BBC Specific: The Electronic Fetal Monitoring Certification through PQF or NCC is required within 6 months ofpleting intermediate fetal monitoring - Ability to read, interpret, and analyze data from variouscomputer systems and equipment in order to set an appropriate plan of action	

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

autonomy, dignity, confidentiality and rights. o Demonstrates aptitude to connecting with self and others through relationship centered care giving. o Serves as a patient advocate

- The registered nurse integrates research finding into practice.

o Uses research to improve the health of patients and the practice environment. o Participates in the various levels of research based on their level of education.

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/finding with others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care.

- The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services.

o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction o Assists the patient and family in being informed consumers about the options, costs, risks and benefits of treatments and care.

- The registered nurse provides leadership in the professional practice setting and the profession. o Participated in nursing councils, hospital and unit based committees as appropriate. o Attends at least 50% of unit staff meetings o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally)
- Responsibilities related to the Scrub RN o Interprets procedure card, assesses case cart for supplies prior to the scheduled procedure time.

Identifies missing equipment and/or supplies and makes arrangements to acquire those supplies. o Applies knowledge of operative procedure and physician preferences by anticipating physicians' needs. o Observant of overt changes in patient's condition that indicates a problem has emerged. o Evaluates and updates case information, i.e., preference cards, broken or misplaced equipment, back-ordered supplies, and recommended changes in procedure. o Remains aware of the proper use of equipment and instruments, and discourages improper use and handling by co-workers & physicians. o Is observant of the changing needs of the operative field and the surgical team, anticipates potential needs, and takes appropriate actions. o Acts as the specialist and resource for circulators who may be unfamiliar with positioning devices, specialty equipment, and/or implants needed. o Assigned and responsible for after-hour call on a rotational basis. o Ability to perform scrub duties in multiple services; ie: neuro and ortho STII able to perform spinal fusions in both services.

For Bronson Lakeview Hospital and Bronson South Haven Hospital:

The RN is responsible for completing the Workday CBL

- "Swing beds".

This is an annual CBL that describes the difference in a swing bed patient versus an in-patient or observation patient. The RN will understand the documentation differences and the specific care required for each individual swing bed patient.

For HDU Department Only:

Additional on call requirements above and beyond regular scheduled hours Shift Variable Time Type Part time Scheduled Weekly Hours 10 Cost Center 4300 Trauma Emergency Center (BMH) Agency Use Policy and Agency Submittal Disclaimer Bronson Healthcare Group and its affiliates ("Bronson") strictly prohibit the acceptance of unsolicited resumes from individual recruiters or third-party recruiting agencies ("Recruiters") in response to job postings or word of mouth. Unsolicited resumes sent to any employee of Bronson by Recruiters, without both a valid written agreement with Bronson and a direct written request from the Bronson Talent Acquisition Department for a specific job position, will be considered the property of Bronson. Furthermore, no fees will be owed or paid to Recruiters who submit resumes for unsolicited candidates, even if those candidates are hired. This policy applies regardless of whether the Recruiter has a pre-existing agreement with Bronson. Only candidates submitted through a specific written agreement with the Bronson Talent Acquisition Department for a named position are eligible for fee consideration. take a moment to watch a brief video highlighting employment with Bronson!

Registered Nurse (RN) - Pediatrics Unit - Bronson Methodist Hospital - Full-time 12N	
Link to Live Job Posting: Posting is no longer active	
Location: Kalamazoo, MI	O*NET: 29-1141.00
Company: Bronson Healthcare	Job Title: Pediatric Registered Nurses
Registered Nurse (RN) - Pediatrics Unit - Bronson Methodist Hospital - Full-time 12N Registered Nurse (RN) - Pediatrics Unit - Bronson Methodist Hospital - Full-time 12N locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 4 Days Agojob requisition id JOB45512 CURRENT BRONSON EMPLOYEES - using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist HospitalTitleRegistered Nurse (RN) - Pediatrics Unit - Bronson Methodist Hospital - Full-time 12N Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality oues and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity andplexity of care required; and documenting andmunicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstratetencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the state of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required bypletion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific - Ability to read, interpret, and analyze data from variousputer systems and equipment in order to set an appropriate plan of action - Must be able to constantlymunicate 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 personalputer or CRT between 40 and 70 percent of the time. Involves regularly lifting of bulky or moderately heavy weights (i.e., up to 50 pounds), and occasionally assisting with heavier tasks or expending the equivalent effort in pushing, pulling, or otherwise handling material, equipment, and other objects.	

Standards of Practice:

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

Standards of Professional Performance:

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

Such activities may include:

identifying clinical problems, participating in data collection, participating in the research committee, sharing research activities/findings with

others, conducting research, analyzing data and trends of nursing practice to develop changes in nursing practice and utilizes evidence based practice in the development of policies, procedures and standards of practice in patient care.

- The registered nurse considers factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of nursing services.

o Assigns or delegates tasks based on the needs and condition of the patient, potential for harm, complexity of the nursing activity, required problem solving and innovation, predictability of outcome, extent of patient interaction

o Assists the patient and family in being informed consumers about the options, costs, risks and benefits of treatments and care.

- The registered nurse provides leadership in the professional practice setting and the profession.

o Participated in nursing councils, hospital and unit based committees as appropriate.

o Attends at least 50% of unit staff meetings

o Works to create and maintain professional, healthy work environment when representing Bronson in all settings (local, regional or nationally).

Shift 12 Hour Night Shift Time Type Full time Scheduled Weekly Hours 36 Cost Center 6450 General Pediatrics Unit (BMH) Agency Use Policy and Agency Submittal Disclaimer

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Registered Nurse (RN) - Pediatric ICU (PICU) - Full-time 12N	
Link to Live Job Posting: Posting is no longer active	
Location: Kalamazoo, MI	O*NET: 29-1141.03
Company: Bronson Healthcare	Job Title: Pediatric ICU Registered Nurses
Registered Nurse (RN) - Pediatric ICU (PICU) - Full-time 12N Registered Nurse (RN) - Pediatric ICU (PICU) - Full-time 12N locationsBronson Methodist Hospitaltime typeFull timeposted onPosted 10 Days Agojob requisition id JOB45536 CURRENT BRONSON EMPLOYEES - using the career worklet in Workday. This career site is for external applicants only. Love W You Work! Team Bronson ispassionate, resilient and strong. We are driven by Positivity which inspires us to be our best and to go above and beyond for our patients, for one another, and for ourmunity. If you're ready for a rewarding new career, join Team Bronson and be part of the experience. LocationBMH Bronson Methodist HospitalTitleRegistered Nurse (RN) - Pediatric ICU (PICU) - Full-time 12N Under general supervision and in accordance with the policies, procedures and guidelines established within the organization, the unit, and the Michigan Public Health Code, the registered nurse manages the care delivery for patients in the organization throughout the length of stay to achieve quality oues and timely discharge by the following: utilizing the nursing process of assessment, planning, diagnosing, implementation and evaluation; coordinating the care provided by other professionals; delegating selected acts, tasks or functions that fall within the scope of professional nursing practice and the abilities of patient care assistants and universal service assistants; providing selected aspects of physical care within the scope of professional nursing practice as appropriate given the patient's level of acuity andplexity of care required; and documenting andmunicating during each tour of duty the patient's response to care provided, consumption of resources and anticipated needs. Employees providing direct patient care must demonstratetencies specific to the population served. Associate's degree in Nursing required Bachelor's degree in Nursing preferred, must obtain within 8 years of hire Licensed Registered Nurse in good standing for the state of Michigan As of December 29, 2013, any nurse hired by Bronson who does not hold a BSN (or higher nursing degree) will be given 8 years from date of hire date to obtain. If, after 8 years, the nurse has not met this requirement, employment will be terminated. BLS certification required bypletion of core orientation Critical care or ALS as well as other certifications may be required for some RNs, unit specific - Ability to read, interpret, and analyze data from variousputer systems and equipment in order to set an appropriate plan of action - Must be able to constantlymunicate 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 personalputer 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 collectsprehensive 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.

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o Develops individualized interventions with patient input when appropriate
o Considers data from other members of the healthcare team when developing the plan of care
- The registered nurse implements the identified plan.

o Implements appropriate interventions.
o Administers prescribed medication and treatment in accordance with approved nursing techniques and policies.
o Utilizes evidence-based interventions specific to the patient's plan
o Maintains awareness of effort and safety needs of the patient.
o Initiates a patient education plan according to the individualized needs of the patient, and coordinates the implementation of the plan.
o Manages the care plan for patients by organizing and delegating patient care interventions to be implemented. Evaluates the effectiveness of care given by self and others.

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o Participates in systematic peer review as appropriate.

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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)

Shift 12 Hour Night Shift Time Type Full time Scheduled Weekly Hours 36 Cost Center 6100 PICU (BMH) Agency Use Policy and Agency Submittal Disclaimer

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take a moment to watch a brief video highlighting employment with Bronson!

Appendix C - Data Sources and Calculations

Lightcast Job Postings

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

Job Posting Analytics

Lightcast Q4 2025 Data Set

October 2025
St. Joseph County



Michigan

Parameters

Select Timeframe: Oct 2025 - Oct 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

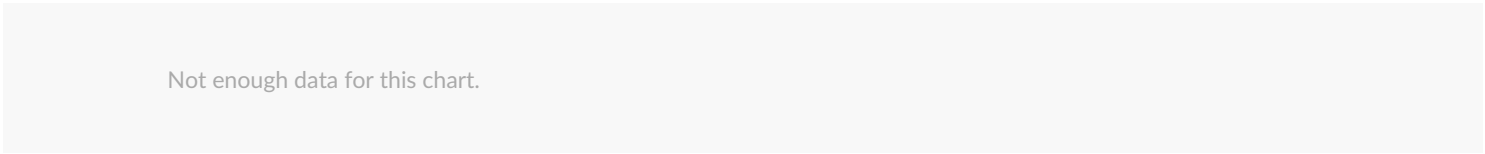
Keyword Search:

Posting Type: Active Postings

Job Postings Overview

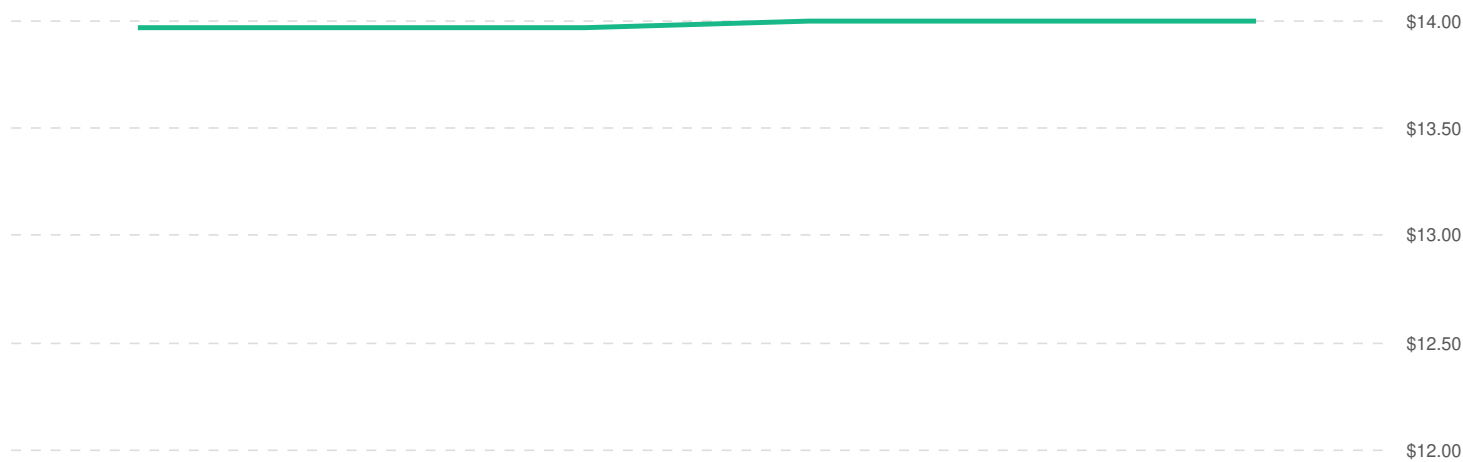


Advertised Salary



Advertised Salary Trend

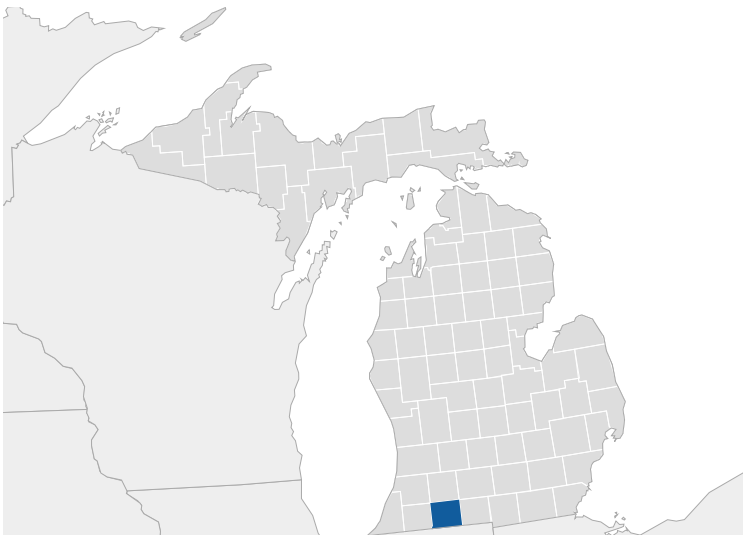
▲0.2% May 2025 – Oct 2025
\$13.97 Median



11 Job Postings

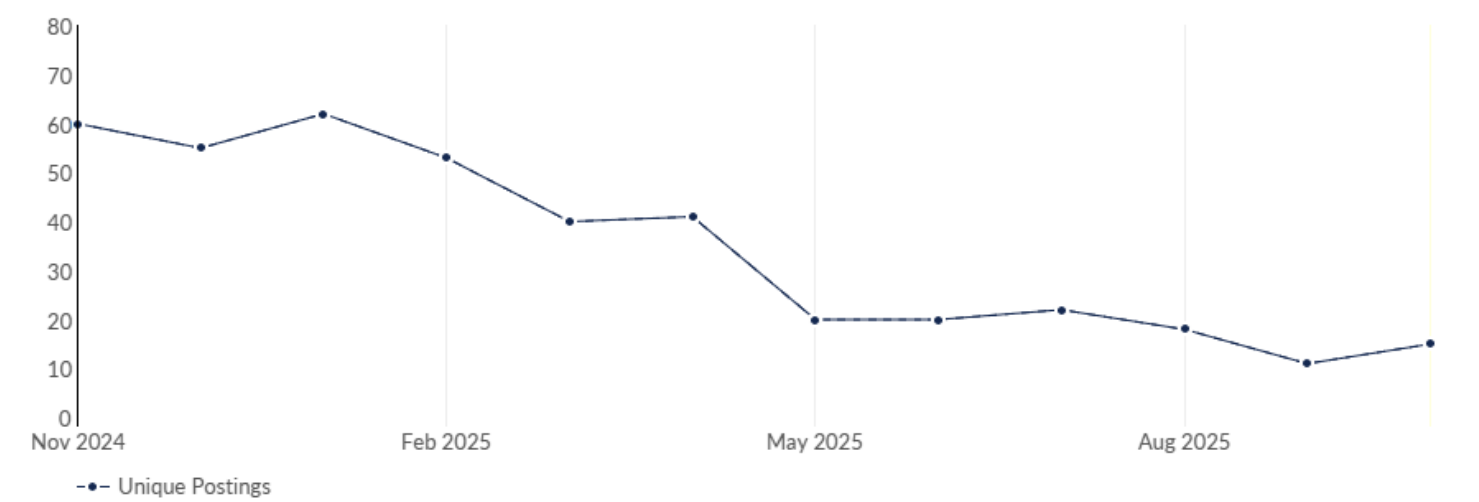


Job Postings Regional Breakdown



County	Unique Postings (Oct 2025)
St. Joseph County, MI	15

Unique Postings Trend



Month	Unique Postings	Posting Intensity
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
Nov 2024	60	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	9	60%
High school or GED	3	20%
Associate's degree	0	0%
Bachelor's degree	3	20%
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	20%
Associate's degree	0	0	0%
Bachelor's degree	3	0	20%
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	9	60%
0 - 1 Years	2	13%
2 - 3 Years	1	7%
4 - 6 Years	3	20%
7 - 9 Years	0	0%
10+ Years	0	0%

Top Companies Posting

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Meijer	24 / 7	3 : 1 	36 days
Dollar General	7 / 4	2 : 1 	n/a
Birch Meadows Senior Care	8 / 3	3 : 1 	34 days
Arby's	4 / 1	4 : 1 	n/a

Top Cities Posting

City	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Three Rivers, MI	32 / 11	3 : 1 	34 days
Sturgis, MI	11 / 4	3 : 1 	36 days

Top Posted Occupations

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	7 / 4	2 : 1 	n/a
Retail Salespersons	13 / 4	3 : 1 	6 days
Home Health and Personal Care Aides	8 / 3	3 : 1 	34 days
Fast Food and Counter Workers	7 / 2	4 : 1 	56 days
Food Service Managers	4 / 1	4 : 1 	n/a
Cashiers	4 / 1	4 : 1 	36 days

Top Posted Occupations

Occupation (O*NET)	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
First-Line Supervisors of Retail Sales Workers	7 / 4	2 : 1 	n/a
Retail Salespersons	13 / 4	3 : 1 	6 days
Personal Care Aides	8 / 3	3 : 1 	34 days
Fast Food and Counter Workers	7 / 2	4 : 1 	56 days
Food Service Managers	4 / 1	4 : 1 	n/a
Cashiers	4 / 1	4 : 1 	36 days

Top Posted Occupations

Occupation	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Retail Store Manager / Supervisor	7 / 4	2 : 1 	n/a
Retail Sales Associate	13 / 4	3 : 1 	6 days
Caregiver / Personal Care Aide	8 / 3	3 : 1 	34 days
Fast Food / Counter Worker	7 / 2	4 : 1 	56 days
Restaurant / Food Service Manager	4 / 1	4 : 1 	n/a
Cashier	4 / 1	4 : 1 	36 days

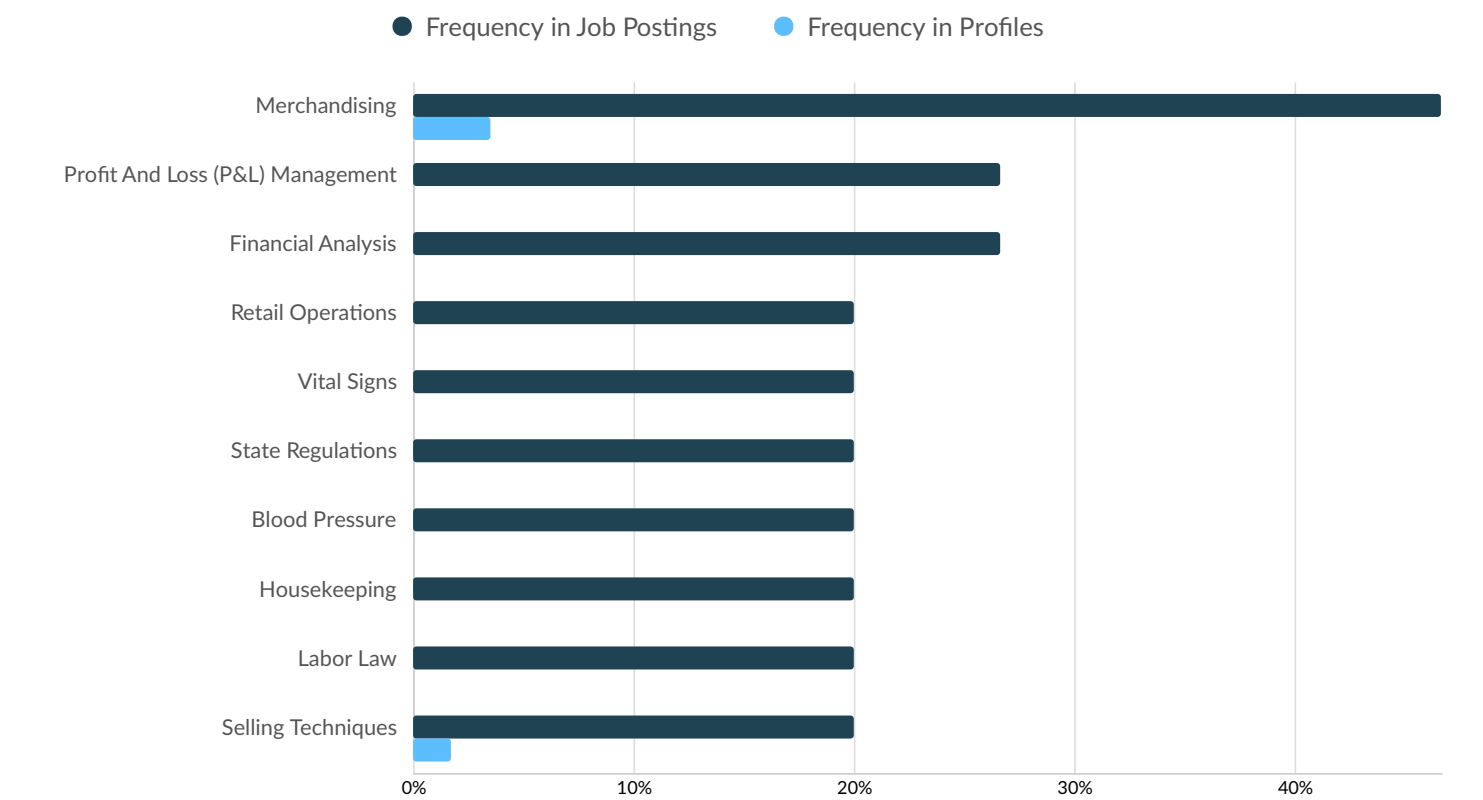
Top Posted Job Titles

	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Caregivers	8 / 3	3 : 1 	34 days
Retail District Managers	4 / 2	2 : 1 	n/a
Utility Workers	4 / 1	4 : 1 	n/a
Assistant Managers	4 / 1	4 : 1 	n/a
Baggers	4 / 1	4 : 1 	n/a
Frozen Food/Dairy Clerks	3 / 1	3 : 1 	n/a
Store Managers In Training	1 / 1	1 : 1 	n/a
Store Directors	1 / 1	1 : 1 	6 days
Store Managers	2 / 1	2 : 1 	n/a
Food Clerks	4 / 1	4 : 1 	56 days

Top Industries

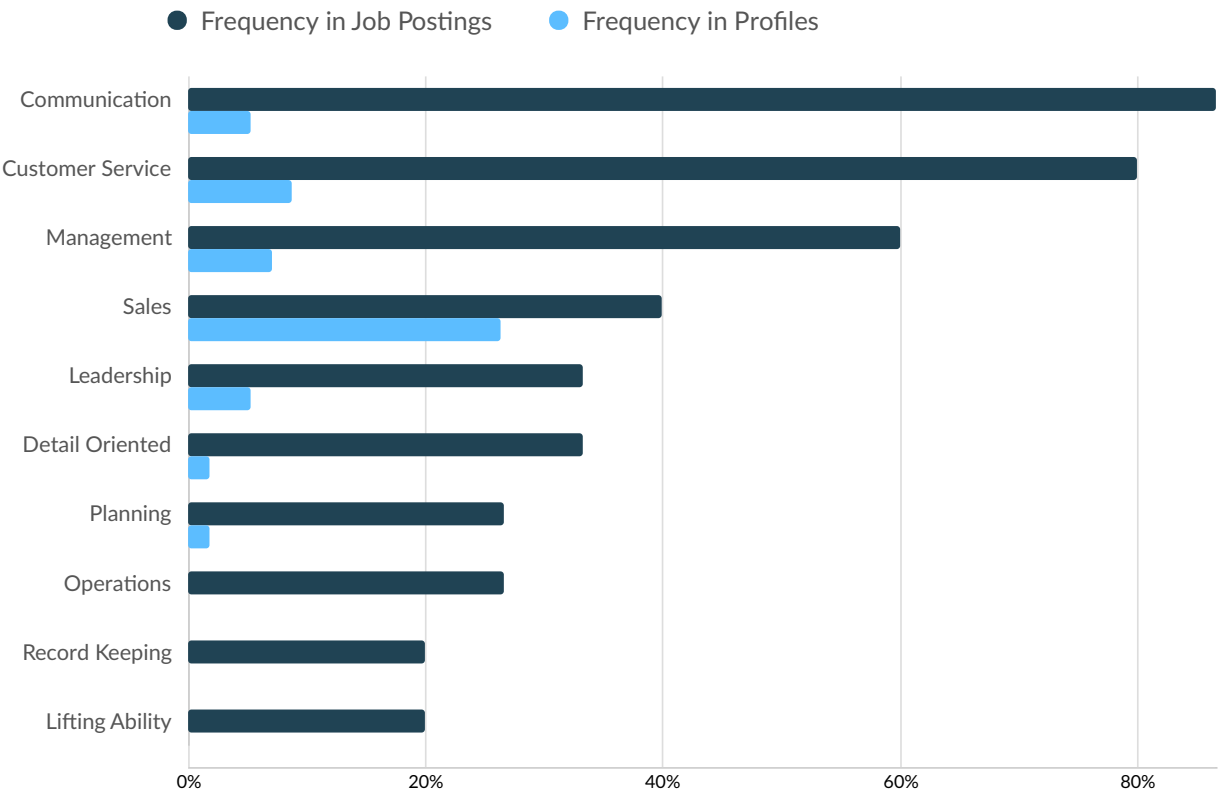
	Total/Unique (Oct 2025)	Posting Intensity	Median Posting Duration
Department Stores	24 / 7	3 : 1 	36 days
All Other General Merchandise Retailers	7 / 4	2 : 1 	n/a
Limited-Service Restaurants	4 / 1	4 : 1 	n/a

Top Specialized Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Merchandising	7	47%	2	4%	+15.0%	Growing
Profit And Loss (P&L) Management	4	27%	0	0%	+18.3%	Growing
Financial Analysis	4	27%	0	0%	+27.9%	Rapidly Growing
Retail Operations	3	20%	0	0%	+11.0%	Growing
Vital Signs	3	20%	0	0%	+17.2%	Growing
State Regulations	3	20%	0	0%	0.0%	
Blood Pressure	3	20%	0	0%	+9.5%	Growing
Housekeeping	3	20%	0	0%	+13.3%	Growing
Labor Law	3	20%	0	0%	+8.9%	Growing
Selling Techniques	3	20%	1	2%	-1.2%	Lagging

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	13	87%	3	5%	+3.6%	Lagging
Customer Service	12	80%	5	9%	+5.2%	Stable
Management	9	60%	4	7%	+5.3%	Stable
Sales	6	40%	15	26%	+7.8%	Stable
Leadership	5	33%	3	5%	+8.5%	Stable
Detail Oriented	5	33%	1	2%	+7.1%	Stable
Planning	4	27%	1	2%	+10.9%	Growing
Operations	4	27%	0	0%	+8.1%	Stable
Record Keeping	3	20%	0	0%	+9.2%	Growing
Lifting Ability	3	20%	0	0%	+10.6%	Growing

Top Software Skills

There is not enough data to display this section.

Top Qualifications

Postings with Qualification	
ServSafe Certification	1
Valid Driver's License	1

Appendix A

Top Posting Sources

Website	Postings on Website (Oct 2025)
indeed.com	11
diversityjobs.com	6
myworkdayjobs.com	6
careerarc.com	2
dollargeneral.com	2
arbys.com	1

Appendix B

Sample Postings

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
STORE MANAGER 2.9 2.9 out of 5 stars 1308 N Nottawa St, Sturgis, MI 49091 Full-time Dollar General 41,925 reviews Full-time 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: GENERAL SUMMARY Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and ESSENTIAL JOB FUNCTIONS Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction and inventory management issues on a weekly basis; follow up on Basic Stock Replenishment (BSR)/cycle counts. Facilitate the efficient staging, stocking and storage of merchandise by following defined company work processes. Ensure that all merchandise is presented according to established practices; utilize merchandise fixtures properly including presentation, product pricing and signage. Maintain accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Ensure the financial integrity of the store through strict cashiers accountability, loss control, and adherence to stated company security practices and cash control.	

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
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 GENERAL SUMMARY Responsible for the management of all employees in the effective planning and implementation of all store processes, including ordering, receiving, stocking, presentation, selling, staffing and support. DUTIES and ESSENTIAL JOB FUNCTIONS Recruit, select and retain qualified employees according to federal and state labor laws and company policies; ensure store is properly staffed. Provide proper training for employees; conduct performance evaluations; identify gaps for appropriate solutions and/or counseling, up to and including termination. Make recommendations regarding employee pay rate and advancement. Communicate performance, conduct and safety expectations regularly; coordinate meetings and events to encourage safety, security and policies. Ensure that the store is appropriately staffed and effectively opened and closed each day. Personally open the store a minimum of two times per week; personally close the store a minimum of two times per week. Evaluate operating statements to identify business trends (including sales, profitability, and turn), expense control opportunities, potential shrink, and errors. Order to ensure the meeting or exceeding of in-stock targets; review ordering plan, seasonal direction and inventory management issues on a weekly basis; follow up on Basic Stock Replenishment (BSR)/cycle counts. Facilitate the efficient staging, stocking and storage of merchandise by following defined company work processes. Ensure that all merchandise is presented according to established practices; utilize merchandise fixtures properly including presentation, product pricing and signage. Maintain accurate inventory levels by controlling damages, markdowns, scanning, paperwork, and facility controls. Ensure the financial integrity of the store through strict cashier accountability, key control, and adherence to stated company security practices and cash control procedures. Provide superior customer service leadership. Maintain a clean, well-organized store; facilitate a safe and secure working and shopping environment. Ensure that store is adequately equipped with tools necessary to perform required tasks. Follow company policies and procedures as outlined in the Standard Operating Procedures manual, Employee Handbook, and company communications; ensure employee compliance. Complete all paperwork and documentation according to guidelines and deadlines. Qualifications KNOWLEDGE and SKILLS: Ability to read and interpret documents such as diagrams, safety rules, operating and maintenance instructions, and procedures manuals Ability to perform mathematical calculations such as addition, subtraction, multiplication, division, and percentages. Knowledge of cash handling procedures including cashier accountability and deposit control. Ability to perform IBM cash register functions to generate reports.	

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Caregiver - 2nd Shift - Part Time Or On Call at Birch Meadows AFC	
Link to Live Job Posting: www.indeed.com	
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.	

Utility Workers — Meijer in Sturgis, MI (Oct 2025 - Active)

Utility Worker Midnight Availability	
Link to Live Job Posting: meijer.wd5.myworkdayjobs.com	
Location: Sturgis, MI	O*NET: 41-2031.00
Company: Meijer	Job Title: Utility Workers
Utility Worker Midnight Availability 3.3 3.3 out of 5 stars As a family company, we serve people and communities. When you work at Meijer, you're provided with career and community opportunities centered around leadership, personal growth and development. Consider joining our family - take care of your career and your community! Meijer Rewards Weekly pay Scheduling flexibility Paid parental leave Paid education assistance Team member discount Development programs for advancement and career growth Please review the job profile below and apply today! As an entry-level team member, you will have the opportunity to gain exposure to a variety of retail tasks related to additional services provided by our store, product and customer service. Meijer Courtesy Team Members enjoy interacting with people and know what 'above and beyond' customer service means. What You'll be Doing: Cart attendants will ferry shopping carts from outside the store back to the store interior. Coordinating and collecting of the parking lot, lawn, and inside store trash. Safely use snow removal equipment for properly removing snow. Perishable and salvage returns. Basic store and restroom cleaning. Working with our service desk, store entrance, check lanes and parking lot areas. Working with departments: Health and Beauty Care, Hardlines, Fashion/Softlines, Pets, Hardware, Card and Party, Outdoor, Seasonal and Floral. This job profile is not meant to be all inclusive of the responsibilities of this position; may perform other duties as assigned or required. What You Bring with You (Qualifications): Highly-organized with a keen sense for details. Great listening and communication skills. Can handle lifting, carrying, pushing, pulling, bending and twisting while handling product or using various equipment. Ability to shine in a fast-paced environment.	

Grocery Team Leaders — Meijer in Three Rivers, MI (Oct 2025 - Active)

Grocery Team Leader	
Link to Live Job Posting: www.indeed.com	
Location: Three Rivers, MI	O*NET: 41-2031.00
Company: Meijer	Job Title: Grocery Team Leaders
Return to selected search result Grocery Team Leader Apply locations Three Rivers, MI time type Full time posted on Posted Today job requisition id R000616071 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! Plans, directs and supervises team members in the day to day operations within various departments of the store. Serves as the mentor and coach for all team members. Implements strategies to improve customer service, drive store sales while ensuring customer needs are met and service is quick and efficient. Maintains store appearance with a focus on prime shopping hours, product presentation and company standards. What You'll be Doing: Ensure a positive company image by providing courteous, friendly, and efficient service to customers and team members. Responsible for staffing, selection and hiring to achieve staffing needs. Promotes succession planning by providing career paths, identifying development needs for the team members, and being involved with and accountable for promotion decisions. Documents and applies disciplinary actions and makes recommendations concerning discharge. Responsible for P&L, achieving sales and maintaining shrink for the department. Models exceptional, fast and friendly customer service. Communicates the Meijer Friendly Initiative in all team meetings and conversations. Mentors and coaches the team members to ensure customer service and sales goals are exceeded and the area is maintained to Meijer standards. Ensures the team is thoroughly trained in all aspects of their jobs and have completed all required training. Spends majority of time within the store communicating with customers and team members to ensure exceptional service is being delivered. Communicates the Meijer Friendly Initiative in all team meetings and conversations. Promotes a safe work environment. Reliable and consistent attendance required. Performs other duties as assigned. What You Bring with You (Qualifications): High school diploma or its equivalent required. 2-3 years of related retail experience. One year of management experience. Rotational assignments in other areas of the store such as meat, bakery, produce and deli; also customer service and product flow experience is helpful. Demonstrated ability to communicate to team members in the organization in a way that provides clear and precise direction. Demonstrated ability to resolve conflict and by addressing root cause issues. Demonstrated ability to manage multiple tasks. Demonstrated ability to analyze financial and statistical information and use that information to make informed decisions. Demonstrated ability to teach suggestive selling. Demonstrated ability to lead an organization that practices working safely at all times Demonstrated ability to mentor team members in all areas of the organization including SDITs, team members in hourly positions and team leaders. Successful completion of all required certifications.	

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.